



Title VI

Compliance Implementation Report

Karl F. Dean, Mayor

2015

Department of Human Resources

Karl F. Dean
MAYOR



METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

HUMAN RESOURCES DEPARTMENT
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TO: The Honorable Mayor Karl F. Dean
Members of the Metro Council

FROM: Veronica T. Frazier, Director of Human Resources

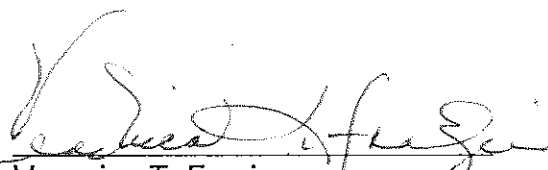
DATE: June 2, 2015

SUBJECT: Title VI Compliance Report

In Fall 2004, Metro Councilman Sam Coleman sponsored **Ordinance BL2004-352**, "An Ordinance requiring all departments, boards, and commissions to develop an implementation plan pursuant to Title VI of the Civil Rights Act of 1964 and requiring annual compliance reports by such departments, boards, and commissions." By way of example, Councilman Coleman submitted the State of Tennessee's Title VI Implementation Plan.

To fulfill the requirements of Ordinance BL2004-352, The Human Resources Department has produced the attached Title VI Compliance Implementation Report. As you will see from the Table of Contents, the Metro Title VI Report begins with an assessment of the greater Nashville community and drills down quickly to the departmental level. We asked each affected department to supply us with six specific classes of information: a) authority; b) organizational environment; c) Federal funding in that department; d) a program overview of that department's contracts; e) minority participation on the board or commission; and f) the number of Title VI complaints received last year.

We appreciate the opportunity to complete this important review.


Veronica T. Frazier
Director of Human Resources

6-2-2015
Date

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Complete MTA Title VI Report with appendices

****Detailed EEO reports for General Government are available upon request.**

INTRODUCTION

Title VI is a federal law which requires the non-discriminatory delivery of services which are supported by federal financial assistance. It prohibits discrimination on the basis of race, color, or national origin. Other civil rights laws prohibit discrimination on the basis of gender, age, and disability.

THE OFFICE OF THE MAYOR

Karl F. Dean is the sixth mayor of the Metropolitan Government of Nashville and Davidson County, elected on September 11, 2007. Dean's priorities as mayor are improving schools, making neighborhoods safer and bringing more and better jobs to Nashville.

The Office of the Mayor has several divisions: the Office of Economic and Community Development, the Office of Children and Youth, and the Office of Neighborhoods.

Economic and Community Development

The Mayor's Office of Economic and Community Development (OECD) exists to ensure a positive local government climate for private sector investment, which is crucial for future expansion of the tax base, growth in the number of quality jobs, and the creation of wealth in the community.

OECD works to:

- Coordinate the activities and uses of the government's resources in a strategic manner to enhance Nashville's economic future.
- Increase the job base by working with other economic development agencies to create new job opportunities through new business recruitment and existing business job base expansion.
- Increase the tax revenue base as a result of new job growth and new capital investment.
- Improve government's responsiveness to requests for assistance from the business community.

Office of Children and Youth

The Mayor's Office of Children and Youth (MOCY) works in partnership with public and private entities to ensure that all of Nashville's children are healthy, safe, successful in school, and connected to caring adults, allowing them the opportunity to contribute to the progress of our city.

The creation of the Mayor's Office of Children and Youth was a key recommendation of the Madeline Initiative, a 75-member community task force composed of city leaders, program administrators, service providers, and advocates. After two years of work funded by a grant from Danforth Foundation, the Steering Committee of the Madeline Initiative presented their report to then Mayor Bill Purcell in December 2001. With a proposed Mayor's Office of Children and Youth recommended by Mayor Bill Purcell and adopted by the Metro Council, the new Office was officially created on July 18, 2002.

Office of Neighborhoods

The mission of the Mayor's Office of Neighborhoods is to improve the quality of life in Nashville's neighborhoods through a more informed, active and involved citizenry and enhanced governmental response to community needs.

Since its inception in September 1999, the Office of Neighborhoods has worked to bring citizens and government together through various initiatives:

- Mayor's Night Out/In - meetings that provide citizens the opportunity to address their concerns directly with the Mayor and other government officials
- Neighborhood Response Team - a coalition of various sectors of local government that coordinate responses to neighborhood needs
- Neighborhood Training Institute - workshops to build capacity and assist in the establishment and development of neighborhood associations
- Neighborhood Liaison – staff who are available to meet with your neighborhood groups and associations concerning ongoing issues in your area
- Neighborhood Conference - Through conferences held in 2002 through 2005, Metro departments and neighborhood leaders came together to learn about and share ideas on improving the quality of life in the city. Another conference is scheduled for October 2006
- Community Enhancement Grants - funds provided to community organizations and groups to improve their neighborhoods.

THE METROPOLITAN COUNCIL

The Metropolitan Council is the legislative body of Nashville and Davidson County. Members are elected to serve a term of four years. There is one Vice-Mayor, five council members-at-large, and thirty-five district council

representatives. Specific information on the Metropolitan Council can be found in Article 3 of the Metropolitan Charter.

The Metropolitan Council meets regularly on the first and third Tuesdays of each month at 6:30 p.m. Meetings are open to the public and are held in the Historic Courthouse at One Public Square, Suite 204.

Meetings on the first Tuesday of odd-numbered months are reserved for public hearings on bills on zoning matters. The Vice-Mayor presides over these meetings. Agendas of the Council meetings and Minutes of prior meetings are prepared by the Metropolitan Clerk's Office. Appendix C provides a listing of Metropolitan Council members for the 2011-2015 term.

THE DEPARTMENTS OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY AND FUNCTIONS

Metro delivers services and performs operations through the activities and functions of its departments, boards, commissions, and other elected offices. The following provides detail with regard to Metro's Executive Departments, semi-autonomous agencies, boards and commissions, and other elected officials which comprise the Metropolitan Government of Nashville and Davidson County. See Appendix D for an organizational chart of the structure of the Operating Departments.

Codes Administration

The Codes Department provides direction and coordination of departmental policy and support for the operating programs. This includes the licensing of Electrical, Plumbing, and Mechanical/Gas contractors, and serving as secretary to six administrative boards.

Criminal Justice Planning Unit

The goal of the Criminal Justice Planning Unit is to assist policy makers in better planning for the expected population of correctional facilities, intermediate sanctions, and other criminal justice services and programs. The CJPU's main focus is to forecast inmate populations under correctional supervision by the use of computer modeling. The CJPU currently presents a semiannual report which predicts and assesses the ten-year correctional inmate population for Davidson County. Starting with the 2004 semiannual report, the CJPU will provide five-year correctional population projections. Additionally, the unit is available to provide accurate data and credible analysis to policy makers when making decisions for the Davidson County Justice System.

Emergency Communications

The Operations Division of the Emergency Communications Center consists of the dispatchers who are the voice on the other end of the phone calls made to 9-1-1, 862-8600, and a number of other public safety emergency numbers within Metro. They are also the voice on the other end of the radio for Metro's Police and Fire field personnel. MNPD and NFD field personnel receive calls for service from ECC telecommunicators, who provides the informational support work needed to complete those calls.

The mission of the Emergency Communications Center is to enhance the quality of life for all citizens in our community by processing all 9-1-1 calls and by the dispatching of appropriate emergency responders in an expeditious, courteous, and professional manner; thereby saving lives, protecting property, curbing crime, and preventing major fire losses.

Finance

The Finance Department is charged with administering the financial affairs of the Metropolitan Government in accordance with applicable provisions of the Charter, applicable ordinances, and principles and practices of sound municipal fiscal administration.

The mission of the Department of Finance is to provide financial management, information, and business products to policy makers, departments, agencies, investors, and the Nashville community so they can have confidence in Metro Government, make informed decisions, and achieve their results.

Fire

The Fire Department is charged with providing class 6 to 9 level of fire protection services and a strong first responder emergency medical service to all residents of the General Services District outside the Urban Services District; to provide class 3 level of fire coverage and first responder emergency medical service to residents of the USD through the following programs: suppression, rescue, communications, training, safety, maintenance and repair, and prevention and required administrative activities; and to provide the highest possible level and quality of emergency medical care and rescue services to the residents of Metropolitan Nashville/Davidson County.

General Services

The General Services Department serves all of the other departments in Metro Nashville Davidson County Government through a system of support services including building maintenance and operation, radio

communications, motor pool services, security services, postal services, photographic services and printing services.

The mission of the General Services Department is to provide radio communications, facilities maintenance and operations, photographic, postal, printing, and security products to Metropolitan Government Departments so they can provide the highest level of service to their customers and citizens.

Human Resources

The Department of Human Resources provides information and support in the areas of training, compensation, benefits, and compliance with all local, state and Federal laws, rules and regulations for active and retired Metropolitan Government employees. Our goal is to provide opportunities that promote the professional development of employees in a diverse municipal workforce.

The mission of the Human Resources Department is to provide human resources business and benefits products to employees and agencies so they can provide quality government services and to retirees so they can receive the benefits to which they are entitled. Both the Metropolitan Employees Benefit Board and the Civil Service Commission are housed in the Department of Human Resources.

Information Technology Services

The mission of the Information Technology Services Department is to provide information, communication and business solutions to the departments and agencies of the Metropolitan Government so that they can achieve their business objectives and exceed the expectations of the citizens we all serve.

Law

The Legal Department provides complete legal advice and representation to all levels of the administrative, legislative and operational divisions of The Metropolitan Government of Nashville and Davidson County. The Department provides legal counsel to all Metro departments, agencies, and commissions; handles all litigation involving the Metropolitan Government; provides legal counsel to the Mayor, Council, and other Metropolitan officials; acts as a liaison with other governmental agencies on legal issues; administers insurance and safety program to identify, analyze, evaluate and make recommendations for treatment of loss risks; and provides loss prevention services.

Police

The Police Department is charged with enforcing the law and to protect the general public in accordance with the provisions of the Metropolitan Charter and ordinances.

The mission of the Police Department is to provide community based police services through crime prevention strategies and partnerships, to ensure a safe and peaceful Nashville. In carrying out its mission, the members of the Police Department will continue to value:

- organizational excellence and professionalism
- the impartial enforcement of the law
- the people we serve and each other
- problem-solving partnerships
- open communication
- ethics and integrity

Public Works

Public Works is charged with providing for the engineering, maintenance, construction, and repair of streets, roads, bridges, guardrails, sidewalks, traffic signs and signals, operate parking facilities, to provide for the refuse collection, street and sidewalk cleaning, and street light operation within the Urban Service District; and to provide for activities directly related to solid waste and disposal and the curbside collection and processing of recyclable materials in selected areas of Davidson County including both USD and GSD areas.

Soil and Water Conservation

The Davidson County Soil Conservation District Board is responsible for providing technical assistance on natural resource concerns to individuals and agencies of the government, and for offering educational activities in the area of soil and water conservation for schools. The district cooperates with other governmental agencies in activities relating to soil and water conservation. The district assists land users with the development and revision of soil and water conservation plans to meet the provisions of the 1995 Farm Bill and the 1990 Food Agricultural Conservation and Trade Act. The farm bill requires individuals receiving United States Department of Agriculture (USDA) benefits to follow an approved conservation plan on their farmland.

The mission of the Soil and Water Conservation Department is to study, plan, and provide technical and educational assistance on soil, water and environment related problems to individuals, groups, and units of government in Davidson County.

Water Services

Water Services works to provide quality water services at an economical price, including construction, operation and maintenance of all water and sanitary sewerage facilities of the Metropolitan Government and for the collection of all charges for the services of such utilities.

SEMI-AUTONOMOUS AGENCIES, BOARDS, AND COMMISSIONS

Metro delivers services and performs operations through the activities and functions of its agencies, boards, commissions, and other elected offices. The following provides detail with regard to Metro's Semi-autonomous agencies, boards, and commissions. Only those entities supported by the Metro Budget are listed below.

Agricultural Extension

The Smith-Lever Act of 1914 established the Agricultural Extension Service (AES). It is the off-campus educational unit of two land grant universities (The University of Tennessee and Tennessee State University).

Agricultural Extension Service provides informal educational programs in agriculture, horticulture, family and consumer sciences, and supports and organizes 4-H programs.

The mission of the Agricultural Extension Service is to help people improve their lives through education, using research-based information focused on issues and needs.

Arts Commission

Administrative staff serves as the liaison with the Commission, the Office of the Mayor, and Metro Council. The staff is responsible for budget preparation; seeking outside funding from regional, state, and national sources; overseeing public information programs; planning and managing the department's finances; coordinating Commission and committee work; and engaging in cultural planning and research pertaining to public policy issues.

The mission of the Metropolitan Nashville Arts Commission is to provide leadership that stimulates and advances the arts to enrich the human experience for the community. In order to create a vibrant, vigorous, healthy community where all the arts flourish and grow, the Arts

Commission's goals are to promote organizational stability and growth, foster excellence, generate awareness, increase accessibility, respond to diverse community needs, and facilitate cooperation and partnerships.

Auditorium Commission

The Nashville Municipal Auditorium is a public-service oriented entertainment facility that seeks to attract a broad spectrum of events for the Nashville community and the Middle Tennessee area.

Beer Permit Board

The Beer Board regulates the transportation, storage, sale, distribution, and possession of alcoholic beverages that have less than five percent alcohol by weight. The board is additionally responsible for the issuance of permits for permission to operate dance halls. The board consists of seven members appointed by the Mayor and approved by the Metropolitan Council. Members serve a four year term. Six board staff members are responsible for issuing permits and monitoring and inspecting permitted establishments for compliance with the beer and public dance laws. The board and staff work in conjunction with the Police, Health, Zoning, and Fire Marshall's offices.

Convention Center Commission

The mission of the Nashville Convention Center is to generate economic impact in Nashville and Middle Tennessee through the presentation of well-served events. Since the Center's opening in January of 1987, the Nashville Convention Center has brought in excess of 900 million dollars to the Nashville economy. The Convention Center's primary clients are trade shows, conventions, corporate meetings, consumer shows, and food and beverage functions.

Election Commission

The Election Commission was created to maintain voter registration files and conduct all elections for Davidson County (Federal, State, and Metro) and the six incorporated satellite cities within Davidson County. The Commission is governed by five commissioners appointed by the State Election Commission for two year terms. The commissioners are charged with ensuring compliance with state election laws and operating within Metro's purchasing and budgetary laws.

Farmer's Market Board

Through a collaboration of government and local owner-operators, the Farmer's Market provides a diverse collection of the freshest, highest-quality foods available; service to customers that is second to none, and products that provide a good value for the dollar in an atmosphere that provides a unique shopping experience with an emphasis on Tennessee.

Historical Commission

The Historical Commission seeks to preserve, protect, and document the history, historic places, buildings, and neighborhoods of Davidson County through education, technical assistance, and advocacy. The Historic Zoning Program provides technical/design assistance to property owners within historic zoning areas and works with neighborhoods seeking stabilization and revitalization. They are also responsible for issuing preservation permits and regulatory historic zoning properties.

Human Relations

The mission of the Human Relations Commission is to protect and promote the personal dignity of all people by protecting and promoting their safety, health, security, peace, and general welfare. Human Relations Commissioners are appointed by the Mayor and confirmed by the Metro Council to represent the conscience of the Nashville and Davidson County community. Commissioners are responsible for the oversight, resolution, and addressing of community concern issues and complaints of discrimination (real and perceived).

The Executive Director manages the day-to-day operations of the Human Relations Commission. The Director is responsible for all fiscal, administrative, and program areas of the Commission.

Justice Integration Systems Policy Committee

The mission of the Justice Integration Services Department is to provide comprehensive, integrated justice information management products to Metro Justice and Public Safety agencies, Metro departments, other jurisdictions and the general public so they can benefit from shared justice information and make informed decisions and recommendations that impact the safety and well-being of their communities.

Library Board

The Library Board seeks to collect and make accessible to the public, printed, electronic, audiovisual, non-print, and broadcast information materials to facilitate the informal self-education of all persons, including the disabled; to enrich and further develop the knowledge of persons undertaking formal education; to encourage recreational reading and constructive use of leisure time; to support the cause of literacy; and to meet the day-to-day informational needs of all persons in the community.

Twenty branch libraries throughout Davidson County provide a full range of library service in local or regional settings. Functions include reference service, children's service, reader's advisory assistance and public programming. Each branch maintains a book collection offering a full range of nonfiction, popular reading, and study materials for all ages. Many provide books-on-tape as well as popular videos. Most branches also furnish copy machines, tax forms, and limited access to the Volunteer Income Tax Assistance Program (VITA) during tax season, Free Application for Federal Student Aid (FAFSA) forms, and magnet school applications. Online catalog terminals and public PCs, available at every location, provide access to the system wide collection and the Internet.

Metro Action Commission

The mission of the Metropolitan Action Commission (MAC) is to administer Head Start, Community Services Block Grant (CSBG), Low Income Home Energy Assistance Program (LIHEAP), USDA Summer Food and other social service programs for Metropolitan Government.

Nashville Career Advancement Center

The mission of the Nashville Career Advancement Center (NCAC) is to provide job readiness, career resource and employment connection products to individuals, employers and organizations so they can make a broader contribution to the economic well-being of the community.

Parks and Recreation

Parks and Recreation works to provide and maintain sufficient acreage, facilities, and programming to effectively offer the most diversified recreational services possible, ensuring that all citizens, regardless of income level, have equal opportunity and choice of participation. In addition, Parks maintains and increases the usability of the region's physical structures for the enjoyment of the citizens of Davidson County and their guests.

Planning Commission

The Planning Commission acts as the official planning agency for the Metropolitan Government and assumes the responsibilities granted to municipal, regional, or metropolitan planning agencies by state law including general planning, zoning, and subdivision regulations.

The mission of the Planning Department is to promote livability and quality growth in Metropolitan Nashville-Davidson County that enhances the built environment, conserves the natural environment, and preserves cultural and historical resources. With this purpose, the Planning Department will:

- Ensure meaningful citizen participation,
- Promote responsible growth and development,
- Encourage development that accommodates a variety of lifestyles, housing, transportation alternatives, and employment opportunities,
- Promote regional cooperation in planning throughout Middle Tennessee, and
- Serve as an accessible resource for information and technical assistance for residents, neighborhoods, and the business community.

Public Health Board

The Public Health Board is responsible for protecting and promoting the health of the residents of the county and the thousands of others who work, shop, and play in the city every day. The department's employees are committed to providing high quality services.

Social Services

The Metropolitan Social Services Department's primary purpose is to respond to persons in need of assistance, opportunities and information when challenged by economic, social or behavioral problems.

In delivering these services, Metropolitan Social Services will respect the dignity of people in need and support their unique ability to grow, change and succeed through personal choices.

Metropolitan Social Services staff works in conjunction with other agencies to develop professional, comprehensive and effective responses to individual and community challenges and to build understanding and support by the public.

Metropolitan Social Services will provide research and analysis of social problems within the county to other branches and departments of Metropolitan Government as needed.

OTHER ELECTED OFFICIALS

Metro delivers services and performs operations through the activities and functions of its departments boards, commissions, and other elected offices. The following provides detail with regard to Metro's other elected officials.

Assessor of Property

The mission of the Assessor of Property is to appraise real property at its market value, and business tangible personal property under schedules provided by law; to classify property correctly under the law; to apply property assessment in accordance with each parcel's proper classification; to maintain accurate public records; to reappraise every real parcel at least every four years and to reappraise all business tangible personal property annually; to provide property owners easy access to appeal rights; to generate annually an assessment roll for the purpose of property taxation by the Metropolitan Council.

Board of Education

The purpose of the Metro Board of Education is to do whatever it takes for all students to acquire the knowledge and skills to become productive, responsible citizens. The vision is to be the top-performing school district in the nation.

Circuit Court Clerk

The Circuit Court Clerk's mission is to serve the eight Circuit Courts, the Civil Division of the General Sessions Court, the Metropolitan Traffic Courts, and the public as a record keeping office; to file and maintain all records associated with Civil Court cases; to collect, disburse and report on funds according to state statutes and court orders.

County Clerk

The County Clerk serves to collect certain state privilege license fees as well as other state and local revenues, fees, commissions, and taxes as provided by law.

Criminal Court Clerk

The Criminal Court Clerk's mission is to serve the courts having criminal jurisdiction, to be responsible for all records generated from arrest through

disposal of charges on state warrants or indictments, and as an elective office, to serve the legal, financial, and public communities by rendering service in an efficient manner.

District Attorney General

By authority granted in TCA § 8-7-10, the District Attorney General serves to investigate and prosecute all criminal offenses that occur within Davidson County where there is sufficient evidence to warrant conviction. All prosecutions are designed to punish offenders, incapacitate violent and repeat criminals, and generally to deter future criminal activity. Additionally, the office is committed to treating victims and witnesses with dignity.

General Sessions Court Judges

Metropolitan General Sessions Court is committed to excellence in administering justice and is a contributing partner working toward a safe and vital community in Nashville-Davidson County.

The Court Judges of the Metropolitan General Sessions Court of Nashville-Davidson County is a high volume, limited jurisdiction Court that was first established in 1937. It has grown to an eleven division Court that handles civil cases with monetary limits not greater than \$15,000. The criminal case jurisdiction covers preliminary hearings in felony cases and misdemeanor trials in which the defendant waives the right to a jury. Since it is not a “court of record,” its decisions are subject to appeal. Since 1971, this Court has been authorized under the Metropolitan Charter to handle Metropolitan ordinance violations involving traffic, environmental, and other county ordinance violations. General Sessions judges are elected to an eight-year term.

In addition to the eleven judges, a part-time referee conducts the initial hearings for environmental cases and the non-traffic Metro ordinance violations, and five law trained judicial commissioners preside over Night Court 24 hours per day, 365 days per year.

The General Sessions Courts have dockets that adjudicate the following types of cases: criminal bond, traffic, civil, driver’s license, jail review, orders of protection, domestic violence, environmental, emergency committals, special committals, state traffic and felony drug, probation, and Mental Health Court.

Juvenile Court Clerk

The Juvenile Court Clerk is responsible for keeping all records of the Court. The Clerk’s Office maintains separate minutes, dockets and records for all

matters pertaining to Juvenile Court proceedings. In addition, this office collects payments, fines and restitutions and maintains accounts in excess of \$1.7 million for child victim criminal injuries. The Clerk's staff files litigation and paternity petitions, sets Court costs and dates and files all motions. The Juvenile Court Clerk is an elected official and maintains a separate budget from the Juvenile Court.

Public Defender

The Metropolitan Public Defender's Office operates under the authority of the Metropolitan Charter, Title II, Section 2-16-010, which states as follows: The public defender shall render legal aid and defend only those indigent defendants who are in jail, charged with the commission of a crime and are unable to make bond, or such other defendants as a court with criminal jurisdiction shall determine to be indigent. In addition, the public defender shall provide guardian *ad litem* services when such services are deemed required by the Davidson County juvenile court for children who are the subject of proceedings in such court and the Metropolitan Government would be required by law to pay reasonable compensation for such services if not provided by the public defender. The Public Defender's Office is staffed with 42 licensed attorneys who represent indigent clients on charges ranging from public drunkenness to first degree murder.

Register of Deeds

The Register of Deeds Office records deeds, mortgages, plats, leases, liens, limited partnership agreements, charters, and service discharges. All documents are imaged and indexed.

The mission of the Register of Deeds is to record all documents pertaining to real estate and documents relative to the Uniform Commercial Code. We also strive to maintain the integrity of all official records and to offer courteous, friendly, and expeditious service to all who use the Register's Office.

Sheriff

With a commitment to excellence, the mission of the Sheriff's Department is to strive to be the leader in the field of corrections, service to civil process, and innovative community based programs, emphasizing: accountability, diversity, integrity, and professionalism.

Since 1963, DCSO has devoted 100% of its efforts and resources to two major areas of critical concern, corrections and civil process. In the mid-1990s, the DCSO Correctional Work Center was awarded national accreditation by the American Correctional Association. The Training Academy followed in 1999, becoming the first local Sheriff's Office Training

Academy in America to achieve national ACA accreditation. In January, 2001, DCSO became the first County correctional administration in the United States to be accredited by the ACA. The Criminal Justice Center and the Hill Detention Center were accredited in 2002.

State Trial Courts

State Trial Courts, under Circuit, Criminal and Chancery Judges, consist of the following two divisions.

The **Clerk and Master** serves the four elected chancellors, performs judicial duties pursuant to state law and the Metro Charter, conducts hearings as judicial officer, writes reports of findings to the chancellors upon referred cases, and oversees a staff of 19 clerks.

The Clerk and Master administers the caseload for the four chancellors, including maintenance of books, records and case files; collecting and reporting substantial revenue from delinquent taxes and court costs; issuing process and investing funds held as trustee as an arm of the Chancery Court; and providing public records and information to citizens.

The **Juvenile Court** provides a judicial and non-judicial service delivery system that is fair, accessible, efficient and responsive that will meet the immediate and long term needs of the citizens of Greater Nashville and Davidson County Tennessee in a manner consistent with public safety.

Trustee

The Trustee is responsible for collecting Davidson County's Real Property Tax, Public Utility Tax, Personal Property Tax, and Central Business Improvement District Tax, Vegetation Liens and Demolition Liens each year; and administering the Tax Relief Program for the State of Tennessee and Metro Government. The Office of the Trustee accepts the Certified Real Property and Personal Tax Roll from the Assessor of Property in September each year. The Trustee's office then mails printed tax statements by October 1. The Tennessee Regulatory Authority sends the Utility Tax Roll to the Trustee in December each year, and tax statements are printed and mailed in January. This office also collects and processes the Central Business Improvement District tax receivables.

PROGRAM COVERAGE

Title VI applies to both Metro functions, facilities, operations programs and projects that receive federal funding as well as to services provided by sub-recipients that receive federal financial assistance through contracts from

Metro. It is the city's goal that all services be administered in a nondiscriminatory manner.

Federal Funding in Metro

Currently, there are several Metro Departments which benefit from outside funding as a viable programming resource. A variety of mechanisms exist to manage grants in Metro. The Division of Grants Coordination was established to better enable Metro to manage its current grants and to seek additional outside funding.

The Division of Grants Coordination assists Metro departments with identifying funding opportunities, fostering collaborations and developing sound grant proposals; serving as a "gatekeeper" and monitor of grants as they move through the Metro approval process; developing and implementing policies and procedures for grants to Metro; providing technical assistance and grants-related training to departments, maintaining a database of Metro's grants, acting as a liaison between user departments and the Finance Department on grants-related matters and managing Title VI activities.

In that Metro, through the Division of Grants Coordination, is able to comprehensively identify and track all of its federal grants, information regarding those grants is readily available. A list of current Metro grants from Federal sources (including pass thru grants) is found in Appendix E.

Contracted Program Overview

Contracted programs are vital to Metro's success in a number of areas and account for a significant portion of Metro's resources. To view a list of Metro Government expenditures by Department for the period July 1, 2012 - May 1, 2013, see Appendix F. This data includes the business ownership characteristics of the suppliers.

RESOURCES COMMITTED TO TITLE VI COMPLIANCE

Metro has committed significant resources to program areas with a direct impact on Title VI implementation planning and compliance review efforts. The Metro Title VI coordination function has been assigned to staff in the Human Relations Commission; however, each department has an assigned Title VI coordinator with departmental responsibility lying ultimately with the Department Head and overall responsibility for the Metro's compliance lying with the Mayor. Each department is responsible for implementation, compliance and data collection in their respective areas.

Additionally, the Office of Financial Accountability (OFA) in the Office of Management and Budget is responsible for the monitoring of Metro's state and federal grants contracts. This Office also monitors Metro's direct appropriation grant contracts to non-profits organizations. As a part of the grant monitoring reviews, civil rights program issues are reviewed for compliance. See Appendix G for an example of the Monitoring Guide used to monitor review items, and for the online information, including the Complaint Form, for Metro's Title VI resources.

TITLE VI PROCEDURES

The responsibility for coordinating Title VI compliance within the Metropolitan Government of Nashville and Davidson County is assigned to and divided among respective departments. Each department head has appointed a Title VI Departmental Coordinator (See Appendix A). The Departmental Coordinator works closely with the Metro Title VI Coordinator and is responsible for administering the compliance procedures and Title VI complaint processing for the respective departments.

COMMUNICATION

Metro will take appropriate steps to communicate its Title VI policy and program to all Metro employees, sub-recipients and the general public. Sub-recipient notification of Title VI is imperative, and all will be made aware of the importance of Title VI compliance. It is equally important that protected beneficiaries are encouraged to participate in departmental programs and are informed of Metro policies, especially regarding filing complaints. Metro will employ the following methods to disburse information regarding Title VI.

METROPOLITAN ARTS COMMISSION

Authority

Rebecca Berrios, community engagement manager, is the Title VI coordinator for Metro Arts and will respond as appropriate to all Title VI responsibilities.

Phone: 615-862-6737

Email: rebecca.berrios@nashville.gov

Organizational Environment

Mission

Drive an equitable and vibrant community through the arts.

Vision

Every Nashvillian Participates in a Creative Life

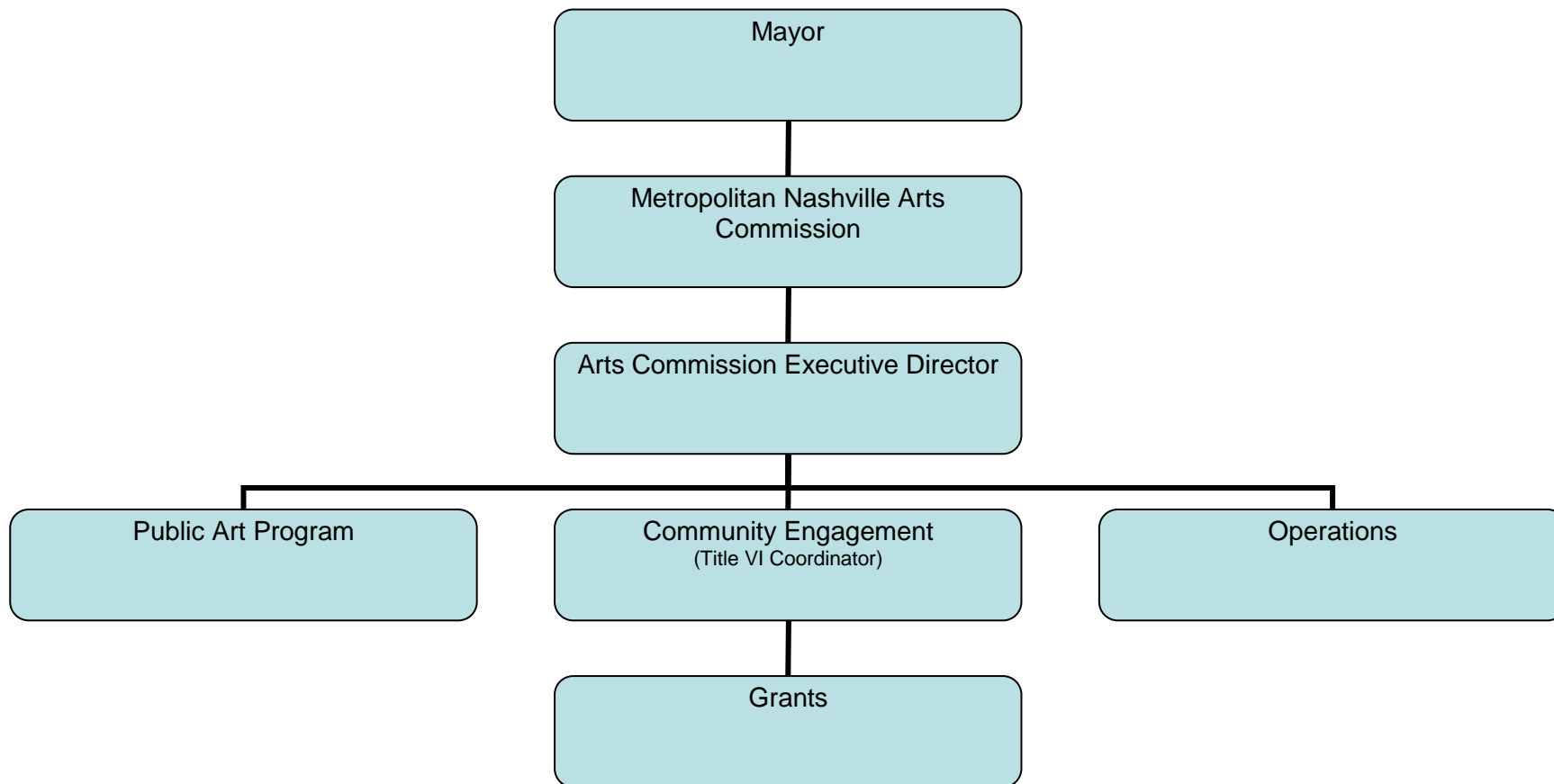
Goals

The Arts Commission's strategic goals are to see improvement in:

- Stronger Creative Workers
- Deeper Cultural Participation
- Vibrant Creative Neighborhoods

We work toward these goals through our Public Art, Community Engagement, and Grants program areas and through partnerships, training, research, and artist development. We highlight the civic and economic power of the arts and artists in Nashville through the following methods:

- Increase Sector Resources
- Drive Equity & Access
- Improve Creative Infrastructure



Federal Funding in the Metropolitan Arts Commission

Federal financial assistance may be used to augment our departmental budget in achieving departmental goals and initiatives.

Contracted Program Overview

MNAC uses contracts to engage those with specific experience, knowledge and skills that are needed on a short-term basis.

Number of Complaints Received Last Year 0

METROPOLITAN BEER PERMIT BOARD

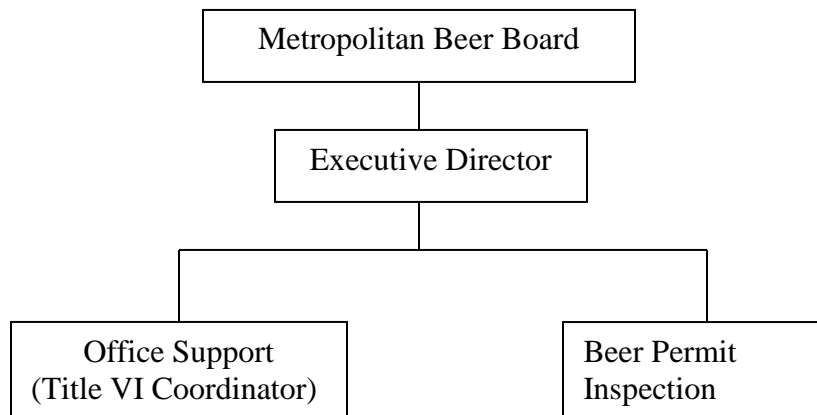
Authority

Julie Welch – Office Support Specialist I

Accept complaints by citizens, records name, date, phone numbers, and complaint and submit to Executive Director.

Organizational Environment

Mission Statement of the Beer Board is to license, regulate and control the transportation, storage, sale, distribution, possession, receipt and/or manufacture of beer with an alcoholic content of not more than five percent by weight. To issue and regulate public dance permits.



Federal Funding in the Metropolitan Beer Permit Board Department

None

Contracted Program Overview

N/A

Minority Participation on the Board/Commission: 3

Number of Complaints Received Last Year: 0

Statement of Non-Discrimination:

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion or disability in admission to, access to, or operations its programs, services, or activities. The Beer Permit Board does not discriminate in its hiring or employment practices.

Metropolitan Department of Codes & Building Safety

TITLE VI POLICY

Authority:

Title VI Coordinator for the Department of Codes & Building Safety, in coordination with the City of Nashville's Title VI Coordinator, is charged with the responsibility for implementing, monitoring, and ensuring the department's compliance with Title VI regulations. This responsibility would include:

- Avoiding, minimizing, and/or mitigating disproportionately high and adverse human health or environmental effects, including social and economic effects, on minority populations and low-income populations
- Ensuring the full and fair participation by all potentially affected communities in the decision-making process
- Preventing the denial of, reduction in, or significant delay in the receipt of benefits by minority populations and low-income populations

The Department of Codes & Building Safety's Title VI Coordinator is Roy L. Jones, Assistant Director, 800 2nd Avenue, South, Nashville, Tennessee 37210. [(615) 862-6541] Mr. Jones reports directly to the Director of the Department of Codes & Building Safety, Mr. Terry Cobb.

Organizational Environment:

Mission statement: The mission of the Department of Codes & Building Safety is to provide permit, inspection, enforcement, and information products to the Nashville community so they can experience safe buildings and improved quality of life.

Strategic goals:

By the year 2020, Codes customers will experience improved ability to communicate and access information through improved technology within Codes, as evidenced by:

- 10% increase of customers accessing information online
- 75% of customers who report satisfaction with communications with the department

By the year 2020, citizens of Davidson County will experience cleaner, safer neighborhoods, as evidenced by:

- 10% reduction in substandard housing
- 10% reduction in number of abandoned or inoperable/unlicensed vehicles
- 10% reduction of visual clutter (signs, debris, trash, graffiti)

By the year 2020, Code customers will experience improved response times to their inspection requests, as evidenced by:

- 75% of customers who receive a response within 48 hours including communication of action on service requests

By the year 2020, citizens of and visitors to Davidson County will experience increased Code compliance in new buildings as evidenced by:

- 10% increase in building projects obtaining a Use and Occupancy Letter indicating all required inspections performed and approved

Organizational chart attached

Federal Funding in the Department of Codes & Building Safety:

Number of departmental Federal and state grants: None

Federal Financial Assistance is used to achieve departmental goals and initiatives by:

- Providing that all department programs will be conducted and/or operated with all requirements imposed by, or pursuant to, the Title VI of the Civil Rights Act of 1964.
- Providing that the department notifies, through the City's Title VI Coordinator, that all minority business enterprises will be afforded full opportunity to submit bids in response to any bid invitation and will not be discriminated against on the grounds of race, color, sex, or national origin in consideration of an award.

Contracted Program Overview

Department of Codes Administration – list of contracts:

1. *Bankers Title & Escrow Corp.* – Contractor shall provide title search services for the department and will be the primary provider of title search services. The Metropolitan Government of Nashville is charged with the responsibility of collecting through litigation proceedings delinquent property taxes and demolition liens. The lawsuits initiated by these actions require serving notice on all delinquent property tax owners, obtaining default judgments, and preparing the properties for sale. The preparation for sale includes conducting a title search to insure that Metro has notified all interested parties as required by statute.
2. *Abernathy Truck Salvage Inc.* – The Department of Codes & Building Safety may have abandoned vehicles towed and destroyed by a demolisher. The contractor shall, upon notification from Codes, take possession of the identified vehicle within 48 hours after notification, and shall have the responsibility for towing and demolishing the vehicle in accordance with all applicable environment, federal, state, and local laws.
3. *RICOH Office Solutions* – All copier and printing products are purchased through this contract that has been established between the contractor and the Metropolitan Government.

All contracts, including those listed above, shall be performed in accordance to individual contract provisions and under all rules and regulations as provided by the Division of Purchasing, Department of Finance, Metropolitan Government of Nashville and Davidson County, Tennessee.

Minority Participation on the Various Boards/Commission.

The Department of Codes & Building Safety has no particular Title VI board or commission and would refer this question to the Legal Department, Metropolitan Government of Nashville and Davidson County, Tennessee.

Number of Complaints Received Last Year : One

Department's Non-Discrimination Statement:

Harassment of any person in the form of verbal or physical conduct based on a person's race, gender, color, religion, national origin, or disability will not be condoned when such conduct:

- Has the purpose or effect of creating an intimidating, hostile, or offensive work environment;
- Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- Otherwise adversely affects an individual's opportunities associated with employment.

Community Education Commission 2015 TITLE VI PLAN

1. AUTHORITY

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance” The Metro Human Relations Commission is committed to compliance with Title VI and all other laws that protect the rights, safety, dignity, and welfare of residents of Nashville and Davidson County.

Title VI Coordinating responsibility falls under the CEC Executive Director. The Executive Director accepts complaints by citizens, records name, date, phone numbers, and complaint and submits to the CEC chairperson.

For information contact:

Lovette Curry
Nashville Community Education
4805 Park Ave. Suite 123
Nashville, TN 37209
Telephone: (615) 298-8050 | Facsimile: (615) 298-8455
Email: Lovette.Curry@nashville.gov

2. ORGANIZATIONAL MISSION & ENVIRONMENT

The mission of Nashville Community Education Commission is to provide high quality personal and professional enrichment classes to the greater Nashville community.

3. TITLE VI INFORMATION AND DISSEMINATION

Title VI information posters will be publicly displayed in the NCE office.

4. SUBCONTRACTORS AND VENDORS

All subcontractors and vendors who receive payment from NCE where funding originates from any federal assistance, are subject to the provisions of Title VI of the Civil Rights Act of 1964 as amended.

5. RECORD KEEPING

The Title VI Coordinator will maintain records in compliance with Metro and federal records retention policies.

6. FEDERAL FUNDING

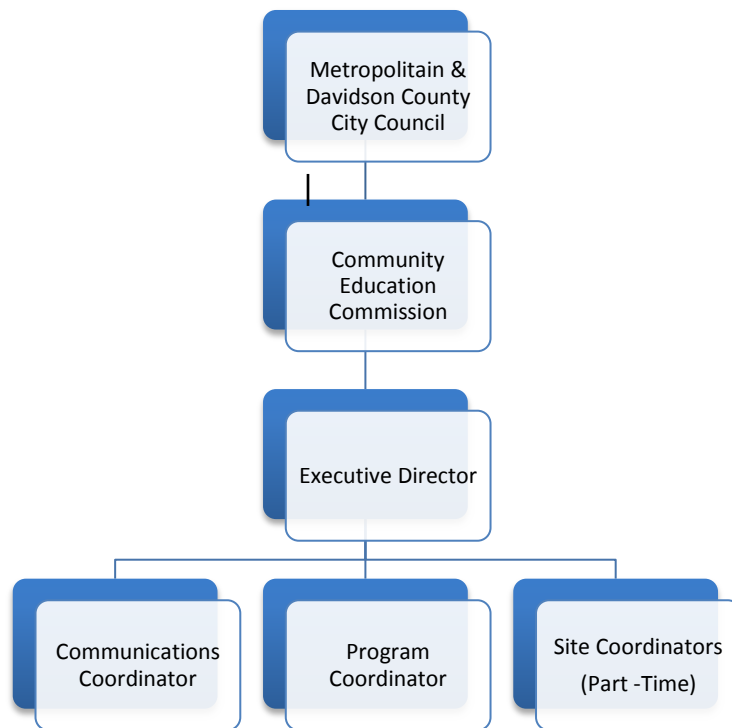
Currently, the CEC receives no direct federal financial assistance from grants or other sources to achieve its goals and initiatives.

7. CONTRACTED PROGRAMS

The department currently holds no contracts with outside agencies in the delivery of its programs or services.

8. MINORITY PARTICIPATION ON THE BOARD OF COMMISSIONERS

The Community Education Commission is comprised of seven (7) members, (2) of whom meet the criteria for racial/ethnic minority status.



9. TITLE VI COMPLAINTS RECEIVED LAST YEAR: 0

10. DEPARTMENTAL NON-DISCRIMINATION STATEMENT: The Community Education Commission does not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, age, religion, creed or disability in admission to, access to, or operations of its programs, services, or activities. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline or any other employment practices because of non-merit factors shall be prohibited.

CRIMINAL COURT CLERK

Authority

Amy Rooker is the Title VI contact person for the Office of the Criminal Court Clerk (862-5663; amy.rooker@nashville.gov). Amy Rooker is the HR Manager and Administrative Assistant to Alfred Degrafinreid, Chief Clerk, for Criminal Court Clerk Howard C. Gentry.

Organizational Environment

General Mission Statement\Strategic Goals –

The Criminal Court Clerk's mission is to serve the courts having criminal jurisdiction, to be responsible for all records generated from arrest through disposal of charges on state warrants or indictments, and as an elective office, to serve the legal, financial, and public communities by rendering service in an efficient manner.

The Criminal Court Clerk of Nashville, Davidson County, Tennessee is responsible to perform the clerical duties for the operation of the criminal courts, both General Sessions Court and State Trial Court. The Clerk is responsible for record management, both hard copy and electronic, and prepares the minutes (official record) for the Criminal Trial Court. Upon conclusion of cases, the Clerk calculates court costs and begins the collection of them, as required by statute. The Clerk prepares all cases under appeal for the Court of Criminal Appeals. The Criminal Court Clerk is also the custodian of all evidence submitted in the State Trial Courts.

Currently, the Office of the Criminal Court Clerk staffs four bilingual Deputy Clerks and has a 31.25% minority workforce. Fifty-eight percent of the 80 employees of the Criminal Court Clerk's Office are female.

Due to community outreach and efforts to make the services of the Criminal Court Clerk accessible to all, the number of expunged records has doubled since this administration took office in 2011, which assists many of our customers in securing employment, housing, and other self-development efforts.

Federal Funding in the Metropolitan Criminal Court Clerk

The Criminal Court Clerk's Office receives no federal financial assistance.

Contracted Program Overview

The Criminal Court Clerk's Office does not enter into contracts other than the vendors approved by the Metropolitan Finance Department.

Minority Participation on the (None) **Board/Commission**

There are no Boards/Commissions within the Criminal Court Clerk's Office.

Number of Complaints Received Last Year (None) .

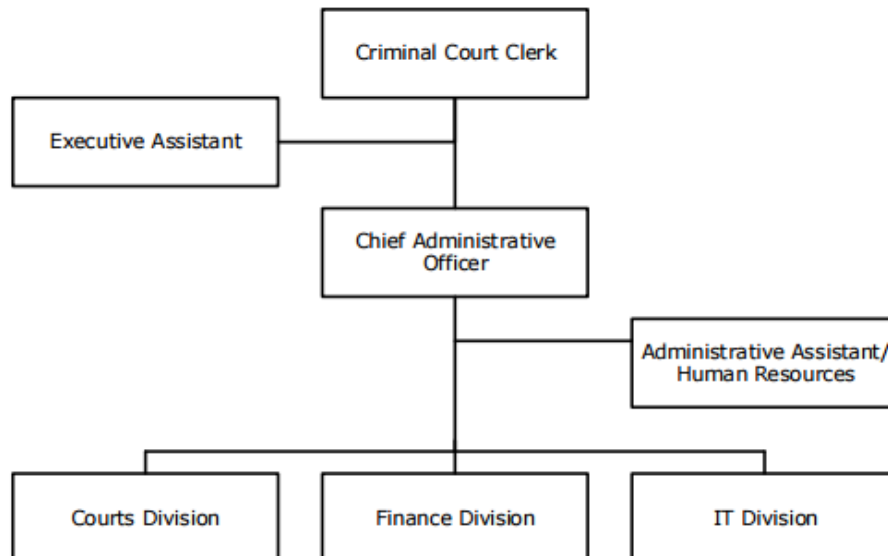
Please include your department's non-discrimination statement

The Criminal Court Clerk's Office is an equal opportunity employer, and works to ensure that all individuals have equal access to the services provided by the Criminal Court Clerk's Office, and to prohibit discrimination against any individual based on race, color, national origin, gender, age, or disability.

**Criminal Court Clerk's
Organizational Chart**

24 Criminal Court Clerk-At a Glance

Organizational Structure



EMERGENCY COMMUNICATIONS CENTER

Authority

The Title VI Coordinator for the Metro Nashville Emergency Communications Center (MNECC) is Lynette S. Dawkins. She may be reached at (615) 401-6341.

Organizational Environment

The Mission of the Metro Nashville Emergency Communications Center is to provide initial emergency and non-emergency first responder products to the Public and our First Responder Partners so they can experience the benefits of a healthier, more secure community.

Goals

- **Citizens and visitors to Davidson County will continue to receive Best in Class Emergency Response Communications while MNECC continues to strive to meet increasing and changing demand for service, through 2016, as measured by:**
 - 90% 911 calls answered in less than 10 seconds
 - 90% 911 calls dispatched for Fire-Suppression in less than 90 seconds
 - 95% 911 calls dispatched for Fire-Emergency Medical Services in less than 90 seconds
 - 90% 911 calls dispatched for Police in less than 90 seconds
- **Through 2016, citizens and visitors to Davidson County will continue to receive Best in Class Emergency Response Communications as a result of highly qualified and supported workforce as measured by:**
 - Citizen Survey Responses are satisfied with service 90% or above
 - 1st Responder Partner Survey Responses are satisfied with service 90% or above
 - Emergency Medical Dispatch Quality Assurance Reviews 93% or above
 - Emergency Fire Dispatch Quality Assurance Reviews 93% or above
- **Through 2016, ECC will continue to improve procedures that will address how not to allow changing technology to have a negative impact on overtime and productivity.**

Federal Funding in the Emergency Communications Department

At the present time the Emergency Communications Center does not receive any Federal Financial Assistance in providing our emergency or non-emergency products.

Contracted Program Overview

The Emergency Communications Center does not have contracted programs.

Minority Participation on the Board/Commission: _____ N/A _____

Number of Complaints Received Last Year: _____ 0 _____

METROPOLITAN DEPARTMENT OF FINANCE

Authority

The Title VI Coordinator for the Finance Department handles questions, concerns, complaints, or requests for additional information regarding Title VI of the Civil Rights Act. The Coordinator provides public notification of rights under Title VI, maintains a Title VI complaint log, and ensures that all complaints are investigated thoroughly. The following person has been designated as this department's Title VI Coordinator:

Kimberly Northern, Administrative Services Officer-4
Office of Management and Budget
700 2nd Ave South, Ste 201
Nashville, TN 37210
Phone: 615-880-1710
Fax: 615-880-2800

Organizational Environment

Mission

The mission of the Department of Finance is to provide financial management, information, and business products to policy makers, departments, agencies, investors, and the Nashville Community so they can have confidence in Metro government, make informed decisions, and achieve their results.

Federal Funding in the Metropolitan Finance Department

The Department of Finance manages a Public Assistance grant awarded by the Federal Emergency Management Agency (FEMA) due to the Presidential Disaster Declaration from the severe storms and flooding of May 2010. The purpose of the grant is to assist Metro Nashville & Davidson County in their emergency response and recovery efforts. This program provides funding for debris removal, emergency protective measures, and permanent restoration of infrastructure.

Contracted Program Overview

The department of Finance uses a variety of contracts to provide financial management, building construction and renovation and business products to policy makers, departments, agencies, investors, and the Nashville Community. See expenditures for the Department of Finance in the Procurement report in Appendix.

Minority Participation on Departmentally Supported Board/Commission—No such board exists.

Number of Complaints Received Last Year **0** .

METROPOLITAN FIRE DEPARTMENT

Authority

Departmental Coordinator responsibilities include and may not be limited to the following:

- Ensuring that all new and current employees within their respective departments receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights violation under Title VI;
- Prominently displaying all Title VI resources, to include the investigation procedures manual, Title VI legal manual and posters and brochures in locations managed by their departments that are frequented by the public.
- Employing necessary monitoring techniques to ensure departmental compliance;
- Providing the Metro Title VI Coordinator with departmental information to be include in annual Title VI plan in a timely manner;
- Other duties as necessary to ensure Title VI compliance;

The Title VI coordinators for the Nashville Fire Department are Jamie Summers who can be contacted at 862-5242 or Jaime Natali who can be contacted at 862-5268.

Organizational Environment

Mission statement and strategic goals are listed below.

Org chart sent separately.

DEPARTMENT MISSION

The mission of the Nashville Fire Department is to provide high quality fire, medical, and rescue emergency responses and community support services to the citizens and visitors within Nashville and Davidson County, so they can work and reside in a community where an all hazards response minimizes harm to life property and environment.

Strategic Goals

- ☐ By July 1, 2016 the Nashville Fire Department will replace 13 fire apparatus and 3 medical apparatus with new models which will provide a safer and more efficient response fleet.
- ☐ By July 1, 2016 the Nashville community will experience a 2 percent reduction in response times for our emergency field personnel as evidenced by the replacement of current radio based fire alerting system with an Internet Protocol (IP)/radio based fire alerting system.
- ☐ By July 1, 2016 the Nashville Fire Department will deliver to the community and its clinicians a higher performance of medical care with the purchase of new AEDs for all Advanced Life Support (ALS) engine companies.
- ☐ By July 1, 2016 new buildings will be complete for Stations 19 and 20 improving response times for residents in those areas of Davidson County. Both stations are on track to be completed before the end of the current year.

Federal Funding in the Metropolitan Fire Department

We were awarded the SAFER grant from FEMA which was being used to staff the department with an additional 35 firefighters starting January 1, 2013 through December 30, 2014.

Contracted Program Overview

From July 1, 2014 through December 31, 2014 the Nashville Fire Department was in contract with EMS Management and Consultants for the purpose of billing and collections for our ambulance services. Starting January 1, 2015 the Nashville Fire Department is in contract with Medical Accounts Receivable System (MARS) for the purpose of billing and collections for our ambulance services.

Minority Participation on the Board/Commission: ____ N/A ____

Number of Complaints Received Last Year ____ 0 ____.



Director-Chief
Nashville Fire Department
Rick White

Admin ASO 4
Stacy Smotherman

Medical Director
Dr. Corey Slovis

Deputy Director (COS)
Day-to-Day Operations
Mike Franklin

Community Services/ Special Events

OEM/Outreach/ NFD PIO
Commander
Charles Shannon

Finance/HR

OPERATIONS DIVISION
Deputy Director
Larry Walker

Suppression Section
Commander
Steve Holt

EMS Section
Commander
Robert McAlister

Special Operations
Function
Commander
Tim Henderson

Quality Improvement
Function
Commander
Joaquin Toon

SERVICES DIVISION
Deputy Director
Al Thomas

Planning/Staffing Section
District Chief
Ramona McKenzie

Training Academy/Safety
Commander
David Birdwell

FMO
Development/Special
Events

Health/Fitness
Function

Risk Management
Function
Darrell Dillehay

Exposure Control
Function
Louise Cothorn

Public Education
Function
Assistant Chief
Manuel Fonseca

Arson Investigation
Function
(AIC) Asst. Fire Marshal
Billy Deering

FMO Inspections
Function

ADMINISTRATIVE DIVISION
Deputy Chief
Danny Yates

Logistics Section
District Chief
Bryan Jones

Capital Projects
5-YR/3-YR
Development/Oversight
Function

Fleet
5-YR/3-YR
Development/Oversight
Function

Facility Maintenance
Section
Darrell Pulley

Expendable Supplies
Function

Durable Supplies
Function

Air Services
Function
Andy Bogle

ISO Compliance
Function

Budget Control
Section
Leigh Anne Hagar

Human Resources
Section
Jamie Summers

Ambulance Billing
Section
Drusilla Martin

Payroll
Function

Internal Affairs
(*Arson Investigators)
Function

Medicare
Medicaid
Function

Information
Technology
Function.

Labor Relations
Function

Private Contract
Oversight
Function

Grants
Function

Contract Renewal
Recommendation
Function

METROPOLITAN GENERAL SERVICES DEPARTMENT

Authority

The Title VI position within the Department of General Services is organizationally housed in the Division of Building Operations and Support Services. The Title VI Coordinator for the Department of General Services is Jerry Hall, ADA Manager & Safety Coordinator, 862-8960.

Organizational Environment

General Services Mission Statement:

The mission of the Department of General Services is to provide facility and fleet operations, radio communications, employee security and customer assistance products to government agencies, Metro employees, and the Nashville community so they can meet their goals.

Strategic Goals:

By July 2016, General Services' employees will experience improved job satisfaction and performance as evidenced by:

- 90% employee satisfaction

By July 2016, the customer will experience improved customer satisfaction as evidenced by:

- 90% customer satisfaction

By the year 2016, the Nashville community will experience improved environmental sustainability as evidenced by:

- Percent increase in fleet miles per gallon by vehicle class
- Percent of design and construction projects incorporating green building practices
- Percent annual building operations expenditures specifically for energy savings upgrades
- Percent increase in fleet acquisition of alternative fuel capable vehicles/equipment

Federal Funding in the Metropolitan General Services Department

The Department of General Services received \$6.2 million in federal funding for fiscal year 2013. No federal funding was received for fiscal year 2014 or 2015.

Contracted Program Overview

The Department of General Services uses several contracts to fulfill its day-to-day operational requirements associated with achieving the departmental mission. Through these contractual agreements, the department acquires the needed supplies, materials, and services to provide facility and fleet operations, radio communications, employee security, and customer assistance products to government agencies, Metro employees, and the Nashville community so they can meet their goals.

Minority Participation on the Board/Commission:

The Department of General Services does not have any active Boards or Commissions.

Number of Complaints Received Last Year:

Department of General Services did not receive any Title VI complaints last year.

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Human Resources Department does not discriminate in its hiring or employment practices.

The following department has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act. In addition, inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Department of Human Resources
404 James Robertson Parkway, Suite 1000

Nashville TN 37219
Phone: (615) 862-6640 / FAX: (615) 862-6654

The following person has been designated as the Metro Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Neal Darby
Human Relations Commission
404 James Robertson Parkway, Suite 130
Nashville, TN 37210
615-880-3391v) 615-880-3373 (f)
Email: neal.darby@nashville.gov

Unduplicated Count 2014

68467

| Race | Count |
|---------|-------|
| WHITE | 36564 |
| BLACK | 28289 |
| ASIAN | 2227 |
| OTHER | 972 |
| UNKNOWN | 342 |
| AMIND | 53 |
| PACIF | 20 |

Language**Count**

| | |
|----------------|-------|
| ENGLISH | 52604 |
| SPANISH | 9932 |
| OTHER | 2469 |
| ARABIC | 2212 |
| ARMENIAN | 492 |
| KURDISH | 255 |
| RUSSIAN | 86 |
| VIETNAMESE | 76 |
| FRENCH | 55 |
| CHINESE | 38 |
| TAGALOG | 37 |
| HINDI | 36 |
| SWAHILI | 31 |
| KOREAN | 30 |
| LAOTIAN | 22 |
| TURKISH | 22 |
| PORTUGUESE | 14 |
| THAI | 12 |
| JAPANESE | 11 |
| ITALIAN | 10 |
| SERBO-CROATIAN | 8 |
| DANISH | 5 |
| ROMANIAN | 3 |
| GERMAN | 2 |
| SIGN LANGUAGE | 2 |
| ZULU | 2 |
| SWEDISH | 1 |

Country of Origin**Count**

| | |
|---------------|-------|
| UNITED STATES | 56469 |
| MEXICO | 3660 |
| EGYPT | 1879 |
| HONDURAS | 871 |
| EL SALVADOR | 574 |
| IRAQ | 527 |
| GUATEMALA | 497 |
| BURMA | 493 |

| Country of Origin | Count |
|-------------------|-------|
|-------------------|-------|

| | |
|----------------------|-----|
| SOMALIA | 368 |
| ETHIOPIA | 258 |
| BHUTAN | 195 |
| NIGERIA | 160 |
| NEPAL | 152 |
| SUDAN | 147 |
| VIETNAM | 145 |
| UNKNOWN | 120 |
| INDIA | 108 |
| CUBA | 107 |
| CHINA | 67 |
| GHANA | 67 |
| IRAN | 65 |
| CONGO | 64 |
| PUERTO RICO | 64 |
| KENYA | 60 |
| THAILAND | 57 |
| HAITI | 56 |
| AFGHANISTAN | 54 |
| MALAYSIA | 46 |
| SAUDI ARABIA | 46 |
| JORDAN | 45 |
| TURKEY | 41 |
| PHILLIPPINES | 38 |
| KOREA, REPUBLIC OF | 37 |
| PAKISTAN | 37 |
| COLOMBIA | 33 |
| RUSSIA | 31 |
| LAOS | 28 |
| VENEZUELA | 25 |
| JAMAICA | 24 |
| PERU | 23 |
| YEMEN (ADEN) | 22 |
| DOMINICAN REPUBLIC | 21 |
| NICARAGUA | 21 |
| RWANDA | 21 |
| UN OF SOV SOC REP | 20 |
| CANADA | 19 |
| ECUADOR | 19 |
| LIBERIA | 19 |
| SENEGAL | 19 |
| SOUTH AFRICA | 19 |
| BANGLADESH | 18 |
| JAPAN | 18 |
| ISRAEL | 16 |
| IRAQ-SAUDI ARAB N-ZO | 15 |
| BRAZIL | 13 |
| BURUNDI | 13 |

| Country of Origin | Count |
|----------------------|-------|
| SIERRA LEONE | 13 |
| YEMEN (SANA) | 13 |
| CAMEROON | 12 |
| COSTA RICA | 12 |
| GUYANA | 12 |
| PANAMA (INCL CANAL) | 12 |
| IVORY COAST | 11 |
| ALBANIA | 10 |
| GAMBIA, THE | 10 |
| MOROCCO | 10 |
| UGANDA | 10 |
| UNITED KINGDOM | 10 |
| CNT AFRICAN REP | 9 |
| KOREA,DEM PPL REP OF | 9 |
| ROMANIA | 9 |
| TANZANIA, UN. REP OF | 9 |
| BOSNIA AND HERCEGOVI | 8 |
| KYRGYZSTAN | 8 |
| TRINIDAD & TOBAGO | 8 |
| ARGENTINA | 7 |
| KAMPUCHEA(CAMBODIA) | 7 |
| ANGOLA | 6 |
| INDONESIA | 6 |
| UKRAINE | 6 |
| ZIMBABWE(S.RHDOESIA) | 6 |
| CAMBODIA | 5 |
| GUINEA | 5 |
| HONG KONG | 5 |
| KAZAKHSTAN | 5 |
| KUWAIT | 5 |
| LEBANON | 5 |
| BELIZE | 4 |
| BOLIVIA | 4 |
| CHILE | 4 |
| CHINA (TAIWAN) | 4 |
| GERMAN DEM REP(EAST) | 4 |
| GUADELOUPE | 4 |
| ITALY | 4 |
| MICRONESIA,FED.STS | 4 |
| MONACO | 4 |
| SERBIA | 4 |
| SWAZILAND | 4 |
| SYRIA | 4 |
| TOGO | 4 |
| YUGOSLAVIA | 4 |
| AUSTRALIA | 3 |
| BAHAMAS, THE | 3 |
| DJIBOUTI | 3 |

| Country of Origin | Count |
|----------------------|-------|
| FRANCE | 3 |
| GABON | 3 |
| GAZA STRIP | 3 |
| GREECE | 3 |
| IRELAND | 3 |
| LIBYA | 3 |
| MACAO | 3 |
| MALAWI | 3 |
| NETHERLANDS | 3 |
| SRI LANKA | 3 |
| TONGA | 3 |
| ZAMBIA | 3 |
| ALGERIA | 2 |
| BENIN(DAHOMEY) | 2 |
| BERMUDA | 2 |
| CROATIA | 2 |
| DOMINICA | 2 |
| GERMAN FED REP(WEST) | 2 |
| MALDIVES | 2 |
| MALI | 2 |
| NAMIBIA | 2 |
| NIGER | 2 |
| SINGAPORE | 2 |
| SPAIN | 2 |
| TUNISIA | 2 |
| UN.STATES MIS PAC IS | 2 |
| ZAIRE | 2 |
| AMERICAN SAMOA | 1 |
| ANDORRA | 1 |
| ANTIGUA | 1 |
| ARMENIA | 1 |
| AUSTRIA | 1 |
| AZERBAIJAN | 1 |
| BARBADOS | 1 |
| BELARUS | 1 |
| BR IND OCEAN TR | 1 |
| BR VIRGIN ISLND | 1 |
| BRUNEI | 1 |
| BULGARIA | 1 |
| CAPE VERDE,REP | 1 |
| CZECH REPUBLIC | 1 |
| EQUATORIAL GUINEA | 1 |
| ESTONIA | 1 |
| FALKLAND ISLANDS | 1 |
| FINLAND | 1 |
| GEORGIA | 1 |
| GUAM | 1 |
| HUNGARY | 1 |

Country of Origin **Count**

| | |
|---------------------|---|
| MACEDONIA | 1 |
| MALTA | 1 |
| MATINIQUE | 1 |
| MOLDOVA | 1 |
| MONGOLIA | 1 |
| MONTSERRAT | 1 |
| NEW CALEDONIA | 1 |
| NEW ZEALAND | 1 |
| NORFOLK ISLAND | 1 |
| PARAGUAY | 1 |
| POLAND | 1 |
| PORTUGAL | 1 |
| QATAR | 1 |
| SAO TOME & PRINCIPE | 1 |
| SOLOMON ISLANDS | 1 |
| SWEDEN | 1 |
| SWITZERLAND | 1 |
| TOKELAU | 1 |
| TURKMENISTAN | 1 |
| TURKS & CAICOS ISLS | 1 |
| WESTERN SAMOA | 1 |

| | |
|--|--|
| | |
| | |

| Grant Name | Terms | Awarded Amounts | Funded Through |
|---|-----------------|--|-------------------|
| Air Pollution - 103 Grant Amendment 9 | 033114 - 033115 | \$130,000 Totaling \$937,007 | Federal |
| Air Pollution - 105 Grant | 100114 - 093016 | \$1,470,297 | Federal |
| Certificate Insurance from Birth Record Data Base | 070112 - 063017 | \$3.50 search & \$2.00 additional copies | State |
| Chronic Disease Management & School Health Promotion Services | 010114 - 063018 | \$353,000 | Federal |
| CSS Medical and Care Coordination | 070115 - 063016 | \$727,500 | State & Federal |
| Environmental Health Services - Inspection & Permits | 070112 - 063017 | \$6,175,000 | State |
| Environmental Health Specialist - Food Safety Services | 100115 - 093016 | \$96,700 | Federal |
| Family Planning Services - Amendment 1 | 070112 - 063017 | \$4,273,000 decrease of \$854,600 | Federal |
| Family Planning Services | 070112 - 063017 | \$894,700 per year total \$4,473,500 | State & Federal |
| Fetal Infant Mortality Review & Community Infant Mortality Reduction Services | 070115 - 063016 | \$318,600 | Interdepartmental |
| Grant In Aid Funding | 070115 - 063016 | \$725,200 | State |
| Health Promotion Services | 070115 - 063016 | \$116,000 | Federal |
| Healthy Start Grant | 070114 - 063016 | \$380,000 | State |
| Help Us Grow Successfully (HIGS) | 070114 - 063019 | 3051000 \$610,200 each year | Interdepartmental |
| HIV/AIDS Prevention, Surveillance Program Services | 010115 - 123115 | \$1,116,000 | Federal |
| Immunization Program | 010115 - 123115 | \$512,400 | State & Federal |
| Metro Action Commission - Dental | 071813 - 071318 | \$20,000 | Interdepartmental |
| Oral Disease Prevention Services School Based | 070111 - 063016 | no change | Interdepartmental |
| Oral Disease Prevention Services School Based | 070111 - 063016 | \$696,000 each year \$3,480,000 | Interdepartmental |
| Issuance of Certificates from the Birth Record Database | 070112 - 063017 | \$3.50 (1st copy \$2 2nd) | State |
| Project Diabetes Initiative Services - Golden Sneakers | 080113 - 063016 | \$429,100 | State |
| Public Health Emergency Preparedness - Bioterrorism | 080115 - 073116 | \$820,900 | Federal |
| RCM Health Care Services | 040111 - 033116 | \$308,750 | |
| Retail Food Stores Inspection | 010112 - 123117 | \$741,480 | State |

| | | | |
|--|-------------------|-----------------------------------|-----------------------------|
| Ryan White HIV Emergency Relief Grant | 04/04/15 - 022816 | \$3,729,815 | Federal |
| | 070111 - 063016 | \$3,480,000 | Interdepartmental |
| School Based Oral Disease Prevention Services Amendment I | | | |
| School Based Oral Disease Prevention Services | 070111 - 063016 | \$3,480,000 - \$696,000 each year | Interdepartmental |
| School Nursing Services | 080112 - 063017 | \$3,767,000 | |
| TENNderCARE Outreach & Welcome Baby | 070115 - 063016 | \$801,400 | Federal & Interdepartmental |
| Tennessee Breast and Cervical Early Detection Program Services | 070114 - 063017 | \$89,000 per year - \$267,000 | Federal |
| Tobacco Use Prevention and Control Services | 040115 - 033117 | \$85,000 | Federal |
| Tobacco Settlement - Letter of Agreement | 020114 - 033117 | \$375,311 | State |
| Tuberculosis (TB) Control and Prevention | 070115 - 063016 | \$1,531,300 | State & Federal |
| WIC and CSFP Services | 100114 - 093018 | \$20,595,200 | Federal |

| Sub-recipients of Funding (2013 – 2014) | | |
|--|-----------------|--|
| Contract/Grant | Terms | Amount |
| Correct Care Solutions | 100110 - 093015 | \$11,657,964 |
| Bridges | 060111 - 053116 | \$50,000 |
| Correctional Corporation of America | 080109 - 073118 | Inmate Per Diem Cost range \$48.80 & \$52.24 |
| Ryan White - NashvilleCares - Dental MAI/Dental Part A | 030115 - 022916 | \$254,305 |
| Ryan White - NashvilleCares - Emergency Financial Assistance | 030115 - 022916 | \$17,000 |
| Ryan White - NashvilleCARES - Early Intervention Services - MAI | 030115 - 022916 | \$30,789 |
| Ryan White - NashvilleCARES - Early Intervention Services - Part A | 030115 - 022916 | \$118,900.00 |
| Ryan White - NashvilleCARES - Food - MAI | 030115 - 022916 | \$16,928.00 |
| Ryan White - NashvilleCARES - Food - Part A | 030115 - 022916 | \$67,980.00 |
| Ryan White - NashvilleCARES - Housing | 030115 - 022916 | \$45,000.00 |
| Ryan White - NashvilleCARES - Medical Case Management | 030115 - 022916 | \$895,800.00 |
| Ryan White - NashvilleCARES - Mental Health | 030115 - 022916 | \$108,000.00 |
| Ryan White - NashvilleCARES - Psychosocial | 030115 - 022916 | \$26,000.00 |
| Ryan White - NashvilleCARES - Substance Abuse | 030115 - 022916 | \$48,800.00 |
| Ryan White - Meharry - Food - Part A | 030115 - 022916 | \$4,403.00 |
| Ryan White - Meharry - Medical Case Management | 030115 - 022916 | \$100,823.00 |
| Ryan White - Meharry - Mental Health | 030115 - 022916 | \$48,116.00 |
| Ryan White - Meharry - Outpatient | 030115 - 022916 | \$246,627.00 |
| Ryan White - Meharry - Substance Abuse | 030115 - 022916 | \$21,824.00 |
| Ryan White - Mental Health Co-Op - Mental Health | 030115 - 022916 | \$90,000.00 |
| Ryan White - Street Works - Emergency Financial Assistance | 030115 - 022916 | \$11,000.00 |
| Ryan White - Street Works - Early Intervention Services - MAI | 030115 - 022916 | \$58,278.00 |
| Ryan White - Street Works - Early Intervention Part A | 030115 - 022916 | \$59,400.00 |
| Ryan White - Street Works - Food - MAI | 030115 - 022916 | \$8,440.00 |
| Ryan White - Street Works - Food - Part A | 030115 - 022916 | \$15,617.00 |
| Ryan White - Street Works - Medical Case Management | 030115 - 022916 | \$206,099.99 |

| | | |
|--|-----------------|--------------|
| Ryan White - Street Works - Psychosocial | 030115 - 022916 | \$39,100.00 |
| Ryan White - Street Works - Transporation | 030115 - 022916 | \$4,500.00 |
| Ryan White - Tennessee Department of Health - Drug Assistance | 030115 - 022916 | \$1,000.00 |
| Ryan White - Tennessee Department of Health - Insurance Assistance | 030115 - 022916 | \$0.00 |
| Ryan White - Tennessee Department of Health - Outpatient | 030115 - 022916 | \$15,000.00 |
| Ryan White - W.O.M.E.N. - Psychosocial Services | 030115 - 022916 | \$18,000.00 |
| Ryan White - Vanderbilt - Medical Case Management | 030115 - 022916 | \$66,429.00 |
| Ryan White - Vanderbilt - Outpatient | 030115 - 022916 | \$774,081.00 |
| Ryan White - Vanderbilt - Referral Services | 030115 - 022916 | \$25,000.00 |

Title VI Compliance Plan

Metro Public Health Department

Submitted by:

Director of Health
William Paul, M.D.

Title VI Coordinator
Michelle Westbrook Birdsong, PHR

May 22, 2015

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Mission:

The mission of the Metro Public Health Department is to protect and improve the health and well-being of all people in Metropolitan Nashville.

Our Vision:

"People creating healthy conditions everywhere!"

Our Goals

- Prevent, detect, and alleviate outbreaks of infectious disease and other public health threats and emergencies.
 - Improve the health and well-being of children.
- Prevent death and promote well-being by reducing tobacco use and increasing physical activity and healthy eating in Nashville.
 - Ensure cleaner air and a safer environment.
- Improve access for everyone to needed preventive, medical, and mental health services.

Our Core Values:

Professionalism
Respect
Integrity
Dedication
Equality

Our Governance:

A six member Board of Health appointed by the Mayor and confirmed by vote of the Metro Council governs the Department.

Current members are:

| | |
|--|--|
| Samuel Felker, JD Attorney in private practice (White/Male) Chair | Henry Foster, MD <i>Chairman, Board of Pathfinder International, Boston, Mass. Chairman, National Advisory Committee for the Robert Wood Johnson Foundation Program Common Ground: Transforming Public Health Informatics Systems</i> (Black/Male) |
| Carol Etherington, MSN, RN, FANN <i>Director of Global Health Studies, Vanderbilt University School of Medicine Assistant Director, Community Health Initiatives, Vanderbilt Institute for Global Health</i> (White/Female) | Alicia Batson, MD <i>Psychiatrist</i> (White/Female) |
| Francisca Guzman <i>Media and Development Advisor Disability Law and Advocacy Center</i> (Female, Hispanic) | Additional appointment pending |

Funding Sources

(2014 – 2015)

Sub-recipients of Funding

(2014 – 2015)

(Please Reference Attachment I)

Title VI Training for MPHD Employees

All employees at MPHD are required to attend Title VI Training. This includes employees who are full-time or part-time.

Each year the Tennessee Department of Health (TDOH) provides us with a training information regarding Title VI through a PowerPoint presentation with imbedded videos that can be viewed online or during a group classroom session. This training for our department is typically offered in December of each year. Newly hired employees are required to complete Title VI training upon reporting to a MPHD assignment. Cards with instructions to access over-the-phone (OTP) interpreting services have been made available to employees.

On January 21, 2015, our Title VI Coordinator attended a Title VI training session offered by the Metro Human Relations Commission at the Sonny West Conference Center. The session was led by Attorney Melody Fowler-Green (Director of the MHRC) shared information regarding the basics of Metro's Title VI Compliance Plan. During this training session, our Title VI Coordinator was presented a certificate for Outstanding Title VI Coordinator.

On March 31, 2014, fifteen MPHD employees attended an 8-hour training session entitled "Cultural Competency – Interactions That Make a Difference" that was offered by the State of Tennessee – Department of Health and the University of Tennessee – Knoxville. The session was offered to employees who engage with patients, clients and community members.

On January 21, 2014, our Title VI Coordinator attended a Title VI training session offered by the Metro Human Relations Commission at the Sonny West Conference Center. This session was led by Neal Darby (Metro Title VI Compliance Coordinator) who addressed the responsibilities Title VI Coordinators.

Our Title VI Coordinator also attended a Title VI Refresher Training session offered thru the Metro Human Relations Commission on Tuesday, May 21, 2013 at the Sonny West Conference Center. The Metro Human Relations Commission hosted the meeting in collaboration with the Tennessee Human Rights Commission. The session was led by Tiffany Taylor, THRC Title VI Director who addressed current best practices in Title VI compliance.

On May 23 2012, our Title VI Coordinator for MPHD hosted a videoconference that was conducted by the State of Tennessee Department of Health which addressed Title VI issues. Several sub-recipients of funding from the State of Tennessee attended this session.

Addressing the Needs of Clients with Limited English Proficiency (LEP)

Title VI of the Civil Rights Act of 1964 provides that no person shall be subjected to discrimination on the basis of race, color, or national origin under any program or activity that receives Federal financial assistance. A number of programs in the Metro Public Health Department receive federal financial assistance from the Department of Health and Human Services and, therefore, all programs must comply with the provisions of Title VI. These procedures outlined below help us to ensure that Limited English Proficient (LEP) persons receive the language assistance necessary to afford them meaningful access to public health services.

1. Assessment

A) Data Collection:

Data is collected in Patient Tracking Billing Management Information System (PTBMIS) a patient tracking system for data in clinics. This data is collected throughout the year concerning the interpreter needs of each patient. Each patient is asked if they need an interpreter during his/her visit. If the patient answers "yes", the primary language field of PTBMIS will be filled out accordingly. If the patient does not need an interpreter, English is coded as the primary language. In addition to the primary language information collected in PTBMIS, the information will also be included in a prominent place in the medical record of each LEP patient.

B) Data Reporting:

Each year a report is produced within the MPHD that includes:

- 1) Total number of persons served within the clinics
- 2) For those persons for whom English is not the primary language:
 - Number served by language
 - Percent of total served by language

A PTBMIS report for calendar year 2014 reflects an unduplicated patient count by race, language and national origin. *Please reference Attachment II.*

C) Data Analysis:

After reviewing the report described above as well as reports for each clinic, a determination is made regarding the points of contact within the clinics at which interpreter services are needed.

Field staff that encounter LEP clients outside of the clinic setting use an over-the-phone interpreter service to provide appropriate language services.

Some programs have employed full-time interpreters. For all other LEP clients, programs use the services of an over-the-phone interpreter service or approved interpreters, if available.

D) Monitoring

The Title VI Coordinator communicates with clinic managers to discuss the effectiveness of the Title VI program. Our programs will continue to continuously monitor the effectiveness of the Title VI program and our language assistance program.

After reviewing and assessing information regarding our LEP client base, staff meetings are periodically conducted within each clinic to further plan for meeting the needs of our LEP clients. Each clinic manager outlines an LEP plan for their respective clinic.

2. Language Access

A) Oral Language Interpretation:

Full-time interpreters and bilingual employees are frequently available throughout the department upon request.

The language skills and interpreter skills of all employees who interpret are assessed by an outside contractor. Only those employees who achieve a satisfactory level during the assessment are allowed to interpret for our clients.

In our efforts to provide competent interpretative services, the majority of our interpreters and bilingual employees have attended Advanced Medical Interpreter Training to ensure that they are familiar with the ethics, protocols, etc. to becoming an effective interpreter.

Below is a list of our staff interpreters:

Employee Interpreters

| Last Name | First Name | Work Location | Contact Name/ Supervisor | Contact Number | Languages |
|-------------|------------|---------------------------------|-----------------------------|--------------------------------|---------------------------|
| Ahmed | Khadra | TB Elimination | Lynn Harbison | 340-8644 | Somali/ Arabic Amharic |
| Bell | Michelle | Oral Health – East Clinic | Michelle Bell | 340-5601 | French |
| Bradford | Maria | WIC – South Nutrition Center | MaryAnn Rivera | 880-3213 | Spanish |
| Castillo | Nadia | WIC – South Nutrition Center | Nadia Castillo | 880-3210 | Spanish |
| Cruz | Jose | Woodbine Clinic | Jose Cruz | 880-1078 330-1546 (cell) | Spanish |
| Ferguson | Homer | Children Special Services | Mary Koob | 340-0587 | Spanish |
| Gharacholou | Marjan | WIC – South Nutrition Center | MaryAnn Rivera | 880-3213 | Persian Farsi |
| Hana | Amana | Woodbine Center | Carline Fanfan | 862-7940 | Arabic |
| Luna | Jorge | Human Resources | Jorge Luna | 340-8963 | Spanish |
| Mihic | Igor | WIC – South Nutrition Center | MaryAnn Rivera | 880-3213 | Serbo-Croatian German |
| Salazar | Rosa | Woodbine Clinic | Carline Fanfan | 862-7940 ext. 79401 | Spanish |
| Vlatkovic | Dusan | WIC – Adm. (MSE) | Teresa Thomas | 880-2213 | Serbo-Croatian |

Updated: May 21, 2014

The Metro Public Health Department also currently contracts with over-the-phone interpreter services that provide (OTP) services for over 200 languages. Our invoices for these services average approximately \$7,000 per month in total.

During April and May 2014, our Title VI Coordinator served on the RFP team to evaluate companies who were interested in providing OTP services for Metro Government. The contracts for Voiance and Optimal Phone interpreters (OPI) were finalized for Metro Government.

Since the majority of our LEP clients are Hispanic, in the past several employees within MPH D have been offered the opportunity to learn conversational Spanish in order to communicate more effectively with our clients. Beginning Spanish classes were offered a few years ago to staff at the East Center, Woodbine Center, Lentz Center and South Nutrition Center. During these sessions approximately, 65 employees attended a two-hour training session for ten weeks totaling twenty hours of instruction. Based upon our recent training needs assessment, it has been suggested that we will offer additional

Beginning Conversational Spanish and Intermediate Spanish courses for our staff in the future.

During the fall of 2013, we scheduled classes through the Tennessee Foreign Language Institute to share information with staff regarding the Burmese, Somali and Arabic-speaking cultures.

In the past, we have also offered English as a Second Language (ESL) classes to our employees with limited English proficiency (LEP) in an effort to further develop their English skills.

B) Translation of Written Materials:

Our Title VI Coordinator is scheduled to participate on the RFP team later this year to evaluate proposals from companies interested in providing translations for Metro Nashville Government.

Based upon the results of the PTBMIS report as well as program needs, many of our documents are translated into the languages for our clients that exceed 5% of our client base. Our Spanish-speaking clients meet this threshold. During 2010, our Title VI Coordinator served on an RFP team that selected a company to contract for translations services.

- Consequently, a significant amount of our vital written documents have been translated into Spanish. For those clients who speak languages other than Spanish, we will provide competent oral translation of the documents in a language that is understandable to the LEP client.
- Two medically “certified” interpreters also translate documents into Spanish. We also have a contract with a translation company to translate documents into Spanish and other languages as needed.

C) Providing Notice to LEP persons

1. A notice is posted on the bulletin board or an area clearly visible for our clients about their right to *free language assistance*. This notice is provided in the most frequently spoken languages of our LEP clients, i.e. Spanish, Arabic, Kurdish, Somali and Vietnamese.
2. Cards have also been made available to assist LEP clients in identifying their language needs.

Public Notification

A notice is provided to LEP clients indicating that language services are available. This notice has been translated into the most frequently spoken languages of our clients. This notice has been posted in offices and clinics at MPHD.

ENGLISH

Please let us know if you need interpreter services that are available to you at no cost. All authorized interpreters for the MPHD have completed HIPAA privacy training and are required to comply with the privacy rules of the MPHD.

We will also provide free oral translation of documents that have not already been translated in written form.

SPANISH

Por favor, infórmenos si necesita del servicio de interpretación que se encuentra disponible para usted y sin costo alguno. Además, ofrecemos servicio gratuito de traducción oral de documentos que aún no están traducidos por escrito.

Todos los intérpretes autorizados del Departamento Metropolitano de Salud Pública (MPHD) han completado una capacitación sobre privacidad en el marco de la Ley de Portabilidad y Responsabilidad del Seguro de Salud, HIPAA, y se les exige acatar las normas sobre privacidad del MPHD.

ARABIC

نرجو إعلامنا إن كنت بحاجة الى خدمات الترجمة الفورية و التي نوفرها مجاناً. كذلك نقدم ترجمة شفوية للوثائق التي لم تتم ترجمتها كتابة من قبل مجاناً.

جميع المترجمين الفوريين لدائرة الصحة العامة في واشنطن أنهوا تدريباً على متطلبات قانون HIPAA وهم مطالبون بالتقيد بنظم الخصوصية التي تضعها الدائرة.

KURDISH

ئه گه ر پئویستیت به خزمه تگوزاری موته رجیم هه یه ئاگادارمان بکه وه. ئه م خزمه تگوزارییه به خۆراییی بۆت دابین ده کریت. ئیمه هه روه ها به لگه نامه یه ک که پئیشتر به نووسین ته رجه مه نه کرابیتته وه، به شیوه یه زاره کی بۆت ته رجه مه ده که یه وه.

هه موو ته رجومانه مؤله ت دراوه کانی MPH.D راهینانی خسووسی بوونی HIPAA یان بینووه و داوایان لیکراوه خویان له گه ل یاساکانی خسووسی بوونی MPH.D دا بگونجین.

SOMALI

Fadlan noo soo sheeg haddii aad u baahato adeegyada turjumaanka ee diyaar kuu ah bilaashna ah. Waxaan weliba bilaash ahaan afka uga turjumi doonnaa oo aan hadal ahaan kuugu sheegi doonnaa dukumeentiyada aan hore qoraal ahaan loogu turjumin.

Dhammaan turjumaannada sida rasmiga ah loo ogolaaday ee loogu talagalay MPH.D waxay dhammaysteen tababarka xagga sirta ee HIPAA waxaana laga sugayaa inay adeecaan xeerasha sirta la xiriira ee u yaalla MPH.D.

VIETNAMESE

Nếu quý vị cần dịch vụ thông dịch thì chúng tôi sẽ cung cấp miễn phí. Chúng tôi cũng có dịch vụ phiên dịch bằng lời nói miễn phí cho các hồ sơ chưa được dịch trên văn bản.

Tất cả các thông dịch viên chuyên môn của MPH.D đều được huấn luyện về luật riêng tư HIPAA và phải tuân hành theo các điều quy về riêng tư của MPH.D.

“I Speak” posters and cards have been provided throughout the MPH.D. These cards were provided to employees as they attended Title VI training.

During past meetings of the Task Force of Immigrants and Refugees, we have shared the fact that language assistance is available for clients who have limited English proficiency.

We are evaluating the possibility of translating the MPH.D Internet site into Spanish for our clients.

On the MPH.D Intranet, we have included our non-discrimination statement that includes contact information for the Title VI Coordinator. (See below)

Statement of Non-Discrimination

The Metro Public Health Department of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Metro Public Health Department of Nashville and Davidson County does not discriminate in its hiring or employment practices.

The following person has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act:

John Dunn
2500 Charlotte Avenue
Nashville, TN 37209
Phone: (615) 340-8529
FAX: (615) 340-8564

The following person has been designated as the Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Michelle Birdsong, PHR
2500 Charlotte Avenue
Nashville, TN 37209
Phone: (615) 340-8624
FAX: (615) 340-5375

Inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Leslie Robeson
2500 Charlotte Avenue
Nashville, TN 37209
Phone: (615) 340-8526
FAX: (615) 340-5665

Community Outreach Initiatives (2014 – 2015)

Examples of a few of our outreach initiatives include the following:

Our **Woodbine Clinic** is located in the “heart” of the Hispanic community and consequently services a significant number of Hispanic clients.

At the Woodbine Clinic, 50% of the clients for whom we provide services are Hispanic. Over 50% of the staff is bilingual with one full-time Spanish interpreter. The majority of the English-speaking staff has taken two or more Spanish classes in order to communicate effectively with Spanish-speaking clients and patients. Over 30% of the clients at the Woodbine Center are Arabic-speaking, and they now have a part-time Arabic Interpreter. We also added a bilingual nurse and a bilingual nutritionist (Spanish - English).

Oral Health - The school-based dental sealant program has operated in 28 schools this year. The schools serviced have an average of 87 % of their student population on free and reduced meal services. Metro schools had an average of 4% Asian students with 10% Charlotte Park, 20% McMurray and 16% at Tusculum. The Hispanic population in Metro schools averages 21% with 65% at Whitsitt and 58% at Glengarry. Schools with over 30% of their enrollment classified as Limited English Proficiency are: Charlotte Park, Cockrill, Gateway, Margaret Allen, and Stratton. Glengarry, McMurray, Tusculum and Whitsitt have closer to 65% of their students in this category. The school interpreters are counselled in each of these schools so that they can actively assist parents in understanding the preventive service offered. This program supplies both consent forms and a report of dental screening in English, Spanish and Arabic. The report of dental screening also contains information on how to access the dental clinic at Lentz and also how to apply for TennCare services. An additional outreach program included a health fair on 4-22-15 “Week of the Young Child” for 60 Hispanic family members.

The **TENNderCare Outreach Program** is designed to promote good health to TennCare eligible youth in Davidson County (from birth to age 20). The program distributes educational material in the community through face-to-face contact. The program also distributes information through distribution/drop off, in which partner organizations distribute materials to a diverse population on TENNderCare’s behalf. The program’s English as a Second Language (ESL) contacts for the fiscal year total 8656.

Below is a breakdown of those contacts:

| | |
|-----------|-----|
| June 2014 | 635 |
| July 2014 | 374 |

| | |
|----------------|-------------|
| August 2014 | 424 |
| September 2014 | 1026 |
| October 2014 | 534 |
| November 2014 | 733 |
| December 2014 | 2971 |
| January 2015 | 451 |
| February 2015 | 477 |
| March 2015 | 449 |
| April 2015 | 582 |
| Total | 8656 |

To effectively communicate with individuals in the community, the program currently has nine outreach workers, five of whom are bilingual. The languages spoken include English, Spanish, Somali, French and Arabic.

The program has partnerships with EL Protector, UNA Help Center, Islamic Center, Catholic Charities, Immigration Lawyer Forums and many community events.

The TENNderCare/Welcome Baby scope of services mandates that services are provided to TennCare eligible youth in Davidson County from birth to 20. This program serves mothers of newborn babies who speak a variety of languages and who are varying races, nationalities and ethnic groups.

Tuberculosis (TB) is one of the most common infections worldwide and screening for TB is a key prevention step for individuals immigrating to the United States. The **TB clinic** at the Metro Public Health Department screens immigrants and refugees for both TB infection and disease. In addition, the TB clinic provides evaluation and testing for anyone at increased risk of TB, including foreign born individuals. In the past year, 72% of the clients screened at the TB clinic were not born in the United States and services were provided to patients in over 20 different languages.

The program has educational materials in multiple languages and to facilitate communication with the diverse population served by the TB clinic, we have several staff who are bilingual. The languages spoken include English, Spanish, Kurdish, Somali, and Arabic.

The Children's Special Services (CSS) program employs a part-time Arabic interpreter for the office site and to assist with home visits with the care coordinators. CSS employs a full-time Spanish speaking care coordinator to serve the needs of Spanish speaking clients. This has increased the services provided by our program and has decreased the wait time for an interpreter. CSS uses Voiance Language Services or staff interpreters for all other languages. The CSS program also utilizes a telephone voice menu which includes an option for Spanish.

The **Healthy Beginnings** program provides support to first-time mothers who are less than 21 years of age and reside in Davidson County in an effort to strengthen these new families. Healthy Beginnings serves a culturally diverse population by providing home visiting services to prenatal women, infants and young children. Our current caseload includes 48% African American families, 3% Caucasian families, 13% Hispanic, 23% Asian families and 13% Egyptian families.

Lentz Preventive Health Clinic is a multi-focused clinic that provides a variety of services to a diverse population in the community. Our clinic offers services that promotes health and prevents illnesses including immunizations and Family Planning services. Our Family Planning services are also offered during evening clinics two nights a month. Outreach events are accomplished in collaboration with the STD Clinic on college campuses and at health fairs in several locations throughout Nashville that help promote the Family Planning program. Our nurses attend training sessions on Cultural Competency that help increase awareness of cultures in the Nashville community.

East Clinic – A Spanish interpreter is periodically assigned on a part-time basis to help with interpretation at the East Clinic. He answers Spanish-speaking callers and schedules appointments for them. There is a Spanish-speaking nurse on staff as well. We have many of our informational leaflets in Spanish.

The **Ryan White Program** supports the provision of HIV medical and support services in a 13 county region of Middle TN (approx.. 80% of HIV+ persons and services provided are in Davidson County). Components of the program that assure outreach initiatives for providing services to the entire Nashville community regardless of race, color, national origin and language include the following:

- Provide funds to agencies for translation and interpretation for services that their agency is not able to cover under any other funding.
- Many community agency staff members funded by Ryan White funds represent the primary minorities in our community (African American and Latino)
- We analyze service utilization data by various demographic groups to identify disparities in care and then develop initiatives to address those disparities (e.g., have allocated funds for a Latino Outreach service).
- The program analyzes outcome data by various demographic groups to identify disparities in care and then develop initiatives to address those disparities (e.g.,

last year supported a clinic to be set up in a youth agency to provide outpatient HIV medical care to young HIV+ persons, primarily African American—NOTE: unfortunately service no longer in place because the provider lost their rental space).

- Our Minority AIDS program is specifically designed to increase access to services for African Americans and Latinos.

The **South Nutrition Center** has a voice menu that allows callers to hear options in English and Spanish. Classes for group nutrition education are offered 5 days a week in both English and Spanish. Online education opportunities are offered in English and Spanish. Additionally, the majority of information boards are presented in both English and Spanish. In addition to the designated interpreter for Spanish, 50% of the staff are bilingual and additional languages spoken by the staff include Farsi, Tigrinya, German, Portuguese and Croatian.

School Health has increased the number and type of documents translated into Spanish and Arabic.

The HUGS Program serves a culturally diverse population by providing care coordination services to prenatal women, infants, and children and their families. This year a total of 49% of our families are from non-English speaking countries (16% from Spanish-speaking countries, 33% from other non-English speaking countries). Many of these families have self-referred after hearing about care coordinators from a neighbor or a friend.

HUGS has two bilingual (English/Spanish) care coordinators. One of these care coordinators has participated in the MNPDI Protector Baby Shower twice this year. The HUGS Program received a certificate of appreciation from the MNPDI for continued support of the EI Protector Program. Other care coordinators use interpreter provided through phone interpreter services.

The **Food Services** Division routinely trains food service employees in basic food safety procedures in English and Spanish. Last year we held food safety classes for 1711 food service workers in English and for 56 in Spanish.

The Breast and Cervical Screening program helps low income, uninsured and underinsured women gain access to breast and cervical screening and diagnostic services. Screenings were conducted at the following events:

| | |
|------------------|---|
| Sept 18, 2014 | Church of Christ Health Fair |
| October 11, 2014 | Payne Chapel Health Fair |
| October 18, 2014 | Scott Avenue Health Fair |
| Nov. 14, 2014 | Greater Christ Temple Health Fair |
| Jan. 22, 2015 | Nashville General Hospital Cervical Cancer & Women's Health Display |
| Feb. 28, 2015 | Sweetings Hair salon display |

| | |
|--------------|---|
| May 11, 2015 | Nashville General Hospital Women's Health – Lobby display |
| May 11, 2015 | Vine Hill Health Clinic Pap-a-Thon |
| May 16, 2015 | Gold Sneaker Initiative – McFerrin Park Community Center |

Project Access Nashville connects the uninsured to primary care safety net clinics that serve patients based on their ability to pay. Information regarding the program was shared at these events which were attended by individuals of various cultures:

| | |
|---------------|--|
| June 30, 2014 | Encuentro Latino Meeting |
| July 28, 2014 | Encuentro Latino Meeting |
| Sept 24, 2014 | Church of the Messiah Health & Dental Clinic |
| Sept 30, 2014 | Progreso Community Center |
| Nov 25, 2014 | Progreso Community Center |
| Oct 25, 2014 | Mission Event at Municipal Auditorium |
| Feb 26, 2015 | Creating Effective Refugee Community Event |

The **WIC Program** is a supplemental nutrition program that provides nutrition education, breastfeeding promotion, support and healthy food vouchers to participants of the program. The program teaches Breastfeeding Classes in both Spanish and English. Additionally, the “*Grocery Store Food List*” has been translated into Arabic, Burmese, Kurdish and Somali for participant use. Twenty-three WIC employees are bilingual. Languages spoken by the WIC staff include: Serbian, Croatian, Spanish, Ewe, Siwu, Farsi, Kurdish, Arabic, Portuguese, Tigrigha, Gujarati, Haitian Creole, French and German.

The program employs full-time Spanish interpreters at the East Center, Woodbine Center and the South Nutrition Center. The program also teaches WIC and Breastfeeding classes at all four clinics (Lentz Clinic East Clinic, Woodbine Clinic and the South Nutrition Center.)

Complaints

There were no Title VI complaints received from clients during the 2014–2015 fiscal year.

METROPOLITAN HISTORICAL COMMISSION

Authority

The Title VI Coordinator is responsible for educating staff on 1) their responsibilities under Title VI, 2) how to inform clients of their rights under Title VI, 3) how to monitor for compliance with Title VI legislation and, 4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees to Historical Commission receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Other duties as necessary to ensure Title VI compliance;

The Title VI Coordinator for the Metropolitan Historical Commission is:

Yvonne Ogren
Metro Historical Commission
3000 Granny White Pike
Nashville, TN 37204
615-862-7970
Email: yvonne.ogren@nashville.gov

Organizational Environment

Mission statement

To preserve, protect, and document the history, historic places, buildings, and neighborhoods of Davidson County through education, technical assistance, and advocacy.

Federal Funding in the Metropolitan Historical Commission

The Metro Historical Commission presently does not receive any federal funds. It is a pass through agency.

Contracted Program Overview

The Metro Historical Commission does not host any current contracts.

Minority Participation on the Commissions below:

Metro Historical Commission

| | |
|-------------------|-------------------------|
| Mr. Bob Allen | Caucasian Male |
| Mr. Clay Bailey | Caucasian Male |
| Ms. Menié Bell | Asian Female |
| Mrs. Lula Brooks | African-American Female |
| Mr. Alex Buchanan | Caucasian Male |
| Ms. Holly Conner | Caucasian Female |
| Mr. David Currey | Caucasian Male |
| Dr. Don Cusic | Caucasian Male |
| Mr. Jim Forkum | Caucasian Male |
| Mr. Jim Hoobler | Caucasian Male |
| Ms. Lynn Maddox | Caucasian Female |
| Dr. Bill McKee | Caucasian Male |
| Mr. Mark Rogers | Caucasian Male |
| Ms. Gerry Searcy | African-American Female |
| Ms. Linda Wynn | African-American Female |

Metro Historic Zoning Commission*

| | |
|----------------------|---|
| Ms. Menié Bell | Asian Female (serves on both commissions) |
| Ms. Rose Cantrell | Caucasian Female |
| Mr. Sam Champion | Caucasian Male |
| Mr. Richard Fletcher | Caucasian Male |
| Mr. Hunter Gee | Caucasian Male |
| Mr. Aaron Kaalberg | Caucasian Male |
| Mr. Ben Mosley | Caucasian Male |
| Ms. Ann Nielson | Caucasian Female |
| Mr. Brian Tibbs | African-American Male |

Number of Complaints Received Last Year none (0) .

Statement of Non-Discrimination

Metro Government does not discriminate on the basis of race, color, national origin, gender, gender identity, sexual orientation, age, religion, creed or disability in admission to, access to, or operations of its programs, services, or activities. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline or any other employment practices because of non-merit factors shall be prohibited.



METRO HUMAN RELATIONS COMMISSION TITLE VI PLAN 2015

1. AUTHORITY

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance” The Metro Human Relations Commission is committed to compliance with Title VI and all other laws that protect the rights, safety, dignity, and welfare of residents of Nashville and Davidson County.

Moreover, the Human Relations Commission is the agency designated to support Metropolitan Government’s system-wide compliance with the provisions of Title VI. Consequently, its internal and external responsibilities include, and may not be limited to:

- Assisting Metro Government’s Title VI Coordinators to ensure that all new and current employees and directors within each department receive the Annual Title VI training and information as required by the Mayor and Federal Government.
- Ensuring that procedures are in place to provide for public notification of rights violation under Title VI;
- Providing resources to Metro Title VI Coordinators to help ensure that Title VI resources, including investigation procedures, legal provisions, posters and brochures, are appropriately accessible and displayed;
- Engaging necessary monitoring techniques to ensure departmental compliance;
- Other duties as necessary to ensure Title VI compliance.

Title VI Coordinating responsibility falls under the MHRC’s executive leadership. For information contact:

Neal Darby, Jr., Compliance Coordinator
Metro Human Relations Commission
404 James Robertson Parkway, Suite 130
Nashville, Tennessee 37219
Telephone: (615) 880-3372 | Facsimile: (615) 880-3373
Email: Neal.Darby@nashville.gov

2. ORGANIZATIONAL MISSION & ENVIRONMENT

The Metro Human Relations Commission is charged with upholding the personal dignity of all people in Nashville and Davidson County by protecting and promoting their safety, health, security, peace, and general welfare. (Chapter 2.132.020) The commission endeavors to carry out this mission proactively and reactively by:

- Investigating complaints within the general services district regarding perceived discrimination;
- Reviewing allegations of discriminatory misconduct by metropolitan government employees, including but not limited to employees of the police department, fire department, health department, department of codes administration, public works, metropolitan beer permit board, metropolitan development and housing agency and department of water and sewerage services, and fostering better relations between employees of metropolitan government and the people they seek to serve;
- Lessening and eliminating prejudice and discrimination through educational and awareness-enhancing programs designed to promote tolerance, respect, and the value of diversity;
- Proposing legislation addressing human relations issues in the general services district and enhancing the enforcement of statutes and ordinances that already exist; and
- Fostering mutual understanding, tolerance, and respect among all economic, social, religious, ethnic, and other community groups by working with existing educational, religious, governmental, social and community agencies.

3. TITLE VI INFORMATION AND DISSEMINATION

Title VI information posters will be publicly displayed in the MHRC office. Title VI coordinator contact information is available on the MHRC website along with additional resources related to Metro's nondiscrimination responsibilities.

The provisions of Title VI will be made known to MHRC employees via direct training and the department's policy manual. During orientation, new employees shall be informed of the provisions of Title VI, and the MHRC's expectations to perform their duties accordingly. All employees and MHRC board of Commissioners shall also be provided a copy of the Title VI plan and are required to sign the Acknowledgement of Receipt (Appendix A).

The following Information about Metro Human Relations Commission (MHRC) has been shared and disseminated with over twenty six Nashville/Davidson County churches, the Tennessee Tribune, the Nashville Pride and the Tennessean Newspapers. Nashville organizations attended weekly, bimonthly or monthly receiving Title VI and other MHRC disseminations have been and will continue to receive as requested are the IMF-MLK, Annual Events, Nashville NAACP, the TN Conference of NAACP Branches, the Urban League of Middle Tennessee, Fisk University (WFSK-FM), American Baptist College, Tennessee State University, Vanderbilt University, Belmont University, Meharry Medical School, Nashville Minority Business Development Center, YMCA of Middle TN, Hoshana Management Group (Pan-Africa Annual Festival) and the African American Cultural Alliance.

The following items are being shared and/or disseminated;

"One City for All Brochures" (English, Spanish, Bending (Kurdish), Soram (Kurdish) and Somali
"Know Your Rights" (English, Spanish and Kurdish.

"Universal Declaration of Human Right" English

"Let Me Vote" English

About the Commission, "One City for All People"
"25 Things Everyone Should Know About Bullying" English
"Martin Luther King, The Montgomery Story" English and Spanish
"Workforce Performance, Inclusion & Diversity"
"What is Title VI of the Civil Rights Act of 1964?"
"Equal Employment Opportunity is THE LAW"

4. SUBCONTRACTORS AND VENDORS

All subcontractors and vendors who receive payment from the MHRC where funding originates from any federal assistance, are subject to the provisions of Title VI of the Civil Rights Act of 1964 as amended. Any written contracts shall contain non-discrimination language, either directly or through the bid specification package which becomes an associated component of any contract.

5. RECORD KEEPING

The Title VI Coordinator will maintain records in compliance with Metro and federal records retention policies. These records include, but are not limited to, signed acknowledgements of receipt from the employees indicating the receipt of the of the MHRC Title VI Plan, copies of Title VI complaints or lawsuits and related documentation, and records of correspondence to and from complainants, and Title VI investigations.

6. TITLE VI COMPLAINT REVIEW PROCESS & PROCEDURES

An individual may file a signed, written complaint up to one hundred and eighty (180) days from the date of the alleged discrimination. The MHRC provides a complaint form on its website, and provides translation services in accordance with the LEP (Limited English Proficiency) requirements of Title VI. All complaints will be investigated unless:

- It is withdrawn
- The complainant fails to provide required information after repeated attempts
- The complaint is not filed within the time period allotted
- Upon review, the issues cited do not involve discrimination based on a protected class. In such cases, the MHRC will offer direction to appropriate entity.

Minimally, all complaints should be submitted in writing and should include the following:

- Your Full Name (complainant)
- Mailing address
- How best to contact you (i.e., telephone number, email address, etc.)
- How, when, where and why you believe you were discriminated against
- The name and contact information of the person or persons you believe discriminated against you (respondents)
- Names and contact information of any witnesses
- Other information that you deem significant

The Title VI Complaint Form (Appendix B) may be used to submit the complaint information. The complaint must be filed in writing with the Metro Human Relations Commission at the following address to ensure proper and timely investigation:

Metro Human Relations Commission
PO Box 196300
404 James Robertson Parkway, Suite 130
Nashville, Tennessee 37219
Telephone: (615) 880-3372 | Facsimile: (615) 880-3373
Email: mhrc@nashville.gov

NOTE: The Commission encourages complainants to certify any mail that is sent through the U.S. Postal Service. The signed original copy of any complaint submitted by fax or email must be mailed or delivered to the MHRC Title VI Coordinator as soon as possible, but no later than one hundred eighty (180) days from the alleged date of discrimination.

What happens to the complaint after it is submitted?

- a. All complaints alleging discrimination based on race, color or national origin in a service or benefit provided by the MHRC or other entity will be directly addressed for investigation. Through its civil rights compliance functions, the MHRC shall provide appropriate assistance to complainants, including persons with disabilities, or who are limited in their ability to communicate in English.
- b. Acknowledgement of the complaint will be mailed or emailed within seven (7) days. Please note that in responding to any requests for additional information, a complainant's failure to provide the requested information may result in the administrative closure of the complaint.
- c. Upon determination that the complaint warrants an investigation, the complainant is sent a letter, including the name of the investigator/fact-finder, and is provided with his/her rights under Title VI and related statutes.
- d. The respondent is notified by mail that he/she has been named in a complaint and is provided with his/her rights under Title VI and related statutes. The letter also includes the fact-finder's name and informs the respondent that he/she will be contacted for an interview.
- e. A letter or other official correspondence is sent to the appropriate manager and/or department head when the complainant(s) or respondent(s) are located in Metro Government.
- f. The investigator/fact-finder shall prepare a written plan, which includes but is not limited to:
 - Names of the complainant(s) and respondent(s)
 - Basis for the complaint

- Issues, events or circumstances that caused the person to believe that he/she has been discriminated against
 - Information needed to address the issue
 - Criteria, sources necessary to obtain the information
 - Identification of key people
 - Estimated investigation time line
 - Remedy sought by complainant(s)
- g. An investigation addresses only those issues relevant to the allegations in the complaint. Confidentiality will be maintained as much as possible. Interviews will be conducted to obtain facts and evidence regarding the allegations in the complaint. The investigator will ask questions to elicit information about aspects of the case about which witnesses can provide firsthand information. Interviews can be tape recorded with the interviewee's consent. A chronological contact sheet is maintained in the case file throughout the investigation.
- h. Within 30 to 60 days of receipt of the complaint (if possible) the fact-finder prepares a written report and submits the report and supporting documentation to the MHRC Executive Director for review. After reviewing the file, the Executive Director makes a determination of "probable cause" or "no cause" and prepares a final decision letter in the matter.
- i. In the event the Executive Director finds the complaint is not substantiated, the complainant is also advised of his or her right to appeal, by providing additional information or seeking redress through another entity.
- j. A copy of the complaint and the investigation report will be kept on file in accordance with required record-retention procedures.

7. LIMITED ENGLISH PROFICIENCY

Individuals who do not speak English as their primary language and who have a limited ability to read, write, speak or understand English can be defined as Limited English Proficient (LEP). Executive Order (EO) 13166 - *Improving Access to Services for Persons with Limited English Proficiency* is directed at implementing the protections afforded by Title VI of the Civil Rights Act of 1964 and related regulations. Accordingly, it prohibits recipients of Federal financial assistance from discriminating based on national origin by failing to provide meaningful access to services to individuals who are LEP. This protection requires that LEP persons be provided an equal opportunity to benefit from or have access to services that are normally provided in English.

The Metro Human Relations Commission recognizes the increasing racial, ethnic, and linguistic diversity in the city and seeks to provide meaningful access to LEP residents through a plan guided by the Department of Justice's (DOJ) four-factor analysis. The four factors, DOJ allows publically-funded entities to consider are:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by a recipient of federal assistance
2. The frequency with which LEP individuals come into contact with the program or service
3. The nature and importance of the program, activity or service provided by the program to people's lives
4. The resources available to the grantee/recipient and the associated costs

What the provisions of the MHRC LEP plan?

- Use of Language Line to ensure appropriate translation for clients seeking services from the department
- Publication and distribution of department brochures in Spanish, Kurdish, and Arabic
- Publication and distribution of "Know Your Rights" brochures in Spanish and Arabic
- Publication and distribution Title VI posters in Spanish
- Use of I-Speak cards

8. FEDERAL FUNDING

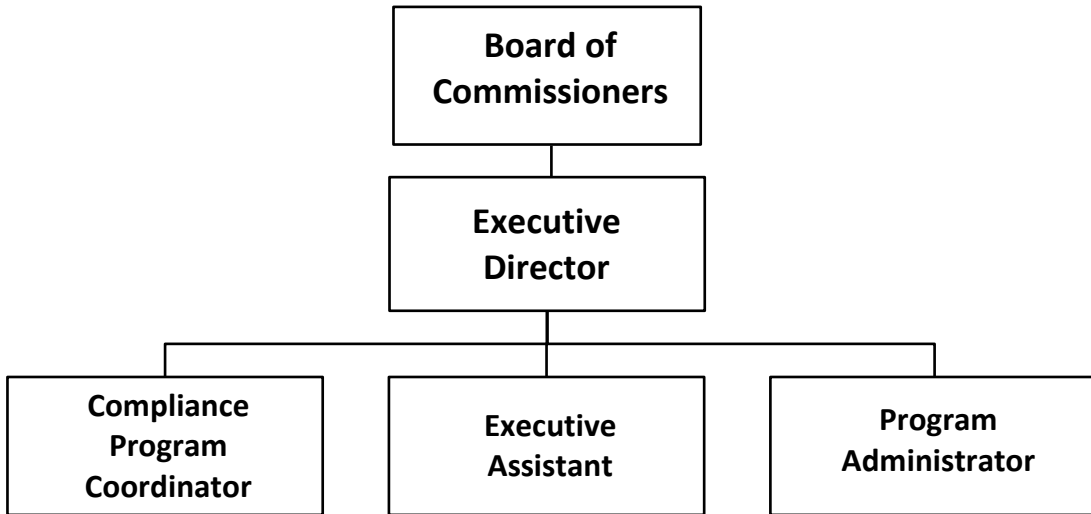
Currently, the MHRC receives no direct federal financial assistance from grants or other sources to achieve its goals and initiatives.

9. CONTRACTED PROGRAMS

The department currently holds no contracts with outside agencies in the delivery of its programs or services.

10. MINORITY PARTICIPATION ON THE BOARD OF COMMISSIONERS

The MHRC Board of Commissioners is composed of 17 members, seven (7) of whom meet the criteria for racial/ethnic minority status. There is currently one vacancy on the board.



11. TITLE VI COMPLAINTS RECEIVED LAST YEAR: 68

12. DEPARTMENTAL NON-DISCRIMINATION STATEMENT: The Metro Human Relations Commission does not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, age, religion, creed or disability in admission to, access to, or operations of its programs, services, or activities. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline or any other employment practices because of non-merit factors shall be prohibited.



Appendix B: TITLE VI COMPLAINT FORM

Title VI of the 1964 Civil Rights Act requires that "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance." If you feel you have been discriminated against in Metro Nashville/Davidson County, please provide the following information in order to assist us in processing your complaint. You can use www.nashville.gov/humanrelations and/or send it to:

Metro Human Relations Commission
P.O. Box 196300
404 James Robertson Parkway, Suite 130, Nashville, Tennessee 37219

Please print clearly:

Last Name: _____ First Name _____

Address: _____

City, State, Zip Code: _____

Telephone Number: _____ (home) _____ (cell)

Person discriminated against if not self:

Last Name _____ First name _____

Address of person discriminated against: _____

City, State, Zip Code : _____

Please indicate why you believe the discrimination occurred:

_____ RACE

_____ COLOR

_____ NATIONAL ORIGIN

_____ RETALIATION

If you are claiming retaliation, which of the following best applies:

_____ BECAUSE YOU FILED A COMPLAINT OF DISCRIMINATION

_____ BECAUSE YOU GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION COMPLAINT

_____ BECAUSE YOU OPPOSED OR OBJECTED TO DISCRIMINATION

_____ OTHER:

Please list any and all witnesses' names and phone numbers:

What type of corrective action would you like to see taken?

Please attach any documents you have which support this allegation. Date and sign this form in the space below, and send it to the Title VI Coordinator at:

Metro Human Relations Commission
P.O. Box 196300
404 James Robertson Parkway, Suite 130
Nashville, Tennessee 37219

Your signature

Print your name

Email

Telephone

Date

METRO HUMAN RESOURCES DEPARTMENT

Authority

The Title VI Coordinator is responsible for educating staff on 1) their responsibilities under Title VI, 2) how to inform clients of their rights under Title VI, 3) how to monitor for compliance with Title VI legislation and, 4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees to Human Resources receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Other duties as necessary to ensure Title VI compliance;

The Title VI Coordinator for the Metropolitan Government Human Resources Department is:

Les Bowron, Human Resources Analyst 3
404 James Robertson Parkway, Suite 1000
Nashville, TN 37219
615-862-6640
Email: les.bowron@nashville.gov

Organizational Environment

The mission of the Human Resources Department is to provide human resources business and benefits products to:

- Metropolitan Government employees and agencies so they can provide quality government services, and
- Metropolitan Government retirees so they can receive the benefits to which they are entitled.

Federal Funding in the Human Resources Department

The Metro Human Resources Department does not currently receive any federal funds.

Contracted Program Overview

The Metro Human Resources department uses the myriad of contracts with other parties to fulfill its day-to-day operational requirements associated with achieving its primary mission of providing quality government services and benefits. Metro Human Resources enters into contracts following Metro purchasing guidelines' and procedures, which includes the standard language for title VI requirements.

Minority Participation - Employee Benefit Board and Civil Service Commission:

Benefit Board Members

Ms. Veronica Frazier (White Female)
404 James Robertson Parkway, Suite 1000
Nashville TN 37219
Representing: Director - Human Resources

Dr. Christine Bradley (Caucasian Female)
07/17/2012 - 06/30/2015
4248 Jamesborough Place
Nashville, TN 37215

Dr. Stephanie Coursey Bailey (Black Female)
7/2/2013 – 6/30/2016
8340 River Road Pike
Nashville TN 37209

Mr. Charles D. Clariday (Caucasian Male)
06/12/2012 – 06/30/2015
1600 Holly Street
Nashville TN 37206
Representing: Elected by Fire Department

Mr. B. R. Hall, Sr. (Caucasian Male)
07/10/2012 – 06/30/2015
526 Donald Avenue
Goodlettsville TN 37072
Representing: Elected Retiree

Chief W. Todd Henry (Caucasian Male)
07/10/2012 – 12/31/2017
200 James Robertson Parkway
Nashville TN 37201
Representing: Elected by Police Department

Ms. Edna Jones (Caucasian Female)
07/01/2014 - 06/30/2017
740 South 5th Street
Nashville TN 37206
Representing: Elected by General Government

Mr. Richard M. Riebeling (Caucasian Male)
09/01/2011 - 08/31/2015
106 Metropolitan Courthouse
Nashville TN 37201
Representing: Finance Department

Mr. Jerry Hall (Caucasian Male)
04/09/2013 – 06/30/2016
730 Second Avenue South, 2nd Floor
Nashville TN 37210
Representing: Elected by General Government

Mr. G. Thomas Curtis (Caucasian Male)
07/1/2014 - 06/30/2017
3102 West End Avenue #600
Nashville TN 37203

Civil Service Commission Members

Michael Allen (Caucasian Male)
Commissioner
07/06/1999 - 03/31/2019

Steve Corbitt (Caucasian Male)
Vice Chairman
04/02/1991 - 03/31/2016

William H. Farmer (Caucasian Male)
Chairman
01/04/2000 - 03/31/2018

Joann North (White Female)
Commissioner
04/21/2015 - 03/31/2020

D. Billye Sanders (Black Female)
Commissioner
12/20/2005 - 03/31-2017

Number of Complaints Received Last Year: 0

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Human Resources Department does not discriminate in its hiring or employment practices. The following person has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act:

Department of Human Resources
404 James Robertson Parkway, Suite 1000
Nashville TN 37219
Phone: (615)862-6640
FAX: (615) 862-6654

The following has been designated as the Metro Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Metro Human Relations Commission
404 Parkway Towers
First Floor
P.O. Box 196300
Nashville, Tennessee 37210
Telephone: (615)880-3391
Facsimile: (615)880-3373

Inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Department of Human Resources
404 James Robertson Parkway, Suite 1000
Nashville TN 37219
Phone: (615) 862-6640

METROPOLITAN INFORMATION TECHNOLOGY SERVICES DEPARTMENT

Authority

The Title VI position for Information Technology Services Department is Cyndy Maddox 880-2573.

Organizational Environment

The Mission of the Information Technology Services Department is to work together to deliver exceptional technology solutions that improve the lives of the citizens of Davidson County through the Metropolitan Government entities we serve.

Goal One

By end of year 2016, customers will receive increased availability of information technology solutions in support of their business operations as evidenced by performance based reporting measures for all core services, which will be included in service level agreements.

Goal Two

By the end of 2016, Metro Government customers will be able to make more effective use of mobile technology through the implementation of policies and technical solutions.

Goal Three

By end of year 2016, Metro ITS will implement a disaster recovery data center strategy allowing Metro to benefit from economies of scale and provide a world class disaster recovery data center solution available to all Metro departments and agencies with information technology assets and/or services.

Federal Funding in the ITS Department

The ITS Department does not receive Federal Financial Assistance.

Contracted Program Overview

The ITS Department uses several contracts to fulfill its day-to-day operational requirements associated with achieving the departmental mission. Through these contractual agreements, the department acquires the needed supplies, materials, and services to provide applications development and support, internet/intranet design and development, desktop support, videography consulting for Metro 3, communications and connectivity including voice and data to government agencies and Metro employees so they can achieve their business goals.

Minority Participation on the Board/Commission

The ITS department does not have any active Boards or Commissions

Number of Complaints Received Last Year.

The ITS department did not receive any Title VI complaints last year.

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Human Resources Department does not discriminate in its hiring or employment practices.

The following office has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act:

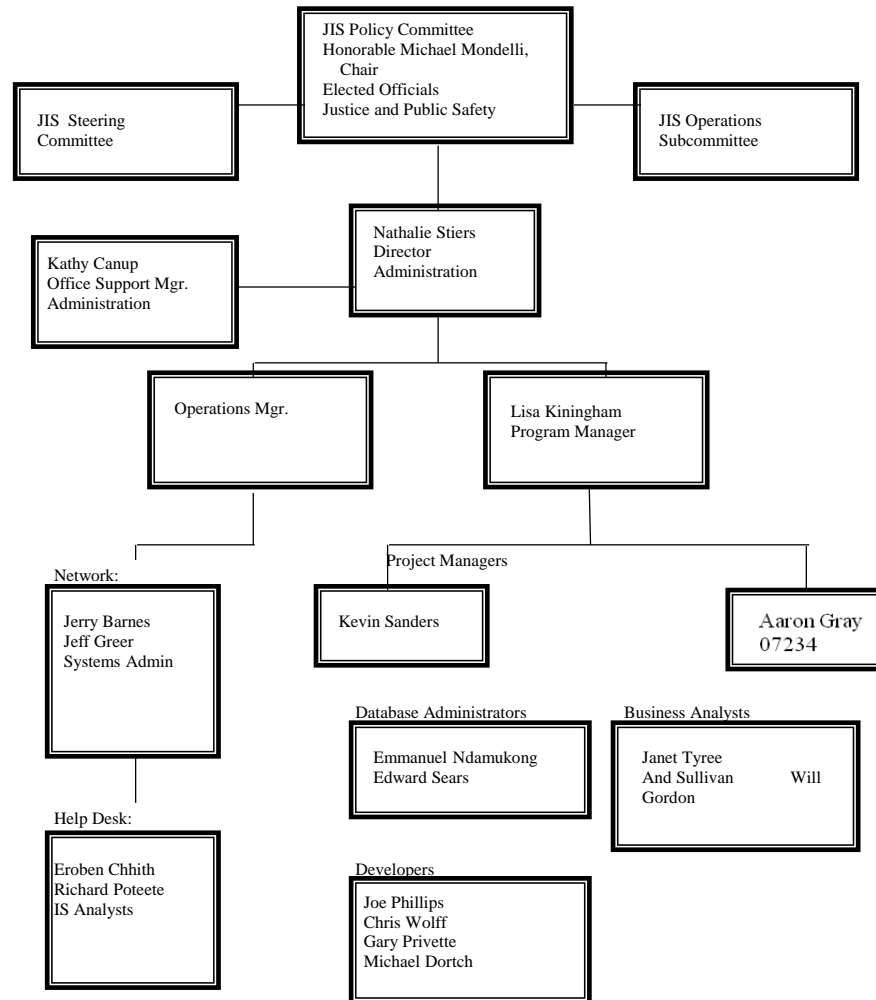
Human Resources
404 James Robertson Pkwy, Suite 1000
Nashville TN, 37219
Phone: (615)862-6640

The following person has been designated as the Metro Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Neal Darby, Jr.
Human Relations Commission
404 James Robertson Pkwy, Suite 130
Nashville, TN 37219
615-880-3372
Email: Neal.Darby@nashville.gov

Inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Department of Human Resources
404 James Robertson Pkwy, Suite 1000
Nashville TN, 37219
Phone: (615) 862-6640



Justice Integration Services

Authority

The Title VI Coordinator for the Justice Integration Services Office handles questions, concerns, complaints, or requests for additional information regarding Title VI of the Civil Rights Act. The Coordinator ensures the Office provides public notification of rights under Title VI, maintains a Title VI complaint log, and ensures that all complaints will be investigated thoroughly. The following person has been designated as this department's Title VI Coordinator:

Kathy Canup, Office Support Manager
Justice Integration Services
404 James Robertson Parkway, Ste 2020
Nashville, Tn 37219
Phone: 615-862-5578
Fax: 615-880-3138

Organizational Environment

Mission Statement

The mission of the Justice Integration Services department is to provide customized, integrated case management software and technology support products to Metro Nashville Justice Agencies so they can manage and use shared information to improve the administration of justice for the Nashville community.

Strategic Goals

1. **By 2017, JIS will upgrade the entire court case management suite to newer technology to better meet customer demands, as evidenced by:**
 - Percent of the applications of the suite that are implemented
2. **By 2017, JIS will have equipment available at a secondary data center in order to bring up all applications in the event of a primary data center equipment failure, as evidenced by:**
 - Percent of applications available at secondary data center
3. **By 2017, JIS will have adequate funding to train employees so that they can continue to support growing and changing technology, as evidenced by:**
 - Percent of current technology for which the staff has received training
 - Percent of de-supported technology in place due to lack of training

Federal Funding

Justice Integration Services used federal funding from one grant. The grant was Edward Byrne Memorial Justice Assistance Grants from 2011.

Contracted Program Overview

Justice Integration Services has not signed any contracts other than grants.

JUVENILE COURT OF NASHVILLE & DAVIDSON COUNTY

Title VI Implementation Plan – FY15

Authority

The Juvenile Court Title VI Coordinator role is currently a collateral duty of the Deputy Court Administrator of Business Operations, Jim Swack. For FY16 the Title VI Coordinator role shifts to Shelley Hudson, Probation Officer 3 supervisor of the Juvenile Court's new STAR Team (Statistics, Training, Analysis, & Resource), the division of the Court now responsible for coordination of all Juvenile Court training.

The responsibilities of the court's Title VI Coordinator include, but are not limited to, the following:

- Arrange for and/or conduct training for court personnel on Title VI – related rights and responsibilities and maintain a roster of trained employees. The video presentation, "*Understanding & Abiding by Title VI of the Civil Rights Act*," produced by the Civil Rights Division of the U.S. Dept. of Justice, is the primary tool utilized to conduct this training.
- Develop and implement a plan for training of new court employees of Title VI issues.
- Function as a departmental resource on Title VI related matters.
- Insure that notices advising JJC visitors of their rights under Title VI are visibly posted in all public access areas of the Juvenile Justice Center facility and in community-based satellite probation office locations.

Organizational Environment

| | |
|---------------------------|--|
| DEPARTMENT NAME | Juvenile Court |
| DEPARTMENT MISSION | The mission of the Juvenile Court is to ensure that every child and family that come into contact with our court are met with justice, fairness, and hope; while providing "for the care, protection, and wholesome moral, mental and physical development of the children" as according to Tennessee Law. |

Departmental Goals

Reduce delinquent offender recidivism and to maintain the effectiveness and capacity of all other court programs without interruption in the quality of service delivery.

- By the year 2017, reduce recidivism rates as evidenced by 90% of children on supervised probation will successfully complete their probation.

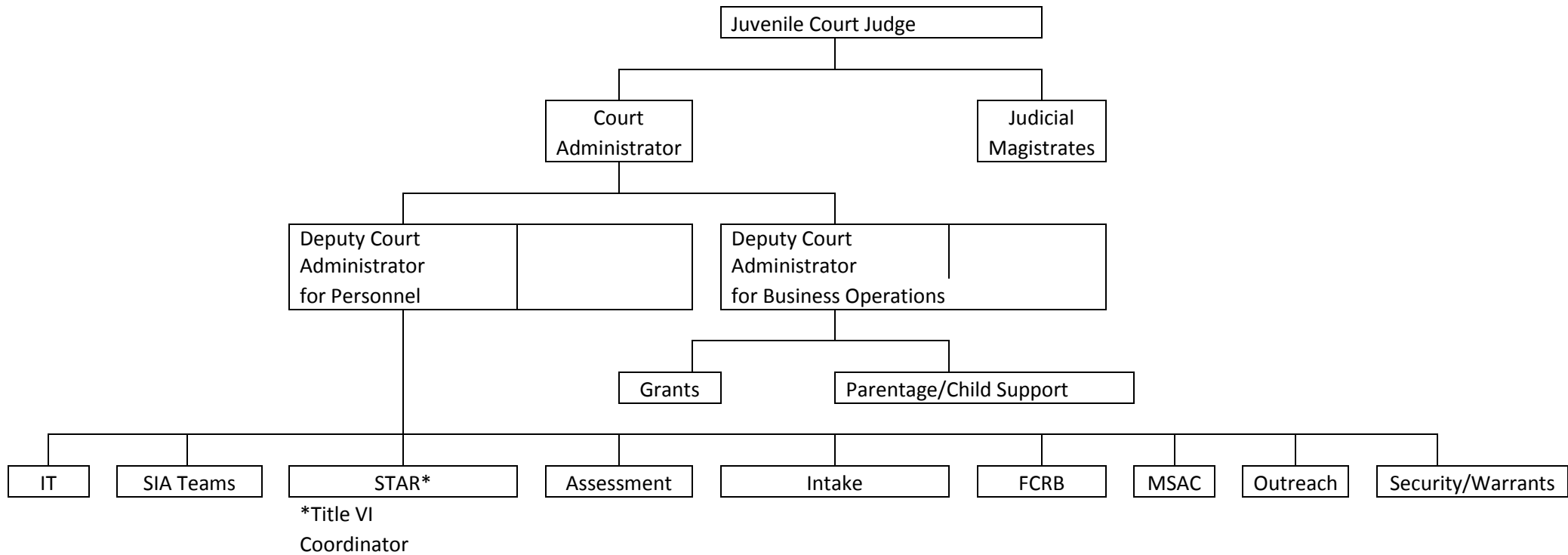
Reduction in the number of youth referred to Juvenile Court for delinquent and status offenses by developing active partnerships with community non-profit, faith-based, and other agencies to develop more effective and proactive intervention strategies.

- By the year 2017, reduce the number of youth referred to Juvenile Court for delinquent and status offenses as evidenced by 25% increase in active partnerships with community non-profit, faith-based and other agencies.

Increase compliance with child support order and reduce incarceration for contempt of court by adding probation officers who will provide intensive services to non-custodial parents through the child support problem solving courts.

- By the year 2017, reduce incarceration rates for non-payment of child support as evidenced by 30% increase in non-custodial parents who obtain employment so they can pay child support.

JUVENILE COURT OF NASHVILLE & DAVIDSON COUNTY
ORGANIZATIONAL CHART



FY15 Federal Funding in the Juvenile Court

Child Support Enforcement, Title IV-D

The Child Support Enforcement Grant provides the Juvenile Court with a combined total of sixteen judicial staff, enforcement personnel, and support staff to enforce the federal child support program for persons who have never been married. These federal funds are passed through to the Juvenile Court via a grant from the Tennessee Department of Human Services.

Juvenile Accountability Block Grant

The Juvenile Accountability Block Grant provides funding to the Juvenile Court for one probation staff position with the court's Supervision, Intervention, and Accountability program. Consistent with the funding purpose, the position is utilized in providing for greater accountability on the part of delinquent offenders within the juvenile justice system. These federal funds are passed through to the Juvenile Court via a grant from the Tennessee Commission on Children and Youth, and FY15 marks the end of this federal funding which originated in FY99.

Contracted Program Overview

Juvenile Court utilizes contracted services as needed to facilitate the efficient operation of its activities. All current contracted services were secured pursuant to Metro Purchasing requirements following either the Invitation to Bid (ITB) or Request for Proposals (RFP) process. The most significant contract for Juvenile Court is with G4S Youth Services for the operation of the Juvenile Detention facility, with an approximate value of \$4,000,000 annually. The current contract is on an emergency extension through June 30, 2015, with a new contract expected to be in effect by July 1, 2015.

Minority Participation on the Board/Commission **N/A**

Number of Complaints Received Last Year **None.**

Significant FY15 Title VI – Related Accomplishments

As of 5/21/2015, 85% of all Juvenile Court staff have received Title VI training. Beginning in FY15, the Court's new Statistics, Training, Analysis, & Resource (STAR) Team assumed responsibility for all department staff training and expects to accomplish 100% of department staff trained in Title VI during FY16.

In FY15 the Juvenile Court continued making significant strides in addressing Title VI Limited English Proficiency (L.E.P.) issues by helping insure that non-English

speaking participants in the Juvenile Court system have full access and understanding of the Juvenile Court process in which they are participating.

. During FY15, the Court processed approximately 1,400 interpreter service requests with interpreter services provided in an additional 1,200 matters per year for various court dockets and related activities. During the past year, the Court has made arrangements for the provision of these services in 28 different spoken languages or dialects plus American Sign language.

The Court maintains a designated a central administration contact for all interpreter requests for all court hearings and other court activities. The designated contact processes interpreter requests from all court-related sources and arranges for appropriate language certified interpreter services for the requested court dockets. The designated contact additionally maintains a roster of certified interpreters and processes court orders and fee claim paperwork submitted by interpreters to insure payment for these services from the appropriate funding source.

Juvenile Court made extensive use of Administrative Office of the Courts (AOC) funding during FY15 to provide interpreter services. Needed interpreter services for non-court hearing activities, such as truancy intervention cases and meetings between probation officers and non-English speaking probationers and/or their parents, are funded through the Court's operating budget.

An Interpreter Request Form integrated into the Court's Juvenile Information Management System (JIMS) was developed in FY13 and continues to be utilized by Juvenile Court and Juvenile Court Clerk staff. The integration – which connects the interpreter request to the court's information and docketing database system - significantly increases the efficiency of the process of insuring needed interpreter services are provided and significantly enhances the tracking of cases where the need for interpreter services for specific non-English speaking individuals has been previously identified.

During FY15 Juvenile Court continued the use of Simultaneous Interpretation Equipment provided to the Court by the AOC. The equipment is used by interpreters that are retained by Juvenile Court and are certified or registered with the AOC. This equipment enables one interpreter to be used (if appropriate) in court cases. With the use of transmitters, ear phones and programmable display receivers, which can be placed on the same frequency, translation can be provided to multiple persons in court through one interpreter. These devices are particularly useful in Juvenile Court dependency/neglect cases – some of which arise due to differences in cultural norms between immigrants & refugees home country's culture and that of the United States.

The use of interpreter services as described above, combined with the use of Simultaneous Interpretation Equipment constitutes ongoing progress for the Juvenile Court in insuring that Limited English Proficiency concerns are addressed effectively in a manner consistent with Title VI objectives.

Title VI Implementation Plan 2013-2014 of the Nashville Davidson County Juvenile Court Clerk's Office

Mission Statement

It is the mission of the Juvenile Court Clerk's Office to provide those persons, utilizing the services of the Juvenile Justice System, with the highest level of efficient and courteous service, in a manner which is fiscally responsible to all citizens of Metropolitan Nashville.

Overview

The role of the Juvenile Court Clerk's office is to provide support to the Juvenile Court in several different areas including but not limited to staff in the Courtroom, the filing of all documents with the Court, and the collection of all fees, fines, court costs and restitution owed to the court. The Juvenile Court Clerk is an independent elected officeholder whose primary duty is record keeper for the Juvenile Court. The Clerk currently employs 28 Deputy Clerks who carry out the functions of the office. The racial/gender/national origin of the staff is as follows: 11 of the 29 staff members are African-American which represents 34% of the staff; the remaining members are Caucasian. There are 22 female and 7 male members of the staff and there are no other persons of a different national origin. The agency has a written non-discrimination policy for hiring its' employees.

Limited English Proficiency

The Department follows the Juvenile Courts procedure in providing interpreters for those persons who have limited English speaking skills. Also, all of the agency's forms are available in Spanish, since the majority of those persons with limited English speak Spanish. However, interpreter services are provided for other languages.

Compliance Review

The Department does not have any subrecipients.

Title VI Training

The Department will be implementing Title VI training for all of its employees in this fiscal year.

Public Notice and Outreach

The Department will continue to ensure all relevant postings of Title VI material is prominently posted for staff and public view. Also, this agency does not have any related boards or commissions.

Federal Dollars received

In fiscal year 2013-2014, the agency had a budget of \$1,601,200 of which \$255,314 were federal funds. This represented 16% of the agency's budget for the year. These funds came from federal money set aside for Child Support Enforcement under the federal IV-D law. The agency received these funds as a pass through from the Tennessee Department of Human Services.

Evaluation Procedures

The agency has an appointed Title VI coordinator who attends all meetings for Metropolitan agencies. This person reports all Title VI activities to the Director of Operations for the agency who in turn reports to the elected Juvenile Court Clerk.

METROPOLITAN ACTION COMMISSION

Authority

Cynthia Croom, Executive Director

Organizational Environment

Mission Statement – “To stimulate a better focusing of all available local, State, private and Federal resources upon the goal of enabling low-income families and low income individuals of all ages, in rural and urban areas, to attain the skills, knowledge, and motivations and secure the opportunities needed for them to become self-sufficient.”

Federal Funding

METROPOLITAN ACTION COMMISSION

| | | | |
|---|--|--|--------------|
| P | Summer Food Services Program 14-15 | U.S. DEPARTMENT OF AGRICULTURE through the TN DEPT. OF HUMAN SERVICES | \$780,013 |
| P | Child & Adult Care Food Program (10/1/14-9/30/15) | U.S. DEPARTMENT OF AGRICULTURE through the TN DEPT.OF HUMAN SERVICES | \$1,254,270 |
| P | Community Services Block Grant 14-15 | U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES through the TN DEPT. OF HUMAN SERVICES | \$1,318,368 |
| P | Low Income Home Energy Assistance Program (10/1/14-9/30/15) | U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES through the TN HOUSING DEVELOPMENT AGENCY | \$5,909,672 |
| D | Head Start 14-15 | U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | \$12,167,540 |

TOTAL METRO ACTION \$21,429,863

Minority Participation on the Board/Commission: 9 board members = 50%

Number of Complaints Received Last Year _____ **0** _____.

Please include your department's non-discrimination statement

Administrators and supervisors in the Metropolitan Action Commission shall comply with all laws, regulations and guidelines governing various forms of discrimination.

May 11, 2015

Metropolitan's Clerk's Office
205 Metropolitan Courthouse
Nashville, Tennessee 37201
Telephone number: 615-862-6770
Website: <http://www.nashville.gov/Metro-Clerk.aspx>

Compliance Report
Title VI, Civil Rights Act of 1964

Authority

The Metropolitan Clerk has the responsibility for Title VI compliance for the Metropolitan Clerk's Office. Shannon B. Hall, Metropolitan Clerk, can be reached by phone at 615-862-6770 or by email at shannon.hall@nashville.gov for more information.

Policy

It is the policy of the Metropolitan Clerk's Office to spend no public funds which might encourage, support, or result in discrimination, either actual or perceived.

Organizational environment

The mission of the Metropolitan Clerk's Office is to efficiently and effectively serve as the recordkeeping office for Metropolitan Government for all documents relating to official actions of all Metro Departments and the Metropolitan Government. These duties include the recording and safekeeping of agendas, minutes, rosters, and legislation of the Metropolitan Council and to provide public access as well as protection for these permanent official records. The Clerk's Office also administers Lobbyist Registration and Reporting and the Commercial Solicitation Permits programs for Nashville and Davidson County. The Records Management Center is part of the Clerk's Office which assists departments with the storage and destruction of their records.

Federal Funding

There are no grants administered by the Metropolitan Clerk's Office.

Contracted Program Overview

The Metropolitan Clerk's Office works strictly within the guidelines and directives of the Metropolitan Division of Purchases and its Small and Minority Business Office to assure adherence to all laws and requirements related to Title VI.

The four contracts administered by the Metropolitan Clerk's Office, as itemized on an attachment hereto, include two local large business contractors and two out-of-state contractors. Each of the contracts is entered with the purpose of achieving departmental goals and initiatives.

CONTRACTS ADMINISTERED BY METROPOLITAN CLERK'S OFFICE

RICHARDS & RICHARDS

-Secure records destruction services

-Local large business contractor

MAC PAPERS (formerly BOXES, ETC.)

-Records storage box supplier

-Local large business contractor

INTERNATIONAL ROLL-CALL

-Electronic Council voting system hardware/
software

-Out-of-state contractor

SOE/SCYTL

-Legislative voting and management system

-Out-of-state contractor



417 FOURTH AVENUE NORTH, NASHVILLE, TENNESSEE 37201

WEB: <http://www.nashvilleauditorium.com>

EMAIL: bob.skoney@nashville.gov

(615) 862-6390 ext. 223 (VOICE) (615) 862-6394 (FAX)

May 6, 2015

2015 Title VI Report

- **Department Name and Authority:**
Nashville Municipal Auditorium under the direction of the Metropolitan Auditorium Commission
- **Organizational Environment:**
The mission of the Nashville Municipal Auditorium is to provide multipurpose venue and event coordination products to the citizens of Nashville so that they can experience a positive economic impact through a variety of public and private events.
- **Federal funding:**
No federal funding.
- **Contracted Program overview:**
No contracted programs.
- **Minority Participation on the Board/Commission:**
1 black female
1 black male
- **Number of Title VI Complaints Received last year:**
None
- **Statement of Non-discrimination:**
The Nashville Municipal Auditorium does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities.

THE NASHVILLE CAREER ADVANCEMENT CENTER

MONITORING MANUAL Youth Contractors



SECTION I: NCAC MONITORING PLAN

A. *Policy Review*

The goals and objectives of the Nashville Career Advancement Center (NCAC) Monitoring Plan are to maintain effective safeguards of federal funds by monitoring programs operated by NCAC contractors effectively and efficiently. This review is to ensure that such programs are in compliance with applicable federal regulations and state policies, contract requirements governing contracts with Metropolitan Nashville government, and to make certain the most in need are being served.

NCAC will conduct annual programmatic and fiscal monitoring visits on all contractors. Formal monitoring reports will be completed and retained on file. Vendors will be reviewed as part of the NCAC internal review. To ensure integrity of billing and performance, NCAC has established internal controls over participant referrals and performance outcomes.

GOALS AND OBJECTIVES:

Goal 1: To ensure programs are conducted in accordance with applicable laws, regulations, and local and state plans.

Objectives:

- **Preliminary On-Site Review**

Prior to going on-site for review, the Monitor will review all pertinent material relating to the contractor.

- **On-Site Review**

The monitor will visit each contractor at least once during a program year. A complete review of all areas of program activity will be performed.

- **Reporting and Corrective Action Plan**

A detailed report will be compiled by the monitor including findings, recommendations, and a time frame for corrective action. In no event will the time frame for corrective action exceed thirty (30) days unless expressly permitted in writing by NCAC.

Goal 2: To ensure expenditures are allowable, reasonable and supportable and cost limitations are met.

Objectives:

- **Invoice Review**

The Monitor will review invoices submitted to (NCAC) by the contractor for accuracy and completeness.

- **Fiscal Review**

The Monitor will conduct an on-site review of the contractor's cash management and internal controls.

- **Reporting and Corrective Action Plan**

A detailed report will be compiled by the monitor including findings, recommendations, and a time frame for corrective action. In no event will the time frame for corrective action exceed thirty (30) days without the expressed written consent of NCAC.

Goal 3: To ensure services are provided in accordance with NCAC's Job Training Plan and contract requirements.

Objectives:

- **Contract Review**
Contracts will be reviewed to identify services offered.
- **Staff Interviews**
Contractor staff will be interviewed to determine the effectiveness of the program.
- **Performance Outcomes**
Contracts will be reviewed to determine if performance outcomes are met.
- **Participant Interview**
Participants will be interviewed at random to ensure that services are being offered in accordance with planned and contractual requirements.

B. Compliance Review

1. Oversight Responsibilities

The objectives of oversight functions are to determine whether adequate internal controls are in place to ensure the program is conducted in accordance with applicable laws, regulations, state and local plans, contract requirements governing contracts with Metropolitan Nashville government, and that expenditures are allowable, reasonable and supportable, cost limitations are met, and financial reporting is accurate.

2. Monitoring Schedule

An annual monitoring schedule will be developed and forwarded to all contractors. The schedule will be flexible so that programs may be reviewed as requested and as the need dictates. An e-mail is sent or a telephone call is placed to the contractor a few days in advance of the visit. This contact will confirm the time of arrival, a general overview of the schedule of monitoring activities, time of the entrance conference and needed contractor staff to be present at entrance. This procedure will be followed except in special cases that warrant an unannounced visit.

SECTION II: REVIEWS

An on-site review should be performed as part of the monitoring process. It is to be conducted in accordance with the Monitoring Manual, federal/state regulations, and policies. A desktop review may often point out potential or current problems within a program. During the on-site review, monitors can observe, identify, and verify firsthand whether those problems exist. The on-site review can also give monitors a "feel" for the program that is not easily quantifiable or cannot be quantified through a preliminary on-site review. Monitors are therefore on-site to observe activities, procedures, behaviors, safety practices, and physical conditions and to conduct interviews, review records, and record/document their findings.

On-Site Review Defined: On-site inspections of facilities and records of contractors which focus on the extent to which programs and services are in fiscal, administrative, and programmatic compliance with federal legislation and regulations, as well as any other contractual requirements.

SECTION III: ADMINISTRATIVE REVIEW PROCEDURES

The following procedures will be used by the Programmatic Monitor(s) to ensure compliance with all Workforce Investment Act contracts and other programs as deemed appropriate. The review will include, but is not be limited to, program areas such as Management and Oversight, Program Objectives and Activities, Labor Standards, and Affirmative Action/Grievance Procedures.

Contractor Name _____

Type of Contractor:

| | | |
|-----------------------|------------|-----------|
| a. Private For Profit | YES | NO |
| b. Private Non-Profit | YES | NO |
| c. Public | YES | NO |

Contract Number(s) _____

Contract Representative _____

Representative Address _____

Representative Phone Number _____

Contract Amount(s) _____

Contract Period(s) _____

AVAILABLE YOUTH SERVICES

| Check All Youth Services That Are Available | Indicate the Service Provider: YC = Youth Contractor OP = Other Provider | Services |
|---|--|---|
| _____ | _____ | Tutoring, study skills training, and instruction, leading to completion of secondary school, including dropout prevention strategies |
| _____ | _____ | Alternative secondary school services, as appropriate |
| _____ | _____ | Summer employment opportunities that are directly linked to academic and occupational learning |
| _____ | _____ | As appropriate, paid and unpaid work experiences, including internships and job shadowing |
| _____ | _____ | Occupational skills training, as appropriate |
| _____ | _____ | Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social behaviors during non-school hours, as appropriate |
| _____ | _____ | Supportive services |
| _____ | _____ | Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months |
| _____ | _____ | Follow-up services for not less than 12 months after the completion of participation, as appropriate |
| _____ | _____ | Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate |

Program Quality – Provide Statistical Data

| Youth Outcome | Number |
|--|--------|
| Planned Service Level | _____ |
| Active Caseload | _____ |
| Total in Follow-up | _____ |
| Total in follow-up and Actives | _____ |
| Total Exiters | _____ |
| Youth diploma or equivalent | _____ |
| Skill attainment rate | _____ |
| Entered employment rate | _____ |
| Credential and employment or credential rates | _____ |
| Six-months retention rate | _____ |
| Six-months earnings change or earnings replacement | _____ |

A. FEDERAL REQUIREMENTS

1. Does the contractor ensure that WIA funds are not used to conduct public service employment?
Yes ____ No ____
2. Does the contractor ensure that individuals are not excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in programs or activities because of race, color, religion, sex, or other protected status? (Unified Plan Assurance, Art. VII)
Yes ____ No ____
3. Does the contractor ensure that WIA funds are not used to provide encouragement or inducement to relocate a business or part of a business if such relocations would result in a loss of employment at the original location?
Yes ____ No ____
4. Has the contractor/case manager made sure, to the extent practicable, coordination with Higher Education financial aid programs, including Pell grants, when appropriate, so that WIA funds supplement other sources of training grants?
Yes ____ No ____

5. Are any WIA funds being used for employment generating activities, investment in revolving loan funds, capitalization of business, investment in contract bidding resource centers, economic development activities, or similar activities that are not directly related to training for eligible individuals?

Yes ____ No ____

6. Are WIA funds being used to provide any services to an employer who has relocated, for at least 120 days after the employer begins operation at the new locations, when the relocation resulted in the loss of employment of any employee at the original location?

Yes ____ No ____

7. Does the contractor prohibit participation on political activities and ensure that participants are not employed on the construction, operation, or maintenance of any religious facility?

Yes____ No____

8. Are funds being used, or being proposed for use, to encourage or to induce the relocation of an establishment, or part thereof, that resulted in the loss of employment for any employee of such establishment at the original location?

Yes____ No____

B. RETENTION AND ACCESS REQUIREMENTS FOR RECORDS

1. Are records maintained for 3 years following termination or completion of the program/contract?

Yes____ No____

2. Are records for non-expendable property retained for a period of three (3) years after final disposition of the property, Section 165 (e)?

Yes____ No____

3. How does the contractor ensure that WIA participant records are confidential as provided for in state law and administrative rules?

4. Describe compliance with the NCAC Information Security Policy dated 10/11/10.

C. WIA - YOUTH TRAINING PROGRAM

1. Are individuals who are participating in the program(s) between the ages of 14 through 21 and low-income individuals?

Yes____ No____

2. In regards to Hard-to-Serve Youth, are at least 100% of the individuals participating under this grouping included in one (1) or more of the following categories:

- a. Individuals who are basic skills deficient (below 8.1 in reading and/or math).

Yes____ No____

- b. An individual who requires additional assistance to complete an educational program or to secure and hold employment.

Yes____ No____

- c. Individuals who are pregnant or parenting.

Yes____ No____

- d. Individuals with disabilities, including a learning disability.

Yes____ No____

- e. Individuals who are homeless, run-away, or foster youth.

Yes____ No____

- f. Individuals who are offenders.

Yes____ No____

- g. Individuals who are school dropouts.

Yes____ No____

3. How are youth assessed to determine basic skill levels and the categories of service that apply to eligible youth and the 5% exception youth?

4. Are youth assessed to determine their eligibility categories prior to enrollment?

Yes____ No____

5. Is there a system to monitor the percentage of non-income youth enrolled in the youth program?

Yes____ No____

6. Describe the contractor's system for setting skill attainment goals for younger youth including:

a. The policy for determining basic skills deficiency and how a basic skills goal is attained:

b. The policy for determining work readiness skills and how a work readiness goal is attained:

c. The policy for the need for occupational skills and how an occupational skill goal is attained:

d. The policy for monitoring progress toward meeting a skill attainment goal:

7. How is skill attainment documented in the participant's file?

8. How is program staff trained to ensure that assessments are administered, scored, and evaluated consistently and that proper instruction is given to attain skill goals?

9. Does the local youth program provide the required ten elements?

Yes____ No____

D. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

Provide EEO Officer Info:

Name _____

Position _____

Address _____

Phone Number _____

TTY/TDD Number _____

1. Has the contractor designated an EO officer whose name/position, address, and phone/TTY/TDD is made public?

Yes____ No____

2. Has the contractor defined the role of the “Responsible Person?”

Yes____ No____

3. Has the “Responsible Person” undergone training that has been provided by or approved by the NCAC Equal Opportunity officer?

Yes____ No____

4. Has the contractor provided initial and continuing notice that it does not discriminate on any prohibited grounds to applicants, eligible applicants, applicants for employment, participants, employees, members of the public, including those with impaired vision or hearing, and unions or professional organizations holding collective bargaining or professional agreements with the contractor?

Yes____ No____

5. Has the required notice been made available to each participant?

Yes____ No____

6. If yes, has the notice been made a part of the participant’s file?

Yes____ No____

7. Do recruitment brochures and other materials, which are ordinarily distributed to the public indicate that the funded program or activity in question is an equal opportunity employer/program, that auxiliary aids/services are available upon request to individuals with disabilities, and provide TDD/TTY?"

Yes___ No___

8. Is the facility ADA Compliant. Check for ADA review.

Yes___ No___

9. Are efforts being made to provide equitable services among substantial segments of the population eligible for participation in programs?

Yes___ No___

10. Are participants aware that non-criminal complaints must be made within one year of the alleged occurrence?

Yes___ No___

11. Are participants aware that discrimination complaints must be filed no later than 180 days of an alleged discrimination?

Yes___ No___

12. Interview participants to determine if upon enrollment they receive an orientation, which includes their EEO rights, a description of WIA services, and individual responsibilities.

Yes___ No___

13. Determine if non-criminal complaint procedures include a method of ensuring that the following conditions have been satisfied:

- a. Participants are informed of the proper filing of complaints with the LWIA/Contractor, employer, State, and Secretary of Labor.

Yes___ No___

- b. Exhaustion of recipient level procedures.

Yes___ No___

- c. The hearing is held within 30 days of filing grievance with a decision to be made no later than 60 days after filing.

Yes___ No___

- d. The complainant has a right to request a review by the governor within 10 days of receipt of the adverse decision or from the date on which the complainant should have received a decision.

Yes____ No____

- e. Participants are informed by employers of the grievance procedure they are to follow and that an employer's/contractor's decision can be reviewed by the LWIA and the Governor, if necessary.

Yes____ No____

14. Determine if procedures for discrimination complaints include a method for ensuring that the following conditions have been met.

- a. Participants, applicants, employees, and applicants for employment are notified of the proper filing of complaints with the recipient and the Directorate of Civil Rights. Including: (a) Exhaustion of recipient level procedures; (b) Time frame for filing complaint; (c) Time frame for resolution by recipient and Directorate of Civil Rights; (d) The right to request a review by the Directorate of Civil Rights.

Yes____ No____

- b. Review documentation and NCAC's log of complaints to determine the disposition of complaints and ensure that proper procedures have been followed, if applicable.

15. Has the contractor made arrangements for:

- a. Auxiliary aids and/or services to people with disabilities?

Yes____ No____

- b. Accessibility?

Yes____ No____

- c. Contracting or otherwise securing services to provide training to limited English-speaking persons?

Yes____ No____

- d. Providing all required posters, covenants, and standard assurances to federally funded programs?

Yes____ No____

E. EQUIPMENT AND OTHER PURCHASES

- a. Review Inventory list for purchases with NCAC funds. Note any deficiencies.

- b. Is all sensitive equipment tag with “property of” labels and identification number?

Yes____ No____

- c. Did contractor obtain prior written approval on all items costing more than \$1000.00?

Yes____ No____

- d. Did contractor receive prior written approval for all computer related purchases?

Yes____ No____

- e. Did contractor follow procurement procedures for purchases over \$199.99 as contained in the NCAC Financial Management Handbook?

Yes____ No____

- f. Review a copy of the procurement policy. Did contractor kept sufficient detail documenting significant history of procurement?

Yes____ No____

SECTION IV: SUB-RECIPIENT FISCAL REVIEW

A. *FINANCIAL MANAGEMENT*

Subtitle E-Section 184 of the Workforce Investment Act requires that each state shall establish such fiscal controls and fund accounting procedures as may be necessary to assure the proper disbursement of, and accounting for, federal funds allocated to local areas.

B. *FISCAL REVIEW GUIDE*

This guide has been prepared as a tool for use by NCAC to review the compliance with this requirement, as well as the financial/accounting requirements contained throughout the 1998 Workforce Investment Act, federal regulations, TDOL Financial Management Handbook, and NCAC Procurement Manual. The

review is not meant to be an audit; however, the reviewer should utilize whatever verification procedures are necessary to properly execute the review and ensure the accuracy of the information obtained. The specific areas to be reviewed are as follows:

- Financial Accounting and Internal Controls
- Payroll, Time and Attendance
- Property Procurement and Accountability

C. MONITORING INSTRUMENT

This instrument is used to collect information for determining whether a contractor (usually a sub-recipient) with a cost reimbursement contract/agreement follows sound accounting principles, regulatory requirements and its own established policies and procedures in recording and documenting financial transactions.

The Reviewer's Primary Concerns Are:

- Existence and Adequacy of Procedural Guidance;
- Adequacy of Internal Controls;
- Accuracy of Allocation of Costs;
- Control Over Allowable Costs;
- Adequacy of Documentation Supporting Expenditures and Allocations;
- Security of Petty Cash;
- Accrual Basis for Reports;
- Reasonableness of Cost of Space;
- Effectiveness of Cash Management; and
- Effectiveness of Monitoring of Limits for Maximum Expenditures.

FISCAL REVIEW GUIDE

A. CONTRACT REVIEW: FINANCIAL ACCOUNTING AND INTERNAL CONTROLS

1. Does the enrolled number of participants correlate with the level of funding spent to date?
Yes____ No_____

- a. Calculate the total accumulated expenditures to determine the percent of funds expended for the contract.

- b. Determine what percent of the contract performance goals have been met.

- c. Is the level of performance proportionate to the funds expended?

Yes____ No____

If no, describe planned measure and actions to be taken to align the contract with planned outcomes.

2. Financial Reports and Controls:

- a. Have Financial Reports Been Submitted In a Timely Manner?

Yes____ No____

- b. Summary of Any Unique Financial Provisions in the Contract:

3. Contractor is a Multi-Funded Organization?

Yes____ No____

4. Indirect Cost Rate of _____ % Approved, Or Approved Cost Allocation Plan

Yes____ No____

5. Is contractor aware of and following the applicable NCAC Financial Guide?

Yes____ No____

6. Date Contractor Was Previously Audited: _____ Ask for a copy of the audit.

a. Name(s) of Auditor(s) or Organization _____

b. If audited, what were the major findings and what corrective action was taken?

c. How long are financial records related to audit retained? _____ Years

**B. INSTITUTIONAL INTERVIEW: FINANCIAL ACCOUNTING AND INTERNAL CONTROLS:
PROGRAM INTERVIEW**

1. Program Overview

a. Approximately what percentage of the Contractor's income comes from NCAC contracts? _____ %

This question is concerned with the percentage of total budget of the organizational entity that shares staff members or otherwise forms an autonomous unit. Note how these funds are divided among titles and if funds are received from another LWIA.

b. Which of the following records does the Contractor maintain?

| | | | |
|------|------------------------------|-----|----|
| (1) | General ledger? | YES | NO |
| (2) | Cash receipts journal? | YES | NO |
| (3) | Cash disbursement journal? | YES | NO |
| (4) | General journal? | YES | NO |
| (5) | Payroll register? | YES | NO |
| (6) | Accounts receivable ledger? | YES | NO |
| (7) | Accounts payable ledger? | YES | NO |
| (8) | Purchase journal? | YES | NO |
| (9) | Obligation control register? | YES | NO |
| (10) | Other? _____ | YES | NO |

- c. Does the manual(s) covering financial procedures adequately cover all areas of financial responsibility?

Yes____ No____

- d. Have you received the NCAC Financial Management Handbook?

Yes____ No____

- e. Is accounting done:

(1) Accrual basis? **YES NO**

(2) Modified accrual? **YES NO**

- f. Are NCAC funds and expenditures recorded to separate them from those of other activities?

(1) Separate checking account? **YES NO**

(2) Code used to classify expenses? **YES NO**

- g. Does the organization receive any income from the project? How are these funds handled and what controls ensure the proper use of income?

(1) Interest from bank account? **YES NO**

(2) Sales of products? **YES NO**

(3) "Profit"? **YES NO**

(4) Other? _____ **YES NO**

- h. Does the Contractor have a source of funds to make reimbursement for costs that might be disallowed?

Yes____ No____

If yes, what is the source? _____

Is it acceptable?

Yes____ No____

C. DISBURSING AND RECORDING

- Complete the worksheet to indicate separation of duties. At the top of each column, enter the names of staff that have responsibilities. Place checkmark below name if person has responsibility for that function. Duplicate worksheet as needed.

| FUNCTION | NAME | NAME | NAME | NAME |
|--------------------------------------|-------------|-------------|-------------|-------------|
| Approves purchase orders | | | | |
| Verifies receipt of order | | | | |
| Prepares request for funds | | | | |
| Authorizes disbursement | | | | |
| Prepares checks | | | | |
| Signs checks- manual/machine | | | | |
| Custodian of check signing device | | | | |
| Custodian of blank checks | | | | |
| Compare checks with vouchers | | | | |
| Distributes checks | | | | |
| Post disbursements | | | | |
| Computes cost allocations | | | | |
| Receives cash | | | | |
| Post receipts | | | | |
| Deposits receipts | | | | |
| Custodian of petty cash | | | | |
| Petty cash replenishment | | | | |
| Audits petty cash | | | | |
| Bank reconciliation | | | | |
| Maintains general ledger | | | | |
| Prepares financial report | | | | |
| Approves financial reports | | | | |

2. How is access to accounting records controlled?

(a) Who has access and what is necessary to gain access?

(b) Manual records? _____

(c) Automated records? _____

3. Are procedures for payment of indirect costs different from other disbursements?

Yes___ No___

4. Do individuals with check-signing authority have access to accounting records?

Yes___ No___

5. Where are blank checks and signature machines kept? Who has access to them?

6. Are there any automatic teller cards issued?

Yes___ No___

7. How many signatures are required on a check? _____

8. How are long-term outstanding checks handled?

9. How are undelivered checks handled?

10. How are voided checks handled?

11. When can checks be made out to “cash” or “bearer?”
- | | | | |
|-----|------------------|------------|-----------|
| (a) | Petty cash only? | YES | NO |
| (b) | Never? | YES | NO |
12. When can disbursements be made other than by check?
- | | | | |
|-----|------------------|------------|-----------|
| (a) | From petty cash? | YES | NO |
| (b) | Never? | YES | NO |
13. Is the contractor using a credit card to pay bills? **YES NO**
14. What types of bills are paid with Credit Cards?
-
-
15. How does the Contractor ensure that an invoice is not paid twice?
-
-
16. How often is the bank statement reconciled with the general ledger?
-
-

D. RECORDS REVIEW OF DISBURSEMENTS

1. Answer the following based on a sampling of expenses billed to the contract; provide explanation where appropriate.
- (a) Were all transactions traceable to source documents?
- Yes____ No____
- (b) Were there any discrepancies between the expense amount and the invoice amount?
- Yes____ No____
- (c) Were any transactions unnecessary, unreasonable or not allowable?
- Yes____ No____

(d) Did adequate documentation support transactions?

Yes____ No____

(e) Were the check numbers entered on all invoices or statements (to indicate that payment was made)?

Yes____ No____

2. Ask the person who reconciles the bank statement about the procedures she/he uses to verify that the balance is consistent with ledgers. This should include:

(a) Frequency of bank reconciliation's _____

(b) That the recording of disbursements and receipts and the signing of checks is done by another person (than the reconciles)

***E. INSTITUTIONAL INTERVIEW: FINANCIAL ACCOUNTING AND INTERNAL CONTROLS:
COST ALLOCATION***

1. COST ALLOCATION PLAN AVAILABLE?

Yes____ No____

a. If yes, which costs are sometimes shared by different projects and/or funding sources? (Circle "I" if the following costs are included in the indirect cost pool, "D" if they are direct costs, or "E" if they can sometimes be either.)

| | | | |
|-------------------------|---|---|---|
| ▪ Space: | I | D | E |
| ▪ Utilities: | I | D | E |
| ▪ Office supplies: | I | D | E |
| ▪ Office equipment: | I | D | E |
| ▪ Administrative staff: | I | D | E |
| ▪ Program staff: | I | D | E |
| ▪ Postage: | I | D | E |
| ▪ Other: | I | D | E |

- b. Were there any major purchases in the past year that are also used by a non-NCAC project?

Yes____ No____

If yes, list: _____

- c. How often is the cost allocation plan reviewed by the Contractor? _____

- d. How does the Contractor ensure that expenditures, especially non-routine ones, are charged to the correct project/contract?

- e. Who actually makes this decision and/or how is this information communicated to the bookkeeper?

2. ALLOCATION OF DIRECT COSTS

- a. Do the salary allocations appear reasonable given the employee's duties?

Yes____ No____

- b. Do the position descriptions reflect the prorations?

Yes____ No____

- c. Are utilities (if charged as direct cost) allocated in proportion to space used by NCAC (or by another reasonable method)?

Yes____ No____

- d. Is the cost of space (if charged as direct cost) allocated in proportion to the duties of staff who occupy the space or by another reasonable method?

Yes____ No____

- e. Are telephone charges and rental fees (if charged as direct cost) allocated according to empirically derived data?

Yes____ No____

- f. If allocation of shared salaries is based on time sheet entries each pay day, examine several time sheets or pay entries to see if the reported time varies each pay period or if it seems to be pre-determined.

Varied _____ Fixed _____

- g. Does it appear that any entries were charged as a direct cost when they should have been charged to indirect cost under the indirect cost plan?

Yes____ No____

- h. CONCLUSIONS: Costs are allocated to the contract in proportion to the benefits received?

Yes____ No____

F. INSTITUTIONAL INTERVIEW: FINANCIAL ACCOUNTING & INTERNAL CONTROLS: PETTY CASH

1. What is the typical total of petty cash disbursements for a month? \$_____

2. What is the maximum withdrawal permitted? \$_____

3. Record review for petty cash:

a. Does the contractor have a policy regarding Petty Cash? **YES NO**

b. Does it appear the contractor is following the policy? **YES NO**

4. What is the limit for petty cash expenditures?

Limit Amount: \$_____

Maximum balance allowed: \$_____

G. INSTITUTIONAL INTERVIEW: FINANCIAL ACCOUNTING & INTERNAL CONTROLS: TRAVEL

1. If NCAC funds are used for travel, is the contractor following the Tennessee Comprehensive Travel Regulations?

Yes____ No____

2. What are the policies regarding travel advances and their reconciliation?

Clarify procedures used to follow-up on advances and how and where they are recorded. How soon after completion of travel must employees submit vouchers and reimbursement?

_____ days.

3. What procedures are required for local travel for both use of personal and organization-owned vehicles?

4. How is their use controlled/monitored? Is the mileage rate reasonable and is it consistent with that allowed for the organization's other projects?

5. Allowance:

_____ Cents per mile for owner's use

_____ Cents per mile for organization owned vehicle

H. INSTITUTIONAL REVIEW: FINANCIAL ACCOUNTING & INTERNAL CONTROLS: SPACE USE

1. Does the Contractor () rent or () own the building(s) used to house NCAC activities? (Check One)

2. If space is rented, who owns the building(s)? _____

3. Is there a lease purchase agreement?

Yes____ No____

4. Was the building constructed with Federal funds?

Yes____ No____

5. Is there any type of relationship between the landlord and anyone on the Contractor staff, or anyone at NCAC?

Yes____ No____

6. If rented, was a security deposit required?

Yes____ No____

7. If so, how was it accounted for in the books of account? _____

8. If the building is owned by the contractor, how is the organization compensated for use of its building(s) and how was this amount determined? _____

I. PAYROLL/TIME AND ATTENDANCE/LABOR STANDARDS

1. Is payroll handled by:

- | | |
|--|---------------|
| a. Separate bank account? | YES NO |
| b. Contracted payroll service? | YES NO |
| c. Are there different procedures for staff and participant? | YES NO |

2. Organization responsible for payroll? _____

3. Review the following payroll procedures making sure that each is mentioned or its absence is explained. In the space provided, note the staff person responsible for the procedure and summarize the respondent's comments so that you have a good picture of the payroll process.

a. Time and attendance reports are certified by employee/participant and supervisor.

b. Payrolls are certified by management for accuracy and that all payees are bona-fide staff or participants.

c. Payments are made by checks or direct deposit.

d. Payroll clerical operations are independently proofed and verified before the payroll is distributed.

4. What are the procedures for adding and removing a person from the payroll? For change in a person's rate of pay?

5. When can salaries be adjusted without approval of funding entity? Are salaries of the top staff the same as at the time the contract/grant was awarded?

6. Determine whether staff salary adjustments are within the contract guidelines.

7. Do prior monitoring reports cite any TOSHA violations?

Yes____ No____

8. Does the contractor meet the *Fair Labor Standards Act* requirements?

Yes____ No____

NASHVILLE CAREER ADVANCEMENT CENTER (NCAC)

LWIA 9

TITLE VI PLAN

1. Authority

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving financial assistance”. NCAC is committed to compliance with Title VI and all other laws that protect the rights, safety, dignity, and welfare of residents within the area that we serve (Nashville and Davidson County, Rutherford County, Trousdale County and Wilson County.)

DEPARTMENT MISSION

The mission of the Nashville Career Advancement Center NCAC) is to provide job readiness, career resource and employment connection products to individuals, employers and organizations so they can make a broader contribution to the economic well-being of the community

2: Designation of Equal Opportunity Officer

The Title VI Coordinator is in the Administrative Department of NCAC and reports to the Finance Director and to the Executive Director directly in matters of EO. (See organizational chart attachment).

Constance (Coni) L. Caudle, EO Officer
1417 Murfreesboro Pike
Nashville, TN 37217
Telephone: 615-862-8890 Ext. 77402
Fax: 615-615-214-3622
TTY: 1-800-848-0298
Email: coni.caudle@nashville.gov

NCAC Equal Opportunity Officer Responsibilities:

- Serves as the LWIA liaison with the State WIA EO Officer (EOO).
- Oversees the implementation of the Method of Administration (MOA).
- Reports on EO matters directly to Chief Executive Officer and shares that information with the State WIA EOO.
- Monitors for compliance with the nondiscrimination and EO requirements of WIA

- Ensures that services are provided equitably among substantial segments of the population eligible for WIA.
- Adopts and publishes procedures for processing complaints that allege a violation of the nondiscrimination and EO requirements of WIA. Also, ensures that such procedures are followed.
- Ensures that recipient collects appropriate data and maintains appropriate records to make certain the recipient is in compliance with the nondiscrimination and EO requirements of WIA.
- Coordinates the handling of complaints at the LWIA level.
- Ensures that a log of complaints filed alleging discrimination is maintained in accordance with the nondiscrimination and EO requirements of WIA.
- Ensures that the initial and continuing notice and publication requirements are in compliance with the nondiscrimination and EO provisions of WIA.
- Checks facilities and other aids or services to determine compliance with requirements for individuals with disabilities under the nondiscrimination and EO provisions of WIA.
- Ensures that appropriate data is maintained for a period of not less than 3 years from the close of the applicable program year.
- Ensures that records regarding complaints, and actions taken there under, are maintained for a period of not less than 3 years from the date of the resolution of the complaint.
- Ensures that data collected and records maintained are stored in a manner to make certain confidentiality is maintained and that such information is used for the purposes of record keeping and reporting.
- Receives and provides training to staff as needed.
- The information that has to be collected and maintained shall be submitted, upon request, to the Director, Directorate of Civil Rights, if the Director finds it necessary to determine whether the recipient has complied or is complying with the nondiscrimination and EO provisions of WIA.

3. Notice and Communication

NCAC disseminates equal opportunity policy in the following ways:

Website

Prominently displayed in the areas which are accessible to the public, participants, registrants, and employees.

The intake package for all registrants included the EO policy and the Grievance Procedure. All registrants are required to read and sign and they are given a copy for their files.

The EO policy is also in the NCAC Personnel Policies which are given to new employees in the orientation process. Staff also signs an employee affirmation statement which includes the EO Policy.

Material made available to the public includes “tag lines” and accessible telephone numbers. Information is also available to persons with Limited English proficiency.

4: Assurances

Financial assistance is conditioned on the applicant providing assurances that the program or facility to be benefited with be operated without discrimination. Although the particular form of assurance will need to be specified by each, in substance, the assurance is a contractual obligation through which the recipient promises to comply with Title VI regulations and will take immediate and continuing steps to effectuate this compliance. The assurance obligates the recipient for the period during which federal money is extended. In the case of real or personal property the assurance obligates not only the recipient but also any subsequent transferee for the period during which possession or ownership is retained or during which the property is use for a purpose for which the property has been given. The assurance further acknowledges that the federal financial assistance is extended in reliance on the representations and agreements made in the assurance and that the government has the right to seek judicial enforcement. Assurances should be a part of all contracts extending federal finance assistance from the state agency on through to the state agency’s sub-recipients. A review of the recipient’s operations should be made within one year of the recipient’s initial receipt of funds to determine compliance with the assurances.

NCAC is accessible to persons with disabilities. Auxiliary aids and services will be provided to persons with disabilities upon request. All of our facilities comply with the American’s With Disabilities Act.

NCAC has developed a policy for limited English speaking individuals that became effective in November 2001. This policy establishes a framework from which the local area will determine the scope and quantity of needs to assist limited English speaking individuals. NCAC has either interpretation services on-site or accessible over the phone (Language Line).

NCAC’s Reasonable Accommodation policy is one in which once the need for accommodation for a qualified individual has been indicated, the appropriate reasonable accommodation is best determined through a flexible, interactive process that involves the employer, provider and the qualified individual with a disability.

5. Data and Information Collection and Maintenance

Accurate data collection and reporting is vital in determining whether NCAC is in compliance with Title VI. NCAC shall provide for and maintain a system to collect, analyze, and report the eligible population and participation by race and define the

parity of the program. The analysis shall be used to determine how effectively programs are reaching eligible groups; assist in the selection of locations for compliance reviews; identify areas for additional outreach efforts; and provide status reports to measure progress of program delivery. The system shall also provide report data on compliance reviews conducted. NCAC uses VOS system for collecting and reporting racial/ethnic data. Annually, NCAC will develop a civil rights report from the information gathered. Also, NCAC will establish program targets for the delivery of program benefits to minority groups, and incorporated into their local workforce investment plans.

6. Equal Opportunity Monitoring

The NCAC EOO will monitor on a regular basis all of the sub-contractors of NCAC. As part of the monitoring process, the EOO will monitor for Non-Discrimination and Equal Opportunity using Section G of the monitoring manual (see attachment).

7. Corrective Actions and Sanctions

A draft monitoring report will be developed and transmitted to the contractor. The report will require the contractor to describe the corrective action it will take to bring the program into compliance. The contractor will be give (30) working days, following the date of the report, to submit their corrective action plan. A follow-up review will be scheduled to ensure the completion of corrective action. Those issues not resolved during follow-up will be determined to be in violation of contractual requirements and sanctions where appropriate will be applied by NCAC.

If an EO complaint is filed and determined to violate the policy, it would be considered a material breach of contract and the contract would be terminated.

8. Title VI Complaint Procedures

An individual may file a signed, written complaint up to 180 days from the date of the alleged discrimination. NCAC provides a complaint form. All complaints are investigated unless it:

- It is withdrawn
- The complainant fails to provide require information
- The complaint is not filed within the time period allotted
- Upon review, the issues cited do not involve discrimination on basis of a protected class

The EO of NCAC must maintain a log for which includes:

- Name and Address of complainant
- A description of the complaint
- Date the complaint was filed
- Disposition of the complaint

- Other pertinent information

All information that could lead to the identification of a particular individual having filed a complaint must be kept confidential.

The complaint processing procedure must include:

- Acknowledgement that the complaint has been received notification of the right to be represented;
- A written list of issues raised;
- An issue statement from the recipient regarding acceptance/rejection of the issue for investigation;
- A period of time for fact finding and/or investigation a period in which resolution will be attempted;
- The methods available to resolve the complaint must include Alternative Dispute Resolution; and
- Written Notice of Final Action.

A person wishing to file a complaint must be made aware that he/she has a choice of where to file the complaint. They may file with the LWIA designated person, state EOO, or the Director of CRC.

The State EOO will be notified of all complaints filed with the local EOO and designated persons. In addition, the State EOO will be notified of any administrative enforcement actions or lawsuits filed against NCAC and/or other sub-recipients who allege discrimination with regard to WIA.

All complaints must be in writing and signed by the complainant or his/her authorized representative. It must contain the name, address, telephone number, and any other means of contacting the complainant. The respondent must be clearly identified. A detailed description of the complainant's allegations must be recorded.

A determination will be made, based on the description, with regard to jurisdiction.

The recipient will issue a statement for each allegation indicating whether it will be accepted for investigation, or rejected.

A reason must be given for each rejected allegation. There must be a period of time set aside for investigation and/or fact finding regarding the circumstances underlying the complaint.

A Notice of Final Action (written is provided the complainant within 90 day of the date on which the complaint was filed.

NCAC has developed its own forms which comply with the policies and procedures set forth on WIA Memorandum No. E&T 00-6. (Forms attached).

Federal Funding in the Nashville Career Advancement Center

NCAC is funded by the State of Tennessee Department of Labor and Workforce Development, and the US Department of Labor. We serve Adult, Dislocated Workers, Youth Recipients to provide job readiness, career resource and employment connection products to individuals, employer and organizations so they can make a broader contribution to the economic well being of the community that we serve in Davidson, Rutherford, Trousdale and Wilson Counties in our Local Workforce Investment Area.

Contracted Program Overview

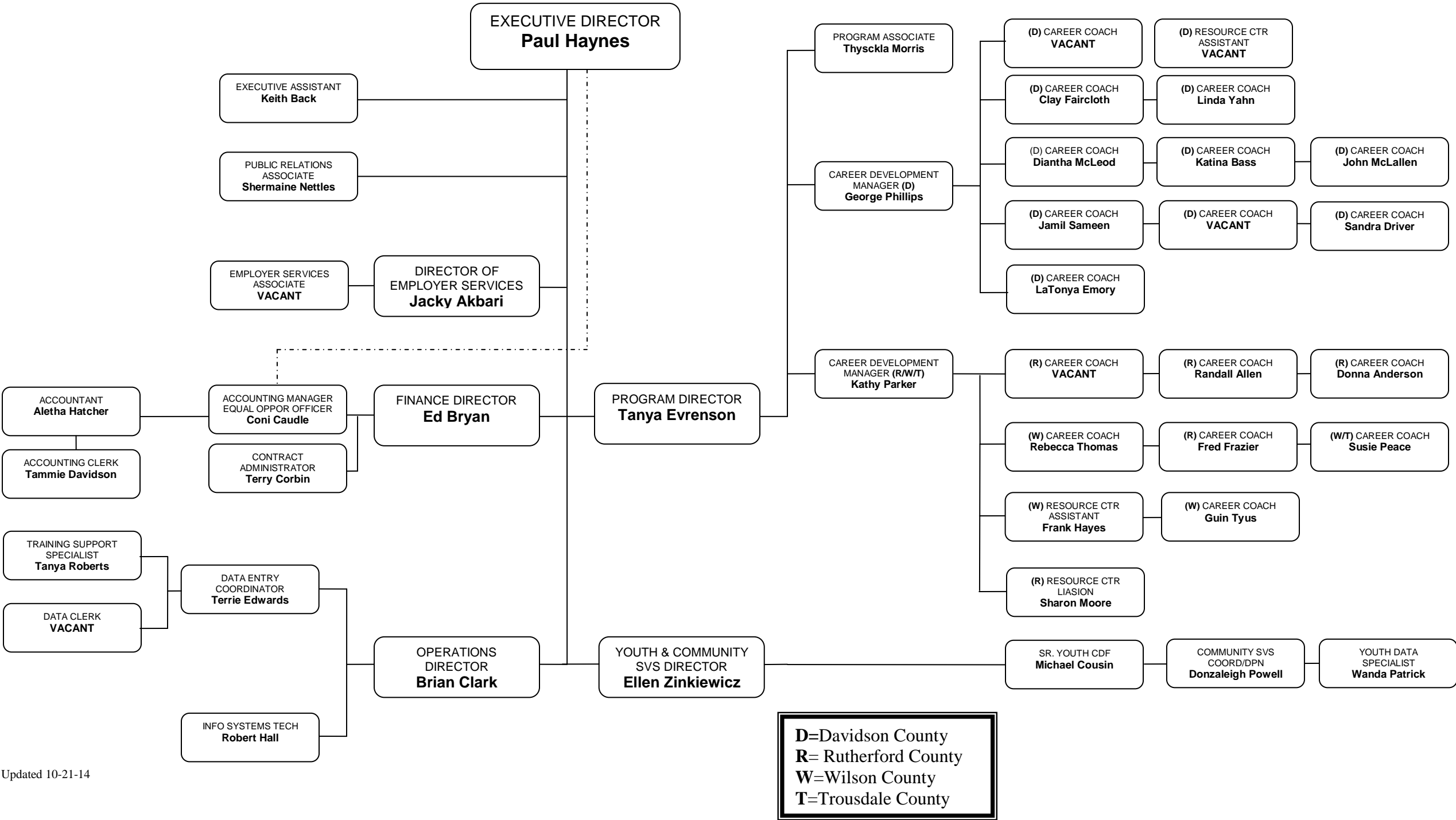
NCAC uses our contractors in the Youth area in order to experience an increase in a linkage to jobs of youth being employed. NCAC will also use contractors to provide On the Job Training (OJT) and Incumbent Worker Training for Adult and Dislocated Worker clients.

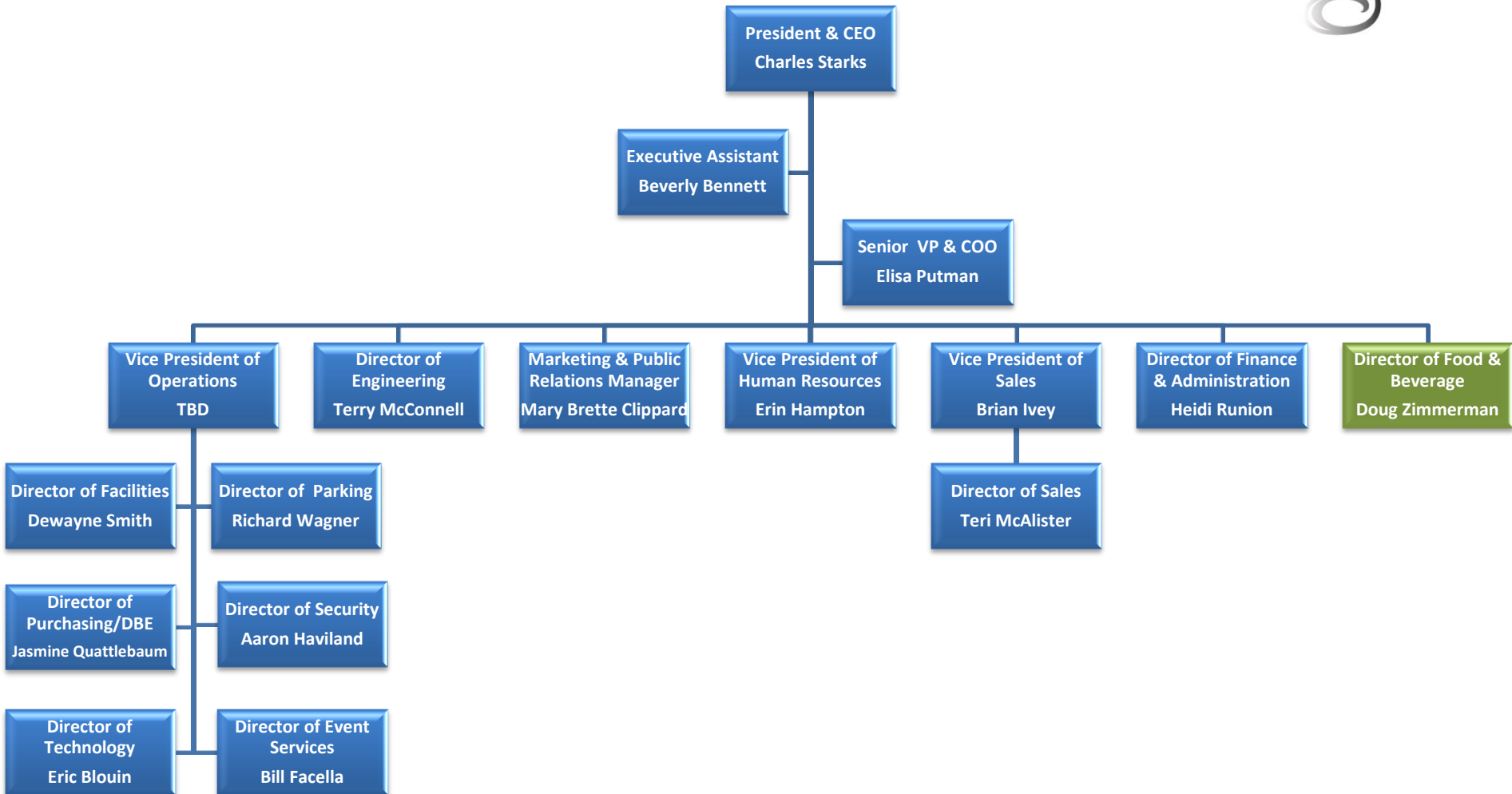
Minority Participation on the Workforce Investment Board

There are 42 total members on the Workforce Investment Board at the Nashville Career Advancement Center. Of the members 2.38% are Native American, 2.38% Hispanic, 19.05% African American and 76.19% White. Women make up 33% and Men, 67% of the board members.

Number of Complaints Received Last Year: 0

NASHVILLE CAREER ADVANCEMENT CENTER ORGANIZATIONAL STRUCTURE





OFFICE OF EMERGENCY MANAGEMENT

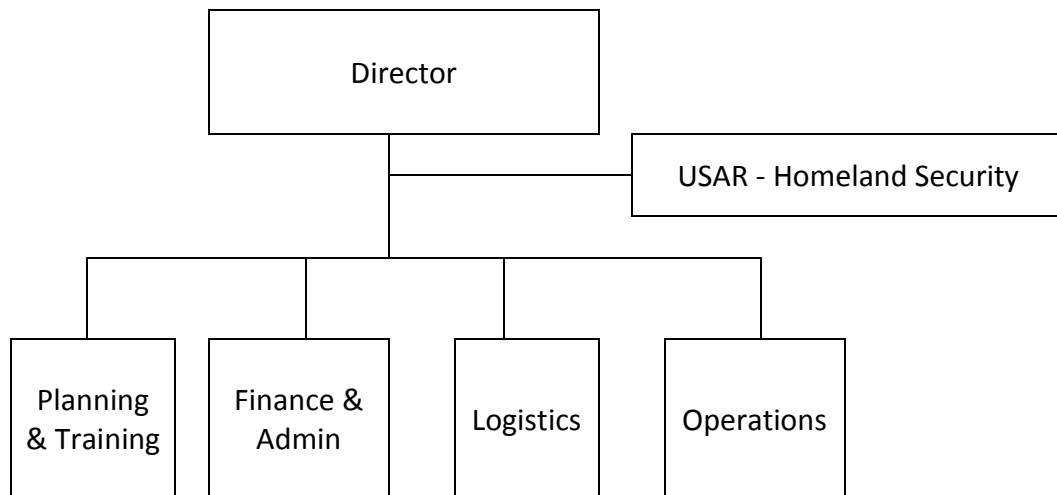
Authority

The Title VI coordinator for the Office of Emergency Management contact person is Jamie Summers Human Resources Manager 862-5242.

Organizational Environment

The mission of the Office of Emergency Management is to develop, coordinate, and lead the local emergency management program; enabling effective preparation for and efficient response to emergencies and disasters in order to save lives, reduce property loss, and stop human suffering.

OEM Organizational Chart



Federal Funding

The Office of Emergency Management has been awarded over \$1.3 million in Homeland Security funds that are used to achieve the goals and initiatives as defined in the departmental mission statement. These resources are used to support the building, sustainment and delivery of core capabilities essential to the National Preparedness goal across the five mission areas of Prevention, Protection, Mitigation, Response and Recovery.

Contracted Program Overview

N/A

Minority Participation on the Board/Commission: 0

Number of Complaints Received Last Year: 0

Statement of Non-Discrimination:

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion or disability in admission to, access to, or operations its programs, services, or activities.

METROPOLITAN BOARD OF PARKS AND RECREATION

Authority

The Title VI Coordinator's duty lies with staff in the Consolidated Maintenance Division and reports directly to the Assistant Director – Consolidated Maintenance, Parks and Recreation Department.

The Title VI Coordinator is responsible for educating staff on (1) their responsibilities under Title VI, (2) how to inform clients of their rights under Title VI, (3) how to monitor for compliance with Title VI legislation, and (4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees to Parks and Recreation receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Submitting annual Title VI plan to grantors in a timely manner; and
- Other duties as necessary to ensure Title VI compliance.

The Title VI Coordinator for the Metropolitan Government Board of Parks and Recreation is:

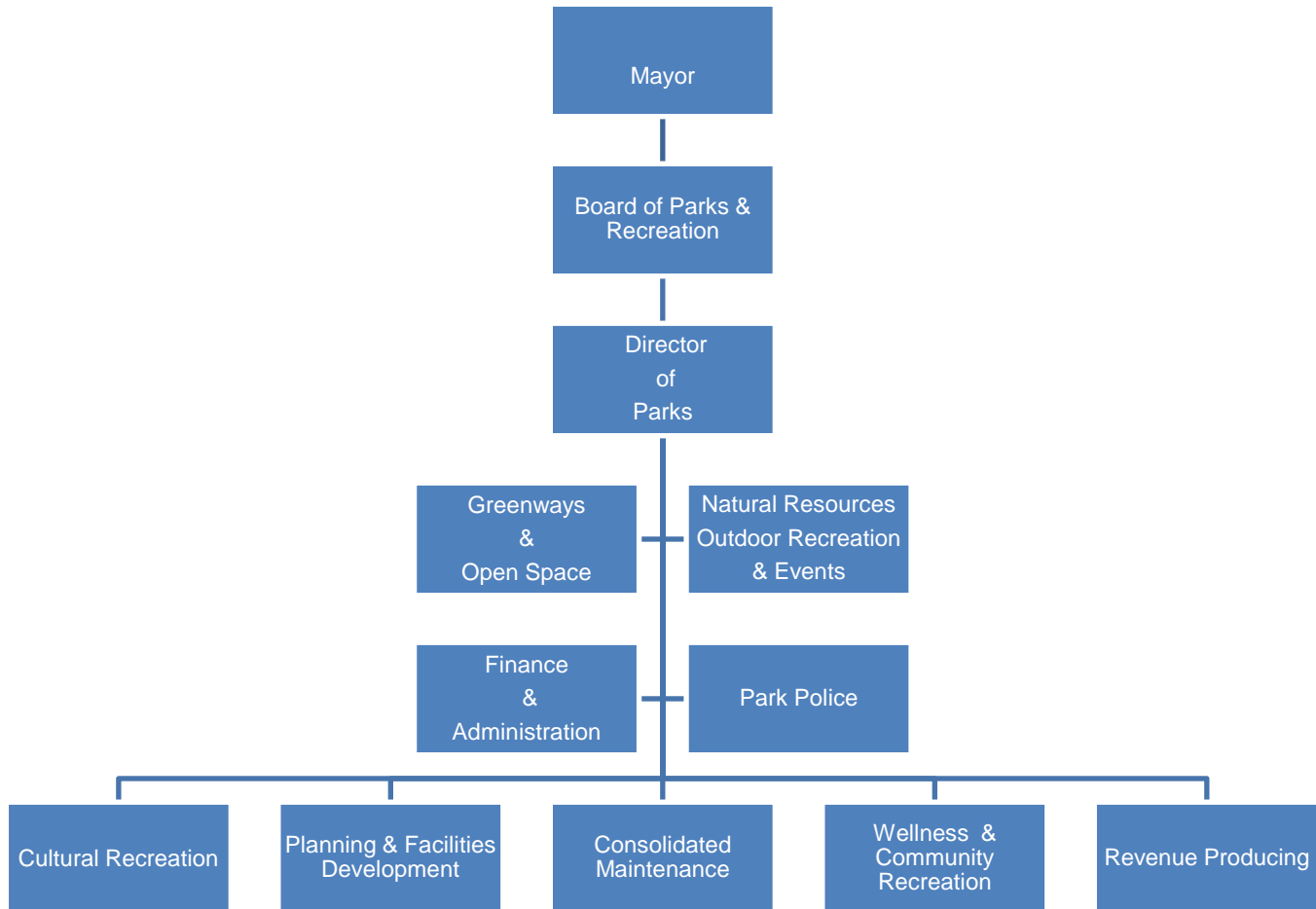
James A. Gray
Special Projects Manager
Centennial Park Office
Nashville, TN 37201
615-862-8400(v) 615-862-8414(f)
Email: james.gray@nashville.gov

Organizational Environment

It is the mission of the Metropolitan Board of Parks and Recreation to provide every citizen of Nashville and Davidson County with an equal opportunity for safe recreational and cultural activities within a network of parks and greenways that preserves and protects the region's natural resources.

Below is an organization chart for the Metropolitan Board of Parks and Recreation.

Organizational Structure Parks and Recreation



Federal Funding in the Metropolitan Parks and Recreation Department

The Parks and Recreation Department has several goals that are positively impacted through the use of Federal Financial Assistance. The first is the goal to develop public/private partnerships that will maximize current park programs and resources. The accomplishment of this goal would be evidenced by an increasing trend in the percentage of supplemental resources gained through partnerships. The supplemental resources anticipated to be received in the next fiscal year will come from the U.S. Department of Transportation and the National Institute of Health.

The second goal that is impacted by the receipt and use of federal grants is to increase promotion and awareness of all park programs, facilities and services to a growing and diverse population. The funds that are received from the agencies cited in the previous paragraph are used in ways such as building greenways and trails, and partnering with the Vanderbilt University Medical Center in a program aimed at stopping obesity in preschoolers, and improving health and wellness among families.

Contracted Program Overview

The Parks and Recreation Department uses the myriad of contracts with other parties to fulfill its day-to-day operational requirements associated with achieving its primary mission of providing every citizen of Nashville and Davidson County with an equal opportunity for safe recreational and cultural activities within a network of parks and greenways that preserves and protects the region's natural resources. Through these contractual agreements, the department acquires the needed operational and capital supplies, materials, and support to continue to provide recreational services and facilities to the residents and visitors of Metro Nashville.

Minority Participation on the 4 of 7 members (57.1%) Board/Commission.

Number of Complaints Received Last Year 0.

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities.



METRO PLANNING COMMISSION

TITLE VI PLAN

1. AUTHORITY

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance” The Metro Planning Department is committed to compliance with Title VI and all other laws that protect the rights, safety, dignity, and welfare of residents of Nashville and Davidson County.

The Title VI Coordinator duty lies with staff in the Metropolitan Planning Commission. The Title VI Coordinator reports directly to the Administrative Services Officer III.

The Title VI Coordinator is responsible for implementing, monitoring, and ensuring compliance with Title VI regulations.

Duties may include and may not be limited to the following:

- Attend Title VI training
- Ensure all new and current employees attend/receive Title VI training
- Display Title VI posters and brochures
- Ensure all contracts, ads, and public notices have Title VI assurance language
- Monitor the ethnicity of those who receive contracts
- Maintain records of all Title VI complaints and information
- Know who to contact to get Title VI information and assistance

The Title VI Coordinator for the Metropolitan Planning Department is:

Josie L. Bass

615-862-7150 (v) 615-862-7209 (f)

Email: josie.bass@nashville.gov

The Title VI Coordinator for Planning attended the Metro Title VI training on March 25, 2015. Several employees took the TDOT online Title VI training.

Planning Commission

Mission

The Planning Commission guides growth and development as Nashville and Davidson County evolve into a more socially, economically and environmentally sustainable community, with a commitment to the preservation of important assets, efficient use of public infrastructure, distinctive and diverse neighborhood character, free and open civic life, and choices in housing and transportation.

Planning Commission

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Planning Commission

Strategic Goals

- By December 2016 establish a comprehensive leadership culture, including advanced staff and community education, necessary to empower staff and community members with the information to make the informed decisions required to achieve a sustainable community development pattern and maintain and enhance the quality of life.
- By December 2016, revise land development policies and regulations for a minimum of 60% of the developable (non-maintenance or conservation) land within Davidson County to ensure new development and redevelopment results in sustainable, compact, mixed-use, walkable neighborhoods, designed to provide a unifying sense of place, actual housing and transportation choices, usable public space, and sound environmental stewardship through form-based coding and other techniques.
- By Fiscal Year 2016, develop a plan that fully integrates community and transportation planning in order to increase transit use, maximize the utilitarian functionality of pedestrian and bicycle networks through mixed use community development patterns that reduce trip lengths, and provides sustainable community and neighborhood development patterns.
- Over the next five years implement a planning program that increases decision makers', developers', and the general public's understanding of growth and preservation-related issues and results in comprehensively sustainable community and neighborhood plans by placing a basic premium on the critical importance of:
 - appropriate opportunities for context-responsive development throughout Davidson County, taking into consideration the level of intensity (rural, suburban, urban, Downtown), the availability of infrastructure and presence of natural and/or historic features
 - broadened awareness of the need to establish economic competitiveness in the 21st century economy and the tools necessary to accomplish this, to build the highest possible quality of life.
 - livable and walkable mixed-use neighborhoods with actual, functional and affordable transportation choices and housing opportunities that meet the needs of all residents, regardless of age, income, or family status
 - meaningful resident participation that identifies and preserves distinctive community character and contributes to a shared civic life
 - applying sustainable building and development practices as expected practice rather than as the option of last resort
- Over the next five years, increase the value of Metro's enterprise GIS by integrating GISs applications into a minimum of 5% more Metro Government lines of business over the previous fiscal year.

Planning Commission

Administrative Line of Business

The purpose of the Administrative Line of Business is to provide support services to the department so they can efficiently and effectively deliver results for customers.

Non-allocated Financial Transactions

Central adjustments related to internal service fees, pay adjustments, fringe benefits, non-programmatic changes and departmental “to be determined” budget reductions are reported here. These adjustments will be allocated to individual programs by the department in the upcoming fiscal year.

Planning Commission

Executive Leadership Line of Business

The purpose of the Executive Leadership Line of Business is to provide management and leadership services to the department and community by providing tools, information, education and guidance as to critical planning alternatives and options necessary to attain a sustainable community.

Executive Leadership Program

The purpose of the Executive Leadership Program is to provide management and leadership services to the department and community by providing tools, information, education and guidance as to critical planning alternatives and options necessary to attain a sustainable community.

Result Measures

- Reduction in Nashville's carbon footprint

Output Measures

- Actual annual carbon footprint calculation

Demand Measures

- Attainment of a carbon neutral footprint

NashvilleNext General Plan Program

The purpose of the Nashville Next General Plan program is to update Nashville/Davidson County's General Plan at the request of Mayor Karl Dean. The update process, Nashville Next, began in 2012 and will be completed in 2015. NashvilleNext will create a unified, county-wide vision for Nashville/Davidson County's future well-being and prosperity. The planning effort will involve unprecedented levels of community input from residents, regional partners and Nashvillians with expertise in topics that will impact Nashville's success in the future.

Result Measures

- Complete NashvilleNext planning effort and produce the General Plan Update document by the end of FY14/15

Planning Commission

GIS Information Services Line of Business

The Purpose of GIS Information Services Line of Business is to efficiently provide spatial data and information, applications and geographic analysis to Metro Departments/ Agencies, Elected Officials and the general public so they can have the critical information available to make decisions based on accurate data.

Geographic Data Maintenance Program

The purpose of the Geographic Data Maintenance Program is to provide accurate geographic and land information products to Planning Department staff, other Metro Departments and Agencies, and the public, so they can have timely and accurate property and zoning datasets that meet national standards (NSDI) to achieve their objectives and avoid duplication of effort.

Result Measures

- Percentage of property and zoning dataset entries made accurately on initial entry

Output Measures

- Number of property datasets entries

Demand Measures

- Number of property dataset entries expected to be required

GIS Services and Application Program

The purpose of GIS Services and Application Development Program is to efficiently provide spatial data and information, applications and geographic analysis to Metro Departments/Agencies, Elected Officials and the general public so they can have the critical information available to make decisions based on accurate data.

Result Measures

- Increase by 5% over the last fiscal year, the number of lines of business within Metro that are utilizing Metro's enterprise GIS in their workflow.

Output Measures

- Percentage of lines of businesses in Metro government served by Metro's enterprise GIS

Demand Measures

- Expected number of lines of businesses requesting access to GIS information or services

Planning Commission

Land Development Line of Business

The purpose of the Land Development Line of Business is to provide design expertise, professional planning advice, and policy and regulatory tools and techniques to decision-makers, developers and the general public so they can have the information and regulatory framework to implement and apply the principles of sustainable development consistent with the community's vision established in the General Plan.

Land Development Program

The purpose of the Land Development Program is to provide design expertise, professional planning advice, and policy and regulatory tools and techniques to decision-makers, developers and the general public so they can have the information and regulatory framework to implement and apply the principles of sustainable development consistent with the community's vision established in the General Plan.

Result Measures

- Percentage of total zoning change applications submitted that requested rezoning to an identified "smart growth" district

Output Measures

- Number of zone change applications received that requested rezoning to an identified "smart growth" district

Demand Measures

- Number of zone change applications recommended for approval by Planning Commission that requested rezoning to an identified "smart growth" district
- Number of zone change applications received that requested rezoning to an identified "smart growth" district

Planning Commission

Planning Policy and Design Line of Business

The purpose of the Planning Policy and Design Line of Business is to develop sustainable community and neighborhood plans and implementation strategies necessary to achieve comprehensive sustainable development.

Planning Policy and Design Program

The purpose of the Planning Policy and Design Program is to develop sustainable community and neighborhood plans and implementation strategies necessary to achieve comprehensive sustainable development.

Result Measures

- Percentage increase in land designated by policy as appropriate for "smart growth" projects

Output Measures

- Number of "smart growth project" opportunity areas identified and planned

Demand Measures

- Amount of land available for "smart growth projects"

Planning Commission

Regional Transportation Planning Line of Business

The purpose of the Regional Transportation Planning Line of Business is to provide short and long-term recommendations, budget, coordination, and educational advice to state, regional and local governments, so they can provide diverse and effective transportation options for their citizens.

Regional Transportation Planning Program

The purpose of the Regional Transportation Planning Program is to provide short and long-term recommendation, budget, coordination, and educational advice to state, regional and local governments, so they can provide diverse and effective transportation options for their citizens.

Result Measures

- Increase in the comprehensive mobility index

Output Measures

- The dollar amount of projects in the MPO's TIP located in congested corridors that offer alternatives to roadway widening

Demand Measures

- Number of candidate projects requested for inclusion in the MPO's TIP located in congested corridors that offer alternatives to roadway widening

Metro Funded Contracts

The Metropolitan Planning Department currently receives funded contracts for services and commodity.

Contracted Overview

The Metropolitan Planning Department contracts for community outreach through NashvilleNext and community involvement with web portal development and support of NashvilleNext, and land use software.

MPO Federal Funding Sources

Federal funding to the Metropolitan Planning Organization (MPO) falls into two major categories: (1) annual planning funds used for tasks in the Unified Planning Work Program, and (2) transportation project funds used for projects in the Transportation Improvements Program (TIP). *Unified Planning Work Program (UPWP)*

The Unified Planning Work Program (UPWP) is updated annually to provide citizens and stakeholders the necessary transparency to see about how federal transportation planning funds are being used by the MPO, local governments and transit agencies, and the Tennessee Department of Transportation in order to meet federal metropolitan planning requirements. The UPWP is developed by MPO staff in consultation with partner agencies and input from local citizens and stakeholders. It may be amended to account for changes in funding or project needs.

The MPO's current UPWP, adopted in August 2014, provides over \$6 million for planning activities in fiscal year 2015 between October 1, 2014 and September 30, 2015.

The Transportation Improvement Program (TIP) is a four-year work program that lists all regionally significant and federally-funded transportation projects and services in the MPO planning area. The program includes projects for all modes of surface transportation including highways and streets, public transportation, and walking and bicycling. Any project included in the TIP must be consistent with, or be selected from an approved [Long Range Transportation Plan](#). Additionally, the TIP must be fiscally constrained by estimated revenues, or have funding mechanisms currently in place to pay for the anticipated work. Though the TIP is adopted only once every three or four years, it can be amended to account for changes in funding or project needs.

MPO Contracted Overview

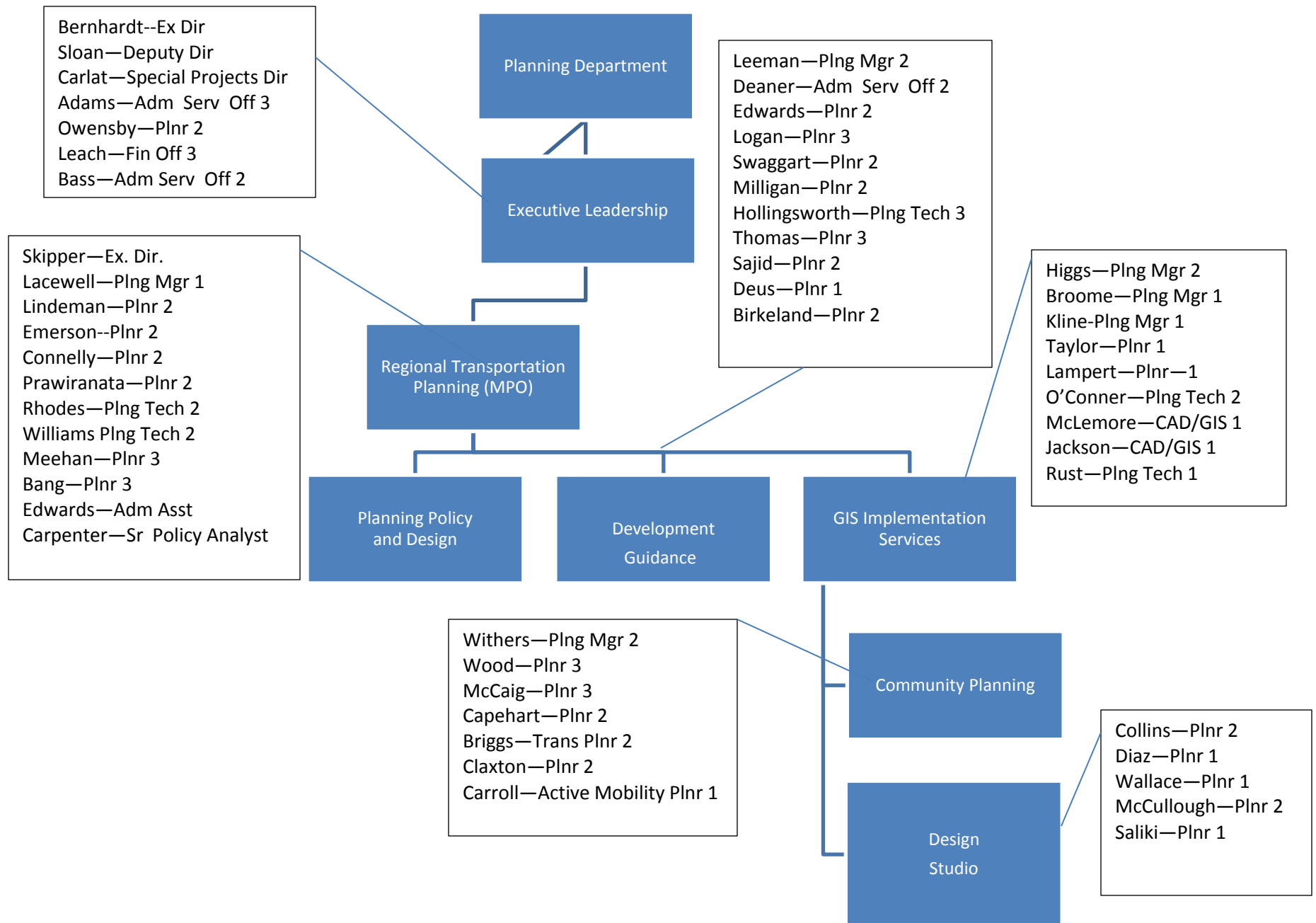
The Unified Planning Work Program (UPWP) is updated annually to provide citizens and stakeholders the necessary transparency to see about how federal transportation planning funds are being used by the MPO, local governments and transit agencies, and the Tennessee Department of Transportation in order to meet federal metropolitan planning requirements. The UPWP is developed by MPO staff in consultation with partner agencies and input from local citizens and stakeholders. It may be amended to account for changes in funding or project needs.

METROPOLITAN PLANNING COMMISSIONERS

| COMMISSIONERS | RACE | TERM EXPIRES |
|------------------------------|-------------------------|--------------|
| James McLean, Chairman | Caucasian/Male | 3/17 |
| Greg Adkins, Vice Chairman | Caucasian/Male | 3/18 |
| Stewart Clifton | Caucasian/Male | 3/17 |
| Lillian Blackshear | African-American/Female | 3/19 |
| Jeff Haynes | Caucasian/Male | 3/19 |
| Derrick Dalton | African-American/Male | 3/16 |
| Hunter Gee | Caucasian/Male | 3/16 |
| Jessica Farr | Caucasian/Female | 3/18 |
| Andree LeQuire, Mayor | Caucasian/Female | |
| Dean's Representative | | |
| Walter Hunter, Metro Council | African-American/Male | |
| Representative | | |
| Susan Jones, Legal | African-American/Female | |

There were no Title VI complaints received for 2014-15 year.

Minority Participation on the Commission is: (5) Caucasian males, (2) African American males and (2) African American female and (2) Caucasian females



Below are the composition of the MPO Executive Board, Technical Coordinating Committee, and Staff by Gender and Race.

Gender: F = Female, M = Male

Race: W = Caucasian, B = African American, H = Hispanic/Latino, A = Asian

FY 2015 MPO Executive Board

| Name | Representing | Gender | Race/Ethnicity |
|--------------------------------|---------------------|---------------|-----------------------|
| The Honorable Betsy Crossley | Brentwood | F | W |
| The Honorable Dean Dickey | Columbia | M | W |
| The Honorable Patti Carroll | Fairview | F | W |
| The Honorable Ken Moore | Franklin | M | W |
| The Honorable Paige Brown | Gallatin | F | W |
| Mr. Tim Roach | GNRC | M | W |
| The Honorable John Coombs | Goodlettsville | M | W |
| The Honorable Bonnette Dawson | Greenbrier | F | W |
| The Honorable Scott Foster | Hendersonville | M | W |
| The Honorable Dennis Waldron | LaVergne | M | W |
| The Honorable Philip Craighead | Lebanon | M | W |
| The Honorable Charlie Norman | Maury County | M | W |
| The Honorable Diane Neighbors | Metro Nashville | F | W |
| The Honorable Karl Dean | Metro Nashville | M | W |

| | | | |
|----------------------------------|--------------------|---|-----|
| The Honorable Timothy Lassiter | Millersville | M | W |
| The Honorable Ed Hagerty | Mt. Juliet | M | W |
| The Honorable Shane McFarland | Murfreesboro | M | W |
| The Honorable Jimmy Alexander | Nolensville | M | W |
| The Honorable Kenneth Wilber | Portland | M | W |
| The Honorable Ernest Burgess | Rutherford County | M | W |
| The Honorable Mary Esther Reed | Smyrna | F | W |
| The Honorable Billy Paul Carneal | Springfield | M | W |
| The Honorable Rick Graham | Spring Hill | M | W |
| The Honorable Bill Haslam | State of Tennessee | M | W |
| The Honorable Anthony Holt | Sumner County | M | W |
| The Honorable Michael Arnold | White House | M | W |
| The Honorable Regina Smithson | Williamson County | F | W |
| The Honorable Randall Hutto | Wilson County | M | W |
| Ms. Pamela Kordenbrock | FHWA | F | W/H |
| Dr. Yvette Taylor | FTA | F | B |

FY 2015 MPO Technical Coordinating Committee

| Name | Representing | Gender | Race/Ethnicity |
|-----------------------|---------------------|---------------|-----------------------|
| Mr. Mike Harris | Brentwood | M | W |
| Mr. Glenn Harper | Columbia | M | W |
| Mr. Wayne Hall | Fairview | M | W |
| Mr. Corbin Davis | FHWA | M | W |
| Mr. Jonathan Marston | Franklin | M | W |
| Ms. Elizabeth Martin | FTA | F | B |
| Mr. Bill McCord | Gallatin | M | W |
| Mr. Tim Roach | GNRC | M | W |
| Mr. Rick Gregory | Goodlettsville | M | W |
| Mr. Phil Klover | Greenbrier | M | W |
| Mr. Fred Rogers | Hendersonville | M | W |
| Ms. Kristin Costanzo | LaVergne | F | W |
| Ms. Paul Corder | Lebanon | M | W |
| Vacant | Maury County | | |
| Mr. Richard Riebeling | Metro Finance | M | W |
| Mr. John Finke | Metro Health Air | M | W |

| | | | |
|----------------------|--------------------|---|---|
| Mr. Rick Bernhardt | Metro Planning | M | W |
| Mr. Randy Lovett | Metro Pubic Works | M | W |
| Mr. Jonathon Cleghon | Metro Public Works | M | W |
| Mr. Robert Mobley | Millersville | M | W |
| Mr. Andy Barlow | Mt. Juliet | M | W |
| Mr. Felix Castrodad | MTA | M | H |
| Mr. Dana Richardson | Murfreesboro | M | W |
| Ms. Nellie Patton | Murfreesboro | F | B |
| Mr. Rob Wigington | Nashville Airport | M | W |
| Mr. Henry Laird | Nolensville | M | W |
| Ms. Denise Geminden | Portland | F | W |
| Ms. Billy Higgins | RTA | F | W |
| Ms. Margot Fosnes | Robertson County | F | W |
| Mr. Doug Demosi | Rutherford County | M | W |
| Mr. Kevin Rigsby | Smyrna | M | W |
| Mr. Dan Allen | Spring Hill | M | W |
| Mr. Addam McCormick | Springfield | M | W |
| Mr. Rodney Joyner | Sumner County | M | W |

| | | | |
|--------------------|-------------------|---|---|
| Mr. Marc Corrigan | TDEC | M | W |
| Vacant | TDOT | | |
| Ms. Liza Joffrion | TDOT | F | W |
| Mr. Paul Degges | TDOT | M | W |
| Mr. Larry McGoogin | TDOT | M | B |
| Ms. Debbie Henry | The TMA Group | F | W |
| Mr. Reed Hillen | White House | M | W |
| Mr. Joe Horne | Williamson County | M | W |
| Mr. Tom Brashear | Wilson County | M | W |

FY 2015 MPO Staff

| Name | Position | Gender | Race/Ethnicity |
|------------------------|--|---------------|-----------------------|
| Mr. Michael Skipper | Executive Director | M | W |
| Ms. Michelle Lacewell | Deputy Director/ Communications Director/Title VI Coordinator | F | W |
| Ms. Lou Edwards | Office Manager | F | W |
| Mr. Peter Bang | Director of Technical Programs | M | A |
| Ms. Rochelle Carpenter | Senior Policy Analyst | F | W |
| Ms. Mary Connelly | Senior Planner | F | W |

| | | | |
|---------------------------|---------------------------------|---|---|
| Ms. Anna Emerson | Senior Planner | F | W |
| Ms. Mary Beth Ikard | Transportation Planner | F | W |
| Mr. Jeffrey Leach | Accountant | M | W |
| Mr. Nick Lindeman | Economic & Systems Data Analyst | M | W |
| Ms. Leslie Meehan | Director of Healthy Communities | F | W |
| Mr. Hary(ono) Prawiranata | Senior Modeler | M | A |
| Mr. Wesley Rhodes | Policy Analyst | M | W |
| Mr. Sam Williams | GIS Analyst | M | W |

NashvilleNext

NashvilleNext is a plan for the future of Nashville intended to ensure the prosperity and well-being of our city and region for the next 25 years. It's a plan on a scale that has never been undertaken before, based on the open and transparent interchange of ideas with our residents.

"The NashvilleNext process had the goal of engaging people that are typically not engaged in the planning process or that may have greater difficulty accessing the process (i.e. minorities, non-english speakers, new americans, young people, and seniors and others with disabilities). NashvilleNext measured success by using 2010 Census data, collecting demographics at all meetings and reporting throughout the process where there was over and or under representation of different demographic groups."

When it comes to engaging a wide range of demographics, NashvilleNext has made a particularly dedicated effort to reaching young Nashvillians who will live with the proposals set forth in the final recommendations of NashvilleNext. From social media outreach to special events like the Mayor's Youth Summit, NashvilleNext has worked diligently to include the voices of the next generation of leaders. NashvilleNext has also concentrated on connecting with other hard-to-reach demographics, such as African-Americans and Latinos, immigrants and refugees, and senior citizens. NashvilleNext has translated materials into Spanish, Arabic and Somali in order to reach out to many overlooked populations. Such efforts have yielded encouraging results and have increased awareness to residents beyond those who typically participate in such processes. Even so, NashvilleNext will have to redouble its efforts in the

coming months to ensure all residents are included, and has already taken steps to identify meeting places in which NashvilleNext leaders can work with targeted community leaders to overcome members' language barriers and reluctance to participate in the process.

While there is certainly work to be done in continuing to reach out to these audiences, NashvilleNext leaders have shown their willingness and commitment to making NashvilleNext an open and accessible process for anyone willing to participate.

When this presentation and other information was given to Community Engagement Committee members, they requested community-specific content that their stakeholders could distribute. The results: **8x11 and 11x17 fliers and downloadable JPEGs for businesses, schools and families, immigrants and new arrivals, and neighborhood organizations** that explain NashvilleNext and how to get involved. These materials are hosted on NashvilleNext.net, and stakeholders in each of these communities were sent emails explaining the materials and with links to each. As outreach and education efforts continue, NashvilleNext leaders are continuing to create tools and materials to inform residents of the process.

Upcoming materials include **explanatory videos in English and Spanish, bilingual ads to be placed on the Nashville Metropolitan Transit Authority's (MTA) buses**, and more. In fact, several materials for NashvilleNext have already been provided in multiple languages. (1.4.a) Invitations for the kickoff event were translated into Spanish, Arabic and Somali, and all pop-up banners and kickoff event materials were translated into Spanish. The aforementioned community specific content has also been translated into Spanish, Arabic and Somali.

Participation in Preferred Future review

Total Phase 4.5 participation to date **2624**

| | <u>Surveys</u> | <u>Worksheets</u> | <u>Sign-ins</u> | <u>Final count</u> | <u>Average Rating</u> |
|---------------------------------|----------------|-------------------|-----------------|--------------------|-----------------------|
| Mail-in | 2 | | | 2 | 2.5 |
| Public meeting | 191 | 270 | 255 | 270 | 2.1 |
| Whites Creek | 40 | 68 | 64 | 68 | 2.7 |
| Hillwood | 31 | 42 | 37 | 42 | 2.8 |
| McGavock | 26 | 33 | 32 | 33 | 1.8 |
| Antioch | 46 | 50 | 46 | 50 | 1.9 |
| Rocketown | 48 | 77 | 76 | 77 | 1.5 |
| Book-a-Planner | 426 | | | 426 | 1.8 |
| Gresham Smith | 8 | | | 8 | 1.9 |
| American Legion | 8 | | | 8 | 1.4 |
| Chamber of Commerce Econom | 50 | | | 50 | 1.6 |
| Belmont Convocation | 56 | | | 56 | 2.2 |
| Madison/Rivergate Chambers | 17 | | | 17 | 1.5 |
| MPO TCC Meeting | 29 | | | 29 | 2.2 |
| Conexion America Board | 12 | | | 12 | 1.3 |
| Caza Azafran Common Grounds | 8 | | | 8 | 1.0 |
| Woodbine Neighborhood Grou | 11 | | | 11 | 1.6 |
| Donelson/Hermitage Chamber | 39 | | | 39 | 1.5 |
| Green Hills Action Partnership | 45 | | | 45 | 1.7 |
| Colliers | 28 | | | 28 | 1.9 |
| Bellevue/Harpeth Chamber of | 1 | | | 1 | 3.0 |
| Discover Madison | 37 | | | 37 | 2.0 |
| Bordeaux | 2 | | | 2 | |
| East Nashville | 36 | | | 36 | 2.2 |
| Schneider Electric | 34 | | | 34 | 1.9 |
| Society of American Military En | 5 | | | 5 | 2.3 |
| Online | 1834 | | 851 | 1834 | 2.3 |
| Online | 1834 | | 851 | 1834 | 2.3 |
| Briefing | | | | 74 | |
| MTA Board Meeting | | | | 44 | |
| MPO Board Meeting | | | | 30 | |
| Event | 18 | | | 18 | 1.9 |
| MLK Day @ TSU | 18 | | | 18 | 1.9 |

Demographics of participants

| age category | Participation | | Tools | | | |
|-----------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| 17 - 18 | 2% | 1% | 1% | 0% | | 2% |
| 19 - 24 | 11% | 5% | 2% | 3% | | 15% |
| 25 - 29 | 10% | 11% | 7% | 12% | | 8% |
| 30 - 39 | 16% | 23% | 15% | 25% | | 16% |
| 40 - 59 | 26% | 35% | 34% | 35% | | 35% |
| 60 or older | 15% | 26% | 42% | 24% | | 25% |
| 16 or younger | 21% | 0% | | 0% | | |

| area category | Participation | | Tools | | | |
|---------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| Northeast | 24% | 11% | 16% | 9% | | 19% |
| Southwest | 18% | 22% | 18% | 24% | | 15% |
| Southeast | 16% | 8% | 20% | 8% | | 4% |
| Northwest | 9% | 6% | 19% | 3% | | 9% |
| Downtown/Inner ring | 16% | 30% | 20% | 33% | | 25% |
| South | 17% | 22% | 7% | 23% | | 28% |

| bornUS category | Participation | | Tools | | | |
|--------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| No | 12% | 5% | 3% | | | 5% |
| Yes | 88% | 95% | 97% | | | 95% |

| education category | Participation | | Tools | | | |
|--------------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| Some college (no degree) | 21% | 12% | 14% | 12% | | 14% |
| Associate degree | 8% | 4% | 3% | 5% | | 3% |
| Bachelor's degree | 18% | 43% | 37% | 43% | | 45% |
| Elementary/Some high sc | 14% | 0% | | 0% | | 1% |
| High school graduate/GED | 29% | 3% | 7% | 2% | | 6% |
| Graduate/Professional de | 10% | 37% | 39% | 38% | | 30% |

| employment category | Participation | | Tools | | | |
|---------------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| not employed, student, re | | 16% | 31% | 13% | | 22% |
| self-employed / own a bu | | 19% | 18% | 20% | | 15% |
| part-time | | 7% | 5% | 7% | | 9% |
| full-time | | 61% | 48% | 64% | | 56% |

| gender category | Participation | | Tools | | | |
|--------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| Female | 52% | 52% | 47% | 54% | | 47% |
| Male | 49% | 48% | 53% | 46% | | 53% |

| household type category | Participation | | Tools | | | |
|----------------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| Family w/o children | 32% | 43% | 63% | 41% | | 40% |
| Family with children | 24% | 24% | 15% | 25% | | 24% |
| Live alone | 35% | 25% | 18% | 27% | | 20% |
| Roommates, etc. | 9% | 9% | 4% | 8% | | 16% |

| race category | Participation | | Tools | | | |
|------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| white | 59% | 86% | 81% | 87% | | 83% |
| other | | 1% | 1% | 1% | | |
| american indian | 1% | 1% | 1% | 1% | | 1% |
| asian | 3% | 1% | | | | 3% |
| hispanic | 9% | 6% | | 7% | | 5% |
| black | 27% | 8% | 19% | 6% | | 9% |

| tenure category | Participation | | Tools | | | |
|--------------------|---------------|------|---------|--------|----------|-------|
| | Census | rate | Meeting | Online | Textizen | Paper |
| Own | 45% | 78% | 88% | 77% | | 75% |
| Rent | 55% | 22% | 12% | 23% | | 25% |

Metropolitan Planning Department
Active Contracts
May 1, 2015

Metro Funded Contracts

| Contract Number | Vendor | Service/Commodity Provided Under Contract | Beginning Date | Ending Date | Amount |
|--|--|--|----------------|----------------|------------------|
| 314440 | McNeely, Pigott, & Fox | Community Outreach nashvillenext | 1/21/13 | 7/21/15 | \$ 260,150.00 |
| 310283 | Socialmentum, LLC DBA Mindmixer.com | Community Involvement Web Portal Development & Support nashvillenext | 12/1/12 | 12/1/17 | \$ 17,500.00 |
| 330274 | Envision Sustainabiliy Tools (MetroQuest) | Land Use Software | 11/12/13 | 11/12/18 | \$ 28,667.00 |
| Nashville Area MPO Grant Funded Contracts | | | | | |
| L-3285 | Nashville Area Chamber of Commerce | Assist Nashville Area MPO in preparing, analyzing, and reporting on data indicators for regional policy and planning activities. | 10/1/14 | 9/30/15 | \$ 75,000.00 |
| L-3296 | Nashville Civic Design Center NCDC | Transportation Planning and Urban Design activities as outlined in the FY 2015 Unified Planning Work Program (UPWP) | 10/1/14 | 9/30/15 | \$ 50,000.00 |
| L-3286 | The TMA Group | Conduct public outreach activities in support of transportation planning services and work in support of the Clean Air Partnership of Middle TN as outlined in the Unified Planning Work Program (UPWP) | 10/1/14 | 9/30/15 | \$ 45,000.00 |
| L-2888 | Gresham, Smith and Partners | Southeast Area Transportation and Land Use Study | 2/13/13 | 8/12/15 | \$ 499,950.00 |
| L-3167 | Gresham, Smith and Partners | State Route 109 Study | 5/21/14 | 11/21/15 | \$ 300,000.00 |
| L-2899 | Parsons, Brinckerhoff, Inc. | General Planning Consultant Services Task Orders to define and approve specific activities, schedule, and budget for each assigned task. | 3/1/13 | 3/1/16 | \$ 742,500.00 |
| L-2900 | Cambridge Systematics, Inc | General Planning Consultant Services Task Orders to define and approve specific activities, schedule, and budget for each assigned task. | 3/1/13 | 3/1/16 | \$ 742,500.00 |
| L-3185 | Cambridge Systematics, Inc | Regional Freight & Goods Study | 7/8/14 | 1/8/16 | \$ 300,000.00 |
| L-2903 | Resource Systems Group, Inc | General Planning Consultant Services Task Orders to define and approve specific activities, schedule, and budget for each assigned task. | 3/4/13 | 3/4/16 | \$ 742,500.00 |
| L-3295 | Greater Nashville Regional Council GNRC | Technical Assistance Multi-Modal Planning as outlined in the Unified Planning Work Program (UPWP) | 11/4/14 | 9/30/15 | \$ 70,000.00 |
| L-3062 | TDOT | Transportation Planning Grant FY 14-15 Amendment 1 | 10/1/13 | 9/30/15 | \$ 4,453,000.00 |
| L-2671 | TDOT | Transit Planning Grant | 10/1/10 | 11/30/15 | \$ 399,082.00 |
| L-2877 | TDOT | Transit Planning Grant | 7/1/11 | 6/30/16 | \$ 777,545.00 |
| L-3184 | TDOT | Transit Planning Grant | 1/1/14 | 12/31/17 | \$ 493,703.00 |
| L-2920 | TDOT | Planning Grant SPR Funds FY 13-15 | 2/1/13 | 9/30/15 | \$ 1,158,588.00 |
| RS2014-1182 | TDOT | Active Mobility Grant | 9/22/14 | 9/22/19 | \$ 312,500.00 |
| RS2014-1181 | Smart Growth America MOU | Kresge Grant | 8/8/14 | 12/31/15 | \$ 100,000.00 |
| Total | | | | | \$ 11,568,185.00 |

METROPOLITAN NASHVILLE POLICE DEPARTMENT

Authority

The Metropolitan Nashville Police Department's Title VI Coordinator responsibility lies with the Director, Human Resources Division. This individual reports directly to the Deputy Chief of Police for the Administrative Services Bureau.

The Title VI Coordinator is responsible for educating staff on 1) their responsibilities under Title VI, 2) how to inform clients of their rights under Title VI, 3) how to monitor for compliance with Title VI legislation and, 4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees of the Metropolitan Nashville Police Department receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Submitting annual Title VI plan to grantors in a timely manner;
- Other duties as necessary to ensure Title VI compliance;

The Title VI Coordinator for the Metropolitan Nashville Police Department is:

Suzanne Bibb Director, Human
Resources Division 200 James
Robertson Parkway Nashville, TN
37201 615-862-7351(p) 615-880-
2997(f)

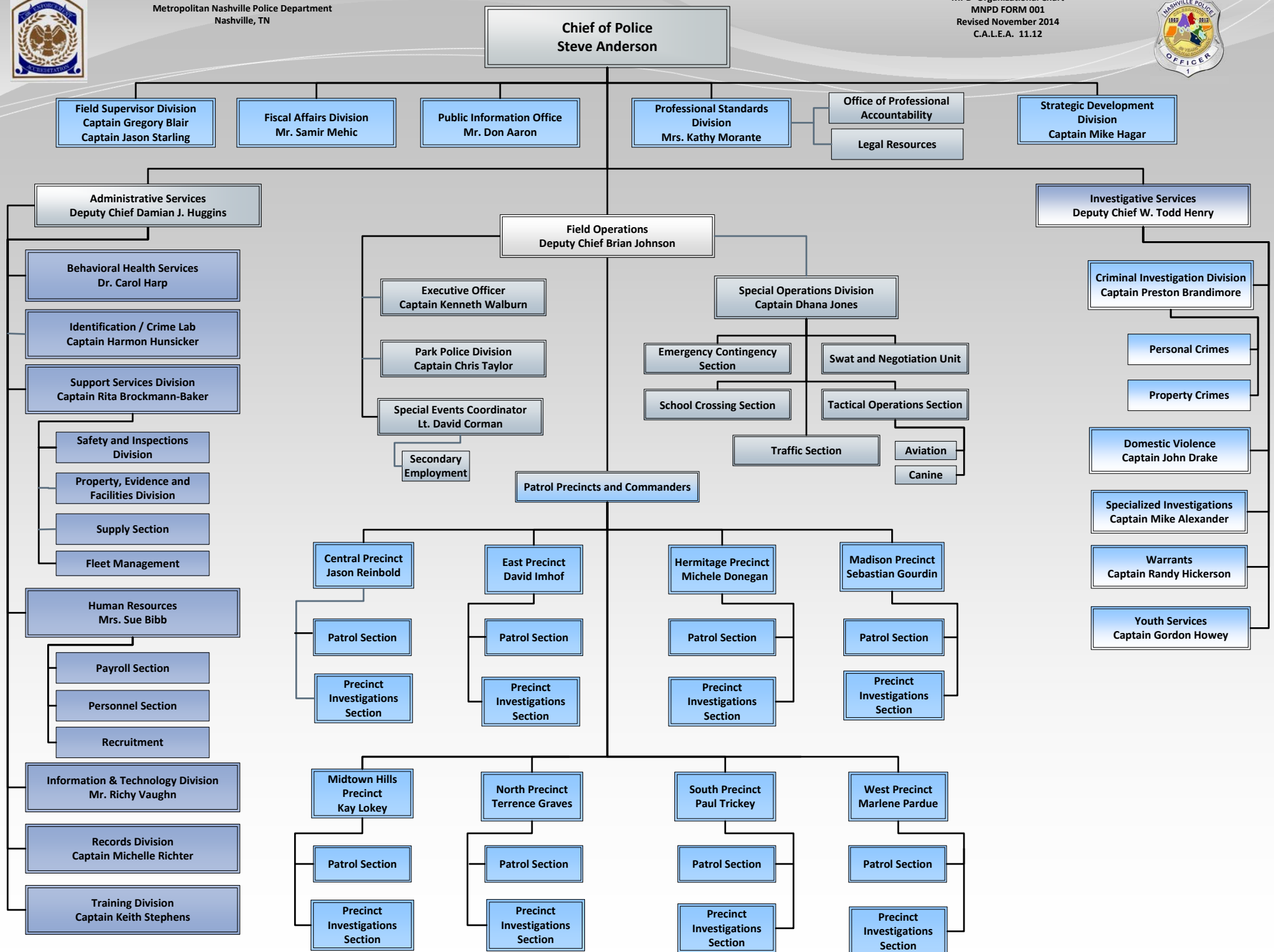
Organizational Environment

Mission Statement

The Mission of the Metropolitan Nashville Police Department is to provide community-based police products to the public so they can experience a safe and peaceful Nashville.

Organizational Chart

A copy of the MNPB organizational chart is attached.



METROPOLITAN PUBLIC DEFENDER

Authority

The Title VI Coordinator for the Public Defender's Office handle questions, concerns, complaints, or requests for additional information regarding Title VI of the Civil Rights Act. The Coordinator ensures the Office provides public notification of rights under Title VI, maintains a Title VI complaint log, and ensures that all complaints will be investigated thoroughly. The following person has been designated as this department's Title VI Coordinator:

Annette Crutchfield, Administrative Services Manager
Office of the Metropolitan Public Defender
404 James Robertson Parkway, Suite 2022
Nashville, TN 37219
Phone: 615-880-3711
Fax: 615-313-9352

Organizational Environment

Mission Statement – The mission of the Public Defender's Office is to provide zealous representation and to fight for equal justice for the indigent accused, in accordance with the United States Supreme Court mandate and the Metropolitan Government of Nashville and Davidson County Charter.

Strategic Goals:

Provide high quality effective legal representation to every client we serve.

Serve as a consistent champion in the criminal justice system and the city for fair, just and lawful treatment of the criminally accused.

Federal Funding

The Public Defender's Office currently does not receive federal funding. Edward Byrne Memorial Justice Assistance Grant funding ended September 30, 2014.

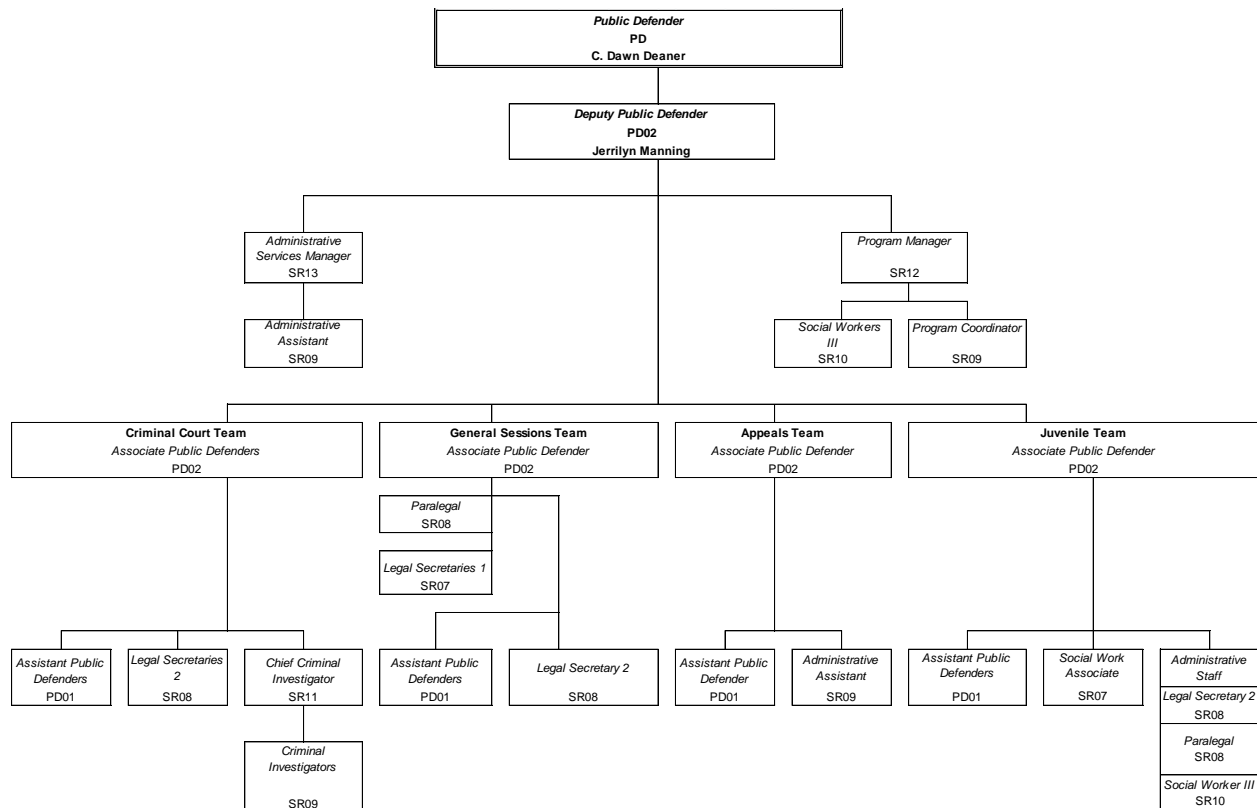
Contracted Program Overview

The Public Defender's Office has not signed any contracts other than grants.

Organizational Chart

The Title VI Coordinator is a member of the Office Administrative Services group. See organizational chart on below.

Metropolitan Public Defender Organizational Chart

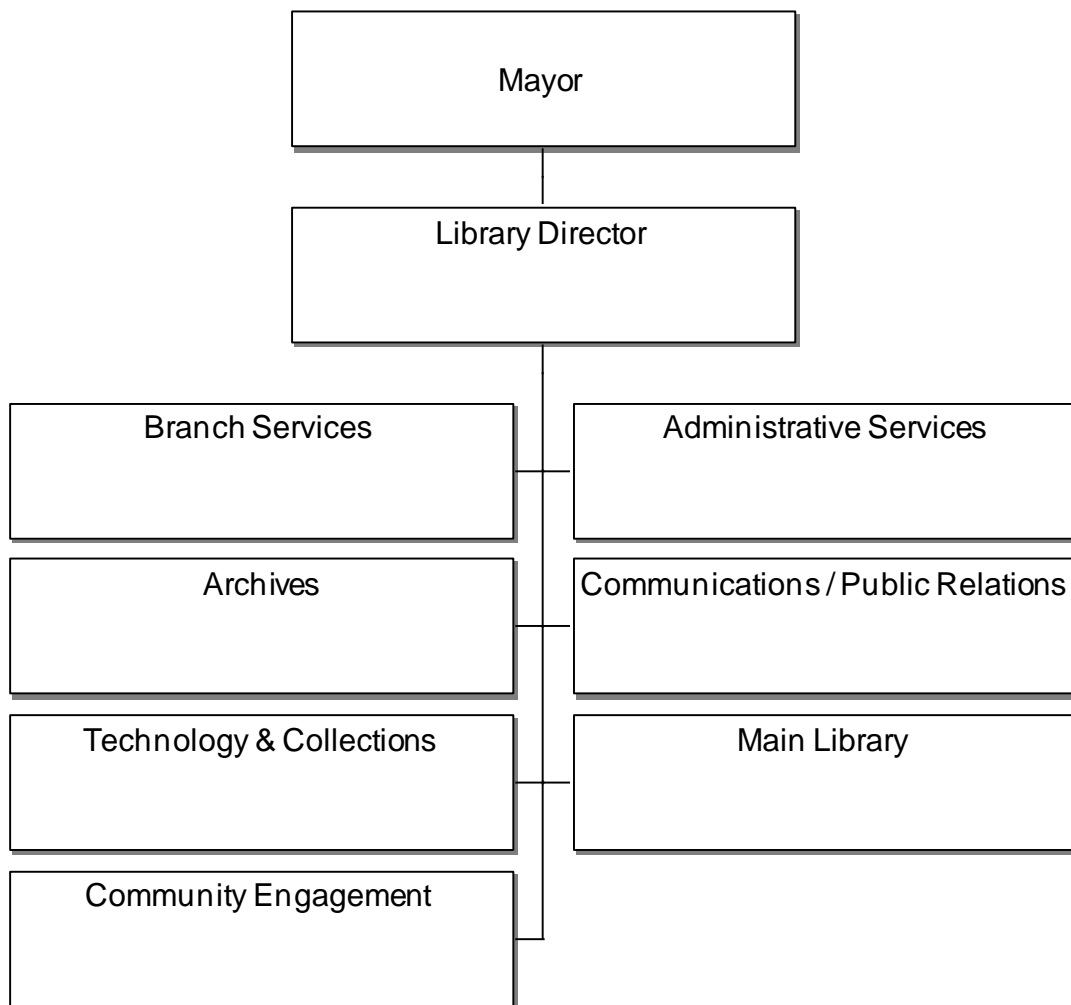


Minority Participation on the ___X___ Not applicable _____ Board/Commission.

Number of Complaints Received Last Year- 0

Submitted May 13, 2015

Nashville Public Library
Organizational Structure
FY 2014 – 2015



METROPOLITAN PUBLIC LIBRARY

Authority

The Nashville Public Library is governed by a 7 member board and is responsible to collect and make accessible to the public, printed, electronic, audiovisual, non-print, and broadcast information materials to facilitate the informal self-education of all persons, including the disabled; to enrich and further develop the knowledge of persons undertaking formal education; to encourage recreational reading and constructive use of leisure time; to support the cause of literacy; and to meet the day-to-day informational needs of all persons in the community.

The Library's Title VI Co-Coordinator is Associate Director for Administrative Services, Susan Drye and Library Human Resources Manager, Sherry Adams. Title VI responsibilities include compliance planning, monitoring, training and reporting as required by Metro and to various governmental grantors. Ms. Drye is one of 5 Library Associate Directors and her responsibilities include human resources, finance, facilities, delivery and security management for the library system. Her contact information is as follows:

Office- 880-2614

Cell – 418-0091

Email – susan.drye@nashville.gov

Ms. Adams is the Library Human Resource Manager. As such, she is responsible for all HR activities including investigating employee complaints of discrimination, harassment, etc. Ms. Adams' contract information is as follows:

Office – 862-5770

Email – sherry.adams@nashville.gov

Organizational Environment

See attached organizational chart.

DEPARTMENT MISSION

The mission of the Nashville Public Library is to inspire reading, advance learning and connect our Community.

Federal Funding in the Metropolitan Public Library Department

Listed below are various Federal grants received by the Public Library in FY 14-15:

PUBLIC LIBRARY

| | | |
|---|--|--------------------|
| LSTA Library Services for Disadvantaged | INSTITUTE OF MUSEUM AND LIBRARY SERVICES | \$ 6,400.00 |
| LSTA Library Services for Technology Svcs | INSTITUTE OF MUSEUM AND LIBRARY SERVICES | \$ 5,243.00 |
| TOTAL | PUBLIC LIBRARY | \$11,643.00 |

Contracted Program Overview

Listed below are various contract used by the Public Library and a description of how they support our goals and programs

ADECCO – 19658 – Temp Services
AIMEDIA SOLUYIONS – 19317 – Web Design and Development
AMERICAN CONSTRUCTORS 18890 Design Build Construction of Goodlettsville Library
AMERICAN PAPER & TWINE 16254 Copy Paper
AMERICAN PAPER & TWINE Trash Bags
BATTERIES PLUS – 347950 – Batteries
BELFORE PROPERTY RESTORATION – 19611 – Emergency Remediation/Disaster Recovery Servies
CHILTON TURF CENTER 18111 Small Equipment Maintenance
COMMERCIAL COPY SERVICES 16008 Copy Machines
COOK’S PEST CONTROL - Pest Control
CINTAS CORPORATION - Rental of Mats
CMS UNIFORM 19346 Uniform Purchases
DELL ASAP SOFTWARE
GRAINGER INDUSTRIAL 341269 Various Industrial & Commercial Supplies
HOSSE & HOSSE SAFE & LOCK CO – 334752 – Lock & Key Service
HST CORPORATE INTERIORS, LLC – 19735 – Tennsco Shelving
KENNY PIPE – 350999 – Plumbing Supplies
MAC PAPERS, INC (Formerly Boxes, ETC. LLC) – 358788 - Boxes
MY OFFICE PRODUCTS – 353174 – Office Supplies
PROTECTION ONE SECURITY SOLUTIONS – 314661 - Monitoring Services
RAINS ELECTRIC 16228 Electrical
RICHARDS & RICHARDS OFFICE RECORDS MANAGEMENT, INC. - Provide secure document destruction services
RICOH USA – 309769 – Duplicating Machines
SIEMENS BUILDING TECH Maint Agreement Fire Alarm System
SOUTHEAST ELECTRIC 340210 Electrical
TRIGREEN EQUIPMENT 323740 Small Equipment Maintenance, Repair Parts
UNIQUE MANAGEMENT SERVICES INC 333012 Collection Services
VANGUARD ID SYSTEMS – 346336 – Library Cards w/Barcodes
WATSON LABEL – 315835 – Barcode Labels
WILLIAMS SUPPLY 18566 Electrical Lamps, Hardware & Related Items

Minority Participation on the Public Library Board

1 Asian Female
1 Black Female
1 Other Female
2 White Females
2 White Males

Number of Title VI Complaints Received Last Year - 0

Statement of Non-Discrimination

It is the policy of the Public Library that all persons shall have equal access to facilities and services regardless of race, color, national origin, sex, age, religion or handicap.

METROPOLITAN PUBLIC WORKS

Authority

Public Work's Title VI Coordinator is Yvonne Foote, Administrative Specialist. She reports to the Assistant Director of Finance and Administration. The Title VI responsibilities include compliance planning, monitoring, training and reporting to various governmental grantors and as required by Metro. Contact information for Ms. Foote is as follows:

Office: 615-862-8753

E-mail: Yvonne.foote@nashville.gov

Organizational Environment

(See attached organizational chart)

| | |
|----------------|---|
| Mission | The mission of Metro Nashville Public Works is to provide professional expertise, transportation, infrastructure and neighborhood environmental products to people who live, work, travel through, or play in Metro Nashville so they can experience clean neighborhoods, safe and efficient transportation. |
| Goals | <p>Metro Public Works will continue its commitment to excellence in customer service by striving for: All customer inquiries and requests will be acknowledged by the next working day. Customer inquiries will be appropriately resolved within 30 days, 95% of the time.</p> <p>The construction of all sidewalks scheduled for completion before 2016 will be completed before 2016. By 2016, drivers in Metro Nashville will, on average, experience no worsening of traffic congestion or delays notwithstanding the increased land development and corresponding growth of traffic volume, as evidenced by the annual MPO Travel Time Data.</p> <p>By the end of 2016, citizens in Metro Nashville will experience greater reduction in land filled waste as evidenced by the changes in the Metro Code banning brush & yard waste (July 2011), corrugated cardboard (July 2013) and electronic waste (July 2015) from residential trash collections.</p> |

Federal Funding in the Public Works Department

The department has been awarded over \$26.4 million in Federal funds that are used to achieve the goals and initiatives as defined in the departmental mission statement. These resources are primarily applied to capital needs for bikeways, sidewalks, traffic signal systems, streets, roads, intersections and bridges.

Contracted Program Overview

The department utilizes contracts with various firms for professional services related to survey, design and construction monitoring of bikeways, sidewalks, traffic signal systems, streets, roads, intersections and bridges county-wide (GSD and USD) which include:

- Engineering, construction, maintenance and repair services for streets, roads, bridges, sidewalks and bikeways; this includes, but is not limited to, traffic signals, signs, pavement markings, and guardrails
- Implementation of FastTrac infrastructure development program including installation of new infrastructure and support systems
- Certain off-street parking facilities and also on-street parking operations and enforcement
- Recycling and disposal of solid waste
- Refuse collection, street cleaning, and street lighting for the Urban Services District (USD) area only
- Communications to general public about all of the above geared to enhance their mobility, safety and health within Davidson County.

These contracts are vital to the department in attaining its goals.

Minority Participation on the Solid Waste Regional Board* –

13 Members

- 10 Caucasian
- 3 African-American

Minority Participation on the Traffic and Parking Commission* –

9 Members

- 5 Caucasian
- 4 African-American

*Both of these bodies are “non-governing” but are regulatory in nature.

Minority Participation on the Metropolitan Beautification and Environment Commission –

35 Members

- 20 Caucasian
- 7 African-American
- 8 Vacant

Minority Participation on the Vegetation Control Board -

5 Members

- 2 Caucasian
- 1 African-American
- 2 Vacant

Minority Participation on the Tree Advisory Committee –

14 Members

- 13 Caucasian
- 1 African-American

Minority Participation on the Transportation Licensing Commission -

7 Members

- 5 Caucasian
- 1 African-American
- 1 Indian

Number of Complaints Received Last Year – None

Statement of Non-discrimination

In compliance with Title VI of the Civil Rights Act of 1964, Metro Public Works will ensure equal opportunity in all aspects of its programs and services without regard to race, color, or national origin.

Davidson County Sheriff's Office

May 20, 2015

Authority

The Standard's Director serves as the Title VI coordinator for the Davidson County Sheriff's Office. The Title VI Coordinator reports to the Chief Deputy.

The Title VI coordinator is responsible for training and educating all employees annually under Title VI statement, and new employees as well as contract employees and customers.

The Title VI Coordinator for the Davidson County Sheriff's Office is:

Kim Waters

430 3rd Avenue North

Nashville, TN 37201

615-862-8276

Email: kwaters@dcso.nashville.org

Organizational Environment

AGENCY MISSION

“As a law enforcement agency committed to public safety, we strive to be the leader in the field of corrections, service of civil process, and innovative community-based programs, emphasizing: Accountability, Diversity, Integrity, and Professionalism.”

AGENCY PURPOSE

The purpose of the Davidson County Sheriff's Office is to provide operation and oversight of county correctional facilities, service of civil process, and innovative community outreach projects to the residents of Davidson County so they can experience safer and stronger neighborhoods.

STRATEGIC GOALS

Goal One

Maintain our correctional population within its certified capacity, while continuing to provide programming and effective rehabilitative services and the taxpayer will experience lowered cost as evidenced by:

- 100% of American Correctional Association (ACA) Mandatory standards.
- 98% of American Correctional Association (ACA) non-mandatory standards.
- 100% of Tennessee Correctional Institute (TCI) Mandatory standards.
- 100% US Immigration and Customs Enforcement (ICE) standards.
- Preparing for a successful Audit in 2015, Prison Rape Elimination Act (PREA)

Goal Two

Continue to find creative means to manage the appropriated funds while seeking alternative sources of revenue to offset the burden levied on Davidson County tax measures:

- 20% of revenue generated as measured against budgeted funds
- Offender per-diem cost per facility

- Cost per service of civil process
- Implementation of technology to improve efficiencies and reduce overall cost

TDOT Funding in the Davidson County Sheriff's Office

- Z14LITIT019 Litter Grant 2014/2015 is used for community outreach to all Davidson County residents, regardless of race, color or national origin. This grant will expire 6/30/15.

Contracted Program Overview

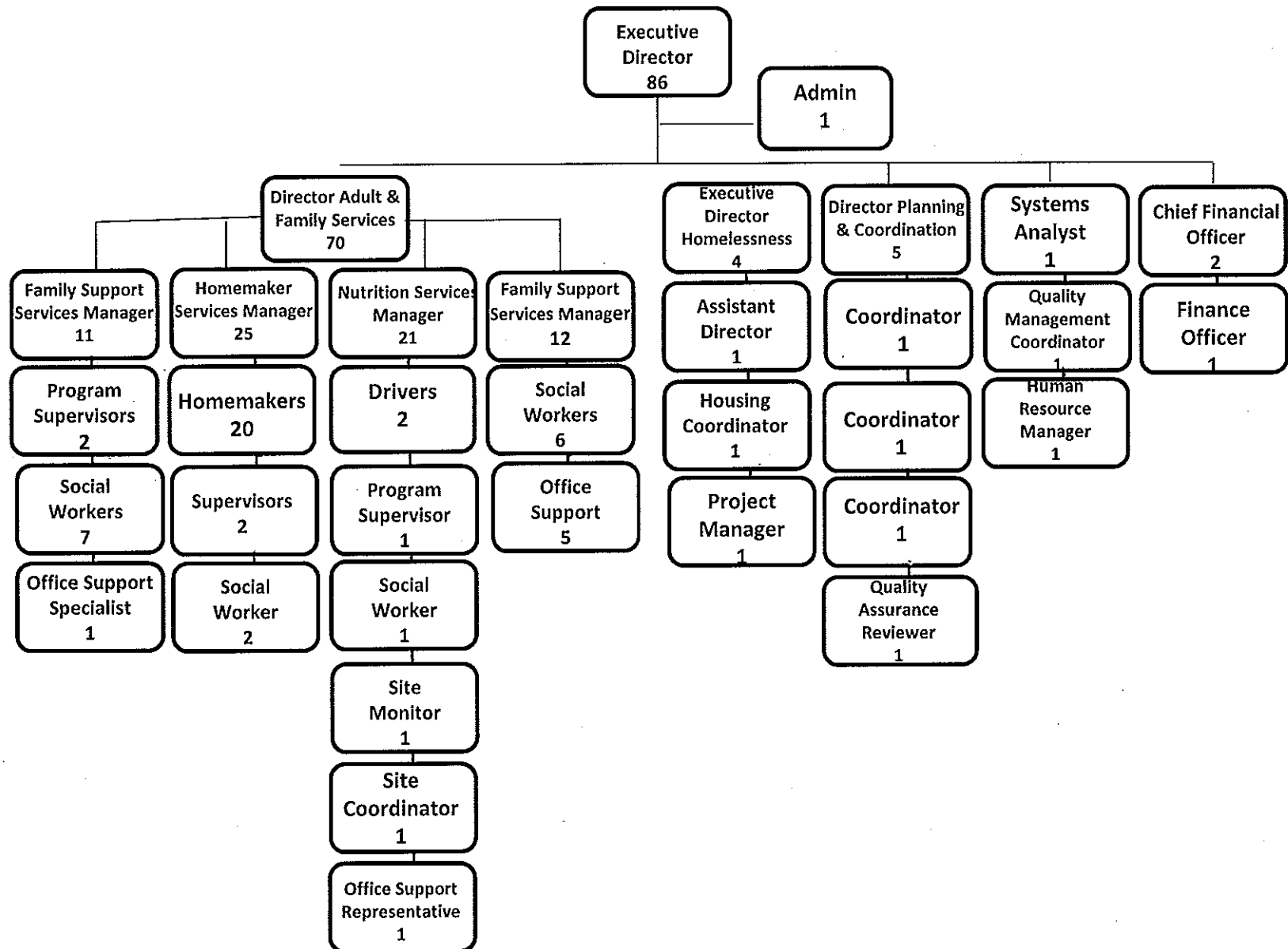
The Davidson County Sheriff's Office enters into contracts following Metro purchasing guidelines' and procedures, which includes the standard language for title VI requirements.

Minority Participation on the Board/Commission-N/A

Number of Complaints' Received Last Year-19. Number of Complaint's sustained-0. Number of complaint's pending-1.

Metro Social Services

May 2015



METROPOLITAN SOCIAL SERVICES DEPARTMENT

Authority

It is the responsibility of the Title VI Coordinator to ensure, demonstrate and substantiate Title VI compliance, throughout the department, by means of training, accessibility and dissemination of information.

MSS Title VI Coordinator: Yuri L. Hancock
Human Resource Manager
(615) 862-6405

Organizational Environment

Mission Statement:

Metropolitan Social Services assesses and documents the patterns of poverty and seeks solutions that promote a positive impact on the most vulnerable people in Davidson County. (Organizational Chart Attached)

Federal Funding in the Metropolitan Social Services Department

The Senior Nutrition Program receives funding from the Area Agency on Aging and Disability of the Greater Nashville Regional Council, as well as Medicaid Waiver funding from the federal government through two Managed Care Providers (MCO). Additionally, the Metropolitan Homelessness Commission receives federal funding through the Metropolitan Development & Housing Agency (MDHA) as well as through the state. While our contracts are not with federal agencies, these funds originate at the federal level (Older Americans Act funding and Social Services Block Grant). The funding which is received from these grants and local funds are used to operate the programs.

The **Metropolitan Homelessness Commission** is a planning and coordination entity under the auspices of the Metro Social Services Board of Commissioners which focuses on collaborative efforts that support permanent housing solutions to end homelessness.

Positive Program Impacts include:

- **Socialization** - Permanent housing solutions are offered along with mainstream resources and available support services to increase socialization
- **Health** - Maintenance of a permanent healthy living environment

- **Independence** - Enhances the independence of the most vulnerable and chronically homeless individuals by investing in the ability to assist individuals on the path they choose for themselves, rather than in a particular program model that is selected for them
- **Stability and Safety** - Reduce the number of chronically homeless individuals by providing long-term permanent supportive housing solutions

The MSS **Nutrition Program** provides nutritious meals, through senior dining settings, home delivered meals, and nutritional liquid supplements to frail seniors and persons under 60 with disabilities and transportation to congregate meal sites.

Positive Program Impact

- **Socialization** – The program provides non-homebound seniors with the opportunity for activities and socialization, enhancing well-being and mental health. Congregate site participants interact with other participants, while homebound customers maintain regular communication with staff.
- **Independence** – By providing nutritional meals to homebound seniors/disabled persons, they have the opportunity to thrive at home (rather than in nursing homes)
- **Health/Nutrition** – Daily nutritious meals (including appropriate meals for those on special diets) are an important component for healthy living.
- **Family Assurance** – For caregivers or extended family members (who may be at work or live in other locations) they receive assurance that their senior/disabled person receives a daily nutritional meal and staff contact.

Contracted Program Overview

The department uses the funding from the contracts to enhance the capacity for providing services to the community. Without the federal funds, the department's level of services would be dramatically decreased. In addition to the contractual arrangement, the department works with the funding sources in various areas, including advocacy and service planning.

Department of Housing & Urban Development (HUD)/ Community Development Block Grant (CDBG)

Substance Abuse & Mental Health Services Agency (SAMSHA)

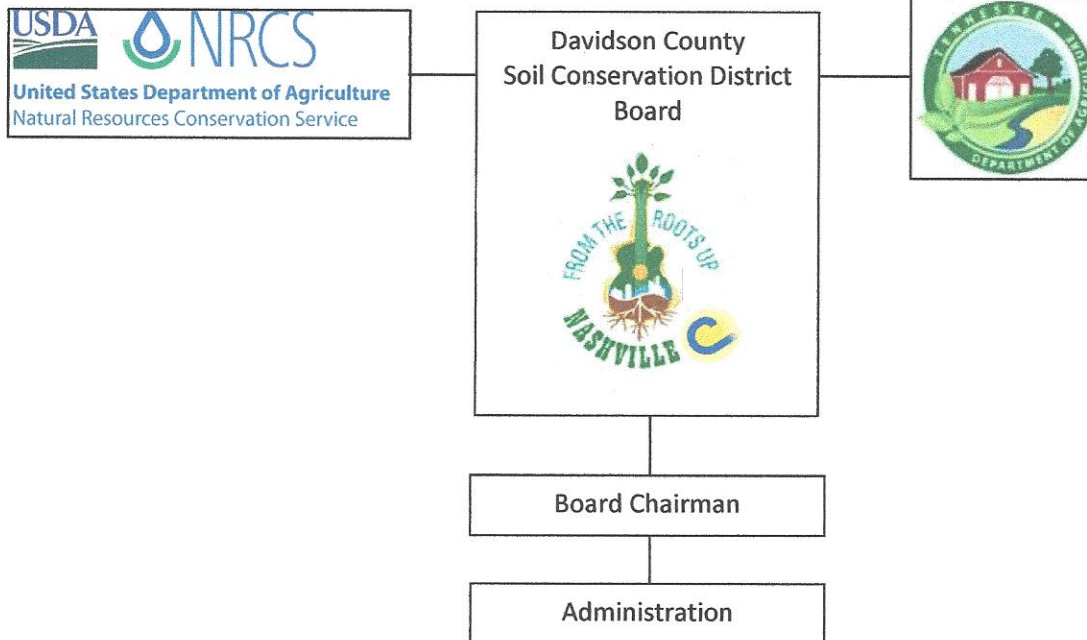
Area Agency on Aging and Disability of the Greater Nashville Regional Council Nutrition, Transportation

AmeriGroup, Tennessee, Inc.

United Healthcare (formerly AmeriChoice, Inc.)

Minority Participation on the 7 member Board: 3
Number of Complaints Received Last Year: 0

Metropolitan Nashville Soil & Water Conservation Department



Authority : Carol Edwards- Office Administrator -Administer funds from TDA- NRCS/ USDA to landowners under authority of 5 member board- Minority 1 -3M1F

Mission: The mission of the Davidson County Soil Conservation District is to provide conservation planning, education information and technical assistance products to landowners, groups and units of government so they can enhance and benefit from the proper management of natural resources

oil & Water Conservation is in compliance. USDA/NRCS reviews the office and reports are filed. A report with the number of minorities receiving service is filed each year with TN Dept. of Agriculture. Soil & Water has only 1 employee. Employee has completed Federal State & Metro Title VI training.

No Complaints: 0

Statement of Non-Discrimination: (All Material and web-site)

Davidson Soil & water Conservation District offers

All programs and services are offered and are available on a nondiscriminatory basis without regard to race, color, national origin, age, sex, religion, marital status or disabilities

What type of corrective action would you like to see taken?

Please attach any documents you have which support this allegation. Date and sign this form in the space below, and send it to the Title VI Coordinator at:

Metro Human Relations Commission
P.O. Box 196300
404 James Robertson Parkway, Suite 130
Nashville, TN 37219

Your signature




Carol Edwards
Print your name

carol.nashville.gov
Email

615-880-2030
Telephone

MAY - 12 - 2015
Date

 **Soil & Water Conservation is in compliance.** USDA/NRCS reviews the office and reports are filed. A report with the number of minorities receiving services is filed with the TN Department of Agriculture annually. Soil & Water has only one Metropolitan Government of Nashville & Davidson Cty employee and no complaints or grievances have been received or filed. The office Administrator has received Metro, State and Federal training and provided the information to the board of supervisors. **(Stated on all material)** "No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity."

METRO WATER SERVICES

Authority

The Title VI Coordinator is responsible for Title VI plan goals, objectives, implementation and related performance. Responsibilities are outlined in the table below. We have attempted to draft a plan that meets the needs of our Department in proactively achieving the intents and the positive business results of Title VI requirements. Title VI focuses not only on nondiscrimination, but also equity, access, diverse perspective, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another. This recognition results in a commitment to implementation follow-through and performance measurement as critical factors of success. The Title VI Coordinator for Metro Water Services reports to the Director of Metro Water Services and can be contacted as follows:

Charles Boddie, Title VI Coordinator
615-862-7240 or E-MAIL: charles.boddie@nashville.gov

LEADERSHIP TEAM AND COORDINATOR RESPONSIBILITIES

| Leadership Team | Coordinator |
|---|---|
| MWS Director and Leadership Team leads and manages plan implementation | The Coordinator supports the Department with planning and compliance review |
| <u>Plan Development</u> <ul style="list-style-type: none">• Establish values, policy, and goals | <u>Plan Development</u> <ul style="list-style-type: none">• Develop values, policy, goals and strategies• Describe MWS process for managing concerns about diversity issues• Identify baseline data for collection• Develop compliance review and evaluation process |
| <u>Plan Implementation</u> <ul style="list-style-type: none">• Communicate values, policy, and goals• Manage implementation• Collect baseline and compliance review data• Manage process for managing concerns about diversity issues (considering suggestions and adjudicating complaints)• Participate in training Manage public notification of plan, values | <u>Plan Implementation</u> <ul style="list-style-type: none">• Coordinate training• Plan public notification of plan, values and MWS process for managing concerns about diversity issues |

| | |
|---|---|
| and MWS process for managing concerns about diversity issues | |
| Leadership Team Responsibilities Continued | Coordinator Responsibilities Continued |
| <u>Compliance Review</u> <ul style="list-style-type: none"> • Review periodic compliance review data • Prescribe improvement strategies • Manage implementation of improvement strategies | <u>Compliance Review</u> <ul style="list-style-type: none"> • Schedule periodic and annual compliance reviews • Analyze compliance review data and general data reflecting performance • Evaluate plan implementation and management • Develop improvement strategies • Report periodic review data and evaluations to Leadership team |
| <u>Evaluation</u> <ul style="list-style-type: none"> • Ensure MWS compliance with legal requirements and exemplary achievement through program diversity • Manage continued implementation and implementation of improvement strategies | <u>Evaluation</u> <ul style="list-style-type: none"> • Report annual compliance review data and evaluation to MWS Leadership Team, and Human Resources • Develop continued implementation and improvement strategies |

Organizational Environment

Mission

The mission of Metropolitan Water Services is to provide drinking water, wastewater treatment, and Stormwater management services to our community so we can enjoy a vital, safe, and dependable water supply and protected environment.

Strategic Goals

Goal One

MWS customers will continue to enjoy recreational activities using streams that are swimmable and fishable (according to state and federal criteria), as evidenced by:

- Reduced mileage of (303(d)) Impaired Streams listed in MWS' service area
- 99% compliance for all permitted Stormwater and collection system operations
- 99% compliance for wastewater effluent quality

Goal Two

MWS will continue to maintain competitiveness, relative to the top 10 rated large public utilities*, for clean, safe water services (water and wastewater), as indicated by:

- a. Cost per MG (million gallons) water treated
- b. Cost per MG (million gallons) of wastewater treatment capacity
- c. Billing cost per customer
- d. # of IODs (injuries on duty)
- e. # of at fault vehicular accidents
- f. # of OSHA/TOSHA (Occupational Safety and Health Administration/Tennessee Occupational Safety and Health Administration) violations
- g. % of bad debt to revenue billed
- h. % non-revenue water
- i. Demand for Stormwater Capital Improvements will show a negative trend, as reflected in the comparison of projects completed vs. projects designed.

**American Waterworks Association (AWWA), Association of Metropolitan Sewage Agencies (AMSA), and Water Environmental Federation (WEF), as applicable*

Goal Three

Customers of MWS will continue to have clean, safe, drinkable water, at levels meeting EPA (Environmental Protection Agency) water production and distribution water quality standards, as indicated by:

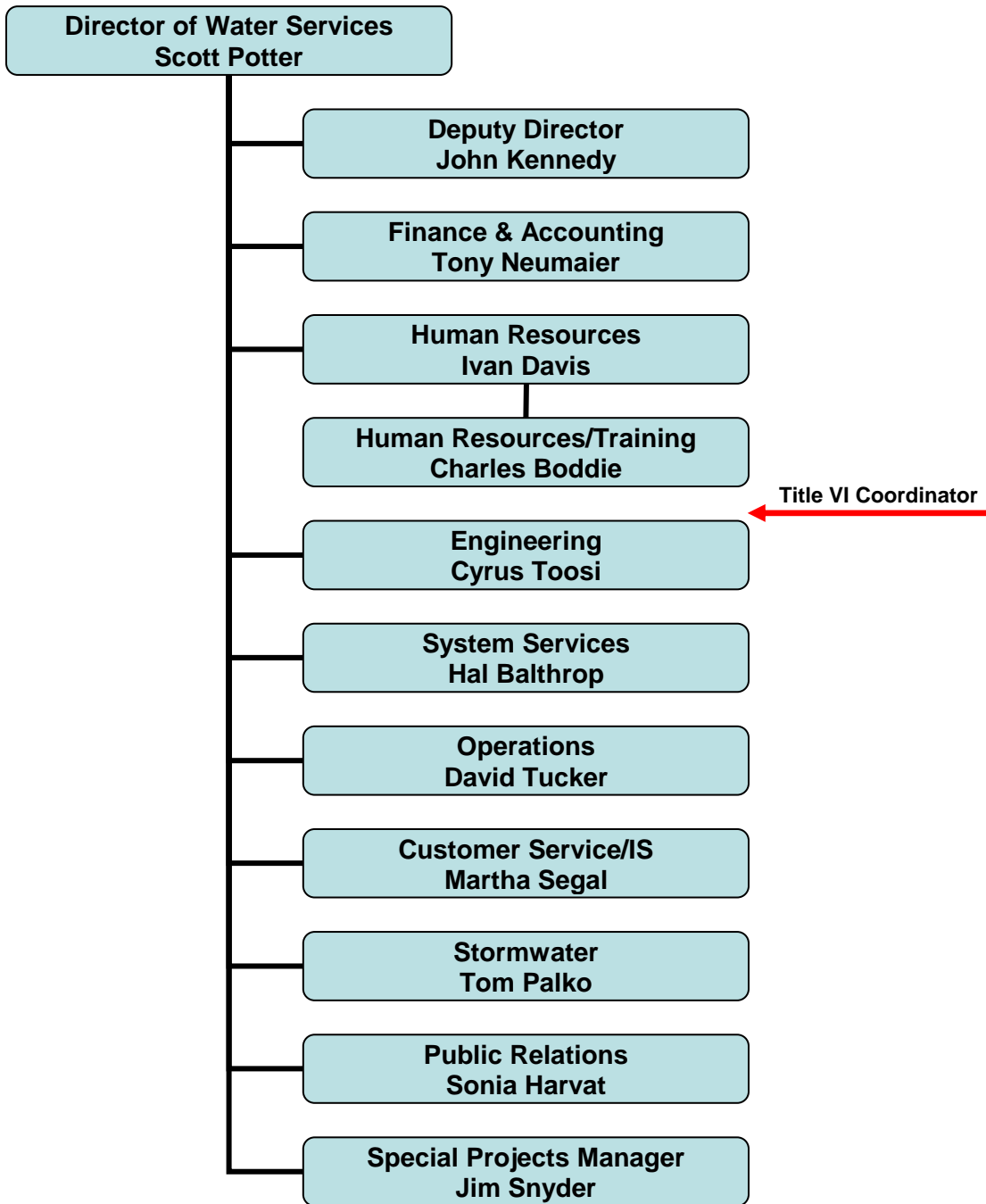
- a) Turbidity levels
- b) Chlorine levels
- c) Bacteria levels
- d) Taste and Odor
- e) Disinfection By-Products

Goal Four

MWS customers will continue to find it easier to do business with MWS and will be provided bills for service that are more accurate and timely, and telephone inquiries, when needed, will be answered more quickly and with less time "on hold". These improvements will be evidenced by:

- a. 5%, plus or minus 3%, on average, of calls where customers hang up before receiving call response (call abandonment) 45 seconds or less, on average, that customers are "on hold"
- b. 99% of customer bills, per month, reflecting accurate meter readings meters read accurately per month 99% of customer bills issued on time

Organizational Chart



Federal Funding in the Metropolitan Water Services Department

Section 404 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act established the Hazard Mitigation Grant Program (HMGP) in November 1988. Regulations governing the HMGP can be found at [44 Code of Federal Regulations 206](#). It was created to assist states and local communities in implementing long-term hazard mitigation measures following a major disaster declaration.

The Program's objectives are:

- To prevent future losses of lives and property due to disasters
- To implement State or local Hazard Mitigation plans
- To enable mitigation measures to be implemented during immediate recovery from a disaster, and
- To provide funding for previously identified mitigation measures that benefit the disaster area.

Any State and local government entity is eligible. State agencies and other divisions that may have projects that help support hazard mitigation objectives include those involved with natural resources, geological hazards, public works, infrastructure regulation or construction, floodplain management, parks and recreation, and community development.

As an eligible entity, Metro Water Services purchases homes in floodplains and has them demolished. The acquired property on which structures are removed will carry a permanent deed restriction providing that the property be maintained for open-space, recreational, or wetlands management purposes only.

Contracted Program Overview

The Goals of the Department as specified in the Metro Procurement Code

4.44.030 Mandatory duties of the purchasing agent.

- A. Assistance within metropolitan government agencies. Where feasible, the purchasing agent shall provide appropriate staff who shall be responsible to the purchasing agent and who shall serve within designated metropolitan government agencies to assist metropolitan government small and disadvantaged businesses in learning how to do business with the metropolitan government.

Metro utilizes the Office of Minority and Women Business Assistance division of Metro Purchasing to provide assistance to SBE's who are seeking to do business with Metro. The Office of Minority and Women Business Assistance works to ensure that both public and private resources are available to support the development and economic prosperity of small and historically underutilized businesses by collaborating with Metropolitan Nashville Government Departments, and other members of the Nashville business community.

- B. Special Publications. The purchasing agent will give special publicity to procurement procedures and issue special publications designed to assist small and disadvantaged businesses in learning how to do business with the metropolitan government.

The Office of Minority and Women Business Assistance serves as a resource to minority and small businesses providing information and technical assistance in general business development.

- C. Source Lists. The purchasing agent shall compile, maintain and make available source lists of small and disadvantaged businesses for the purpose of encouraging procurement from small and disadvantaged businesses.

MWS utilizes the Metro iProcurement purchasing system for all purchases, unless the procurement is to be by RFP / ITB. MWS employees are trained to use SBE vendors when making purchases via procurement cards, where feasible.

- D. Solicitation Mailing Lists. To the extent deemed by such officer to be appropriate and as may be required by regulation, the purchasing agent shall include small and disadvantaged businesses on solicitation mailing lists.

The Office of Minority and Women Business Assistance serves as a resource to minority and small businesses providing information and technical assistance in general business development.

- E. Solicitation of Small and Disadvantaged Businesses. The purchasing agent shall assure that small and disadvantaged businesses are solicited on each procurement under one thousand dollars and on each other procurement for which such businesses may be suited.

Each RFP has a SBE participation component which receives between 10 and 20 percent weight in the overall evaluation of the project bid / response. The Office of Minority and Women Business Assistance works with SBE vendors regarding bidding opportunities listed on the Purchasing Bid Opportunities Bulletin.

- F. Training Programs. The purchasing agent shall develop special training programs to be conducted by the metropolitan government to assist small and disadvantaged businesses in learning how to do business with the metropolitan government

MWS participated in the Metro Small Business Symposium designed to provide information regarding how to do business with MWS. Construction project, as well as all other bidding processes provide for a pre-bid

conference where questions regarding small and disadvantaged business participation are addressed by Purchasing.

4.44.040 Discretionary duties of the purchasing agent.

- A. Bonding. Notwithstanding other provisions of this the purchasing agent may reduce the level or change the types of bonding normally required or accept alternative forms of security to the extent reasonably necessary to encourage procurement from small and disadvantaged businesses.

MWS requires all project prime contractors to be bonded for the amount of the project bid.

- B. Progress Payments. The purchasing agent may make such special provisions for progress payments as such officer may deem reasonably necessary to encourage procurement from small and disadvantaged businesses.

It is the goal of MWS to make progress payments to contractors within 15 days of receipt of an approved pay estimate.

14% Minority Participation on the Stormwater Management Committee.
(Ronette Adams-Taylor)

Number of Complaints Received Last Year: 0.

Statement of Non-Discrimination:

We have implemented a plan that meets the needs of our Department in proactively achieving the intents and the positive business results of Title VI requirements. Title VI focuses, not only on nondiscrimination, but also equity, access, diverse perspective, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another. This recognition results in a commitment to implementation follow-through and performance measurement as critical factors of success.

Metro Sports Authority FY15 Title VI Report

Authority

The Title VI Coordinator for the Metro Sports Authority responds to questions, concerns, complaints, or requests for additional information regarding Title VI of the Civil Rights Act. The following person has been designated as this department's Title VI Coordinator:

Monica C. Fawknottson, Administrative Director
Metro Sports Authority
730 Second Avenue South, Suite 103
Nashville, TN 37210
Phone: 615-880-1021
E-mail: Monica.Fawknottson@nashville.gov

Organizational Environment

Mission Statement – The mission of the Sports Authority is to acquire, improve, repair, operate and maintain professional sports facilities and their surrounding campuses in Metro Nashville and Davidson County, within the provisions of governing contracts.

The Metro Sports Authority has oversight responsibility for LP Field, Bridgestone Arena, Ford Ice Center, and First Tennessee Park.

Federal Funding

The Metro Sports Authority currently receives no federal funding.

Contracted Program Overview

The Sports Authority typically enters into contracts following Metro Purchasing guidelines' and procedures, which include the standard language for Title VI requirements.

Minority Participation on the Board/Commission: **4 of 13 (31%)**

Number of Complaints Received Last Year: **0**

State Trial Courts Title VI Plan 2016

Authority

The Title VI Coordinator for the State Trial Courts is responsible for monitoring, training and educating staff on Title VI, handling questions, concerns, complaints, or requests for additional information regarding Title VI of the Civil Rights Act. The Coordinator maintains a Title VI complaint log, and ensures that all complaints will be investigated thoroughly and submits an annual Title VI plan to the Metro Human Relations Commission Title VI Coordinator. The following person has been designated as this department's Title VI Coordinator:

Janet Hobson, Director
Drug Court
1406 County Hospital Road
Nashville, TN 37208
Phone: 615-862-4230
Fax: 615-862-4219

Organizational Environment

Mission Statement

The mission of the State Trial Courts is to provide the public with equal and fair access to the judicial branch of government by providing a fair, independent and accessible forum for the just, timely and economical resolution of their legal affairs.

Strategic Goals

- To provide justice to all citizens in a fair impartial manner.
- To help reduce jail overcrowding by providing more felony offenders access to the Davidson County Drug Court.
- To continue to successfully supervise offenders placed in the Community Corrections and DUI Supervision programs
- To improve adjudication of cases involving foreign language barriers by having interpreters available when needed.

Federal Funding

Currently, The State Trial Courts receives no direct federal financial assistance from grants or other sources to achieve its goals and initiatives.

Contracted Program Overview

The department currently holds no contracts with outside agencies in the delivery of its programs or services.

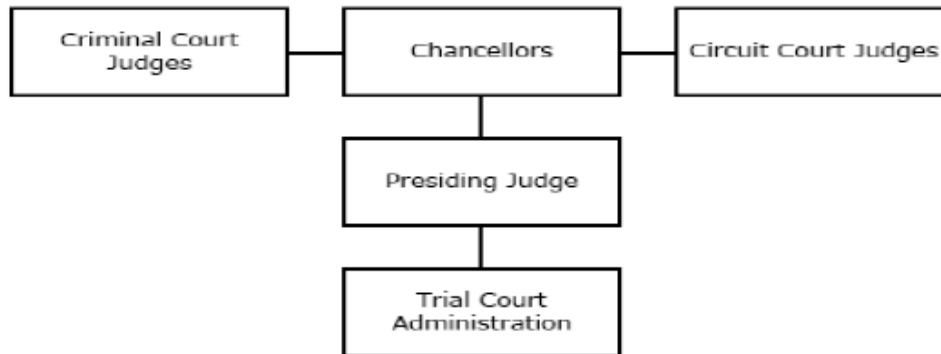
Number of Complaints Received Last Year- 0

Statement of Non-discrimination

The Metro State Trial Courts does not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, age, religion, creed or disability in admission to, access to or operations of its programs, services, or activities.

STATE TRIAL COURTS

Organizational Structure FY15



Metro Nashville Title VI Coordinators

| | Department | Title VI Coordinator | Coordinator Status |
|----|-------------------------------------|--|--------------------|
| 1 | Arts Commission | Rebecca Berrios | Current |
| 2 | Beer Board | Julie Welch | Current |
| 3 | Codes Administration | Roy L. Jones | Current |
| 4 | Community Education Alliance | Lovette Curry | Current |
| 5 | Criminal Court Clerk | Amy Rooker & Alfred Degrafinreid | Current |
| 6 | Emergency Communications - 911 | Lynette S. Dawkins | Current |
| 7 | Finance | Kimberly Northern | Current |
| 8 | Fire | Jamie Summers & Jaime Natali | Current |
| 9 | General Hospital | Lee Holmes | Current |
| 10 | General Services | Jerry Hall | Current |
| 11 | Metro Public Health | *Michelle Westbrook Birdsong | Current |
| 12 | Historical Commission | Yvonne Ogren | Current |
| 13 | Metro Human Relations Commission | Neal Darby, Jr. | Current |
| 14 | Human Resources | Les Bowron | Current |
| 15 | Information Technology Services | Cyndy Maddox & Jerome Trice | Current |
| 16 | Justice Integration Services | Julia Binkley | Current |
| 17 | Juvenile Court | Jim Swack | Current |
| 18 | Juvenile Court Clerk | Carolyn E. Leek | |
| 19 | MDHA | Pat Thicklin (pthickli@nashville-mdha.org) | Current |
| 20 | Metro Action Commission | Cassandra Johnson-Payne | Current |
| 21 | Metro Clerk | Shannon Hall | Current |
| 22 | Metro Transit Authority | Shontrill Lowe | Current |
| 23 | Municipal Auditorium | Sharon Hill | Current |
| 24 | Nashville Career Advancement Center | Constance L .Caudle | Current |
| 25 | Nashville Convention Center | Erin Hampton (@nashvillemcc.com) | Current |
| 26 | Office of Emergency Management | Charles Shannon | Current |
| 27 | Parks & Recreation | James Gray | Current |
| 28 | Planning Commission | Josie Bass | Current |
| 29 | Police | *Sue Bibb | Current |
| 30 | Public Defender | Annette Crutchfield | Current |
| 31 | Nashville Public Library | Susan L. Drye & *Sherry Adams | Current |
| 30 | Public Works | Yvonne Foote | Current |
| 31 | Sheriff’s Office | *Lynn Norris & *Kim Waters | Current |
| 32 | Social Services | Yuri Hancock | Current |
| 33 | Soil & Water Conservation | Carol M. Edwards | Current |
| 34 | Transportation Licensing Commission | Yvonne Foote | Current |
| 35 | Water Services | Charles Boddie, | Current |
| 36 | Metro Sports Authority | Monica Fawknatson | Current |
| 37 | Metro Public Schools | Tammy Carpenter @mnps.org | Current |
| 38 | Juvenile Court Clerk | Julius Sloss | Current |
| 39 | State Trial Courts (STC) | Janet Hobson | Current |
| 40 | Juvenile Court | Jessica L. Oldham | Current |
| 41 | Human Resources Manager MAC | Johnson-Payne, Cassandra (MAC) | |
| 42 | Human Resources Financial | Lisa Ricketts | Current |
| | | | |
| | | | |
| | | | |

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Versions of this table are available for the following years:

2013
2012
2011
2010

| Subject | Tennessee | | | |
|-----------------------------------|-----------|-----------------|-----------|-------------------------|
| | Estimate | Margin of Error | Percent | Percent Margin of Error |
| SEX AND AGE | | | | |
| Total population | 6,402,387 | ***** | 6,402,387 | (X) |
| Male | 3,120,796 | +/-1,183 | 48.7% | +/-0.1 |
| Female | 3,281,591 | +/-1,183 | 51.3% | +/-0.1 |
| Under 5 years | 403,431 | +/-708 | 6.3% | +/-0.1 |
| 5 to 9 years | 411,772 | +/-3,264 | 6.4% | +/-0.1 |
| 10 to 14 years | 423,504 | +/-3,246 | 6.6% | +/-0.1 |
| 15 to 19 years | 428,201 | +/-1,185 | 6.7% | +/-0.1 |
| 20 to 24 years | 442,761 | +/-1,089 | 6.9% | +/-0.1 |
| 25 to 34 years | 832,087 | +/-1,564 | 13.0% | +/-0.1 |
| 35 to 44 years | 851,537 | +/-1,389 | 13.3% | +/-0.1 |
| 45 to 54 years | 915,529 | +/-1,109 | 14.3% | +/-0.1 |
| 55 to 59 years | 423,043 | +/-3,272 | 6.6% | +/-0.1 |
| 60 to 64 years | 382,586 | +/-3,375 | 6.0% | +/-0.1 |
| 65 to 74 years | 512,510 | +/-707 | 8.0% | +/-0.1 |
| 75 to 84 years | 273,853 | +/-1,919 | 4.3% | +/-0.1 |
| 85 years and over | 101,573 | +/-1,870 | 1.6% | +/-0.1 |
| Median age (years) | 38.2 | +/-0.1 | (X) | (X) |
| 18 years and over | 4,909,634 | +/-572 | 76.7% | +/-0.1 |
| 21 years and over | 4,641,720 | +/-2,573 | 72.5% | +/-0.1 |
| 62 years and over | 1,109,672 | +/-3,072 | 17.3% | +/-0.1 |
| 65 years and over | 887,936 | +/-688 | 13.9% | +/-0.1 |
| 18 years and over | 4,909,634 | +/-572 | 4,909,634 | (X) |
| Male | 2,357,860 | +/-913 | 48.0% | +/-0.1 |
| Female | 2,551,774 | +/-776 | 52.0% | +/-0.1 |
| 65 years and over | 887,936 | +/-688 | 887,936 | (X) |
| Male | 383,842 | +/-491 | 43.2% | +/-0.1 |
| Female | 504,094 | +/-422 | 56.8% | +/-0.1 |
| RACE | | | | |
| Total population | 6,402,387 | ***** | 6,402,387 | (X) |
| One race | 6,289,144 | +/-3,353 | 98.2% | +/-0.1 |
| Two or more races | 113,243 | +/-3,353 | 1.8% | +/-0.1 |
| One race | 6,289,144 | +/-3,353 | 98.2% | +/-0.1 |
| White | 5,007,014 | +/-4,426 | 78.2% | +/-0.1 |
| Black or African American | 1,073,534 | +/-2,741 | 16.8% | +/-0.1 |
| American Indian and Alaska Native | 16,604 | +/-1,453 | 0.3% | +/-0.1 |
| Cherokee tribal grouping | 5,015 | +/-576 | 0.1% | +/-0.1 |
| Chippewa tribal grouping | 255 | +/-117 | 0.0% | +/-0.1 |
| Navajo tribal grouping | 147 | +/-114 | 0.0% | +/-0.1 |
| Sioux tribal grouping | 439 | +/-208 | 0.0% | +/-0.1 |

| Subject | Tennessee | | | |
|---|-----------|-----------------|-----------|-------------------------|
| | Estimate | Margin of Error | Percent | Percent Margin of Error |
| Asian | 95,801 | +/-1,337 | 1.5% | +/-0.1 |
| Asian Indian | 23,211 | +/-1,867 | 0.4% | +/-0.1 |
| Chinese | 16,149 | +/-1,427 | 0.3% | +/-0.1 |
| Filipino | 9,132 | +/-1,083 | 0.1% | +/-0.1 |
| Japanese | 4,007 | +/-587 | 0.1% | +/-0.1 |
| Korean | 10,659 | +/-1,330 | 0.2% | +/-0.1 |
| Vietnamese | 12,745 | +/-1,509 | 0.2% | +/-0.1 |
| Other Asian | 19,898 | +/-1,746 | 0.3% | +/-0.1 |
| Native Hawaiian and Other Pacific Islander | 3,110 | +/-540 | 0.0% | +/-0.1 |
| Native Hawaiian | 883 | +/-263 | 0.0% | +/-0.1 |
| Guamanian or Chamorro | 852 | +/-239 | 0.0% | +/-0.1 |
| Samoa | 450 | +/-219 | 0.0% | +/-0.1 |
| Other Pacific Islander | 925 | +/-373 | 0.0% | +/-0.1 |
| Some other race | 93,081 | +/-4,192 | 1.5% | +/-0.1 |
| Two or more races | 113,243 | +/-3,353 | 1.8% | +/-0.1 |
| White and Black or African American | 38,202 | +/-1,973 | 0.6% | +/-0.1 |
| White and American Indian and Alaska Native | 33,877 | +/-1,222 | 0.5% | +/-0.1 |
| White and Asian | 15,082 | +/-1,189 | 0.2% | +/-0.1 |
| Black or African American and American Indian and Alaska Native | 3,881 | +/-717 | 0.1% | +/-0.1 |
| Race alone or in combination with one or more other races | | | | |
| Total population | 6,402,387 | ***** | 6,402,387 | (X) |
| White | 5,110,537 | +/-5,347 | 79.8% | +/-0.1 |
| Black or African American | 1,124,111 | +/-1,464 | 17.6% | +/-0.1 |
| American Indian and Alaska Native | 59,620 | +/-1,527 | 0.9% | +/-0.1 |
| Asian | 116,393 | +/-741 | 1.8% | +/-0.1 |
| Native Hawaiian and Other Pacific Islander | 6,286 | +/-744 | 0.1% | +/-0.1 |
| Some other race | 106,071 | +/-4,427 | 1.7% | +/-0.1 |
| HISPANIC OR LATINO AND RACE | | | | |
| Total population | 6,402,387 | ***** | 6,402,387 | (X) |
| Hispanic or Latino (of any race) | 300,159 | +/-317 | 4.7% | +/-0.1 |
| Mexican | 199,217 | +/-4,091 | 3.1% | +/-0.1 |
| Puerto Rican | 22,827 | +/-1,584 | 0.4% | +/-0.1 |
| Cuban | 9,602 | +/-1,289 | 0.1% | +/-0.1 |
| Other Hispanic or Latino | 68,513 | +/-3,835 | 1.1% | +/-0.1 |
| Not Hispanic or Latino | 6,102,228 | +/-317 | 95.3% | +/-0.1 |
| White alone | 4,820,109 | +/-1,015 | 75.3% | +/-0.1 |
| Black or African American alone | 1,066,128 | +/-2,550 | 16.7% | +/-0.1 |
| American Indian and Alaska Native alone | 12,785 | +/-888 | 0.2% | +/-0.1 |
| Asian alone | 95,295 | +/-1,321 | 1.5% | +/-0.1 |
| Native Hawaiian and Other Pacific Islander alone | 2,880 | +/-506 | 0.0% | +/-0.1 |
| Some other race alone | 5,368 | +/-755 | 0.1% | +/-0.1 |
| Two or more races | 99,663 | +/-3,034 | 1.6% | +/-0.1 |
| Two races including Some other race | 3,165 | +/-623 | 0.0% | +/-0.1 |
| Two races excluding Some other race, and Three or more races | 96,498 | +/-3,109 | 1.5% | +/-0.1 |
| Total housing units | 2,821,797 | +/-535 | (X) | (X) |

Source: U.S. Census Bureau, 2009-2013 5-Year American Community Survey

Explanation of Symbols:

An "***" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.

An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.

An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.

An "****" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.

An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.

An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.

An "(X)" means that the estimate is not applicable or not available.

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see *Accuracy of the Data*). The effect of nonsampling error is not represented in these tables.

The ACS questions on Hispanic origin and race were revised in 2008 to make them consistent with the Census 2010 question wording. Any changes in estimates for 2008 and beyond may be due to demographic changes, as well as factors including questionnaire changes, differences in ACS population controls, and methodological differences in the population estimates, and therefore should be used with caution. For a summary of questionnaire changes see http://www.census.gov/acs/www/methodology/questionnaire_changes/. For more information about changes in the estimates see <http://www.census.gov/population/hispanic/files/acs08researchnote.pdf>.

For more information on understanding race and Hispanic origin data, please see the Census 2010 Brief entitled, *Overview of Race and Hispanic Origin: 2010*, issued March 2011. (pdf format)

While the 2009-2013 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau | American FactFinder

MEMBERS OF THE METROPOLITAN COUNCIL 2011-2015

| <u>VICE MAYOR & PRESIDENT</u> | <u>Address</u> | <u>Telephone</u> | |
|--|--|-------------------------|-------------------------|
| | | <u>Business</u> | <u>Residence</u> |
| NEIGHBORS, Diane | One Public Square, Suite 204 P. O. Box 196300 (37219) | 880-3357 | 226-6073 |
| <u>COUNCIL MEMBERS AT LARGE</u> | | | |
| BARRY, Megan | 2017 20 th Avenue, South (37212) | | 480-3008 |
| STEINE, Ronnie | 319 Whitworth Way (37205) | | 385-9757 |
| GARRETT, Tim | 1922 Tinnin Road, Goodlettsville (37072) | | 859-1047 |
| TYGARD, Charlie | 617 Poplar Creek Trace (37221) | 256-7146 | 646-3295 |
| MAYNARD, Jerry | 941 35 th Avenue, North (37209) | | 942-6233 |
| <u>DISTRICT COUNCIL MEMBERS</u> | | | |
| 1. MATTHEWS, Lonnell, Jr. | 2733 Cato Ridge Drive (37218) | | 876-2319 |
| 2. HARRISON, Frank | 1817 Glade Street (37207) | | 228-7693 |
| 3. HUNT, Walter | 3616 Trail Hollow Lane, Whites Creek (37189) | | 876-3367 |
| 4. BANKS, Brady | 5845 Brentwood Trace, Brentwood (37027) | | 663-1037 |
| 5. DAVIS, Scott | 206 Queen Avenue (37207) | | 554-9730 |
| 6. WESTERHOLM, Peter | 1502 Long Avenue (37206) | | 429-4042 |
| 7. DAVIS, Anthony | 1516 Dugger Drive (37206) | | 775-8746 |
| 8. BENNETT, Karen | 2832 Alhambra Circle (37207) | | 228-8107 |
| 9. PRIDEMORE, Bill | 1537 Neely's Bend Road, Madison (37115) | | 915-1419 |
| 10. PARDUE, Doug | 2086 Graceland Drive, Goodlettsville (37072) | 305-3945 | 859-9370 |
| 11. HAGAR, Larry | 108 Cherry Branch Lane, Old Hickory (37138) | | 972-4335 |
| 12. GLOVER, Steve | 4156 Central Pike, Hermitage 37076 | | 883-1378 |
| 13. STITES, Josh | 1920 Deep Woods Trail (37214) | | 583-9271 |
| 14. STANLEY, Bruce | 3211 Downeymeade Court (37214) | | 889-6697 |
| 15. CLAIBORNE, Phil | 2911 Western Hills Drive (37214) | | 889-2907 |
| 16. TENPENNY, Tony | 3000 Mavert Drive (37211) | | 506-2016 |
| 17. MOORE, Sandra | 916 Benton Avenue (37204) | | 386-9246 |
| 18. ALLEN, Burkley | 3521 Byron Avenue (37205) | | 383-6604 |
| 19. GILMORE, Erica | 1022 10 th Avenue, North (37208) | | 248-8852 |
| 20. BAKER, Buddy | 6357 Alamo Place (37209) | | 356-0714 |
| 21. LANGSTER, Edith | 2423 Underwood Street (37208) | | 320-5783 |
| 22. WEINER, Sheri | 417 W.F. Rust Court (37221) | | 347-7544 |
| 23. EVANS, Emily | 113 Pembroke Avenue (37205) | | 356-3238 |
| 24. HOLLEMAN, Jason | 5516 Meadowcrest Lane (37209) | | 579-8929 |
| 25. McGUIRE, Sean | 1126 Duncanwood Drive (37204) | | 260-2634 |
| 26. HARMON, Chris | 707 Desmond Drive (37211) | | 405-7132 |
| 27. BLALOCK, Davette | 769 Huntington Parkway (37211) | 485-6563 | 831-5525 |
| 28. DOMINY, Duane A. | 101 Cherokee Place, Antioch (37013) | | 831-0774 |
| 29. JOHNSON, Karen Y. | 2928 Moss Spring Drive, Antioch (37013) | | 977-6721 |
| 30. POTTS, Jason | 3914 East Ridge Drive (37211) | 491-6857 | 332-0568 |
| 31. BEDNE, Fabian | 6649 Sugar Valley Drive (37211) | | 829-6226 |
| 32. DOWELL, Jacobia | 2609 Welshcrest Drive, Antioch (37013) | | 731-3177 |
| 33. DUVALL, Robert | 208 Cambridge Place, Antioch (37013) | | 957-7313 |
| 34. TODD, Carter | 4005 Wallace Lane (37215) | | 305-8903 |
| 35. MITCHELL, Bo | 6421 Riverplace Drive (37221) | | 477-6718 |

UPDATED: District 11 Resigned 1/23/14

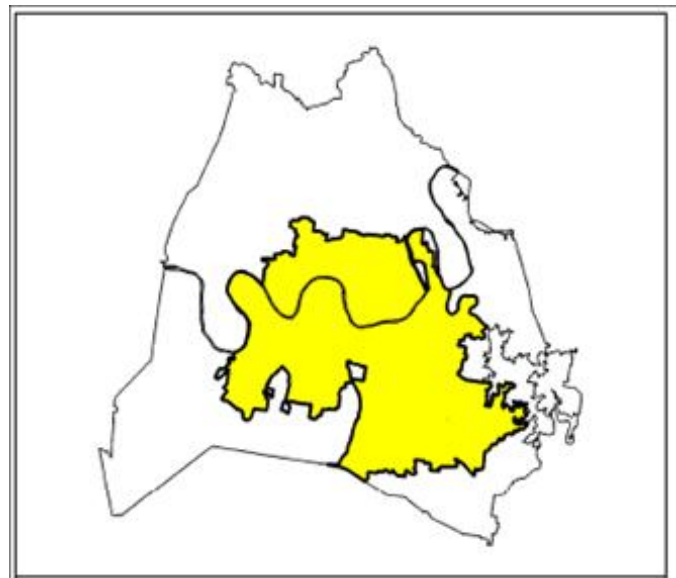
Organizational Chart of Operating Departments and the Metropolitan Government of Nashville & Davidson County Form of Government

On April 1, 1963 the governments of the City of Nashville and Davidson County were consolidated into a single "Metropolitan Government of Nashville and Davidson County," under which the boundaries of the City of Nashville and Davidson County are coextensive.

The executive and administrative powers are vested in the Mayor, who is elected at large for a four-year term. The Mayor is authorized to administer, supervise and control all departments and to appoint all members of boards and commissions. A two-thirds vote of the legislative body, the Council, is required to override the Mayor's veto. The Charter also provides for a Vice-Mayor, who is elected at large for a four-year term and is the presiding officer of the Council. The Council is composed of 40 members who are elected for four-year terms.

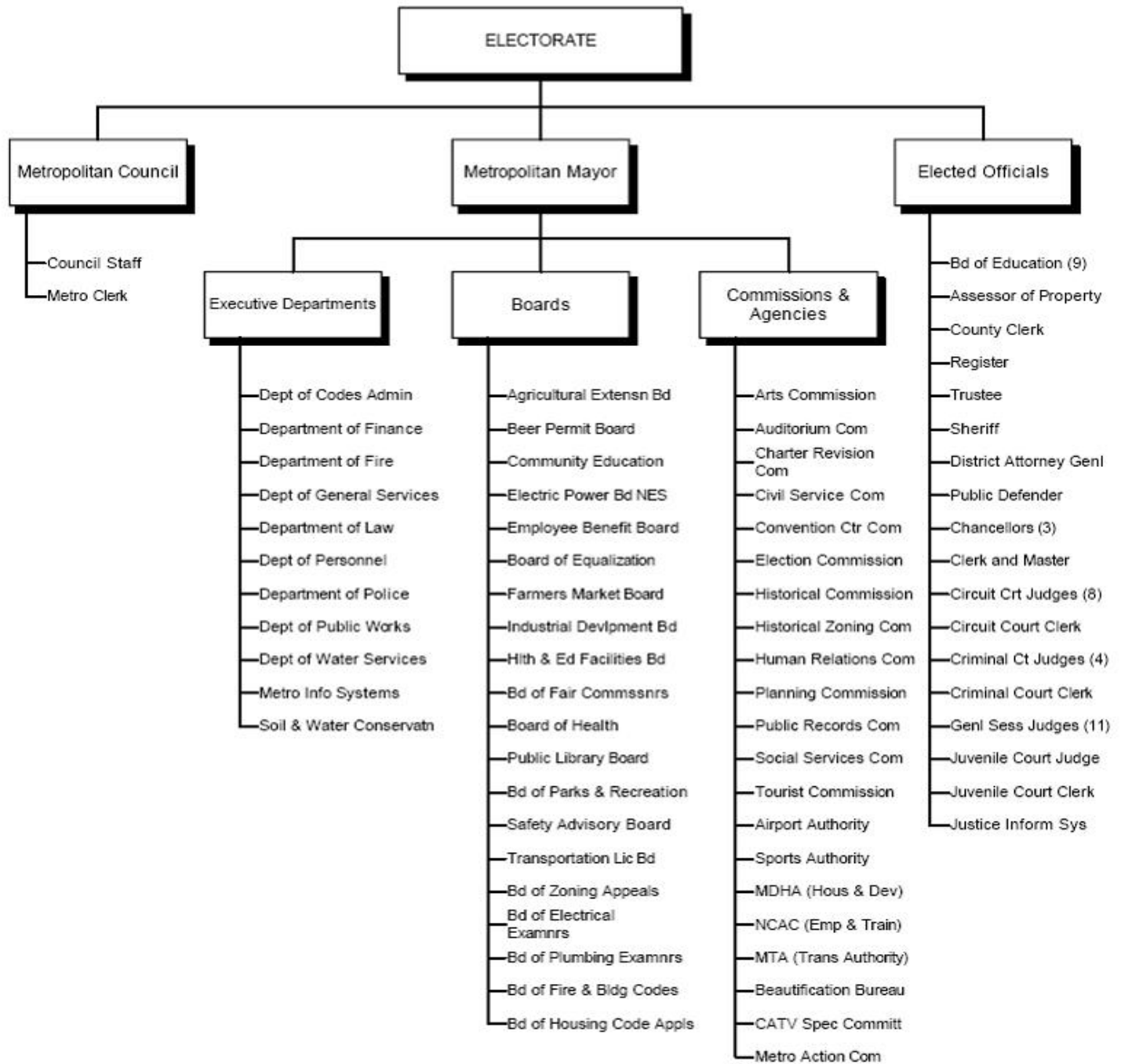
The Charter provides a framework for local government in Nashville to serve the needs of two service districts: (i) the General Services District (the "GSD") and (ii) the Urban Services District (the "USD"). The GSD embraces the entire area of Davidson County and its residents are taxed to support those services, functions and debt obligations which are deemed properly chargeable to the whole population. Such services include general administration, police, fire protection, courts, jails, health, welfare, hospitals, streets and roads, traffic, schools, parks and recreation, airport facilities, auditoriums, public housing, urban renewal, planning and public libraries.

The original USD conformed to the corporate limits of the City of Nashville as they existed on April, 1963, the date of consolidation. USD residents are charged an additional tax to support those services, functions and debt obligations which benefit only the USD. Such services include additional police protection, storm sewers, street lighting and refuse collection. The Charter provides: "The area of the Urban Services District may be expanded and its territorial limits extended by annexation whenever particular areas of the General Services District come to need urban services, and The Metropolitan Government becomes able to provide such service within a reasonable period which shall be no greater than one year after ad valorem taxes in the annexed area become due." Since April 1, 1963 the area of the USD has been expanded from 72 square miles to 152 square miles.



The USD (shaded area) is a subset of the GSD.

THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY
ORGANIZATION CHART



Title VI Report, FY15

| <i>GRANTOR</i> | <i>TITLE</i> | <i>AWARD</i> | <i>GRANT END DATE</i> |
|--|---|-----------------|-----------------------|
| ARTS COMMISSION | | | |
| NATIONAL ENDOWMENT FOR THE ARTS | Major Cultural Institution 15 | \$71,500.00 | 6/30/2014 |
| NATIONAL ENDOWMENT FOR THE ARTS | Art Works 13-14 | \$25,000.00 | 12/31/2014 |
| DISTRICT ATTORNEY | | | |
| U.S. DEPARTMENT OF JUSTICE | VOCA Hispanic, Child, and Family 12-15 | \$474,948.00 | 6/30/2015 |
| FINANCE DEPARTMENT | | | |
| U.S. DEPARTMENT OF HOMELAND SECURITY | FLOOD Public Assistance 10-15 01 | \$67,181,399.70 | 4/29/2020 |
| FIRE DEPARTMENT | | | |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Staffing for Adequate Fire and Emergency Response (SAFER) 12-14 | \$4,201,120.00 | 12/31/2014 |
| HEALTH DEPARTMENT | | | |
| ENVIRONMENTAL PROTECTION AGENCY | U.S. EPA PM2.5 Air Pollution 103 08-14 | \$935,000.00 | 3/31/2015 |
| ENVIRONMENTAL PROTECTION AGENCY | Air Pollution 105 09-11 | \$2,029,891.00 | 9/30/2014 |
| ENVIRONMENTAL PROTECTION AGENCY | Air Pollution 105 14-16 | \$107,416.00 | 9/30/2016 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Tobacco Use Prevention Services 14-15 | \$42,500.00 | 3/31/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Commodity Supplemental Food Program (CSFP) 13-14 | \$237,000.00 | 9/30/2014 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Children's Special Services 15 | \$754,900.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Bioterrorism 15 | \$820,900.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Healthy Start Home Visiting Program 14-16 | \$380,000.00 | 6/30/2016 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Pathways to Responsible Fatherhood 13-14 | \$1,589,107.00 | 9/29/2014 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Tuberculosis Control, Prevention and Outreach Services 15 | \$1,531,300.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Help Us Grow Successfully (HUGS) 14-19 | \$3,051,000.00 | 6/30/2019 |

| <i>GRANTOR</i> | <i>TITLE</i> | <i>AWARD</i> | <i>GRANT END DATE</i> |
|--|--|---------------------|------------------------------|
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Environmental Health Specialist Network 15 | \$92,600.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Health Promotion Services 15 | \$116,000.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Women, Infant and Children (WIC) and Commodity Supplemental Food Program 14-18 | \$20,595,200.00 | 9/30/2018 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | HIV-AIDS Prevention, Surveillance, STD, Rapid Testing and CAPUS 14-14 | \$1,135,600.00 | 12/31/2014 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Chronic Disease Management and School Health Promotion Services 14-18 | \$353,000.00 | 6/30/2018 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Breast and Cervical Cancer Screening 14-17 | \$267,000.00 | 6/30/2017 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | HIV Emergency Relief 14-15 | \$4,801,176.00 | 2/28/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | TENnder Care Outreach Services and Welcome Baby 15 | \$801,400.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | HIV-AIDS Prevention, Surveillance, STD, Rapid Testing and CAPUS 15-15 | \$1,116,000.00 | 12/31/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Healthy Start Initiative - Eliminating Racial Ethnic Disparities 13-14 | \$716,143.00 | 12/31/2014 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Women, Infant and Children (WIC) 13-14 | \$4,486,000.00 | 9/30/2014 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | HIV Emergency Relief 15-16 | \$3,729,815.00 | 2/28/2016 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Tobacco Use Prevention Services 15-17 | \$85,000.00 | 3/31/2017 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | HIV Emergency Relief 13-14 | \$4,490,765.99 | 2/28/2014 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Immunization Service 15-15 | \$512,400.00 | 12/31/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Family Planning 12-17 | \$4,273,000.00 | 6/30/2017 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Immunization Service 14-14 | \$512,400.00 | 12/31/2014 |
| HISTORICAL COMMISSION | | | |
| NATIONAL PARKS SERVICE | THC NPS Grant 14-15 | \$12,000.00 | 9/30/2015 |
| JUVENILE COURT | | | |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Child Support Enforcement, Title IV-D 14 | \$1,894,834.10 | 6/30/2015 |
| U.S. DEPARTMENT OF JUSTICE | Juvenile Accountability Block Grant (JABG) 15 | \$46,743.00 | 6/30/2015 |
| MAYOR'S OFFICE | | | |
| U.S. DEPARTMENT OF JUSTICE | Title V Delinquency Prevention 13-14 | \$17,700.00 | 9/30/2014 |

| <i>GRANTOR</i> | <i>TITLE</i> | <i>AWARD</i> | <i>GRANT END DATE</i> |
|--|--|---------------------|------------------------------|
| METRO ACTION | | | |
| U.S. DEPARTMENT OF AGRICULTURE | Summer Food Service 14-14 | \$804,797.00 | 8/1/2014 |
| U.S. DEPARTMENT OF AGRICULTURE | Child and Adult Care Food Program NAZA 14-15 | \$57,000.00 | 9/30/2015 |
| U.S. DEPARTMENT OF AGRICULTURE | Child and Adult Care Food Program HS 14-15 | \$1,293,900.00 | 9/30/2015 |
| U.S. DEPARTMENT OF AGRICULTURE | Child and Adult Care Food Program 13-14 | \$915,000.00 | 9/30/2014 |
| U.S. DEPARTMENT OF AGRICULTURE | Child and Adult Care Food Program NAZA 13-14 | \$57,000.00 | 9/30/2014 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Community Services Block Grant (CSBG) 15 | \$1,250,400.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Head Start /Early Head Start 15 | \$12,167,540.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Low Income Home Energy Assistance Program (LIHEAP) 14-15 | \$3,831,684.60 | 9/29/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Low Income Home Energy Assistance Program (LIHEAP) 13-14 | \$5,961,101.19 | 9/29/2014 |
| NCAC | | | |
| U.S. DEPARTMENT OF LABOR | WIA Dislocated Worker 13-15(b) | \$2,161,685.00 | 6/30/2015 |
| U.S. DEPARTMENT OF LABOR | WIA Adult 13-15(b) | \$1,845,287.00 | 6/30/2015 |
| U.S. DEPARTMENT OF LABOR | WIA Dislocated Worker 13-15 | \$229,686.00 | 6/30/2015 |
| U.S. DEPARTMENT OF LABOR | WIA Youth 14-16 | \$2,022,571.00 | 6/30/2016 |
| U.S. DEPARTMENT OF LABOR | WIA Dislocated Worker 14-16 (b) | \$1,742,818.00 | 6/30/2016 |
| U.S. DEPARTMENT OF LABOR | WIA Adult 13-15 | \$48,896.00 | 6/30/2015 |
| U.S. DEPARTMENT OF LABOR | WIA Adult 14-16 | \$131,330.00 | 6/30/2016 |
| U.S. DEPARTMENT OF LABOR | Incentive 14-15 (b) | \$22,125.00 | 10/31/2015 |
| U.S. DEPARTMENT OF LABOR | WIA Youth 13-15 | \$2,054,161.00 | 6/30/2015 |
| U.S. DEPARTMENT OF LABOR | Asset Building 14-14 | \$75,180.00 | 12/31/2014 |
| U.S. DEPARTMENT OF LABOR | WIA Dislocated Worker 14-16 | \$287,877.00 | 6/30/2016 |
| U.S. DEPARTMENT OF LABOR | WIA Adult 14-16 (b) | \$1,723,916.00 | 6/30/2016 |
| U.S. DEPARTMENT OF LABOR | WIA Dislocated Worker - Rapid Response 14-15 | \$700,000.00 | 6/30/2015 |

| <i>GRANTOR</i> | <i>TITLE</i> | <i>AWARD</i> | <i>GRANT END DATE</i> |
|--|--|---------------------|------------------------------|
| U.S. DEPARTMENT OF LABOR | Incumbent Worker-Rapid Response 15-15 | \$75,000.00 | 12/31/2015 |
| U.S. DEPARTMENT OF LABOR | Incumbent Worker 14-14 | \$63,000.00 | 12/31/2014 |
| U.S. DEPARTMENT OF LABOR | Incentive 14-15 | \$68,173.00 | 6/30/2015 |
| OFFICE OF EMERG. MGMT. | | | |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Public Assistance FEMA Declaration 1978-DR-TN 11-16 | \$22,778.03 | 4/3/2016 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Emergency Management Performance 13-15 | \$188,350.00 | 6/30/2014 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | 2014 Homeland Security 14-16 | \$275,341.00 | 4/30/2016 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | 2013 Homeland Security 13-15 | \$211,357.00 | 9/30/2015 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Hazardous Materials Emergency Preparedness 15-15 | \$7,200.00 | 9/30/2015 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Port Security 11-14 | \$1,000,046.00 | 8/31/2014 |
| PARKS & RECREATION | | | |
| NATIONAL INSTITUTES OF HEALTH/NATIONAL HEART,LUNG, AND BLOOD INSTITUTE | Growing Right Onto Wellness (GROW) 10-15 | \$802,189.67 | 4/30/2015 |
| NAT'L HISTORICAL PUBLICATIONS AND RECORDS COMMISSION | Fort Negley Archives 14-15 | \$1,250.00 | 6/30/2015 |
| U.S. DEPARTMENT OF TRANSPORTATION | Stones River Greenway | \$8,200,000.00 | |
| U.S. DEPARTMENT OF TRANSPORTATION | ARRA TSU Connector Greenway 09-15 | \$1,074,608.00 | 9/30/2015 |
| PLANNING COMMISSION | | | |
| U.S. DEPARTMENT OF TRANSPORTATION | Transportation Planning and Coordination 13-15 | \$4,453,000.00 | 9/3/2015 |
| U.S. DEPARTMENT OF TRANSPORTATION | Short-Range Transit Planning Activities 14-17 | \$493,703.00 | 12/31/2017 |
| U.S. DEPARTMENT OF TRANSPORTATION | Short-Range Transit Planning Activities 11-16 | \$777,545.00 | 6/30/2016 |
| U.S. DEPARTMENT OF TRANSPORTATION | Nashville Expanded Urbanized Area 13-15 | \$1,158,588.00 | 9/30/2015 |
| U.S. DEPARTMENT OF TRANSPORTATION | Short-Range Transit Planning Activities 10-15 | \$399,082.00 | 11/30/2015 |
| U.S. DEPARTMENT OF TRANSPORTATION | Regional Bicycle-Pedestrian Planning & Coordination Activities 14-19 | \$250,000.00 | 6/30/2019 |
| POLICE DEPARTMENT | | | |
| U.S. DEPARTMENT OF JUSTICE | Gang Resistance Education And Training (G.R.E.A.T.) 11-12 | \$100,000.00 | 9/30/2014 |

| <i>GRANTOR</i> | <i>TITLE</i> | <i>AWARD</i> | <i>GRANT END DATE</i> |
|---|--|---------------------|------------------------------|
| U.S. DEPARTMENT OF JUSTICE | Crime Victim Assistance-Victims of Crime (VOCA) 12-15 | \$163,578.00 | 6/30/2015 |
| U.S. DEPARTMENT OF JUSTICE | Justice Assistance Grant 14-17 | \$532,216.00 | 9/30/2017 |
| U.S. DEPARTMENT OF JUSTICE | Justice Assistance Grant 11-14 | \$666,280.00 | 9/30/2014 |
| U.S. DEPARTMENT OF JUSTICE | GREAT Regional Training Center 11-12 | \$620,000.00 | 9/30/2014 |
| U.S. DEPARTMENT OF JUSTICE | Justice Assistance Grant (JAG) 12-15 | \$522,006.00 | 9/30/2015 |
| U.S. DEPARTMENT OF JUSTICE | Outreach and Collaboration-Victims of Crime (VOCA) 14-15 | \$112,000.00 | 6/30/2015 |
| U.S. DEPARTMENT OF JUSTICE | Bulletproof Vest Partnership 12-14 | \$28,193.26 | 8/31/2014 |
| U.S. DEPARTMENT OF JUSTICE | Gang Resistance Education And Training (G.R.E.A.T.) RTC 13-15 | \$325,000.00 | 9/30/2015 |
| U.S. DEPARTMENT OF JUSTICE | Justice Assistance Grant 13-16 | \$490,328.00 | 9/30/2016 |
| U.S. DEPARTMENT OF TRANSPORTATION | Governor's Highway Safety Alcohol Saturation 13-14 | \$799,089.55 | 9/30/2014 |
| U.S. DEPARTMENT OF TRANSPORTATION | Governor's Highway Safety Alcohol Saturation 14-15 | \$854,808.55 | 9/30/2015 |
| PUBLIC LIBRARY | | | |
| INSTITUTE OF MUSEUM AND LIBRARY SERVICES | LSTA Technology 14-15 | \$7,332.00 | 4/30/2015 |
| PUBLIC WORKS | | | |
| U.S. DEPARTMENT OF TRANSPORTATION | Signal System Upgrade Phase 3B 11-14 | \$600,000.00 | 12/31/2014 |
| U.S. DEPARTMENT OF TRANSPORTATION | Jefferson Street Intersection Improvement 08-17 | \$920,808.00 | 6/1/2017 |
| U.S. DEPARTMENT OF TRANSPORTATION | Intersection Improvements 08-17 | \$5,850,000.00 | 12/31/2017 |
| U.S. DEPARTMENT OF TRANSPORTATION | Shelby Ave. Gateway Blvd. 09-17 | \$5,200,000.00 | 10/1/2017 |
| U.S. DEPARTMENT OF TRANSPORTATION | Harding Place Sidewalk and Bikeways 10-15 | \$862,840.20 | 8/25/2015 |
| U.S. DEPARTMENT OF TRANSPORTATION | Flood May 2010 Reimbursements 14-16 | \$265,826.14 | 6/1/2016 |
| U.S. DEPARTMENT OF TRANSPORTATION | ATIS Phase 1B - Traffic Detection and Monitoring System 11-14 | \$1,640,000.00 | 12/31/2014 |
| U.S. DEPARTMENT OF TRANSPORTATION | Harding Place Pedestrian Network Enhancement: Phase 1 - Nolensville Pike to Tampa Drive 11-16 | \$1,933,300.00 | 8/1/2016 |
| SOCIAL SERVICES | | | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | AmeriCorps VISTA 14-15 | \$0.00 | 2/21/2015 |

| <i>GRANTOR</i> | <i>TITLE</i> | <i>AWARD</i> | <i>GRANT END DATE</i> |
|--|--|---------------------|------------------------------|
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Homemaker Services (Options) 15 | \$25,000.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Personal Care (Options) 15 | \$7,100.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | Cooperative Agreement to Benefit Homeless Individuals (TN-CABHI) 14-15 | \$510,000.00 | 9/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Nutrition Services NSIP (Nutrition Services) 15 | \$137,230.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Transportation Services (Nutrition Services) 15 | \$70,000.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Home Delivered Frozen Meals - State (Nutrition Services) 15 | \$57,839.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Home Delivered Meals IIIC (Nutrition Services) 15 | \$362,867.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Nutrition Services IIIC (Nutrition Services) 15 | \$288,622.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES | GNRC Nutrition HCBS (Options) 15 | \$77,900.00 | 6/30/2015 |
| U.S. DEPARTMENT OF HOUSING & URBAN DEV. | HUD CDBG Five Year Plan 14-15 | \$200,000.00 | 1/20/2015 |
| STATE TRIAL COURTS | | | |
| U.S. DEPARTMENT OF JUSTICE | STOP Violence Against Women 14-15 | \$39,836.00 | 6/30/2015 |
| WATER & SEWER | | | |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Flood Benzing Road/Park Terrace Home Buyout 11-14 | \$13,329,032.50 | 11/7/2014 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Flood Pennington Bend Home Buyout 11-14 | \$5,112,161.50 | 11/7/2014 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | Flood Yale Avenue Home Buyout 12-15 | \$3,136,127.00 | 8/1/2015 |
| U.S. DEPARTMENT OF HOMELAND SECURITY | FLOOD Miami Avenue Home Buyout 11-14 | \$7,734,510.00 | 10/10/2014 |

Fiscal Year 2013 Disadvantaged Business Report
FY 15 Fiscal Yr. (July 1, 2014 - April 30, 2015)

| Disadvantaged Business | | | | | | | | | | | | | | | Totals | | |
|-------------------------------------|----------|-------|-----------------|----------------------------|----------------------------|------------------|----------|-------|-----------------|------------------------------|-------------------|------------------------------|-----------------|-----------------------|-------------------|------------|--------------|
| Ethnic Minority Male Only | | | | | | Woman Owned | | | | | | Total Disadvantaged Business | Non-Ethnic Male | Total of All Business | | | |
| African American | Hispanic | Asian | Native American | Non-Specific Male Minority | Total Male Ethnic Minority | African American | Hispanic | Asian | Native American | Non-Specific Female Minority | Non-Ethnic Female | | | | Total Woman Owned | OS&E* | |
| 1 Agricultural Extension | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| 2 Arts Commission Auditorium | 4150 | 3,360 | 0 | 1,378 | 0 | \$8,888 | 0 | 366 | 0 | 521 | 0 | 71,163 | \$72,050 | 0 | \$80,938 | 1172429 | \$1,253,367 |
| 3 Commission | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$0 | \$0 | \$0 |
| 4 Beer Permit Board | 0 | 0 | 0 | 526 | 0 | \$526 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$526 | 106 | \$632 |
| 5 Community Education | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| 6 Convention Center Election | 10,725 | 0 | 0 | 0 | 0 | \$10,725 | 0 | 0 | 0 | 0 | 0 | 11,530 | \$11,530 | 0 | \$22,255 | 37,627 | \$59,882 |
| 7 Commission | 0 | 0 | 0 | 27,839 | 0 | \$27,839 | 1,000 | 0 | 0 | 0 | 26,895 | 0 | \$27,895 | 0 | \$55,734 | 43,463 | \$99,197 |
| 8 Farmer's Market | 278,497 | 0 | 0 | 3,701 | 0 | \$282,198 | 0 | 0 | 0 | 0 | 4,100 | 0 | \$4,100 | 0 | \$286,298 | 372,360 | \$658,658 |
| 9 Historical Commission | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 114 | \$114 | 0 | \$114 | 1,484 | \$1,598 |
| 10 Human Relations | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 1,137 | \$1,137 | 0 | \$1,137 | 0 | \$1,137 |
| 11 Justice Integration Systems | 0 | 0 | 0 | 2,202 | 0 | \$2,202 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$2,202 | 848,807 | \$851,009 |
| 12 Library | 67,745 | 1,300 | 1,688 | 9,078,722 | 0 | \$9,149,455 | 0 | 0 | 0 | 251,731 | 1,025 | 553,859 | \$806,615 | 0 | \$9,956,070 | 1,327,444 | \$11,283,514 |
| 13 Metro Action Commission | 18,577 | 1,425 | 339 | 91,550 | 0 | \$111,891 | 17165 | 0 | 400 | 0 | 10,142 | 80,482 | \$108,189 | 0 | \$220,080 | 3,593,094 | \$3,813,174 |
| 14 Nashville Career Advancement Ctr | 26,508 | 0 | 0 | 5,893 | 0 | \$32,401 | 0 | 0 | 0 | 0 | 0 | 59,906 | \$59,906 | 0 | \$92,307 | 182,812 | \$275,119 |
| 15 Parks and Recreation Planning | 330,210 | 4724 | 240 | 53,090 | 0 | \$388,264 | 4740 | 1,734 | 0 | 0 | 1,843,594 | 497,120 | \$2,347,188 | 0 | \$2,735,452 | 19,238,290 | \$21,973,742 |
| 16 Commission | 0 | 0 | 0 | 10,582 | 0 | \$10,582 | 0 | 0 | 0 | 0 | 0 | 6,406 | \$6,406 | 0 | \$16,988 | 1,346,800 | \$1,363,788 |
| 17 Public Health | 33,809 | 0 | 4,989 | 111,325 | 0 | \$150,123 | 15360 | 0 | 0 | 0 | 54,937 | 151,076 | \$221,373 | 0 | \$371,496 | 1,219,462 | \$1,590,958 |
| 18 Social Services | 94,136 | 0 | 0 | 6,186 | 0 | \$100,322 | 0 | 0 | 0 | 0 | 0 | 16,717 | \$16,717 | 0 | \$117,039 | 99,580 | \$216,619 |

| | | | | | | | | | | | | | | | | | | |
|----|-----------------------------------|-----------|--------|---------|-----------|---|--------------|--------|-----|--------|---------|---------|-----------|-------------|---|--------------|------------|--------------|
| 19 | Transportation Licensing | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| 20 | Codes Administration | 65200 | 0 | 0 | 7,883 | 0 | \$73,083 | 0 | 0 | 0 | 0 | 0 | 13,036 | \$13,036 | 0 | \$86,119 | 79,166 | \$165,285 |
| 21 | Criminal Justice Planning Unit | 0 | 0 | 0 | 367 | 0 | \$367 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$367 | 198 | \$565 |
| 22 | Emergency Communications | 0 | 0 | 0 | 5,092 | 0 | \$5,092 | 0 | 0 | 0 | 0 | 0 | 46,653 | \$46,653 | 0 | \$51,745 | 1,467 | \$53,212 |
| 23 | Finance | 46400 | 0 | 0 | 6,147 | 0 | \$52,547 | 0 | 0 | 0 | 0 | 0 | 2,634 | \$2,634 | 0 | \$55,181 | 379,383 | \$434,564 |
| 24 | Fire | 13846 | 1,725 | 1,705 | 1,229,468 | 0 | \$1,246,744 | 0 | 0 | 0 | 0 | 3665 | 294,185 | \$297,850 | 0 | \$1,544,594 | 2,669,913 | \$4,214,507 |
| 25 | General Services | 6625109 | 18,433 | 0 | 4,418,289 | 0 | \$11,061,831 | 29659 | 0 | 0 | 134,989 | 196059 | 1145623 | \$1,506,330 | 0 | \$12,568,161 | 19165281 | \$31,733,442 |
| 26 | Human Resources | 0 | 0 | 0 | 3,438 | 0 | \$3,438 | 0 | 0 | 0 | 0 | 0 | 4,449 | \$4,449 | 0 | \$7,887 | 45,751 | \$53,638 |
| 27 | Information Technology Serc. | 38413 | 0 | 0 | 24,861 | 0 | \$63,274 | 0 | 0 | 70,070 | 0 | 0 | 593,297 | \$663,367 | 0 | \$726,641 | 5,139,314 | \$5,865,955 |
| 28 | Law | 0 | 0 | 0 | 3,016 | 0 | \$3,016 | 0 | 0 | 0 | 0 | 0 | 7,592 | \$7,592 | 0 | \$10,608 | 400,842 | \$411,450 |
| 29 | Police | 509,466 | 1,421 | 189 | 193,124 | 0 | \$704,200 | 12,082 | 0 | 0 | 376 | 914 | 519,560 | \$532,932 | 0 | \$1,237,132 | 2,093,078 | \$3,330,210 |
| 30 | Public Works | 150,123 | 58,598 | 0 | 48,066 | 0 | \$256,787 | 0 | 0 | 0 | 0 | 12130 | 7,937,842 | \$7,949,972 | 0 | \$8,206,759 | 11,121,685 | \$19,328,444 |
| 31 | Soil & Water Conservation | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| 32 | Water Services | 1,832,176 | 0 | 193,044 | 242,302 | 0 | \$2,267,522 | 17890 | 0 | 0 | 7,673 | 997,689 | 3,036,116 | \$4,059,368 | 0 | \$6,326,890 | 28,214,533 | \$34,541,423 |
| 33 | Assessor of Property | 0 | 0 | 0 | 8,710 | 0 | \$8,710 | 0 | 0 | 0 | 0 | 928 | 608 | \$1,536 | 0 | \$10,246 | 86,263 | \$96,509 |
| 35 | Circuit Court Clerk | 0 | 0 | 0 | 25,662 | 0 | \$25,662 | 0 | 0 | 0 | 0 | 0 | 1,830 | \$1,830 | 0 | \$27,492 | 37,990 | \$65,482 |
| 36 | County Clerk | 0 | 0 | 0 | 162 | 0 | \$162 | 0 | 0 | 0 | 0 | 0 | 4,121 | \$4,121 | 0 | \$4,283 | 114,990 | \$119,273 |
| 37 | Criminal Court Clerk | 0 | 0 | 0 | 8,345 | 0 | \$8,345 | 0 | 0 | 0 | 0 | 0 | 2,187 | \$2,187 | 0 | \$10,532 | 12,480 | \$23,012 |
| 38 | District Attorney General | 6,790 | 0 | 0 | 15,804 | 0 | \$22,594 | 0 | 0 | 0 | 0 | 0 | 13,463 | \$13,463 | 0 | \$36,057 | 109,105 | \$145,162 |
| 39 | General Sessions Court Judges | 2,547 | 0 | 0 | 11,979 | 0 | \$14,526 | 0 | 0 | 3,600 | 0 | 0 | 7,747 | \$11,347 | 0 | \$25,873 | 106,718 | \$132,591 |
| 40 | Juvenile Court Clerk | 0 | 19,770 | 0 | 20,499 | 0 | \$40,269 | 1,600 | 0 | 0 | 0 | 250 | 13,263 | \$15,113 | 0 | \$55,382 | 7,827 | \$63,209 |
| 41 | Public Defender | 0 | 0 | 0 | 8,884 | 0 | \$8,884 | 0 | 0 | 0 | 0 | 0 | 1,967 | \$1,967 | 0 | \$10,851 | 38 | \$10,889 |
| 42 | Register of Deeds | 0 | 0 | 0 | 3,963 | 0 | \$3,963 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$3,963 | 195 | \$4,158 |
| 43 | Sheriff | 1,432 | 0 | 3,140 | 266,236 | 0 | \$270,808 | 0 | 0 | 0 | 0 | 7,235 | 113,914 | \$121,149 | 0 | \$391,957 | 14,978,802 | \$15,370,759 |
| 44 | State Trial Courts | 5,967 | 0 | 0 | 34,116 | 0 | \$40,083 | 1,730 | 100 | 0 | 0 | 0 | 1,892 | \$3,722 | 0 | \$43,805 | 390,452 | \$434,257 |

| | | | | | | | | | | | | | | | | | | |
|----|---------|--------------|-----------|-----------|--------------|-----|--------------|-----------|---------|----------|-----------|-------------|--------------|--------------|------|--------------|---------------|---------------|
| 45 | Trustee | 0 | 0 | 0 | 6,292 | 0 | \$6,292 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | \$6,292 | 2,737 | \$9,029 |
| | Totals | \$10,161,826 | \$110,756 | \$205,334 | \$15,985,699 | \$0 | \$26,463,615 | \$101,226 | \$2,200 | \$74,070 | \$395,290 | \$3,159,563 | \$15,211,489 | \$18,943,838 | \$0 | \$45,407,453 | \$114,641,966 | \$160,049,419 |
| | | | | | | | 16.5% | | | | | | | 11.8% | 0.0% | 28.4% | 71.6% | 100.0% |
| | | | | | | | 58.3% | | | | | | | 41.7% | 0.0% | 100.0% | | |

* OS&E (Other Socially and Economically disadvantaged Business) includes disabled and veteran owned businesses.



TITLE VI PROGRAM

Nashville Metropolitan Transit Authority

430 Myatt Drive
Madison, TN 37115
(615) 862-5969

www.nashvillemta.org

Submitted: November 2013
Rev. 2: May 2015

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I. NASHVILLE MTA INFORMATION

A. Mission Statement

The Nashville MTA provides public transportation services, local and express routes, to citizens and visitors within the Metropolitan Nashville area. The Nashville Metropolitan Transit Authority mission statement is to provide safe, reliable, efficient, customer friendly public transit and alternatives to driving alone. The goal of Nashville MTA is to balance customer needs with taxpayer resources in a manner fair to all.

B. Title VI Policy Statement

Nashville MTA is committed to ensuring that no individual or organization is excluded from participation in, denied the benefits of its programs, activities or services, or subject to discrimination on the basis of race, color, religion, sex or gender, pregnancy, national origin, ethnicity, age, marital status, veteran status, mental or physical disability, sexual orientation, gender identity or any other characteristic protected by law, including Title VI of the Civil Rights Act of 1964, as amended.

Toward that end, every department, division, and employee of Nashville MTA is responsible for carrying out Nashville MTA's commitment to non-discrimination, including the requirements of the Title VI plan. This includes the following:

- Ensure that the level and quality of public transportation services is provided in a nondiscriminatory manner
- Promote full and fair participation in public transportation decision-making without regard to race, color, or national origin
- Ensure meaningful access to transit-related programs and activities by persons with limited English proficiency.

Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color or national origin in programs or activities receiving federal financial assistance. The Presidential Executive Order 12898 addresses environmental justice in minority and low-income populations and the Presidential Executive Order 13166 addresses services to those individuals with limited English speaking proficiency. The rights of women, the elderly and the disabled are protected under related statutes. These Presidential Executive Orders and the related statutes fall under the umbrella of Title VI.

The Nashville MTA is proud of its longstanding policy to ensure that social impacts to communities and people are recognized early and continually throughout the transportation decision-making process.

Title VI Coordinator

Title VI Coordinator

The Title VI Coordinator at MTA is Shontrill M Lowe and she can be reached via information below:

Shontrill M Lowe
Transit Planner
Nashville MTA
430 Myatt Drive
Nashville, TN 37115
(615) 862-65625
shontrill.lowe@nashville.gov

As authorized by the Chief Executive Officer, the Title VI Coordinator is responsible for initiating, monitoring, and ensuring MTA's compliance with Title VI requirements as follows:

- A. **Program Administration.** Administer the Title VI program and coordinate implementation of the plan. Ensure compliance with the assurances, policy, and program objectives. Perform Title VI program reviews to assess administrative procedures, staffing, and resources; provide recommendations as required to the Chief Executive Officer.
- B. **Complaints.** Review written Title VI complaints that may be received by MTA following the adopted guidelines (see Complaint Procedures). Ensure every effort is made to resolve complaints.
- C. **Data Collection.** Review the statistical data gathering process performed by agency program staff periodically to ensure sufficiency of data for meeting the requirements of Title VI program administration
- D. **Environmental Impact Statements.** Ensure that available census data are included as a part of all Environmental Impact Statements/Assessments (EIS/EIA) conducted for projects receiving Federal assistance.
- E. **Title VI Plan Update.** Review and update the MTA's Title VI Plan as needed or required. Present updated plan to the Chief Executive Officer for approval;
- F. **Public Dissemination.** Ensure implementation of MTA's Public Participation Plan.

MTA provides Title VI information to new employees during training and orientation, as well as current employees through refresher training which is provided on a yearly basis. MTA's goal is to get every employee back through training once a year. A breakdown of MTA employee characteristics is listed below:

| Characteristic | Number | Characteristic | Number |
|--------------------------------|--------|---|--------|
| Female | 190 | Male | 376 |
| White | 199 | Black or African American | 350 |
| American Indian/ Alaska Native | 2 | Native Hawaiian/ other Pacific Islander | 2 |
| Asian | 2 | Hispanic | 9 |
| Other | 4 | | |

II. GENERAL REQUIREMENTS AND GUIDELINES

Notices to Beneficiaries of Protection under Title VI

The MTA regularly provides information to the public regarding our Title VI obligations to inform them of their protections against discrimination. Our statement to beneficiaries is posted on our website, and is also posted in both English and Spanish throughout our main bus terminal, Music City Central. The statement includes that we operate without regard to race, color, and national origin; a description of the procedures that members of the public should follow in order to request additional information regarding our policy; and a description of procedures that members of the public should follow in order to file a discrimination complaint (see Appendix). MTA also routinely posts notices on placards inside the buses

Title VI Complaint Procedures

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964, relating to any program or activity administered by MTA or its sub-recipients, consultants, and/or contractors. Intimidation or retaliation of any kind is prohibited by law.

These procedures do not deny the right of the complainant to file formal complaints with other State or Federal agencies, or to seek private counsel for complaints alleging discrimination. These procedures are part of an administrative process that does not provide for remedies that include punitive damages or compensatory remuneration for the complainant.

Every effort will be made to obtain early resolution of complaints at the lowest level possible. The option of informal mediation meeting(s) between the affected parties and the Title VI Coordinator may be utilized for resolution, at any stage of the process. The Title VI Coordinator will make every effort to pursue a resolution of the complaint. Initial interviews with the complainant and the respondent will request information regarding specifically requested relief and settlement opportunities.

Process

Below is the complaint process that the Title VI Coordinator will follow

Any individual, group of individuals, or entity that believes they have been subjected to discrimination prohibited by Title VI nondiscrimination provisions may file a written complaint with MTA's Title VI Coordinator. A formal complaint should be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant. The complaint must meet the following requirements:

- A. Complaint shall be in writing and signed by the complainant(s).
- B. Include the date of the alleged act of discrimination (date when the complainant(s) became aware of the alleged discrimination; or the date on which that conduct was discontinued or the latest instance of the conduct).
- C. Present a detailed description of the issues, including names and job titles of those individuals perceived as parties in the complained-of incident.
- D. Allegations received by fax or e-mail will be acknowledged and processed, once the identity/identities of the complainant(s) and the intent to proceed with the complaint have been established. The complainant is required to mail a signed, original copy of the fax or e-mail transmittal for MTA to be able to process it.
- E. Allegations received by telephone will be reduced to writing and provided to complainant for confirmation or revision before processing.
- F. A complaint form will be forwarded to the complainant for him/her to complete, sign, and return to MTA for processing. This form is also available for download from the MTA website.
- G. Upon receipt of the complaint, the Title VI Coordinator will determine its jurisdiction, acceptability, and need for additional information, as well as investigate the merit of the

complaint. In cases where the complaint is against one of MTA's sub-recipients of Federal funds, MTA will assume jurisdiction and will investigate and adjudicate the case.

In order to be accepted, a complaint must meet the following criteria:

- a. The complaint should be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant.
- b. The allegation(s) must involve a covered basis such as race, color, or national origin.
- c. The allegation(s) must involve a program or activity of a Federal-aid recipient, sub-recipient, or contractor.

A complaint may be dismissed for the following reasons:

- a. The complainant requests the withdrawal of the complaint.
- b. The complainant fails to respond to repeated requests for addition information needed to process the complaint.
- c. The complainant cannot be located after reasonable attempts.

Once the complaint is accepted for investigation, the complainant and the respondent will be notified in writing within seven calendar days. The complaint will receive a case number and will then be logged into MTA's records identifying its basis and alleged harm.

In cases where MTA assumes the investigation of the complaint, MTA will provide the respondent with the opportunity to respond to the allegations in writing. The respondent will have 10 calendar days from the date of MTA written notification of acceptance of the complaint to furnish his/her response to the allegations.

MTA's final investigative report and a copy of the complaint will be forwarded to the FTA and affected parties within 60 calendar days of the acceptance of the complaint.

MTA will notify the parties of its final decision.

If complainant is not satisfied with the results of the investigation of the alleged discrimination and practices the complainant will be advised of the right to appeal to the FTA.

The public may obtain a complaint form by request, through the Nashville MTA website, or from Customer Care at the Music City Central main bus terminal. The Title VI Complaint form can be found in the Appendix.

Title VI Investigations, Complaints, and Lawsuits

The MTA maintains a list of all active investigations, complaints, or lawsuits that allege discrimination on the basis of race, color, or national origin. Records will be kept for three years internally then archived for a period of ten years. This log can be found in the Appendix. There is one active complaint at this time.

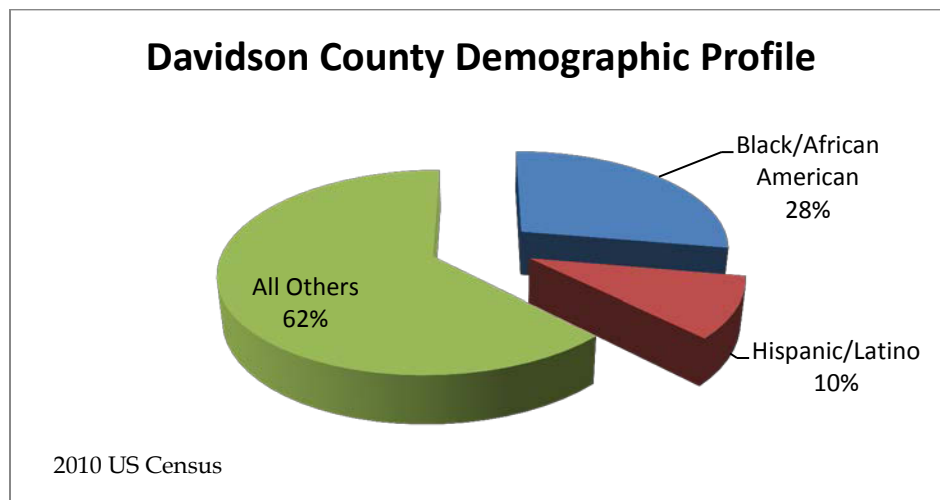
Public Outreach and Involvement

The Nashville MTA Title VI Program is responsible for providing leadership, direction and policy to ensure compliance with Title VI of the 1964 Civil Rights Act and environmental justice principles. The Nashville MTA is proud of its longstanding policy to ensure that social impacts to communities and people are sought out and recognized early and continually throughout the transportation decision-making process for minorities, individuals with disabilities, and individuals with Limited English Proficiency (LEP).

In order to better understand Nashville's low-income, minority, and LEP communities the MTA used 2010 census data, as well as estimates from the American Community survey in order to determine the demographic make-up of our service area. The MTA also used GIS mapping in order to identify the minority block group communities within the MTA service area. By collecting this data the MTA has been able to develop a comprehensive plan that will prevent any of our services from causing a disparate impact to those communities.

Figure 1 provides an overview of the minority communities in Davidson County. In Section VI of this document, detailed information, including minority and low income communities served is provided for each MTA route. As depicted below, the two largest minority groups within our service area are African Americans and Hispanics.

Figure 1



Public Engagement and Participation Plan

After careful analysis of the minority and low-income populations in the MTA service area the MTA has developed a plan outlining how to best engage those communities. MTA coordinated with individuals, institutions, and organizations to reach out to members in minority and/or low-income communities. Some of the organizations we work and have met with include:

- Black Chamber of Commerce
- Hispanic Chamber of Commerce
- Metro Human Relations Commission
- Organized Neighbors of Edgehill (ONE) Food Now Transportation Committee (low-income and minority)
- John Henry Hale Homes Community Center (low-income and minority)
- Martha O'Bryan Center (low-income and minority)
- Cumberland View Towers (low-income)
- JC Napier Housing Residents (low-income)
- Bethlehem Center (minority)
- Project Homelessness (low-income)
- Gernet Apartments Residents (minority)
- Refugee Immigration Service (low-income and minority)
- Kroger - Nashboro Village (minority)
- Kroger - Mt. View Road (minority)
- Antioch Community Meeting (minority)
- Antioch Easter Egg Hunt (minority)
- Vanderbilt Coalition for Healthy Aging (low-income and minority)
- Transit Week Farmers Market (low-income and minority)
- HUGGS, Inc. Awards Banquet (low-income)
- My City Academy
- James Kayce Homes
- NAACP
- North Nashville Interest Group
- Neighborhood Resource Center

Through working with these agencies and organizations the MTA has been able to develop more targeted outreach and public communication methods for the diverse Nashville-Davidson County community.

Public Communication Methods

MTA uses many outlets to communicate with our customers and Nashville-Davidson County residents. MTA maintains a website (www.nashvillemta.org), staffs a customer service booth at Music City Central, makes printed materials available such as brochures, schedules, and other information, utilizes an e-mail list for sending out notices, and operates a Customer Care Department to answer phone calls. There are currently 800 people signed up for the email list at this time. The MTA Communications Department also works with local media to send out press releases, notices, and other information, as well as placing notices inside the buses. MTA strives to make all of its published documents widely accessible and provides downloadable copies on our website.

MTA utilizes several minority and LEP media outlets for public notices and press releases.

The following is a detailed list of MTA's outreach efforts in the media:

- **Legal Notices.** According to the *Public Participation Plan* a Public Notice of an intended public hearing/meeting must be conveyed to the public at least fourteen days prior to the meeting date. The MTA Planning Department places the notice in *The City Paper*; in the *Tennessee Tribune* (an area paper marketed to African-Americans), and in Spanish in *La Noticia Newspaper* (see Appendix).
- **Advertisements.** MTA advertises in *The Nashville Scene* which is the largest newspaper of record in Nashville-Davidson County. MTA also places advertisements in the *Tennessee Tribune* (a local African American newspaper), *La Campana*, and *La Noticia* (two area newspapers marketed towards Hispanics). MTA also occasionally advertises on both television and billboards within the service area as well as on MTA benches and shelters.
- **E-mail Blasts.** MTA uses the power of the web to allow anyone to sign-up on our website for our public information e-mail blasts called "MTA E-News". Press releases, meeting notices, detour announcements and any other MTA related information is sent out to the e-mail list on a regular basis. Currently there are about 800 people signed-up to receive these notices.
- **Press releases.** MTA recognizes that not all citizens read the classified legal ads; therefore the Communications office sends press releases to local newspapers and other stakeholders about meetings or service notices.
- **Organizations.** MTA has established a relationship with the Black Chamber of Commerce and Hispanic Chamber of Commerce. MTA meets with these groups periodically to gather input. MTA has also been actively involved with the Nashville Food Policy Council, whose mission is to increase the availability of and access to healthy and affordable food to low-income individuals whose neighborhoods are considered "food deserts."
- **MTA website.** Our website serves as the online information hub for MTA. Schedules, information on services, downloadable brochures, service change information can all be found on the website. MTA's website is accessible 24 hours a day 7 days a week. The website can also be translated into Spanish with a click of a button. Although many households do not own a computer, most public libraries in the area now offer free Internet access to citizens.
- **Social media.** MTA utilizes Facebook and Twitter to give up to the minute information to the public about public meetings, route detours, MTA news, and events.

Service Change Process

Prior to making changes to any service, the MTA Planning Department follows the process below:

1. Determine funding available
2. Identify projects in Master Plan
3. Perform Data analysis –includes review of performance measures

4. **Review customer comments**
5. Create service proposal and perform Title VI analysis
6. **Receive public input (public meetings and comments)**
7. Apply changes
8. Ongoing Evaluation

Public Meetings

Holding public meetings is an important step in the service change process. MTA chooses meeting locations that are fully accessible by bus and meet ADA requirements for accessibility. In general, MTA prefers to hold meetings in downtown Nashville at Music City Central, the transit hub on Charlotte Ave. This centralized location provides the maximum access for all of MTA riders and the citizens of Nashville, particularly minority and/or low-income communities. Aside from a few connector routes, all MTA bus routes begin and end at Music City Central. This provides easy access to our customers to stop in and attend a meeting.

In addition to holding meetings at Music City Central, if a route affects a particular community, MTA will choose an accessible location within that community. This can include library branches, community centers, or churches.

Where possible, MTA holds meetings at various times throughout the day to provide multiple times for citizens to attend meetings. Usually a meeting is held mid-day and again in the evening. However, as was mentioned earlier, the public does not need to attend meetings to provide feedback or comments as we accept comments through e-mail, phone, letter, and fax.

Below is a list of locations public meetings held over the last three years:

- Music City Central
- Madison Branch Library
- Inglewood Branch Library
- Southeast Branch Library
- South Police Precinct
- Cumberland View Towers
- Vine Hill Towers
- E.S. Rose Community Center
- Kayne Avenue Baptist Church

Inclusion of Limited English Proficiency (LEP) Persons in Public Meetings

MTA follows the DOT's policy guidance concerning overcoming LEP barriers to public participation.

- MTA has two bi-lingual Customer Care representatives
- If for some reason a translator cannot be present at a public meeting, staff uses the Language Line to assist customers (see Appendix). The Language Line is an "over the phone" interpretation service that enables you to communicate clearly with customers in more than 170 languages within a matter of seconds. The service is available 24 hours a day and 7 days a week from any phone in any country.
- MTA provides all notices, announcements, survey forms, and other outreach materials in both English and Spanish.
- MTA provides a link to Spanish route schedules on its website and utilizes Google translation services which provides translation in Spanish and many other languages.

Language Assistance Plan for Limited English Proficiency Populations

Introduction

This Language Assistance Plan for Limited English Proficiency populations has been prepared to address MTA's responsibilities as a recipient of federal financial assistance as they relate to the needs of individuals with limited English language skills. The Plan has been prepared in accordance with Title VI of the Civil rights Act of 1964, 42 U.S.C. 2000d, et seq, and its implementing regulations, which state that no person shall be subjected to discrimination on the basis of race, color or national origin.

Executive Order 13166, titled Improving Access to Services for Persons with Limited English Proficiency, indicates that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination. It directs each federal agency to publish guidance for its' respective recipients clarifying their obligation to ensure that such discrimination does not take place. This order applies to all state and local agencies which receive federal funds, including MTA which receives federal assistance through the Federal Transit Administration (FTA).

Plan Summary

MTA has developed this LAP to help identify reasonable steps for providing language assistance to persons with limited English proficiency who wish to access services provided by the transit authority. As defined in Executive Order 13166, LEP persons are those who do not speak English as their primary language and have limited ability to read, speak, write or understand English.

This plan outlines how MTA identifies persons who may need language assistance, the ways in which assistance may be provided, staff training that may be required, and how to notify LEP persons that assistance is available.

Limited English Speaking Populations and the Four-Factor Framework

In order to determine how best to continue reaching persons with limited English proficiency in Nashville/Davidson County and improve current ongoing efforts, MTA conducts targeted needs assessments and gathers data to maintain an understanding of the language needs. In doing so, MTA utilizes the recommended "four-factor analysis" per the U.S. Department of Transportation LEP guidance. The four-factor analysis is a flexible and fact-dependent standard that is used to determine the appropriate language assistance services to ensure an LEP individual has meaningful access to MTA's programs and activities.

MTA adheres to the following process:

Factor 1: Determine the number of LEP persons eligible to be served or likely to be encountered by an MTA program, activity, or service.

Factor 2: Determine the frequency with which LEP persons come in contact with MTA programs, activities or services.

Factor 3: Determine the importance of the programs, activities, or services provided by MTA to people's lives.

Factor 4: Determine the resources available by MTA for LEP outreach, as well as the costs associated with that outreach.

A summary of the results of the MTA four-factor analysis is in the following section.

The Four-Factor Framework

Factor 1: Determine the number of LEP persons eligible to be served or likely to be encountered by an MTA program, activity, or service.

MTA utilized 2010 census data obtained from the Nashville Area Metropolitan Planning Organization (MPO) as well as data and assistance from the Metro Planning Department (MPD) in order to identify LEP populations in Nashville-Davidson County

(a) How LEP persons interact with the recipient's agency.

Nashville-Davidson County is roughly 535 square miles with an estimated 2010 population of 626,681. MTA provides local and express fixed route bus services for Nashville-Davidson County. We also provide door-to-door AccessRide paratransit services for people with disabilities and those who are unable to ride the fixed route service. LEP Persons are likely to come into contact with MTA through the following services that we provide:

- Local and regional fixed route bus services
- AccessRide Paratransit services for people with disabilities
- Customer Service at Music City Central
- Calling the Customer Care Department
- Ticket Sales windows
- Ticket Vending Machines
- MTA's Website
- Public Meetings
- Notices to the Public
- Ridership Surveys conducted by MTA

(b) Identification of LEP Communities

Table 1 is a data table that breaks down the predominant races/ethnicities within the MTA service area. This data was taken from the 2006 – 2010 American Community Survey 5 year estimates. The table is broken down by those who only speak English (i.e. English is their first language), those who speak English very well (i.e. those whose first language is not English, however, they speak English very well), and those who do not speak English well.

Table 1: Predominant Race/Ethnicities in Nashville-Davidson County

| Race/Ethnicity | Total Population | Speak English Only | Speak English Very Well | Do Not Speak English Well |
|--------------------------------|------------------|--------------------|-------------------------|---------------------------|
| White | 369,885 | 325,106 88% | 20,943 6% | 23,836 6% |
| Black/African American | 157,769 | 147,816 98% | 5,437 4% | 3,816 3% |
| American Indian/ Alaska Native | 1,502 | 1,294 86% | 208 14% | - 0% |
| Asian | 17,726 | 3,502 20% | 8,019 45% | 6,205 35% |
| Hawaiian/ Pacific Islander | 312 | - 0% | 130 42% | 182 58% |
| Hispanic/Latino | 46,966 | 6,708 14% | 13,623 29% | 26,635 57% |

American Community Survey 2006-2010 5 year estimates

As is shown in Table 1, the Hispanic/Latino population is the largest population within Nashville-Davidson County that does not speak English.¹ The predominant language spoken by the Hispanic/Latino population is Spanish. Thus, Nashville MTA provides written and spoken translation of all services and documents in both English and Spanish.²

Factor 2: Determine the frequency with which LEP persons come in contact with MTA programs, activities or services.

MTA's Customer Care consults directly with LEP persons when conducting monthly surveys on local and express fixed route bus services. Customer Care utilizes surveys in both English and Spanish when conducting the interviews. If surveys in other languages are requested, Customer Care can take down the participants contact information and mail or email a translated survey on a later date.

MTA engages regularly with the Metro Human Relations Commission, the Multicultural Alliance on Disability, the Urban League, and other local agencies and organizations that represent or advocate on behalf of LEP persons. We are a partner agencies with the he Multicultural Alliance on Disability which is a group of community agencies serving people with disabilities and/or refugees and immigrants, administered by the Vanderbilt Kennedy Center/TN Disability Pathfinder which is tasked with identifying the barriers affecting the service delivery to people with disabilities from other cultures. This relationship provides MTA with opportunities to identify these barriers across all of the services we provide.

¹ The Hawaiian/Pacific Islander population has a large percentage of persons who do not speak English well (58%). However; at only 312 persons, the size of the Hawaiian/Pacific Islander population does not meet the Safe Harbor Threshold of having 5 percent of the total population or 1000 persons who are LEP. Therefore, MTA is not required to have translated written/printed material for the Hawaiian/Pacific Islander LEP population

² The Asian population within Nashville-Davidson County is also very large with 17,726 people. 35 percent of that population does not speak English well. The Census Bureau does not break down the Asian race/ethnicity by language. Because of the number of different languages spoken by the Asian population and the constraints imposed by the lack of language data in the Census, the MTA is not capable of determining one Asian language to use for written/printed translation of services.

Through discussions with MTA departments such as Customer Care and Operations, we developed an understanding of our regular interactions with LEP persons. Below is a breakdown of how often and in what way LEP persons come into contact with the MTA's services:

- Customer Care phone services – an average of 4 LEP persons per week
- Ticket Sales – an average of 5 LEP persons per week
- Fixed route transit services – an average of 11 LEP persons per week
- AccessRide paratransit –11 LEP persons ride on a regular basis
- Community and Sponsored Events
 - Annual Mayor's 1st Day Festival (A Spanish speaking Customer Care representative attends the festival and helps disseminate information to LEP persons who are in attendance)
 - Annual Earth Day (MTA schedules and brochures are available to LEP persons who attend Earth Day)

Factor 3: Determine the importance of the programs, activities, or services provided by MTA to the LEP population.

MTA provides local and express fixed route bus services for Nashville-Davidson County as well as door-to-door AccessRide paratransit services. Through ridership analysis, Customer Care Representative testimonials, and Customer Care surveys MTA has found that LEP persons come into contact with the MTA predominantly through our local fixed route bus services. Surveys show that this mode of service is used primarily for commuting to and from work. This service is also the least expensive and the most widely available. There are many transit stops in neighborhoods that have been identified as having a high concentration of LEP persons.

Customer Care on-board surveys indicates that LEP ridership is predominately on the following routes:

- 6 Lebanon Road
- 10 Charlotte
- 12 Nolensville Rd
- 15 Murfreesboro Rd
- 18 Elm Hill Pike
- 25 Midtown
- 26 Gallatin Rd
- 27 Old Hickory
- 33X Hickory Hollow
- 34 Opry Mills
- 36X Madison Express
- 38X Antioch Express
- 55 Murfreesboro BRT
- 56 Gallatin BRT
- 76 Madison

According to on-board surveys these passengers ride multiple times a week and are traveling primarily to and from work. Other important trips that were noted were to and from doctors' appointments and to and from grocery stores and other shopping centers. Most of this group

relies on public transit as 46 percent of the passengers surveyed did not have a personal vehicle available at home for their trip. MTA will continue to utilize survey information to better determine the importance of transit services to LEP persons.

MTA is also committed to affording LEP individuals affected by the lack of transit services an opportunity to participate in another transit alternatives process called the Coordinated Human Services Transportation Plan (CHSTP). The purpose of the plan is to improve transportation services for persons with disabilities, older adults and individuals with low incomes by ensuring that communities coordinate transportation resources provided through multiple federal programs. This plan applies to urbanized areas within Davidson, Rutherford counties and will also provide coordination with Cheatham, Dickson, Maury, Robertson, Sumner, Williamson and Wilson counties.

Factor 4: Determine the resources available to provide translation services and overall cost for LEP assistance.

MTA provides bus schedules, public notices, announcements, survey forms, and other outreach materials in both English and Spanish. Currently there are fifteen route schedules printed in Spanish. MTA also has two bi-lingual Customer Service Representatives as well as access to the Language Line, which is a call-in service that assists Customer Care Representatives when communicating with non-English speaking customers. MTA provides all of its written and spoken translation services to LEP persons free of charge.

The estimated costs that MTA incurred in 2012 in order to provide written and spoken translation services are as follows:

- Costs for printing
 - Pocket Schedule Printing: \$6437
 - Brochure Printing (AccessRide and BusLink Brochures): \$1000
- Publishing Spanish public hearing notices in La Noticia Newspaper: \$500
- Language Line (in 2012 we utilized the Language Line on two occasions): \$4.93

Language Assistance Plan Overview

The purpose of this language assistance plan is to make reasonable efforts to eliminate or reduce limited English proficiency as a barrier to accessing Nashville MTA programs or activities. Nashville MTA is committed to providing language assistance services to LEP individuals who wish to access MTA programs.

The plan includes the following five elements:

1. Identifying LEP Individuals who need language assistance
2. Providing language assistance measures
3. Training staff
4. Providing notice to LEP persons
5. Monitoring and updating the plan

Identifying LEP Individuals who need language assistance

As described previously, MTA has used the Four Factor Analysis in order to identify LEP populations within our service area. The single prominent LEP population within Nashville-Davidson County is the Hispanic/Latino population whose predominant first language is Spanish. Of the nearly 47,000 Hispanics/Latinos, 57 percent reported that they did not speak English well. MTA has determined that both written and spoken translation services are appropriate for Spanish Speaking individuals. All other languages spoken by LEP persons do not meet the Safe Harbor Threshold, however; we can provide them spoken translation services through the Language Line used by our Customer Care Department. If a Customer Care Representative does not recognize the language needed by the LEP caller the Language Line may also be utilized to identify the language needed.

Providing language assistance measures

There are numerous language assistance measures available to LEP persons in the MTA service area. MTA provides both written and spoken translation for Spanish speaking individuals as well as spoken translation for all other LEP persons through the Language Line. Below are ways that the MTA provides assistance to LEP persons:

- Written Material Translation for Spanish LEP persons including but not limited to:
 - Bus schedules, AccessRide and Bus Link brochures, public hearing announcements, public notices, survey forms, and other outreach materials
- Spoken Translation:
 - Two bi-lingual (English-Spanish) Customer Care Representatives
 - Language Line service
 - Bus Operator Assistance – if a bus operator needs assistance with an LEP person they can call dispatch who can then patch them to a Customer Care Representative who will be able to help bus operator communicate with the LEP person.
- Community outreach: through Customer Care interactions at community events as well as regular participation through various organizations such as the Multicultural Alliance, MTA interacts with community, business, and church organizations whose members are often predominantly LEP. This allows us to provide education about the LEP services MTA provides and to get feedback from LEP persons on the effectiveness of our plan.

Training staff

As part of MTA new hire training, the training department covers the LAP plan provisions of Title VI. This training is provided for all MTA employees. During training all employees are made aware that MTA is required to take reasonable steps to ensure LEP persons are given meaningful access to all of our services. Employees are informed that MTA provides two Bi-lingual customer care representatives, provides bus schedules, brochures, notices, announcements, survey forms, and other material in both English and Spanish. We also train Customer Care on how to utilize the Language Line services. All employees receive training on Title VI when they are initially hired and given refresher training regularly. Other measures include but are not limited to:

- Title VI guidelines in departmental handbooks

- Title VI bulletin boards at MTA administrative buildings
- Operator sensitivity training for encountering LEP individuals
- Establishment of “Did You Know” alerts for Administrative Staff on MTA Title VI and LEP requirements for providing meaningful access to services for LEP persons.

Providing notice to LEP persons

MTA provides notice to LEP persons of the availability of language assistance in many ways. The Title VI Policy public notice is printed in English and in Spanish and is posted at all of our facilities including our main hub at Music City Central. This notice informs individuals of their rights under Title VI and also gives contact information for questions, comments, complaints, or if a person is in need of Customer Care assistance. The following is a list of other methods the MTA uses in order to notify the public of our LEP assistance programs:

- Printing of Public Meeting/Hearing press releases and flyers in both English and Spanish
- Provide Press Release and purchase advertisements for publication in La Campana and La Noticia, two area newspapers marketed to Hispanics
- Implement the use of an automated greeting in both English and Spanish, directing callers to select which language they prefer.
- Continued outreach to business, community, and church organizations whose members are predominantly LEP
- Attend events where there is a high LEP population in order to provide information about MTA services

MTA engages in broad and targeted community outreach to the Hispanic community each year and will continue to print and distribute route maps and schedules, as well as other appropriate materials. We understand that engaging the LEP community must be done through various mechanisms and approaches.

Monitoring and updating the plan

Nashville MTA understands that the need for language assistance services has expanded, the diversity of non-English languages encountered has grown nationally, and methods for providing languages services has evolved. Nashville MTA will monitor its LAP regularly, and at least once every three years to assess the following: the current LEP makeup of its service area, the current communication needs of LEP applicants and customers, whether existing assistance is meeting the needs of such persons, whether staff is knowledgeable about policies and procedures and how to implement them, and whether sources of and arrangements for assistance are still current and viable. It is MTA’s intent to continually evaluate effectiveness and based on the results, make modifications where necessary.

In our annual assessment of our plan, we will look at the following points:

- The number of documented LEP person contacts encountered annually.
- How the needs of LEP persons have been addressed.
- Determination of the current LEP population in the service area.
- Determination as to whether the need for translation services has changed.
- Determine whether local language assistance programs have been effective and sufficient to meet the need.

MTA, in conjunction with lessons learned as a result of its outreach efforts, will continue the development of policies and procedures for providing meaningful access to services for LEP persons.

Subrecipient Policy

The Department of Transportation (USDOT) requires the collection of data and other information to enforce the Title VI statute. Furthermore, the FTA as part of USDOT has established a program of grantee reviews assessing compliance with all Title VI regulations. The review includes an evaluation of each agency's policies, procedures, and record-keeping. As with most FTA requirements many elements are also passed through to grant subrecipients. It is Nashville MTA's responsibility to ensure that all subrecipients comply with the applicable parts of Title VI.

In order to ensure that our subrecipients are in compliance with Title VI the Nashville MTA has developed a system to provide assistance to subrecipients in creating a Title VI plan as well as a system for monitoring those subrecipients to make sure they stay in compliance. The following is the MTA's plan to assist and monitor subrecipients' Title VI plans.

Providing Assistance to Subrecipients

Prior to entering into a contract with a potential subrecipient the Nashville MTA will take steps to ensure that potential subrecipients comply with Federal Title VI regulations. The potential subrecipient will receive a package of materials to help guide them in creating a Title VI plan that meets Nashville MTA's standards and the Federal standards set by the Federal Transit Administration (FTA).

The package of guidance materials will include the following:

1. A letter to the subrecipient informing them of their responsibilities under Title VI (see Appendix). This letter will also inform the subrecipient of how MTA will monitor their Title VI compliance.
2. A copy of Nashville MTA's Title VI Program document. If appropriate the subrecipient can elect to adopt MTA's program rather than designing their own.
3. The most up to date Title VI Circular from FTA
4. Demographic data from the US Census as well as maps depicting areas with a high density of minority groups in order to help the subrecipient understand the demographics of the areas they serve.
5. Samples of Title VI materials including the Title VI complaint form, complaint log, and Notice to the Public.
6. A list of resources that may help the subrecipient in creating a Title VI program (i.e. census.gov, lep.gov).

MTA will be sure to make itself available to any subrecipient who needs further guidance.

Monitoring Subrecipients

Nashville MTA will monitor its subrecipients in two distinct ways. First; before entering into a grant contract, we will review and either accept or reject the potential subrecipient's Title VI Program. If we do not accept their program we will provide them with further guidance on where they can make improvements. Once their Title VI Program is approved by MTA we will schedule a site visit. These site visits will happen every six months in order to verify the subrecipients continued compliance. The site visit check list can be found in the appendix. The subrecipient will receive a questionnaire that is to be filled out and sent back to the MTA at least two weeks

prior to the scheduled on-site visits. This questionnaire will help prepare both the subrecipient and the MTA for the visit. The questionnaire can be found in the appendix.

Nashville MTA is responsible for ensuring that the subrecipient is able to document and/or verify the following items:

1. An adopted Title VI Plan (their own or MTA's)
2. Annual Certifications and Assurances are signed and filed with Nashville MTA
3. Subrecipient has a written Title VI Complaint Procedure
4. Subrecipient has a written record of Title VI investigations, complaints, or law suits
5. Subrecipient has made an effort to review up to date demographic data of minority populations in their service area as well as Limited English Proficiency (LEP) populations and has taken reasonable steps to ensure that LEP persons have access to services.
6. Subrecipient has notified beneficiaries of their rights under Title VI by using the Title VI Notice to the Public that MTA has provided in this packet

Note: a complaint lodged against any subrecipient will trigger an automatic site visit.

Environmental Justice Equity Analysis on Rehabilitated and Renovated Properties

MTA Administrative/Maintenance at Myatt Drive

MTA has existing headquarters, maintenance department, and dispatch at the Nestor Street facility was damaged and temporarily unusable by a flood in 2010. As a result of the flood impacts to the Nestor facility, an alternative location was sought for locating the agency's headquarters and maintenance facility. The Metropolitan Transit Authority in conjunction with Metro Nashville and Davidson County sought to purchase the former Peterbilt Motor company facility at the corner of Myatt Drive and Anderson Lane. The 66-acre site and former truck manufacturing facility had closed after 40 years of operation and sat idle in 2008 before officially closing in 2009. MTA utilizes the existing buildings as an Admin facility and maintenance area with interior bus washer additions and exterior bus fueling facilities. The project allowed MTA to invest in transportation infrastructure that will provide long-term economic benefits and enable MTA to increase accessibility to customer, improve efficiency of vehicle movement and operations, and improve MTA's ability to provide quality services to its customers. There were no new buildings built on the property, and no residents were displaced as a result of the acquisition of the land.

Nestor Facility

As a result of the May 2010 floods, MTA's Nestor facility sustained extensive damage. The Nestor Street location was renovated for use as bus maintenance facility, administrative operations, and office space. The dispatch functions continue to operate from this facility. There were no new buildings built on the property and no residents were displaced as a result of the renovations to the existing facility.

Board Approval for Title VI Policy

Please see the appendix for the signed Board Action Item for Approval of the MTA Title VI Program.

III. SERVICE STANDARDS AND POLICIES

MTA uses a classification system for its fixed-route service: *Most Frequent*, *Frequent*, and *Commuter*. Different minimum service standards are set for each of these classes. *Most Frequent* is routes that have daytime frequencies less than 30 minutes. These key routes generally operate longer hours and at higher frequencies to meet higher levels of passenger demand in high-density travel corridors. The *Most Frequent* bus routes ensure basic geographic coverage of frequent service in the densest areas of the city's core and Davidson County. *Frequent* routes have daytime frequencies between 30 and 60 minutes. *Commuter* routes include limited service and express service.

A. VEHICLE LOAD

The vehicle load is the ratio of passengers on a bus compared to the number of seats. A load factor of 1.0 means that all seats on a bus are used and there are no standing passengers. The bus load standard differs for each service class due to the nature of the service. In addition, the load factors for each class will differ by time of day. For example, a *Frequent* route operating a 40-foot bus that seats 42 would have a maximum of 11 customers standing (with a load factor of 1.25) during the peak. In off peak service, all customers should be accommodated with seating.

Figure 3.1. Maximum Bus Load Standards

| Service Class | Peak Load Factor | Peak Bus Environment | Off Peak Load Factor |
|----------------------|------------------|-------------------------|----------------------|
| Most Frequent | 1.25 | Standees crowded | 1 |
| Frequent | 1.25 | Standees | 1 |
| Commuter | 1 | No Standees | NA |

B. VEHICLE HEADWAY

The vehicle headway standard establishes a maximum waiting time (or headway) between buses. By most measures the cores of urban transit systems should have a maximum of 30 minutes for the headway. This means that weekday service on key routes should have buses arriving every 30 minutes or less.⁵ A goal for service should be 10-15 minute headways, depending upon the type of service. Passenger loads are the indicator of the need to increase service from the 30 minute headway towards a 15 minute headway. Outside the system core and in hours other than daytime periods, headways could be longer, but in no case should be longer than 60 minutes. If ridership cannot support a 60 minute headway, another way of providing service should be used, such as flexibly routed service or other non-fixed route options such as vanpools. The MTA standards are shown in Figure 2 by type of service.

⁵ Detroit Department of Transportation Service Standards, December 2007, p. 19
Denver Regional Transit District Service Standards, November 2002, p. 6
AC Transit Short Range Transit Plan FY 2003-FY 2012, May 2004, p. 3-8

Figure 3.2. Minimum Frequencies by Service Class

| Service Class | Span of Service | Minimum Frequency | Goal Frequency |
|----------------------|-----------------|-------------------------------------|----------------|
| Most Frequent | Peak | 30 minutes | 15 minutes |
| | Midday | 30 minutes | 20 minutes |
| | Evening | 60 minutes | 30 minutes |
| | Weekends | 60 minutes | 30 minutes |
| Frequent | Peak | 60 minutes | 30 minutes |
| | Midday | 60 minutes | 45 minutes |
| | Evening | 60 minutes (if service is provided) | 30 minutes |
| | Weekends | 60 minutes (if service is provided) | 30 minutes |
| Commuter | Peak | 30 minutes | 30 minutes |

C. ON-TIME PERFORMANCE

A vehicle is considered on time if it departs a scheduled timepoint no more than 1 minute early and no more than 5 minutes late. The on-time performance goal for MTA is at least 98% of all runs on a particular route at a specified timepoint are completed within the allowed “on-time” window.

D. SERVICE AVAILABILITY

MTA will strive to serve as much of Davidson County as possible as long as the service meets cost and service effectiveness standards. This part of the service policy is characterized as guidelines rather than standards because uniform geographic coverage cannot always be achieved due to constraints such as topographical and street network restrictions. In addition, coverage in some areas may not be possible due to the infeasibility of modifying existing routes without negatively affecting their performance.

Distance to transit is the area within a reasonable walking distance to the bus stop. Many cities define this as ¼ mile of a bus stop while others like Chicago use ¼ mile for high density and ½ mile for low density. Since the MTA service area has a low density (when compared to its peers and overall) the ½ mile standard will be used. Another industry standard is that a population density of around 3 dwelling units per acre is needed to justify fixed route transit, which translates to around 5000 people per square mile. MTA will strive to provide transit service within a ½ mile to residents of areas with a population density of over 5000 persons per square mile. In determining whether such service can be offered, MTA will consider other factors such as the likely performance of the service that might be provided. Request for service from such areas can be another indication of whether such service is needed.

Pedestrian Access is the ability of customers on foot to access transit. The pedestrian environment is an important component of the availability of transit since in most bus systems, 75%-80% of riders walk to transit. Lack of pedestrian access lowers the area of service coverage and potential ridership. Excellent pedestrian environment means available sidewalks, protection from traffic, safe crossings for roadways and a pleasant

walking environment. Because an excellent pedestrian environment will encourage transit ridership, the 5000 persons per square mile standard cited above could be relaxed in areas with an excellent pedestrian environment. MTA will strive to provide service within a ½ mile to residents of areas with an excellent pedestrian environment with a population density as low as 2500 persons per square mile. Service may be flexibly routed or fixed bus service.

Transit Supportive Areas are areas with densities and usage that support and encourage transit use, such as: universities, colleges, shopping centers, major employers, major destinations. MTA will strive to provide transit service within ¼ mile to all universities, medical centers, major malls and employers with over 1000 employees. Service will be provided directly to the doors of these institutions whenever possible.

Park-and-Ride Access expands ridership for routes in areas of low density. MTA will strive to provide park and ride lots every 5 miles outside the Briley Parkway/I-40/I-440 where MTA has *Commuter* service.

E. TRANSIT AMENITIES

MTA implemented a Bus Stop and Amenity Placement Policy that provides guidelines for locating bus stops and amenities such as benches and shelters along fixed routes.

Shelters should ideally be placed in locations where they will be most heavily utilized by waiting passengers. These are generally in areas with the highest passenger boardings, but special considerations should also be made for transfer points between routes or locations where ridership is steady but buses run infrequently and average wait time is greater. All stops on BRT routes must have a shelter and passenger information display sign (PID) showing scheduled or real-time bus departure information. The minimum average number of boardings required for bus shelter placement at existing bus stops is 40 persons per day (as calculated through manual check, farebox, or automated passenger count data).

Benches should be placed at all bus stops with greater than 40 boardings per day that do not have a shelter where possible. Benches may also be placed at other existing stops with lower ridership levels for advertising purposes. MTA benches may not be placed at locations that have not been approved as MTA bus stops.

Route map/schedule schematics are an effective way of disseminating route and schedule information to the public. These schematics are posted at bus stops and provide the customer with a reference point on the route map and schedule information. These schematic signs should be placed on *High Frequency* routes, transfer points, and major points of interest.

F. VEHICLE ASSIGNMENT

MTA assigns transit vehicles on routes by mode throughout Nashville/Davidson County and rotates buses throughout the MTA system. Vehicles with more capacity will be assigned to routes with higher ridership during peak periods, but only when the ridership regularly exceeds the capacity of a standard bus. A 40' hybrid Circuit bus will be primarily used on Circuit routes, due to the different branding of the free circulator routes and the frequent stopping downtown. In off-peak hours a hybrid van may be used on the Circuit. The articulated 60' hybrid buses will

primarily be used on BRT routes. These services are limited stop and as such have different branding. The BRT routes are on high frequency and high traffic corridors that also have local bus service, thus the need for hybrid vehicles. MTA also operates several over-the-road coaches. These are used for the regional express routes that MTA operates under contract with the Regional Transportation Authority. However, these buses are also rotated throughout the system and used on other MTA express routes.

All buses are equipped with air conditioning, wheelchair ramp or lifts, and automated stop announcement systems.

The maintenance department is responsible for rotating buses that are assigned to routes according to the Fleet Management Plan. This rotation ensures that routes receive a range of vehicles that are different ages and that the vehicles are maintained properly and according to FTA guidelines.

IV. COLLECTING AND REPORTING DEMOGRAPHIC DATA

A. DEMOGRAPHIC AND SERVICE PROFILE MAPS

Figure 4.1 is a base map of the MTA service area that includes Block Groups from the 2010 Census, major streets and interstates, both Music City Central transit station and MTA Myatt and Nestor administrative and garage locations, major activity centers and transit trip generators.

Minority block groups were defined as those whose percentage of minority population is greater than the average minority percent for the entire county. For Nashville-Davidson County the 2010 Census data puts the minority percentage at 42.5%. MTA worked with the Nashville Area Metropolitan Planning Organization to determine what qualifies as low-income. MTA utilized their commonly used threshold which is based on the U.S. Housing and Urban Development approach, and is defined as 80% of the area's median family income. Using data from the 2011 U.S. Census and American Community Survey (ACS), for Nashville-Davidson County this means households with a median family income of \$41,919 or below are considered low-income. For Nashville-Davidson County the low-income population percentage is 32%. Figure 4.2 shades these minority groups and Figure 4.3 shades the low-income block groups, while showing the information above in Figure 4.1.

Figure 4.1: Base Map of MTA Service Area

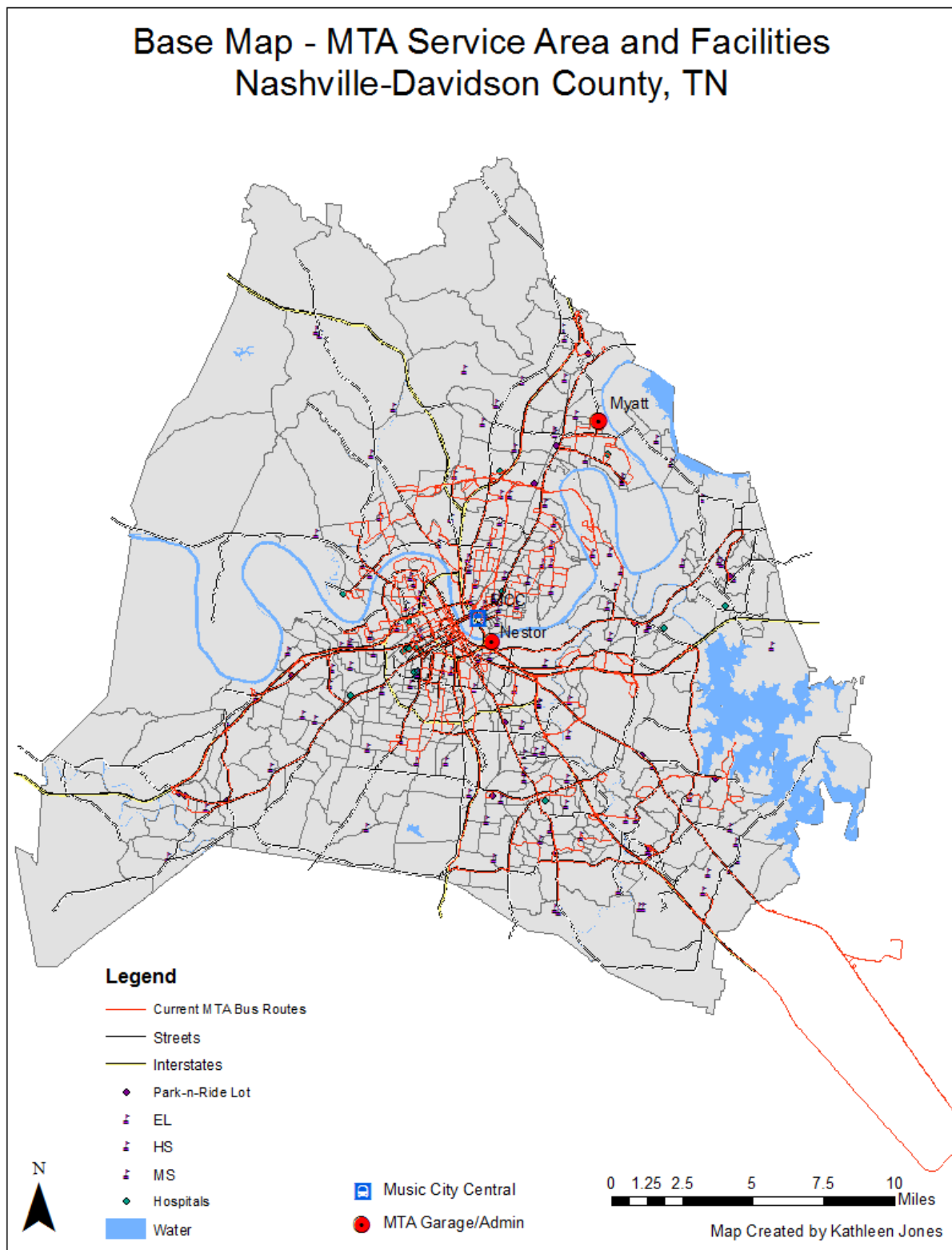


Figure 4.2: Demographic Map of MTA Service Area and Minority Population

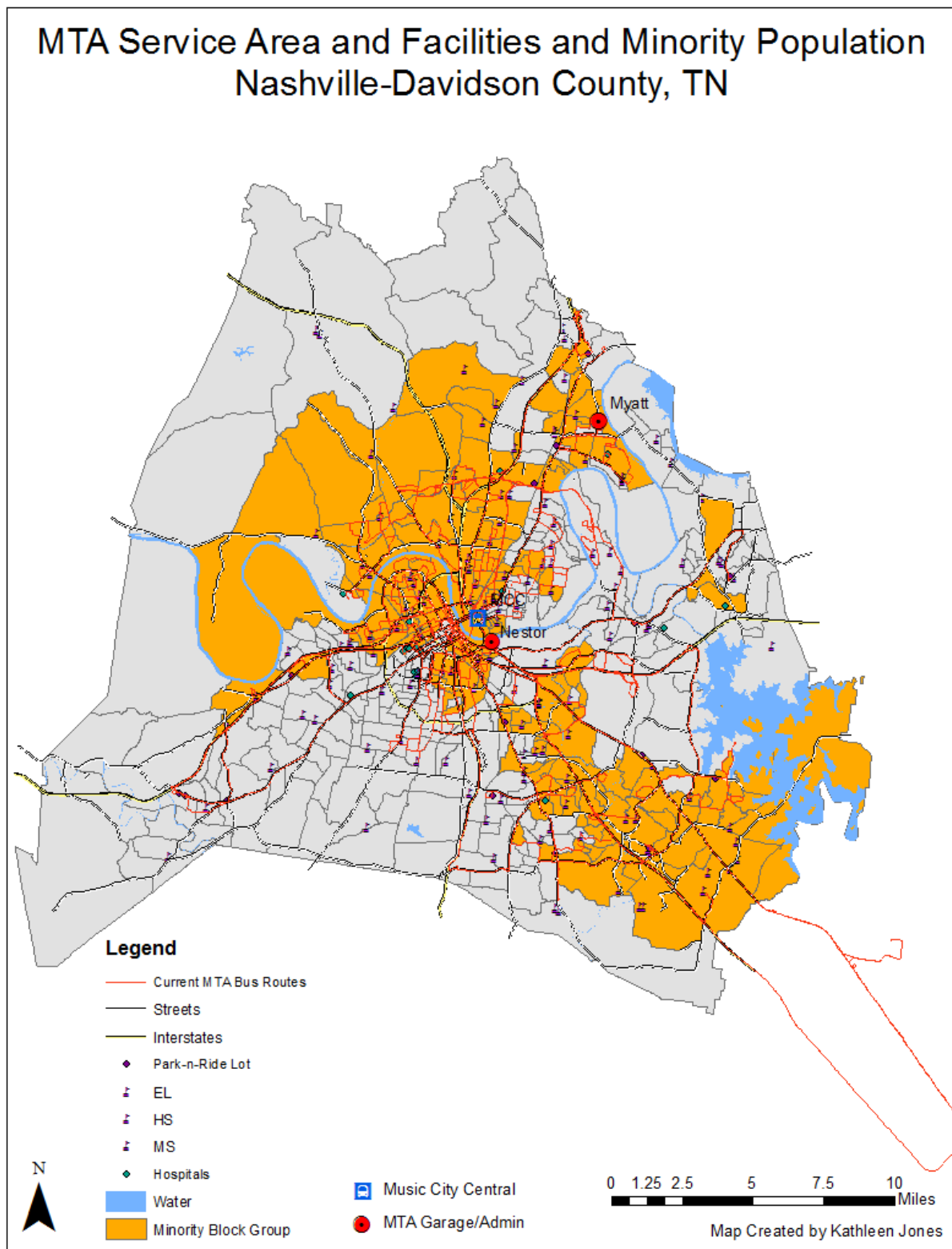
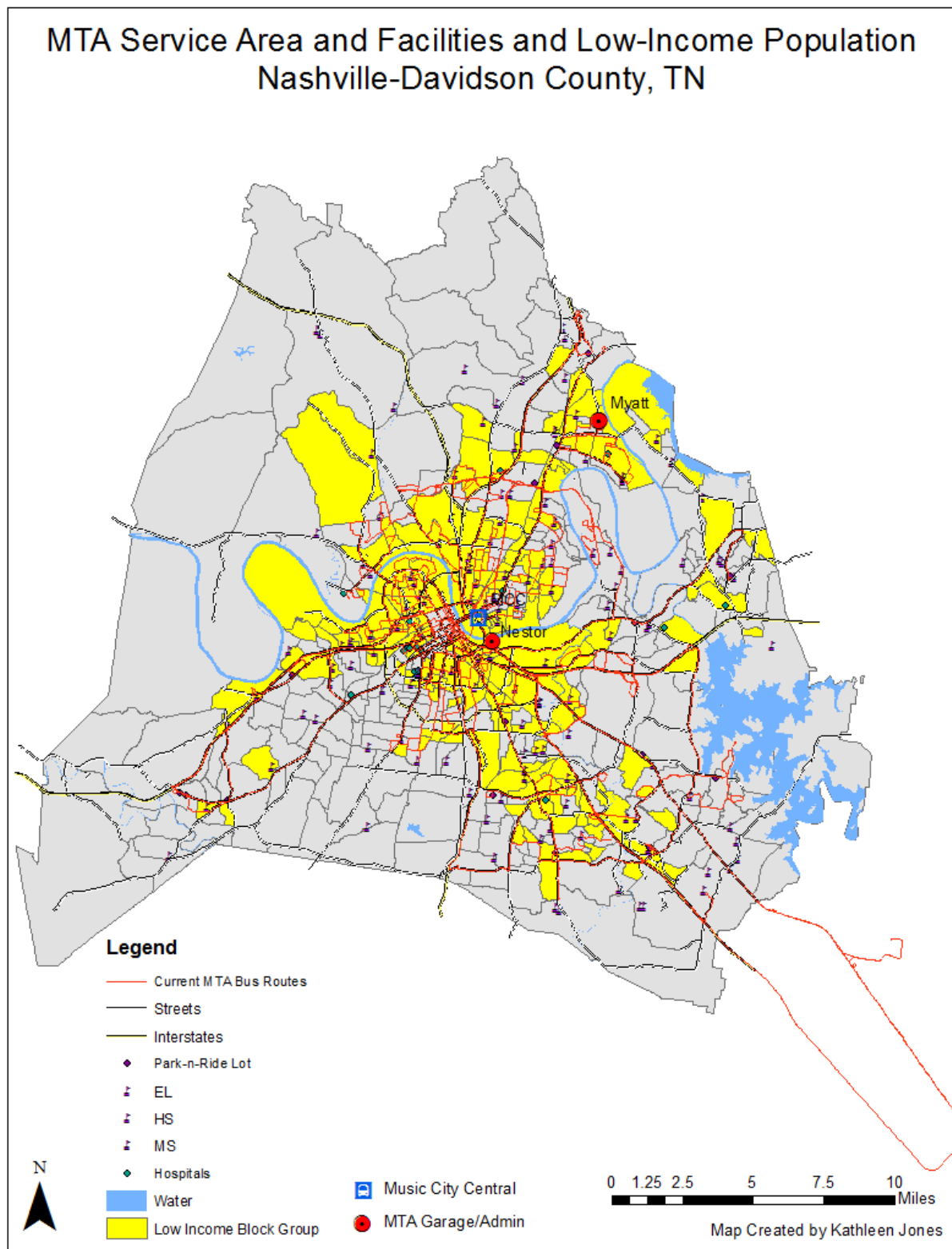


Figure 4.3: Demographic Map of MTA Service Area and Low-Income Population



B. DEMOGRAPHIC RIDERSHIP AND TRAVEL PATTERNS

Onboard Survey 2011

According to FTA Title VI guidelines the Nashville MTA must conduct onboard surveys of their riders every five years. One such survey was completed in the spring of 2011 with the help of ETC Institute. This survey covered all 43 routes and the Music City Star regional commuter rail that the MTA and Regional Transportation Authority (RTA) operated at the time. The goal was to obtain usable surveys from at least 3,605 transit riders, which represented approximately 10% of the system ridership. The actual number of completed, usable surveys was 3,936.

The survey was administered as a face-to-face interview and was made available in Spanish. While most respondents completed the survey during their trip, postage-paid return reply envelopes were available for riders who did not have time to complete the survey during their trip. This was done to ensure that short-trips were captured in the survey administration. Each survey contained a serial number that was used by ETC Institute to track the route and sequence in which surveys were completed.

ETC Institute developed a sampling plan to ensure that the overall results of the survey would be statistically valid for the region as a whole. The sampling plan identifies the number of completed surveys that were needed from each route. The sampling plan was designed to obtain completed surveys on from approximately 10% of the ridership on each bus route.

The demographic ridership and travel patterns presented in tabular format below are for MTA routes operated in Nashville-Davidson County. The total number of surveys is 3,139.

Race/Ethnicity of Riders

| <u>Ethnicity</u> | <u>Number</u> | <u>Percent</u> |
|----------------------------|---------------|----------------|
| 1 = White | 1344 | 40.0 % |
| 2 = Black/African American | 1766 | 52.5 % |
| 3 = Asian | 63 | 1.9 % |
| 4 = Native American | 17 | 0.5 % |
| 5 = Hispanic/Latino | 128 | 3.8 % |
| 6 = Other | 43 | 1.3 % |
| Total | 3361 | 100.0 % |

Fare Media Usage by Minority Group

| | <u>Minority</u> | <u>Non-Minority</u> | <u>Overall</u> |
|-----------------|-----------------|---------------------|----------------|
| Cash Fare | 30% | 34% | 31% |
| 20-Ride Local | 4% | 6% | 5% |
| 20-Ride Express | 0% | 0% | 0% |
| All-Day Pass | 30% | 26% | 29% |
| 7-Day Pass | 10% | 4% | 8% |
| 31-Day Pass | 25% | 30% | 26% |
| | 100% | 100% | 100% |

Detailed Fare Media Usage by Low-Income Group

| Fare Type | Low-Income | | Non Low-Income | | Overall | |
|------------------------------|------------|---------|----------------|---------|----------|---------|
| Cash Fare | Absolute | Percent | Absolute | Percent | Absolute | Percent |
| Local Fare | 290 | 22% | 331 | 27% | 621 | 24% |
| Reduced Fare | 40 | 3% | 34 | 3% | 74 | 3% |
| Youth Fare | 37 | 3% | 48 | 4% | 85 | 3% |
| Express Fare | 3 | 0% | 17 | 1% | 20 | 1% |
| Multi-Ride Fare Cards | | | | | | |
| 20-Ride Local | 28 | 2% | 57 | 5% | 85 | 3% |
| 20-Ride Discount | 23 | 2% | 16 | 1% | 39 | 2% |
| 20-Ride Express | 7 | 1% | 2 | 0% | 9 | 0% |
| Unlimited Ride Passes | | | | | | |
| All-Day | 281 | 21% | 230 | 19% | 511 | 20% |
| All-Day Discount | 87 | 7% | 40 | 3% | 127 | 5% |
| All-Day Youth | 46 | 4% | 49 | 4% | 95 | 4% |
| 7-Day | 85 | 6% | 96 | 8% | 181 | 7% |
| 7-Day Youth | 11 | 1% | 14 | 1% | 25 | 1% |
| 31-Day | 131 | 10% | 159 | 13% | 290 | 11% |
| 31-Day Discount | 189 | 14% | 76 | 6% | 265 | 10% |
| 31-Day Youth | 51 | 4% | 66 | 5% | 117 | 5% |

Destination Type by Minority Group

| Destination Type | White | | Black/African American | | Hispanic/Latino | | Asian | | Other | |
|------------------------|-------|-----|------------------------|-----|-----------------|-----|-------|-----|-------|-----|
| Airport | 3 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| College/University | 28 | 2% | 95 | 5% | 5 | 4% | 5 | 8% | 3 | 8% |
| Hotel | 4 | 0% | 3 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Job Seeking | 12 | 1% | 6 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Medical Appointment | 52 | 4% | 70 | 4% | 4 | 3% | 1 | 2% | 2 | 5% |
| Recreation/Site Seeing | 34 | 3% | 30 | 2% | 2 | 2% | 1 | 2% | 0 | 0% |
| School (K-12) | 22 | 2% | 66 | 4% | 2 | 2% | 4 | 7% | 2 | 5% |
| Shopping | 93 | 7% | 104 | 6% | 9 | 7% | 4 | 7% | 1 | 3% |
| Social Visit | 155 | 12% | 274 | 16% | 18 | 15% | 2 | 3% | 4 | 11% |
| Your Home | 526 | 40% | 651 | 37% | 40 | 33% | 29 | 48% | 16 | 42% |
| Work | 392 | 29% | 442 | 25% | 39 | 32% | 15 | 25% | 10 | 26% |
| Other | 10 | 1% | 8 | 0% | 4 | 3% | 0 | 0% | 0 | 0% |
| Total | 1331 | | 1750 | | 123 | | 61 | | 38 | |

Number of Vehicles in the Household by Minority Group

| Number of Vehicles in the Home | White | | Black/African American | | Hispanic/Latino | | Asian | | Other | |
|--------------------------------|-------|-----|------------------------|-----|-----------------|-----|-------|-----|-------|-----|
| None | 655 | 49% | 1006 | 57% | 58 | 73% | 21 | 34% | 23 | 61% |
| One | 366 | 27% | 486 | 28% | 44 | 56% | 22 | 36% | 9 | 24% |
| Two | 227 | 17% | 186 | 11% | 16 | 20% | 17 | 28% | 6 | 16% |
| Three | 58 | 4% | 49 | 3% | 2 | 3% | 1 | 2% | 0 | 0% |
| Four or More | 24 | 2% | 22 | 1% | 3 | 4% | 0 | 0% | 0 | 0% |
| Did Not Answer | 1 | 0% | 1 | 0% | 0 | 0% | | 0% | | 0% |
| Total | 1331 | | 1750 | | 123 | | 61 | | 38 | |

Top Ridership Routes for Black/African American Customers

| Route | Number of Black/African American Respondents | |
|---------------------------|--|-----|
| 15 Murfreesboro Pike | 182 | 10% |
| 22 Bordeaux | 143 | 8% |
| 56 Gallatin Pike BRT lite | 123 | 7% |
| 23 Dickerson Pike | 115 | 7% |
| 10 Charlotte | 102 | 6% |

Top Ridership Routes for Hispanic/Latino Customers

| Route | Number of Hispanic/Latino Respondents | |
|---------------------------|---------------------------------------|-----|
| 15 Murfreesboro Pike | 20 | 16% |
| 12 Nolensville Pike | 13 | 10% |
| 56 Gallatin Pike BRT lite | 13 | 10% |
| 7 Hillsboro | 11 | 9% |
| 10 Charlotte | 6 | 5% |

English as a Second Language by Ethnicity

| Speaks a Language other than English at Home | White | | Black/African American | | Hispanic/Latino | | Asian | | Other | |
|--|-------|-----|------------------------|-----|-----------------|-----|-------|-----|-------|-----|
| Yes | 55 | 4% | 83 | 5% | 60 | 49% | 30 | 49% | 1 | 3% |
| No | 1176 | 88% | 1555 | 89% | 50 | 41% | 27 | 44% | 28 | 74% |
| Did Not Respond | 100 | 8% | 112 | 6% | 13 | 11% | 4 | 7% | 9 | 24% |
| Total | 1331 | | 1750 | | 123 | | 61 | | 38 | |

V. MONITORING TRANSIT SERVICE

MTA monitors the performance of our transit system relative to our system-wide service standards and policies discussed in section three. MTA selects a sample of minority and non-minority fixed bus routes to monitor not less than every three years. MTA also monitors any route subject to a proposed major change, as defined in the Public Involvement Policy discussed in section two. A minority transit route is defined by FTA as a route in which at least one-third of the revenue miles are located in a Census block group.

A. METHODOLOGY

For each individual bus line, we defined the geographic area of coverage for each line by including all Census Block Groups within one-half mile walking distance of bus stops and routes, excluding those portions of routes that travel on interstates or are otherwise not accessible to be bordered. We utilized the MTA Master Plan as a guide which uses a one-half mile buffer to determine route access based on the low-density nature of Nashville-Davidson County. At that point we identified the revenue miles of each route that travelled through and served minority block groups. If a route provides more than 33% of its service in minority block groups we classified it as a minority route. See Table 5.1 for each route classification. The highlighted routes were randomly selected for the purposes of this round of monitoring.

Table 5.1: 2013 MTA Minority Route Classifications

| 2013 MTA Minority Route Classifications | | | | | |
|---|----------------------------|--------------|----------|------------------------------------|---------------------|
| Route | | Non-Minority | Minority | Minority Block Group Revenue Miles | Total Revenue Miles |
| <i>Most Frequent</i> | | | | | |
| 3 and 5 | West End | X | | 0.71 | 14.50 |
| 4 | Shelby | | x | 6.25 | 12.49 |
| 7 | Hillsboro | X | | 0.22 | 5.93 |
| 10 | Charlotte | | x | 4.44 | 8.45 |
| 12 | Nolensville Road | | x | 12.42 | 17.57 |
| 15 | Murfreesboro Road | | x | 11.97 | 14.69 |
| 17 | 12th Avenue South | | x | 3.83 | 9.31 |
| 19 | Herman | | x | 6.06 | 6.37 |
| 22 | Bordeaux | | x | 13.31 | 13.98 |
| 23 | Dickerson Road | | x | 12.50 | 12.50 |
| 26 | Gallatin Road | | x | 8.45 | 12.52 |
| 28 | Meridian | | x | 5.81 | 5.81 |
| 29 | Jefferson | | x | 5.76 | 5.85 |
| 55 | Murfreesboro Pike BRT lite | | x | 11.97 | 14.69 |
| 56 | Gallatin Pike BRT lite | | x | 12.12 | 14.83 |
| <i>Frequent</i> | | | | | |
| 1 | 100 Oaks | | x | 3.77 | 7.44 |
| 2 | Belmont | X | | 1.93 | 8.14 |
| 6 | Lebanon Road | X | | 4.74 | 21.54 |
| 8 | 8th Avenue South | | x | 2.93 | 6.69 |
| 9 | Metro Center | | x | 6.98 | 6.98 |
| 14 | Whites Creek | | x | 9.57 | 10.01 |
| 18 | Airport/Elm Hill Pike | | x | 7.07 | 16.75 |
| 20 | Scott | | x | 3.39 | 9.55 |
| 21 | University Connector | | x | 5.07 | 11.78 |
| 25 | Midtown | | x | 10.04 | 12.77 |
| 30 | McFerrin | | x | 5.76 | 5.76 |
| 34 | Opry Mills Express | | x | 10.48 | 25.36 |
| 42 | St. Cecilia/Cumberland | | x | 10.07 | 10.85 |
| 43 | Hickory Hills | | x | 15.00 | 15.41 |

Table 5.1 Continued: 2013 MTA Minority Route Classifications

| 2013 MTA Minority Route Classifications, continued | | | | | |
|--|-------------------------------------|--------------|----------|------------------------------------|---------------------|
| Route | | Non-Minority | Minority | Minority Block Group Revenue Miles | Total Revenue Miles |
| Commuter | | | | | |
| 24X | Bellevue Express | X | | 0.00 | 6.69 |
| 27 | Old Hickory | | x | 7.53 | 15.42 |
| 33X | Hickory Hollow/Lenox Express | | x | 8.88 | 9.69 |
| 35X | Rivergate Express | | x | 10.00 | 13.80 |
| 36X | Madison Express | | x | 11.10 | 24.87 |
| 37X | Tusculum Express | | x | 9.08 | 14.66 |
| 38X | Antioch Express | | x | 16.27 | 21.44 |
| 39x | Cane Ridge Express | | x | 4.57 | 4.57 |
| 41 | Golden Valley | | x | 20.08 | 20.08 |
| Other | | | | | |
| 44 | MTA Shuttle | | x | 2.38 | 2.70 |
| 60 | Bicentennial Mall - Blue Circuit | | x | 8.40 | 12.20 |
| 61 | Gulch - Green Circuit | | x | 2.42 | 2.64 |
| 62 | Fulton Center - Purple Circuit | | x | 1.08 | 1.48 |
| 72 | Edmondson - Harding Place Connector | | x | 2.84 | 2.84 |
| 76 | Madison Connector | | x | 6.01 | 6.53 |

B. MONITORING SERVICE STANDARDS

Vehicle Load Monitoring

Table 5.2 below shows the maximum load factors identified by MTA through the MTA Master Plan. For assessment, average weekday loads on each sample line were determined for AM Peak, Midday, and PM Peak. Table 5.3 below shows the breakdown of vehicle loads for the sample of minority and non-minority bus routes by time of day.

Table 5.2: Maximum Bus Load Standards

| Service Class | Peak Load Factor | Peak Bus Environment | Off Peak Load Factor |
|----------------------|------------------|-------------------------|----------------------|
| Most Frequent | 1.25 | Standees crowded | 1 |
| Frequent | 1.25 | Standees | 1 |
| Commuter | 1 | No Standees | NA |

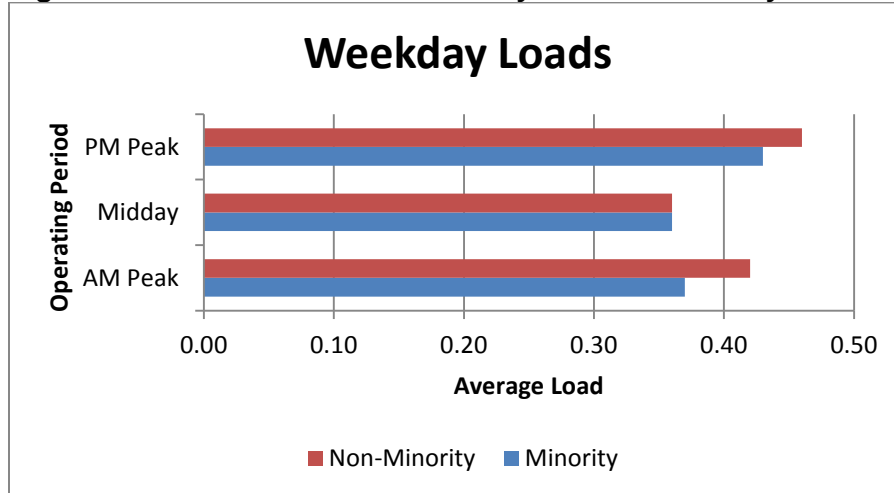
Table 5.3: Vehicle Loads for Minority and Non-Minority Routes

| Lines | Load/Seats | | |
|-------------------------------|-----------------|----------------|-----------------|
| | AM Peak IB & OB | Midday IB & OB | PM Peak IB & OB |
| <i>Most Frequent</i> | | | |
| Route 3 West End/White Bridge | 0.42 | 0.40 | 0.45 |
| Route 5 West End/Bellevue | 0.33 | 0.32 | 0.43 |
| Route 7 Hillsboro | 0.48 | 0.31 | 0.46 |
| Route 12 Nolensville Pike | 0.54 | 0.48 | 0.45 |
| Route 15 Murfreesboro Pike | 0.53 | 0.38 | 0.49 |
| Route 22 Bordeaux | 0.39 | 0.36 | 0.52 |
| Route 23 Dickerson Pike | 0.47 | 0.56 | 0.41 |
| <i>Frequent</i> | | | |
| Route 6 Lebanon Pike | 0.42 | 0.49 | 0.49 |
| Route 8 8th Avenue South | 0.31 | 0.36 | 0.55 |
| Route 14 Whites Creek | 0.30 | 0.34 | 0.49 |
| Route 20 Scott | 0.28 | 0.22 | 0.35 |
| Route 30 McFerrin | 0.41 | 0.22 | 0.30 |
| <i>Commuter</i> | | | |
| Route 24X Bellevue Express | 0.63 | n/a | 0.54 |
| Route 38X Antioch Express | 0.24 | n/a | 0.17 |
| Route 35X Rivergate Express | 0.36 | n/a | 0.38 |

Shaded cells indicate minority routes.

The figure below depicts the average loads for the sampled minority and non-minority routes for AM peak, midday peak, and PM peak across all service classes. The load is slightly higher for the non-minority routes in the AM and PM peak periods. The load is the same for both minority and non-minority routes in midday.

Figure 5.1: Vehicle Loads for Minority and Non-Minority Routes by Peak Period



Vehicle Headway Monitoring

Table 5.4 shows the average headway in minutes for minority and non-minority lines for weekday AM peak, midday, and evening periods. The average span of service in hours and tenths of hours is shown for minority and non-minority lines for weekdays.

Table 5.4: Weekday Headways and Span of Service, for Minority and Non-Minority Routes

| Route | | Service Begins | AM Peak Headway | Midday Headway | PM Peak Headway | Service Ends | Span (Hours) |
|----------------------|-------------------|----------------|-----------------|----------------|-----------------|--------------|--------------|
| Most Frequent | | | | | | | |
| 3 and 5 | West End/Bellevue | 4:49a | 20 | 30 | 20 | 11:08p | 18.35 |
| 7 | Hillsboro | 5:50a | 22 | 28 | 23 | 12:01a | 18.18 |
| 12 | Nolensville Road | 4:59a | 15 | 28 | 15 | 11:00p | 18.02 |
| 15 | Murfreesboro Road | 4:52a | 20 | 20 | 20 | 11:05p | 17.95 |
| 22 | Bordeaux | 5:10a | 16 | 23 | 17 | 11:05p | 18.08 |
| 23 | Dickerson Road | 4:56a | 24 | 26 | 21 | 12:23a | 19.32 |
| Frequent | | | | | | | |
| 6 | Lebanon Road | 5:17a | 23 | 79 | 17 | 10:30p | 16.07 |
| 8 | 8th Avenue South | 5:09a | 35 | 75 | 35 | 8:13p | 15.07 |
| 14 | Whites Creek | 5:34a | 30 | 60 | 30 | 11:06p | 17.47 |
| 20 | Scott | 5:21a | 36 | 63 | 39 | 11:12p | 17.15 |
| 30 | McFerrin | 5:46a | 60 | 60 | 60 | 11:05p | 17.32 |

| Commuter | | | | | | | |
|-----------------|-------------------|-------|----|-----|----|-------|-------|
| 24X | Bellevue Express | 6:50a | 25 | n/a | 25 | 6:05p | 11.75 |
| 35X | Rivergate Express | 6:13a | 27 | n/a | 25 | 8:07p | 14.10 |
| 38X | Antioch Express | 5:37a | 40 | n/a | 60 | 7:45p | 14.14 |

Commuter routes only run AM and PM Peak

Most Frequent

Of the sampled routes, the total average AM Peak Headway was 20. The minority routes averaged slightly lower headway at 19 and the non-minority routes were slightly higher at 21. This indicates that minority routes have slightly more frequent service along the main corridors. The same was true for midday and PM Peak service. Minority routes also had slightly higher span of service, at an average of 18.32 for the day over 18.27 for non-minority routes.

Frequent

Of the sampled routes, the minority routes averaged slightly higher headways overall at 49 minutes. The non-minority route averaged 40 minute headways. Therefore *frequent* routes should be monitored to ensure that there is no disparate impact on this classification of service. It is important to note that it could be a function of the sample, as only one non-minority route is sampled versus four minority routes. Minority routes had a slightly longer span of service over non-minority routes, with 16.75 hours and 16.07 hours respectively.

Commuter

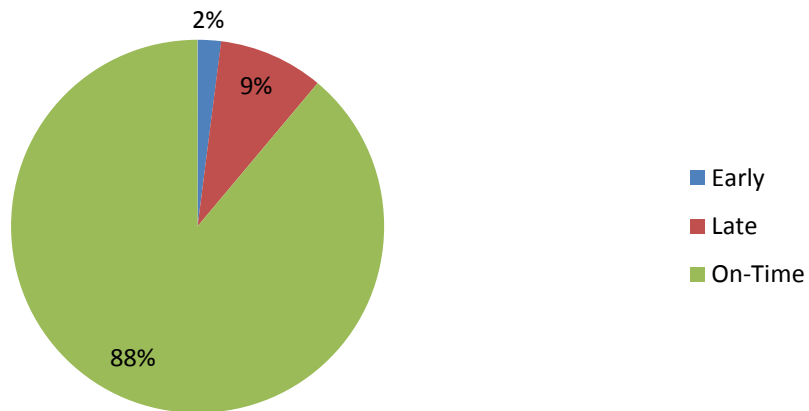
The commuter routes had a similar result to the frequent routes. The minority routes averaged slightly higher headways at 34 minutes. The non-minority route averaged 25 minutes. In the fall of 2013 the non-minority route is proposed to increase headways slightly with the combination of two afternoon trips into one. At that point the commuter routes should be re-evaluated and monitored to ensure there is no disparate impact on minorities. Minority routes had a significantly higher span of service over non-minority routes, with 14.12 and 11.75 hours respectively.

On-Time Performance Monitoring

Figure 5.2 shows that 88% of transit vehicles passed time points on time, 2% passed time points early, and 9% passed time points late.

Figure 5.2: On-Time Performance for Fiscal Year 2013

On-Time Performance



The MTA uses a random check program to assess on-time performance. On-time checks are done for a four-hour time period every other day for a randomly selected time point on a randomly selected route. Over the last fiscal year, the program completed a total of 2,188 observations. Of those 2,188 bus trips observed, approximately two (2) percent were found departing a schedule time point early (i.e., more than 1 minute before the departure time in the printed schedule). Approximately nine (9) percent were found departing a schedule time point late (i.e., more than 5 minutes after the departure time in the printed schedule). These routes on which the late departures were observed were:

- 2 Belmont
- 3 West End/White Bridge
- 5 West End/Bellevue
- 6 Lebanon Pike
- 8 8th Avenue South
- 9 MetroCenter
- 10 Charlotte
- 12 Nolensville Pike
- 15 Murfreesboro Pike
- 17 12th Avenue South
- 19 Herman
- 20 Scott
- 21 University Connector
- 22 Bordeaux
- 23 Dickerson Pike
- 24X Bellevue Express
- 26 Gallatin Pike
- 28 McFerrin
- 34 Opry Mills
- 56 Gallatin Pike BRT lite
- 60 Music City Circuit – Blue Route

- 76 Madison Connector

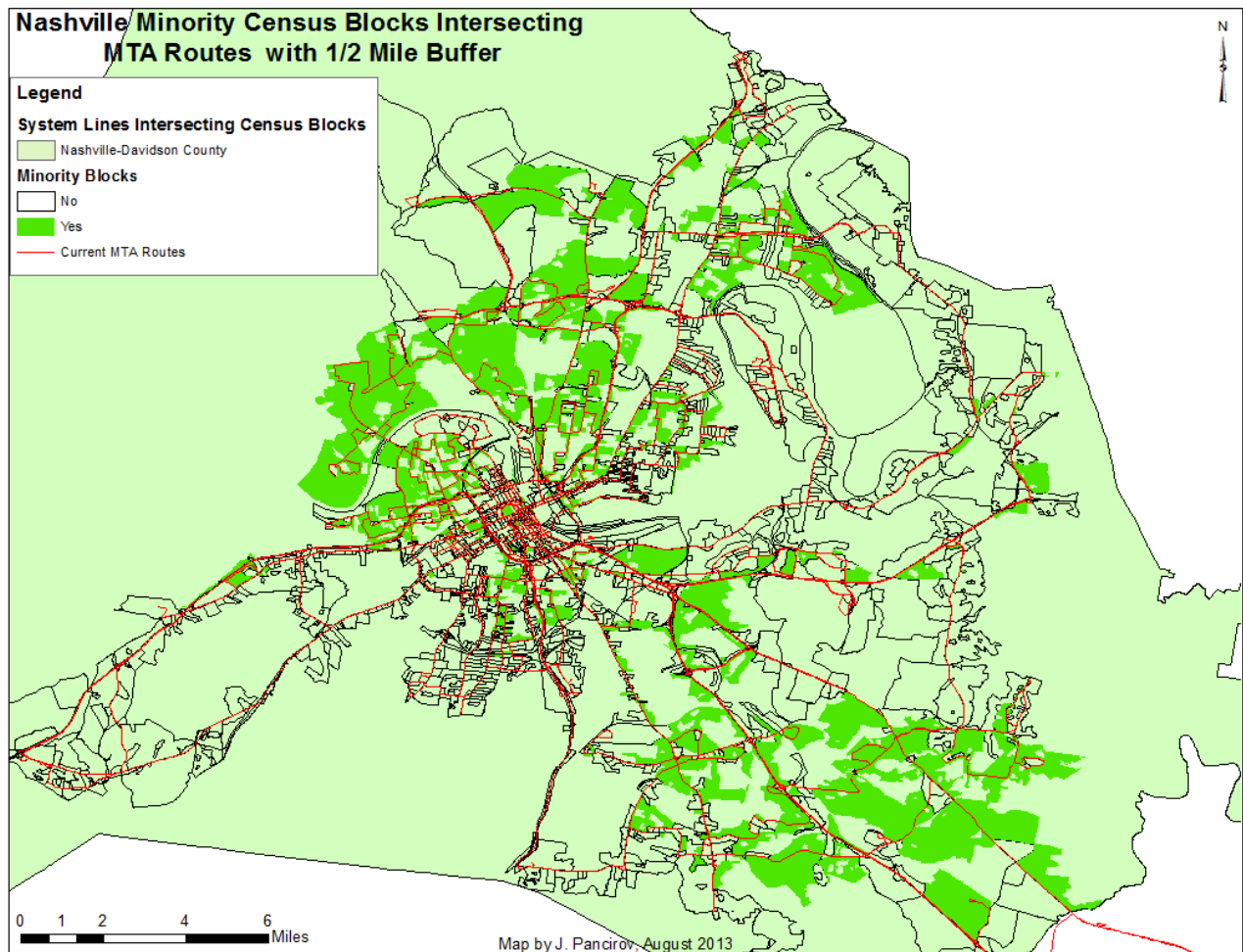
Of those 22 routes, 17 are classified as minority routes. These findings suggest that additional monitoring of on-time performance to assess potential disparate impacts is warranted. MTA will initiate additional on-time performance monitoring as part of the current program. The percentage of

Service Availability Monitoring

Figure 5.3 shows the minority Census blocks that are within a ½-mile walk of MTA bus routes. All residents of Census blocks where the geographic center of the block is within ½-mile walk of a bus stop is considered within ½-mile of service.

Using GIS analysis and Census 2010 data, we found that 62% of the minority population in Nashville-Davidson County is within a ½-mile walk of MTA bus routes. The percentage of the non-minority population within ½-mile walk of MTA bus routes was 35%.

Figure 5.3: Map of Nashville Minority Census Blocks within ½-Mile of MTA Service



Vehicle Assignment Monitoring

Table 5.5 shows the average age of buses in relation to minority population served. The only case where the average age of buses was older for minority routes over non-minority routes was in the frequent category. Overall, the minority routes sampled average bus was six years old while the non-minority routes sampled average bus was seven years old.

Table 5.5: Average Vehicle Age by Classification for Minority Routes

| Classification | Minority | Avg Year of Purchase | Average Age of Buses |
|----------------|--------------|----------------------|----------------------|
| Most Frequent | Minority | 2008 | 5 |
| | Non-Minority | 2007 | 6 |
| Frequent | Minority | 2005 | 8 |
| | Non-Minority | 2006 | 7 |
| Commuter | Minority | 2006 | 7 |
| | Non-Minority | 2004 | 9 |
| System | | 2005 | 8 |

Transit Amenities Monitoring

The overlay map below (Figure 5.4) shows the locations of many of the transit agency's amenities, including, the Music City Center transit facility, bus shelters, benches, and Park-n-Ride lots, relative to the locations of bus routes and the locations of minority and non-minority populations. Figures 5.5 and 5.6 below depict the percentage of bus shelters on minority versus non-minority routes and minority versus non-minority block groups. There are 118 bus shelters (93%) on minority bus routes versus 51 bus shelters (40%) on non-minority bus routes. The bus shelters are located within 68% of the minority block groups versus 32% of the non-minority block groups. Therefore we did not find disparate impact on the distribution of bus shelters on minority routes.

Figure 5.4: Transit Amenities Overlay Map

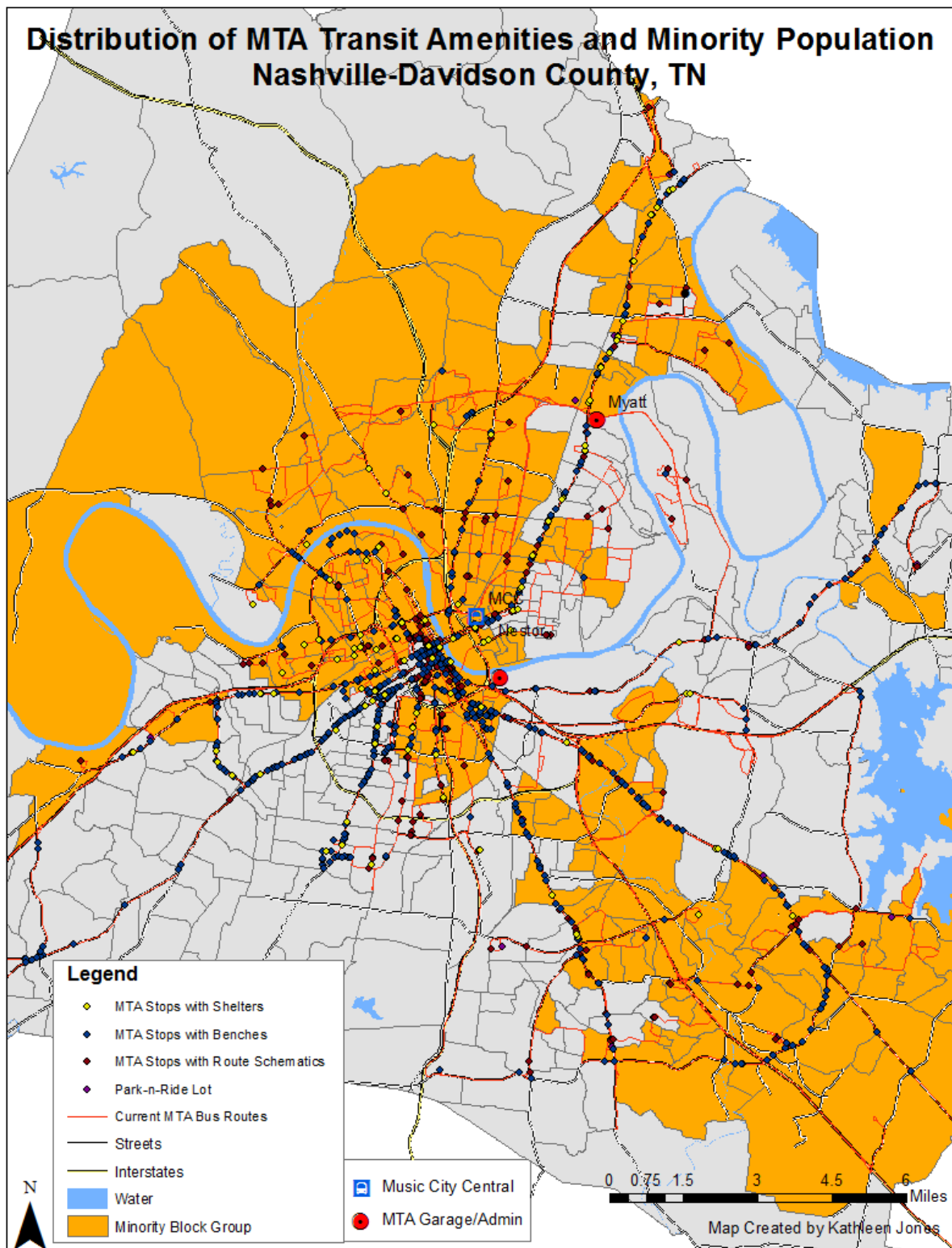


Figure 5.5: Percentage of Bus Shelters Located on Minority Routes

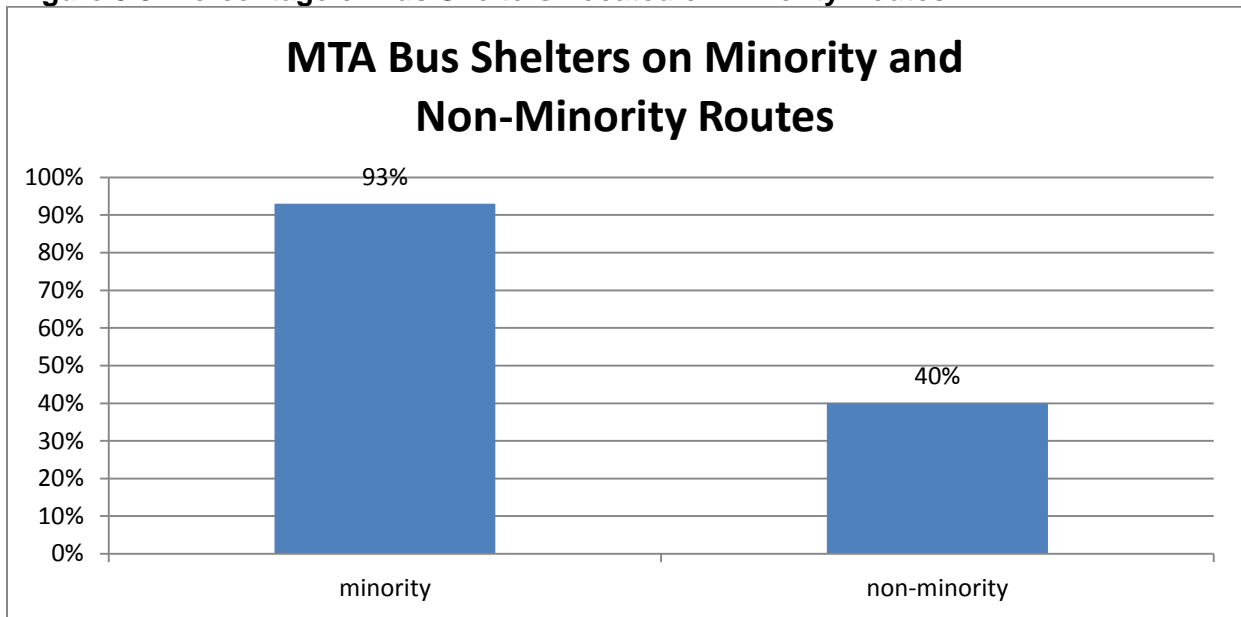
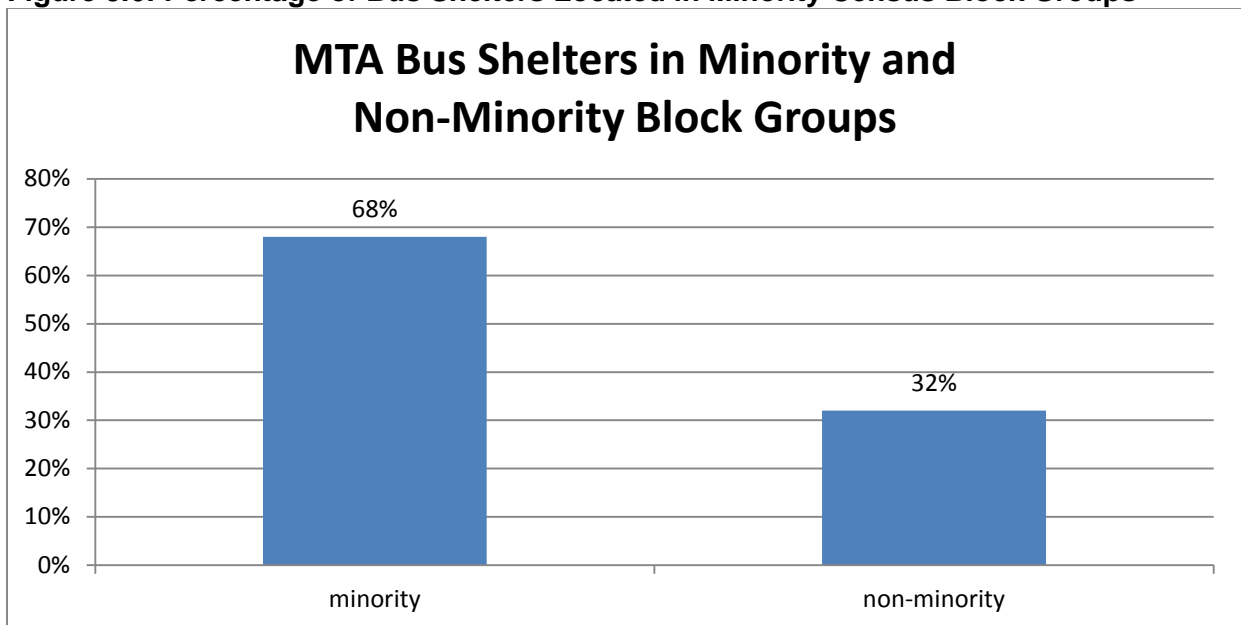


Figure 5.6: Percentage of Bus Shelters Located in Minority Census Block Groups



VI. EVALUATION OF SERVICE AND FARE CHANGES

A. SERVICE AND FARE EQUITY ANALYSIS

Major Service and Fare Change Policy

The MTA has established a definition of a fare or major service change, though the Public Hearing Requirements for Transit Services (see appendix). A fare or major service change is when:

1. There is a change in any fare or fare media related to all services of fixed route and AccessRide.
2. There is any change in service of twenty-five percent (25%) or more of the number of a transit route's revenue service miles computed on a daily basis for the day of the week for which the change is made.
3. A new transit route is established or eliminated.
4. Service frequency or headway adjustments of over 5 minutes during peak hour service or over 15 minutes during non-peak hour service.

In an emergency situation, a service change may be implemented immediately. Evaluations and public hearings must be held if the change is in effect over 180 days. Examples of emergency service changes include but are not limited to those made because of the inaccessibility of a bridge over which a bus route passes, major road construction, or inadequate supply of fuel.

Experimental service changes may be instituted for 180 days or less. Evaluations and a public hearing will be required if the experimental service change exceeds 180 days.

Adverse Effects

An adverse effect is a geographical or temporal reduction in service which includes but is not limited to: elimination of a route; shortening a route; re-routing an existing line; and an increase in headways. MTA recognizes that additions to service may also result in disparate impacts and disproportionate burdens, particularly if the additions come at the expense of reductions in service on other lines.

When a major service change is proposed, MTA evaluates the impact of the service and/or fare change by assessing the adverse effects of those changes on the minority and low-income population.

Disparate Impact and Disproportionate Burden Policy

The Federal Transit Administration defines "disparate impacts" and "disproportionate burdens" as neutral policies or practices that have the effect of disproportionately excluding or adversely affecting members of a group protected under Title VI, and the recipient's policy or practice lacks a substantial legitimate justification. The Disparate Impact Policy establishes a threshold for determining whether proposed fare or service changes have a disparate impact on minority populations versus non-minority populations. The Disproportionate Burden Policy establishes a threshold for determining whether proposed fare or service changes have an impact on low-income vs non-low-income populations.

The threshold is the difference between the burdens or benefits borne by minority or low-income populations compared to the non-minority or non-low-income populations. Exceeding the threshold means that a fare or service change either negatively impacts these protected populations more than the non-protected populations or that the change benefits non-minority and non-low income populations more than minority and low-income populations.

The following is the Nashville MTA Disparate Impact and Disproportionate Burden Policy:

When a positive or negative change of greater than 5% is identified for minority or low-income populations, we are proposing to follow the Four Fifths Rule for both policies. The Four Fifths Rule states that there could be evidence of disparate impact or disproportionate burden if:

- Transit services are being provided to minority or low-income populations at a rate less than 80% (four-fifths) than the benefits being provided to non-minority or non-low-income populations
- Adverse effects are being borne by the minority or low-income populations at a rate more than 20% (four-fifths) of the adverse effects being borne by the non-minority or non-low-income populations

If a potential disparate impact is found, FTA requires that recipients analyze alternatives. A provider may modify the proposed change to avoid, minimize, or mitigate potential disparate impacts. A transit provider may also proceed with the proposed change if there is a substantial legitimate justification and no legitimate alternatives exist that still accomplishes the provider's legitimate program goals.

Public Participation

In order to ensure awareness of the MTA Title VI policy proposals, MTA discussed the Title VI changes at a total of six public meetings. Four of these meetings occurred in July 2013 and included the proposed service changes as well information about the proposed Title VI policies. Three of these meetings were held at Music City Central in Downtown Nashville, which is a central location for all parts of the community and provides the easiest and best access for our riders, and one meeting was held at the Southeast Library in Antioch due to the proposed elimination of the Antioch BusLink service. In addition, two more public meetings were held at Music City Central in August specifically to discuss the Title VI proposals. We had a total of 43 attendees at the meetings and the general view was that the proposed Title VI changes were fair and reasonable.

Results of Service and Fare Equity Analyses

For a Title VI evaluation of the most recent service and fare changes that MTA implemented, please see appendix. Please note that all service and fare changes analyzed prior to April 1, 2013 utilized FTA C 4702.1A as guidance.

APPENDICES

APPENDIX A

Nashville MTA Board Title VI Approval

NASHVILLE METROPOLITAN TRANSIT AUTHORITY

OF NASHVILLE AND DAVIDSON COUNTY, TENNESSEE

BOARD ACTION ITEM

Item Number: A-13-027

Meeting Date: 09/26/13

Item Title: ADOPTION OF UPDATED TITLE VI PLAN, POLICIES AND STANDARDS

BACKGROUND

As discussed at last month's meeting, in October 2012, the Federal Transit Administration (FTA) released new guidelines that change the requirements and process by which Title VI analyses are completed and reported. Title VI of the Civil Rights Act of 1964 states that "No Person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

As part of these changes, FTA requires the establishment of specific system-wide service standards and system-wide service policies to be included in the Title VI Program. In addition, FTA requires that transit agencies establish a Major Service Change Policy, Disparate Impact Policy, and Disproportionate Burden Policy. In preparation for these changes, we have reviewed other Title VI Programs, talked with Title VI Coordinators at several transit agencies, and considered our own minority and low-income demographics to develop the proposed policies described in detail below and on the following pages.

Major Service Change Policy

Description:

This policy sets the requirements for when an agency will conduct a thorough analysis of the potential effects of service changes on Title VI protected populations. MTA currently has a definition for what constitutes a Major Service Change through our Public Hearing Policy and we are recommending to continue using this definition.

Proposed Policy:

- There is a change in any fare or fare media related to our core services of fixed route and AccessRide.
- There is any change in service of twenty-five percent (25%) or more of the number of a transit route's revenue service miles computed on a daily basis for the day of the week for which the change is made.
- A new transit route is established.
- Service frequency (headway adjustments) of over five (5) minutes during peak hour service or over fifteen (15) minutes during non-peak hour service.
- In an emergency situation, a service change may be implemented immediately without

conducting a Title VI analysis. An analysis must be completed if the change is in effect over one-hundred and eighty (180) days. Examples of emergency service changes include but are not limited to those made because of inaccessibility of a bridge over which a bus route passes, major road construction, or inadequate supply of fuel.

- Experimental or Pilot project service changes may be instituted for one-hundred and eighty (180) days or less without conducting a Title VI analysis. An analysis will be required if the experimental service change exceeds one-hundred and eighty (180) days.

Disparate Impact Policy and Disproportionate Burden Policy

Description:

The Federal Transit Administration defines “disparate impacts” and “disproportionate burdens” as neutral policies or practices that have the effect of disproportionately excluding or adversely affecting members of a group protected under Title VI, and the recipient’s policy or practice lacks a substantial legitimate justification. The Disparate Impact Policy establishes a threshold for determining whether proposed fare or service changes have a disparate impact on minority populations versus non-minority populations. The Disproportionate Burden Policy establishes a threshold for determining whether proposed fare or service changes have an impact on low-income vs non-low-income populations.

The threshold is the difference between the burdens or benefits borne by minority or low-income populations compared to the non-minority or non-low-income populations. Exceeding the threshold means that a fare or service change either negatively impacts these protected populations more than the non-protected populations, or that the change benefits non-minority and non-low income populations more than minority and low-income populations.

Proposed Disparate Impact Policy and Disproportionate Burden Policy:

When a positive or negative change of greater than 5% is identified for minority or low-income populations, we are proposing to follow the Four Fifths Rule for both policies. The Four Fifths Rule states that there could be evidence of disparate impact or disproportionate burden if:

- Transit services are being provided to minority or low-income populations at a rate less than 80% (four-fifths) than the benefits being provided to non-minority or non-low-income populations
- Adverse effects are being borne by the minority or low-income populations at a rate more than 20% (four-fifths) of the adverse effects being borne by the non-minority or non-low-income populations

If a potential disparate impact is found, FTA requires that recipients analyze alternatives. A provider may modify the proposed change to avoid, minimize, or mitigate potential disparate impacts. A transit provider may also proceed with the proposed change if there is a substantial legitimate justification and no legitimate alternatives exist that still accomplish the provider’s legitimate program goals.


Public Involvement

In order to ensure awareness of the upcoming Title VI policy proposals, we discussed the Title VI changes at a total of six public meetings. Four of these meetings occurred in July and included the proposed service changes as well information about the proposed Title VI policies. Three of these meetings were held at Music City Central in Downtown Nashville, which is a central location for all parts of the community and provides the easiest and best access for our riders, and one meeting was held at the Southeast Library in Antioch due to the proposed elimination of the Antioch BusLink service. In addition, two more public meetings were held at Music City Central in August specifically to discuss the Title VI proposals. We had a total of 43 attendees at the meetings and the general view was that the proposed Title VI changes were fair and reasonable.

COMMITTEE RECOMMENDATION

The Planning and Marketing Committee recommend the adoption of the updated Title VI plan with inclusion of the proposed Major Service Change Policy, Disparate Impact Policy, and Disproportionate Burden Policy as outlined above.

Approved:



Secretary

September 26, 2013

Date

APPENDIX B

Public Hearing Policy

Nashville Metropolitan Transit Authority

PUBLIC HEARING REQUIREMENTS POLICY

Public participation, through both the awareness and the opportunity for input, into the decision making process is a critical element to the success of the varied transit services that MTA provides.

I. PURPOSE

The purpose of these requirements is to obtain feedback from all interested and concerned citizens when the Metropolitan Transit Authority proposes changes to its services or fares. The guidelines below indicate when, as a matter of policy, a public hearing must be held, and how the comments are considered through the process. These guidelines are in no way intended to limit public hearings but are meant to provide a minimum set of standards

II. PUBLIC NOTICE

A public notice of an intended public hearing meeting must be conveyed to the general public at least fourteen (14) days prior to the intended meeting date. In addition, the final public hearing must be scheduled a minimum of twenty-one (21) days prior to the proposed implementation of the change. The notices will convey information about the public hearing in English as well as in Spanish (the predominant language of the Nashville-Davidson County LEP population). The notice will include the statement: “If information is needed in another language, then contact (615) 862-5950” in English and in Spanish.

1. A detailed description of the purpose of the meeting(s)
2. The date(s) and time(s) of the meeting(s)
3. The meeting location(s)

Notice of public hearings must contain a detailed description of the proposed change and be publicly advertised in at least three (3), but preferably all of the following manners as well as at least one (1) predominately Spanish or other LEP language publication:

1. The Nashville MTA website
2. Any local area newspaper that will be directly affected by the proposed changes

3. The City of Nashville local television information channel (Metro 2)
4. Informational signs at the Nashville MTA's major transit centers (Music City Central)
5. A local Spanish or other LEP language publication (La Campana, La Noticia Newspaper, HispanicNashville.com)
6. Any other local television or radio channel willing to publicize the information
7. Social media outlets

The time and place of the public hearing must coincide with the MTA fixed route service area. This provision may be waived in the event that multiple meetings are established with at least one meeting being in a location that is serviced by transit. Public meetings will be held when there is a major service change.

III. SERVICE DEVELOPMENT AND PUBLIC COMMENT CONSIDERATION PROCESS

Public comments may be provided to Nashville MTA at any time through contacting Customer Care, via phone, email, written letter, or fax. In addition, comments are accepted at all public hearings as well as other such times where Nashville MTA staff interacts with the public, including coordination and interaction with institutions and organizations, as well as at MTA board meetings, and through customer surveys. These comments are collected and reviewed on an ongoing basis.

The bi-annual service development process occurs in the following manner:

1. Funding status is determined, which guides whether funding is available for service expansion or whether service reductions are needed.
2. The Master Plan is reviewed to identify opportunities for project implementation.
3. Data analysis is conducted to determine areas where service improvements can be maximized.
4. Customer comments are reviewed to identify potential service improvements to be considered and to identify areas where the master plan and current customer comments coincide.
5. A service change proposal is assembled based on information from the Master Plan, Data Analysis, and Customer Comments.
6. Public meetings are held in accordance with the Public Hearing and Major Service Change policies and feedback from the public is received and reviewed during this timeframe and prior to the service implementation. If there is significant public input (either positive or negative) received during this time, this information is factored into the final service proposal and an overview summary of the comments received is provided to the MTA Board as part of the service proposal.

7. The service changes are implemented and the process is repeated prior to the next round of changes.

IV. MAJOR SERVICE CHANGE POLICY

Except where provided elsewhere, a public hearing must be held when:

1. There is a change in any fare or fare media related to our core services of fixed route and AccessRide.
2. There is any change in service of twenty-five percent (25%) or more of the number of a transit route's revenue service miles computed on a daily basis for the day of the week for which the change is made.
3. A new transit route is established.
4. Service frequency (headway adjustments) of over five (5) minutes during peak hour service or over fifteen (15) minutes during non-peak hour service.
5. In an emergency situation, a service change may be implemented immediately without a public hearing being held. A public hearing must be held if the change is in effect over one-hundred and eighty (180) days. Examples of emergency service changes include but are not limited to those made because of inaccessibility of a bridge over which a bus route passes, major road construction, or inadequate supply of fuel.
6. Experimental service changes may be instituted for one-hundred and eighty (180) days or less without a public hearing being held. A public hearing will be required if the experimental service change exceeds one-hundred and eighty (180) days.

APPENDIX C

Sample of Public Notice of Hearing/Meeting

Legals

ton, David M. Anthony, and Gregory G. Vick have been appointed Substitute Trustees by First Tennessee Bank National Association, the owner and holder of said Indebtedness, by an instrument of record at Instrument No. 20110517-0037848, Register's Office for Davidson County, Tennessee, with authority for any one of such Substitute Trustees to act alone or by a Designated Agent with the powers given the Trustee in the Deed of Trust and by applicable law; and WHEREAS, default in indebtedness secured by said Deed of Trust has been made; and WHEREAS, First Tennessee Bank National Association, the owner and holder of said Indebtedness has demanded that the real property be advertised and sold in satisfaction of said Indebtedness and the cost of the foreclosure, in accordance with the terms and provisions of the Loan Documents and Deed of Trust. NOW, THEREFORE, notice is hereby given that one of the Substitute Trustees or a Designated Agent for any one of the Substitute Trustees, pursuant to the power, duty and authority vested in and imposed upon the Trustee in said Deed of Trust and applicable law, will on Thursday, June 16, 2011 at 11:00 o'clock a.m., prevailing time, at the premises which is identified on the Metropolitan Tax Assessor's records as Map/Parcel 127-00-0-032.00 with an address of 0 Newsom Station Road, Nashville, Davidson County, Tennessee, offer for sale to the highest and best bidder for cash and free from all rights and equity of redemption, statutory right of redemption or otherwise, homestead, dower, elective share and all other rights and exemptions of every kind as waived in said Deed of Trust, certain real property situated in Davidson County, Tennessee, described as follows:

Land in Davidson County, Tennessee, being described according to a survey made A & A Engineers, Inc. Job No. 107977, as follows: Commencing at a monument in the southerly margin of Rolling Hills Drive, said point being 312.53 feet east of the easterly margin of Merrymount Acres, Section 3, as of record in Book 4175, page 91, Register's Office for said County, thence in a northerly direction with the easterly boundary of Merrymount Acres, Section 3, North 9 degrees 44 minutes 53 seconds West 229.65 feet to a concrete monument in a fence, said point being the northeast property corner of Merrymount Acres, Section 3, thence with said fence South 86 degrees 49 minutes

25 seconds East 360.38 feet to a point at a fence corner, said point being the southeast corner of John Cunningham tract; thence with a fence in a northerly direction with John Cunningham's east property line North 3 degrees 09 minutes East 957.68 feet to a point, the point of beginning, thence continuing in a northeasterly direction North 5 degrees 04 minutes 01 seconds East 456.96 feet to a metal post; thence North 77 degrees 05 minutes 41 seconds East 229.93 feet to an iron pin, thence North 2 degrees 03 minutes 08 seconds West 206.86 feet to an iron pin, a point in the northwest corner of the described tract; thence North 76 degrees 29 minutes 54 seconds East 425.15 feet to an iron pin; thence North 86 degrees 01 minutes 52 seconds East 327.00 feet to an iron pin; thence North 64 degrees 43 minutes 05 seconds East 366.73 feet to an iron pin in the northeast corner of said property, said pin also being in the westerly property line of the Mary Hicks Proctor property; thence with an old fence South 10 degrees 29 minutes 23 seconds West 180.61 feet to an iron pin; thence South 3 degrees 49 minutes 59 seconds West 191.77 feet to an iron pin; thence South 4 degrees 38 minutes 39 seconds West 635.86 feet to an iron pin; thence North 89 degrees 26 minutes 44 seconds West 1,231.15 feet to the point of beginning. Being the same property conveyed to James E. K. Hildreth and wife, Phyllis D. K. Hildreth, by deed from Feng-Chih Chen and wife, Helen Mei-Ju, of record at Instrument No. 20070321-0034374, dated March 16, 2007, said Register's Office. This is unimproved property identified by the tax assessor's office as Map/Parcel 127-00-0-032.00 with an address of 0 Newsom Station Road, Nashville, Davidson County, Tennessee, but such address is not part of the legal description of the property. In the event of any discrepancy, the legal description herein shall control. This property is sold AS IS, WHERE IS AND WITH ALL FAULTS, and without any representations or warranties of any kind whatsoever, whether express or implied. Without limiting the foregoing, THE PROPERTY IS TO BE SOLD WITHOUT ANY IMPLIED WARRANTIES OF MERCHANTABILITY, CONDITION, OR FITNESS FOR A PARTICULAR USE OR PURPOSE. Other interested parties: James E. K. Hildreth and Phyllis D. K. Hildreth. The right is reserved to (i) delay

the sale to another time certain or adjourn the day of sale to another day and time certain, without further publication and in accordance with law, upon announcement of said delay or adjournment on the day and time and place of sale set forth above; (ii) sell the Property at the time fixed by the last postponement or to give new notice of sale; (iii) sell the Property in such lots, parcels, segments, or separate estates as Substitute Trustee may choose; (iv) sell part of the Property and delay, adjourn, cancel, or postpone the sale of the remaining part of the Property; (v) sell the Property in whole and then to sell the Property in parts and to consummate the sale in whichever manner produces the highest sale price; (vi) to sell to the next highest bidder in the event any higher bidder does not comply with the terms of the sale. At the time and place of sale set forth herein above, Substitute Trustee will sell the property by public auction to be conducted by Reed Henley, Nashville Auction & Realty Company (615) 889-5555. Substitute Trustee will make no covenant of seisin, marketability of title or warranty of title, express or implied, and will sell and convey the subject real property by Trustee's Quitclaim Deed as Substitute Trustee only. This sale is subject to all matters shown on any applicable recorded Plat or Plan, any unpaid taxes and assessments (plus penalties, interest, and costs) which exist as a lien against said property; any restrictive covenants, easements or setback lines that may be applicable; any rights of redemption, equity, statutory or otherwise, not otherwise waived in the Deed of Trust, including rights of redemption of any governmental agency, state or federal; and any and all prior deeds of trust, liens, dues, assessments, encumbrances, defects, adverse claims and other matters that may take priority over the Deed of Trust upon which this foreclosure sale is conducted or are not extinguished by this Foreclosure Sale. This sale is also subject to any matter that an inspection and accurate survey of the property might disclose. THIS IS AN ATTEMPT TO COLLECT A DEBT, AND ANY INFORMATION OBTAINED WILL BE USED FOR THIS PURPOSE. THIS 18th day of May, 2011. Sam J. McAllester, III Substitute Trustee BONE MCALLESTER NORTON PLLC 511 Union Street, Suite 1600 Nashville, Tennessee 37219

615-238-6322
TCP May 23, 30, June 6, 2011

FORECLOSURE SALE NOTICE

WHEREAS, Derek Gerstenschlager, unmarried, by a Deed of Trust, dated December 17, 2008, of record in Instrument No. 20081229-0122804, Register's Office for Davidson County, Tennessee, conveyed to Randall Clements, Trustee, the hereinafter described real property to secure payment of a promissory note as described in said Deed of Trust; and The lender has complied with TCA 35-5-117 by mailing debtor Notice of Right to Foreclose. WHEREAS, Robert Evans Lee having been appointed Substitute Trustee by Wilson Bank & Trust, the owner and holder of said note by an instrument of record in Instrument No. 20110415-0029452, Register's Office for Davidson County, Tennessee, with authority to act alone with the powers given the Trustee; and WHEREAS, default having occurred with respect to the note secured by the Deed of Trust, and the full balance owing having been accelerated; and WHEREAS, Wilson Bank & Trust, as the owner and holder of said note, has demanded that the real property covered by the Deed of Trust be advertised and sold in satisfaction of said debt and the cost of the foreclosure, in accordance with the terms and provisions of said note and Deed of Trust; NOW, THEREFORE, notice is hereby given that I, Robert Evans Lee, Substitute Trustee, pursuant to the power, duty and authority vested in and imposed upon me in said Deed of Trust, will on June 24, 2011 at 2:00 PM, Central Time, at the Bridgestone Arena by the door located at 6th Avenue and Broadway, 501 Broadway, Nashville, Davidson County, Tennessee, offer for sale to the highest and best bidder for cash and free from all rights and equity of redemption, statutory or otherwise, homestead, dower and all other rights and exemptions of every kind as provided in said Deed of Trust, certain real property situated in Davidson County, Tennessee, described as follows: A certain tract or parcel of land in Davidson County, State of Tennessee, described as follows, to-wit: A certain condominium apartment in the First Civil District of Nashville, Davidson County, Tennessee, known as Unit No. 1619 of the Horizontal Property Regime of Encore, a Residential Condominium pursuant to Master Deed for Encore, a Residential Condominium of record as Instrument No.

615-444-3900
TCP May 23, 30, June 6, 2011

Legals

20080225-0018425, Register's Office for Davidson County, Tennessee, to which reference is made for a more complete description. Being the same property conveyed to Derek Gerstenschlager by deed dated June 9, 2008, from Encore Phase I Development Company, LLC, a Tennessee limited liability company, of record in Instrument No. 20080611-0060081, Register's Office for Davidson County, Tennessee. Subject property has the address of 301 Demonbreun Street, Unit 1619, Nashville, TN 37201. The right is reserved to adjourn the day of sale to another day and time certain, without further publication and in accordance with law, upon announcement of said adjournment on the day and time and place of sale set forth above, and/or to sell to the second highest bidder in the event the highest bidder does not comply with the terms of the sale. Substitute Trustee will make no covenant of seisin or warranty of title, express or implied, and will sell and convey the subject real property by Successor Trustee's Deed, as Substitute Trustee only. THIS sale is subject to all matters shown on any applicable recorded Plat or Plan; any unpaid taxes which exist as a lien against said property, including without limitation city and county property taxes; any restrictive covenants, easements or setback lines that may be applicable; any statutory rights of redemption not otherwise waived in the Deed of Trust, including rights of redemption of any governmental agency, state or federal; and any prior liens or encumbrances that may exist against the property. This sale is also subject to any matter that an accurate survey of the premises might disclose. INTERESTED PARTIES: Homeowners Association THIS IS AN ATTEMPT TO COLLECT A DEBT, AND ANY INFORMATION OBTAINED WILL BE USED FOR THIS PURPOSE. THIS 12th day of May, 2011 Robert Evans Lee, Substitute Trustee Lee & Lee Attorneys at Law, P.C. 109 East Gay Street Lebanon, TN 37087 615-444-3900 TCP May 23, 30, June 6, 2011

NOTICE OF PUBLIC MEETING

The Nashville Metropolitan Transit Authority (MTA) will hold Public Meetings regarding improving transportation options along the Broadway/West End corridor. The public meetings will occur as follows:

Legals

• Wednesday, June 8, 2011 at Music City Central, 400 Charlotte Ave, Nashville, TN 4:00pm - 6:00pm; Served by all MTA Routes
• Thursday, June 9, 2011 at Aquinas College, 4210 Harding Pike, Nashville, TN 6:00pm - 8:00pm; Served by MTA Route 3 West End Please note that attendance at these meetings is not required for comments. You may also mail comments to MTA Planning Department, attn: Public Meeting Comments, 130 Nestor St, Nashville, TN 37210, fax to 615-862-6208, call Customer Care at 615-862-5950 or email them to mta.publicmeetings@nashville.gov
For ADA accessibility information contact:
ADA Coordinator
130 Nestor Street
Nashville, TN 37210
615-862-5950
TCP May 23, 2011

NOTICE OF SUCCESSOR TRUSTEE'S SALE

WHEREAS, GRAYMONT GROUP, LLC, (the "Grantor") by that certain Deed of Trust, Assignment of Rents and Leases, Security Agreement, and Financing Statement dated October 11, 2006, recorded at Instrument No. 20061013-0127323, in the Office of the Register of Deeds for Davidson County, Tennessee (as modified or amended, the "Deed of Trust"), conveyed to R. Larry Lovelace, Trustee, the Property (as hereinafter defined) to secure the payment of certain indebtedness described in the Deed of Trust (the "Indebtedness"). The Deed of Trust and the Indebtedness secured thereby is presently held and owned by GreenBank (the "Lender"); and WHEREAS, default has occurred by Grantor's failure to comply with the terms and conditions of the Deed of Trust, and the Indebtedness has been declared due and payable as provided in the Deed of Trust, and the Indebtedness has not been paid; and WHEREAS, Lender has demanded that the Property be advertised and sold in satisfaction of the Indebtedness and the costs of foreclosure in accordance with the terms of the Deed of Trust; and WHEREAS, the undersigned, Joseph J. Jensen, has been duly appointed as Successor Trustee in the place and stead of R. Larry Lovelace, said appointment being of record at Instrument No. 20110318-0021497, said Register's Office. NOW, THEREFORE, notice is hereby given that I, Joseph J. Jensen, Successor Trustee, or my duly appointed agent, pursuant

to the power, duty and authority vested in and imposed upon me in the Deed of Trust, will on Friday, May 31, 2011, at 10:00 a.m., prevailing Central Time, the entrance of the Office Davidson County Register of Deeds, Bridgestone Arena, Broadway, Nashville, Tennessee, offer for sale to the highest and best bidder for cash, free rights, which Grantor waives in the Deed of Trust, the real property situated in Davidson County, Tennessee, described as together with any and all improvements, tenements, dower, and appurtenances serving or being the property, and any other improvements hereafter attached to the property (collectively, the "Property") in Davidson County, Tennessee, being Lot No. 102 on the revised Map of West End Parcel in Book 421, Pages 1-2, Register's Office for said County, as follows: Beginning at on the Westerly margin of Boulevard at the corner Nos. 101 and 102, running in a Westerly direction 1 more or less, to the Eastern line of an alley; thence Southwardly along the Eastern line of said alley, 28.7 feet; Southwardly 160 feet, 1 less, to the Northernly margin of Burns Avenue; thence Northwardly with the North margin of Burns Avenue a Boulevard, around a curve point of beginning and bearing, more or less, there included in the above description but excluded from this sale is the following description: Being a strip of ground 1 in width and 134 feet in length, the extreme East side of 102 and beginning at the east corner of said Lot which strip of ground was claimed by Mrs. Christa Akins, by Quit-claim deed in Book 577, Page 313, R. Office for Davidson County, Tennessee. Being the same property conveyed to Graymont Group by Deed from Holly D. Sl and L.T. Hayes, Jr., recorded the 13th day of October, Instrument No. 20061013-0127323, in the Register's Office of Davidson County, Tennessee. The street addresses for the property is believed to be 32 Boulevard, Nashville, Tennessee 37203. Such address is no the legal description of the property. In the event of any discrepancy, the legal description shall control. A review of the records at said Register's Office

Actualidad

Cuando El Mundo Te Pone Barreras



Por Sandra Rivera

Hay optimistas y pesimistas en la vida. Unos ven el vaso medio lleno y otros medio vacío. Aunque los dos tengan las mismas oportunidades, los

resultados pueden llegar a ser muy diferentes. Hoy quiero inspirarlos, animarlos para que después de leer este artículo sientan que pueden llegar a ser lo que quieren ser en la vida.

Debemos de vivir sin limitaciones, es decir que si hay una meta, o sueño en nuestra vida, que luchemos traspasando cualquier barrera para que la podamos alcanzar y realizar.

Todos tienen dificultades, pero nosotros estamos bendecidos grandemente en este país. Hay mucha gente que está mucho peor que nosotros en otros países, en otros continentes.

En 2007 escuché, por primera vez, la historia de Dick y Rick Hoyt. (Los que tengan acceso al internet por favor miren su video en www.youtube.com). Su testimonio es una asombrosa historia de padre e hijo. Es una historia que demuestra que con el poder del amor, nada es imposible.

El hijo de Dick, Rick, sufrió asfixia en el parto por culpa del cordón umbilical que estaba ahorcándolo. Por causa de esto quedó con una parálisis casi total (palsy cerebral). Los doctores decían que el cerebro también se había visto afectado y que Rick quedaría en estado vegetativo, pero los padres se esforzaron en educarlo de un modo "lo mas normal posible".

A pesar de no poder hablar, Rick demostró pronto que su cerebro estaba bien: se partía de risa con los chistes. No podía casi



Dick y Rick Hoyt

moverse y no hablaba, pero entendía todo y se comunicaba a través de un ordenador especial computarizado.

Una de las ilusiones de Rick era participar en una carrera benéfica en honor a un deportista local que había quedado parapléjico en un accidente. Rick escribió en su computadora, "papa harías esto conmigo?" Su padre leyó el mensaje y lo ayudó a participar, empujando su silla de ruedas durante todo el recorrido.

Rick se sintió realizado, y volvió a escribir en su computadora, "gracias papa, me sentí libre de mis ataduras corporales como si fuera un niño normal." Y así comenzó esta larga trayectoria de carreras en las que padre e hijo han participado desde entonces. Su padre quería que su hijo se sintiera normal, y si significaba tener que correr empujando a su hijo en silla de ruedas, no importaba, era difícil, pero no imposible.

Desde esta carrera, el padre e hijo han participado en 958 eventos, 65 maratones (26.1 millas), y seis (6) Ironman competiciones (Ironman: 3.8 km de natación, 180 km de bicicleta y una maratón -42.195 km- para acabar). Rick aún con su impedimento ha terminado la escuela secundaria y la universidad.

A pesar de la inmensa historia de amor de un padre a un hijo, esta historia es realmente inspiradora para ser optimistas y seguir adelante hasta llegar a alcanzar nuestros sueños.

Al final, no importa de donde vienes, cuanto dinero tienes, ni tu apariencia exterior, piensa en tus metas y trata lo mejor que puedas, de realizarlas. Si eres un carpintero, anhela ser el mejor carpintero, si eres un pintor, anhela ser el mejor.

Si crees que no puedes aprender inglés, empieza a pensar que si puedes y aprende el idioma. Cruza tus barreras, brinca tus limitaciones y verás que todo es posible!

Por Sandra Rivera Walwyn
news@hispanicpaper.com

Nota de nuestra redacción: El presente editorial fue publicado el pasado mes de octubre del 2010. Debido a lo oportuno de su contenido nos permitimos volver a publicarlo para consideración de nuestros queridos lectores.

AVISO DE AUDIENCIA PÚBLICA

La Autoridad Metropolitana de Nashville (MTA) llevará a cabo audiencias públicas relativas a mejora en las opciones de transporte a lo largo de Broadway/West End.

Las audiencias públicas se llevarán a cabo de la siguiente manera:

**Miércoles 8 de junio de 2011, en Music City Central,
400 Charlotte Ave, Nashville, TN 4:00 - 6:00pm;
Servido por todas las rutas de la MTA**

**Jueves 9 de junio de 2011, en Aquinas College,
4210 Harding Pike, Nashville, TN 6:00 - 8:00pm;
Servido por la Ruta # 3 West End**

Tenga en cuenta que la asistencia a estas reuniones no se requiere para comentarios. También puede enviar comentarios al MTA Departamento de Planificación, atención de: Comentarios del público de la reunión, 130 Néstor St. Nashville, TN 37210, por fax al 615-862-6208, llame a Servicio al Cliente al 615-862-5950 o por correo electrónico a mta.publicmeetings@nashville.gov.

For ADA accessibility information contact:

ADA Coordinator
130 Nestor Street
Nashville, TN 37210
615-862-5950

APPENDIX D

Title VI Complaint Form and Log

NASHVILLE MTA/RTA TITLE VI COMPLAINT FORM

Title VI of the 1964 Civil rights Act requires that "no person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance."

Note: The following information is necessary to assist us in processing your complaint. Should you require any assistance in completing this form, please contact the Title VI Coordinator (see below).

Section I:

Name:

Address:

Telephone (Home)

Telephone (Work)

E-mail Address:

Accessible Format
Requirements?

Large Print
Braille

Section II:

Are you filing this complaint on your own behalf?

Yes*

No

*If you answered "yes to this question, go to Section III.

If not, please supply the name and relationship of the person for whom you are complaining:

Please explain why you have filed for a third party:

Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.

Yes

No

Section III:

I believe that the discrimination I experienced was based on (check all that apply):

☐ Race

☐ Color

☐ National Origin

Date of Alleged Discrimination (MM/DD/YYYY):

Please explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. (If known) Include the name and contact information of the person(s) who discriminated against you as well as names and contact information of any witnesses. If more space is needed please use the back of this form:

Section IV

Name of agency or department with which you are filing your complaint:

Name of individual your complaint is against (if known):

Title of individual your complaint is against (if known):

Contact information of individual your complaint is against (if known):

Have you previously filed a Title VI complaint with this agency?

Yes

No

Section V

Have you filed this complaint with any other Federal, State, or Local agency or with any Federal or State Court?

☐ Yes ☐ No

If yes, check all that apply:

☐ Federal Agency:

☐ State Agency:

☐ Federal Court:

☐ Local Agency:

☐ State Court:

Please give the contact information for a person at the agency/court where the complaint was filed.

Name:

Title:

Agency:

Address:

Telephone:

You may attach any written materials or other information that you think is relevant to your complaint.

Attachments: ☐ Yes ☐ No

Signature and date are required below:

Signature

Date

Submit form and any additional information by mail:

Nashville Metropolitan Transit Authority

Amanda Watson, Title VI Coordinator

430 Myatt Drive

Nashville, TN 37115

Note: This form may be emailed or faxed however an original copy with the original signature must also be provided

Fax: (615) 862-4127 attn Amanda Watson

Email: amanda.watson@nashville.gov

Instructions for Complaint Log

All recipients shall prepare and maintain a list of any of the following that allege discrimination on the basis of race, color, or national origin:

- Active investigations conducted by FTA and entities other than FTA
- Lawsuits
- Complaints naming the recipient

This list shall include the date that the transit-related Title VI Investigation, lawsuit, or complaint was filed; a summary of the allegation(s); the status of the investigation, the lawsuit or complaint; and actions taken by the recipient in response, or final findings related to the investigation, lawsuit, or complaint. This list shall be included in the title VI Program submitted to FTA every three years.

*Note: Under the Summary please include the complainant's name and address

| Title VI Complaint Log 2010-Present | | | | |
|--|----------------------|---|----------------------------|--|
| Type (Investigation, Lawsuit, or complaint) | Date (mm/dd/yyyy) | Summary (include basis of complaint: race, color, or national origin) | Status | Action(s) Taken |
| The AMP - BRT Complaint | August 1st 2013 | Complaint that the AMP Corridor was selected to exclude minorities and low-income residents of Nashville | Waiting for reply from FTA | Nashville MTA has done a Title VI Analysis on the Amp Corridor and given the results to FTA. We are awaiting a response from FTA as |
| | | | | |

APPENDIX E

Notice to Beneficiaries

Notice to the Public of Rights under Title VI

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

The Nashville Metropolitan Transit Authority

- The Nashville Metropolitan Transit Authority (MTA) operates its programs and services without regard to race, color, and national origin in accordance with the Title VI of the Civil Rights Act. Any person who believes he or she has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the Nashville MTA.
- For more information on Nashville MTA's Title VI Policy and the procedures to file a complaint, contact the Title VI Administrator at (615) 862-5950; email customercomments@nashville.gov; or write to the Title VI Administrator at 430 Myatt Drive, Madison, TN 37115. For more information visit the Title VI section of our website at www.nashvillemta.org.
- A complainant may file a complaint directly with the Federal Transit Administration by filing a complaint with the Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor – TCR, 1200 New Jersey Ave., SE, Washington, DC 20590.

*If information is needed in another language, contact (615) 862-5950
~Si se necesita información en otro idioma llame al (615) 862-5950~*



Notificación al Público de los Derechos bajo el Título VI

"Ninguna persona en los Estados Unidos será excluida de participar en cualquier programa o actividad que reciba asistencia financiera federal, ni se le negará los beneficios de dichos programas o actividades, ni será discriminado en ellos, por causa de su raza, color o nacionalidad de origen."

La Autoridad Metropolitana de Tránsito de Nashville

- La Autoridad Metropolitana de tránsito de Nashville (MTA) opera sus programas y servicios, sin distinción de raza, color y origen de nacionalidad, de acuerdo con el Título VI del Acta de derechos Civiles. Cualquier persona que crea que ha sido perjudicada por una práctica discriminatoria ilegal bajo el Título VI puede presentar una queja ante Nashville MTA.
- Para más información de la Política de Nashville MTA sobre el Título VI y los procedimientos para presentar una queja, comuníquese con el administrador del Título VI al (615) 862-5950; por correo electrónico a customercomments@nashville.gov o escribiendo al administrador del Título VI a 430 Myatt Drive, Nashville, TN 37115. Para más información, visite la sección del Título VI de nuestra página de internet www.nashvillemta.org.
- Un demandante puede presentar una queja directamente con la Administración Federal del Tránsito mediante la presentación de una queja ante la Oficina de Derechos Civiles, Atención: Coordinador del Programa Título VI, East Building, 5th Floor TCR, 1200 New Jersey Ave, SE, Washington, DC 20590.

Si necesita la información en otro idioma llame al (615) 862-5950



APPENDIX F

Language Line Brochure



Language Line Services

Interpretation and Translation in more than 150 languages

LANGUAGE LINE® DOCUMENT TRANSLATION SERVICE

Questions and Answers

Listed below are frequently asked questions.

What is translation?

Translation is the transmittal of written text from one language into another. Although the terms *translation* and *interpretation* are often used interchangeably, by strict definition, translation refers to the written language, and interpretation to the spoken word.

Who are your translators?

Language Line Services' translators are highly skilled professionals, with advanced degrees in a wide range of disciplines. As a rule, translations are performed by the native speakers of the foreign language translated.

How do I know if my translation is good?

A good translation should clearly convey the meaning of the original text, read smoothly, and be free from spelling or grammatical errors. Naturally, if you are unable to have an independent professional translator examine both documents, you will not be able to check this. That is why selecting a professional translation service is critical. Every completed transaction is checked for quality by a proofreader or editor before delivery to the customer. If you are not completely satisfied with the result, there will be no charge.

Do you use any translation software?

No. Language Line Services does not use translation software. To make certain of the quality, professional human translators perform all translations.

What about confidentiality?

All Language Line Services translators are bound by confidentiality agreements. To increase confidentiality, customer information is removed from the text given to a translator whenever possible.

What are typical applications for Language Line® Document Translation Service?

Language Line® Document Translation is ideal for documents covering a wide range of routine business needs:

- **General Business:** Manuals, brochures, books, letters, e-mails, memorandums, surveys, personnel announcements, payroll records, education transcripts, magazine or newspaper articles, labels, standard forms, notices, signs, job descriptions, receipts, form letters, instructions, articles, menus, warranties;
- **Financial Services:** Account information, credit histories and reports, financial statements, loan documents, contracts, mortgage papers, pension records, correspondence, financial applications;
- **Healthcare:** Hospital release forms, patient billing and instructions, medical and immunization records, informed consent forms, medical claims, patients' rights;
- **Insurance:** Accident and medical reports, claims information and forms, receipts, statements, death certificates, release forms;
- **Law Enforcement:** Police statements and reports, investigations, public records;
- **Court/Legal:** Complaints, statement of charges, summons, documents, divorce papers, contracts, advice of rights;
- **Public Service/Government:** Notices and public service announcements, voter information, forms, signage;
- **Transportation:** Security questionnaires and general passenger information and more.

What languages do you translate?

We provide service in more than 150 languages. Please refer to our "Language List" for specific details. Languages are added and removed based on customer demand.

How much does translation cost?

Please refer to our "Customer Charges" sheet for specific pricing information. In general, prices are lower for more commonly requested languages, since there are more translators available. Prices are generally higher for less requested languages as well as for languages that require special software to accommodate the characters.

Can I receive a cost estimate before I order the translation?

You can easily estimate the cost if you know what foreign language is involved, using the "Customer Charges" sheet. If you need a more exact estimate, simply mark the "SEND QUOTE BEFORE PROCEEDING WITH TRANSLATION" box on the document translation order form. You will be contacted with a quote. Keep in mind, preparing a quote may delay your translation request.

How long will a translation take?

Language Line Services will do all it can to ensure a speedy turn-around time for your document. A short document translation of one or two pages will take less than two business days, on average. Length and difficulty of the original text, as well as method of transmission and delivery, will affect turnaround time of each project. Language Line Services is able to offer "EXPEDITED" translation at an additional cost.

What will my translated document look like?

Several options are available. Standard translations are delivered as unformatted, word-processed documents or e-mails. If requested, your document can be formatted to look like the original. Nominal formatting charges apply. Any special formatting needs can be reviewed with a document translation representative by calling 1 888 763-3364.

How will I be billed?

If you have an existing account for Language Line' Over-the-phone Interpretation Service, translation fees will appear in the "Miscellaneous Charges" section of your regular Language Line Services monthly bill. If you do not have an account with Language Line Services, the translation can be charged to a major credit card.

How do I get a document translated?

If you are an existing customer, use your Language Line Services Client ID number on your document translation service order form. If you have mis-

placed your Client ID number, contact us by calling customer service at 1 800 752-6096, option 1 or e-mail customerservice@LanguageLine.com. If you do not have an account with Language Line Services, you may use a major credit card to charge the document translation. All documents must be accompanied by a document translation order form. To receive an order form:

- **On-line** at www.LanguageLine.com fill out the order form on-line or print it out
- **Call** 1 888 763-3364 and a form will be faxed to you

To submit your document for translation, complete your order form and:

- **On-line** submit your order with an attachment of the document to be translated to www.LanguageLine.com
- **Fax** to 1 800 648-0170; or
- **E-mail** the text or document (in MS Word 6.0 or higher) to translation@LanguageLine.com

While most documents can be faxed easily, certain languages (Chinese, Japanese, Cambodian, for example) do not fax well, especially if the original is a second or third generation fax. If a document is not completely clear and legible, Language Line Services may request that a more legible copy of the original document be sent by mail or courier service.

More questions?

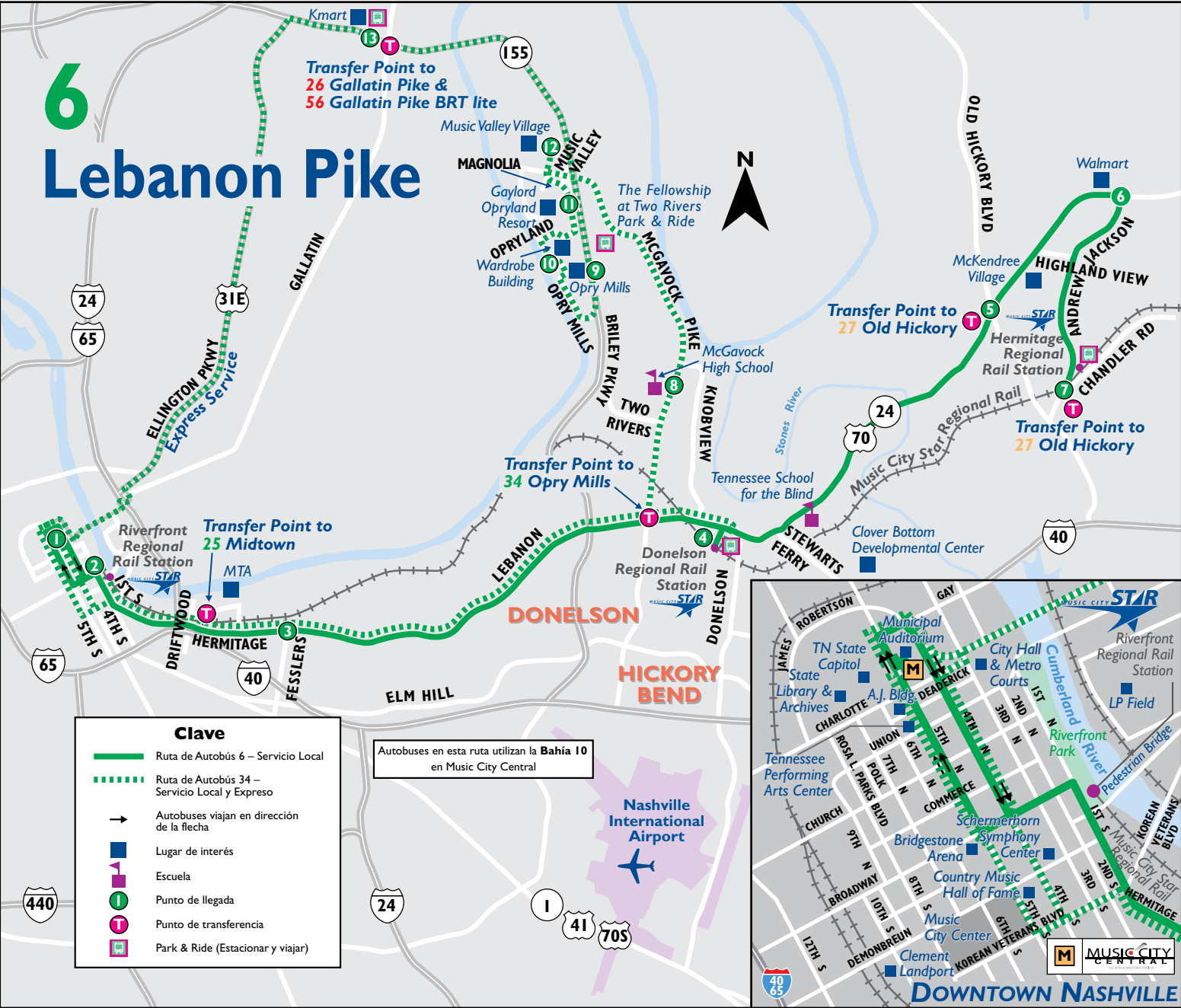
Contact our Document Translation Department toll free at 1 888 763-3364.



One Lower Ragsdale Drive, Monterey CA 93940-5747 • www.LanguageLine.com
Document Translation Phone: 1 888 763-3364 • Fax: 1 800 648-0170

APPENDIX G

Route Schedules in Spanish



DIAS ENTRE SEMANA

Hacia el centro de la ciudad

| Hermitage Station | Walmart | Lebanon Pike & Old Hickory | McGavock High School | Donelson Station | Lebanon Pike & Fesslers Lane | Music City Central |
|-------------------|-----------|----------------------------|----------------------|------------------|------------------------------|--------------------|
| 7 | 6 | 5 | 8 | 4 | 3 | 1 |
| 7 minutos | 7 minutos | 15 minutos | | 29 minutos | 43 minutos | 58 minutos |
| 5:17 | 5:24 | 5:30 | | 5:43 | 5:57 | 6:12 |
| 5:40 | 5:47 | 5:53 | | 6:06 | 6:20 | 6:35 |
| 6:10 | 6:18 | 6:24 | | 6:39 | 6:53 | 7:10 |
| 6:20 | 6:28 | 6:34 | | 6:49 | 7:03 | 7:20 |
| | | | 6:59• | 7:06 | 7:19 | 7:36 |
| 6:39 | 6:47 | 6:53 | | 7:08 | 7:22 | 7:39‡ |
| 7:11 | 7:19 | 7:25 | | 7:40 | 7:54 | 8:11 |
| 7:25 | 7:33 | 7:39 | | 7:54 | 8:08 | 8:25 |
| 8:03 | 8:10 | 8:15 | | 8:27 | 8:39 | 8:54 |
| 8:36 | 8:43 | 8:48 | | 9:00 | 9:12 | 9:27 |
| 9:43 | 9:50 | 9:55 | | 10:07 | 10:19 | 10:34 |
| | | | 10:01• | 10:07 | 10:20 | 10:36 |
| 11:23 | 11:30 | 11:35 | | 11:47 | 11:59 | 12:14 |
| | | | 1:00• | 1:06 | 1:19 | 1:35 |
| 1:03 | 1:10 | 1:15 | | 1:27 | 1:39 | 1:54 |
| 2:48 | 2:55 | 3:00 | | 3:12 | 3:24 | 3:39 |
| 3:42 | 3:49 | 3:54 | | 4:06 | 4:18 | 4:34 |
| | | | 4:04• | 4:11 | 4:23 | 4:39 |
| 4:09 | 4:16 | 4:21 | | 4:33 | 4:45 | 5:01 |
| 4:28 | 4:35 | 4:40 | | 4:52 | 5:04 | 5:20 |
| 4:44 | 4:51 | 4:56 | | 5:08 | 5:20 | 5:36 |
| 5:16 | 5:23 | 5:28 | | 5:39 | 5:50 | 6:06 |
| 6:14 | 6:21 | 6:26 | | 6:37 | 6:48 | 7:04 |
| | | | 7:09• | 7:15 | 7:27 | 7:41 |
| 7:14 | 7:21 | 7:26 | | 7:37 | 7:48 | 8:04 |
| 8:05 | 8:12 | 8:17 | | 8:28 | 8:39 | 8:55 |
| 9:05 | 9:12 | 9:17 | | 9:28 | 9:39 | 9:55 |
| | | | 9:58• | 10:04 | 10:16 | 10:30 |

• Este autobús viaja por la vía Ruta 34 - Opry Mills.

‡ Este autobús llegará en Music City Bay Central 2 y continuar el servicio en la Ruta 9 MetroCenter.

viajes por la mañana

viajes por la tarde y la noche

DIAS ENTRE SEMANA

Desde el centro de la ciudad

| Music City Central Bahía 10 | 1st & Broadway | Lebanon Pike & Fesslers Lane | Donelson Station | McGavock High School | Lebanon Pike & Old Hickory | Lebanon Pike & Andrew Jackson Pkwy | Hermitage Station |
|-----------------------------|----------------|------------------------------|------------------|----------------------|----------------------------|------------------------------------|-------------------|
| 1 | 2 | 3 | 4 | 8 | 5 | 6 | 7 |
| 7 minutos | 7 minutos | 13 minutos | 26 minutos | 30 minutos | 36 minutos | 40 minutos | 45 minutos |
| 5:50 | 5:57 | 6:03 | 6:15 | | 6:25 | 6:29 | 6:34 |
| 6:15 | 6:22 | 6:28 | 6:40 | | 6:50 | 6:54 | 6:59 |
| 6:38 | 6:45 | 6:51 | 7:04 | | 7:15 | 7:19 | 7:24 |
| 7:15 | 7:22 | 7:29 | 7:42 | | 7:53 | 7:58 | 8:03 |
| 7:40• | | 7:54 | 8:03 | 8:12 | | | |
| 7:45 | 7:52 | 7:59 | 8:12 | | 8:23 | 8:28 | 8:33 |
| 8:15 | 8:22 | 8:29 | 8:42 | | 8:53 | 8:58 | 9:03 |
| 8:55 | 9:02 | 9:09 | 9:22 | | 9:33 | 9:38 | 9:43 |
| 10:35 | 10:42 | 10:49 | 11:02 | | 11:13 | 11:18 | 11:23 |
| 10:40• | | 10:54 | 11:04 | 11:12 | | | |
| 12:15 | 12:22 | 12:29 | 12:42 | | 12:53 | 12:58 | 1:03 |
| 1:40• | | 1:54 | 2:04 | 2:13 | | | |
| 1:55 | 2:02 | 2:09 | 2:22 | | 2:33 | 2:38 | 2:43 |
| 2:43 | 2:51 | 2:59 | 3:14 | | 3:27 | 3:32 | 3:39 |
| 3:12 | 3:20 | 3:28 | 3:43 | | 3:56 | 4:01 | 4:08 |
| 3:28* | 3:36 | 3:44 | 3:59 | | 4:12 | 4:17 | 4:24 |
| 3:45 | 3:53 | 4:01 | 4:16 | | 4:29 | 4:34 | 4:41 |
| 4:08 | 4:16 | 4:24 | 4:39 | | 4:52 | 4:57 | 5:04 |
| 4:25 | 4:34 | 4:44 | 4:59 | | 5:12 | 5:17 | 5:24 |
| 4:37 | 4:46 | 4:56 | 5:11 | | 5:24 | 5:29 | 5:36 |
| 4:45• | | 5:01 | 5:14 | 5:23 | | | |
| 4:50 | 4:59 | 5:09 | 5:24 | | 5:37 | 5:42 | 5:49 |
| 5:05 | 5:14 | 5:24 | 5:39 | | 5:52 | 5:57 | 6:04 |
| 5:23 | 5:32 | 5:42 | 5:57 | | 6:10 | 6:15 | 6:22 |
| 5:40 | 5:49 | 5:59 | 6:14 | | 6:27 | 6:32 | 6:39 |
| 6:18 | 6:25 | 6:32 | 6:44 | | 6:55 | 7:00 | 7:07 |
| 7:15 | 7:22 | 7:28 | 7:40 | | 7:50 | 7:54 | 8:00 |
| 7:45• | | 7:58 | 8:08 | 8:15 | | | |
| 8:15 | 8:22 | 8:28 | 8:40 | | 8:50 | 8:54 | 9:00 |

* Solo en días de escuela, este autobús comienza su servicio en la escuela Head Middle Magnet a las 3:15 p.m. y va directamente a Music City Central.

• Este autobús viaja por la vía Ruta 34 - Opry Mills.

FINES DE SEMANA Y DIAS FESTIVOS *Hacia el centro de la ciudad*

| Walmart | Charlotte & Annex | Premier & American | White Bridge & Charlotte | Charlotte & 46th | 28th & Charlotte | 20th & Church | Music City Central |
|-----------|-------------------|--------------------|--------------------------|------------------|------------------|---------------|--------------------|
| 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| 7 minutos | 11 minutos | 14 minutos | 19 minutos | 23 minutos | 28 minutos | 39 minutos | |
| 5:33 | 5:40 | 5:44 | 5:47 | 5:51 | 5:55 | 6:00 | 6:10 |
| 6:13 | 6:20 | 6:24 | 6:27 | 6:31 | 6:35 | 6:40 | 6:50 |
| 6:58 | 7:05 | 7:09 | 7:12 | 7:16 | 7:20 | 7:25 | 7:35 |
| 7:41 | 7:48 | 7:52 | 7:55 | 8:00 | 8:04 | 8:09 | 8:20 |
| 8:26 | 8:33 | 8:37 | 8:40 | 8:45 | 8:49 | 8:54 | 9:05 |
| 9:11 | 9:18 | 9:22 | 9:25 | 9:30 | 9:34 | 9:39 | 9:50 |
| 9:56 | 10:03 | 10:07 | 10:10 | 10:15 | 10:19 | 10:24 | 10:35 |
| 10:40 | 10:47 | 10:51 | 10:54 | 10:59 | 11:04 | 11:09 | 11:20 |
| 11:26 | 11:33 | 11:37 | 11:40 | 11:45 | 11:49 | 11:54 | 12:05 |
| 12:12 | 12:19 | | 12:24 | 12:29 | 12:33 | 12:38 | 12:50 |
| 12:58 | 1:05 | | 1:10 | 1:15 | 1:19 | 1:24 | 1:35 |
| 1:43 | 1:50 | | 1:55 | 2:00 | 2:04 | 2:09 | 2:20 |
| 2:26 | 2:35 | | 2:40 | 2:45 | 2:49 | 2:54 | 3:05 |
| 3:10 | 3:19 | | 3:24 | 3:29 | 3:34 | 3:39 | 3:50 |
| 3:57 | 4:04 | | 4:09 | 4:14 | 4:19 | 4:24 | 4:35 |
| 4:43 | 4:50 | | 4:55 | 5:00 | 5:05 | 5:10 | 5:20 |
| 5:29 | 5:36 | | 5:40 | 5:45 | 5:50 | 5:55 | 6:05 |
| 6:15 | 6:22 | | 6:26 | 6:31 | 6:35 | 6:40 | 6:50 |
| 7:00 | 7:07 | | 7:11 | 7:16 | 7:20 | 7:25 | 7:35 |
| 7:47 | 7:54 | | 7:58 | 8:02 | 8:06 | 8:10 | 8:20 |
| 8:31 | 8:38 | | 8:42 | 8:46 | 8:50 | 8:55 | 9:05 |
| 9:30● | 9:37● | | 9:41● | 9:46● | 9:50● | 9:55● | 10:05● |

- Este autobús funciona los sábados y el día de Martin Luther King Jr. solamente.

FINES DE SEMANA Y DIAS FESTIVOS *Desde el centro de la ciudad*

| Music City Central Bahía I | 20th & Church | 28th & Charlotte | Charlotte & 46th | White Bridge & Charlotte | Premier & American | Charlotte & Annex | Walmart |
|----------------------------|---------------|------------------|------------------|--------------------------|--------------------|-------------------|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 10 minutos | 13 minutos | 18 minutos | 21 minutos | 27 minutos | 31 minutos | 37 minutos | |
| 6:15 | 6:25 | 6:28 | 6:33 | 6:35 | | 6:41 | 6:46 |
| 7:00 | 7:10 | 7:13 | 7:18 | 7:20 | | 7:26 | 7:35 |
| 7:45 | 7:54 | 7:57 | 8:03 | 8:05 | | 8:11 | 8:16 |
| 8:30 | 8:40 | 8:43 | 8:48 | 8:51 | | 8:57 | 9:02 |
| 9:15 | 9:25 | 9:28 | 9:33 | 9:36 | | 9:42 | 9:47 |
| 10:00 | 10:10 | 10:13 | 10:19 | 10:22 | | 10:28 | 10:35 |
| 10:45 | 10:55 | 10:58 | 11:04 | 11:07 | | 11:13 | 11:20 |
| 11:30 | 11:39 | 11:42 | 11:48 | 11:51 | | 11:57 | 12:04 |
| 12:15 | 12:24 | 12:27 | 12:33 | 12:36 | 12:42 | 12:46 | 12:53 |
| 1:00 | 1:09 | 1:12 | 1:18 | 1:21 | 1:28 | 1:34 | 1:40 |
| 1:45 | 1:55 | 1:58 | 2:03 | 2:06 | 2:12 | 2:16 | 2:24 |
| 2:30 | 2:40 | 2:43 | 2:49 | 2:52 | 2:58 | 3:02 | 3:10 |
| 3:15 | 3:25 | 3:28 | 3:34 | 3:37 | 3:43 | 3:47 | 3:54 |
| 4:00 | 4:10 | 4:13 | 4:19 | 4:22 | 4:28 | 4:32 | 4:39 |
| 4:45 | 4:54 | 4:57 | 5:02 | 5:05 | 5:12 | 5:16 | 5:22 |
| 5:30 | 5:40 | 5:43 | 5:48 | 5:51 | 5:56 | 6:00 | 6:06 |
| 6:15 | 6:25 | 6:28 | 6:34 | 6:36 | 6:41 | 6:44 | 6:50 |
| 7:00 | 7:10 | 7:13 | 7:17 | 7:20 | 7:25 | 7:28 | 7:34 |
| 7:45 | 7:55 | 7:58 | 8:02 | 8:04 | 8:09 | 8:12 | 8:18 |
| 8:30 | 8:40 | 8:43 | 8:47 | 8:49 | 8:54 | 8:57 | 9:03 |
| 9:15 | 9:24 | 9:27 | 9:32 | 9:34 | 9:39 | 9:42 | 9:47 |
| 10:15● | 10:23● | 10:26● | 10:31● | 10:33● | 10:38● | 10:41● | 10:46● |

- Este autobús funciona los sábados y el día de Martin Luther King Jr. solamente.

viajes por la mañana viajes por la tarde y la noche

- Andrew Johnson Building, 710 James Robertson Parkway
- Anthem Career College, 560 Royal Parkway
- Belmont University, 1900 Belmont Boulevard
- Bridgestone Arena, 501 Broadway
- City Hall & Metro Courts, 1 Public Square
- Daymar Institute, 340 Plus Park Boulevard
- Davy Crockett Building, 500 James Robertson Parkway
- Justice A.A. Birch Building, 408 2nd Avenue North
- Lentz Public Health Center, 311 23rd Avenue North
- Lincoln College of Technology, 1524 Gallatin Road
- Looby Center and Library, 2301 Rosa L. Parks Boulevard
- Metro Board of Education, 2601 Branford Avenue
- Metro General Hospital, 1818 Albion Street
- MTA Madison Headquarters, 430 Myatt Drive
- Music City Central, 400 Charlotte Avenue
- Nashville Downtown Library, 615 Church Street
- Peabody College Post Office, 230 Appleton Place
- Riverfront Regional Rail Station, 108 1st Avenue North
- Tennessee Dept. of Human Services, 1000 2nd Avenue North
- Tennessee Performing Arts Center, 505 Deaderick Street
- Tennessee State University, 3500 John A. Merritt Boulevard
- Vanderbilt University Post Office, 2301 Vanderbilt Place
- Watkins College of Art, Design & Film, 2298 Rosa L. Parks Boulevard
- William R. Snodgrass Tennessee Tower, 311 7th Avenue North

Para una lista de otras localidades y áreas específicas, favor de llamar al Servicio al Cliente de MTA al (615) 862-5950.

Ventajas para los usuarios del Programa EasyRide

- Beneficios a empladores
- Ahorra fondos de taxes
- No tiene más problemas con el estacionamiento
- Empleados menos estresados

Beneficios para emplados

- Corta impuestos
- Reduce los gastos por carros
- Llega al trabajo relajado

Para más información llame a MTA al (615) 862-5969 ó pregunte a su Director de Recursos Humanos sobre el programa de EasyRide.



Charlotte

En Español

10

- Centennial Medical Center
- Centennial Park
- Cohn Alternative Learning Center
- Music City Central - Bahía I
- Nashville Electric Service
- Nashville West
- St. Thomas Midtown Hospital
- Walmart

25 MINUTOS ENTRE SERVICIO DURANTE LA SEMANA/
45 MINUTOS ENTRE SERVICIO DURANTE EL FIN DE SEMANA

Servicio al Cliente y Coordinador de ADA

(615) 862-5950

AccessRide

(615) 880-3970

nashvillemta.org

Nashville MTA

En efectivo el 30 de marzo del 2014

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos:

- Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo
- Día de Acción de Gracias • Navidad

En el Día de Martin Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950

6:30 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Venta de Boletoes é Información en Music City Central
400 Charlotte Ave.
6:00 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Music City Central – Horas de Operación
400 Charlotte Avenue
5:15 a.m. a 11:15 p.m. – De lunes a viernes
6:00 a.m. a 10:15 p.m. – Sábado
6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969
430 Myatt Drive, Nashville, TN 37115
8:00 a.m. a 4:30 p.m. – De lunes a viernes

Cerrado fines de semana y días festivos

Metropolitan Transit Authority
430 Myatt Drive, Nashville, TN 37115

diseñado por CHK America – chkamerica.com

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave.), en línea en nashvillemta.org, ó por teléfono llamando al (615) 862-5950.

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

| | | | |
|--|---------|-------------------------------------|---------|
| Tarifa de todo el día.... | \$5.25 | Pases de 7-Días..... | \$24.00 |
| Tarifa de todo el día con Descuento..... | \$3.25 | Pases de 31-Días..... | \$84.00 |
| Tarifa de joven todo el día..... | \$3.50 | Pases de 7-Días para Jóvenes | \$44.00 |
| 20-Viajes Locales..... | \$32.00 | para Jóvenes | \$16.00 |
| 20-Viajes Exprés..... | \$42.00 | Pases de 31-Días para Jóvenes | \$58.50 |
| 20-Viajes con Descuento..... | \$17.00 | | |

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío se aplicara a todas las órdenes por correo, teléfono ó por línea.

Exprés Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de Internet en nashvillemta.org.

Todos los autobuses son accesibles y equipados con estantes de bicicleta

Tarifas

Adultos – Local, Aeropuerto y Servicio Ligero BRT. \$1.70
Servicio Exprés..... \$2.25
Mayores..... \$.85
(de 65 años ó más favor de mostrar al conductor una prueba de su edad antes de depositar su tarifa)
Personas con discapacidades..... \$.85
(favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa)
Tarifa de Jóvenes..... \$1.00
(edades de 19 y menores, por favor avise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden)
Niños menores de 4 años..... Gratis

Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, tambien califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y más con discapacidades califican para de MTA con una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

- Mayores – "MTA Golden Age", "Medicare", ó su licencia de conducir • Personas con Discapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de transito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA AccessRide". Para más información por favor llame a la oficina de "MTA AccessRide" al teléfono (615) 880-3970, ó visite el sitio en Internet en nashvillemta.org.

A detailed map of downtown Nashville, Tennessee, highlighting the Music City Central rail line. The rail line is shown as a red line with a black 'M' logo at the top. It runs from the Tennessee Performing Arts Center (TPAC) in the west, through the State Library & Archives, the State Capitol, and the A.J. Bldg. (marked with a red 'X'), to the Cumberland River and the Riverfront Regional Rail Station. The map includes a grid of streets with names like Robertson, Gay, Charlotte, Deaderick, 1st N, 2nd N, 3rd N, 4th N, 5th N, 6th N, 7th N, 8th N, 9th N, 10th N, 11th N, 12th N, 1st S, 2nd S, 3rd S, 4th S, 5th S, 6th S, 7th S, 8th S, 9th S, 10th S, 11th S, 12th S. Landmarks include the Municipal Auditorium, City Hall & Metro Courts, Schermerhorn Symphony Center, Country Music Hall of Fame, Music City Center, Clement Landport, and the Tennessee Performing Arts Center. The Cumberland River is shown flowing through the city, and the Riverfront Regional Rail Station is located near the LP Field. The Music City Central logo is prominently displayed in the top right corner.



Hacia el centro de la ciudad

| Walmart | Charlotte & Annex | Premier & American | White Bridge & Charlotte | Charlotte & 46th | 28th & Charlotte | 20th & Church | Music City Central |
|---|-------------------|--------------------|--------------------------|------------------|------------------|---------------|--------------------|
| 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| Tempo promedio de viaje desde esta parada | 8 minutos | 12 minutos | 16 minutos | 21 minutos | 26 minutos | 31 minutos | 44 minutos |
| 4:52 | 5:00 | 5:04 | 5:09 | 5:14 | 5:18 | 5:23 | 5:35 |
| 5:27 | 5:35 | 5:39 | 5:44 | 5:49 | 5:53 | 5:58 | 6:10 |
| 5:52 | 6:00 | 6:04 | 6:09 | 6:14 | 6:18 | 6:23 | 6:35 |
| 6:14 | 6:22 | 6:26 | 6:31 | 6:36 | 6:41 | 6:47 | 7:00 |
| 6:39 | 6:47 | 6:51 | 6:56 | 7:01 | 7:06 | 7:12 | 7:25 |
| 7:04 | 7:12 | 7:16 | 7:21 | 7:26 | 7:31 | 7:37 | 7:50 |
| 7:29 | 7:37 | 7:41 | 7:46 | 7:51 | 7:56 | 8:02 | 8:15 |
| 7:57 | 8:04 | 8:08 | 8:12 | 8:17 | 8:22 | 8:27 | 8:40 |
| 8:22 | 8:29 | 8:33 | 8:37 | 8:42 | 8:47 | 8:52 | 9:05 |
| 8:47 | 8:54 | 8:58 | 9:02 | 9:07 | 9:12 | 9:17 | 9:30 |
| 9:12 | 9:19 | 9:23 | 9:27 | 9:32 | 9:37 | 9:42 | 9:55 |
| 9:37 | 9:44 | 9:48 | 9:52 | 9:57 | 10:02 | 10:07 | 10:20 |
| 10:02 | 10:09 | 10:13 | 10:17 | 10:22 | 10:27 | 10:32 | 10:45 |
| 10:27 | 10:34 | 10:38 | 10:42 | 10:47 | 10:52 | 10:57 | 11:10 |
| 10:52 | 10:59 | 11:03 | 11:07 | 11:12 | 11:17 | 11:22 | 11:35 |
| 11:17 | 11:24 | 11:28 | 11:32 | 11:37 | 11:42 | 11:47 | 12:00 |
| 11:45 | 11:52 | | 11:57 | 12:02 | 12:07 | 12:12 | 12:25 |
| 12:10 | 12:17 | | 12:22 | 12:27 | 12:32 | 12:37 | 12:50 |
| 12:35 | 12:42 | | 12:47 | 12:52 | 12:57 | 1:02 | 1:15 |
| 1:00 | 1:07 | | 1:12 | 1:17 | 1:22 | 1:27 | 1:40 |
| 1:25 | 1:32 | | 1:37 | 1:42 | 1:47 | 1:52 | 2:05 |
| 1:49 | 1:56 | | 2:01 | 2:06 | 2:11 | 2:16 | 2:30 |
| 2:14 | 2:21 | | 2:26 | 2:31 | 2:36 | 2:41 | 2:55 |
| 2:39 | 2:46 | | 2:51 | 2:56 | 3:01 | 3:06 | 3:20 |
| 2:50 | 2:57 | | 3:02 | 3:07 | 3:12 | 3:17 | 3:33 |
| 3:02 | 3:09 | | 3:14 | 3:19 | 3:24 | 3:29 | 3:45 |
| 3:25 | 3:32 | | 3:37 | 3:42 | 3:47 | 3:52 | 4:10 |
| 3:48 | 3:55 | | 4:00 | 4:05 | 4:10 | 4:15 | 4:35 |
| 4:13 | 4:20 | | 4:25 | 4:30 | 4:35 | 4:40 | 5:00 |
| 4:41 | 4:48 | | 4:53 | 4:58 | 5:03 | 5:08 | 5:25 |
| 5:08 | 5:15 | | 5:20 | 5:25 | 5:30 | 5:35 | 5:50 |
| 5:29 | 5:36 | | 5:41 | 5:46 | 5:51 | 5:56 | 6:10 |
| 6:31 | 6:38 | | 6:43 | 6:48 | 6:53 | 6:58 | 7:10 |
| 7:11 | 7:18 | | 7:23 | 7:28 | 7:33 | 7:38 | 7:50 |
| 7:53 | 8:00 | | 8:05 | 8:10 | 8:15 | 8:20 | 8:32 |
| 8:33 | 8:40 | | 8:45 | 8:50 | 8:55 | 9:00 | 9:12 |
| 9:13 | 9:19 | | 9:24 | 9:28 | 9:32 | 9:37 | 9:47 |
| 9:53 | 9:59 | | 10:04 | 10:08 | 10:12 | 10:17 | 10:27 |
| 10:33 | 10:39 | | 10:44 | 10:48 | 10:52 | 10:57 | 11:07 |

viajes por la mañana

viajes por la tarde y la noche

Desde el centro de la ciudad

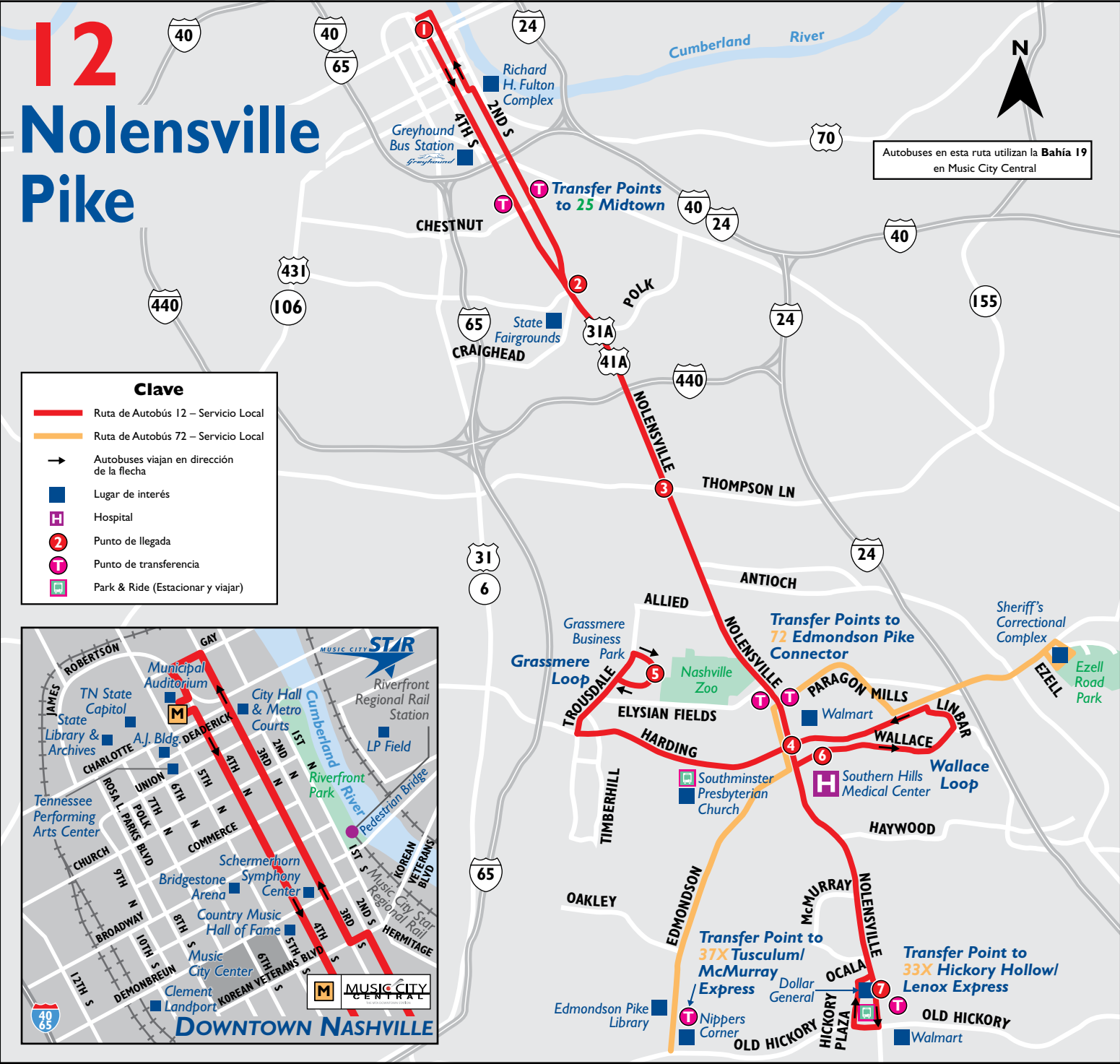
| Music City Central Bahia I | 20th & Church | 28th & Charlotte | Charlotte & 46th | White Bridge & Charlotte | Premier & American | Charlotte & Annex | Walmart |
|--|------------------|---------------------|---------------------|--------------------------------|-----------------------|----------------------|------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Tempo promedio de viaje desde esta parada | 11 minutos | 15 minutos | 20 minutos | 23 minutos | 28 minutos | 32 minutos | 37 minutos |
| 5:40 | 5:50 | 5:54 | 5:59 | 6:01 | | 6:06 | 6:13 |
| 6:15 | 6:25 | 6:29 | 6:34 | 6:36 | | 6:41 | 6:48 |
| 6:40 | 6:50 | 6:54 | 6:59 | 7:01 | | 7:06 | 7:13 |
| 7:05 | 7:17 | 7:21 | 7:27 | 7:30 | | 7:35 | 7:42 |
| 7:30 | 7:42 | 7:46 | 7:52 | 7:55 | | 8:00 | 8:07 |
| 7:55 | 8:07 | 8:11 | 8:17 | 8:20 | | 8:25 | 8:32 |
| 8:20 | 8:32 | 8:36 | 8:42 | 8:45 | | 8:50 | 8:57 |
| 8:45 | 8:57 | 9:01 | 9:07 | 9:10 | | 9:15 | 9:22 |
| 9:10 | 9:21 | 9:25 | 9:30 | 9:33 | | 9:39 | 9:45 |
| 9:35 | 9:46 | 9:50 | 9:55 | 9:58 | | 10:04 | 10:10 |
| 10:00 | 10:11 | 10:15 | 10:20 | 10:23 | | 10:29 | 10:35 |
| 10:25 | 10:36 | 10:40 | 10:46 | 10:49 | | 10:55 | 11:01 |
| 10:50 | 11:01 | 11:05 | 11:11 | 11:14 | | 11:20 | 11:26 |
| 11:15 | 11:26 | 11:30 | 11:36 | 11:39 | | 11:45 | 11:51 |
| 11:40 | 11:51 | 11:55 | 12:01 | 12:04 | | 12:10 | 12:16 |
| 12:05 | 12:16 | 12:20 | 12:25 | 12:28 | 12:33 | 12:37 | 12:44 |
| 12:30 | 12:41 | 12:45 | 12:50 | 12:53 | 12:58 | 1:02 | 1:09 |
| 12:55 | 1:06 | 1:10 | 1:15 | 1:18 | 1:23 | 1:27 | 1:34 |
| 1:20 | 1:31 | 1:35 | 1:40 | 1:43 | 1:48 | 1:52 | 1:59 |
| 1:45 | 1:56 | 2:00 | 2:05 | 2:08 | 2:13 | 2:17 | 2:24 |
| 2:10 | 2:21 | 2:26 | 2:32 | 2:36 | 2:41 | 2:45 | 2:52 |
| 2:35 | 2:46 | 2:51 | 2:57 | 3:01 | 3:06 | 3:10 | 3:17 |
| 3:00 | 3:11 | 3:16 | 3:22 | 3:26 | 3:31 | 3:35 | 3:42 |
| 3:25 | 3:37 | 3:43 | 3:49 | 3:53 | 3:59 | 4:04 | 4:11 |
| 3:50 | 4:02 | 4:08 | 4:14 | 4:18 | 4:24 | 4:29 | 4:36 |
| 4:15 | 4:27 | 4:33 | 4:39 | 4:43 | 4:49 | 4:54 | 5:01 |
| 4:40 | 4:52 | 4:58 | 5:04 | 5:08 | 5:14 | 5:19 | 5:26 |
| 5:05 | 5:16 | 5:21 | 5:27 | 5:31 | 5:37 | 5:41 | 5:47 |
| 5:30 | 5:41 | 5:46 | 5:52 | 5:56 | 6:02 | 6:06 | 6:12 |
| 5:55 | 6:05 | 6:09 | 6:14 | 6:17 | 6:23 | 6:27 | 6:33 |
| 6:15 | 6:25 | 6:29 | 6:34 | 6:37 | 6:43 | 6:47 | 6:53 |
| 7:15 | 7:25 | 7:29 | 7:34 | 7:37 | 7:43 | 7:47 | 7:53 |
| 7:55 | 8:05 | 8:09 | 8:14 | 8:17 | 8:23 | 8:27 | 8:33 |
| 8:35 | 8:45 | 8:49 | 8:54 | 8:57 | 9:03 | 9:07 | 9:13 |
| 9:15 | 9:25 | 9:29 | 9:34 | 9:37 | 9:43 | 9:47 | 9:53 |
| 9:55 | 10:04 | 10:07 | 10:12 | 10:14 | 10:20 | 10:24 | 10:29 |
| 10:35 | 10:44 | 10:47 | 10:52 | 10:54 | 11:00 | 11:04 | 11:09 |
| 11:15 | 11:24 | 11:27 | 11:32 | 11:34 | 11:40 | 11:44 | 11:49 |

| SABADOS/DIA DE MLK JR. | | | | | | | | Hacia el centro de la ciudad | | | | | | | |
|--|-------|--------------|-------|-------------------------|-------|------------|-------|------------------------------|-------|-------------------|-------|--------------------|-------|-------|-------|
| Dollar General | | Wallace Loop | | Grassmere Business Park | | Walmart | | Thompson Lane | | State Fairgrounds | | Music City Central | | | |
| 7 | | 6 | | 5 | | 4 | | 3 | | 2 | | 1 | | | |
| Tiempo promedio de viaje desde esta parada | | 9 minutos | | 24 minutos | | 33 minutos | | 41 minutos | | 47 minutos | | 60 minutos | | | |
| 5:10 | 5:19 | 5:19 | 5:34 | 5:43 | 5:51 | 5:57 | 6:10 | 5:51 | 6:32 | 6:38 | 6:50 | 6:30 | 6:50 | 6:30 | 6:50 |
| 5:51 | 6:00 | 6:00 | 6:15 | 6:24 | 6:32 | 6:38 | 6:50 | 6:32 | 7:11 | 7:17 | 7:30 | 6:51 | 7:30 | 6:51 | 7:30 |
| 6:30 | 6:39 | 6:39 | 6:54 | 7:03 | 7:11 | 7:17 | 7:30 | 7:11 | 7:50 | 7:56 | 8:08 | 7:29 | 8:08 | 7:29 | 8:08 |
| 6:51 | 7:02 | 7:02 | 7:18 | 7:38 | 7:46 | 7:52 | 8:05 | 7:46 | 8:25 | 8:31 | 8:45 | 7:51 | 8:45 | 7:51 | 8:45 |
| 7:30 | 7:41 | 7:41 | 7:57 | 8:17 | 8:25 | 8:31 | 8:45 | 8:25 | 9:04 | 9:10 | 9:24 | 8:31 | 9:24 | 8:31 | 9:24 |
| 8:10 | 8:21 | 8:21 | 8:38 | 8:57 | 9:05 | 9:11 | 9:25 | 9:05 | 9:44 | 9:50 | 10:05 | 9:11 | 10:05 | 9:11 | 10:05 |
| 8:50 | 9:01 | 9:01 | 9:18 | 9:37 | 9:45 | 9:51 | 10:05 | 9:45 | 10:24 | 10:30 | 10:45 | 9:51 | 10:45 | 9:51 | 10:45 |
| 9:31 | 9:42 | 9:42 | 9:59 | 10:16 | 10:25 | 10:31 | 10:45 | 10:25 | 11:04 | 11:10 | 11:25 | 10:31 | 11:25 | 10:31 | 11:25 |
| 10:12 | 10:23 | 10:23 | 10:40 | 10:56 | 11:05 | 11:11 | 11:25 | 11:05 | 11:44 | 11:50 | 12:05 | 11:11 | 12:05 | 11:11 | 12:05 |
| 10:51 | 11:03 | 11:03 | 11:20 | 11:36 | 11:45 | 11:51 | 12:05 | 11:45 | 12:24 | 12:30 | 12:45 | 11:51 | 12:45 | 11:51 | 12:45 |
| 11:31 | 11:43 | 11:43 | 12:00 | 12:16 | 12:25 | 12:31 | 12:45 | 12:25 | 13:04 | 13:10 | 13:25 | 12:31 | 13:25 | 12:31 | 13:25 |
| 12:11 | 12:23 | 12:23 | 12:40 | 12:56 | 1:05 | 1:11 | 1:25 | 1:05 | 1:44 | 1:50 | 2:05 | 1:11 | 2:05 | 1:11 | 2:05 |
| 12:51 | 1:03 | 1:03 | 1:20 | 1:36 | 1:45 | 1:51 | 2:05 | 1:45 | 2:24 | 2:30 | 2:45 | 1:51 | 2:45 | 1:51 | 2:45 |
| 1:31 | 1:43 | 1:43 | 2:00 | 2:16 | 2:25 | 2:31 | 2:45 | 2:25 | 3:04 | 3:10 | 3:25 | 2:31 | 3:25 | 2:31 | 3:25 |
| 2:12 | 2:24 | 2:24 | 2:41 | 2:56 | 3:05 | 3:11 | 3:25 | 3:05 | 3:44 | 3:50 | 4:05 | 3:11 | 4:05 | 3:11 | 4:05 |
| 2:52 | 3:04 | 3:04 | 3:21 | 3:37 | 3:45 | 3:51 | 4:05 | 3:45 | 4:24 | 4:30 | 4:45 | 3:51 | 4:45 | 3:51 | 4:45 |
| 3:32 | 3:44 | 3:44 | 4:01 | 4:17 | 4:25 | 4:31 | 4:45 | 4:25 | 5:04 | 5:10 | 5:25 | 4:31 | 5:25 | 4:31 | 5:25 |
| 4:12 | 4:24 | 4:24 | 4:41 | 4:57 | 5:05 | 5:11 | 5:25 | 5:05 | 5:44 | 5:50 | 6:05 | 5:11 | 6:05 | 5:11 | 6:05 |
| 4:51 | 5:02 | 5:02 | 5:19 | 5:37 | 5:45 | 5:51 | 6:05 | 5:45 | 6:24 | 6:30 | 6:45 | 5:51 | 6:45 | 5:51 | 6:45 |
| 5:31 | 5:42 | 5:42 | 5:59 | 6:32 | 6:40 | 6:46 | 7:00 | 6:40 | 7:19 | 7:25 | 7:40 | 6:46 | 7:40 | 6:46 | 7:40 |
| 6:53 | 7:04 | 7:04 | 7:20 | 7:34 | 7:41 | 7:47 | 8:00 | 7:41 | 8:20 | 8:26 | 8:40 | 7:47 | 8:40 | 7:47 | 8:40 |
| 7:53 | 8:04 | 8:04 | 8:20 | 8:34 | 8:41 | 8:47 | 9:00 | 8:41 | 9:20 | 9:26 | 9:40 | 8:47 | 9:40 | 8:47 | 9:40 |
| 8:52 | 9:03 | 9:03 | 9:19 | 9:34 | 9:41 | 9:47 | 10:00 | 9:41 | 10:20 | 10:26 | 10:40 | 9:47 | 10:40 | 9:47 | 10:40 |
| 9:52 | 10:03 | 10:03 | 10:20 | 10:28 | 10:35 | 10:41 | 10:54 | 10:35 | 11:14 | 11:20 | 11:34 | 10:41 | 11:34 | 10:41 | 11:34 |

| SABADOS/DIA DE MLK JR. | | | | | | | | Desde el centro de la ciudad | | | | | | | |
|--|-------|-------------------|-------|---------------|-------|------------|-------|------------------------------|-------|--------------|-------|-------------------------|-------|------------|-------|
| Music City Central Bahía 19 | | State Fairgrounds | | Thompson Lane | | Walmart | | Dollar General | | Wallace Loop | | Grassmere Business Park | | Walmart | |
| 1 | | 2 | | 3 | | 4 | | 7 | | 6 | | 5 | | 4 | |
| Tiempo promedio de viaje desde esta parada | | 12 minutos | | 18 minutos | | 27 minutos | | 36 minutos | | 47 minutos | | 64 minutos | | 75 minutos | |
| 6:15 | 6:27 | 6:27 | 6:33 | 6:42 | 6:51 | 7:02 | 7:18 | 6:51 | 7:30 | 7:41 | 7:57 | 7:18 | 7:57 | 7:29 | 8:08 |
| 6:55 | 7:06 | 7:06 | 7:12 | 7:21 | 7:30 | 7:41 | 8:08 | 7:30 | 8:09 | 8:21 | 8:38 | 7:57 | 8:38 | 8:10 | 8:49 |
| 7:35 | 7:46 | 7:46 | 7:52 | 8:01 | 8:10 | 8:21 | 8:49 | 8:10 | 8:49 | 8:61 | 8:78 | 8:21 | 9:00 | 8:32 | 9:11 |
| 8:15 | 8:27 | 8:27 | 8:33 | 8:41 | 8:50 | 9:01 | 9:29 | 8:50 | 9:29 | 9:41 | 9:58 | 8:38 | 9:17 | 8:49 | 9:28 |
| 8:55 | 9:07 | 9:07 | 9:13 | 9:22 | 9:31 | 9:42 | 9:70 | 9:31 | 10:10 | 10:22 | 10:39 | 9:06 | 9:45 | 9:17 | 9:56 |
| 9:35 | 9:47 | 9:47 | 9:54 | 10:03 | 10:12 | 10:23 | 10:51 | 10:12 | 10:51 | 11:03 | 11:20 | 9:46 | 10:25 | 9:57 | 10:36 |
| 10:15 | 10:27 | 10:27 | 10:33 | 10:42 | 10:51 | 11:03 | 11:31 | 11:03 | 11:42 | 11:54 | 12:22 | 10:26 | 11:05 | 10:37 | 11:16 |
| 10:55 | 11:07 | 11:07 | 11:13 | 11:22 | 11:31 | 11:43 | 12:11 | 11:43 | 12:22 | 12:34 | 13:02 | 11:06 | 11:45 | 11:17 | 11:56 |
| 11:35 | 11:47 | 11:47 | 11:53 | 12:02 | 12:11 | 12:23 | 12:51 | 12:23 | 13:02 | 13:14 | 13:42 | 11:46 | 12:25 | 11:57 | 12:36 |
| 12:15 | 12:27 | 12:27 | 12:33 | 12:42 | 12:51 | 1:03 | 1:31 | 1:03 | 1:42 | 1:54 | 2:22 | 12:27 | 13:06 | 12:38 | 13:17 |
| 12:55 | 1:07 | 1:07 | 1:13 | 1:22 | 1:31 | 1:43 | 2:11 | 1:43 | 2:22 | 2:34 | 3:02 | 13:07 | 13:46 | 13:18 | 13:57 |
| 1:35 | 1:48 | 1:48 | 1:54 | 2:03 | 2:12 | 2:24 | 2:52 | 2:24 | 3:03 | 3:15 | 3:43 | 13:48 | 14:27 | 13:59 | 14:38 |
| 2:15 | 2:28 | 2:28 | 2:34 | 2:43 | 2:52 | 3:04 | 3:32 | 3:04 | 3:43 | 3:55 | 4:23 | 14:29 | 15:08 | 14:41 | 15:20 |
| 2:55 | 3:08 | 3:08 | 3:14 | 3:23 | 3:32 | 3:44 | 4:12 | 3:44 | 4:23 | 4:35 | 5:03 | 15:09 | 15:48 | 15:21 | 16:00 |
| 3:35 | 3:48 | 3:48 | 3:54 | 4:03 | 4:12 | 4:24 | 4:52 | 4:24 | 5:03 | 5:15 | 5:43 | 15:50 | 16:29 | 16:02 | 16:41 |
| 4:15 | 4:27 | 4:27 | 4:33 | 4:42 | 4:51 | 5:02 | 5:30 | 5:02 | 5:41 | 5:53 | 6:21 | 16:31 | 17:10 | 16:43 | 17:22 |
| 4:55 | 5:07 | 5:07 | 5:13 | 5:22 | 5:31 | 5:42 | 6:10 | 5:42 | 6:21 | 6:33 | 7:01 | 17:12 | 17:51 | 17:24 | 18:03 |
| 5:35 | 5:47 | 5:47 | 5:53 | 6:02 | 6:11 | 6:22 | 6:50 | 6:22 | 7:01 | 7:13 | 7:41 | 17:53 | 18:32 | 18:05 | 18:44 |
| 6:15 | 6:29 | 6:29 | 6:35 | 6:44 | 6:53 | 7:04 | 7:32 | 7:04 | 7:43 | 7:55 | 8:23 | 18:34 | 19:13 | 18:47 | 19:26 |
| 7:15 | 7:29 | 7:29 | 7:35 | 7:44 | 7:53 | 8:04 | 8:32 | 8:04 | 8:43 | 8:55 | 9:23 | 19:16 | 19:55 | 19:29 | 20:08 |
| 8:15 | 8:29 | 8:29 | 8:35 | 8:43 | 8:52 | 9:03 | 9:31 | 9:03 | 9:42 | 9:54 | 10:22 | 19:58 | 20:37 | 20:11 | 20:50 |
| 9:15 | 9:29 | 9:29 | 9:35 | 9:43 | 9:52 | 10:03 | 10:31 | 10:03 | 10:42 | 10:54 | 11:22 | 20:40 | 21:19 | 20:44 | 21:23 |
| 10:15 | 10:28 | 10:28 | 10:32 | 10:40 | 10:49 | 11:00 | 11:28 | 11:00 | 11:39 | 11:51 | 12:19 | 21:22 | 22:01 | 21:26 | 22:05 |

| DOMINGOS Y DIAS FESTIVOS | | | | | | | | Hacia el centro de la ciudad | | | | | | | |
|--|-------|--------------|-------|-------------------------|-------|------------|-------|------------------------------|-------|-------------------|-------|--------------------|-------|-------|-------|
| Dollar General | | Wallace Loop | | Grassmere Business Park | | Walmart | | Thompson Lane | | State Fairgrounds | | Music City Central | | | |
| 7 | | 6 | | 5 | | 4 | | 3 | | 2 | | 1 | | | |
| Tiempo promedio de viaje desde esta parada | | 11 minutos | | 28 minutos | | 45 minutos | | 53 minutos | | 60 minutos | | 73 minutos | | | |
| 5:09 | 5:20 | 5:20 | 5:35 | 5:44 | 5:52 | 6:08 | 6:10 | 5:52 | 6:38 | 6:49 | 7:05 | 6:10 | 7:05 | 6:10 | 7:05 |
| 6:09 | 6:20 | 6:20 | 6:35 | 6:44 | 6:52 | 7:08 | 7:10 | 6:52 | 7:38 | 7:49 | 8:05 | 7:10 | 8:05 | 7:10 | 8:05 |
| 6:51 | 7:02 | 7:02 | 7:19 | 7:34 | 7:42 | 7:49 | 7:50 | 7:42 | 8:28 | 8:39 | 8:55 | 7:50 | 8:55 | 7:50 | 8:55 |
| 7:51 | 8:02 | 8:02 | 8:19 | 8:34 | 8:42 | 8:49 | 8:50 | 8:42 | 9:28 | 9:39 | 9:55 | 8:50 | 9:55 | 8:50 | 9:55 |
| 8:51 | 9:02 | 9:02 | 9:19 | 9:34 | 9:42 | 9:49 | 9:50 | 9:42 | 10:28 | 10:39 | 10:55 | 9:50 | 10:55 | 9:50 | 10:55 |
| 9:51 | 10:02 | 10:02 | 10:19 | 10:34 | 10:42 | 10:49 | 10:50 | 10:42 | 11:28 | 11:39 | 11:55 | 10:50 | 11:55 | 10:50 | 11:55 |
| 10:51 | 11:02 | 11:02 | 11:19 | 11:34 | 11:42 | 11:49 | 11:50 | 11:42 | 12:28 | 12:39 | 12:55 | 11:50 | 12:55 | 11:50 | 12:55 |
| 11:51 | 12:02 | 12:02 | 12:19 | 12:34 | 12:42 | 12:49 | 12:50 | 12:42 | 13:28 | 13:39 | 13:55 | 12:50 | 13:55 | 12:50 | 13:55 |
| 12:51 | 1:02 | 1:02 | 1:19 | 1:34 | 1:42 | 1:49 | 1:50 | 1:42 | 2:28 | 2:39 | 2:55 | 13:50 | 2:55 | 13:50 | 2:55 |
| 1:51 | 2:02 | 2:02 | 2:19 | 2:34 | 2:42 | 2:49 | 2:50 | 2:42 | 3:28 | 3:39 | 3:55 | 14:50 | 3:55 | 14:50 | 3:55 |
| 2:51 | 3:02 | 3:02 | 3:19 | 3:34 | 3:42 | 3:49 | 3:50 | 3:42 | 4:28 | 4:39 | 4:55 | 15:50 | 4:55 | 15:50 | 4:55 |
| 3:51 | 4:02 | 4:02 | 4:19 | 4:34 | 4:42 | 4:49 | 4:50 | 4:42 | 5:28 | 5:39 | 5:55 | 16:50 | 5:55 | 16:50 | 5:55 |
| 4:51 | 5:02 | 5:02 | 5:19 | 5:34 | 5:42 | 5:49 | 5:50 | 5:42 | 6:28 | 6:39 | 6:55 | 17:50 | 6:55 | 17:50 | 6:55 |
| 5:51 | 6:02 | 6:02 | 6:19 | 6:34 | 6:42 | 6:49 | 6:50 | 6:42 | 7:28 | 7:39 | 7:55 | 18:50 | 7:55 | 18:50 | 7:55 |
| 6:51 | 7:02 | 7:02 | 7:19 | 7:34 | 7:42 | 7:49 | 7:50 | 7:42 | 8:28 | 8:39 | 8:55 | 19:50 | 8:55 | 19:50 | 8:55 |
| 7:51 | 8:02 | 8:02 | 8:19 | 8:34 | 8:42 | 8:49 | 8:50 | 8:42 | 9:28 | 9:39 | 9:55 | 20:50 | 9:55 | 20:50 | 9:55 |
| 8:49 | 8:59 | 8:59 | 9:14 | 9:22 | 9:30 | 9:37 | 9:38 | 9:30 | 10:16 | 10:27 | 10:43 | 21:48 | 10:43 | 21:48 | 10:43 |

| DOMINGOS Y DIAS FESTIVOS | | | | | | | | Desde el centro de la ciudad | | | | |
|--------------------------|--|--|--|--|--|--|--|------------------------------|--|--|--|--|
|--------------------------|--|--|--|--|--|--|--|------------------------------|--|--|--|--|



SABADOS/DIA DE MLK JR. Hacia el centro de la ciudad

| Hickory Hollow | Bell Road | Donelson Pike/ Dell Pkwy | Thompson Lane | Wharf | Music City Central |
|----------------|-----------|--------------------------|---------------|-------|--------------------|
| 7 | 6 | 5 | 3 | 2 | 1 |
| 5:36 | 5:43 | 5:49 | 5:56 | 6:06 | 6:20 |
| 6:36 | 6:43 | 6:49 | 6:56 | 7:06 | 7:20 |
| 7:32 | 7:40 | 7:47 | 7:54 | 8:05 | 8:20 |
| 8:32 | 8:40 | 8:47 | 8:54 | 9:05 | 9:20 |
| 9:32 | 9:40 | 9:47 | 9:54 | 10:05 | 10:20 |
| 10:31 | 10:39 | 10:46 | 10:54 | 11:05 | 11:20 |
| 11:31 | 11:39 | 11:46 | 11:54 | 12:05 | 12:20 |
| 12:31 | 12:39 | 12:46 | 12:54 | 1:05 | 1:20 |
| 1:31 | 1:39 | 1:46 | 1:54 | 2:05 | 2:20 |
| 2:29 | 2:37 | 2:44 | 2:53 | 3:04 | 3:20 |
| 3:29 | 3:37 | 3:44 | 3:53 | 4:04 | 4:20 |
| 4:29 | 4:37 | 4:44 | 4:53 | 5:04 | 5:20 |
| 5:29 | 5:37 | 5:44 | 5:53 | 6:04 | 6:20 |
| 6:29 | 6:37 | 6:44 | 6:53 | 7:04 | 7:20 |
| 7:33 | 7:40 | 7:46 | 7:54 | 8:05 | 8:20 |
| 8:33 | 8:40 | 8:46 | 8:54 | 9:05 | 9:20 |

Para servicio adicional en esta area, por favor ver el horario de la Ruta 55 - Murfreesboro Pike BRT lite.

SABADOS/DIA DE MLK JR. Desde el centro de la ciudad

| Music City Central Bahía 17 | Wharf | Thompson Lane | Donelson Pike/ Dell Pkwy | Bell Road | Hickory Hollow |
|-----------------------------|-------|---------------|--------------------------|-----------|----------------|
| 1 | 2 | 3 | 5 | 6 | 7 |
| 6:30 | 6:39 | 6:50 | 6:55 | 7:02 | 7:10 |
| 7:30 | 7:40 | 7:52 | 7:58 | 8:05 | 8:14 |
| 8:30 | 8:40 | 8:52 | 8:58 | 9:05 | 9:14 |
| 9:30 | 9:40 | 9:52 | 9:58 | 10:05 | 10:14 |
| 10:30 | 10:41 | 10:53 | 10:59 | 11:07 | 11:16 |
| 11:30 | 11:41 | 11:53 | 11:59 | 12:07 | 12:16 |
| 12:30 | 12:41 | 12:53 | 12:59 | 1:07 | 1:16 |
| 1:30 | 1:42 | 1:54 | 2:00 | 2:08 | 2:18 |
| 2:30 | 2:42 | 2:54 | 3:00 | 3:08 | 3:18 |
| 3:30 | 3:42 | 3:54 | 4:00 | 4:08 | 4:18 |
| 4:30 | 4:42 | 4:54 | 5:00 | 5:08 | 5:18 |
| 5:30 | 5:42 | 5:54 | 6:00 | 6:08 | 6:18 |
| 6:30 | 6:42 | 6:53 | 6:59 | 7:06 | 7:15 |
| 7:30 | 7:42 | 7:53 | 7:59 | 8:06 | 8:15 |
| 8:30 | 8:41 | 8:52 | 8:58 | 9:05 | 9:13 |
| 9:30 | 9:41 | 9:52 | 9:58 | 10:05 | 10:13 |

DOMINGOS Y DIAS FESTIVOS Hacia el centro de la ciudad

| Hickory Hollow | Bell Road | Donelson Pike/ Dell Pkwy | Thompson Lane | Wharf | Music City Central |
|----------------|-----------|--------------------------|---------------|-------|--------------------|
| 7 | 6 | 5 | 3 | 2 | 1 |
| 5:21 | 5:28 | 5:34 | 5:41 | 5:51 | 6:05 |
| 6:01 | 6:08 | 6:14 | 6:21 | 6:31 | 6:45 |
| 6:41 | 6:48 | 6:54 | 7:01 | 7:11 | 7:25 |
| 7:17 | 7:25 | 7:32 | 7:39 | 7:50 | 8:05 |
| 7:57 | 8:05 | 8:12 | 8:19 | 8:30 | 8:45 |
| 8:37 | 8:45 | 8:52 | 8:59 | 9:10 | 9:25 |
| 9:17 | 9:25 | 9:32 | 9:39 | 9:50 | 10:05 |
| 9:57 | 10:05 | 10:12 | 10:19 | 10:30 | 10:45 |
| 10:36 | 10:44 | 10:51 | 10:59 | 11:10 | 11:25 |
| 11:16 | 11:24 | 11:31 | 11:39 | 11:50 | 12:05 |
| 11:56 | 12:04 | 12:11 | 12:19 | 12:30 | 12:45 |
| 12:36 | 12:44 | 12:51 | 12:59 | 1:10 | 1:25 |
| 1:16 | 1:24 | 1:31 | 1:39 | 1:50 | 2:05 |
| 1:56 | 2:04 | 2:11 | 2:19 | 2:30 | 2:45 |
| 2:34 | 2:42 | 2:49 | 2:58 | 3:09 | 3:25 |
| 3:14 | 3:22 | 3:29 | 3:38 | 3:49 | 4:05 |
| 3:54 | 4:02 | 4:09 | 4:18 | 4:29 | 4:45 |
| 4:34 | 4:42 | 4:49 | 4:58 | 5:09 | 5:25 |
| 5:14 | 5:22 | 5:29 | 5:38 | 5:49 | 6:05 |
| 6:14 | 6:22 | 6:29 | 6:38 | 6:49 | 7:05 |
| 7:18 | 7:25 | 7:31 | 7:39 | 7:50 | 8:05 |
| 8:18 | 8:25 | 8:31 | 8:39 | 8:50 | 9:05 |

DOMINGOS Y DIAS FESTIVOS Desde el centro de la ciudad

| Music City Central Bahía 15 | Wharf | Thompson Lane | Donelson Pike/ Dell Pkwy | Bell Road | Hickory Hollow |
|-----------------------------|-------|---------------|--------------------------|-----------|----------------|
| 1 | 2 | 3 | 5 | 6 | 7 |
| 6:15 | 6:24 | 6:35 | 6:40 | 6:47 | 6:55 |
| 6:55 | 7:04 | 7:15 | 7:20 | 7:27 | 7:35 |
| 7:35 | 7:45 | 7:57 | 8:03 | 8:10 | 8:19 |
| 8:15 | 8:25 | 8:37 | 8:43 | 8:50 | 8:59 |
| 8:55 | 9:05 | 9:17 | 9:23 | 9:30 | 9:39 |
| 9:35 | 9:45 | 9:57 | 10:03 | 10:10 | 10:19 |
| 10:15 | 10:26 | 10:38 | 10:44 | 10:52 | 11:01 |
| 10:55 | 11:06 | 11:18 | 11:24 | 11:32 | 11:41 |
| 11:35 | 11:46 | 11:58 | 12:04 | 12:12 | 12:21 |
| 12:15 | 12:26 | 12:38 | 12:44 | 12:52 | 1:01 |
| 12:55 | 1:06 | 1:18 | 1:24 | 1:32 | 1:41 |
| 1:35 | 1:47 | 1:59 | 2:05 | 2:13 | 2:23 |
| 2:15 | 2:27 | 2:39 | 2:45 | 2:53 | 3:03 |
| 2:55 | 3:07 | 3:19 | 3:25 | 3:33 | 3:43 |
| 3:35 | 3:47 | 3:59 | 4:05 | 4:13 | 4:23 |
| 4:15 | 4:27 | 4:39 | 4:45 | 4:53 | 5:03 |
| 4:55 | 5:07 | 5:19 | 5:25 | 5:33 | 5:43 |
| 5:35 | 5:47 | 5:59 | 6:05 | 6:13 | 6:23 |
| 6:15 | 6:27 | 6:38 | 6:44 | 6:51 | 7:00 |
| 7:15 | 7:27 | 7:38 | 7:44 | 7:51 | 8:00 |
| 8:15 | 8:27 | 8:38 | 8:44 | 8:51 | 9:00 |
| 9:15 | 9:26 | 9:37 | 9:43 | 9:50 | 9:58 |

Todos los domingos y días festivos este autobús sale de la Bahía 15 en Music City Central.

| | |
|----------------------|--------------------------------|
| viajes por la mañana | viajes por la tarde y la noche |
|----------------------|--------------------------------|

Murfreesboro Pike


En Español

15

- Country Music Hall of Fame
- Dell
- Global Mall at The Crossings
- Greyhound Bus Station
- Music City Center
- Convention Center
- Music City Central - Bahía 17
- Nashville School of the Arts
- Schermerhorn Symphony Center
- Tennessee Department of Safety
- Trevecca Nazarene University

Para servicio adicional en esta area, ver el horario de la Ruta 55 - Murfreesboro Pike

40 MINUTOS ENTRE SERVICIO DURANTE LA SEMANA/ 1 HORA ENTRE SERVICIO LOS SABADOS/ 40 MINUTOS ENTRE SERVICIO LOS DOMINGOS



Servicio al Cliente y Coordinador de ADA

(615) 862-5950

AccessRide

(615) 880-3970

nashvillemta.org

En efectivo el 30 de marzo del 2014

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos:

- Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo
- Día de Acción de Gracias • Navidad

En el Día de Martín Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950

6:30 a.m. a 6:30 p.m. – De lunes a viernes

8:00 a.m. a 5:00 p.m. – Sábado

10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Venta de Boletos é Información en Music City Central

400 Charlotte Ave.

6:00 a.m. a 6:30 p.m. – De lunes a viernes

8:00 a.m. a 5:00 p.m. – Sábado

10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Music City Central – Horas de Operación

400 Charlotte Avenue

5:15 a.m. a 11:15 p.m. – De lunes a viernes

6:00 a.m. a 10:15 p.m. – Sábado

6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969

430 Myatt Drive, Nashville, TN 37115

8:00 a.m. a 4:30 p.m. – De lunes a viernes

Cerrado fines de semana y días festivos

Metropolitan Transit Authority

430 Myatt Drive, Nashville, TN 37115

diseñado por CH&K America – ch&kamerica.com

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave.), en línea en nashvillemta.org, ó por telefono llamando al (615) 862-5950.

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

| | | | |
|--|---------|-------------------------------------|---------|
| Tarifa de todo el día.... | \$5.25 | Pases de 7-Días..... | \$24.00 |
| Tarifa de todo el día con Descuento..... | \$3.25 | Pases de 31-Días..... | \$84.00 |
| Tarifa de joven todo el día..... | \$3.50 | Pases de 31-Días con Descuento..... | \$44.00 |
| 20-Viajes Locales..... | \$32.00 | Pases de 7-Días para Jóvenes | \$16.00 |
| 20-Viajes Exprés | \$42.00 | Pases de 31-Días para Jóvenes | \$58.50 |
| 20-Viajes con Descuento..... | \$17.00 | | |

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío se aplicara a todas las órdenes por correo, teléfono ó por línea.

Exprés Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de Internet en nashvillemta.org.

Todos los autobuses son accesibles y equipados con estantes de bicicleta

Tarifas

Adultos – Local, Aeropuerto y Servicio Ligero BRT..... \$1.70

Servicio Exprés..... \$2.25

Mayores..... \$.85

(de 65 años ó más favor de mostrar su tarifa)

una prueba de su edad antes de depositar su tarifa)

Personas con discapacidades \$.85

(favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa)

Tarifa de Jóvenes..... \$1.00

(edades de 19 y menores, por favor avise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden)

Niños menores de 4 años..... Gratis

Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, tambien califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y más con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

- Mayores – "MTA Golden Age", "Medicare", ó su licencia de conducir • Personas con Discapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de transito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA AccessRide". Para más información por favor llame a la oficina de "MTA AccessRide" al teléfono (615) 880-3970, ó visite el sitio en Internet en nashvillemta.org.

Paradas de autobú

La mayoría de las paradas de autobú están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobú visible en el área donde usted desea tomar el autobú, por favor vaya a la intersección más cercana por la calle donde transita su autobú y haga señales al autobú cuando se esté aproximando.

Music City Central

El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Anuncios de destino

Cada autobú de MTA esta marcado con un número de ruta así como también el nombre del destino ó área. Todas las rutas exprés están marcadas con una "X" seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobú, por favor pregunte al conductor cuando usted suba.

Estacionar y viajar

Varias rutas de autobú proporcionan el servicio de "Park & Ride", el cual les permite estacionar su auto gratis y subir a un autobú de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de "Park & Ride" como un servicio gratis de parte de los duenos de los estacionamientos.

Rutas en días de nieve

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA, ó simplemente llame al servicio al cliente al teléfono (615) 862-5950 ó visite nuestro sitio en Internet en nashvillemta.org.

15 Murfreesboro Pike

Autobuses en esta ruta utilizan la Bahía 17 en Music City Central

Richard H. Fulton

Transfer Point to 18 Airport/ Downtown Hotels & 25 Midtown

Wharf

Elm Hill

Trevecca Nazarene University

Foster

TN Dept. of Safety

Nashville School of the Arts

Plus Park

Daymar Institute

Thompson

Glengarry

Nashville International Airport

Donelson/Dell

Una Church of Christ

Transfer Point to 38X Antioch Express

Nashboro

Transfer Point to 33X Hickory Hollow/ Lenox Express

Hickory Hollow

Global Mall at The Crossings

Clave

- BRT Ruta de 55 y parada
- Ruta de 15 – Servicio Local
- Autobuses viajan en dirección de la flecha
- Lugar de interés
- Escuela
- Punto de llegada
- Punto de transferencia
- Park & Ride (Estacionar y viajar)

Ruta 15 - Murfreesboro Pike autobuses paran en todas las paradas de autobús.
Route 55 - Murfreesboro Pike  autobuses solo se detienen en las parandas de BRT lite.

DIAS ENTRE SEMANA

Hacia el centro de la ciudad

| Hickory Hollow | Bell Road | Donelson Pike/ Dell Pkwy | Metro Southeast | Thompson Lane | Wharf | Music City Central |
|--|-----------|-----------------------------|-----------------|---------------|------------|--------------------|
| 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| Tiempo promedio de viaje desde esta parada | | | | | | |
| | 8 minutos | 15 minutos | 20 minutos | 26 minutos | 38 minutos | 53 minutos |
| 4:54 | 5:02 | 5:09 | | 5:17 | 5:28 | 5:42 |
| 5:34 | 5:42 | 5:49 | | 5:57 | 6:08 | 6:22 |
| 6:08 | 6:16 | 6:24 | | 6:34 | 6:46 | 7:02 |
| 6:41 | 6:50 | 6:59 | 7:05 | 7:11 | 7:25 | 7:42 |
| 7:16 | 7:25 | 7:34 | | 7:44« | 8:05 | 8:22 |
| 8:05 | 8:13 | 8:21 | 8:27 | 8:33 | 8:46 | 9:02 |
| 8:51 | 8:58 | 9:04 | 9:09 | 9:15 | 9:27 | 9:42 |
| 9:31 | 9:38 | 9:44 | 9:49 | 9:55 | 10:07 | 10:22 |
| 10:11 | 10:18 | 10:24 | 10:29 | 10:35 | 10:47 | 11:02 |
| 10:46 | 10:53 | 10:59 | | 11:08« | 11:27 | 11:42 |
| 11:31 | 11:38 | 11:44 | 11:49 | 11:55 | 12:07 | 12:22 |
| 12:09 | 12:17 | 12:24 | 12:29 | 12:35 | 12:47 | 1:02 |
| 12:49 | 12:57 | 1:04 | 1:09 | 1:15 | 1:27 | 1:42 |
| 1:29 | 1:37 | 1:44 | 1:49 | 1:55 | 2:07 | 2:22 |
| 2:07 | 2:15 | 2:22 | 2:28 | 2:34 | 2:46 | 3:02 |
| 2:43 | 2:51 | 2:58 | | 3:07« | 3:27 | 3:42 |
| 3:27 | 3:35 | 3:42 | 3:48 | 3:54 | 4:06 | 4:22 |
| 4:07 | 4:15 | 4:22 | 4:28 | 4:34 | 4:46 | 5:02 |
| 4:47 | 4:55 | 5:02 | 5:08 | 5:14 | 5:26 | 5:42 |
| 5:29 | 5:37 | 5:43 | 5:48 | 5:54 | 6:05 | 6:20 |
| 6:31 | 6:39 | 6:45 | | 6:54 | 7:05 | 7:20 |
| 7:31 | 7:39 | 7:45 | | 7:54 | 8:05 | 8:20 |
| 8:31 | 8:39 | 8:45 | | 8:54 | 9:05 | 9:20 |
| 9:21 | 9:28 | 9:33 | | 9:42 | 9:51 | 10:05 |
| 10:22 | 10:29 | 10:34 | | 10:42 | 10:51 | 11:05 |

« Este autobús hace paradas adicionales enfrente de Tennessee Department of Safety y Nashville School of the Arts.

Para servicio adicional en esta area, por favor ver el horario de la Ruta 55 - Murfreesboro Pike BRT lite.

DIAS ENTRE SEMANA Desde el centro de la ciudad

Music City Central **Bahia 17** Wharf Thompson Lane Metro Southeast Donelson Pike/ Dell Pkwy Bell Road Hickory Hollow

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--------|--------|-------|-------|-------|-------|-------|
| 5:47 | 5:58 | 6:10 | | 6:17 | 6:24 | 6:32 |
| 6:27 | 6:38 | 6:50 | | 6:57 | 7:04 | 7:12 |
| 7:07 | 7:19 | 7:32 | 7:37 | 7:41 | 7:49 | 7:58 |
| 7:45 | 7:57‡ | 8:16 | | 8:23 | 8:31 | 8:40 |
| 8:27 | 8:39 | 8:52 | 8:57 | 9:01 | 9:09 | 9:18 |
| 9:07 | 9:19 | 9:31 | 9:36 | 9:40 | 9:47 | 9:56 |
| 9:47 | 9:59 | 10:11 | 10:16 | 10:20 | 10:27 | 10:36 |
| 10:27 | 10:39 | 10:51 | 10:56 | 11:00 | 11:07 | 11:16 |
| 11:05 | 11:17‡ | 11:35 | | 11:42 | 11:49 | 11:58 |
| 11:47 | 11:59 | 12:11 | 12:16 | 12:20 | 12:27 | 12:36 |
| 12:27 | 12:39 | 12:51 | 12:56 | 1:00 | 1:07 | 1:16 |
| 1:07 | 1:20 | 1:33 | 1:38 | 1:42 | 1:50 | 2:00 |
| 1:47 | 2:00 | 2:13 | 2:18 | 2:22 | 2:30 | 2:40 |
| 2:27 | 2:40 | 2:53 | 2:58 | 3:02 | 3:10 | 3:20 |
| 3:05 | 3:18‡ | 3:38 | | 3:45 | 3:54 | 4:06 |
| 3:47 | 4:00 | 4:15 | 4:20 | 4:24 | 4:33 | 4:45 |
| 4:27 | 4:40 | 4:55 | 5:00 | 5:04 | 5:13 | 5:25 |
| 5:07 | 5:20 | 5:35 | 5:40 | 5:44 | 5:53 | 6:05 |
| 5:47 | 5:59 | 6:12 | | 6:18 | 6:25 | 6:35 |
| 6:30 | 6:42 | 6:55 | | 7:01 | 7:08 | 7:18 |
| 7:30 | 7:42 | 7:55 | | 8:01 | 8:08 | 8:18 |
| 8:30 | 8:41 | 8:53 | | 8:59 | 9:06 | 9:14 |
| 9:30 | 9:40 | 9:51 | | 9:57 | 10:04 | 10:12 |
| 10:15• | 10:25 | 10:36 | | 10:42 | 10:49 | 10:57 |
| 11:15• | 11:25 | 11:36 | | 11:42 | 11:49 | 11:57 |

• Servicio de lunes a viernes. ‡ Servicio de lunes a viernes y sábados.

‡ Este autobús hace paradas adicionales enfrente de Tennessee Department of Safety y Nashville School of the Arts.

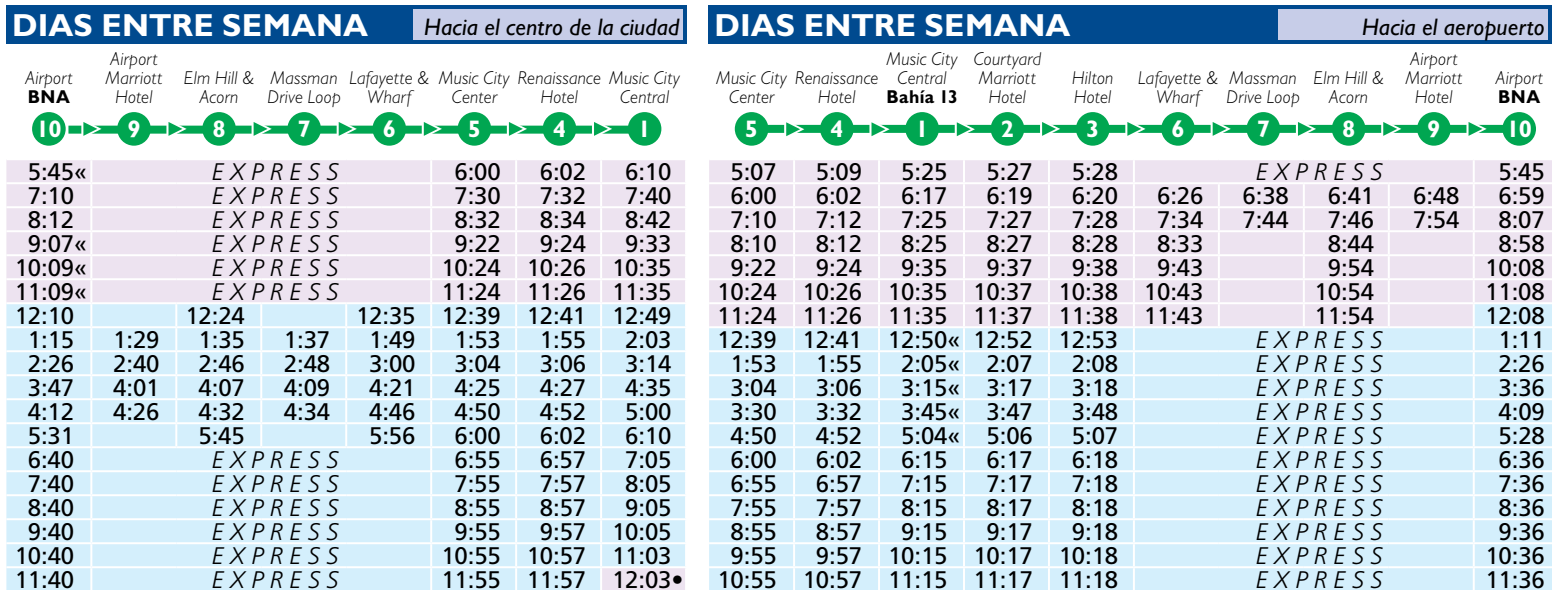
- Este autobús sale de la Bahía 15 en Music City Central.

viajes por la mañana viajes por la tarde y la noche

viajes por la tarde y la noche

Autobuses en esta ruta utilizan la **Bahía 13**
en Music City Central

Autobuses en esta ruta utilizan la **Bahía 13**
en Music City Central



« Tome este autobús de servicio local en la porción de regreso a ningún costo adicional.

« Tome este autobús de servicio local en la porción de regreso a ningún costo adicional.

viajes por la tarde y la noche

FINES DE SEMANA Y DIAS FESTIVOS

via Jo Johnston

| | | | | | | | |
|--|------------------------|------------------|-----------------|----------------|----------------|--------------------|--------------------|
| Music City Central Bahía 23 | Metro General Hospital | 25th & Patterson | Edgehill & 21st | Edgehill & 8th | Chestnut & 1st | Riverfront Station | Music City Central |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 |
| Tiempo promedio de viaje desde esta parada | | | | | | | |
| | 10 minutos | 17 minutos | 25 minutos | 31 minutos | 35 minutos | 48 minutos | 55 minutos |
| 6:15 | 6:25 | 6:32 | 6:40 | 6:46 | 6:50 | 6:00 | 6:07 |
| 7:15 | 7:25 | 7:32 | 7:40 | 7:46 | 7:50 | 8:03 | 8:10 |
| 8:15 | 8:25 | 8:32 | 8:40 | 8:46 | 8:50 | 9:03 | 9:10 |
| 9:11 | 9:21 | 9:28 | 9:36 | 9:42 | 9:46 | 10:00 | 10:08 |
| 10:11 | 10:21 | 10:28 | 10:36 | 10:42 | 10:46 | 11:00 | 11:08 |
| 11:11 | 11:21 | 11:28 | 11:36 | 11:42 | 11:46 | 12:00 | 12:08 |
| 12:11 | 12:21 | 12:28 | 12:36 | 12:42 | 12:46 | 1:00 | 1:08 |
| 1:11 | 1:21 | 1:28 | 1:36 | 1:42 | 1:46 | 2:00 | 2:08 |
| 2:11 | 2:21 | 2:28 | 2:36 | 2:42 | 2:46 | 3:00 | 3:08 |
| 3:11 | 3:21 | 3:28 | 3:36 | 3:42 | 3:46 | 4:00 | 4:08 |
| 4:15 | 4:25 | 4:32 | 4:40 | 4:46 | 4:50 | 5:03 | 5:10 |
| 5:15 | 5:25 | 5:32 | 5:40 | 5:46 | 5:50 | 6:03 | 6:10 |
| 6:15 | 6:25 | 6:32 | 6:40 | 6:46 | 6:50 | 7:03 | 7:10 |

FINES DE SEMANA Y DIAS FESTIVOS

via Hart Street

| | | | | | | | |
|--|----------------|----------------|----------------|-----------------|------------------|------------------------|--------------------|
| Music City Central Bahía 21 | 1st & Broadway | Chestnut & 1st | Edgehill & 8th | Edgehill & 21st | 25th & Patterson | Metro General Hospital | Music City Central |
| 8 | 7 | 6 | 5 | 4 | 3 | 2 | 8 |
| Tiempo promedio de viaje desde esta parada | | | | | | | |
| | 5 minutos | 18 minutos | 22 minutos | 27 minutos | 35 minutos | 42 minutos | 53 minutos |
| 6:15 | 6:20 | 6:33 | 6:37 | 6:42 | 6:50 | 6:06 | 6:15 |
| 7:15 | 7:20 | 7:33 | 7:37 | 7:42 | 7:50 | 7:57 | 7:08 |
| 8:15 | 8:20 | 8:33 | 8:37 | 8:42 | 8:50 | 8:57 | 8:08 |
| 9:15 | 9:20 | 9:33 | 9:37 | 9:42 | 9:50 | 9:57 | 9:08 |
| 10:17 | 10:22 | 10:36 | 10:40 | 10:45 | 10:53 | 11:00 | 11:11 |
| 11:17 | 11:22 | 11:36 | 11:40 | 11:45 | 11:53 | 12:00 | 12:11 |
| 12:17 | 12:22 | 12:36 | 12:40 | 12:45 | 12:53 | 1:00 | 1:11 |
| 1:17 | 1:22 | 1:36 | 1:40 | 1:45 | 1:53 | 2:00 | 2:11 |
| 2:17 | 2:22 | 2:36 | 2:40 | 2:45 | 2:53 | 3:00 | 3:11 |
| 3:17 | 3:22 | 3:36 | 3:40 | 3:45 | 3:53 | 4:00 | 4:11 |
| 4:17 | 4:22 | 4:36 | 4:40 | 4:45 | 4:53 | 5:00 | 5:11 |
| 5:15 | 5:20 | 5:33 | 5:37 | 5:42 | 5:50 | 5:57 | 6:08 |
| 6:15 | 6:20 | 6:33 | 6:37 | 6:42 | 6:50 | 6:57 | 7:08 |
| 7:15 | 7:20 | 7:33 | 7:37 | 7:42 | 7:50 | 7:57 | 8:08 |

• Este autobús funciona los sábados y el día de Martin Luther King Jr. solamente.

Midtown

En Español

25

- Centennial Medical Center
- Fisk University
- Greer Stadium
- Head Middle Magnet School
- Martin Luther King Jr. Magnet School
- Meharry Medical College
- Metro General Hospital
- Music City Central - **Bahía 21** y **Bahía 23**
- St. Thomas Midtown Hospital
- Vanderbilt University
- Vanderbilt University Medical Center

30-60 MINUTOS ENTRE SERVICIO DURANTE LA SEMANA/
60 MINUTOS ENTRE SERVICIO DURANTE EL FIN DE SEMANA

Servicio al Cliente y
Coordinador de ADA
(615) 862-5950

AccessRide
(615) 880-3970

nashvillemta.org

Nashville
MTA

En efectivo el 30 de marzo del 2014

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos:

- Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo
- Día de Acción de Gracias • Navidad

En el Día de Martin Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950

6:30 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Venta de Boletos e Información en Music City Central
400 Charlotte Ave.
6:00 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Music City Central – Horas de Operación
400 Charlotte Avenue
5:15 a.m. a 1:15 p.m. – De lunes a viernes
6:00 a.m. a 10:15 p.m. – Sábado
6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969
430 Myatt Drive, Nashville, TN 37115
8:00 a.m. a 4:30 p.m. – De lunes a viernes

Cerrado fines de semana y días festivos

Metropolitan Transit Authority
430 Myatt Drive, Nashville, TN 37115

diseñado por CH&K America – ch&kamerica.com

viajes por la mañana

viajes por la tarde y la noche

Para una lista de otras localidades y áreas específicas favor de llamar al Servicio al Cliente de MTA al (615) 862-5950.

- Andrew Johnson Building, 710 James Robertson Parkway
- Belmont University, 1900 Belmont Boulevard
- BridgeStone Arena, 501 Broadway
- City Hall & Metro Courts, 1 Public Square
- Daymar Institute, 340 Plus Park Boulevard
- Day Crockett Building, 500 James Robertson Parkway
- Justice AA, Birch Building, 408 2nd Avenue North
- Lentz Public Health Center, 311 23rd Avenue North
- Lincoln College of Technology, 1524 Gallatin Road
- Looty Center and Library, 2301 Rosa L. Parks Boulevard
- Metro Board of Education, 2601 Bransford Avenue
- Metro General Hospital, 1818 Albion Street
- MTA Madison Headquarters, 430 Myatt Drive
- Music City Central, 400 Charlotte Avenue
- Nashville Downtown Library, 615 Church Street
- Peabody College Post Office, 230 Appleton Place
- Riverfront Regional Rail Station, 108 1st Avenue North
- Tennessee Dept. of Human Services, 1000 2nd Avenue North
- Tennessee Performing Arts Center, 505 Deaderick Street
- Tennessee State University, 3500 John A. Merritt Boulevard
- Vanderbilt University Post Office, 2301 Vanderbilt Place
- Watkins College of Art, Design & Film, 2298 Rosa L. Parks Boulevard
- William R. Snodgrass Tennessee Tower, 311 7th Avenue North

Lugares Donde Usted Encontrará Exhibidos los Horarios de MTA por Toda la Ciudad

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave.), en línea en nashvillemta.org, ó por telefono llamando al (615) 862-5950.

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

| | | | |
|--|---------|------------------------------------|---------|
| Tarifa de todo el día.... | \$5.25 | Pases de 7-Días..... | \$24.00 |
| Tarifa de todo el día con Descuento..... | \$3.25 | Pases de 31-Días..... | \$84.00 |
| Tarifa de joven todo el día..... | \$3.50 | Pases de 7-Días con Descuento..... | \$44.00 |
| 20-Viajes Locales..... | \$32.00 | Pases para Jóvenes..... | \$16.00 |
| 20-Viajes Exprés..... | \$42.00 | Pases de 31-Días para Jóvenes..... | \$58.50 |
| 20-Viajes con Descuento..... | \$17.00 | | |

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío se aplicara a todas las órdenes por correo, teléfono ó por línea.

Exprés Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de Internet en nashvillemta.org.

Todos los autobuses son accesibles y equipados con estantes de bicicleta



Para más información llame a MTA al (615) 862-5969 ó pregunte a su Director de Recursos Humanos sobre el programa de EasyRide.

- Beneficios para empleados
- Corta impuestos
- Reduce los gastos por carros
- Llega al trabajo relajado
- No tiene más problemas con el estacionamiento
- Empleados menos estresados

Ventajas para los usuarios del Programa EasyRide

Tarifas

- Adultos – Local, Aeropuerto y Servicio Ligero BRT..... \$1.70
- Servicio Exprés..... \$2.25
- Mayores..... \$.85
- (de 65 años ó más favor de mostrar al conductor una prueba de su edad antes de depositar su tarifa) (favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa)
- Tarifa de Jóvenes..... \$1.00
- (edades de 19 y menores, por favor avise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden)
- Niños menores de 4 años..... Gratis

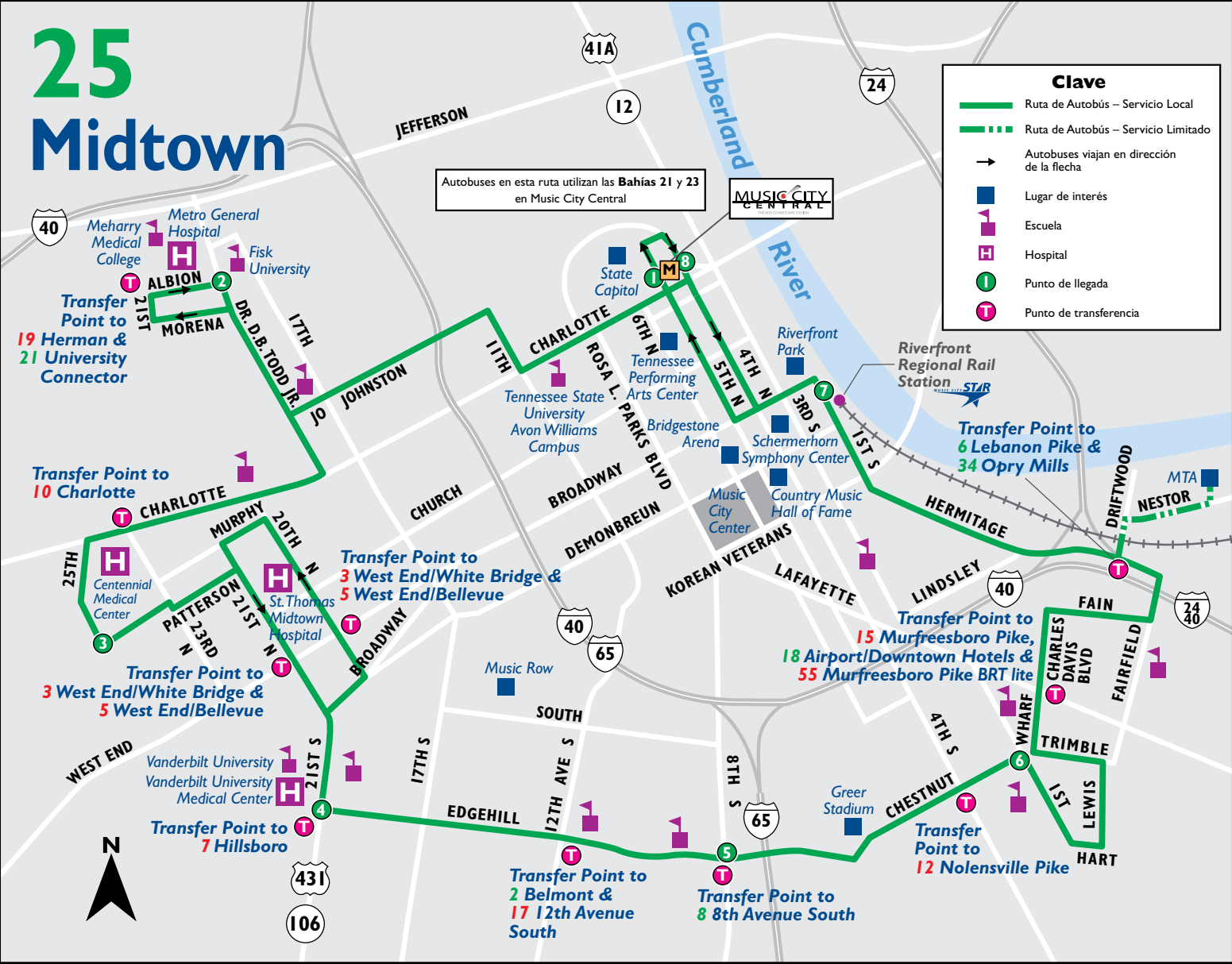
Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, tambien califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y más con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

- Mayores – "MTA Golden Age", "Medicare", ó su licencia de conducir
- Personas con Discapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de transito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA AccessRide". Para más información por favor llame a la oficina de "MTA AccessRide" al teléfono (615) 880-3970, ó visite el sitio en internet en nashvillemta.org.



| DIAS ENTRE SEMANA | | | | | | | | via Jo Johnston | |
|--|------------------------|------------------|-----------------|----------------|----------------|--------------------|--------------------|-----------------|--|
| Music City Central Bahía 23 | Metro General Hospital | 25th & Patterson | Edgehill & 21st | Edgehill & 8th | Chestnut & 1st | Riverfront Station | Music City Central | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | | |
| Tiempo promedio de viaje desde esta parada | | | | | | | | | |
| | 12 minutos | 20 minutos | 29 minutos | 35 minutos | 40 minutos | 56 minutos | 63 minutos | | |
| | | | | | 5:21 | 5:32 | 5:38 | | |
| | | | | | 6:12 | 6:23 | 6:29 | | |
| 5:40 | 5:52 | 6:00 | 6:08 | 6:14 | 6:20 | 6:39 | 6:46 | | |
| 6:32 | 6:45 | 6:53 | 7:01 | 7:08 | 7:13 | 7:33 | 7:39 | | |
| 6:49 | 7:02 | 7:10 | 7:18 | 7:25 | 7:30 | 7:50 | 7:56 | | |
| 7:40 | 7:53 | 8:01 | 8:09 | 8:16 | 8:21 | 8:41 | 8:47 | | |
| 8:00 | 8:12 | 8:20 | 8:29 | 8:35 | 8:40 | 8:56 | 9:03 | | |
| 8:50 | 9:02 | 9:10 | 9:19 | 9:25 | 9:30 | 9:46 | 9:53 | | |
| 9:53 | 10:05 | 10:13 | 10:22 | 10:28 | 10:33 | 10:49 | 10:56 | | |
| 10:56 | 11:08 | 11:16 | 11:25 | 11:31 | 11:36 | 11:52 | 11:59 | | |
| 11:59 | 12:11 | 12:19 | 12:28 | 12:34 | 12:39 | 12:55 | 1:02 | | |
| 1:02 | 1:14 | 1:22 | 1:31 | 1:37 | 1:42 | 1:58 | 2:05 | | |
| 2:15 | 2:27 | 2:35 | 2:44 | 2:51 | 2:56 | 3:13 | 3:21 | | |
| 2:50 | 3:02 | 3:10 | 3:19 | 3:26 | 3:31 | 3:48 | 3:56 | | |
| 3:25 | 3:38 | 3:46 | 3:56 | 4:03 | 4:08 | 4:26 | 4:33 | | |
| 4:00 | 4:13 | 4:21 | 4:31 | 4:38 | 4:43 | 5:01 | 5:08 | | |
| 4:35 | 4:48 | 4:56 | 5:06 | 5:13 | 5:18 | 5:36 | 5:43 | | |
| 5:08 | 5:21 | 5:29 | 5:39 | 5:46 | 5:51 | 6:04 | 6:15 | | |
| 6:15 | 6:27 | 6:35 | 6:42 | 6:48 | 6:53 | 7:03 | 7:10 | | |

viajes por la mañana

viajes por la tarde y la noche

| DIAS ENTRE SEMANA | | | | | | | | via Hart Street | |
|--|----------------|----------------|----------------|-----------------|------------------|------------------------|--------------------|-----------------|--|
| Music City Central Bahía 21 | 1st & Broadway | Chestnut & 1st | Edgehill & 8th | Edgehill & 21st | 25th & Patterson | Metro General Hospital | Music City Central | | |
| 8 | 7 | 6 | 5 | 4 | 3 | 2 | 8 | | |
| Tiempo promedio de viaje desde esta parada | | | | | | | | | |
| | 5 minutos | 20 minutos | 24 minutos | 30 minutos | 38 minutos | 47 minutos | 60 minutos | | |
| | | | | | | 5:17 | 5:30 | | |
| | | | | | | 6:00 | 6:13 | | |
| 5:30 | 5:34 | 5:51 | 5:55 | 6:03 | 6:13 | 6:24 | 6:38 | | |
| 6:15 | 6:21 | 6:35 | 6:39 | 6:46 | 6:56 | 7:07 | 7:23 | | |
| 6:38 | 6:44 | 6:58 | 7:02 | 7:09 | 7:19 | 7:30 | 7:46 | | |
| 7:27 | 7:33 | 7:50 | 7:54 | 8:02 | 8:11 | 8:21 | 8:36 | | |
| 7:55 | 8:01 | 8:18 | 8:22 | 8:30 | 8:39 | 8:49 | 9:04 | | |
| 9:10 | 9:15 | 9:30 | 9:34 | 9:40 | 9:48 | 9:57 | 10:10 | | |
| 10:15 | 10:20 | 10:35 | 10:39 | 10:45 | 10:53 | 11:02 | 11:15 | | |
| 11:20 | 11:25 | 11:40 | 11:44 | 11:50 | 11:58 | 12:07 | 12:20 | | |
| 12:20 | 12:25 | 12:40 | 12:44 | 12:50 | 12:58 | 1:07 | 1:20 | | |
| 1:20 | 1:25 | 1:40 | 1:44 | 1:48 | 1:58 | 2:07 | 2:20 | | |
| 2:20 | 2:25 | 2:41 | 2:45 | 2:50 | 3:01 | 3:10 | 3:23 | | |
| 2:55 | 3:00 | 3:16 | 3:20 | 3:25 | 3:36 | 3:45 | 3:58 | | |
| 3:25 | 3:30 | 3:46 | 3:50 | 3:55 | 4:06 | 4:15 | 4:28 | | |
| 4:00 | 4:05 | 4:21 | 4:25 | 4:32 | 4:41 | 4:50 | 5:03 | | |
| 4:35 | 4:43 | 4:59 | 5:05 | 5:11 | 5:21 | 5:29 | 5:44 | | |
| 5:05 | 5:09 | 5:24 | 5:27 | 5:35 | 5:44 | 5:53 | 6:06 | | |
| 6:15 | 6:19 | 6:31 | 6:35 | 6:41 | 6:49 | 6:56 | 7:07 | | |
| 7:15 | 7:19 | 7:31 | 7:35 | 7:41 | 7:49 | 7:56 | 8:07 | | |
| 8:15 | 8:19 | 8:31 | 8:35 | 8:41 | 8:49 | 8:56 | 9:07 | | |
| 9:15 | 9:19 | 9:30 | 9:33 | 9:38 | 9:45 | 9:52 | 10:03 | | |

SABADOS/DIA DE MLK JR. Hacia el centro de la ciudad

| | RiverGate Mall | Madison Library/ Neely's Bend | Greenfield/ Kroger | Five Points/ East Library | Music City Central |
|--|----------------|-------------------------------|--------------------|---------------------------|--------------------|
| | 5 | 4 | 3 | 2 | 1 |
| Tiempo promedio de viaje desde esta parada | | 9 minutos | 22 minutos | 33 minutos | 42 minutos |
| 5:48 | 5:57 | 6:07 | 6:16 | 6:25 | |
| 6:47 | 6:56 | 7:06 | 7:16 | 7:25 | |
| 7:47 | 7:56 | 8:06 | 8:16 | 8:25 | |
| 8:47 | 8:56 | 9:06 | 9:16 | 9:25 | |
| 9:40 | 9:50 | 10:05 | 10:16 | 10:25 | |
| 10:40 | 10:50 | 11:05 | 11:16 | 11:25 | |
| 11:40 | 11:50 | 12:05 | 12:16 | 12:25 | |
| 12:40 | 12:50 | 1:05 | 1:16 | 1:25 | |
| 1:40 | 1:50 | 2:05 | 2:16 | 2:25 | |
| 2:40 | 2:50 | 3:05 | 3:16 | 3:25 | |
| 3:40 | 3:50 | 4:05 | 4:16 | 4:25 | |
| 4:42 | 4:52 | 5:06 | 5:16 | 5:25 | |
| 5:42 | 5:52 | 6:06 | 6:16 | 6:25 | |
| 6:42 | 6:52 | 7:06 | 7:16 | 7:25 | |
| 7:46 | 7:55 | 8:08 | 8:17 | 8:25 | |
| 8:46 | 8:55 | 9:08 | 9:17 | 9:25 | |

Para servicio adicional en esta area, por favor ver el horario de la Ruta 56 - Gallatin Pike BRT lite.

SABADOS/DIA DE MLK JR. Desde el centro de la ciudad

| | Music City Central Bahía 18 | Five Points/ East Library | Greenfield/ Kroger | Madison Library/ Neely's Bend | RiverGate Mall | Walmart | RiverGate Mall |
|--|-----------------------------|---------------------------|--------------------|-------------------------------|----------------|------------|----------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 5 |
| Tiempo promedio de viaje desde esta parada | | 8 minutos | 19 minutos | 33 minutos | 44 minutos | 48 minutos | 53 minutos |
| 6:30 | 6:38 | 6:49 | 7:02 | 7:11 | 7:15 | 7:20 | |
| 7:30 | 7:38 | 7:49 | 8:02 | 8:11 | 8:15 | 8:20 | |
| 8:30 | 8:38 | 8:49 | 9:02 | 9:11 | 9:15 | 9:20 | |
| 9:30 | 9:39 | 9:50 | 10:04 | 10:14 | 10:18 | 10:23 | |
| 10:30 | 10:39 | 10:50 | 11:04 | 11:14 | 11:18 | 11:23 | |
| 11:30 | 11:40 | 11:51 | 12:05 | 12:16 | 12:21 | 12:27 | |
| 12:30 | 12:39 | 12:50 | 1:04 | 1:14 | 1:19 | 1:25 | |
| 1:30 | 1:39 | 1:50 | 2:04 | 2:14 | 2:19 | 2:25 | |
| 2:30 | 2:39 | 2:50 | 3:04 | 3:14 | 3:19 | 3:25 | |
| 3:30 | 3:39 | 3:50 | 4:04 | 4:14 | 4:19 | 4:25 | |
| 4:30 | 4:39 | 4:50 | 5:04 | 5:14 | 5:19 | 5:25 | |
| 5:30 | 5:39 | 5:50 | 6:04 | 6:14 | 6:19 | 6:25 | |
| 6:30 | 6:38 | 6:48 | 7:01 | 7:10 | 7:14 | 7:20 | |
| 7:30 | 7:38 | 7:48 | 8:01 | 8:10 | 8:14 | 8:20 | |
| 8:30 | 8:38 | 8:48 | 9:01 | 9:10 | 9:14 | 9:20 | |
| 9:30 | 9:37 | 9:46 | 9:59 | 10:06 | 10:09 | 10:12 | |

DOMINGOS Y DIAS FESTIVOS Hacia el centro de la ciudad

| | RiverGate Mall | Madison Library/ Neely's Bend | Greenfield/ Kroger | Five Points/ East Library | Music City Central |
|--|----------------|-------------------------------|--------------------|---------------------------|--------------------|
| | 5 | 4 | 3 | 2 | 1 |
| Tiempo promedio de viaje desde esta parada | | 9 minutos | 22 minutos | 31 minutos | 40 minutos |
| 5:30 | 5:38 | 5:48 | 5:56 | 6:05 | |
| 6:05 | 6:14 | 6:27 | 6:36 | 6:45 | |
| 6:45 | 6:54 | 7:07 | 7:16 | 7:25 | |
| 7:25 | 7:34 | 7:47 | 7:56 | 8:05 | |
| 8:05 | 8:14 | 8:27 | 8:36 | 8:45 | |
| 8:45 | 8:54 | 9:07 | 9:16 | 9:25 | |
| 9:22 | 9:32 | 9:45 | 9:56 | 10:05 | |
| 10:02 | 10:12 | 10:25 | 10:36 | 10:45 | |
| 10:42 | 10:52 | 11:05 | 11:16 | 11:25 | |
| 11:20 | 11:31 | 11:45 | 11:56 | 12:05 | |
| 12:00 | 12:11 | 12:25 | 12:36 | 12:45 | |
| 12:40 | 12:51 | 1:05 | 1:16 | 1:25 | |
| 1:20 | 1:31 | 1:45 | 1:56 | 2:05 | |
| 2:05 | 2:14 | 2:27 | 2:36 | 2:45 | |
| 2:45 | 2:54 | 3:07 | 3:16 | 3:25 | |
| 3:25 | 3:34 | 3:47 | 3:56 | 4:05 | |
| 4:05 | 4:14 | 4:27 | 4:36 | 4:45 | |
| 4:45 | 4:54 | 5:07 | 5:16 | 5:25 | |
| 5:27 | 5:36 | 5:48 | 5:57 | 6:05 | |
| 6:27 | 6:36 | 6:48 | 6:57 | 7:05 | |
| 7:27 | 7:36 | 7:48 | 7:57 | 8:05 | |
| 8:30 | 8:38 | 8:49 | 8:57 | 9:05 | |

DOMINGOS Y DIAS FESTIVOS Desde el centro de la ciudad

| | Music City Central Bahía 18 | Five Points/ East Library | Greenfield/ Kroger | Madison Library/ Neely's Bend | RiverGate Mall | Walmart | RiverGate Mall |
|--|-----------------------------|---------------------------|--------------------|-------------------------------|----------------|------------|----------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 5 |
| Tiempo promedio de viaje desde esta parada | | 8 minutos | 18 minutos | 30 minutos | 39 minutos | 44 minutos | 49 minutos |
| 6:15 | 6:23 | 6:33 | 6:45 | 6:54 | 6:58 | 7:02 | |
| 6:55 | 7:03 | 7:13 | 7:25 | 7:34 | 7:38 | 7:42 | |
| 7:35 | 7:43 | 7:53 | 8:05 | 8:14 | 8:18 | 8:22 | |
| 8:15 | 8:23 | 8:33 | 8:45 | 8:54 | 8:58 | 9:02 | |
| 8:55 | 9:04 | 9:15 | 9:29 | 9:39 | 9:44 | 9:49 | |
| 9:35 | 9:44 | 9:55 | 10:09 | 10:19 | 10:24 | 10:29 | |
| 10:15 | 10:24 | 10:35 | 10:49 | 10:59 | 11:04 | 11:09 | |
| 10:55 | 11:04 | 11:15 | 11:29 | 11:39 | 11:44 | 11:49 | |
| 11:35 | 11:44 | 11:55 | 12:09 | 12:19 | 12:24 | 12:29 | |
| 12:15 | 12:24 | 12:35 | 12:49 | 12:59 | 1:04 | 1:09 | |
| 12:55 | 1:04 | 1:15 | 1:29 | 1:39 | 1:44 | 1:49 | |
| 1:35 | 1:44 | 1:55 | 2:09 | 2:19 | 2:24 | 2:29 | |
| 2:15 | 2:24 | 2:35 | 2:49 | 2:59 | 3:04 | 3:09 | |
| 2:55 | 3:04 | 3:15 | 3:29 | 3:39 | 3:44 | 3:49 | |
| 3:35 | 3:44 | 3:55 | 4:09 | 4:19 | 4:24 | 4:29 | |
| 4:15 | 4:24 | 4:35 | 4:49 | 4:59 | 5:04 | 5:09 | |
| 4:55 | 5:04 | 5:15 | 5:28 | 5:37 | 5:41 | 5:46 | |
| 5:35 | 5:44 | 5:55 | 6:08 | 6:17 | 6:21 | 6:26 | |
| 6:15 | 6:24 | 6:35 | 6:48 | 6:57 | 7:01 | 7:06 | |
| 7:15 | 7:24 | 7:35 | 7:48 | 7:57 | 8:01 | 8:06 | |
| 8:15 | 8:22 | 8:32 | 8:45 | 8:53 | 8:57 | 9:01 | |
| 9:15 | 9:22 | 9:32 | 9:45 | 9:53 | 9:57 | 10:01 | |

Gallatin Pike

En Español

26

- East Nashville Magnet School
- Kmart
- Madison Library
- Meigs Magnet School
- Music City Central - Bahía 18
- National Cemetery
- RiverGate Mall
- Social Security Office
- Spring Hill Cemetery
- Walmart

Para servicio adicional en esta area, ver el horario de la Ruta 56 - Gallatin Pike

40 MINUTOS ENTRE SERVICIO DURANTE LA SEMANA/ 1 HORA ENTRE SERVICIO LOS SABADOS/ 40 MINUTOS ENTRE SERVICIO LOS DOMINGOS

Servicio al Cliente y Coordinador de ADA

(615) 862-5950

AccessRide

(615) 880-3970

nashvillemta.org



En efectivo el 30 de marzo del 2014

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos:

- Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo
- Día de Acción de Gracias • Navidad

En el Día de Martín Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950

6:30 am. a 6:30 p.m. – De lunes a viernes

8:00 am. a 5:00 p.m. – Sábado

10:30 am. a 2:30 p.m. – Domingo

Cerrado días festivos

Venta de Boletoes é Información en Music City Central

400 Charlotte Ave.

6:00 am. a 6:30 p.m. – De lunes a viernes

8:00 am. a 5:00 p.m. – Sábado

10:30 am. a 2:30 p.m. – Domingo

Cerrado días festivos

Music City Central – Horas de Operación

400 Charlotte Avenue

5:15 am. a 11:15 p.m. – De lunes a viernes

6:00 am. a 10:15 p.m. – Sábado

6:00 am. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969

430 Myatt Drive, Nashville, TN 37115

8:00 am. a 4:30 p.m. – De lunes a viernes

Cerrado fines de semana y días festivos

Metropolitan Transit Authority

430 Myatt Drive, Nashville, TN 37115

diseñado por CHK America – chkamericatca.com

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave.), en línea en nashvillemta.org, ó por telefono llamando al (615) 862-5950.

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

Tarifa de todo el día..... \$5.25

Pases de 7-Días..... \$24.00

Tarifa de todo el día con Descuento..... \$3.25

Pases de 31-Días con Descuento..... \$44.00

Tarifa de joven todo el día..... \$3.50

Pases de 7-Días para Jóvenes \$16.00

20-Viajes Locales..... \$32.00

20-Viajes Exprés \$42.00

20-Viajes con Descuento..... \$17.00

Pases de 31-Días para Jóvenes \$58.50

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío se aplicara a todas las órdenes por correo, teléfono ó por línea.

Exprés Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de Internet en nashvillemta.org.

Todos los autobuses son accesibles y equipados con estantes de bicicleta

Tarifas

Adultos – Local, Aeropuerto y Servicio Ligero BRT..... \$1.70

Servicio Exprés..... \$2.25

Mayores..... \$.85

(de 65 años ó más favor de mostrar al conductor una prueba de su edad antes de depositar su tarifa)

Personas con discapacidades \$.85

(favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa)

Tarifa de Jóvenes..... \$1.00

(edades de 19 y menores, por favor avise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden)

Niños menores de 4 años..... Gratis

Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, tambien califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y más con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

- Mayores – "MTA Golden Age", "Medicare", ó su licencia de conducir • Personas con Discapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de transito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA AccessRide". Para más información por favor llame a la oficina de "MTA AccessRide" al teléfono (615) 880-3970, ó visite el sitio en Internet en nashvillemta.org.

Paradas de autobús

La mayoría de las paradas de autobús están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobús visible en el área donde usted desea tomar el autobús, por favor vaya a la intersección más cercana por la calle donde transita su autobús y haga señales al autobús cuando se esté aproximando.

Music City Central

El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Anuncios de destino

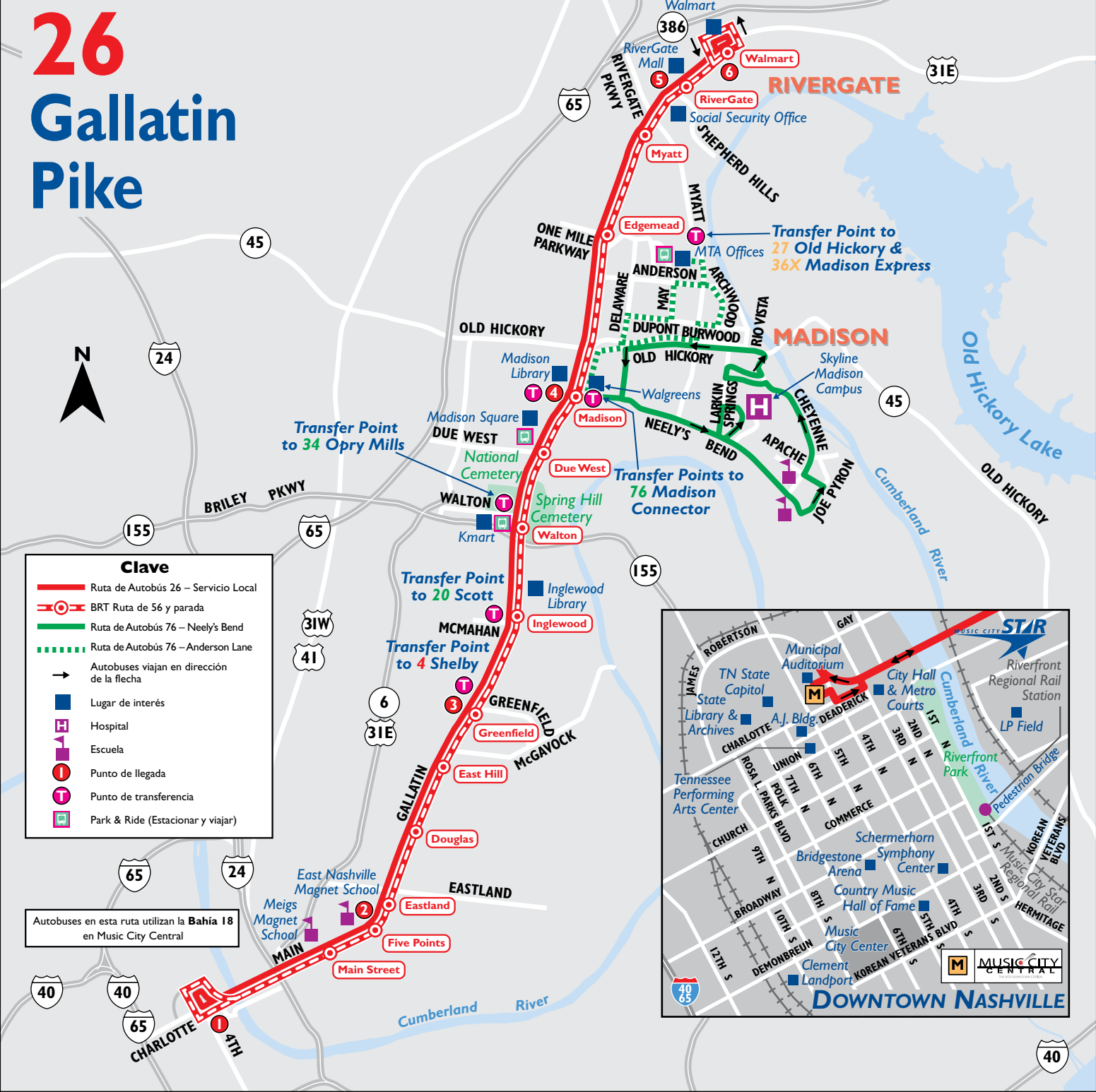
Cada autobús de MTA esta marcado con un número de ruta así como también el nombre del destino ó área. Todas las rutas exprés están marcadas con una "X" seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobús, por favor pregunte al conductor cuando usted suba.

Estacionar y viajar

Varias rutas de autobús proporcionan el servicio de "Park & Ride", el cual les permite estacionar su auto gratis y subir a un autobús de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de "Park & Ride" como un servicio gratis de parte de los dueños de los estacionamientos.

Rutas en días de nieve

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA, ó simplemente llame al servicio al cliente al teléfono (615) 862-5950 ó visite nuestro sitio en Internet en nashvillemta.org.





- **Llega al trabajo relajado**

Para más información llame a MTA al **(615) 862-5969** ó pregunte a su Director de Recursos Humanos sobre el programa de EasyRide.

Beneficios a empleados

- Ahorra fondos de taxes
- No tiene más problemas con el estacionamiento
- Empleados menos estresados

- Reduce los gastos por carros
- Llega al trabajo relajado

Para más información llame a MTA al **(615) 862-5969** ó pregunte a su Director de Recursos Humanos sobre el programa de EasyRide.

En Español

The Hermitage
Hermitage Regional Rail Station
Lakewood Park & Ride
McKendree Village
MTA Madison Headquarters
MTA Madison Park & Ride
Music City Central - **Bahia 6**
Old Hickory Towers
Summit Medical Center

SERVICIO LIMITADO



AccessRide

(615) 880-3970

nashvillemta.org

En efectivo el 30 de marzo del 2014

MTA opera con el horario del domingo los siguientes días festivos:

• Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo • Día de Acción de Gracias • Navidad

En el Día de Martin Luther King Jr. MTA opera con el horario del sábado.

Centro de Llamadas: (615) 862-5950
De lunes a viernes
6:30 a.m. a 6:30 p.m. – Sábado
8:00 a.m. a 5:00 p.m. – Domingo
10:30 a.m. a 2:30 p.m. – Domingo
Cerrado días festivos

Music City Central – Horas de Operación
400 Charlotte Avenue
De lunes a viernes: 5:15 a.m. a 11:15 p.m. – De lunes a viernes
6:00 a.m. a 10:15 p.m. – Sábado
6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969

430 Myatt Drive, Nashville, TN 37115

8:00 a.m. a 4:30 p.m. – De lunes a viernes

Cerrado fines de semana y días fe

Myatt Drive, Nashville, TN 3

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA, en línea en nashville.mta.org ó por teléfono llamando al (615) 862-5950.

| | | | |
|--|---------|--------------------------------------|---------|
| Tarifa de todo el día..... | \$5.25 | Pases de 7-Días..... | \$24.00 |
| Tarifa de todo el día con Descuento..... | \$3.25 | Pases de 31 -Días..... | \$84.00 |
| Tarifa de joven todo el día..... | \$3.50 | Pases de 31 -Días con Descuento..... | \$44.00 |
| 20-Viajes Locales..... | \$32.00 | Pases de 7-Días para jóvenes..... | \$16.00 |
| 20-Viajes Exprés..... | \$42.00 | Pases de 31 -Días para jóvenes..... | \$58.50 |
| con Descuento..... | \$17.00 | | |

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío se aplicará a todas las órdenes por correo, teléfono ó por línea.

Expres Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de Internet en nashville.mta.org.

 Todos los autobuses son accesibles y equipados con estantes de bicicleta

La mayoría de las paradas de autobús están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobús visible en el área donde usted desea tomar el autobús, por favor vaya a la intersección más cercana por la calle donde transita su autobús y haga señales al autobús cuando se esté aproximando.

El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Cada autobús de MTA esta marcado con un número de ruta, así como también el nombre del destino ó area. Todas las rutas expresés están marcadas con una "X" seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobús, por favor pregunte al conductor cuando usted suba.

Varias rutas de autobuses proporcionan el servicio de "Park & Ride", el cual les permite estacionar su auto gratis y subir a un autobús de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de "Park & Ride" como un servicio gratis de parte de los dueños de los estacionamientos.

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA o simplemente llame al servicio al cliente al teléfono **(615) 862-5950** ó visite nuestro sitio en Internet en nashville.mta.org.

Lugares Donde Usted Encontrará Exhibidos los Horarios de MTA por Toda la Ciudad

| | |
|---|--|
| Andrew Johnson Building, 710 James Robertson Parkway | |
| Anthem Career College, 500 Royal Parkway | |
| Belmont University, 1900 Belmont Boulevard | |
| Bridgestone Arena, 501 Broadway | |
| City Hall & Metro Courts, 1 Public Square | |
| Daymar Institute, 340 Plus Park Boulevard | |
| Day Crockett Building, 500 James Robertson Parkway | |
| Justice AA, Birch Building, 408 2nd Avenue North | |
| Lentz Public Health Center, 311 23rd Avenue North | |
| Lincoln College of Technology, 1524 Gallatin Road | |
| Looby Center and Library, 2301 Rosa L. Parks Boulevard | |
| Metro Board of Education, 2601 Bransford Avenue | |
| Metro General Hospital, 1818 Albion Street | |
| MTA Madison Headquarters, 430 Myatt Drive | |
| Music City Central, 400 Charlotte Avenue | |
| Nashville Downtown Library, 615 Church Street | |
| Peabody College Post Office, 230 Appleton Place | |
| Riverfront Regional Rail Station, 108 1st Avenue North | |
| Tennessee Dept. of Human Services, 1000 2nd Avenue North | |
| Tennessee Performing Arts Center, 505 Deaderick Street | |
| Tennessee State University, 3500 John A. Merritt Boulevard | |
| Vanderbilt University Post Office, 2301 Vanderbilt Place | |
| Watkins College of Art, Design & Film, 2998 Rosa L. Parks Boulevard | |
| William R. Snodgrass Tennessee Tower, 311 7th Avenue North | |

Para una lista de otras localidades y áreas específicas, favor de llamar al Servicio al Cliente de MTA al **(615) 862-5950**.

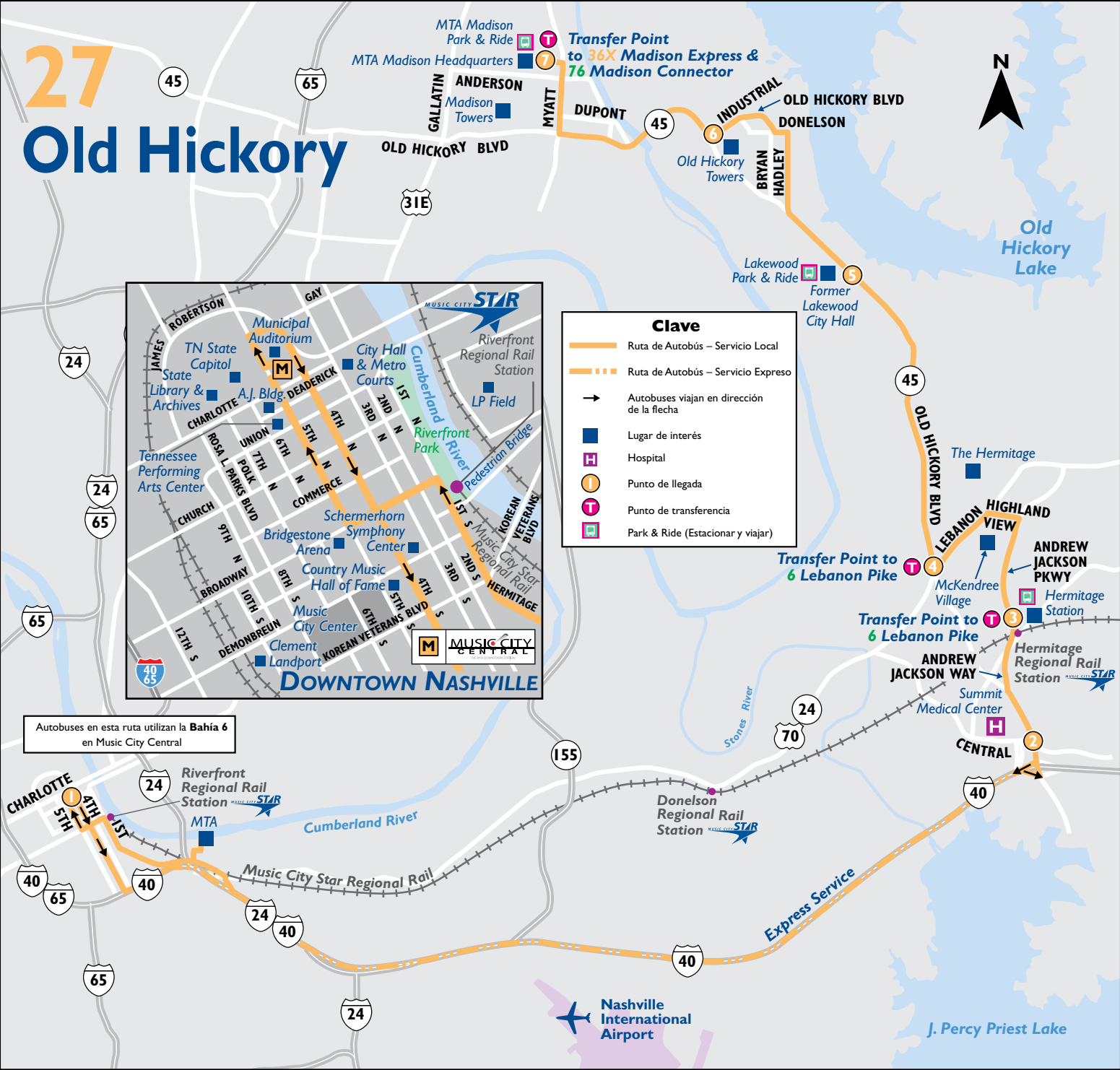
mostrar una prueba de su edad si es que se lo piden)
Niños menores de 4 años..... Gratis

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, también califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y mas con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

conducir • Personas con Descapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de tránsito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA Accessible". Para más información por favor llame a la oficina de "MTA Accessible" al teléfono (615) 880-3970, o visite el sitio en internet en nashvillemta.org.



| DIAS ENTRE SEMANA | | | | | | | Hacia el centro de la ciudad |
|-------------------------|--------------------|----------------------|----------------------------|-------------------|----------------------------|--------------------|------------------------------|
| MTA Madison Park & Ride | Old Hickory Towers | Lakewood Park & Ride | Old Hickory & Lebanon Pike | Hermitage Station | Old Hickory & Central Pike | Music City Central | |
| 7 | 6 | 5 | 4 | 3 | 2 | 1 | |
| 6 minutos | 13 minutos | 20 minutos | 28 minutos | 35 minutos | 61 minutos | | |
| 5:05 | 5:10 | 5:17 | 5:24 | 5:31 | 5:38 | 6:00 | |
| 6:02 | 6:09 | 6:17 | 6:24 | 6:32 | 6:39 | 7:07 | |
| 4:50 | 4:57 | 5:05 | 5:12 | 5:20 | 5:27 | 5:53 | |
| 5:58 | 6:04 | 6:11 | 6:18 | 6:26 | 6:33 | 6:58 | |

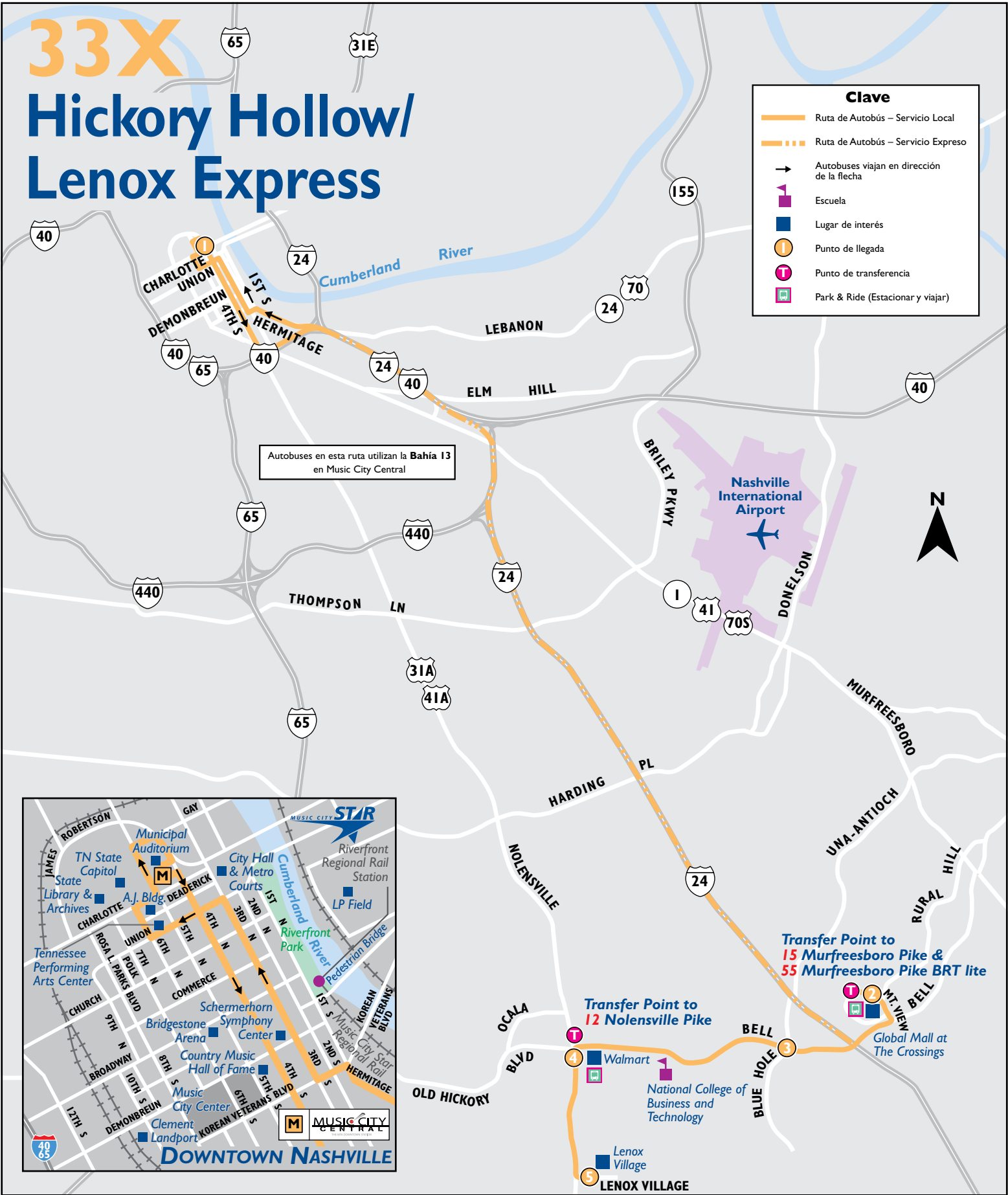
| DIAS ENTRE SEMANA | | | | | | | Desde el centro de la ciudad |
|----------------------------|----------------------------|-------------------|----------------------------|----------------------|--------------------|-------------------------|------------------------------|
| Music City Central Bahía 6 | Old Hickory & Central Pike | Hermitage Station | Old Hickory & Lebanon Pike | Lakewood Park & Ride | Old Hickory Towers | MTA Madison Park & Ride | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 27 minutos | 39 minutos | 46 minutos | 53 minutos | 61 minutos | 68 minutos | | |
| 6:32 | 6:57 | 7:08 | 7:14 | 7:22 | 7:30 | 7:37 | |
| 7:18 | 7:42 | 7:52 | 7:58 | 8:06 | 8:14 | 8:21 | |
| 3:37 | 4:02 | 4:15 | 4:21 | 4:29 | 4:37 | 4:44 | |
| 4:40 | 5:08 | 5:21 | 5:27 | 5:35 | 5:43 | 5:50 | |

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

viajes por la mañana viajes por la tarde y la noche

33X

Hickory Hollow/ Lenox Express



DIAS ENTRE SEMANA

Hacia el centro de la ciudad

| Lenox Village | Walmart | Bell & Blue Hole Road | Hickory Hollow Park & Ride | Music City Central |
|--|---------|-----------------------|----------------------------|--------------------|
| 5 | 4 | 3 | 2 | 1 |
| Tiempo promedio de viaje desde esta parada | | | | |
| 6:17 | 6:22 | 6:31 | 6:42 | 7:20* |
| 6:36 | 6:43 | 6:53 | 7:03 | 7:45 |
| 1:10 | 1:15 | 1:24 | 1:33 | 1:57 |
| 4:35 | 4:41 | 4:51 | 4:59 | 5:23 |

Solo en días de escuela este autobús va a la escuela Martin Luther King Jr. Magnet.

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

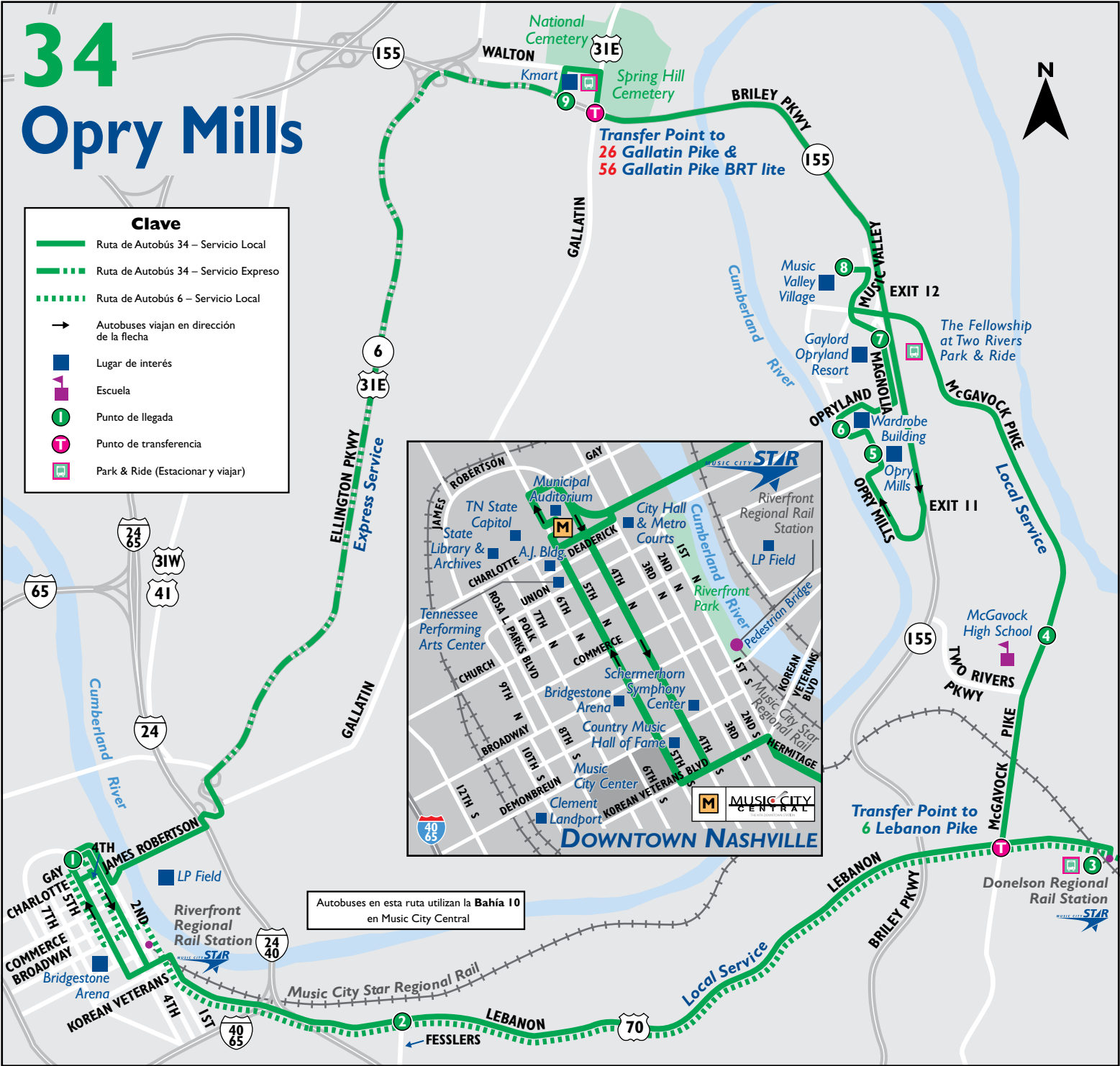
viajes por la mañana viajes por la tarde y la noche

DIAS ENTRE SEMANA

Desde el centro de la ciudad

| Music City Central Bahía 13 | Hickory Hollow Park & Ride | Bell & Blue Hole Road | Walmart | Lenox Village |
|--|----------------------------|-----------------------|---------|---------------|
| 1 | 2 | 3 | 4 | 5 |
| Tiempo promedio de viaje desde esta parada | | | | |
| 12:18* | 12:43 | 12:48 | 12:56 | 1:02 |
| 3:40~ | 4:07 | 4:15 | 4:24 | 4:30 |
| 4:40 | 5:15 | 5:23 | 5:34 | 5:42 |
| 5:25 | 5:58 | 6:05 | 6:14 | 6:21 |

* Solo cuando las escuelas salen temprano este autobús comienza su servicio en la escuela Martin Luther King Jr. Magnet a las 11:50 a.m. y va directamente a Music City Central.
~ Solo en días de escuela, este autobús comienza su servicio en la escuela Martin Luther King Jr. Magnet a las 3:20 p.m. y va directamente a Music City Central.





- **Llega al trabajo relajado**

Para más información llame a MTA al **(615) 862-5969** ó pregunte a su Director de Recursos Humanos sobre el programa de EasyRide.

Beneficios a empleados

- Ahorra fondos de taxes
- No tiene más problemas con el estacionamiento
- Empleados menos estresados

- Reduce los gastos por carros
- Llega al trabajo relajado

Para más información llame a MTA al **(615) 862-5969** ó pregunte a su Director de Recursos Humanos sobre el programa de EasyRide.

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA, en línea en nashvilliemta.org ó por teléfono llamando al (615) 862-5920.

| | | | |
|---|---------|---|---------|
| Tarifa de todo el día..... | \$5.25 | Pases de 7-Días..... | \$24.00 |
| Tarifa de todo el día con Descuento..... | \$3.25 | Pases de 31 -Días..... | \$84.00 |
| Tarifa de joven todo el día..... | \$3.50 | Pases de 31 -Días con Descuento..... | \$44.00 |
| 20-Viajes Locales..... | \$32.00 | Pases de 7-Días para jóvenes..... | \$16.00 |
| 20-Viajes Exprés..... | \$42.00 | Pases de 31 -Días para jóvenes..... | \$58.50 |
| 20-Viajes con Descuento..... | \$17.00 | | |

Expres Mejorados: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono **(615) 862-5950**, ó visite nuestro sitio de Internet en nashville.mta.org.

 Todos los autobuses son accesibles y equipados con estantes de bicicleta

Andrew Johnson Building, 710 James Robertson Parkway
 Anthem Career College, 560 Royal Parkway
 Belmont University, 1900 Belmont Boulevard
 Bridgestone Arena, 501 Broadway
 City Hall & Metro Courts, 1 Public Square
 Daymar Institute, 340 Plus Park Boulevard
 Day Crockett Building, 500 James Robertson Parkway
 Justice A.A. Birch Building, 408 2nd Avenue North
 Lantz Public Health Center, 311 23rd Avenue North
 Lincoln College of Technology, 1524 Gallatin Road
 Looby Center and Library, 2301 Rosa L. Parks Boulevard
 Metro Board of Education, 2601 Bransford Avenue
 Metro General Hospital, 1818 Albion Street
 MMTA Madison Headquarters, 430 Myatt Drive
 Music City Central, 400 Charlotte Avenue
 Nashville Downtown Library, 615 Church Street
 Peabody College Post Office, 230 Appleton Place
 Riverfront Regional Rail Station, 108 1st Avenue North
 Tennessee Dept. of Human Services, 1000 2nd Avenue North
 Tennessee Performing Arts Center, 505 Deaderick Street
 Tennessee State University, 3500 John A. Merritt Boulevard
 Vanderbilt University Post Office, 2301 Vanderbilt Place
 Watkins College of Art, Design & Film, 2998 Rosa L. Parks Boulevard
 William R. Snodgrass Tennessee Tower, 311 7th Avenue North

Para una lista de otras localidades y áreas específicas, favor de llamar al Servicio al Cliente de MTA al **(615) 862-5950**.

| | |
|--|--------|
| Adultos – Local, Aeropuerto y Servicio Ligero BR | \$1.70 |
| Servicio Expres | \$2.25 |
| Mayores | \$.85 |

| | |
|---|--------|
| Personas con discapacidades..... | \$.85 |
| (fuor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa) | |
| Tarifa de jóvenes..... | \$1.00 |
| (edades de 19 y menores, por fuor revise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden) | |
| Niños menores de 4 años..... | Gratis |

mostrar una prueba de su edad si es que se lo piden)
Niños menores de 4 años..... Gratis

Personas de 65 años y más con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

- Mayores – "MTA Golden Age"; "Medicare", o su licencia de conducir.
- Personas con Discapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de tránsito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA Accessible". Para más información por favor llame a la oficina de "MTA Accessible" al teléfono (615) 880-3970, o visite el sitio en internet en nashvillemta.org.

En el Día de Martin Luther King Jr. MTA opera con el horario del sábado.

Centro de Llamadas: (615) 862-5950
6:30 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo
Cerrado días festivos

Venta de Boletos e Información en Music City Central
400 Charlotte Ave.
6:00 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo
Cerrado días festivos

Music City Central – Horas de Operación
400 Charlotte Avenue
5:15 a.m. a 11:15 p.m. – De lunes a viernes
6:00 a.m. a 10:15 p.m. – Sábado
6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969
430 Myatt Drive, Nashville, TN 37115
8:00 a.m. a 4:30 p.m. – De lunes a viernes
Cerrado fines de semana y días festivos

diseñado por CHK America – chkamerica.com

La mayoría de las paradas de autobuses están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobuses visible en el área donde usted desea tomar el autobús, por favor vaya a la intersección más cercana por la calle donde transita su autobús y haga señales al autobús cuando se esté aproximando.

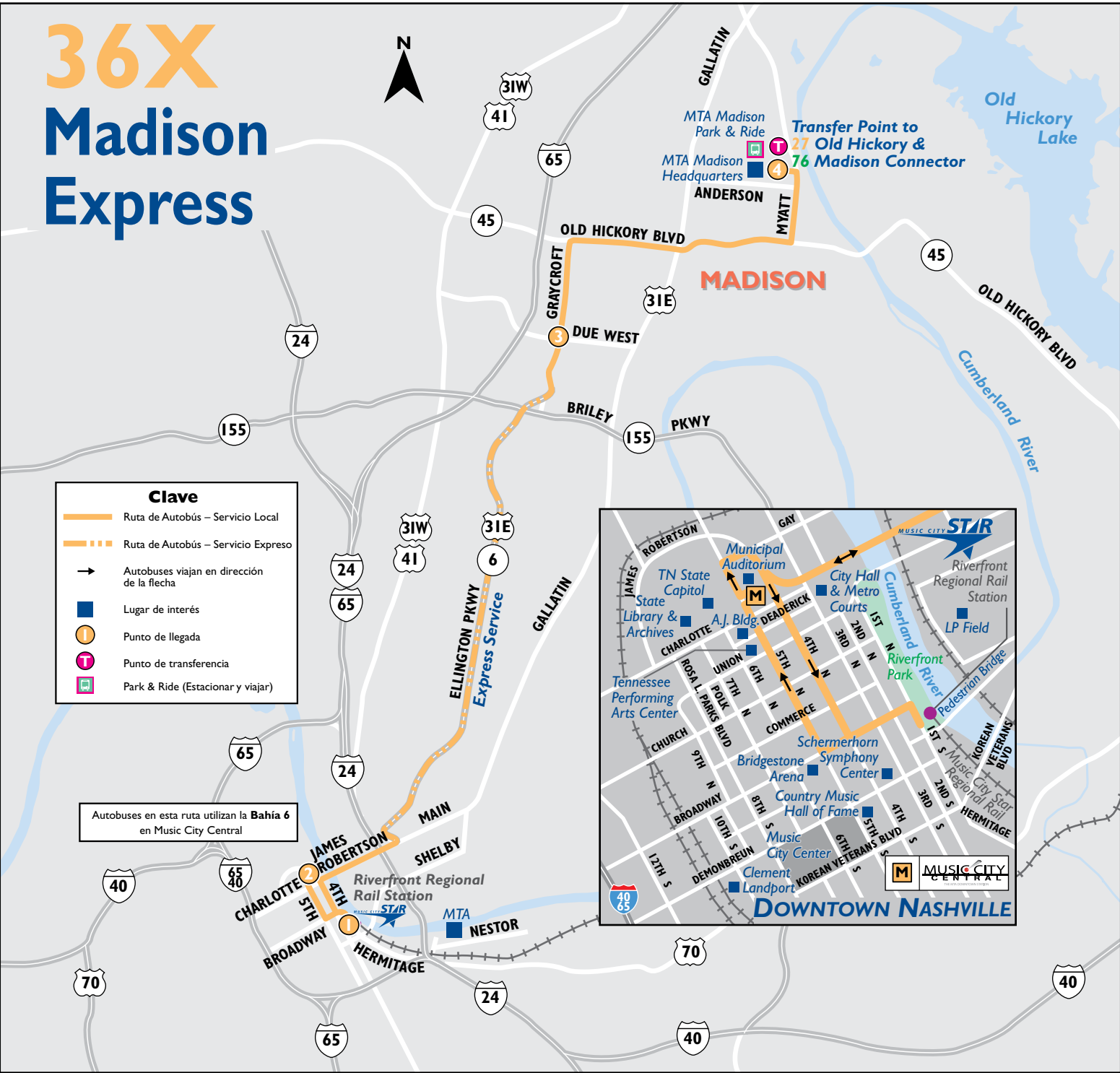
El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Cada autobús de MTA esta marcado con un número de ruta, así como también el nombre del destino o área. Todas las rutas expresé están marcadas con una "X" seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobús, por favor pregunte al conductor cuando usted suba.

Varias rutas de autobús proporcionan el servicio de "Park & Ride", el cual les permite estacionar su auto gratis y subir a un autobús de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de "Park & Ride" como un servicio gratis de parte de los dueños de los estacionamientos.

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA o simplemente llame al servicio al cliente al teléfono **(615) 862-5950** o visite nuestro sitio en Internet en nashville.mta.org.

36X Madison Express



DIAS ENTRE SEMANA

Hacia el centro de la ciudad

| MTA Madison Park & Ride | Graycroft & Due West | Music City Central Bahía 6 | 1st & Broadway |
|--|-------------------------|----------------------------------|-------------------|
| 4 | 3 | 2 | 1 |
| Tiempo promedio de viaje desde esta parada | | | |
| 14 minutos | 30 minutos | 38 minutos | |
| 5:30 | 5:41 | 5:55 | |
| 6:22 | 6:34 | 6:50 | |
| 7:05 | 7:19 | 7:35 | |
| 11:20 | 11:33 | 11:50 | |
| 12:55 | 1:08 | 1:25 | |
| 3:00 | 3:14 | 3:30 | |
| 4:35 | 4:49 | 5:05 | 5:13 |
| 5:20 | 5:34 | 5:50 | |

DIAS ENTRE SEMANA

Desde el centro de la ciudad

| Riverfront Station | Music City Central Bahía 6 | Graycroft & Due West | MTA Madison Park & Ride |
|--|----------------------------------|-------------------------|-------------------------------|
| 1 | 2 | 3 | 4 |
| Tiempo promedio de viaje desde esta parada | | | |
| 10 minutos | 23 minutos | 34 minutos | |
| 6:25 | 6:35 | 6:48 | 6:59 |
| 7:25 | 7:35 | 7:48 | 7:59 |
| 7:32 | 7:42 | 7:55 | 8:06 |
| 7:57 | 8:07 | 8:20 | 8:31 |
| | 12:25 | 12:38 | 12:49 |
| | 1:30 | 1:43 | 1:54 |
| | 4:00 | 4:13 | 4:24 |
| 4:42 | 4:52 | 5:05 | 5:16 |
| | 5:40 | 5:53 | 6:04 |

Para servicio adicional en esta area, por favor ver los horarios de Ruta 27 - Old Hickory y Ruta 76 - Madison Connector.

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

viajes por la mañana

viajes por la tarde y la noche



¡Nosotros apreciamos su negocio!

Gracias por viajar con Nashville MTA.



Ventajas para los usuarios del Programa EasyRide

- Beneficios a empladores
- Ahorra fondos de taxes
- No tiene más problemas con el estacionamiento
- Empleados menos estresados

Beneficios para emplados

- Corta impuestos
- Reduce los gastos por carros
- Llega al trabajo relajado

Para más información llame a MTA al (615) 862-5969 ó pregunte a su Director de Recursos Humanos sobre el programa de EasyRide.

Tarifas

Adultos – Local, Aeropuerto y Servicio Ligero BRT..... \$1.70

Servicio Expres..... \$2.25

Mayores..... \$.85

(de 65 años ó más favor de mostrar al conductor una prueba de su edad antes de depositar su tarifa)

Personas con discapacidades..... \$.85

(favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa)

Tarifa de Jóvenes..... \$1.00

(edades de 19 y menores, por favor avise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden)

Niños menores de 4 años..... Gratis

Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, también califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y más con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

- Mayores – "MTA Golden Age", "Medicare", ó su licencia de conducir
- Personas con Discapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de tránsito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA AccessRide". Para más información por favor llame a la oficina de "MTA AccessRide" al teléfono (615) 880-3970, ó visite el sitio en internet en nashvillemta.org.

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave), en línea en nashvillemta.org ó por teléfono llamando al (615) 862-5950.


También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

| | | | |
|--|---------|-------------------------------------|---------|
| Tarifa de todo el día..... | \$5.25 | Pases de 7-Días..... | \$24.00 |
| Tarifa de todo el día con Descuento..... | \$3.25 | Pases de 31-Días..... | \$84.00 |
| Tarifa de joven | | Pases de 31-Días con Descuento..... | \$44.00 |
| todo el día..... | \$3.50 | Pases de 7-Días | |
| 20-Viajes Locales..... | \$32.00 | para Jóvenes..... | \$16.00 |
| 20-Viajes Expres..... | \$42.00 | Pases de 31-Días | |
| 20-Viajes | | para Jóvenes..... | \$58.50 |
| con Descuento..... | \$17.00 | | |

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío se aplicara a todas las órdenes por correo, teléfono ó por línea.

Expres Mejorador. Deposite 50 centavos más para usar las tarjetas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de internet en nashvillemta.org.



Todos los autobuses son accesibles y equipados con estantes de bicicleta

Antioch Express

38X

En Español

Harbour Town Condominiums
Lakeview Elementary Design Center
Music City Central - Bahía 7
Nashboro Village
Smith Springs Church of Christ Park & Ride

SERVICIO EXPRESO



Servicio al Cliente y Coordinador de ADA
(615) 862-5950
AccessRide
(615) 880-3970
nashvillemta.org

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos:

- Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo
- Día de Acción de Gracias • Navidad

En el Día de Martín Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950

6:30 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Venta de Boletos ó Información en Music City Central
400 Charlotte Ave.
6:00 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Music City Central – Horas de Operación
400 Charlotte Avenue
5:15 a.m. a 1:15 p.m. – De lunes a viernes
6:00 a.m. a 10:15 p.m. – Sábado
6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969
430 Myatt Drive, Nashville, TN 37115
8:00 a.m. a 4:30 p.m. – De lunes a viernes

Cerrado fines de semana y días festivos

Rutas en días de nieve

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA, ó simplemente llame al servicio al cliente al teléfono (615) 862-5950 ó visite nuestro sitio en internet en nashvillemta.org.

Paradas de autobús

La mayoría de las paradas de autobús están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobús visible en el área donde usted desea tomar el autobús, por favor vaya a la intersección más cercana por la calle donde transita su autobús y haga señales al autobús cuando se esté aproximando.

Music City Central

El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Anuncios de destino

Cada autobús de MTA esta marcado con un número de ruta así como también el nombre del destino ó área. Todas las rutas expres están marcadas con una "X" seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobús, por favor pregunte al conductor cuando usted suba.

Estacionar y viajar

Varias rutas de autobús proporcionan el servicio de "Park & Ride", el cual les permite estacionar su auto gratis y subir a un autobús de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de "Park & Ride" como un servicio gratis de parte de los dueños de los estacionamientos.

Rutas en días de nieve

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA, ó simplemente llame al servicio al cliente al teléfono (615) 862-5950 ó visite nuestro sitio en internet en nashvillemta.org.

Lugares Donde Usted Encontrará Exhibidos los Horarios de MTA por Toda la Ciudad

| | |
|---|--|
| Andrew Johnson Building, 710 James Robertson Parkway | |
| Anthem Career College, 560 Royal Parkway | |
| Belmont University, 1900 Belmont Boulevard | |
| Bridgestone Arena, 501 Broadway | |
| City Hall & Metro Courts, 1 Public Square | |
| Daymar Institute, 340 Plus Park Boulevard | |
| Davy Crockett Building, 500 James Robertson Parkway | |
| Justice AA, Birch Building, 408 2nd Avenue North | |
| Lentz Public Health Center, 3111 23rd Avenue North | |
| Lincoln College of Technology, 1524 Gallatin Road | |
| Looby Center and Library, 2301 Rosa L. Parks Boulevard | |
| Metro Board of Education, 2601 Bransford Avenue | |
| Metro General Hospital, 1818 Abion Street | |
| MTA Madison Headquarters, 430 Myatt Drive | |
| Music City Central, 400 Charlotte Avenue | |
| Nashville Downtown Library, 615 Church Street | |
| Peabody College Post Office, 230 Appleton Place | |
| Riverfront Regional Rail Station, 108 1st Avenue North | |
| Tennessee Dept. of Human Services, 1000 2nd Avenue North | |
| Tennessee Performing Arts Center, 505 Deaderick Street | |
| Tennessee State University, 3500 John A. Merritt Boulevard | |
| Vanderbilt University Post Office, 2301 Vanderbilt Place | |
| Watkins College of Art, Design & Film, 2298 Rosa L. Parks Boulevard | |
| William R. Snodgrass Tennessee Tower, 311 7th Avenue North | |

Para una lista de otras localidades y áreas específicas favor de llamar al Servicio al Cliente de MTA al (615) 862-5950.

38X **Antioch Express**

Clave

- Ruta de Autobús – Servicio Local
- Ruta de Autobús – Servicio Expreso
- Autobuses viajan en dirección de la flecha
- Lugar de interés
- Escuela
- Punto de llegada
- Punto de transferencia
- Park & Ride (Estacionar y viajar)

Autobuses en esta ruta utilizan la Bahía 7 en Music City Central

DOWNTOWN NASHVILLE

Transfer Point to
15 Murfreesboro Pike, BRT lite & 96X Nashville/ Murfreesboro R&R

Express Service

Antioch Express

Map Labels: City Hall & Metro Courts, CHARLOTTE UNION, 6TH N, 3RD N, 1ST N, 4TH S, A.M., P.M., HERMITAGE, 24, 40, 65, 31A, 41A, 440, 155, 70, STEWARTS FERRY, BELL, J. Percy Priest Lake, Harbour Town Condominiums, PIERCE LAKE, ANDERSON, TIMBER TRL, SHAKERTOWN, DAISY COUNTRY WY, OWENDALE, MOSSDALE, BELL, SMITH SPRINGS, SMITH SPRINGS Church of Christ, Park & Ride, LAKESIDE ELEMENTARY DESIGN CENTER, NASHBORO, UNANTOCH PIKE, RICHARDS, BOWFIELD, 24, 245, HAYWOOD, 41, 70S, MURFREESBORO, DONELSON, BRILEY PKWY, Nashville International Airport, Cumberland River, Stones River, Riverfront Regional Rail Station, LP Field, Schermerhorn Symphony Center, Country Music Hall of Fame, Music City Center, Clement Landport, KOREAN VETERANS BLVD, HERMITAGE, 1ST S, 2ND S, 3RD S, 4TH S, 5TH S, 6TH S, 7TH S, 8TH S, 9TH S, 10TH S, 11TH S, 12TH S, 13TH S, 14TH S, 15TH S, 16TH S, 17TH S, 18TH S, 19TH S, 20TH S, 21ST S, 22ND S, 23RD S, 24TH S, 25TH S, 26TH S, 27TH S, 28TH S, 29TH S, 30TH S, 31ST S, 32ND S, 33RD S, 34TH S, 35TH S, 36TH S, 37TH S, 38TH S, 39TH S, 40TH S, 41ST S, 42ND S, 43RD S, 44TH S, 45TH S, 46TH S, 47TH S, 48TH S, 49TH S, 50TH S, 51ST S, 52ND S, 53RD S, 54TH S, 55TH S, 56TH S, 57TH S, 58TH S, 59TH S, 60TH S, 61ST S, 62ND S, 63RD S, 64TH S, 65TH S, 66TH S, 67TH S, 68TH S, 69TH S, 70TH S, 71ST S, 72ND S, 73RD S, 74TH S, 75TH S, 76TH S, 77TH S, 78TH S, 79TH S, 80TH S, 81ST S, 82ND S, 83RD S, 84TH S, 85TH S, 86TH S, 87TH S, 88TH S, 89TH S, 90TH S, 91ST S, 92ND S, 93RD S, 94TH S, 95TH S, 96TH S, 97TH S, 98TH S, 99TH S, 100TH S, 101ST S, 102ND S, 103RD S, 104TH S, 105TH S, 106TH S, 107TH S, 108TH S, 109TH S, 110TH S, 111ST S, 112ND S, 113RD S, 114TH S, 115TH S, 116TH S, 117TH S, 118TH S, 119TH S, 120TH S, 121ST S, 122ND S, 123RD S, 124TH S, 125TH S, 126TH S, 127TH S, 128TH S, 129TH S, 130TH S, 131ST S, 132ND S, 133RD S, 134TH S, 135TH S, 136TH S, 137TH S, 138TH S, 139TH S, 140TH S, 141ST S, 142ND S, 143RD S, 144TH S, 145TH S, 146TH S, 147TH S, 148TH S, 149TH S, 150TH S, 151ST S, 152ND S, 153RD S, 154TH S, 155TH S, 156TH S, 157TH S, 158TH S, 159TH S, 160TH S, 161ST S, 162ND S, 163RD S, 164TH S, 165TH S, 166TH S, 167TH S, 168TH S, 169TH S, 170TH S, 171ST S, 172ND S, 173RD S, 174TH S, 175TH S, 176TH S, 177TH S, 178TH S, 179TH S, 180TH S, 181ST S, 182ND S, 183RD S, 184TH S, 185TH S, 186TH S, 187TH S, 188TH S, 189TH S, 190TH S, 191ST S, 192ND S, 193RD S, 194TH S, 195TH S, 196TH S, 197TH S, 198TH S, 199TH S, 200TH S, 201ST S, 202ND S, 203RD S, 204TH S, 205TH S, 206TH S, 207TH S, 208TH S, 209TH S, 210TH S, 211ST S, 212ND S, 213RD S, 214TH S, 215TH S, 216TH S, 217TH S, 218TH S, 219TH S, 220TH S, 221ST S, 222ND S, 223RD S, 224TH S, 225TH S, 226TH S, 227TH S, 228TH S, 229TH S, 230TH S, 231ST S, 232ND S, 233RD S, 234TH S, 235TH S, 236TH S, 237TH S, 238TH S, 239TH S, 240TH S, 241ST S, 242ND S, 243RD S, 244TH S, 245TH S, 246TH S, 247TH S, 248TH S, 249TH S, 250TH S, 251ST S, 252ND S, 253RD S, 254TH S, 255TH S, 256TH S, 257TH S, 258TH S, 259TH S, 260TH S, 261ST S, 262ND S, 263RD S, 264TH S, 265TH S, 266TH S, 267TH S, 268TH S, 269TH S, 270TH S, 271ST S, 272ND S, 273RD S, 274TH S, 275TH S, 276TH S, 277TH S, 278TH S, 279TH S, 280TH S, 281ST S, 282ND S, 283RD S, 284TH S, 285TH S, 286TH S, 287TH S, 288TH S, 289TH S, 290TH S, 291ST S, 292ND S, 293RD S, 294TH S, 295TH S, 296TH S, 297TH S, 298TH S, 299TH S, 300TH S, 301ST S, 302ND S, 303RD S, 304TH S, 305TH S, 306TH S, 307TH S, 308TH S, 309TH S, 310TH S, 311ST S, 312ND S, 313RD S, 314TH S, 315TH S, 316TH S, 317TH S, 318TH S, 319TH S, 320TH S, 321ST S, 322ND S, 323RD S, 324TH S, 325TH S, 326TH S, 327TH S, 328TH S, 329TH S, 330TH S, 331ST S, 332ND S, 333RD S, 334TH S, 335TH S, 336TH S, 337TH S, 338TH S, 339TH S, 340TH S, 341ST S, 342ND S, 343RD S, 344TH S, 345TH S, 346TH S, 347TH S, 348TH S, 349TH S, 350TH S, 351ST S, 352ND S, 353RD S, 354TH S, 355TH S, 356TH S, 357TH S, 358TH S, 359TH S, 360TH S, 361ST S, 362ND S, 363RD S, 364TH S, 365TH S, 366TH S, 367TH S, 368TH S, 369TH S, 370TH S, 371ST S, 372ND S, 373RD S, 374TH S, 375TH S, 376TH S, 377TH S, 378TH S, 379TH S, 380TH S, 381ST S, 382ND S, 383RD S, 384TH S, 385TH S, 386TH S, 387TH S, 388TH S, 389TH S, 390TH S, 391ST S, 392ND S, 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504TH S, 505TH S, 506TH S, 507TH S, 508TH S, 509TH S, 510TH S, 511ST S,

| Stewarts Ferry & Bell Road | Bell Road & Smith Springs | Harbour Town Condos | Anderson & Owendale | Bell Road & Edge O Lake | Una Antioch & Murfreesboro Pike | Piccadilly Row & Una Antioch | Richards Road & Bowfield | Music City Central |
|---|---------------------------|---------------------|---------------------|-------------------------|---------------------------------|------------------------------|--------------------------|--------------------|
| 9 | 5 | 6 | 7 | 8 | 4 | 3 | 2 | 1 |
| Tempo promedio de viaje desde esta parada | 12 minutos | 24 minutos | 41 minutos | 46 minutos | 54 minutos | 60 minutos | 67 minutos | 98 minutos |
| 5:37 | 5:47 | 6:00 | 6:18 | 6:23 | 6:31 | 6:38 | 6:44 | 7:15 |
| 5:59 | 6:12 | 6:24 | 6:41 | 6:46 | 6:54 | 6:58 | 7:07 | 7:45 |
| 1:40 | EXPRESS | | | | | | | 2:05 |

- Solo en días de escuela, este autobús va a la escuela Meigs Magnet y luego va hacia Nashville School of the Arts.

| Music City Central Bahia 7 | Richards Road & Bowfield | Piccadilly Row & Una Antioch | Una Antioch & Murfreesboro Pike | Bell Road & Smith Springs | Harbour Town Condos | Anderson & Owendale | Bell Road & Edge O Lake | Stewarts Ferry & Bell Road |
|--|--------------------------------|------------------------------------|---------------------------------------|------------------------------|------------------------|------------------------|----------------------------|-------------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Tempo promedio de viaje desde esta parada | 31 minutos | 40 minutos | 42 minutos | 49 minutos | 55 minutos | 67 minutos | 71 minutos | 90 minutos |
| 5:37 | EXPRESS | | | | | | | 5:59 |
| 12:10 [^] | 12:35 | 12:45 | 12:48 | 12:54 | 1:07 | 1:23 | 1:29 | 1:39 |
| 3:40 [*] | 4:05 | 4:15 | 4:18 | 4:24 | 4:37 | 4:53 | 4:59 | 5:09 |
| 4:45 | 5:16 | 5:25 | 5:27 | 5:34 | 5:40 | 5:52 | 5:56 | 6:05 |
| 5:10 | 5:45 | 5:54 | 5:57 | 6:02 | 6:11 | 6:24 | 6:31 | 6:40 |

^ Solo en los días que las escuelas salen temprano, hay un viaje a medio día que comienza su servicio en Nashville School of the Arts a las 11:50 a.m. y va directamente a Music City Central.

* Solo en días de escuela, este autobús empieza su servicio en la escuela Meigs Magnet a las 3:20 p.m. y va directamente a Music City Central.

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

viajes por la mañana

viajes por la tarde y la noche

SABADOS/DIA DE MLK JR. Hacia el centro de la ciudad

| Hickory Hollow | Bell Road | Donelson Pike/ Dell Pkwy | Thompson Lane | Wharf | Music City Central |
|-------------------------|-----------|--------------------------|---------------|-------|--------------------|
| 6 | 5 | 4 | 3 | 2 | 1 |
| 5:30 | 5:37 | 5:43 | 5:50 | 5:58 | 6:10 |
| 6:00 | 6:07 | 6:13 | 6:20 | 6:28 | 6:40 |
| 6:30 | 6:37 | 6:43 | 6:50 | 6:58 | 7:10 |
| 6:56 | 7:03 | 7:09 | 7:17 | 7:26 | 7:40 |
| 7:26 | 7:33 | 7:39 | 7:47 | 7:56 | 8:10 |
| 7:56 | 8:03 | 8:09 | 8:17 | 8:26 | 8:40 |
| 8:26 | 8:33 | 8:39 | 8:47 | 8:56 | 9:10 |
| 8:56 | 9:03 | 9:09 | 9:17 | 9:26 | 9:40 |
| 9:26 | 9:33 | 9:39 | 9:47 | 9:56 | 10:10 |
| 9:56 | 10:03 | 10:09 | 10:17 | 10:26 | 10:40 |
| 10:19 | 10:26 | 10:33 | 10:41 | 10:50 | 11:05 |
| Despues cada 30 minutos | | | | | |
| 3:19 | 3:26 | 3:33 | 3:41 | 3:50 | 4:05 |
| 3:49 | 3:56 | 4:03 | 4:11 | 4:20 | 4:35 |
| 4:19 | 4:26 | 4:33 | 4:41 | 4:50 | 5:05 |
| 4:49 | 4:56 | 5:03 | 5:11 | 5:20 | 5:35 |
| 5:19 | 5:26 | 5:33 | 5:41 | 5:50 | 6:05 |
| 5:49 | 5:56 | 6:03 | 6:11 | 6:20 | 6:35 |
| 6:19 | 6:26 | 6:33 | 6:41 | 6:50 | 7:05 |
| 6:52 | 6:59 | 7:05 | 7:12 | 7:21 | 7:35 |
| 7:22 | 7:29 | 7:35 | 7:42 | 7:51 | 8:05 |
| 7:52 | 7:59 | 8:05 | 8:12 | 8:21 | 8:35 |
| 8:22 | 8:29 | 8:35 | 8:42 | 8:51 | 9:05 |
| 8:55 | 9:01 | 9:06 | 9:13 | 9:22 | 9:35 |
| 9:25 | 9:31 | 9:36 | 9:43 | 9:52 | 10:05 |

Para servicio adicional en esta area, por favor ver el horario de la Ruta 15 - Murfreesboro Pike.

SABADOS/DIA DE MLK JR. Desde el centro de la ciudad

| Music City Central Bahía 15 | Wharf | Thompson Lane | Donelson Pike/ Dell Pkwy | Bell Road | Hickory Hollow |
|-----------------------------|-------|---------------|--------------------------|-----------|----------------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 6:15 | 6:23 | 6:33 | 6:38 | 6:44 | 6:52 |
| 6:45 | 6:53 | 7:03 | 7:08 | 7:14 | 7:22 |
| 7:15 | 7:24 | 7:35 | 7:40 | 7:46 | 7:54 |
| 7:45 | 7:54 | 8:05 | 8:10 | 8:16 | 8:24 |
| 8:15 | 8:24 | 8:35 | 8:40 | 8:46 | 8:54 |
| 8:45 | 8:54 | 9:05 | 9:10 | 9:16 | 9:24 |
| 9:15 | 9:24 | 9:35 | 9:40 | 9:46 | 9:54 |
| 9:45 | 9:54 | 10:05 | 10:10 | 10:16 | 10:24 |
| 10:15 | 10:25 | 10:36 | 10:42 | 10:49 | 10:58 |
| Despues cada 30 minutos | | | | | |
| 5:45 | 5:56 | 6:07 | 6:13 | 6:20 | 6:30 |
| 6:15 | 6:25 | 6:36 | 6:42 | 6:49 | 6:57 |
| 6:45 | 6:55 | 7:06 | 7:12 | 7:19 | 7:27 |
| 7:15 | 7:25 | 7:36 | 7:42 | 7:49 | 7:57 |
| 7:45 | 7:55 | 8:06 | 8:12 | 8:19 | 8:27 |
| 8:15 | 8:25 | 8:36 | 8:42 | 8:49 | 8:57 |
| 8:45 | 8:54 | 9:05 | 9:10 | 9:17 | 9:25 |
| 9:15 | 9:24 | 9:35 | 9:40 | 9:47 | 9:55 |
| 9:45 | 9:54 | 10:05 | 10:10 | 10:17 | 10:25 |
| 10:15 | 10:24 | 10:35 | 10:40 | 10:47 | 10:55 |

DOMINGOS Y DIAS FESTIVOS Hacia el centro de la ciudad

| Hickory Hollow | Bell Road | Donelson Pike/ Dell Pkwy | Thompson Lane | Wharf | Music City Central |
|----------------|-----------|--------------------------|---------------|-------|--------------------|
| 6 | 5 | 4 | 3 | 2 | 1 |
| 5:21 | 5:28 | 5:34 | 5:41 | 5:51 | 6:05 |
| 6:01 | 6:08 | 6:14 | 6:21 | 6:31 | 6:45 |
| 6:41 | 6:48 | 6:54 | 7:01 | 7:11 | 7:25 |
| 7:17 | 7:25 | 7:32 | 7:39 | 7:50 | 8:05 |
| 7:57 | 8:05 | 8:12 | 8:19 | 8:30 | 8:45 |
| 8:37 | 8:45 | 8:52 | 8:59 | 9:10 | 9:25 |
| 9:17 | 9:25 | 9:32 | 9:39 | 9:50 | 10:05 |
| 9:57 | 10:05 | 10:12 | 10:19 | 10:30 | 10:45 |
| 10:36 | 10:44 | 10:51 | 10:59 | 11:10 | 11:25 |
| 11:16 | 11:24 | 11:31 | 11:39 | 11:50 | 12:05 |
| 11:56 | 12:04 | 12:11 | 12:19 | 12:30 | 12:45 |
| 12:36 | 12:44 | 12:51 | 12:59 | 1:10 | 1:25 |
| 1:16 | 1:24 | 1:31 | 1:39 | 1:50 | 2:05 |
| 1:56 | 2:04 | 2:11 | 2:19 | 2:30 | 2:45 |
| 2:34 | 2:42 | 2:49 | 2:58 | 3:09 | 3:25 |
| 3:14 | 3:22 | 3:29 | 3:38 | 3:49 | 4:05 |
| 3:54 | 4:02 | 4:09 | 4:18 | 4:29 | 4:45 |
| 4:34 | 4:42 | 4:49 | 4:58 | 5:09 | 5:25 |
| 5:14 | 5:22 | 5:29 | 5:38 | 5:49 | 6:05 |
| 6:14 | 6:22 | 6:29 | 6:38 | 6:49 | 7:05 |
| 7:18 | 7:25 | 7:31 | 7:39 | 7:50 | 8:05 |
| 8:18 | 8:25 | 8:31 | 8:39 | 8:50 | 9:05 |

Los domingos y días festivos, todos los autobuses viajan por la Ruta 15 - Murfreesboro Pike.

DOMINGOS Y DIAS FESTIVOS Desde el centro de la ciudad

| Music City Central Bahía 15 | Wharf | Thompson Lane | Donelson Pike/ Dell Pkwy | Bell Road | Hickory Hollow |
|-----------------------------|-------|---------------|--------------------------|-----------|----------------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 6:15 | 6:24 | 6:35 | 6:40 | 6:47 | 6:55 |
| 6:55 | 7:04 | 7:15 | 7:20 | 7:27 | 7:35 |
| 7:35 | 7:45 | 7:57 | 8:03 | 8:10 | 8:19 |
| 8:15 | 8:25 | 8:37 | 8:43 | 8:50 | 8:59 |
| 8:55 | 9:05 | 9:17 | 9:23 | 9:30 | 9:39 |
| 9:35 | 9:45 | 9:57 | 10:03 | 10:10 | 10:19 |
| 10:15 | 10:26 | 10:38 | 10:44 | 10:52 | 11:01 |
| 10:55 | 11:06 | 11:18 | 11:24 | 11:32 | 11:41 |
| 11:35 | 11:46 | 11:58 | 12:04 | 12:12 | 12:21 |
| 12:15 | 12:26 | 12:38 | 12:44 | 12:52 | 1:01 |
| 12:55 | 1:06 | 1:18 | 1:24 | 1:32 | 1:41 |
| 1:35 | 1:47 | 1:59 | 2:05 | 2:13 | 2:23 |
| 2:15 | 2:27 | 2:39 | 2:45 | 2:53 | 3:03 |
| 2:55 | 3:07 | 3:19 | 3:25 | 3:33 | 3:43 |
| 3:35 | 3:47 | 3:59 | 4:05 | 4:13 | 4:23 |
| 4:15 | 4:27 | 4:39 | 4:45 | 4:53 | 5:03 |
| 4:55 | 5:07 | 5:19 | 5:25 | 5:33 | 5:43 |
| 5:35 | 5:47 | 5:59 | 6:05 | 6:13 | 6:23 |
| 6:15 | 6:27 | 6:38 | 6:44 | 6:51 | 7:00 |
| 7:15 | 7:27 | 7:38 | 7:44 | 7:51 | 8:00 |
| 8:15 | 8:27 | 8:38 | 8:44 | 8:51 | 9:00 |
| 9:15 | 9:26 | 9:37 | 9:43 | 9:50 | 9:58 |

Los domingos y días festivos, todos los autobuses viajan por la Ruta 15 - Murfreesboro Pike.

| | |
|----------------------|--------------------------------|
| viajes por la mañana | viajes por la tarde y la noche |
|----------------------|--------------------------------|

Murfreesboro Pike

En Español




Music City Central - Bahía 15
Wharf
Thompson Lane
Donelson Pike
Bell Road
Hickory Hollow

Para servicio adicional en esta area, ver el horario de la Ruta 15 - Murfreesboro Pike.

15 MINUTOS ENTRE SERVICIO DURANTE LA SEMANA/
30 MINUTOS ENTRE SERVICIO LOS SABADOS/
40 MINUTOS ENTRE SERVICIO LOS DOMINGOS

Servicio al Cliente y Coordinador de ADA
(615) 862-5950
AccessRide
(615) 880-3970
nashvillemta.org



En efectivo el 30 de marzo del 2014

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos:

- Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo
- Día de Acción de Gracias • Navidad

En el Día de Martín Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950

6:30 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Venta de Boletos é Información en Music City Central
400 Charlotte Ave.
6:00 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo

Cerrado días festivos

Music City Central – Horas de Operación
400 Charlotte Avenue
5:15 a.m. a 11:15 p.m. – De lunes a viernes
6:00 a.m. a 10:15 p.m. – Sábado
6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969
430 Myatt Drive, Nashville, TN 37115
8:00 a.m. a 4:30 p.m. – De lunes a viernes

Cerrado fines de semana y días festivos

Metropolitan Transit Authority
430 Myatt Drive, Nashville, TN 37115

diseñado por G&K America – chikamerica.com

Tarifas

Adultos – Local, Aeropuerto y Servicio Ligero BRT..... \$1.70

Servicio Exprés..... \$2.25

Mayores..... \$.85

(de 65 años ó más favor de mostrar al conductor una prueba de su edad antes de depositar su tarifa)

Personas con discapacidades..... \$.85

(favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa)

Tarifa de Jóvenes..... \$1.00

(edades de 19 y menores, por favor avise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden)

Niños menores de 4 años..... Gratis

Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, tambien califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y más con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

- Mayores – “MTA Golden Age”;
- “Medicare”, ó su licencia de conducir • Personas con Discapacidades – “iMedicare”;
- Servicio Especial de MTA, u otra tarjeta de identificación de transito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de “MTA AccessRide”. Para más información por favor llame a la oficina de “MTA AccessRide” al teléfono (615) 880-3970, ó visite el sitio en Internet en nashvillemta.org.

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave.), en línea en nashvillemta.org, ó por telefono llamando al (615) 862-5950.

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

Tarifa de todo el día..... \$5.25

Pases de 7-Días..... \$24.00

Tarifa de todo el día con Descuento..... \$84.00

Pases de 31-Días con Descuento..... \$44.00

Tarifa de joven todo el día..... \$3.50

Pases de 7-Días para Jóvenes..... \$16.00

20-Viajes Locales..... \$32.00

20-Viajes Exprés..... \$42.00

20-Viajes para Jóvenes..... \$58.50

con Descuento..... \$17.00

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y “money orders”. Un cargo por envío se aplicara a todas las órdenes por correo, teléfono ó por línea.

Exprés Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobú expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de Internet en nashvillemta.org

Todos los autobuses son accesibles y equipados con estantes de bicicleta

Paradas de autobú

La mayoría de las paradas de autobú están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobú visible en el área donde usted desea tomar el autobú, por favor vaya a la intersección más cercana por la calle donde transita su autobú y haga señales al autobú cuando se esté aproximando.

Music City Central

El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Anuncios de destino

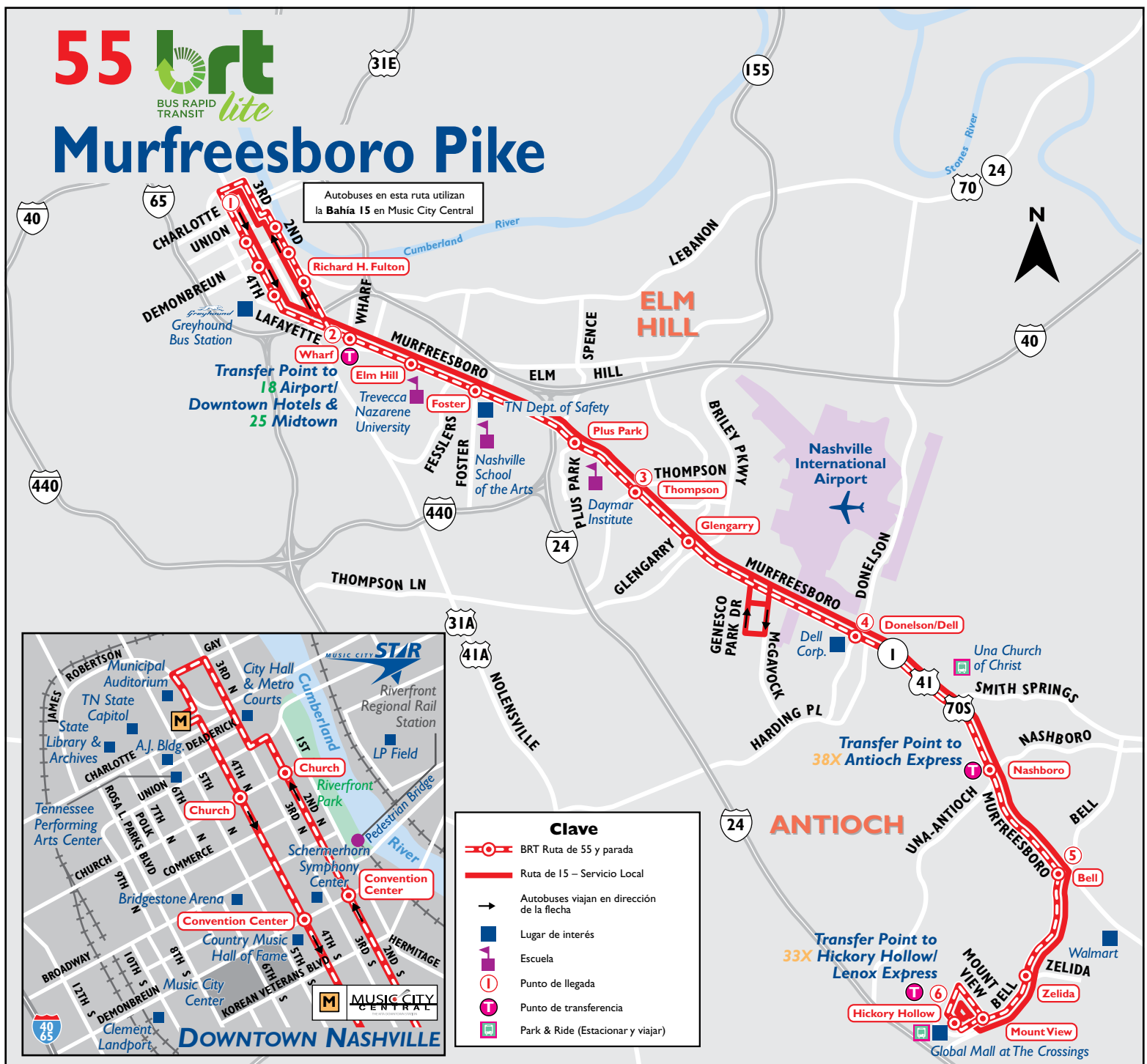
Cada autobú de MTA esta marcado con un número de ruta así como también el nombre del destino ó área. Todas las rutas exprés están marcadas con una “X” seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobú, por favor pregunte al conductor cuando usted suba.

Estacionar y viajar

Varias rutas de autobú proporcionan el servicio de “Park & Ride”, el cual les permite estacionar su auto gratis y subir a un autobú de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de “Park & Ride” como un servicio gratis de parte de los dueños de los estacionamientos.

Rutas en días de nieve

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA, ó simplemente llame al servicio al cliente al teléfono (615) 862-5950 ó visite nuestro sitio en Internet en nashvillemta.org.



| DIAS ENTRE SEMANA | | | | | | Hacia el centro de la ciudad |
|--|------------|-------------------------|---------------|------------|--------------------|------------------------------|
| | | | | | | |
| Hickory Hollow | Bell Road | Donelson Pike/Dell Pkwy | Thompson Lane | Wharf | Music City Central | |
| 6 | 5 | 4 | 3 | 2 | 1 | |
| Tiempo promedio de viaje desde esta parada | | | | | | |
| 8 minutos | 12 minutos | 20 minutos | 30 minutos | 45 minutos | | |
| 4:47 | 4:54 | 4:59 | 5:07 | 5:17 | 5:30 | |
| 5:07 | 5:14 | 5:19 | 5:27 | 5:37 | 5:50 | |
| 5:15 | 5:23 | 5:30 | 5:39 | 5:50 | 6:05 | |
| 5:30 | 5:38 | 5:45 | 5:54 | 6:05 | 6:20 | |
| 5:45 | 5:53 | 6:00 | 6:09 | 6:20 | 6:35 | |
| 6:00 | 6:08 | 6:15 | 6:24 | 6:35 | 6:50 | |
| 6:15 | 6:23 | 6:30 | 6:39 | 6:50 | 7:05 | |
| 6:30 | 6:38 | 6:45 | 6:54 | 7:05 | 7:20 | |
| 6:42 | 6:50 | 6:58 | 7:07 | 7:19 | 7:35 | |
| 6:57 | 7:05 | 7:13 | 7:22 | 7:34 | 7:50 | |
| 7:12 | 7:20 | 7:28 | 7:37 | 7:49 | 8:05 | |
| 7:27 | 7:35 | 7:43 | 7:52 | 8:04 | 8:20 | |
| 7:45 | 7:53 | 8:00 | 8:09 | 8:20 | 8:35 | |
| 8:00 | 8:08 | 8:15 | 8:24 | 8:35 | 8:50 | |
| 8:15 | 8:23 | 8:30 | 8:39 | 8:50 | 9:05 | |
| 8:30 | 8:38 | 8:45 | 8:54 | 9:05 | 9:20 | |
| 8:50 | 8:57 | 9:03 | 9:11 | 9:21 | 9:35 | |
| Despues cada 15 minutos | | | | | | |
| 12:05 | 12:12 | 12:18 | 12:26 | 12:36 | 12:50 | |
| 12:18 | 12:26 | 12:33 | 12:41 | 12:51 | 1:05 | |
| Despues cada 15 minutos | | | | | | |
| 2:03 | 2:11 | 2:18 | 2:26 | 2:36 | 2:50 | |
| 2:16 | 2:24 | 2:31 | 2:40 | 2:50 | 3:05 | |
| Despues cada 15 minutos | | | | | | |
| 5:01 | 5:09 | 5:16 | 5:25 | 5:35 | 5:50 | |
| 5:20 | 5:27 | 5:33 | 5:41 | 5:51 | 6:05 | |
| 5:50 | 5:57 | 6:03 | 6:11 | 6:21 | 6:35 | |
| 6:20 | 6:27 | 6:33 | 6:41 | 6:51 | 7:05 | |
| 6:50 | 6:57 | 7:03 | 7:11 | 7:21 | 7:35 | |
| 7:20 | 7:27 | 7:33 | 7:41 | 7:51 | 8:05 | |
| 7:50 | 7:57 | 8:03 | 8:11 | 8:21 | 8:35 | |
| 8:20 | 8:27 | 8:33 | 8:41 | 8:51 | 9:05 | |

| DIAS ENTRE SEMANA | | | | | | Desde el centro de la ciudad |
|--|------------|---------------|-------------------------|------------|----------------|------------------------------|
| | | | | | | |
| Music City Central Bahía 15 | Wharf | Thompson Lane | Donelson Pike/Dell Pkwy | Bell Road | Hickory Hollow | |
| 1 | 2 | 3 | 4 | 5 | 6 | |
| Tiempo promedio de viaje desde esta parada | | | | | | |
| 11 minutos | 22 minutos | 28 minutos | 36 minutos | 42 minutos | | |
| 5:40 | 5:49 | 6:00 | 6:06 | 6:12 | 6:20 | |
| 6:00 | 6:09 | 6:20 | 6:26 | 6:32 | 6:40 | |
| 6:15 | 6:24 | 6:35 | 6:41 | 6:47 | 6:55 | |
| 6:30 | 6:39 | 6:50 | 6:56 | 7:02 | 7:10 | |
| 6:45 | 6:54 | 7:05 | 7:11 | 7:17 | 7:25 | |
| 7:00 | 7:10 | 7:21 | 7:27 | 7:34 | 7:43 | |
| 7:15 | 7:25 | 7:36 | 7:42 | 7:49 | 7:58 | |
| 7:30 | 7:40 | 7:51 | 7:57 | 8:04 | 8:13 | |
| 7:45 | 7:55 | 8:06 | 8:12 | 8:19 | 8:28 | |
| 8:00 | 8:10 | 8:21 | 8:27 | 8:34 | 8:43 | |
| Despues cada 15 minutos | | | | | | |
| 3:00 | 3:12 | 3:25 | 3:32 | 3:40 | 3:51 | |
| 3:15 | 3:27 | 3:40 | 3:47 | 3:55 | 4:06 | |
| 3:30 | 3:42 | 3:55 | 4:02 | 4:10 | 4:21 | |
| 3:45 | 3:57 | 4:10 | 4:17 | 4:25 | 4:36 | |
| 4:00 | 4:12 | 4:25 | 4:32 | 4:40 | 4:51 | |
| 4:15 | 4:27 | 4:40 | 4:47 | 4:55 | 5:06 | |
| 4:30 | 4: | | | | | |

Para servicio adicional en esta area, por favor ver el horario de la Ruta 15 - Murfreesboro Pike.

viajes por la mañana *viajes por la tarde y la noche*

SABADOS/DIA DE MLK JR. Hacia el centro de la ciudad

| RiverGate Mall | Madison Library/ Neely's Bend | Greenfield/ Kroger | Five Points/ East Library | Music City Central |
|-------------------------|-------------------------------|--------------------|---------------------------|--------------------|
| 5 | 4 | 3 | 2 | 1 |
| 7 minutos | 18 minutos | 26 minutos | 34 minutos | |
| 5:43 | 5:49 | 5:57 | 6:04 | 6:10 |
| 6:12 | 6:18 | 6:27 | 6:34 | 6:40 |
| 6:40 | 6:47 | 6:57 | 7:04 | 7:10 |
| 7:05 | 7:12 | 7:22 | 7:29 | 7:35 |
| 7:34 | 7:41 | 7:51 | 7:58 | 8:05 |
| 8:04 | 8:11 | 8:21 | 8:28 | 8:35 |
| 8:34 | 8:41 | 8:51 | 8:58 | 9:05 |
| 9:03 | 9:11 | 9:21 | 9:28 | 9:35 |
| 9:33 | 9:41 | 9:51 | 9:58 | 10:05 |
| 10:03 | 10:11 | 10:21 | 10:28 | 10:35 |
| 10:34 | 10:44 | 10:55 | 11:03 | 11:10 |
| Despues cada 30 minutos | | | | |
| 3:34 | 3:44 | 3:55 | 4:03 | 4:10 |
| 4:05 | 4:14 | 4:25 | 4:33 | 4:40 |
| 4:36 | 4:44 | 4:55 | 5:03 | 5:10 |
| 5:04 | 5:12 | 5:22 | 5:29 | 5:35 |
| 5:34 | 5:42 | 5:52 | 5:59 | 6:05 |
| 6:04 | 6:12 | 6:22 | 6:29 | 6:35 |
| 6:34 | 6:42 | 6:52 | 6:59 | 7:05 |
| 7:05 | 7:13 | 7:22 | 7:29 | 7:35 |
| 7:35 | 7:43 | 7:52 | 7:59 | 8:05 |
| 8:06 | 8:13 | 8:22 | 8:29 | 8:35 |
| 8:35 | 8:43 | 8:52 | 8:59 | 9:05 |
| 9:06 | 9:13 | 9:22 | 9:29 | 9:35 |
| 9:36 | 9:43 | 9:52 | 9:59 | 10:05 |

Hacia el centro de la ciudad

SABADOS/DIA DE MLK JR. Desde el centro de la ciudad

| Music City Central Bahía 16 | Five Points/ East Library | Greenfield/ Kroger | Madison Library/ Neely's Bend | RiverGate Mall | Walmart | RiverGate Mall |
|-----------------------------|---------------------------|--------------------|-------------------------------|----------------|------------|----------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 5 |
| 7 minutos | 15 minutos | 25 minutos | 32 minutos | 35 minutos | 39 minutos | |
| 6:15 | 6:22 | 6:29 | 6:38 | 6:46 | 6:49 | 6:53 |
| 6:45 | 6:52 | 6:59 | 7:09 | 7:16 | 7:19 | 7:23 |
| 7:15 | 7:22 | 7:29 | 7:39 | 7:46 | 7:49 | 7:53 |
| 7:45 | 7:52 | 7:59 | 8:09 | 8:16 | 8:19 | 8:23 |
| 8:15 | 8:22 | 8:29 | 8:39 | 8:46 | 8:49 | 8:53 |
| 8:45 | 8:52 | 9:00 | 9:10 | 9:18 | 9:21 | 9:25 |
| 9:15 | 9:22 | 9:30 | 9:40 | 9:48 | 9:51 | 9:55 |
| 9:45 | 9:52 | 10:00 | 10:10 | 10:19 | 10:23 | 10:27 |
| Despues cada 30 minutos | | | | | | |
| 5:45 | 5:52 | 6:00 | 6:10 | 6:19 | 6:23 | 6:27 |
| 6:15 | 6:22 | 6:30 | 6:39 | 6:48 | 6:52 | 6:56 |
| 6:45 | 6:52 | 7:00 | 7:09 | 7:17 | 7:21 | 7:25 |
| 7:15 | 7:22 | 7:30 | 7:39 | 7:47 | 7:51 | 7:55 |
| 7:45 | 7:52 | 8:00 | 8:09 | 8:17 | 8:21 | 8:25 |
| 8:15 | 8:22 | 8:30 | 8:39 | 8:47 | 8:51 | 8:55 |
| 8:45 | 8:52 | 9:00 | 9:09 | 9:17 | 9:20 | 9:24 |
| 9:15 | 9:22 | 9:30 | 9:39 | 9:47 | 9:50 | 9:54 |
| 9:45 | 9:51 | 9:57 | 10:06 | 10:13 | 10:16 | 10:20 |
| 10:15 | 10:21 | 10:27 | 10:36 | 10:43 | 10:46 | 10:50 |

Desde el centro de la ciudad

DOMINGOS Y DIAS FESTIVOS Hacia el centro de la ciudad

| RiverGate Mall | Madison Library/ Neely's Bend | Greenfield/ Kroger | Five Points/ East Library | Music City Central |
|----------------|-------------------------------|--------------------|---------------------------|--------------------|
| 5 | 4 | 3 | 2 | 1 |
| 9 minutos | 22 minutos | 31 minutos | 40 minutos | |
| 5:30 | 5:38 | 5:48 | 5:56 | 6:05 |
| 6:05 | 6:14 | 6:27 | 6:36 | 6:45 |
| 6:45 | 6:54 | 7:07 | 7:16 | 7:25 |
| 7:25 | 7:34 | 7:47 | 7:56 | 8:05 |
| 8:05 | 8:14 | 8:27 | 8:36 | 8:45 |
| 8:45 | 8:54 | 9:07 | 9:16 | 9:25 |
| 9:22 | 9:32 | 9:45 | 9:56 | 10:05 |
| 10:02 | 10:12 | 10:25 | 10:36 | 10:45 |
| 10:42 | 10:52 | 11:05 | 11:16 | 11:25 |
| 11:20 | 11:31 | 11:45 | 11:56 | 12:05 |
| 12:00 | 12:11 | 12:25 | 12:36 | 12:45 |
| 12:40 | 12:51 | 1:05 | 1:16 | 1:25 |
| 1:20 | 1:31 | 1:45 | 1:56 | 2:05 |
| 2:05 | 2:14 | 2:27 | 2:36 | 2:45 |
| 2:45 | 2:54 | 3:07 | 3:16 | 3:25 |
| 3:25 | 3:34 | 3:47 | 3:56 | 4:05 |
| 4:05 | 4:14 | 4:27 | 4:36 | 4:45 |
| 4:45 | 4:54 | 5:07 | 5:16 | 5:25 |
| 5:27 | 5:36 | 5:48 | 5:57 | 6:05 |
| 6:27 | 6:36 | 6:48 | 6:57 | 7:05 |
| 7:27 | 7:36 | 7:48 | 7:57 | 8:05 |
| 8:30 | 8:38 | 8:49 | 8:57 | 9:05 |

Hacia el centro de la ciudad

DOMINGOS Y DIAS FESTIVOS Desde el centro de la ciudad

| Music City Central Bahía 18 | Five Points/ East Library | Greenfield/ Kroger | Madison Library/ Neely's Bend | RiverGate Mall | Walmart | RiverGate Mall |
|-----------------------------|---------------------------|--------------------|-------------------------------|----------------|------------|----------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 5 |
| 8 minutos | 18 minutos | 30 minutos | 39 minutos | 44 minutos | 49 minutos | |
| 6:15 | 6:23 | 6:33 | 6:45 | 6:54 | 6:58 | 7:02 |
| 6:55 | 7:03 | 7:13 | 7:25 | 7:34 | 7:38 | 7:42 |
| 7:35 | 7:43 | 7:53 | 8:05 | 8:14 | 8:18 | 8:22 |
| 8:15 | 8:23 | 8:33 | 8:45 | 8:54 | 8:58 | 9:02 |
| 8:55 | 9:04 | 9:15 | 9:29 | 9:39 | 9:44 | 9:49 |
| 9:35 | 9:44 | 9:55 | 10:09 | 10:19 | 10:24 | 10:29 |
| 10:15 | 10:24 | 10:35 | 10:49 | 10:59 | 11:04 | 11:09 |
| 10:55 | 11:04 | 11:15 | 11:29 | 11:39 | 11:44 | 11:49 |
| 11:35 | 11:44 | 11:55 | 12:09 | 12:19 | 12:24 | 12:29 |
| 12:15 | 12:24 | 12:35 | 12:49 | 12:59 | 1:04 | 1:09 |
| 12:55 | 1:04 | 1:15 | 1:29 | 1:39 | 1:44 | 1:49 |
| 1:35 | 1:44 | 1:55 | 2:09 | 2:19 | 2:24 | 2:29 |
| 2:15 | 2:24 | 2:35 | 2:49 | 2:59 | 3:04 | 3:09 |
| 2:55 | 3:04 | 3:15 | 3:29 | 3:39 | 3:44 | 3:49 |
| 3:35 | 3:44 | 3:55 | 4:09 | 4:19 | 4:24 | 4:29 |
| 4:15 | 4:24 | 4:35 | 4:49 | 4:59 | 5:04 | 5:09 |
| 4:55 | 5:04 | 5:15 | 5:28 | 5:37 | 5:41 | 5:46 |
| 5:35 | 5:44 | 5:55 | 6:08 | 6:17 | 6:21 | 6:26 |
| 6:15 | 6:24 | 6:35 | 6:48 | 6:57 | 7:01 | 7:06 |
| 7:15 | 7:24 | 7:35 | 7:48 | 7:57 | 8:01 | 8:06 |
| 8:15 | 8:22 | 8:32 | 8:45 | 8:53 | 8:57 | 9:01 |
| 9:15 | 9:22 | 9:32 | 9:45 | 9:53 | 9:57 | 10:01 |

Los domingos y días festivos, todos los viajes salen de Music City Central de la Bahía 18 y viajan por la Ruta 26 - Gallatin Pike.

| | |
|----------------------|--------------------------------|
| viajes por la mañana | viajes por la tarde y la noche |
|----------------------|--------------------------------|

Gallatin Pike

En Español



Music City Central - Bahía 16 Five Points Greenfield Madison RiverGate Walmart

Para servicio adicional en esta area, ver el horario de la Ruta 26 - Gallatin Pike.

15 MINUTOS ENTRE SERVICIO DURANTE LA SEMANA/ 30 MINUTOS ENTRE SERVICIO LOS SABADOS/ 40 MINUTOS ENTRE SERVICIO LOS DOMINGOS

Servicio al Cliente y Coordinador de ADA (615) 862-5950 AccessRide (615) 880-3970 nashvillemta.org



En efectivo el 30 de marzo del 2014

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos: Día de Año Nuevo • Día Para Recordar a los Soldados Muertos • Día de la Independencia • Día del Trabajo • Día de Acción de Gracias • Navidad En el Día de Martín Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950

6:30 a.m. a 6:30 p.m. – De lunes a viernes 8:00 a.m. a 5:00 p.m. – Sábado 10:30 a.m. a 2:30 p.m. – Domingo Cerrado días festivos

Venta de Boletos é Información en Music City Central 400 Charlotte Ave. 6:00 a.m. a 6:30 p.m. – De lunes a viernes 8:00 a.m. a 5:00 p.m. – Sábado 10:30 a.m. a 2:30 p.m. – Domingo Cerrado días festivos

Music City Central – Horas de Operación 400 Charlotte Avenue 5:15 a.m. a 11:15 p.m. – De lunes a viernes 6:00 a.m. a 10:15 p.m. – Sábado 6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969 430 Myatt Drive, Nashville, TN 37115 8:00 a.m. a 4:30 p.m. – De lunes a viernes Cerrado fines de semana y días festivos

Metropolitan Transit Authority 430 Myatt Drive, Nashville, TN 37115

diseñado por G&K America – chklamerica.com

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave.), en línea en nashvillemta.org, ó por telefono llamando al (615) 862-5950. También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

Tarifa de todo el día... \$5.25 Pases de 7-Días..... \$24.00 Tarifa de todo el día con Descuento..... \$3.25 Pases de 31-Días..... \$84.00 Tarifa de joven todo el día..... \$3.50 Pases de 7-Días con Descuento..... \$44.00 20-Viajes Locales..... \$32.00 para Jóvenes \$16.00 20-Viajes Exprés..... \$42.00 Pases de 31-Días para Jóvenes \$58.50 con Descuento..... \$17.00

Para estas compras se acepta, efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío se aplicara a todas las órdenes por correo, teléfono ó por línea.

Expres Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, ó visite nuestro sitio de Internet en nashvillemta.org.

Todos los autobuses son accesibles y equipados con estantes de bicicleta

Tarifas

Adultos – Local, Aeropuerto y Servicio Ligero BRT..... \$1.70 Servicio Exprés..... \$2.25 Mayores..... \$.85 (de 65 años ó más favor de mostrar al conductor una prueba de su edad antes de depositar su tarifa) Personas con discapacidades \$.85 (favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tarifa)

Tarifa de Jóvenes..... \$1.00 (edades de 19 y menores, por favor avise al conductor antes de depositar su tarifa y esté preparado para mostrar una prueba de su edad si es que se lo piden) Niños menores de 4 años..... Gratis

Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

Personas con tarjetas de Medicare, que no son mayores de edad ó no tienen discapacidades, tambien califican para una tarifa reducida de 85 centavos, en los autobuses de MTA con su tarjeta de Medicare.

Personas de 65 años y más con discapacidades califican para una tarifa de descuento de MTA de 85 centavos en los autobuses de MTA con una de las siguientes tarjetas de identificación:

• Mayores – "MTA Golden Age", "Medicare", ó su licencia de conducir • Personas con Discapacidades – "Medicare", Servicio Especial de MTA, u otra tarjeta de identificación de transito para discapacitados.

Los pasajeros cuyas discapacidades les impiden hacer el uso de los autobuses grandes de MTA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTA AccessRide". Para más información por favor llame a la oficina de "MTA AccessRide" al teléfono (615) 880-3970, ó visite el sitio en Internet en nashvillemta.org.

Paradas de autobús

La mayoría de las paradas de autobús están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobús visible en el área donde usted desea tomar el autobús, por favor vaya a la intersección más cercana por la calle donde transita su autobús y haga señales al autobús cuando se esté aproximando.

Music City Central

El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Anuncios de destino

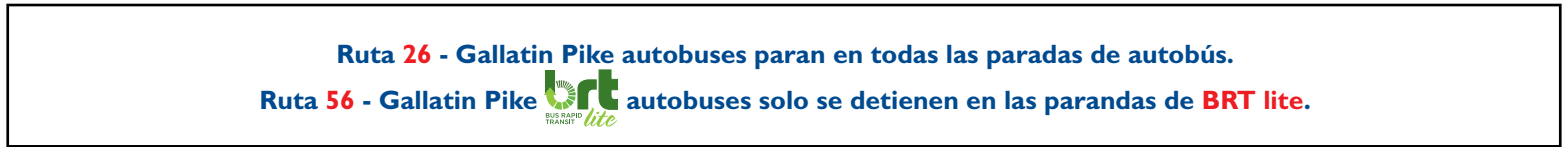
Cada autobús de MTA esta marcado con un número de ruta así como también el nombre del destino ó área. Todas las rutas exprés están marcadas con una "X" seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobús, por favor pregunte al conductor cuando usted suba.

Estacionar y viajar

Varias rutas de autobús proporcionan el servicio de "Park & Ride", el cual les permite estacionar su auto gratis y subir a un autobús de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de "Park & Ride" como un servicio gratis de parte de los dueños de los estacionamientos.

Rutas en días de nieve

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA, ó simplemente llame al servicio al cliente al teléfono (615) 862-5950 ó visite nuestro sitio en Internet en nashvillemta.org.



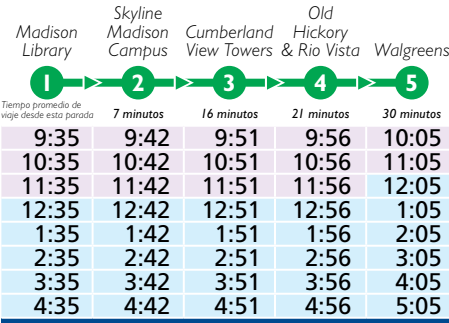
Para servicio adicional en esta area, por favor mire el horario de la Ruta 26 - Gallatin Pike.

viajes por la mañana *viajes por la tarde y la noche*

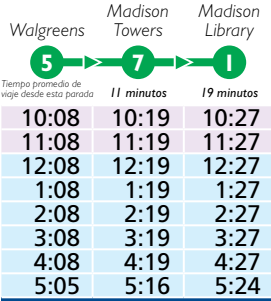
| DIAS ENTRE SEMANA | | | | | | | Desde el centro de la ciudad |
|---|---------------------------------|-----------------------|-------------------------------------|-------------------|------------|-------------------|------------------------------|
| Music City Central Bahia 16 | Five Points/ East Library | Greenfield/ Kroger | Madison Library/ Neely's Bend | RiverGate Mall | Walmart | RiverGate Mall | |
| ① | ② | ③ | ④ | ⑤ | ⑥ | ⑤ | |
| Tiempo promedio de viaje desde esta parada | 9 minutos | 17 minutos | 27 minutos | 35 minutos | 38 minutos | 42 minutos | |
| 5:40 | 5:48 | 5:55 | 6:04 | 6:11 | 6:15 | 6:18 | |
| 6:00 | 6:08 | 6:15 | 6:24 | 6:31 | 6:35 | 6:38 | |
| 6:15 | 6:23 | 6:30 | 6:39 | 6:46 | 6:50 | 6:53 | |
| 6:30 | 6:38 | 6:45 | 6:54 | 7:01 | 7:05 | 7:08 | |
| 6:45 | 6:53 | 7:00 | 7:09 | 7:16 | 7:20 | 7:23 | |
| 7:00 | 7:09 | 7:17 | 7:27 | 7:35 | 7:39 | 7:43 | |
| 7:15 | 7:24 | 7:32 | 7:42 | 7:50 | 7:54 | 7:58 | |
| 7:30 | 7:40 | 7:49 | 7:58 | 8:07 | 8:11 | 8:15 | |
| 7:45 | 7:55 | 8:03 | 8:13 | 8:21 | 8:25 | 8:29 | |
| 8:00 | 8:09 | 8:18 | 8:27 | 8:35 | 8:40 | 8:44 | |
| Despues cada 15 minutos | | | | | | | |
| 3:00 | 3:10 | 3:19 | 3:30 | 3:39 | 3:43 | 3:47 | |
| 3:15 | 3:25 | 3:34 | 3:45 | 3:53 | 3:57 | 4:01 | |
| 3:30 | 3:40 | 3:49 | 4:00 | 4:09 | 4:13 | 4:17 | |
| 3:45 | 3:55 | 4:04 | 4:15 | 4:24 | 4:28 | 4:32 | |
| 4:00 | 4:10 | 4:20 | 4:32 | 4:41 | 4:45 | 4:49 | |
| 4:15 | 4:24 | 4:33 | 4:45 | 4:54 | 4:58 | 5:02 | |
| 4:30 | 4:40 | 4:49 | 5:01 | 5:12 | 5:16 | 5:20 | |
| 4:45 | 4:55 | 5:04 | 5:16 | 5:27 | 5:31 | 5:35 | |
| 5:00 | 5:09 | 5:19 | 5:30 | 5:40 | 5:44 | 5:48 | |
| 5:15 | 5:23 | 5:32 | 5:43 | 5:52 | 5:56 | 6:00 | |
| 5:30 | 5:38 | 5:48 | 5:59 | 6:08 | 6:12 | 6:16 | |
| 5:45 | 5:53 | 6:02 | 6:12 | 6:21 | 6:25 | 6:29 | |
| 6:00 | 6:08 | 6:16 | 6:26 | 6:35 | 6:39 | 6:43 | |
| 6:15 | 6:23 | 6:31 | 6:41 | 6:50 | 6:54 | 6:58 | |
| 6:45 | 6:53 | 7:01 | 7:11 | 7:19 | 7:23 | 7:27 | |
| 7:15 | 7:23 | 7:31 | 7:41 | 7:49 | 7:53 | 7:57 | |
| 7:45 | 7:52 | 8:00 | 8:10 | 8:18 | 8:22 | 8:26 | |
| 8:15 | 8:21 | 8:28 | 8:38 | 8:46 | 8:49 | 8:52 | |
| 8:45 | 8:51 | 8:58 | 9:08 | 9:15 | 9:18 | 9:21 | |
| 9:15 | 9:21 | 9:28 | 9:37 | 9:44 | 9:47 | 9:50 | |

SABADOS/DIA DE MLK JR.

via Neely's Bend

**SABADOS/DIA DE MLK JR.**

via Anderson Lane



NO HAY SERVICIO DOMINGOS Y DIAS FESTIVOS

viajes por la mañana viajes por la tarde y la noche

Madison Connector

En Español

16

Cumberland View Towers
Kroger
Madison Library
Madison Towers
MTA Madison Headquarters
MTA Madison Park & Ride
Skyline Madison Campus
Riverwood Towers
Walgreens

60 MINUTOS ENTRE SERVICIO LUNES-SABADO



(615) 862-5950

AccessRide

(615) 880-3970



En efectivo el 30 de marzo del 2014

Servicio en días festivos

MTA opera con el horario del domingo los siguientes días festivos:

- Día de Año Nuevo
- Día Para Recordar a los Soldados Muertos
- Día de la Independencia
- Día del Trabajo
- Día de Acción de Gracias
- Navidad

En el Día de Martin Luther King Jr. MTA opera con el horario del sábado.

Horas de oficina de MTA

Centro de Llamadas: (615) 862-5950
6:30 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo
Cerrado días festivos

Venta de Boletos e Información en Music City Central
400 Charlotte Ave.
6:00 a.m. a 6:30 p.m. – De lunes a viernes
8:00 a.m. a 5:00 p.m. – Sábado
10:30 a.m. a 2:30 p.m. – Domingo
Cerrado días festivos

Music City Central – Horas de Operación
400 Charlotte Avenue
5:15 a.m. a 11:15 p.m. – De lunes a viernes
6:00 a.m. a 10:15 p.m. – Sábado
6:00 a.m. a 9:15 p.m. – Domingos y días festivos

Oficinas Administrativas: (615) 862-5969
430 Myatt Drive, Nashville, TN 37115
8:00 a.m. a 4:30 p.m. – De lunes a viernes
Cerrado fines de semana y días festivos

Metropolitan Transit Authority
430 Myatt Drive, Nashville, TN 37115

diseñado por CHK America - chkamerica.com

Taritas

Los pasajeros cuyos discapacidades les impiden hacer el uso de los autobuses grandes de MTIA pueden calificar para un servicio que va de puerta a puerta a través del programa de "MTIA AccessRide". Para más información por favor llame a la oficina de "MTIA AccessRide" al teléfono **(615) 880-3970**, ó visite www.mtiatransit.org.

Servicios para las personas con tarjetas de Medicare, mayores ó con discapacidades

| | |
|---|--------|
| Adultos –local Aeropuerto y Servicio Ligero BRL..... | \$1.70 |
| Servicio Expres..... | \$2.25 |
| Mayores..... | \$.85 |
| (de 65 años o más <i>favor de mostrar al conductor una prueba de su edad antes de depositar su tariffa</i>) | |
| Personas con discapacidades..... | \$.85 |
| (<i>favor de mostrar al conductor la tarjeta especial de identificación antes de depositar su tariffa</i>) | |
| Tariffa de Jóvenes..... | \$1.00 |
| (edades de 19 y menores, por <i>favor</i> avise al conductor antes de depositar su tariffa y esté preparado para mostrar una prueba de su edad si es que se lo piden) | |
| Infios menores de 4 años..... | Gratis |

Paradas de autobús

La mayoría de las paradas de autobuses están marcadas con un anuncio de color azul y blanco. Si no hay parada de autobús visible en el área donde usted desea tomar el autobús, por favor vaya a la intersección más cercana por la calle donde transita su autobús y haga señales al autobús cuando se esté aproximando.

Music City Central

El punto de transferencia principal esta localizada en Music City Central (400 Charlotte Ave).

Anuncios de destino

Cada autobús de MTA esta marcado con un número de ruta así como también el nombre del destino ó área. Todas las rutas expresé están marcadas con una "X" seguido por el número de ruta. Si usted tiene preguntas hacia donde se dirige el autobús, por favor pregunte al conductor cuando usted suba.

Estacionar y viajar

Varias rutas de autobús proporcionan el servicio de "Park & Ride", el cual les permite estacionar su auto gratis y subir a un autobús de MTA. A los pasajeros de MTA se les permite usar el estacionamiento de "Park & Ride" como un servicio gratis de parte de los dueños de los estacionamientos.

Rutas en días de nieve

Tome hoy mismo su folleto de MTA de los días de nieve y esté preparado para el clima de invierno. La información de la ruta de nieve puede ser encontrada en los tableros de MTA por toda la ciudad, en los autobuses de MTA o simplemente llame al servicio al cliente al teléfono **(615) 862-5950** ó visite nuestro sitio en Internet en nashvillemta.org.

Pases disponibles de MTA

Para su conveniencia, los pases se pueden comprar en la estación de buses Music City Central (400 Charlotte Ave.), en línea en nashville.mta.org ó por teléfono llamando al (615) 862-5950.

También se pueden solicitar por correo enviando una petición a la dirección de las oficinas administrativas de MTA.

| | | | |
|---|---------|--|---------|
| Tarifa de todo el día..... | \$5.25 | Pases de 7-Días..... | \$24.00 |
| Tarifa de todo el día con Descuento..... | \$3.25 | Pases de 31-Días..... | \$84.00 |
| Tarifa de joven todo el día..... | \$3.50 | Pases de 31-Días con Descuento..... | \$44.00 |
| 20-Vales Locales..... | \$32.00 | Pases de 7-Días para jóvenes..... | \$16.00 |
| 20-Vales Exprés..... | \$42.00 | Pases de 31-Días para jóvenes..... | \$58.50 |
| 20-Vales con Descuento..... | \$17.00 | | |

Para estas compras se acepta efectivo, cheques, tarjetas de crédito y "money orders". Un cargo por envío, se aplicará a todas las órdenes por correo, teléfono o por línea.

Expres Mejorado: Deposite 50 centavos más para usar las tarifas de 20-Viajes Locales en un autobús expreso.

Para más información, por favor llame al Centro de Servicio al Cliente de MTA al teléfono (615) 862-5950, o visite nuestro sitio de Internet en nastvillanet.org



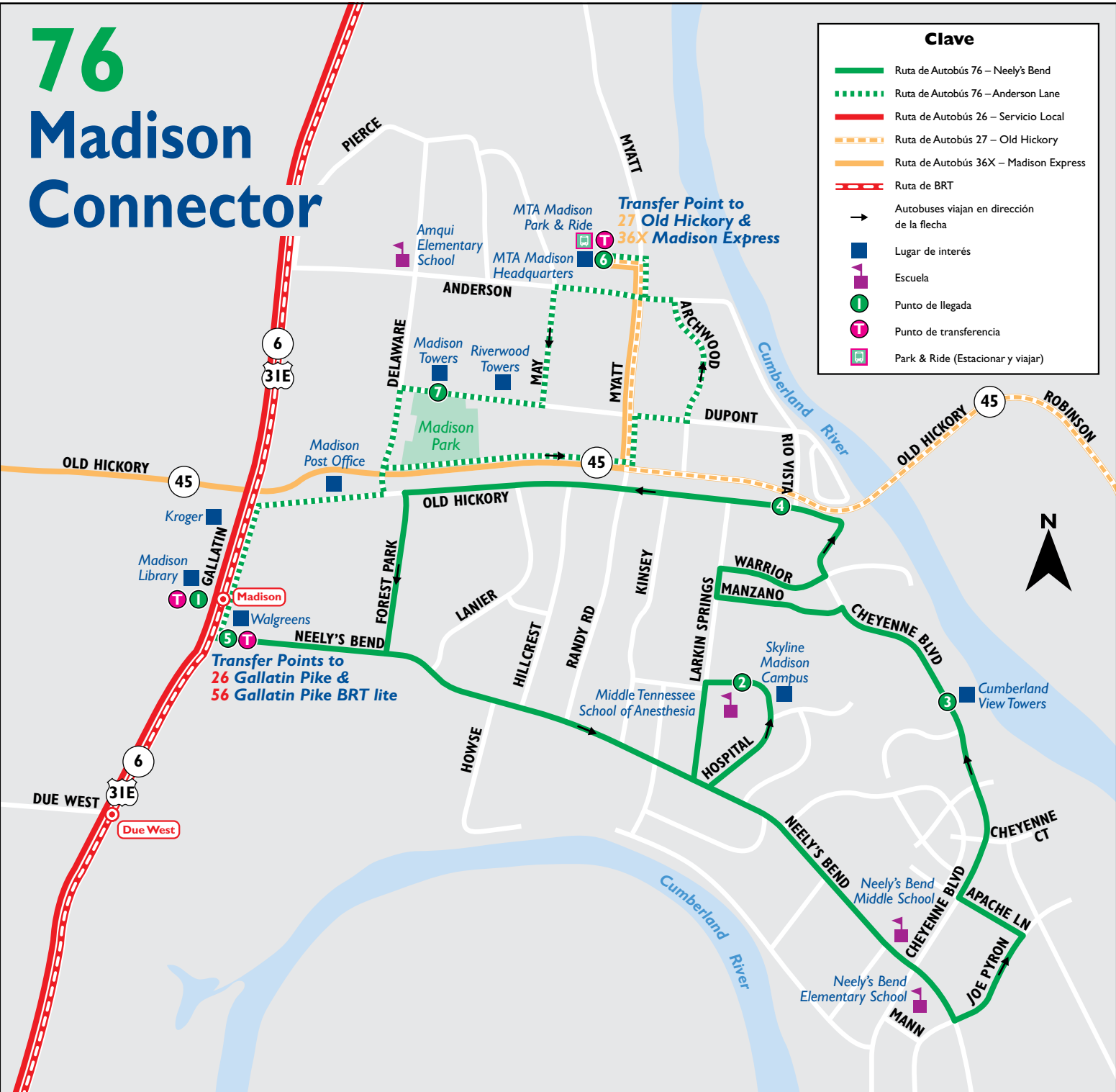
• Todos los autobuses son accesibles y equipados con estantes de bicicleta

Lugares Donde Usted Encontrará Exhibidos los Horarios de MTA por Toda la Ciudad

| | |
|---|--|
| Andrew Johnson Building, 710 James Robertson Parkway | |
| Antheim Career College, 560 Royal Parkway | |
| Belmont University, 1900 Belmont Boulevard | |
| Bridgestone Arena, 501 Broadway | |
| City Hall & Metro Courts, 1 Public Square | |
| Daymar Institute, 340 Plus Park Boulevard | |
| Davy Crockett Building, 500 James Robertson Parkway | |
| Justice A.A. Birch Building, 408 2nd Avenue North | |
| Lentz Public Health Center, 311 23rd Avenue North | |
| Lincoln College of Technology, 1524 Gallatin Road | |
| Looby Center and Library, 2301 Rosa L. Parks Boulevard | |
| Metro Board of Education, 2601 Bransford Avenue | |
| Metro General Hospital, 1818 Albion Street | |
| MTA Madison Headquarters, 430 Myatt Drive | |
| Music City Central, 400 Charlotte Avenue | |
| Nashville Downtown Library, 615 Church Street | |
| Peabody College Post Office, 230 Appleton Place | |
| Riverfront Regional Rail Station, 108 1st Avenue North | |
| Tennessee Dept. of Human Services, 1000 2nd Avenue North | |
| Tennessee Performing Arts Center, 505 Deaderick Street | |
| Tennessee State University, 3500 John A. Merritt Boulevard | |
| Vanderbilt University Post Office, 2301 Vanderbilt Place | |
| Watkins College of Art, Design & Film, 2298 Rosa L. Parks Boulevard | |
| William R. Snodgrass Tennessee Tower, 311 7th Avenue North | |

Para una lista de otras localidades y áreas específicas, favor de llamar al Servicio al Cliente de MTA al **(615) 862-5950**.

76 Madison Connector



DIAS ENTRE SEMANA via Neely's Bend

| Madison Library | Skyline Madison Campus | Cumberland View Towers & Rio Vista | Old Hickory & Rio Vista | Walgreens |
|--|------------------------|------------------------------------|-------------------------|-----------|
| 1 | 2 | 3 | 4 | 5 |
| Tiempo promedio de viaje desde esta parada | | | | |
| 7 minutos | 16 minutos | 21 minutos | 30 minutos | |
| 5:06 | 5:13 | 5:22 | 5:27 | 5:36 |
| 6:00 | 6:07 | 6:16 | 6:21 | 6:32 |
| 7:00 | 7:07 | 7:16 | 7:21 | 7:31 |
| 8:00 | 8:07 | 8:16 | 8:21 | 8:31 |
| 9:00 | 9:07 | 9:16 | 9:21 | 9:31 |
| 10:00 | 10:06 | 10:15 | 10:20 | 10:28 |
| 11:00 | 11:06 | 11:15 | 11:20 | 11:28 |
| 12:00 | 12:06 | 12:15 | 12:20 | 12:29 |
| 1:00 | 1:07 | 1:16 | 1:21 | 1:31 |
| 2:00 | 2:09 | 2:18 | 2:24 | 2:32 |
| 3:00 | 3:07 | 3:16 | 3:23 | 3:31 |
| 4:00 | 4:09 | 4:16 | 4:22 | 4:31 |
| 5:02 | 5:10 | 5:20 | 5:26 | 5:33 |
| 6:00 | 6:08 | 6:18 | 6:24 | 6:31 |
| 7:00 | 7:07 | 7:16 | 7:21 | 7:28 |

DIAS ENTRE SEMANA via Anderson Lane

| Walgreens | MTA Madison Park & Ride | Madison Towers | Madison Library |
|--|-------------------------|----------------|-----------------|
| 5 | 6 | 7 | 1 |
| Tiempo promedio de viaje desde esta parada | | | |
| 8 minutos | 14 minutos | 22 minutos | |
| 4:50 | 4:55 | 5:03 | |
| 5:36 | 5:45 | 5:50 | 5:58 |
| 6:32 | 6:40 | 6:45 | 6:53 |
| 7:33 | 7:42 | 7:47 | 7:55 |
| 8:33 | 8:42 | 8:47 | 8:55 |
| 9:33 | 9:42 | 9:47 | 9:55 |
| 10:33 | 10:42 | 10:46 | 10:53 |
| 11:33 | 11:43 | 11:48 | 11:55 |
| 12:33 | 12:42 | 12:47 | 12:54 |
| 1:33 | 1:44 | 1:49 | 1:56 |
| 2:33 | 2:46 | 2:52 | 3:00 |
| 3:33 | 3:44 | 3:49 | 3:57 |
| 4:33 | 4:45 | 4:50 | 4:58 |
| 5:33 | 5:44 | 5:49 | 5:59 |
| 6:33 | 6:42 | 6:47 | 6:53 |
| 7:30 | 7:39 | 7:44 | |

96X - Nashville/Murfreesboro Relax & Ride

| DIAS ENTRE SEMANA | | | | | | | | Hacia Nashville | |
|--|----------------------------|-----------------------|-----------------|---------------------|-------------------------------------|--|--------------------------|-----------------|--|
| MTSUI James Union Building | Rover Transit Center | Northfield & Broad | Smyrna Kmart | La Vergne Kroger | Bell Road & Murfreesboro Pike | Music City Central Bahía 23 | Greyhound Bus Station | | |
| 9 | 7 | 6 | 5 | 4 | 3 | 1 | 2 | | |
| Tiempo promedio de viaje desde esta parada | | 9 minutos | 20 minutos | 38 minutos | 47 minutos | 60 minutos | 86 minutos | 98 minutos | |
| 5:23 | 5:32 | 5:43 | 6:01 | 6:10 | 6:23* | 6:52 | 7:04 | | |
| 8:05 | 8:14 | 8:25 | 8:43 | 8:52 | 9:05* | 9:31 | 9:50 | | |
| 9:05 | 9:14 | 9:25 | 9:43 | 9:52 | 10:05* | 10:31 | 10:50 | | |
| 11:15 | 11:24 | 11:35 | 11:54 | 12:04 | 12:17* | 12:43 | 12:55 | | |
| 12:20 | 12:29 | 12:40 | 12:59 | 1:08 | 1:21* | 1:47 | 2:05 | | |
| 2:25 | 2:34 | 2:43 | 3:02# | 3:26 | 3:38*† | 4:03 | 4:15 | | |
| 3:35 | 3:44 | 3:55 | 4:14 | 4:23 | 4:36*† | 5:02 | 5:22 | | |
| 5:10 | 5:19 | 5:30 | 5:49 | 5:58 | 6:11*† | 6:37 | 7:00 | | |
| 6:50 | 6:59 | 7:10 | 7:28 | 7:37 | 7:50* | 8:16 | 8:28 | | |
| 8:30 | 8:39 | 8:50 | 9:08 | 9:17 | 9:30* | 9:56 | 10:08 | | |

* Desde Bell Road hacia el centro de Nashville, este autobús opera expreso y sólo hace paradas para bajar pasajeros.

† Este autobús sirve a Edge-O-Lake Park & Ride.

Este autobús sirve al centro de Rehabilitación de Tennessee.

| DIAS ENTRE SEMANA | | | | | | | | Desde Nashville | |
|--|--------------------------|-------------------------------------|---------------------|-----------------|-----------------------|----------------------------|----------------------------------|-----------------|--|
| Music City Central Bahía 23 | Greyhound Bus Station | Bell Road & Murfreesboro Pike | La Vergne Kroger | Smyrna Kmart | Northfield & Broad | Rover Transit Center | MTSUI James Union Building | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 9 | | |
| Tiempo promedio de viaje desde esta parada | | 10 minutos | 32 minutos | 43 minutos | 52 minutos | 71 minutos | 79 minutos | 89 minutos | |
| 6:18 | 6:27† | 6:50 | 7:02 | 7:11 | 7:31 | 7:39 | 7:47 | | |
| 7:20 | 7:30† | 7:53 | 8:05 | 8:14 | 8:33 | 8:41 | 8:51 | | |
| 9:40 | 9:50 | 10:12 | 10:23 | 10:32 | 10:51 | 10:59 | 11:09 | | |
| 10:40 | 10:50 | 11:12 | 11:23 | 11:32 | 11:52 | 12:00 | 12:10 | | |
| 12:20 | 12:30 | 12:52 | 1:03 | 1:12# | 1:48 | 1:56 | 2:03• | | |
| 1:55 | 2:05 | 2:27 | 2:38 | 2:47 | 3:07 | 3:15 | 3:25 | | |
| 3:20 | 3:32 | 3:56 | 4:10 | 4:21 | 4:41 | 4:50 | 5:00 | | |
| 5:10 | 5:22 | 5:46 | 6:00 | 6:10 | 6:29 | 6:37 | 6:47 | | |
| 6:50 | 7:00 | 7:22 | 7:33 | 7:42 | 8:01 | 8:09 | 8:19 | | |

• Este autobús continua a North Boulevard Church of Christ Park & Ride y a MTSU por pasajeros que viajaron en la ruta 84X – Murfreesboro Express en la mañana y necesitan regresar a medio día.

† Este autobús sirve a Edge-O-Lake Park & Ride.

Este autobús sirve al centro de Rehabilitación de Tennessee.

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

| | |
|----------------------|--------------------------------|
| viajes por la mañana | viajes por la tarde y la noche |
|----------------------|--------------------------------|

Si estas rutas expresas de RTA no satisfacen sus necesidades, pueden ver otras opciones. Llame al programa de viajes compartidos al **(615) 862-8833** para averiguar si hay alguna otra forma de viajar.

Viajes compartidos

La tarjeta de 20 viajes R&R Exprés mejorado, es una tarjeta de tarifas diseñada para ofrecer comodidad y ahorro en las tarifas para un viaje. Es válida por 20 viajes en la ruta de RTA y en cualquier ruta de MTA. Los boletos están disponibles en todas las ventanillas de MTA y en línea en nashvillemta.org.

Boletos de varios viajes

Si su viaje requiere conectar con otro autobús de MTA de uno de RTA Relax & Ride, usted debe pagar la tarifa correspondiente de MTA para esa porción de su viaje.

Otras Rutas Que Conectan

En los días festivos siguientes, RTA no opera el servicio de días entre semana:

- Día de año nuevo
- Día de Martín Luther King Jr.
- Día para recordar los soldados muertos
- Día de la Independencia
- Día de trabajo
- Día de acción de gracias
- Navidad

Servicio en días festivos

Rutherford County

Usted trabaja duro. Su horario está apretado. El dinero está aún más estricto. Es hora de que alguien haga algo para hacer su vida un poco más fácil.

Así que lo hicimos. Bienvenido a las rutas 84X Murfreesboro Express, 86X Smyrna/La Vergne Express y 96X Nashville/Murfreesboro Relax & Ride – tres convenientes rutas de autobuses al servicio de Nashville y el condado de Rutherford.

Rápido, un servicio cómodo para trabajar, ir de compras y entretenimiento.

Tomar tiempo para leer... organizar su día... ó simplemente sentarse y tomar un descanso.



Tarifas

Tarifa regular
I-Viaje Exprés..... \$4.00
(Todos los viajes entre Nashville y La Vergne, Smyrna ó Murfreesboro)

Tarifa reducida
I-Viaje Exprés..... \$2.00
(Estudiantes de MTSU, jóvenes de 19 años ó menores, militares activos ó retirados, adultos de 65 años ó mayores, personas con discapacidades y los que tienen una tarjeta de Medicare. Identificación válida requerida.)

Niños menores de 4 años..... Gratis

Boletos de varios viajes
20-Viajes Exprés..... \$70.00

Para más información en como obtener identificación para tarifa reducida llame a RTA al **(615) 862-5950**.

Todos los profesores, los estudiantes y el personal de MTSU deben de mostrar identificación de la universidad para recibir la tarifa reducida.

Por favor nota: Los boletos de MTA no son permitidos es esta ruta.

Para más información ó para comprar boletos, por favor llamar al servicio al cliente al **(615) 862-5950** ó mire la pagina de RTA en rtarelaxandride.com.

• Todos los autobuses son accesibles.

Mascotas

Solamente animales de servicio son permitidos a bordo.

Servicio al cliente

Estamos aquí para ayudarle con su viaje. Si necesita más información, por favor llame al servicio al cliente al **(615) 862-5950**.

Viajes de emergencia a casa

Pasajeros regulares en Relax & Ride pueden participar en el programa de viajes de emergencia a casa y pueden obtener un viaje gratuito en caso de una emergencia, enfermedad, ó tiempo extra inesperado. Llame a RTA al **(615) 862-8833** para obtener más detalles.

Estacionar y viajar

Estacionamientos de Park & Ride están disponibles a lo largo de estas rutas. Cada ubicación se ha comprometido a designar una parte de su estacionamiento para los pasajeros. Por favor estacionese con mucho cuidado para no obstruir el tráfico del centro y sea condescendiente con los negocios de estos lugares como una expresión de agradecimiento. Recuerde, estos estacionamientos están designados para su conveniencia y usted se estaciona bajo su propio riesgo.

Regional Transportation Authority
430 Myatt Drive, Nashville, TN 37115
diseñado por CH&K America – chkamerica.com

Rutherford County

En Español

84X
86X
96X

Murfreesboro, TN
Murfreesboro Rover Transit Center
La Vergne, TN
Smyrna, TN
Greyhound Bus Station, Nashville
Middle Tennessee State University
Music City Central - **Bahía 23**

EXPRESS

Servicio operado por

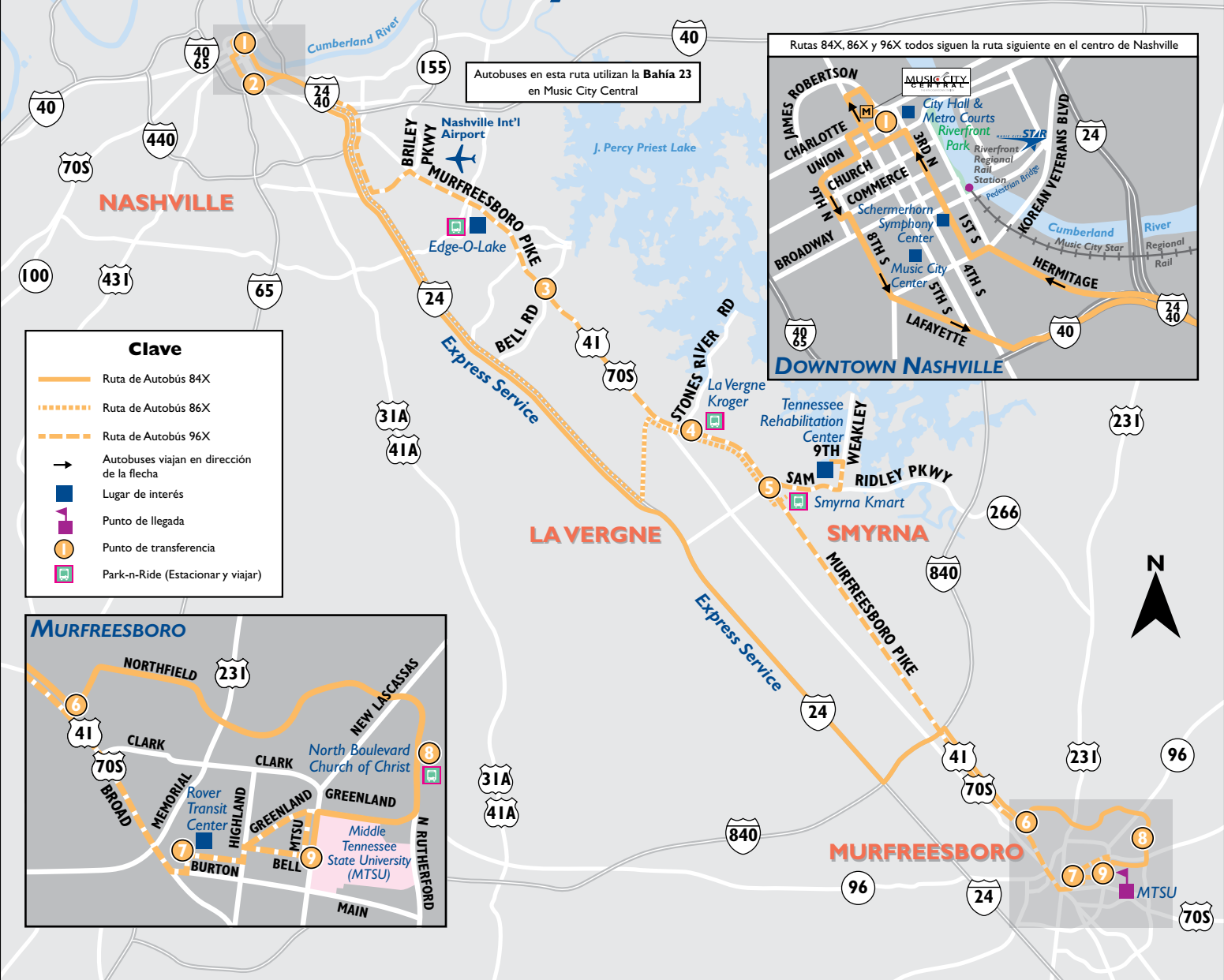


Servicio al Cliente y
Coordinador de ADA
(615) 862-5950
rtarelaxandride.com

En efectivo el 31 de marzo del 2014

84X, 86X, 96X

Rutherford County



84X - Murfreesboro Express

DIAS ENTRE SEMANA *Hacia Nashville*

| | | | | |
|--|-----------------------------------|-----------------------|--|--------------------------|
| MTSU/ James Union Building | North Blvd Church of Christ | Northfield & Broad | Music City Central Bahía 23 | Greyhound Bus Station |
| 9 | 8 | 6 | 1 | 2 |
| Tiempo promedio de viaje desde esta parada | | | | |
| 5:41 | 5:50 | 6:01 | 6:50 | 7:02 |
| 5:55 | 6:04 | 6:16 | 7:20 | 7:32 |
| 6:14 | 6:24 | 6:37 | 7:46 | 7:58 |

DIAS ENTRE SEMANA *Desde Nashville*

| | | | | |
|--|--------------------------|-----------------------|-----------------------------------|----------------------------------|
| Music City Central Bahía 23 | Greyhound Bus Station | Northfield & Broad | North Blvd Church of Christ | MTSU/ James Union Building |
| 1 | 2 | 6 | 8 | 9 |
| Tiempo promedio de viaje desde esta parada | | | | |
| 3:48 | 3:59 | 4:39 | 4:51 | 4:59 |
| 4:14 | 4:26 | 5:08 | 5:20 | 5:28 |
| 4:48 | 5:00 | 5:44 | 5:57 | 6:05 |

86X - Smyrna/La Vergne Express

DIAS ENTRE SEMANA *Hacia Nashville*

| | | | |
|--|---------------------|--|--------------------------|
| Smyrna Kmart | La Vergne Kroger | Music City Central Bahía 23 | Greyhound Bus Station |
| 5 | 4 | 1 | 2 |
| Tiempo promedio de viaje desde esta parada | | | |
| 5:52 | 6:03 | 6:52 | 7:03 |
| 6:20 | 6:32 | 7:23 | 7:35 |
| 6:26 | 6:39 | 7:38 | 7:50 |

DIAS ENTRE SEMANA *Desde Nashville*

| | | | |
|--|--------------------------|---------------------|-----------------|
| Music City Central Bahía 23 | Greyhound Bus Station | La Vergne Kroger | Smyrna Kmart |
| 1 | 2 | 4 | 5 |
| Tiempo promedio de viaje desde esta parada | | | |
| 3:43 | 3:55 | 4:20 | 4:40 |
| 4:08 | 4:20 | 4:49 | 5:09 |
| 4:43 | 4:56 | 5:27 | 5:47 |

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

viajes por la mañana viajes por la tarde y la noche

96X - Nashville/Murfreesboro Relax & Ride

| DIAS ENTRE SEMANA | | | | | | | | Hacia Nashville | |
|---|----------------------------|-----------------------|-----------------|---------------------|-------------------------------------|--|--------------------------|-----------------|--|
| MTSUI James Union Building | Rover Transit Center | Northfield & Broad | Smyrna Kmart | La Vergne Kroger | Bell Road & Murfreesboro Pike | Music City Central Bahía 23 | Greyhound Bus Station | | |
| 9 | 7 | 6 | 5 | 4 | 3 | 1 | 2 | | |
| Tiempo promedio de viaje desde esta parada | | 9 minutos | 20 minutos | 38 minutos | 47 minutos | 60 minutos | 86 minutos | 98 minutos | |
| 5:23 | 5:32 | 5:43 | 6:01 | 6:10 | 6:23* | 6:52 | 7:04 | | |
| 8:05 | 8:14 | 8:25 | 8:43 | 8:52 | 9:05* | 9:31 | 9:50 | | |
| 9:05 | 9:14 | 9:25 | 9:43 | 9:52 | 10:05* | 10:31 | 10:50 | | |
| 11:15 | 11:24 | 11:35 | 11:54 | 12:04 | 12:17* | 12:43 | 12:55 | | |
| 12:20 | 12:29 | 12:40 | 12:59 | 1:08 | 1:21* | 1:47 | 2:05 | | |
| 2:25 | 2:34 | 2:43 | 3:02# | 3:26 | 3:38*† | 4:03 | 4:15 | | |
| 3:35 | 3:44 | 3:55 | 4:14 | 4:23 | 4:36*† | 5:02 | 5:22 | | |
| 5:10 | 5:19 | 5:30 | 5:49 | 5:58 | 6:11*† | 6:37 | 7:00 | | |
| 6:50 | 6:59 | 7:10 | 7:28 | 7:37 | 7:50* | 8:16 | 8:28 | | |
| 8:30 | 8:39 | 8:50 | 9:08 | 9:17 | 9:30* | 9:56 | 10:08 | | |

* Desde Bell Road hacia el centro de Nashville, este autobús opera expreso y sólo hace paradas para bajar pasajeros.

† Este autobús sirve a Edge-O-Lake Park & Ride.

Este autobús sirve al centro de Rehabilitación de Tennessee.

| DIAS ENTRE SEMANA | | | | | | | | Desde Nashville | |
|---|--------------------------|-------------------------------------|---------------------|-----------------|-----------------------|----------------------------|----------------------------------|-----------------|--|
| Music City Central Bahía 23 | Greyhound Bus Station | Bell Road & Murfreesboro Pike | La Vergne Kroger | Smyrna Kmart | Northfield & Broad | Rover Transit Center | MTSUI James Union Building | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 9 | | |
| Tiempo promedio de viaje desde esta parada | | 10 minutos | 32 minutos | 43 minutos | 52 minutos | 71 minutos | 79 minutos | 89 minutos | |
| 6:18 | 6:27† | 6:50 | 7:02 | 7:11 | 7:31 | 7:39 | 7:47 | | |
| 7:20 | 7:30† | 7:53 | 8:05 | 8:14 | 8:33 | 8:41 | 8:51 | | |
| 9:40 | 9:50 | 10:12 | 10:23 | 10:32 | 10:51 | 10:59 | 11:09 | | |
| 10:40 | 10:50 | 11:12 | 11:23 | 11:32 | 11:52 | 12:00 | 12:10 | | |
| 12:20 | 12:30 | 12:52 | 1:03 | 1:12# | 1:48 | 1:56 | 2:03• | | |
| 1:55 | 2:05 | 2:27 | 2:38 | 2:47 | 3:07 | 3:15 | 3:25 | | |
| 3:20 | 3:32 | 3:56 | 4:10 | 4:21 | 4:41 | 4:50 | 5:00 | | |
| 5:10 | 5:22 | 5:46 | 6:00 | 6:10 | 6:29 | 6:37 | 6:47 | | |
| 6:50 | 7:00 | 7:22 | 7:33 | 7:42 | 8:01 | 8:09 | 8:19 | | |

• Este autobús continua a North Boulevard Church of Christ Park & Ride y a MTSU por pasajeros que viajaron en la ruta 84X – Murfreesboro Express en la mañana y necesitan regresar a medio día.

† Este autobús sirve a Edge-O-Lake Park & Ride.

Este autobús sirve al centro de Rehabilitación de Tennessee.

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

| | |
|----------------------|--------------------------------|
| viajes por la mañana | viajes por la tarde y la noche |
|----------------------|--------------------------------|

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Viajes compartidos

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Boletos de varios viajes

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Otras Rutas Que Conectan

En los días festivos siguientes, RTA no opera el servicio de días entre semana:

- Día de año nuevo
- Día de Martín Luther King Jr.
- Día para recordar los soldados muertos
- Día de la Independencia
- Día de trabajo
- Día de acción de gracias
- Navidad

Servicio en días festivos

Rutherford County

Usted trabaja duro. Su horario está apretado. El dinero está aún más estricto. Es hora de que alguien haga algo para hacer su vida un poco más fácil.

Así que lo hicimos. Bienvenido a las rutas 84X Murfreesboro Express, 86X Smyrna/La Vergne Express y 96X Nashville/Murfreesboro Relax & Ride – tres convenientes rutas de autobuses al servicio de Nashville y el condado de Rutherford.

Rápido, un servicio cómodo para trabajar, ir de compras y entretenimiento.

Tomar tiempo para leer... organizar su día... ó simplemente sentarse y tomar un descanso.



Tarifas

Tarifa regular
I-Viaje Exprés..... \$4.00
(Todos los viajes entre Nashville y La Vergne, Smyrna ó Murfreesboro)

Tarifa reducida
I-Viaje Exprés..... \$2.00
(Estudiantes de MTSU, jóvenes de 19 años ó menores, militares activos ó retirados, adultos de 65 años ó mayores, personas con discapacidades y los que tienen una tarjeta de Medicare. Identificación válida requerida.)

Niños menores de 4 años..... Gratis

Boletos de varios viajes
20-Viajes Exprés..... \$70.00

Para más información en como obtener identificación para tarifa reducida llame a RTA al **(615) 862-5950**.

Todos los profesores, los estudiantes y el personal de MTSU deben de mostrar identificación de la universidad para recibir la tarifa reducida.

Por favor nota: Los boletos de MTA no son permitidos es esta ruta.

Para más información ó para comprar boletos, por favor llamar al servicio al cliente al **(615) 862-5950** ó mire la pagina de RTA en rtarelaxandride.com.

• Todos los autobuses son accesibles.

Mascotas

Solamente animales de servicio son permitidos a bordo.

Servicio al cliente

Estamos aquí para ayudarle con su viaje. Si necesita más información, por favor llame al servicio al cliente al **(615) 862-5950**.

Viajes de emergencia a casa

Pasajeros regulares en Relax & Ride pueden participar en el programa de viajes de emergencia a casa y pueden obtener un viaje gratuito en caso de una emergencia, enfermedad, ó tiempo extra inesperado. Llame a RTA al **(615) 862-8833** para obtener más detalles.

Estacionar y viajar

Estacionamientos de Park & Ride están disponibles a lo largo de estas rutas. Cada ubicación se ha comprometido a designar una parte de su estacionamiento para los pasajeros. Por favor estacionese con mucho cuidado para no obstruir el tráfico del centro y sea condescendiente con los negocios de estos lugares como una expresión de agradecimiento. Recuerde, estos estacionamientos están designados para su conveniencia y usted se estaciona bajo su propio riesgo.

Regional Transportation Authority
430 Myatt Drive, Nashville, TN 37115

diseñado por CH&K America – chkamerica.com

Rutherford County

En Español

84X
86X
96X

Murfreesboro, TN
Murfreesboro Rover Transit Center
La Vergne, TN
Smyrna, TN
Greyhound Bus Station, Nashville
Middle Tennessee State University
Music City Central - **Bahía 23**

EXPRESS

Servicio operado por



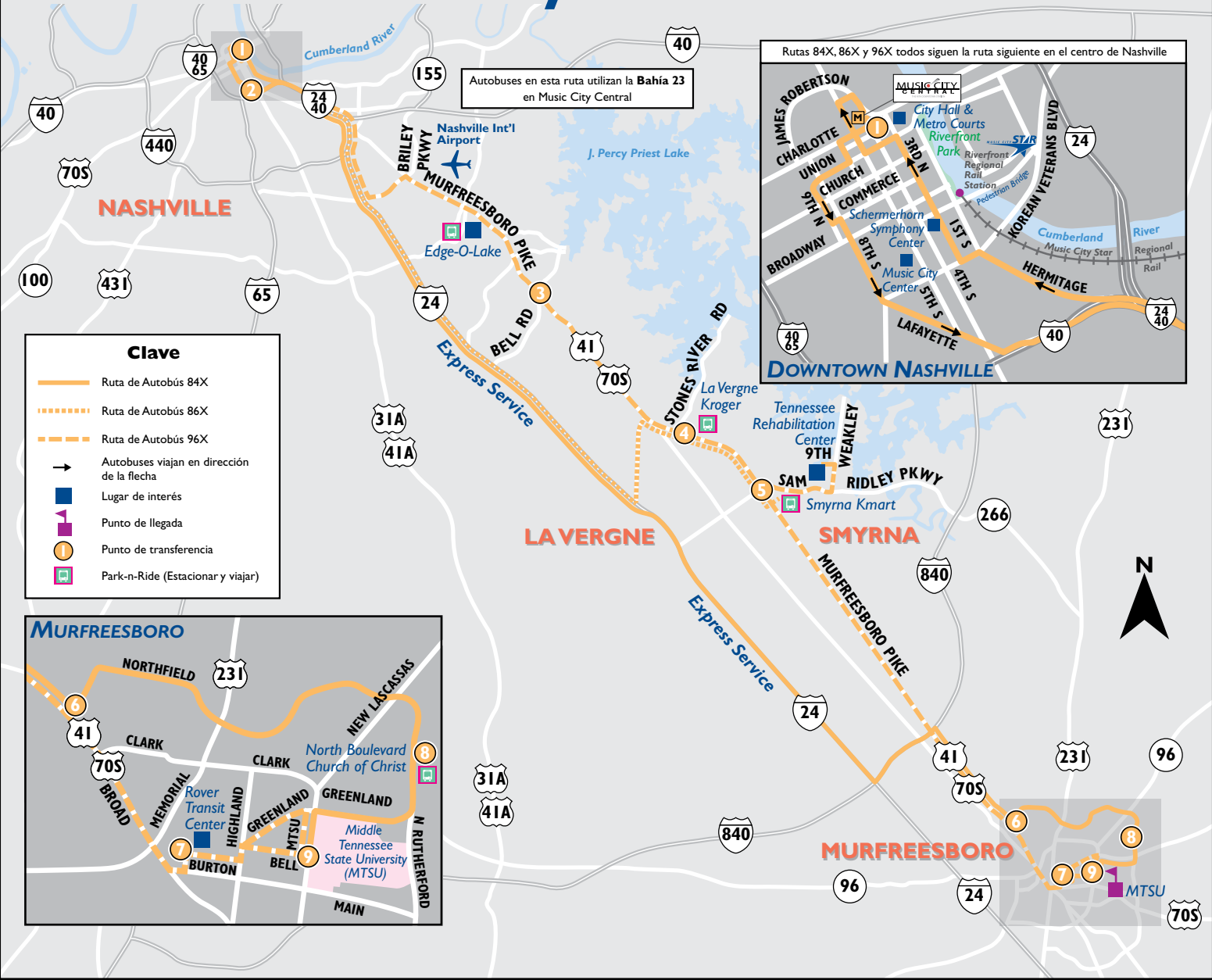
Servicio al Cliente y
Coordinador de ADA
(615) 862-5950

rtarelaxandride.com

En efectivo el 31 de marzo del 2014

84X, 86X, 96X

Rutherford County



84X - Murfreesboro Express

DIAS ENTRE SEMANA *Hacia Nashville*

| MTSU/James Union Building | North Blvd Church of Christ | Northfield & Broad | Music City Central Bahía 23 | Greyhound Bus Station |
|---------------------------|-----------------------------|--------------------|-----------------------------|-----------------------|
| 9 | 8 | 6 | 1 | 2 |
| 9 minutos | 21 minutos | 82 minutos | 94 minutos | |
| 5:41 | 5:50 | 6:01 | 6:50 | 7:02 |
| 5:55 | 6:04 | 6:16 | 7:20 | 7:32 |
| 6:14 | 6:24 | 6:37 | 7:46 | 7:58 |

DIAS ENTRE SEMANA *Desde Nashville*

| Music City Central Bahía 23 | Greyhound Bus Station | Northfield & Broad | North Blvd Church of Christ | MTSU/James Union Building |
|-----------------------------|-----------------------|--------------------|-----------------------------|---------------------------|
| 1 | 2 | 6 | 8 | 9 |
| 12 minutos | 54 minutos | 66 minutos | 74 minutos | |
| 3:48 | 3:59 | 4:39 | 4:51 | 4:59 |
| 4:14 | 4:26 | 5:08 | 5:20 | 5:28 |
| 4:48 | 5:00 | 5:44 | 5:57 | 6:05 |

86X - Smyrna/La Vergne Express

DIAS ENTRE SEMANA *Hacia Nashville*

| Smyrna Kmart | La Vergne Kroger | Music City Central Bahía 23 | Greyhound Bus Station |
|--------------|------------------|-----------------------------|-----------------------|
| 5 | 4 | 1 | 2 |
| 12 minutos | 64 minutos | 76 minutos | |
| 5:52 | 6:03 | 6:52 | 7:03 |
| 6:20 | 6:32 | 7:23 | 7:35 |
| 6:26 | 6:39 | 7:38 | 7:50 |

DIAS ENTRE SEMANA *Desde Nashville*

| Music City Central Bahía 23 | Greyhound Bus Station | La Vergne Kroger | Smyrna Kmart |
|-----------------------------|-----------------------|------------------|--------------|
| 1 | 2 | 4 | 5 |
| 12 minutos | 41 minutos | 61 minutos | |
| 3:43 | 3:55 | 4:20 | 4:40 |
| 4:08 | 4:20 | 4:49 | 5:09 |
| 4:43 | 4:56 | 5:27 | 5:47 |

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

viajes por la mañana viajes por la tarde y la noche

96X - Nashville/Murfreesboro Relax & Ride

| DIAS ENTRE SEMANA | | | | | | | | Hacia Nashville | |
|--|----------------------|--------------------|--------------|------------------|-------------------------------|-----------------------------|-----------------------|-----------------|--|
| MTSUI James Union Building | Rover Transit Center | Northfield & Broad | Smyrna Kmart | La Vergne Kroger | Bell Road & Murfreesboro Pike | Music City Central Bahía 23 | Greyhound Bus Station | | |
| 9 | 7 | 6 | 5 | 4 | 3 | 1 | 2 | | |
| Tiempo promedio de viaje desde esta parada | | 9 minutos | 20 minutos | 38 minutos | 47 minutos | 60 minutos | 86 minutos | 98 minutos | |
| 5:23 | 5:32 | 5:43 | 6:01 | 6:10 | 6:23* | 6:52 | 7:04 | | |
| 8:05 | 8:14 | 8:25 | 8:43 | 8:52 | 9:05* | 9:31 | 9:50 | | |
| 9:05 | 9:14 | 9:25 | 9:43 | 9:52 | 10:05* | 10:31 | 10:50 | | |
| 11:15 | 11:24 | 11:35 | 11:54 | 12:04 | 12:17* | 12:43 | 12:55 | | |
| 12:20 | 12:29 | 12:40 | 12:59 | 1:08 | 1:21* | 1:47 | 2:05 | | |
| 2:25 | 2:34 | 2:43 | 3:02# | 3:26 | 3:38*† | 4:03 | 4:15 | | |
| 3:35 | 3:44 | 3:55 | 4:14 | 4:23 | 4:36*† | 5:02 | 5:22 | | |
| 5:10 | 5:19 | 5:30 | 5:49 | 5:58 | 6:11*† | 6:37 | 7:00 | | |
| 6:50 | 6:59 | 7:10 | 7:28 | 7:37 | 7:50* | 8:16 | 8:28 | | |
| 8:30 | 8:39 | 8:50 | 9:08 | 9:17 | 9:30* | 9:56 | 10:08 | | |

* Desde Bell Road hacia el centro de Nashville, este autobús opera expreso y sólo hace paradas para bajar pasajeros.

† Este autobús sirve a Edge-O-Lake Park & Ride.

Este autobús sirve al centro de Rehabilitación de Tennessee.

| DIAS ENTRE SEMANA | | | | | | | | Desde Nashville | |
|--|-----------------------|-------------------------------|------------------|--------------|--------------------|----------------------|----------------------------|-----------------|--|
| Music City Central Bahía 23 | Greyhound Bus Station | Bell Road & Murfreesboro Pike | La Vergne Kroger | Smyrna Kmart | Northfield & Broad | Rover Transit Center | MTSUI James Union Building | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 9 | | |
| Tiempo promedio de viaje desde esta parada | | 10 minutos | 32 minutos | 43 minutos | 52 minutos | 71 minutos | 79 minutos | 89 minutos | |
| 6:18 | 6:27† | 6:50 | 7:02 | 7:11 | 7:31 | 7:39 | 7:47 | | |
| 7:20 | 7:30† | 7:53 | 8:05 | 8:14 | 8:33 | 8:41 | 8:51 | | |
| 9:40 | 9:50 | 10:12 | 10:23 | 10:32 | 10:51 | 10:59 | 11:09 | | |
| 10:40 | 10:50 | 11:12 | 11:23 | 11:32 | 11:52 | 12:00 | 12:10 | | |
| 12:20 | 12:30 | 12:52 | 1:03 | 1:12# | 1:48 | 1:56 | 2:03• | | |
| 1:55 | 2:05 | 2:27 | 2:38 | 2:47 | 3:07 | 3:15 | 3:25 | | |
| 3:20 | 3:32 | 3:56 | 4:10 | 4:21 | 4:41 | 4:50 | 5:00 | | |
| 5:10 | 5:22 | 5:46 | 6:00 | 6:10 | 6:29 | 6:37 | 6:47 | | |
| 6:50 | 7:00 | 7:22 | 7:33 | 7:42 | 8:01 | 8:09 | 8:19 | | |

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NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

| | |
|----------------------|--------------------------------|
| viajes por la mañana | viajes por la tarde y la noche |
|----------------------|--------------------------------|

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- Navidad

Servicio en días festivos

Rutherford County

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Tarifa reducida
I-Viaje Exprés..... \$2.00
(Estudiantes de MTSU, jóvenes de 19 años ó menores, militares activos ó retirados, adultos de 65 años ó mayores, personas con discapacidades y los que tienen una tarjeta de Medicare. Identificación válida requerida.)

Niños menores de 4 años..... Gratis

Boletos de varios viajes
20-Viajes Exprés..... \$70.00

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Regional Transportation Authority
430 Myatt Drive, Nashville, TN 37115

diseñado por CH&K America – chkamerica.com

Rutherford County

En Español

84X
86X
96X

Murfreesboro, TN
Murfreesboro Rover Transit Center
La Vergne, TN
Smyrna, TN
Greyhound Bus Station, Nashville
Middle Tennessee State University
Music City Central - Bahía 23

EXPRESS

Servicio operado por

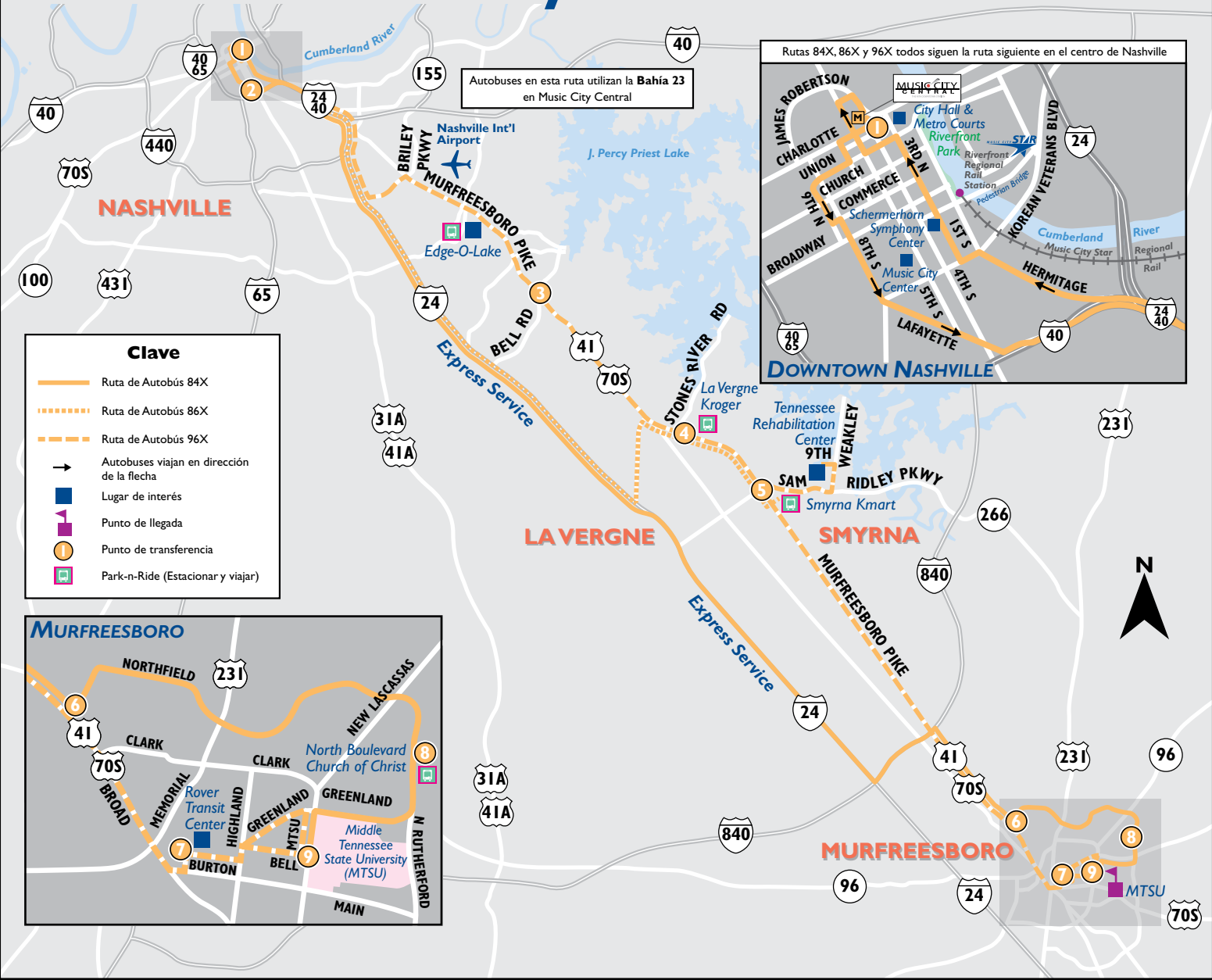


Servicio al Cliente y Coordinador de ADA
(615) 862-5950
rtarelaxandride.com

En efectivo el 31 de marzo del 2014

84X, 86X, 96X

Rutherford County



84X - Murfreesboro Express

DIAS ENTRE SEMANA *Hacia Nashville*

| MTSU/ James Union Building | North Blvd Church of Christ | Northfield & Broad | Music City Central Bahía 23 | Greyhound Bus Station |
|----------------------------------|-----------------------------------|-----------------------|--|--------------------------|
| 9 | 8 | 6 | 1 | 2 |
| 9 minutos | 21 minutos | 82 minutos | 94 minutos | |
| 5:41 | 5:50 | 6:01 | 6:50 | 7:02 |
| 5:55 | 6:04 | 6:16 | 7:20 | 7:32 |
| 6:14 | 6:24 | 6:37 | 7:46 | 7:58 |

DIAS ENTRE SEMANA *Desde Nashville*

| Music City Central Bahía 23 | Greyhound Bus Station | Northfield & Broad | North Blvd Church of Christ | MTSU/ James Union Building |
|--|--------------------------|-----------------------|-----------------------------------|----------------------------------|
| 1 | 2 | 6 | 8 | 9 |
| 12 minutos | 54 minutos | 66 minutos | 74 minutos | |
| 3:48 | 3:59 | 4:39 | 4:51 | 4:59 |
| 4:14 | 4:26 | 5:08 | 5:20 | 5:28 |
| 4:48 | 5:00 | 5:44 | 5:57 | 6:05 |

86X - Smyrna/La Vergne Express

DIAS ENTRE SEMANA *Hacia Nashville*

| Smyrna Kmart | La Vergne Kroger | Music City Central Bahía 23 | Greyhound Bus Station |
|-----------------|---------------------|--|--------------------------|
| 5 | 4 | 1 | 2 |
| 12 minutos | 64 minutos | 76 minutos | |
| 5:52 | 6:03 | 6:52 | 7:03 |
| 6:20 | 6:32 | 7:23 | 7:35 |
| 6:26 | 6:39 | 7:38 | 7:50 |

DIAS ENTRE SEMANA *Desde Nashville*

| Music City Central Bahía 23 | Greyhound Bus Station | La Vergne Kroger | Smyrna Kmart |
|--|--------------------------|---------------------|-----------------|
| 1 | 2 | 4 | 5 |
| 12 minutos | 41 minutos | 61 minutos | |
| 3:43 | 3:55 | 4:20 | 4:40 |
| 4:08 | 4:20 | 4:49 | 5:09 |
| 4:43 | 4:56 | 5:27 | 5:47 |

NO HAY SERVICIO SABADOS, DOMINGOS Y DIAS FESTIVOS

viajes por la mañana viajes por la tarde y la noche

APPENDIX H

FY 2011-2013 SERVICE CHANGES TITLE VI ASSESSMENT



Service Changes – Spring 2011

Title VI Assessment

ANTIOCH BUSLINK

MTA previously instituted BusLink service in the Madison area of Davidson County. The BusLink model consists of creating a zone of transit service rather than a specific route. Within this zone, the bus will operate on demand; picking up passengers at designated boarding locations and dropping them off at other designated locations inside the zone. It then connects to a major bus route at a specific time point, enabling convenient connector service to other parts of the city. The Madison BusLink was so popular that it was converted to a fixed connector route. In the Spring, MTA was awarded money to add another BusLink service to the Antioch neighborhood within Davidson County.

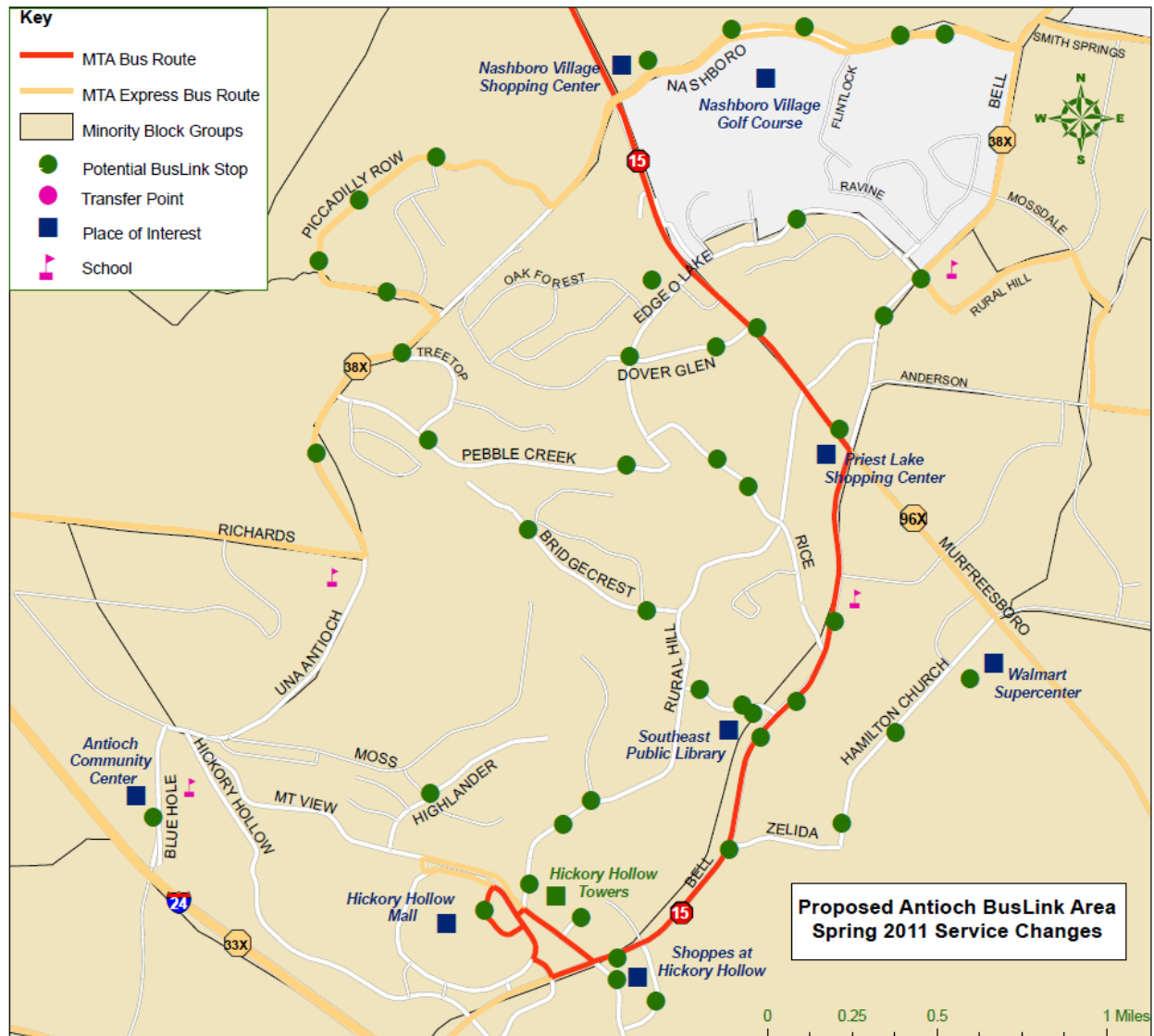
The Antioch neighborhood includes many low-rise apartments and large quantities affordable housing, as well as 3 multi-storied living facilities for persons with disabilities and of the elderly. The public transportation options available in this areas are the #15 Murfreesboro Road bus service, #38X Antioch Express, with very limited service and the MTA AccessRide service for persons with disabilities. Beyond the major transportation of Murfreesboro Road, the level of service for the area is low and the need for affordable transportation options is high. MTA has received numerous requests for additional service in the Antioch area. Current weekday service provided by the Route 15 offers 15-20 minutes headways during rush hours and 20 minute headways in the afternoons, dropping to 1 hour headways in the evenings. For weekends, the Route 15 runs at 40 minute headways on Saturdays and 1 hour Headways on Sundays.

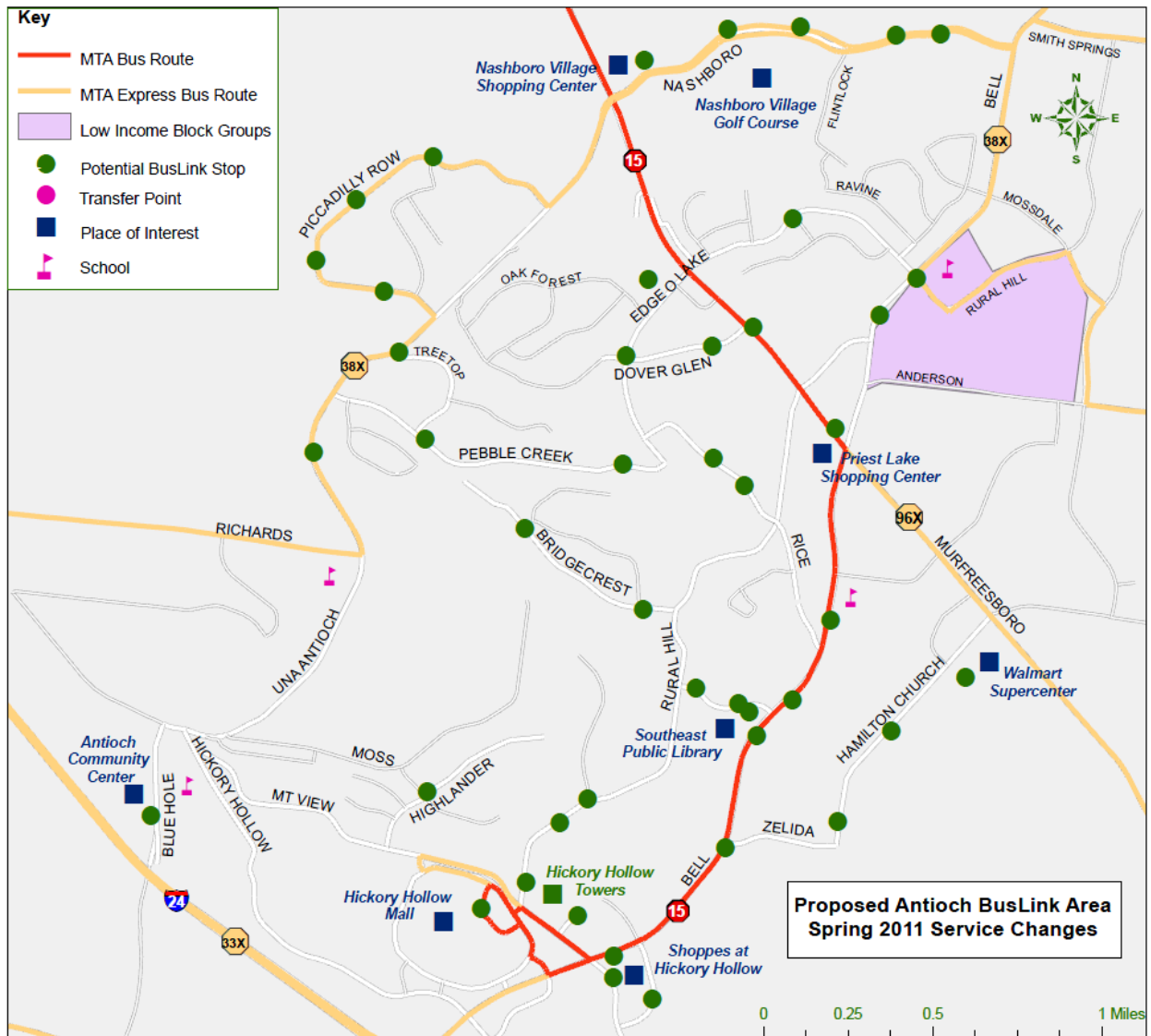
The combination of (3) three congregate elderly living facilities for persons with disabilities and the elderly, existing AccessRide users, the mix of origins and destinations within Antioch as well as the high ridership on Route#15 Murfreesboro Road, illustrates the need for more transportation options and services in the Antioch area.

MTA is proposing to use grant funds to implement and operate the on-demand bus service called BusLink within a defined geographic footprint in Antioch. Passengers wishing to travel outside of the zone will have the ability to transfer to the Route 15 Murfreesboro Road, which continues on to Downtown Nashville, where transfers can be made to bus routes that serve the rest of Davidson County. Additionally, this service will offer a much wider variety of destinations than traditional bus service and will make use of a smaller, fully ADA accessible vehicle. This will allow the service to reach deeper into the Antioch community by traveling on neighborhood streets and will allow on-demand service for AccessRide users who must currently schedule all trips by close of business the prior day.

Maps

MTA produced maps of the Antioch area with potential stops for BusLink service. This area has a higher minority population than the average minority population of our service area. One of the block groups BusLink is planned to serve also has a higher low-income population than the average within our service area.





Analysis

MTA does not currently have another on-demand service to compare the new service with. Because of this, and because we are proposing to add service to a currently unserved area that contains a very high minority population and a portion of it is also low income, we do not find that this will have any disparate impacts to either the minority or low-income population of Nashville/Davidson County.

Conclusion

Service was implemented on March 28, 2011.

MADISON EXPRESS

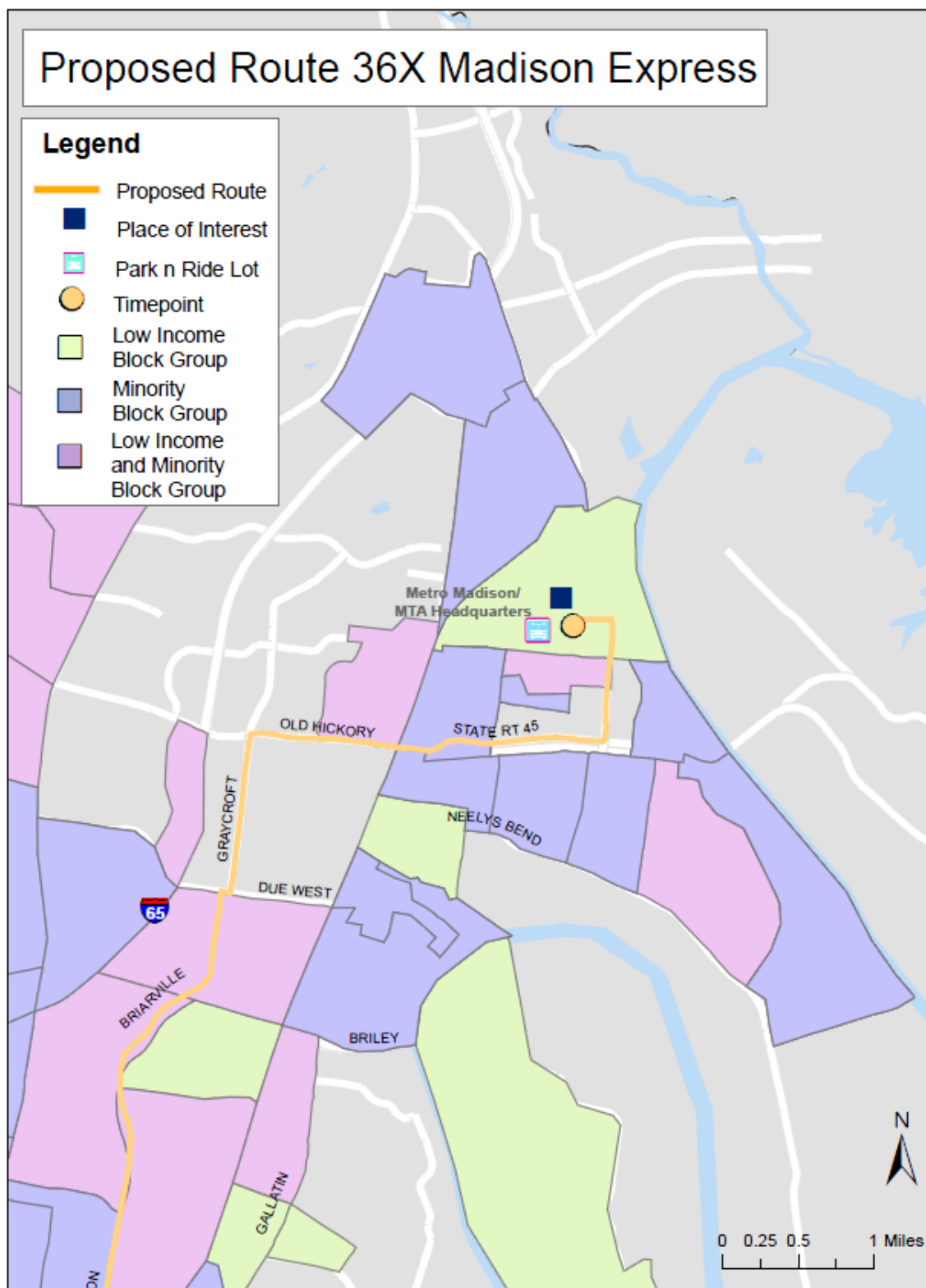
As part of the MTA Master Plan, MTA determined the need for expanded Park and Ride options along outer portions of the county. The outer portions of the county are less dense, and ridership for less dense areas are driven by access to parking. As MTA is in the process of opening its new facility in Madison, it saw the opportunity to utilize some of the space for a Park and Ride lot, and create express service for Madison to serve commuters to downtown Nashville.

Maps

Below is a map of the entire route of the proposed Madison Express.



Since this route will serve a Park and Ride lot, we focused the map on the block groups surrounding the lot.



As is shown on the map, this Park and Ride lot has the potential to serve areas that have both high minority and low-income populations.

Analysis

MTA is not considering adding any other express routes at this time. Since this route is centered on a Park and Ride lot that is serving block groups that contain high levels of minority and low-income populations, we do not foresee any disparate impact.

Conclusion

MTA has been delayed in moving to administrative services to the location on Myatt Drive in Madison. Therefore this route has been delayed but will be proposed again in the next round of service changes, Fall 2011.



Service Changes – Fall 2011

Title VI Assessment

BRT LEVEL OF SERVICE ON WEST END

MTA is proposing to use grant funds to implement BRT level of service along the West End corridor. MTA is currently completing an Alternatives Analysis of the corridor to expand transportation options and improve movement and access. The study area begins at Five Points in East Nashville and extends down Broadway, West End and Harding Road to White Bridge Road. The corridor is a major regional employment center and one of Nashville's most popular corridors for residents and tourists. The grant funding will allow MTA to increase service along the main portion of the corridor to increase demand for the future rapid transit service, as well as extend service on West End.

Route 3 West End

The current Route 3 West End runs from downtown Nashville along Broadway, West End Avenue, and then divides into two branches. The branches separate at Harding Road and White Bridge Pike, with one extending north to White Bridge (at Charlotte Pike) and the other extending west to Bellevue via Harding Road/Memphis-Bristol Highway. We propose the Route 3 West End have all trips end at White Bridge and Charlotte Pike, and create a new Route 5 West End-Bellevue to provide the service to Bellevue. This will provide more service to the area extending past White Bridge Pike to Bellevue, and will make the service easier to use as all trips on the routes would be the same.

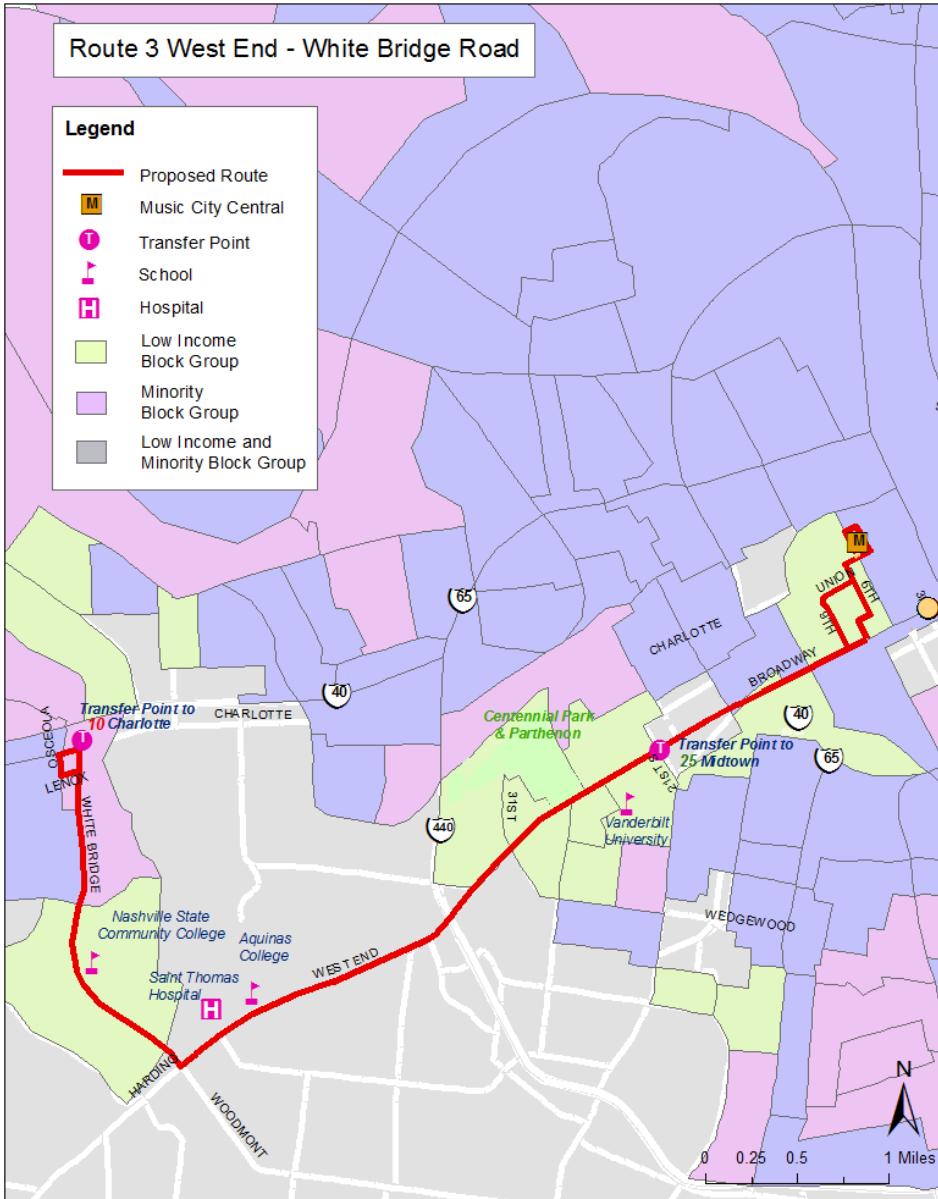
Route 5 West End-Bellevue

MTA proposes the creation of a Route 5 West End-Bellevue to provide higher levels of service along the main portion of the Broadway/West End corridor and extend service to Bellevue on nights and weekends.

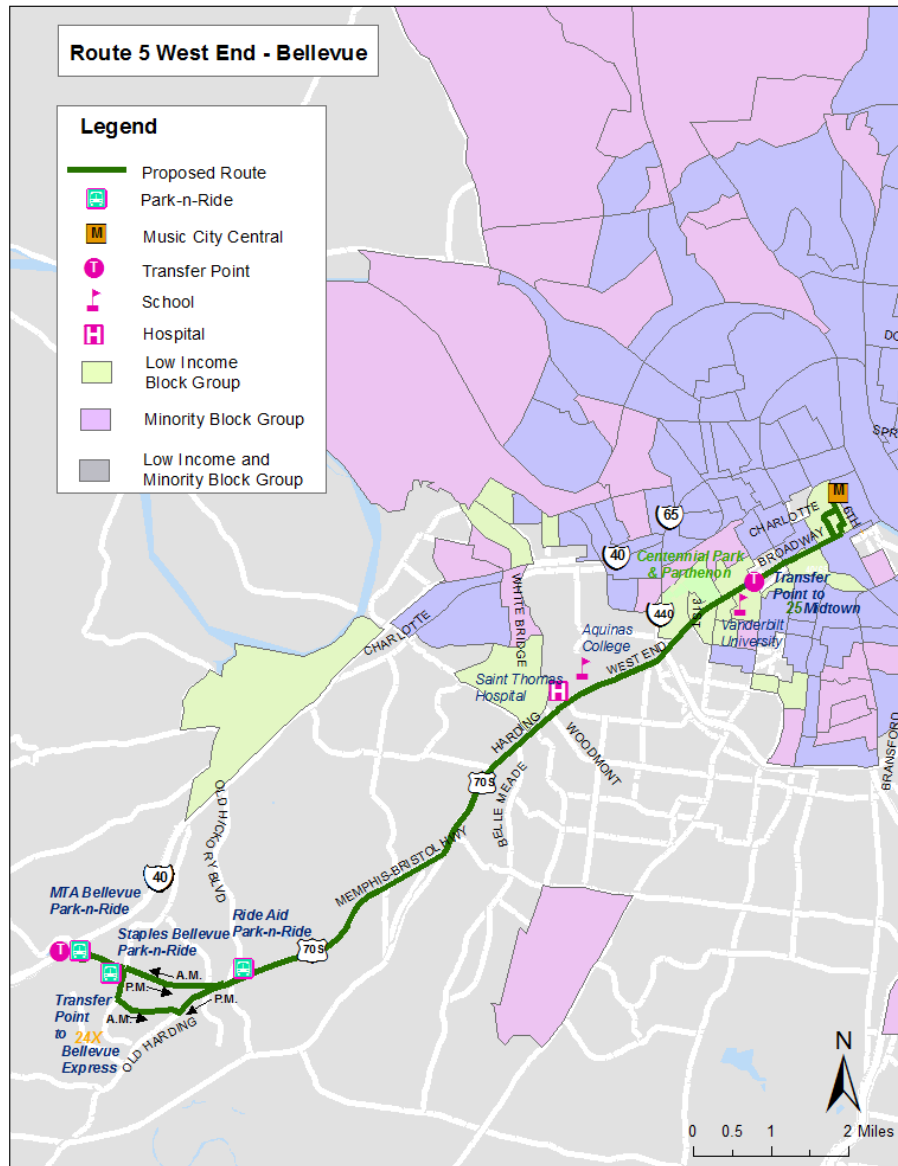
Route 11 West End-Belmont

MTA proposes the creation of a Route 11 West End-Belmont to provide higher levels of service along the main portion of the Broadway/West End corridor to extend service from West End to Belmont University. Metro Public Works is constructing the 28th Ave/31st Ave Connector, a bridge that will connect North Nashville to West Nashville. The project is a planned "complete street," and will include bus shelters and pedestrian access. MTA plans to create a "University Connector" route once construction is finished that will connect Fisk University, Tennessee State University, Vanderbilt, and Belmont University. The Route 11 West End-Belmont will be a precursor service to the University Connector.

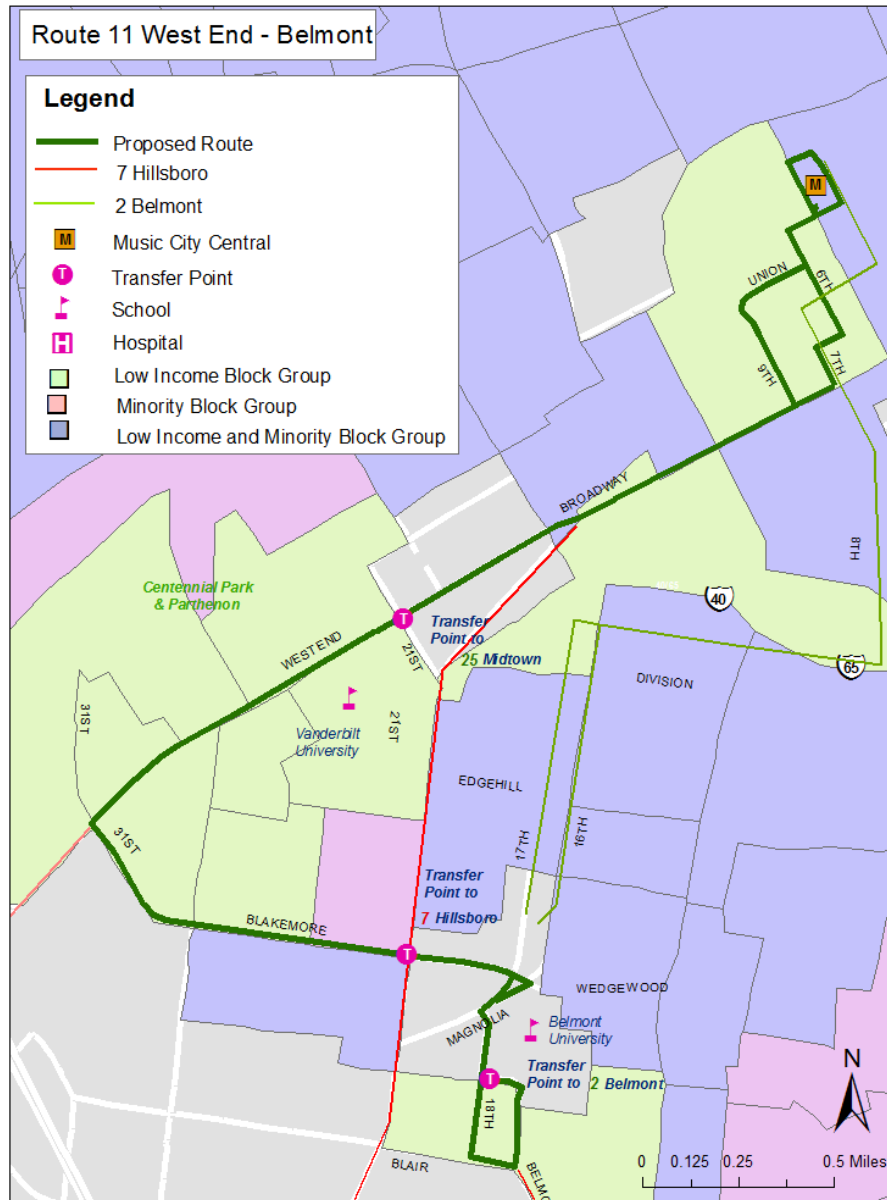
Maps



The map above illustrates the minority and low-income block groups that are served by the Route 3 West End. As MTA is not proposing to eliminate service in any way, and the route provides access to downtown, colleges and universities, hospitals, and many jobs, MTA does not anticipate any adverse impacts from the proposed route change.



The extension of service to Bellevue will provide a link between downtown and West End, where there are predominately low income and minority populations, to West Nashville and the Bellevue area. It will also allow the Route 3 West End to provide more service along the main corridor and White Bridge/Charlotte area.



The map above illustrates the minority and low-income block groups that are proposed to be served by the Route 11 University Connector. The route will serve predominately low-income areas as well as some predominately minority areas. It will provide access to downtown, colleges and universities, hospitals, and many jobs. When the route is proposed to become the University Connector it will be an even stronger connection. MTA does not anticipate any adverse impacts from the proposed new route.

Analysis

As the maps above show, the proposed adjustments and additions to the West End Corridor will give more service and provide more access to predominately low income and minority block groups. We do not find that this will have any disparate impacts to either the minority or low-income population of Nashville/Davidson County.

Conclusion

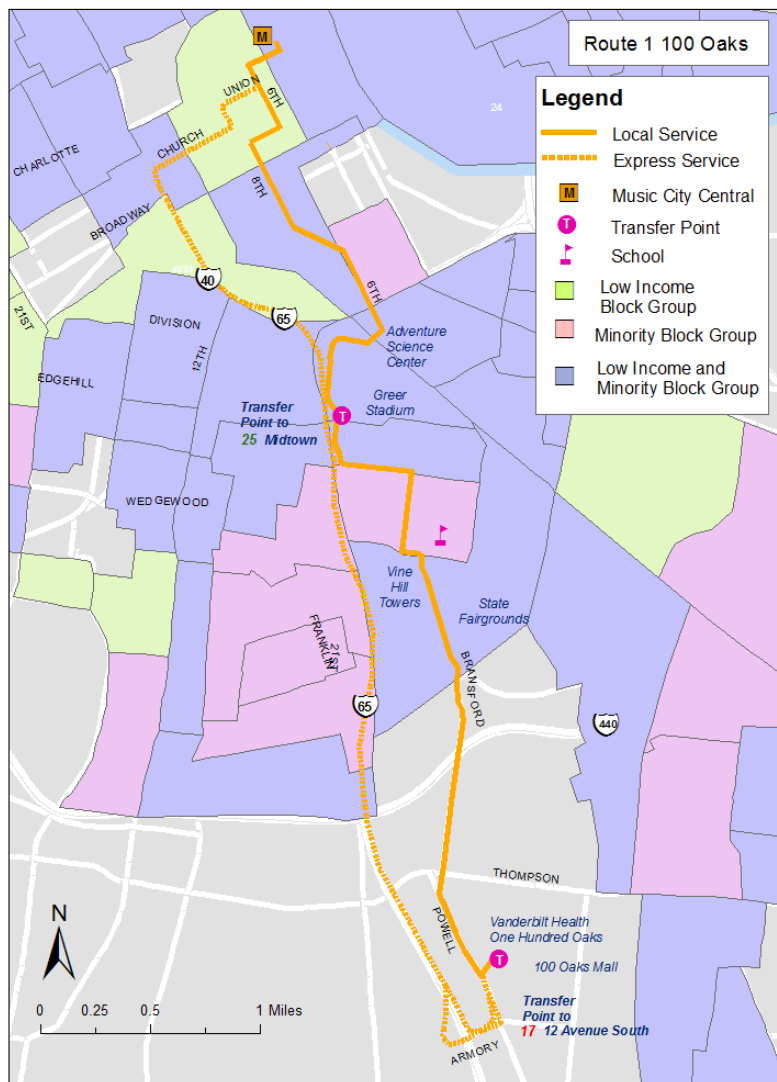
Service was implemented on Sunday September 25, 2011.

ROUTE 1 100 OAKS

MTA is proposing to improve the efficiency of the route 1 100 Oaks by revising the routing to focus on peak direction of travel. We are proposing that the first three trips in the morning run express to 100 Oaks via I-65; then run the local route to Music City Central downtown. In the afternoon the last four trips would run a local route to 100 Oaks, and then run express to Music City Central downtown via I-65.

Maps

Below is a map of the revised express/local routing proposed for the route 1 100 Oaks.



Although the northern portion of the route is not located in a predominately minority or low-income area, the route provides much needed access to the Vine Hill area, which includes the Vine Hill affordable housing community and Vine Hill Community Clinic. There is also a Wal-mart under construction across from the 100 Oaks Mall, as well as the Vanderbilt Health offices at 100 Oaks Mall. The alternative routing will allow people traveling to work in the area to get there quicker, while still serving the neighborhoods.

Analysis

MTA is not proposing to cut the route, just use local/express routing to make it more efficient. Since the route still serves many low-income and minority areas, we do not foresee any disparate impact.

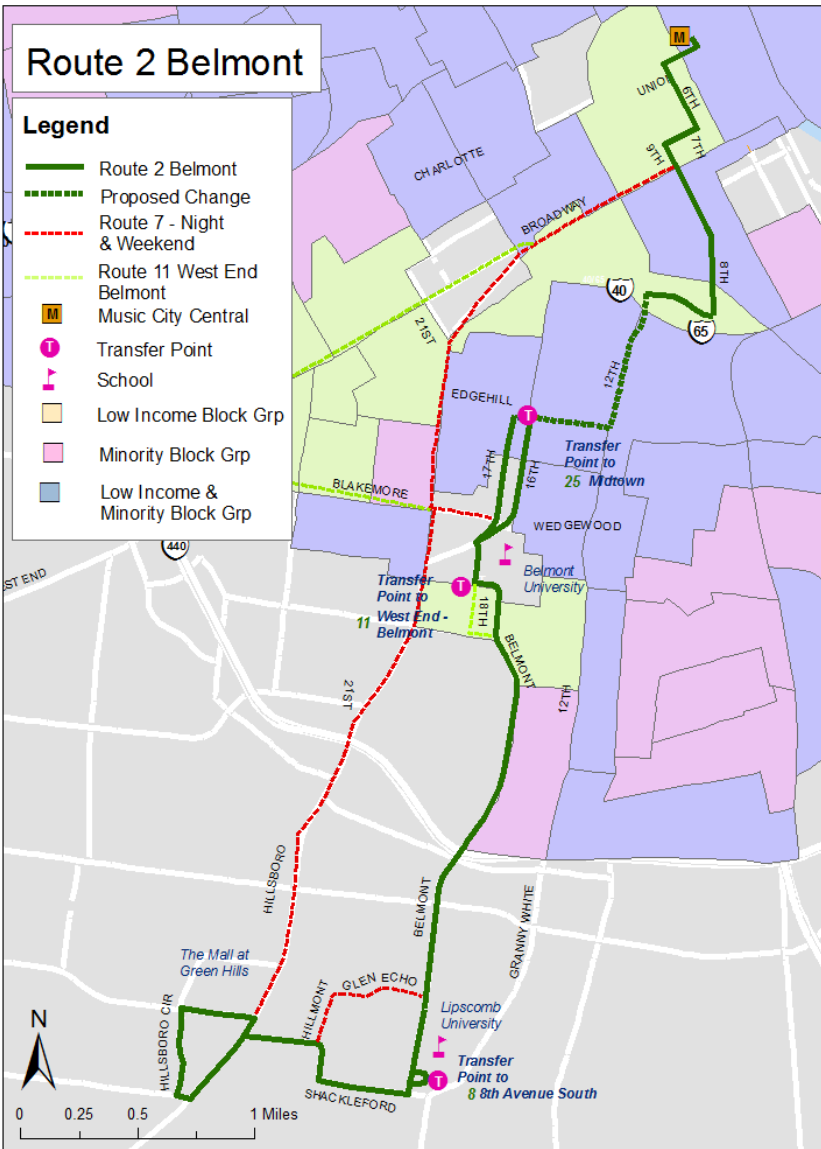
Conclusion

Service was implemented on Sunday September 25, 2011.

ROUTE 2 BELMONT

In response to work with Community Food Advocates, MTA is proposing to re-route the 2 Belmont to serve the Edgehill community. This re-route will provide direct grocery store access to one of the main “food deserts” in Nashville.

Maps



Above is a map of the proposed re-routing of the Route 2 Belmont. The purpose of the re-route is to provide the Edgehill community direct public transportation access with only one-trip to the Kroger at Green Hills.

Analysis

We have worked closely with the Community Food Advocates and Food Policy Council to come up with an option to provide easier access to grocery stores for residents of the Edgehill community. This re-route will better serve that low-income and minority population.

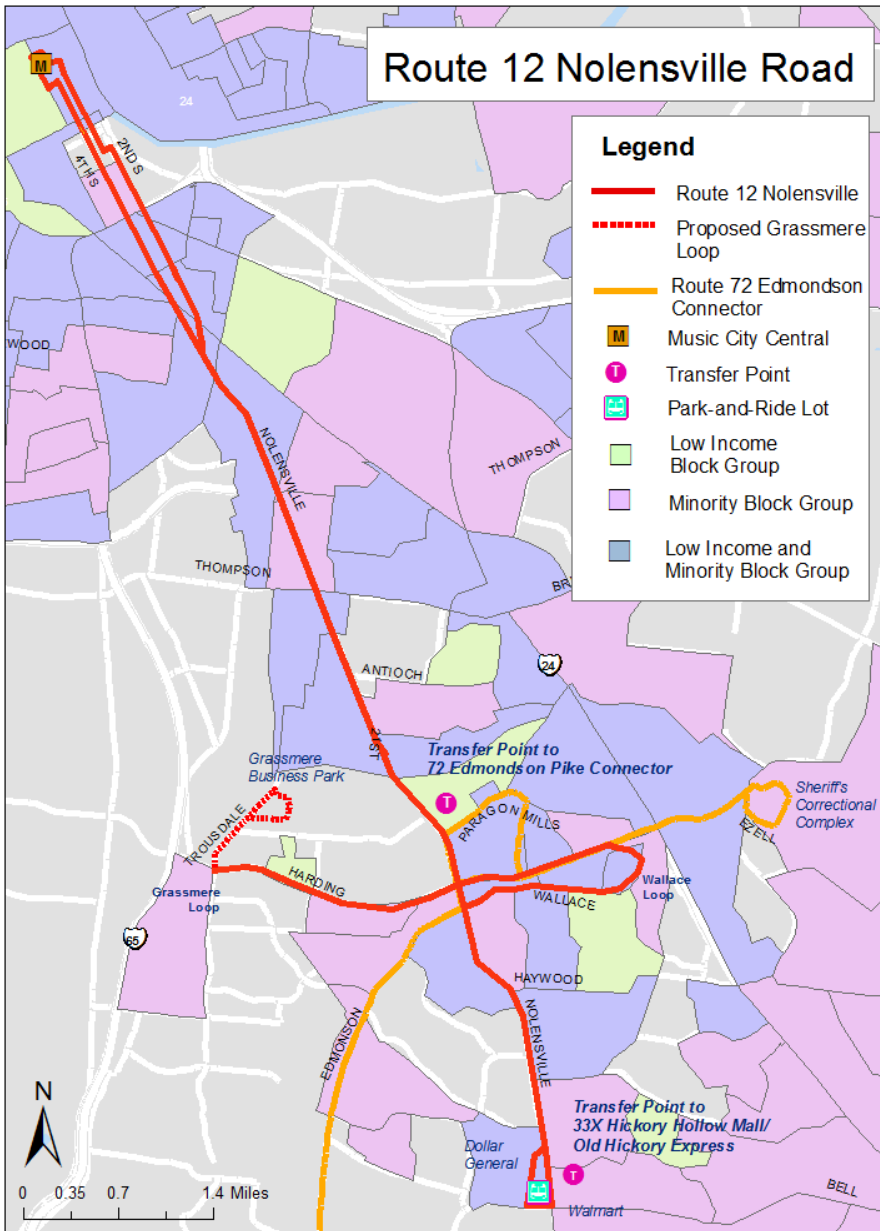
Conclusion

Service was implemented on Sunday September 25, 2011.

ROUTE 12 NOLENSVILLE ROAD

There are many businesses moving to the Grassmere Business Park, located off Trousdale and Harding. MTA proposes to revise the routing of Harding Place trips to serve Grassmere Business Park.

Maps



As the above map shows, the proposed Grassmere Loop veers away from a minority block group, but the block group is still served by the proposed loop. The Grassmere Business Park has several businesses, including Asurion and T-Mobile, that have customer service positions that work all types of shifts. Providing service to the Park will provide access to jobs for people all along the Nolensville Road corridor, which is surrounded by predominately low-income and minority populations.

Analysis

Adjusting the Route 12 Nolensville Road routing to serve the Grassmere Business Park will provide direct access to many jobs for the low income and minority communities along the corridor.

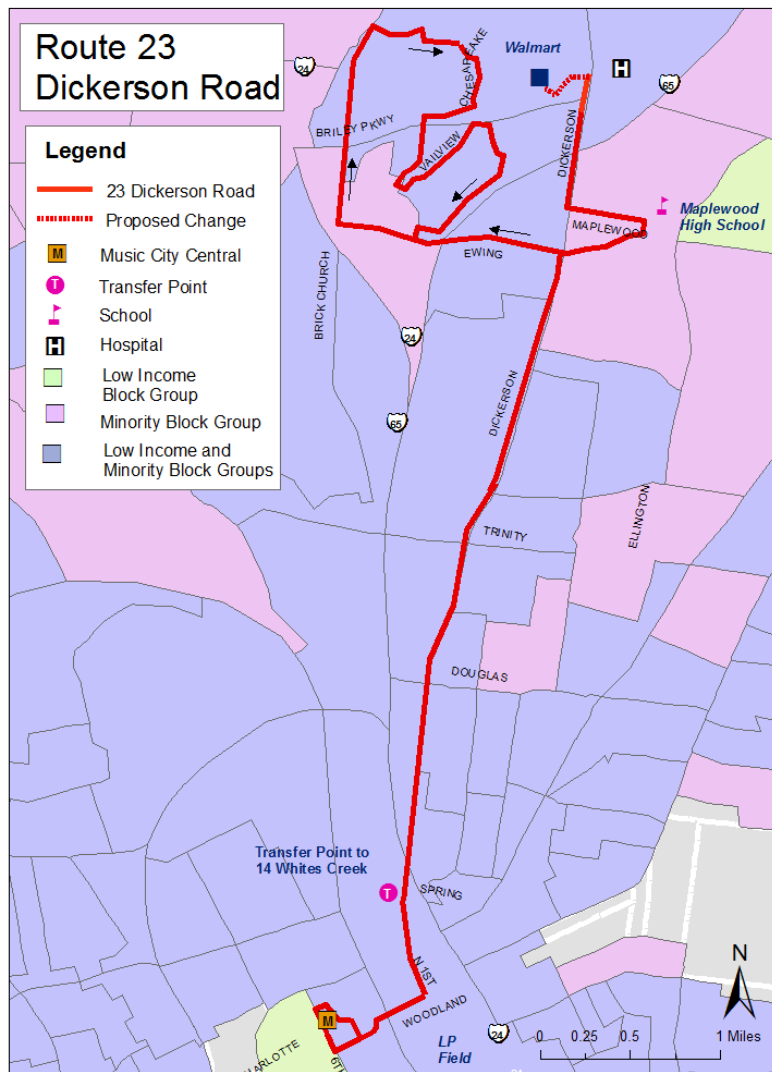
Conclusion

Service was implemented on Sunday September 25, 2011.

ROUTE 23 DICKERSON ROAD

Based on feedback from customers who live in the area, MTA proposes to revise the Route 23 Dickerson Road to pull directly into the Walmart at Skyline Commons.

Maps



As shown in the map above, the 23 Dickerson Road route serves a predominately low-income and minority area. MTA has received numerous requests from residents that are served by the route to provide direct service to the Walmart located in Skyline Commons, as it is located atop a hill and is difficult to walk to from Dickerson Road.

Analysis

The Route 23 Dickerson Road serves predominately low-income and minority areas, and this service change will benefit them by providing more direct access to the Walmart in Skyline Commons- for both retail and job purposes. MTA does not foresee any disparate impact created by this route change.

Conclusion

Service was implemented on Sunday September 25, 2011.

Fare Change Analysis

Proposed for Implementation January 2012

As a result of increasing healthcare costs, diesel fuel and related operating costs, the MTA is proposing fare adjustments. The MTA is considering a 10-cent increase in the basic cash fare from \$1.60 to \$1.70 and a 20-cent increase in the AccessRide cash fare from \$3.20 to \$3.40. The prices of unlimited ride passes and other multi-ride fare media would be adjusted proportionally. MTA's youth fare is proposed to be reduced from \$1.05 to \$1 to encourage more young people to use transit. Table 1 shows the proposed increase by media type.

TABLE 1: PROPOSED FARE INCREASE

| Fare Type | Cost | | Change | |
|------------------------------|----------|----------|----------|------------|
| | Existing | Proposed | Absolute | Percentage |
| Cash Fare | | | | |
| Local Fare | \$1.60 | \$1.70 | \$0.10 | 6.2% |
| Reduced Fare | \$0.80 | \$0.85 | \$0.05 | 6.2% |
| Youth Fare | \$1.05 | \$1.00 | (\$0.05) | -4.8% |
| Express Fare | \$2.10 | \$2.25 | \$0.15 | 7.1% |
| Multi-Ride Fare Cards | | | | |
| 20-Ride Local | \$28.50 | \$32.00 | \$3.50 | 12.3% |
| 20-Ride Discount | \$15.00 | \$17.00 | \$2.00 | 13.3% |
| 20-Ride Express | \$38.00 | \$42.00 | \$4.00 | 10.5% |
| Unlimited Ride Passes | | | | |
| All-Day | \$4.80 | \$5.25 | \$0.45 | 9.4% |
| All-Day Discount | \$3.00 | \$3.25 | \$0.25 | 8.3% |
| All-Day Youth | \$3.30 | \$3.50 | \$0.20 | 6.1% |
| 7-Day | \$22.00 | \$24.00 | \$2.00 | 9.1% |
| 7-Day Youth | \$14.75 | \$16.00 | \$1.25 | 8.5% |
| 31-Day | \$78.00 | \$84.00 | \$6.00 | 7.7% |
| 31-Day Discount | \$40.00 | \$44.00 | \$4.00 | 10.0% |
| 31-Day Youth | \$55.50 | \$58.50 | \$3.00 | 5.4% |
| Total | | | | |

To comply with Title VI regulations 49 CFR Section 21.5(b)(2), 49 CFR Section 21.5(b)(7) and Appendix C to 49 CFR part 21, as a recipient of Federal Transit Administration (FTA) financial assistance serving large urbanized areas, MTA evaluated the proposed fare changes to determine whether they have a discriminatory impact.

This fare change analysis utilized an On-Board Survey administered through the ETC Institute during the spring of 2011. The survey consisted of all MTA bus routes. There were 3,379 completed surveys. ETC Institute developed a sampling plan to ensure the overall results of the survey would be statistically valid for the service area as a whole.

EFFECTS OF FARE CHANGE ON MINORITY AND LOW-INCOME POPULATIONS

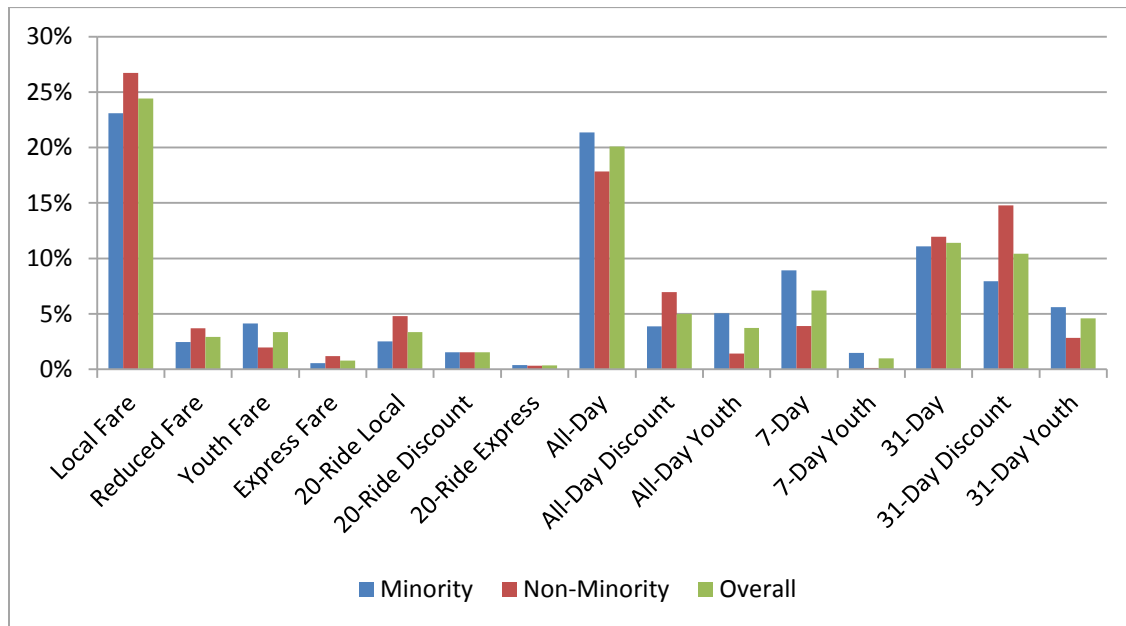
As a result of the survey, low-income riders have a higher percentage of use of unlimited ride passes over the overall ridership population. This includes the All-Day pass, the All-Day Discount pass, and the 31-Day Discount Pass (see Table 1).

TABLE 1: FARE MEDIUM USED BY INCOME STATUS

| Fare Type | Low-Income | | Non Low-Income | | Overall | |
|------------------------------|------------|---------|----------------|---------|----------|---------|
| Cash Fare | Absolute | Percent | Absolute | Percent | Absolute | Percent |
| Local Fare | 290 | 22% | 331 | 27% | 621 | 24% |
| Reduced Fare | 40 | 3% | 34 | 3% | 74 | 3% |
| Youth Fare | 37 | 3% | 48 | 4% | 85 | 3% |
| Express Fare | 3 | 0% | 17 | 1% | 20 | 1% |
| Multi-Ride Fare Cards | | | | | | |
| 20-Ride Local | 28 | 2% | 57 | 5% | 85 | 3% |
| 20-Ride Discount | 23 | 2% | 16 | 1% | 39 | 2% |
| 20-Ride Express | 7 | 1% | 2 | 0% | 9 | 0% |
| Unlimited Ride Passes | | | | | | |
| All-Day | 281 | 21% | 230 | 19% | 511 | 20% |
| All-Day Discount | 87 | 7% | 40 | 3% | 127 | 5% |
| All-Day Youth | 46 | 4% | 49 | 4% | 95 | 4% |
| 7-Day | 85 | 6% | 96 | 8% | 181 | 7% |
| 7-Day Youth | 11 | 1% | 14 | 1% | 25 | 1% |
| 31-Day | 131 | 10% | 159 | 13% | 290 | 11% |
| 31-Day Discount | 189 | 14% | 76 | 6% | 265 | 10% |
| 31-Day Youth | 51 | 4% | 66 | 5% | 117 | 5% |

As you can see from Chart 1 below, there are some fare media that are in higher use by the minority user group. These include the All-Day Pass, the All-Day Youth Pass, and the 7-Day Pass.

CHART 2: FARE MEDIUM USED BY MINORITY STATUS



ALTERNATIVES AVAILABLE FOR THOSE AFFECTED BY FARE INCREASE

Based on their use of various media, all riders (minority and non-minority, low-income and non-low income) would be adversely impacted by the increase in fares. In addition, it would hit the low income riders (whether minority or non-minority) harder than the non-low income riders since the fare increase would represent a larger portion of their household income compared to non-low income households.

TABLE 2: IMPACT OF POTENTIAL FARE CHANGES ON THE POPULATION

| | Minority Proportion of System | | Low-Income Proportion of System | |
|---------------------------|-------------------------------|--|---------------------------------|--|
| | MTA Riders | Population of Service Area (Census Data) | MTA Riders | Population of Service Area (Census Data) |
| Nashville/Davidson County | 60% | 38% | 76% | 32% |

Since the main purpose of a fare increase is to increase system fare revenues, any effort to reduce the potential increase in revenues is counterproductive. Nevertheless, there are several feasible fare options that could be used to help reduce the financial impacts on minority and low-income residents and riders, as a result of implementing a fare increase.

MTA will work with local human services agencies and foundations to attempt to obtain funding to help low income and minority households to offset the financial impacts of increased transit fares. This could potentially be done through our subrecipient programs. Another option is to ramp up outreach efforts through our programs such as Travel Training and Customer Care to ensure that riders are using the fare media that best fits their ridership patterns and budget.

Another mitigation factor is examining ways to balance the budget by further reducing system costs, as an alternative to increasing fares. However, MTA has not increased fares since 2008, and has worked diligently to streamline its services, reduce labor costs and reduce overhead. MTA does not want to cut service to any portion of its ridership population- the majority of which is either minority and/or low income. Cutting service would have a more severe adverse effect than raising fares at this point.

MTA has an extensive and well thought out fare structure in place that provides a wide range of options for customers. It is not clear that improvements could be made to the overall fare structure and the relative use of each individual media by minority riders and low income riders.

PUBLIC MEETING RESPONSE

In order to gather input on the fare proposal, MTA held four public meetings to discuss the fare adjustments. All meetings were held at the main transit station, Music City Central, with one early morning, one early afternoon, one late afternoon, one early evening and one late meeting. There were a total of 30 attendees and we received 23 comment forms at the meetings. We also received 10 emails regarding the proposed MTA fare adjustments. In addition, the fare changes were presented to various stakeholder groups, including the Hispanic Chamber of Commerce, Black Chamber of Commerce, and other agencies representing disadvantaged populations.

Overall, the initial response at the public meetings was a general sentiment against fare increases, however, after discussion and dialogue, most attendees understood the reasoning and a few spoke in support of the increases. At each of the public hearings there were numerous requests for more service, and in most cases this was the primary topic of interest. Although MTA received broad media coverage of the proposed fare changes through print and television, and although we had reasonable turnout at the public meetings, the response was lower than expected. To some extent, this lack of interest from the community, nor a strong opposition to the fare increases, provides an indication that the proposed fare increases are not unreasonable.

| Fare Type | Cost | | Change | | Usage by Group | | | | | |
|------------------------------|----------|----------|----------|------------|----------------|---------------|----------------|---------------|-------------|---------------|
| | Existing | Proposed | Absolute | Percentage | Low-Income | | Non Low-Income | | Overall | |
| Cash Fare | | | | | Absolute | Percent | Absolute | Percent | Absolute | Percent |
| Local Fare | \$1.60 | \$1.70 | \$0.10 | 6.2% | 290 | 22% | 331 | 27% | 621 | 24% |
| Reduced Fare | \$0.80 | \$0.85 | \$0.05 | 6.2% | 40 | 3% | 34 | 3% | 74 | 3% |
| Youth Fare | \$1.05 | \$1.00 | (\$0.05) | -4.8% | 37 | 3% | 48 | 4% | 85 | 3% |
| Express Fare | \$2.10 | \$2.25 | \$0.15 | 7.1% | 3 | 0% | 17 | 1% | 20 | 1% |
| Multi-Ride Fare Cards | | | | | | | | | | |
| 20-Ride Local | \$28.50 | \$32.00 | \$3.50 | 12.3% | 28 | 2% | 57 | 5% | 85 | 3% |
| 20-Ride Discount | \$15.00 | \$17.00 | \$2.00 | 13.3% | 23 | 2% | 16 | 1% | 39 | 2% |
| 20-Ride Express | \$38.00 | \$42.00 | \$4.00 | 10.5% | 7 | 1% | 2 | 0% | 9 | 0% |
| Unlimited Ride Passes | | | | | | | | | | |
| All-Day | \$4.80 | \$5.25 | \$0.45 | 9.4% | 281 | 21% | 230 | 19% | 511 | 20% |
| All-Day Discount | \$3.00 | \$3.25 | \$0.25 | 8.3% | 87 | 7% | 40 | 3% | 127 | 5% |
| All-Day Youth | \$3.30 | \$3.50 | \$0.20 | 6.1% | 46 | 4% | 49 | 4% | 95 | 4% |
| 7-Day | \$22.00 | \$24.00 | \$2.00 | 9.1% | 85 | 6% | 96 | 8% | 181 | 7% |
| 7-Day Youth | \$14.75 | \$16.00 | \$1.25 | 8.5% | 11 | 1% | 14 | 1% | 25 | 1% |
| 31-Day | \$78.00 | \$84.00 | \$6.00 | 7.7% | 131 | 10% | 159 | 13% | 290 | 11% |
| 31-Day Discount | \$40.00 | \$44.00 | \$4.00 | 10.0% | 189 | 14% | 76 | 6% | 265 | 10% |
| 31-Day Youth | \$55.50 | \$58.50 | \$3.00 | 5.4% | 51 | 4% | 66 | 5% | 117 | 5% |
| Total | | | | | 1309 | 100.0% | 1235 | 100.0% | 2544 | 100.0% |

0.514544

| Fare Type | Cost | | Change | | Usage by Group | | | | | |
|------------------------------|----------|----------|----------|------------|----------------|---------------|--------------|-------------|-------------|---------------|
| | Existing | Proposed | Absolute | Percentage | Minority | | Non-Minority | | Overall | |
| Cash Fare | | | | | Absolute | Percent | Absolute | Percent | Absolute | Percent |
| Local Fare | \$1.60 | \$1.70 | \$0.10 | 6.2% | 375 | 23% | 246 | 27% | 621 | 24% |
| Reduced Fare | \$0.80 | \$0.85 | \$0.05 | 6.2% | 40 | 2% | 34 | 4% | 74 | 3% |
| Youth Fare | \$1.05 | \$1.00 | (\$0.05) | -4.8% | 67 | 4% | 18 | 2% | 85 | 3% |
| Express Fare | \$2.10 | \$2.25 | \$0.15 | 7.1% | 9 | 1% | 11 | 1% | 20 | 1% |
| Multi-Ride Fare Cards | | | | | | | | | | |
| 20-Ride Local | \$28.50 | \$32.00 | \$3.50 | 12.3% | 41 | 3% | 44 | 5% | 85 | 3% |
| 20-Ride Discount | \$15.00 | \$17.00 | \$2.00 | 13.3% | 25 | 2% | 14 | 2% | 39 | 2% |
| 20-Ride Express | \$38.00 | \$42.00 | \$4.00 | 10.5% | 6 | 0% | 3 | 0% | 9 | 0% |
| Unlimited Ride Passes | | | | | | | | | | |
| All-Day | \$4.80 | \$5.25 | \$0.45 | 9.4% | 347 | 21% | 164 | 18% | 511 | 20% |
| All-Day Discount | \$3.00 | \$3.25 | \$0.25 | 8.3% | 63 | 4% | 64 | 7% | 127 | 5% |
| All-Day Youth | \$3.30 | \$3.50 | \$0.20 | 6.1% | 82 | 5% | 13 | 1% | 95 | 4% |
| 7-Day | \$22.00 | \$24.00 | \$2.00 | 9.1% | 145 | 9% | 36 | 4% | 181 | 7% |
| 7-Day Youth | \$14.75 | \$16.00 | \$1.25 | 8.5% | 24 | 1% | 1 | 0% | 25 | 1% |
| 31-Day | \$78.00 | \$84.00 | \$6.00 | 7.7% | 180 | 11% | 110 | 12% | 290 | 11% |
| 31-Day Discount | \$40.00 | \$44.00 | \$4.00 | 10.0% | 129 | 8% | 136 | 15% | 265 | 10% |
| 31-Day Youth | \$55.50 | \$58.50 | \$3.00 | 5.4% | 91 | 6% | 26 | 3% | 117 | 5% |
| Total | | | | | 1624 | 100.0% | 920 | 100% | 2544 | 100.0% |



Service Changes – Spring 2012

Title VI Assessment

MADISON EXPRESS ROUTE

An express route to Madison was first proposed in March 2011 but was delayed due to construction of the MTA facility on Myatt Drive, where the Park-and-Ride lot would be located. Now that construction is almost complete, MTA is proposing to establish the service.

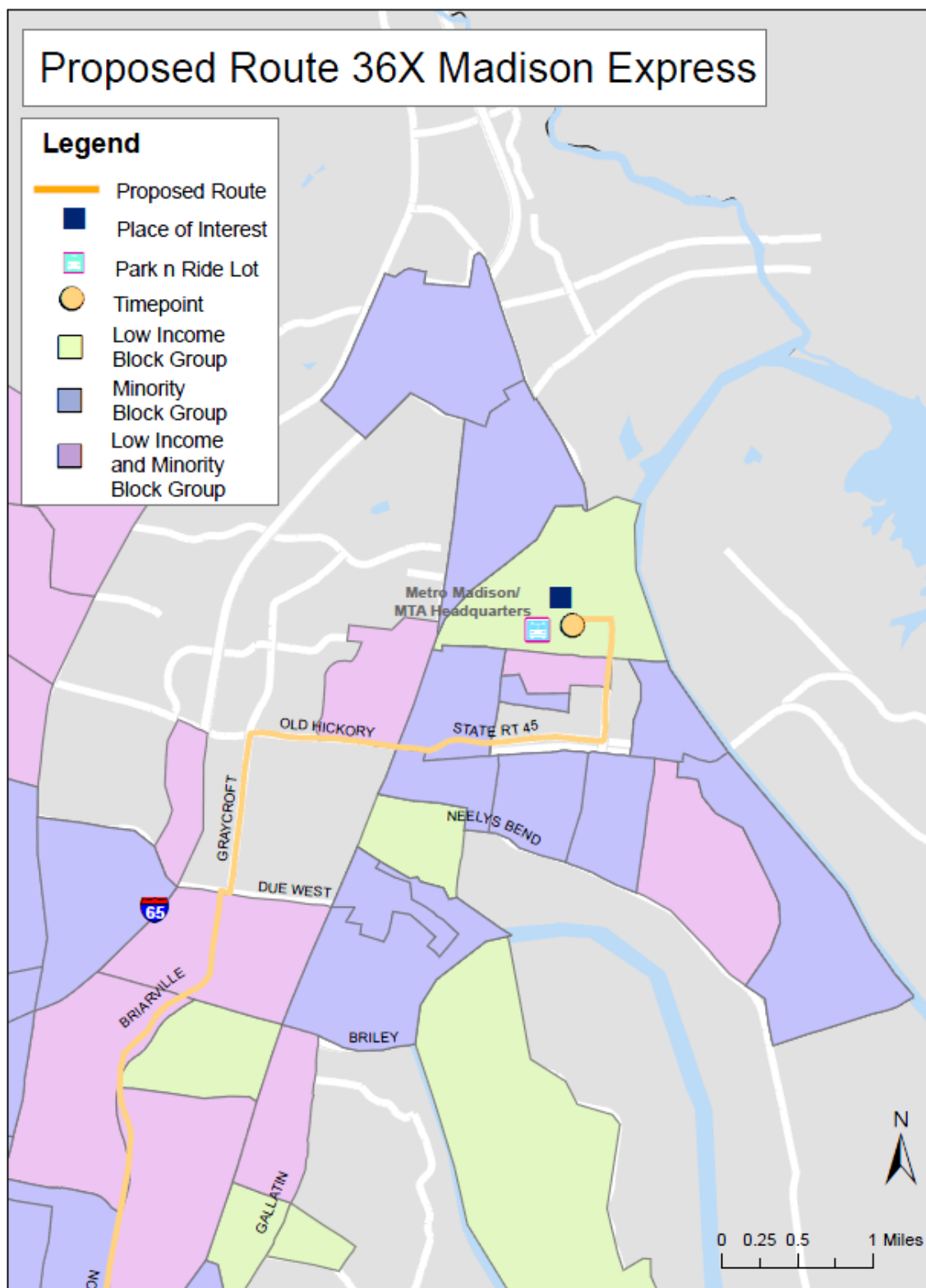
As part of the MTA Master Plan, MTA determined the need for expanded Park and Ride options along outer portions of the county. The outer portions of the county are less dense, and ridership for less dense areas are driven by access to parking. As MTA is in the process of opening its new facility in Madison, it saw the opportunity to utilize some of the space for a Park and Ride lot, and create express service for Madison to serve commuters to downtown Nashville.

Maps

Below is a map of the entire route of the proposed Madison Express.



Since this route will serve a Park and Ride lot, we focused the map on the block groups surrounding the lot.



As is shown on the map, this Park and Ride lot has the potential to serve areas that have both high minority and low-income populations.

Analysis

MTA is not considering adding any other express routes at this time. Since this route is centered on a Park and Ride lot that is serving block groups that contain high levels of minority and low-income populations, we do not foresee any disparate impact.

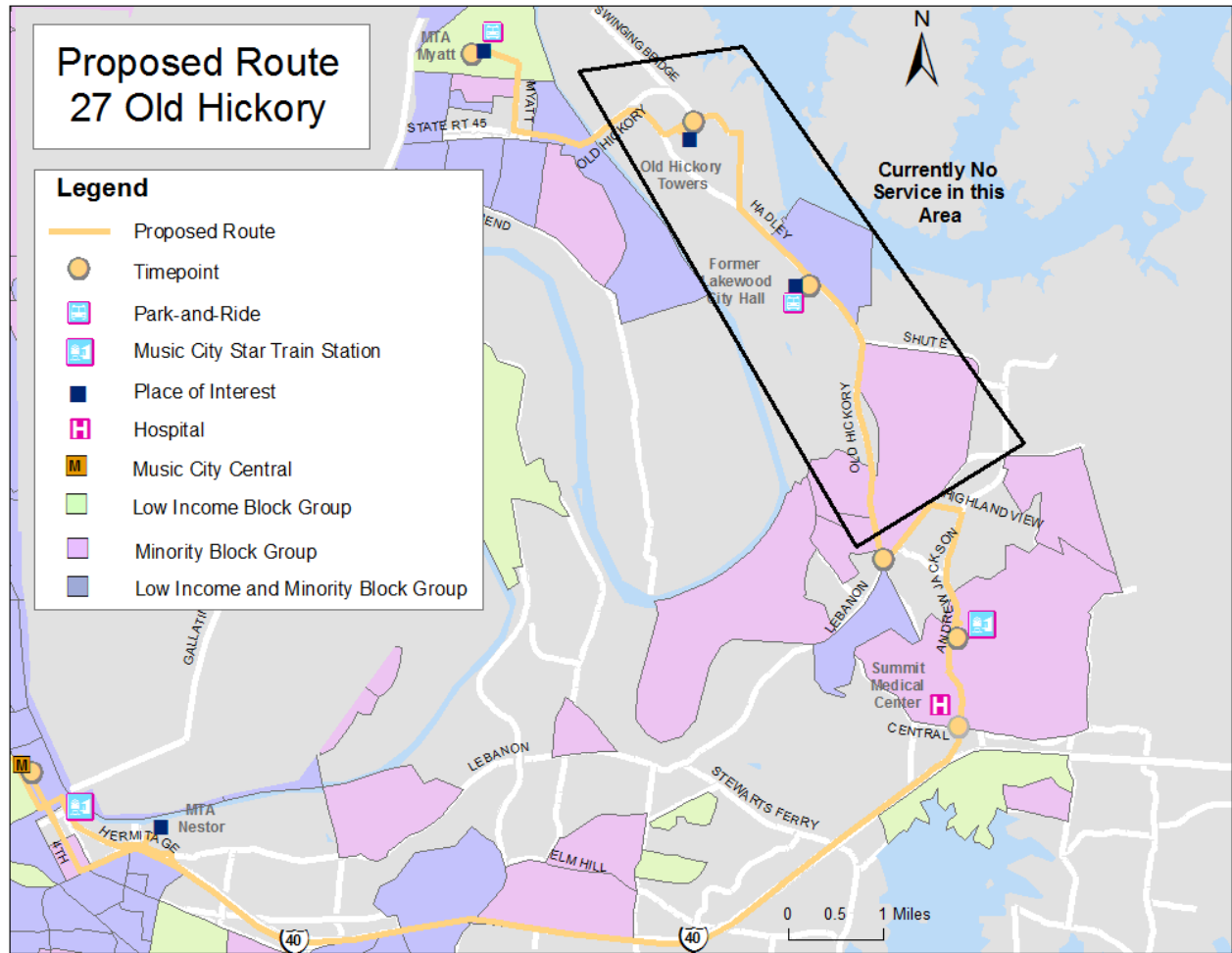
Conclusion

The 36X Madison Express route went into effect on April 30, 2012.

ADDITIONAL SERVICE TO LAKEWOOD AND HERMITAGE

As part of the same grant funding used for the newly created Madison Express route, MTA is proposing to also add service to the Lakewood and Hermitage areas- the former which is currently not served by any routes. The service is proposed to also serve the new Park-and-Ride lot at the MTA facility on Myatt Drive. MTA is also working to establish a Park-and-Ride lot at the former Lakewood City Hall. This service, though limited due to funding, will also provide direct access to Summit Medical Center. It will also serve the Old Hickory Towers, which is also currently not served by fixed-route public transportation.

Maps



As shown in the map above, the proposed route will add service to an area that is currently unserved. Part of this area contains both low-income and minority communities. The route will add direct service to Summit Medical Center, as well as a direct connection to downtown and MTA's other 44 fixed-routes.

Analysis

This route will provide new service to low-income and minority communities in the Old Hickory area. We are not proposing to add or remove any other service at this time. MTA foresees no disparate impact from the addition of this route.

Conclusion

The 27 Old Hickory route went into effect on April 30, 2012.



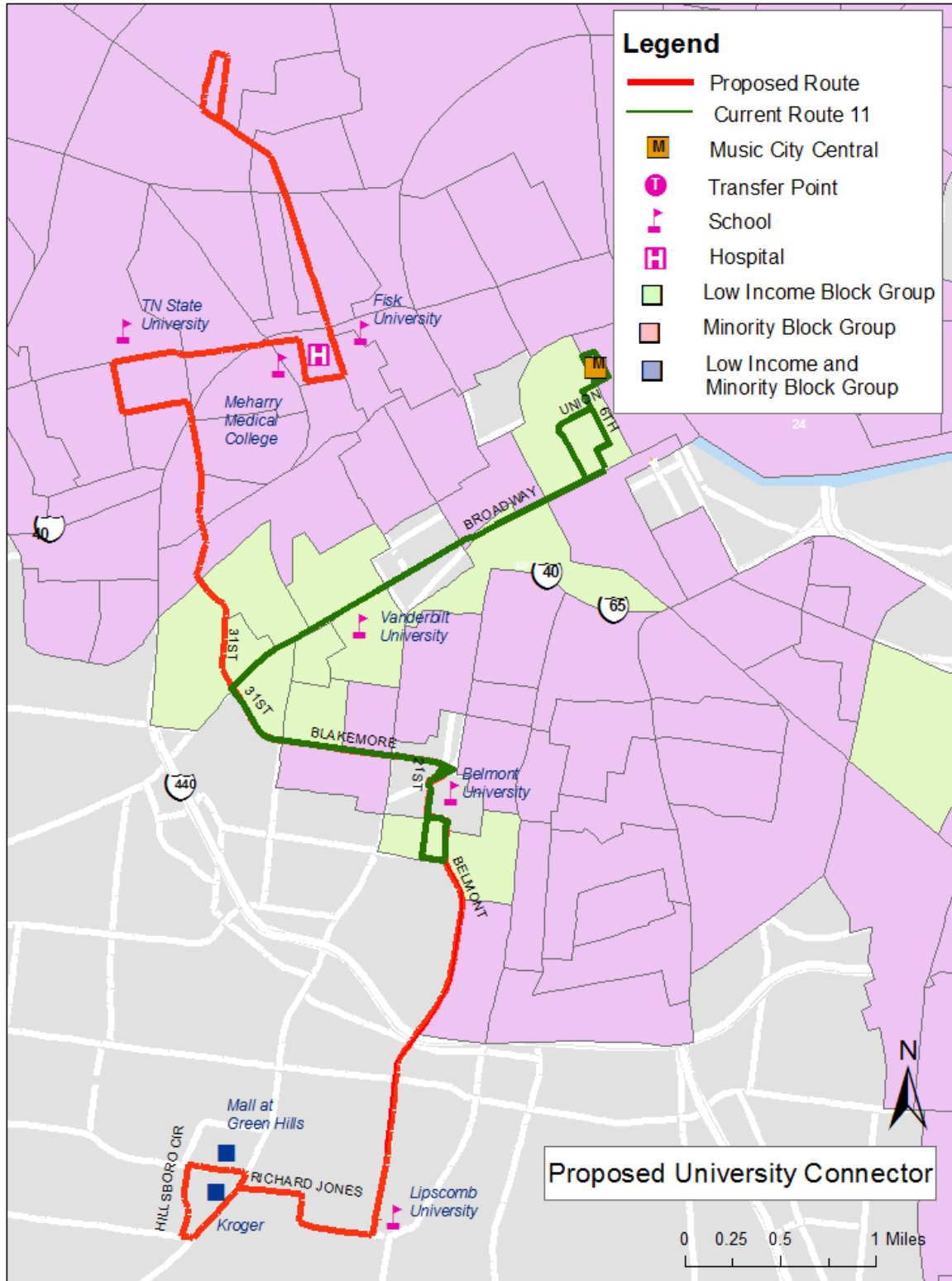
Service Changes – Fall 2012

Title VI Assessment

PROPOSED NEW UNIVERSITY CONNECTOR

MTA implemented the Route 11 West End-Belmont to temporarily extend service from West End to Belmont University prior to the construction of the 28th Ave/31st Ave Connector, a bridge that connects North Nashville to West Nashville. The project is a “complete street,” and includes bus shelters and pedestrian access. Since the anticipated completion date of construction coincides with this round of service changes, MTA proposes to convert the Route 11 West End-Belmont to the University Connector. The proposed route connects North Nashville to West Nashville. It provides service to and from Fisk University, Meharry Medical College, Tennessee State University, Vanderbilt, Belmont University, and Lipscomb University.

Map: Proposed University Connector



The map above illustrates the important cross-town connections this route will make. It connects minority and low-income neighborhoods, while creating a direct route to and from Metro General Hospital, Meharry Medical College, and Tennessee State University to and from Centennial Medical Center, HCA, and Vanderbilt- some of the area's largest employers as well as the major universities. MTA does not anticipate any adverse impacts from the route change and implementation.

Action

Service was implemented on September 30, 2012.

ROUTE 3 and 5 WEST END CORRIDOR

With the proposed conversion of Route 11 West End-Belmont to the University Connector, described above, more service will be added to the Route 3 West End-White Bridge and Route 5 West End-Bellevue to maintain current frequencies.

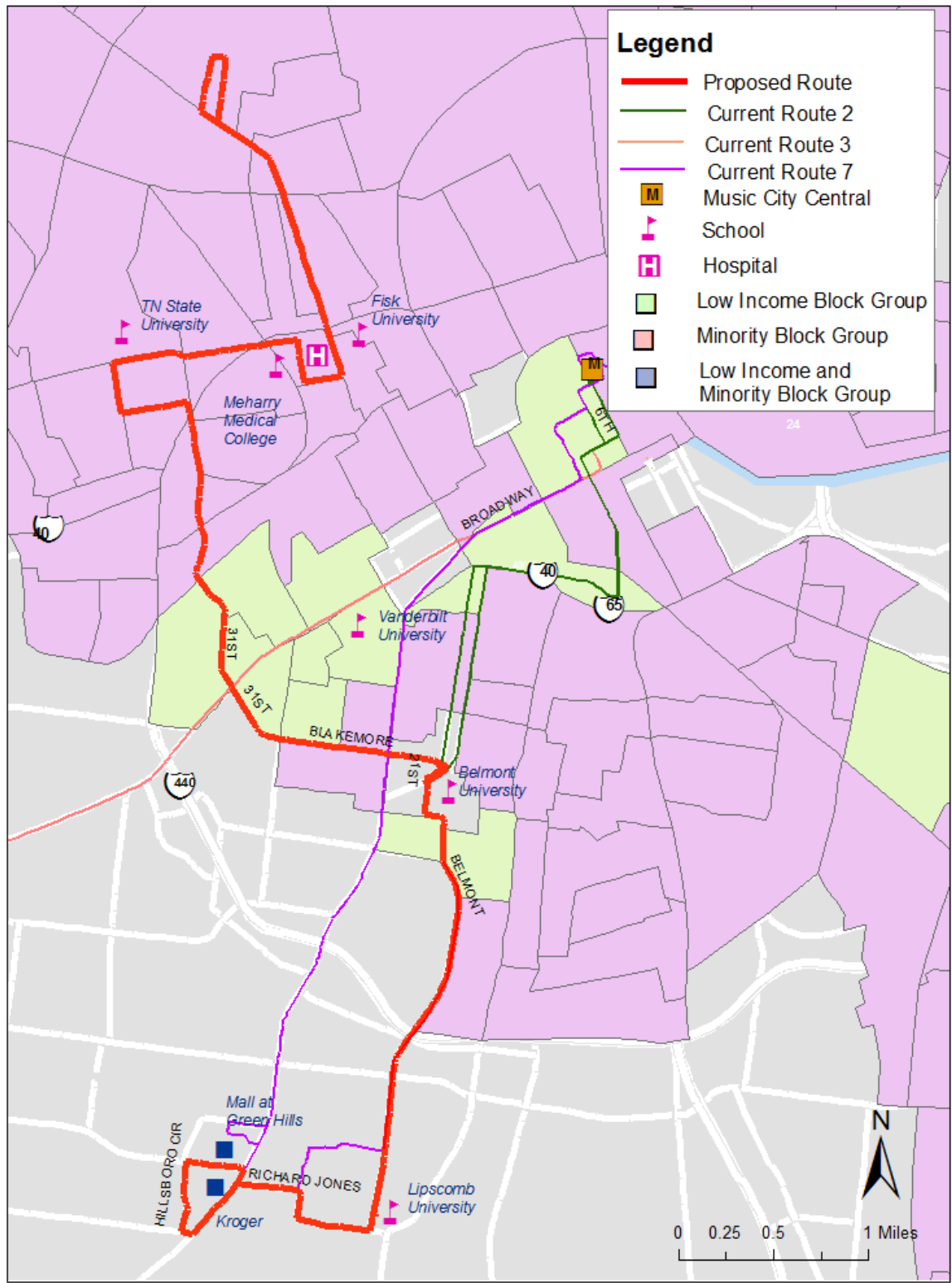
Action

Service was adjusted on September 30, 2012.

ROUTE 2 BELMONT

With the additional service that the proposed University Connector route will provide, MTA proposes revising the Route 2 Belmont to provide 40 minute service weekdays during peak time only. Below is a map showing the new proposed service and the current Belmont route.

Map: Route 2 Belmont, Proposed New University Connector Route, and Other Area Service



The importance of the connections that the proposed University Connector route will make is explained in the first section above. The Route 2 Belmont serves much of the same portion of the southern segment of the new route, from Wedgewood Avenue to Belmont, down to Lipscomb and Green Hills. MTA proposes to continue peak weekday service, which will still provide access to jobs both downtown and in the Green Hills area for residents and students along the current Belmont corridor. In addition, the map shows that the area is also served by the Route 3 West End and the Route 7 Hillsboro, both of which provide service classified as “most frequent.” We will monitor the changes, but we do not anticipate any adverse effect to the low-income or minority population.

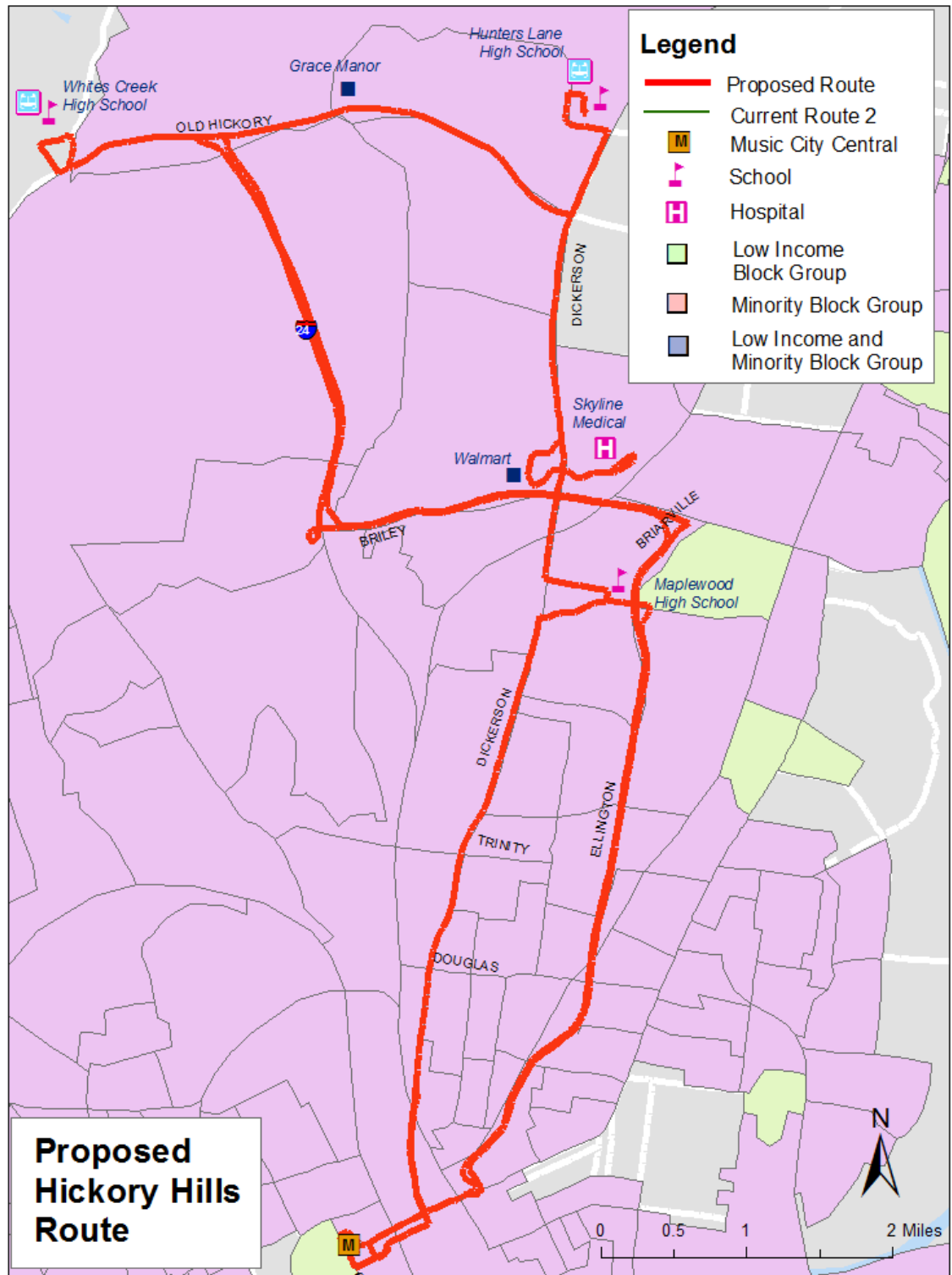
Action

Service was adjusted on September 30, 2012.

PROPOSED NEW SERVICE TO WHITES CREEK/DICKERSON ROAD

The Dickerson Road corridor has one of our highest ridership levels, and as such MTA looked for ways to expand service. MTA was awarded funding through the New Freedoms program to extend Dickerson Road service north to the Grace Manor assisted living facility. The new route will also help us to streamline the main corridor service- Route 23 Dickerson Road- by providing service to Skyline Hospital, Walmart, Maplewood High School, and Whites Creek High School. The proposed service will be on weekdays and will provide a combination of local and express trips.

Map



As the map above illustrates, the proposed route will serve a predominately minority area. It will add service along an already busy corridor, and extend service where there is none previously. The route lines shown along I-24 and Briley Parkway are planned to provide express

service to commuters, serving park-n-ride lots at the high schools. MTA has received numerous requests to expand service along Dickerson Road, and it was identified as a priority in the Master Plan. As this will provide new service to a primarily minority community, we do not see any adverse impacts.

Action

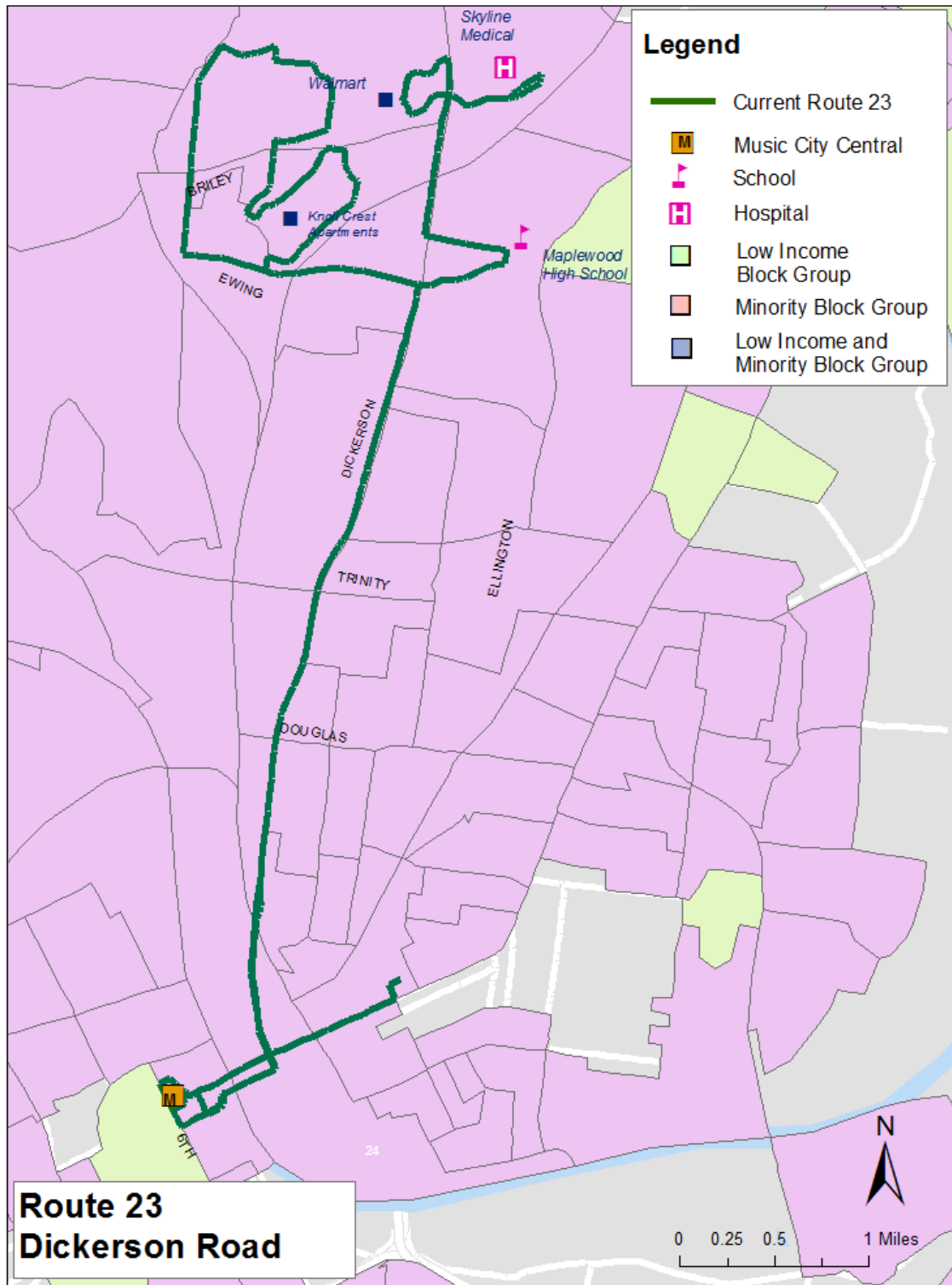
Service was implemented on September 30, 2012.

ROUTE 23 DICKERSON ROAD

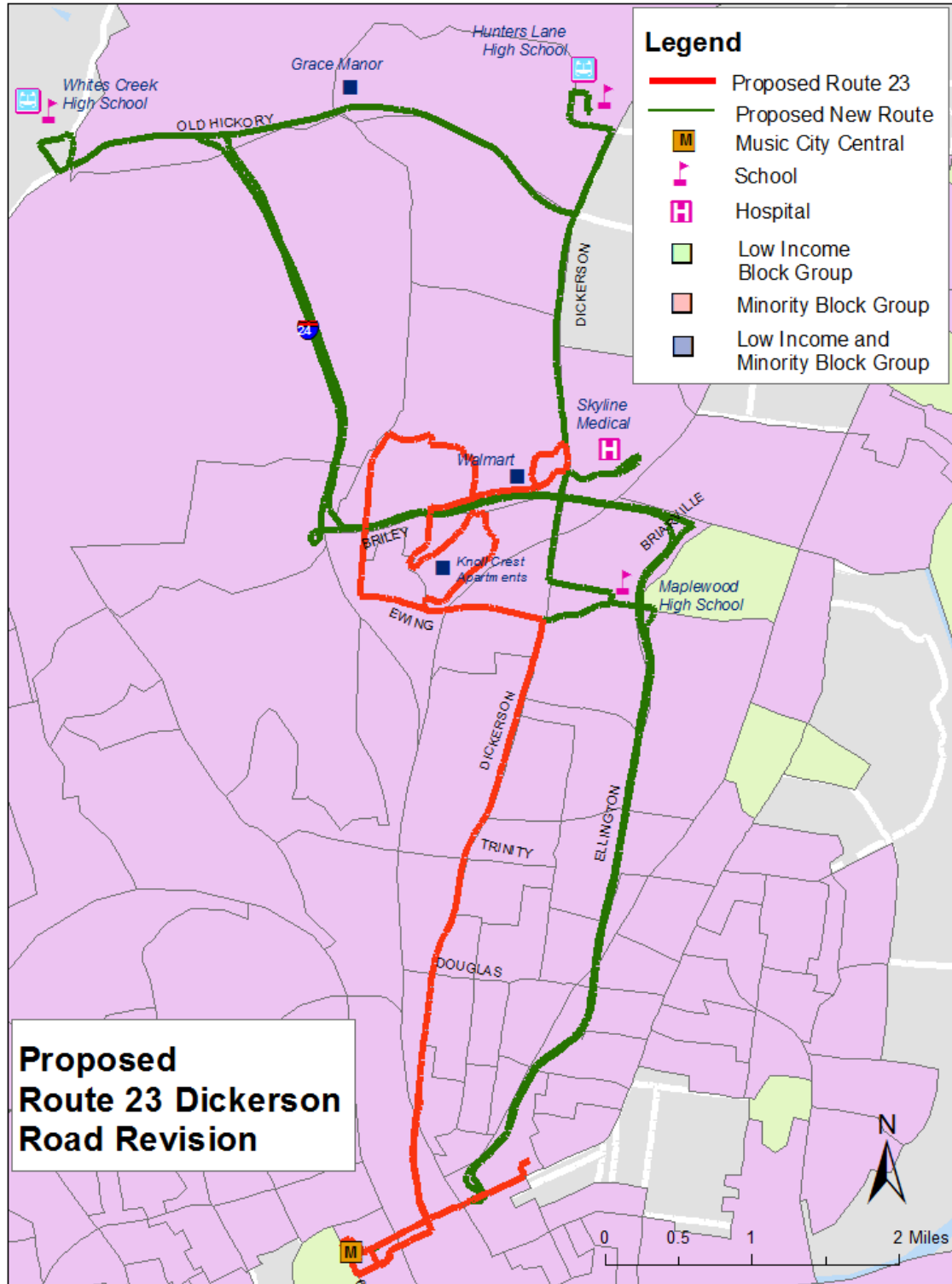
With the additional service proposed along Dickerson Road, MTA proposes to streamline the Route 23 Dickerson Road based on customer feedback. MTA proposes that all trips serve the Dickerson Walmart. The Parkwood Loop will be split into two legs- Knoll Crest and Chesapeake. This will allow residents from both neighborhoods to have direct access to the Walmart and to downtown. MTA received Jobs Access Reverse Commute funding to serve the Walmart, and residents in the area have been requesting more direct access over the last few years.

Maps

The first map shows the current routing of the Route 23 Dickerson. There are currently two loops on the route- one loop serves the residential area of Knoll Crest and Chesapeake, and the other loop serves the Walmart and Skyline Hospital. MTA has been receiving feedback for some time on the lack of connectivity between the residential area and the Walmart.



The second map shows the proposed re-routing of the 23 Dickerson Road, along with the proposed new route to serve Dickerson Road and Hickory Hills.



The new route is proposed to serve Skyline Hospital and Maplewood High School, allowing the Dickerson Road route to become more “streamlined” travel along the main corridor. The two

loops will convert into two “legs” serving the residential community, and all trips will serve the Walmart. This will increase connectivity for passengers. The route lies within a predominately minority community. Given the nature of the changes and numerous discussions with the community, MTA does not anticipate any adverse impact from the implementation of the route changes.

Action

Service was adjusted on September 30, 2012.

ROUTE 7 HILLSBORO

Currently the Route 7 Hillsboro travels the Route 2 Belmont loop to Lipscomb and the Green Hills Kroger on nights and weekends. In the past this was done in order to cut service without eliminating coverage, and it is still in effect on some routes- include the route 2 and 7. The route-pairing increases the complexity of service. Passengers may have to ride out on one route and back in part-way to reach their destination. Breaking up the route-pairs was identified in the Strategic Master Plan as a top priority when funding is available, in order to make service easier to use. With the proposed addition of the Route 21 University Connector and the changes in service to the Route 2 Belmont, MTA proposes to take the opportunity to split the Route 2 and 7 pair. The Route 7 would keep the same routing at all times of day, night and weekends and each trip would serve Hillsboro High School. MTA has requested funding to separate the other route pairs in the next service change cycle. Since all routes will be separated within a year, MTA does not anticipate any adverse impact from the split of the Hillsboro and Belmont routes.

Action

Service was adjusted on September 30, 2012.

ANTIOCH BUSLINK

The current BusLink service went into effect in March 2011. The BusLink model consists of creating a zone of transit service rather than a specific route. Within this zone, the bus will operate on demand; picking up passengers at designated boarding locations and dropping them off at other designated locations inside the zone. It then connects to a major bus route at a specific time point, enabling convenient connector service to other parts of the city. Currently BusLink is located in the Antioch area, which includes many low-rise apartments and large quantities affordable housing, as well as 3 multi-storied living facilities for persons with disabilities and of the elderly. It connects every hour to the route 15 Murfreesboro Road. The

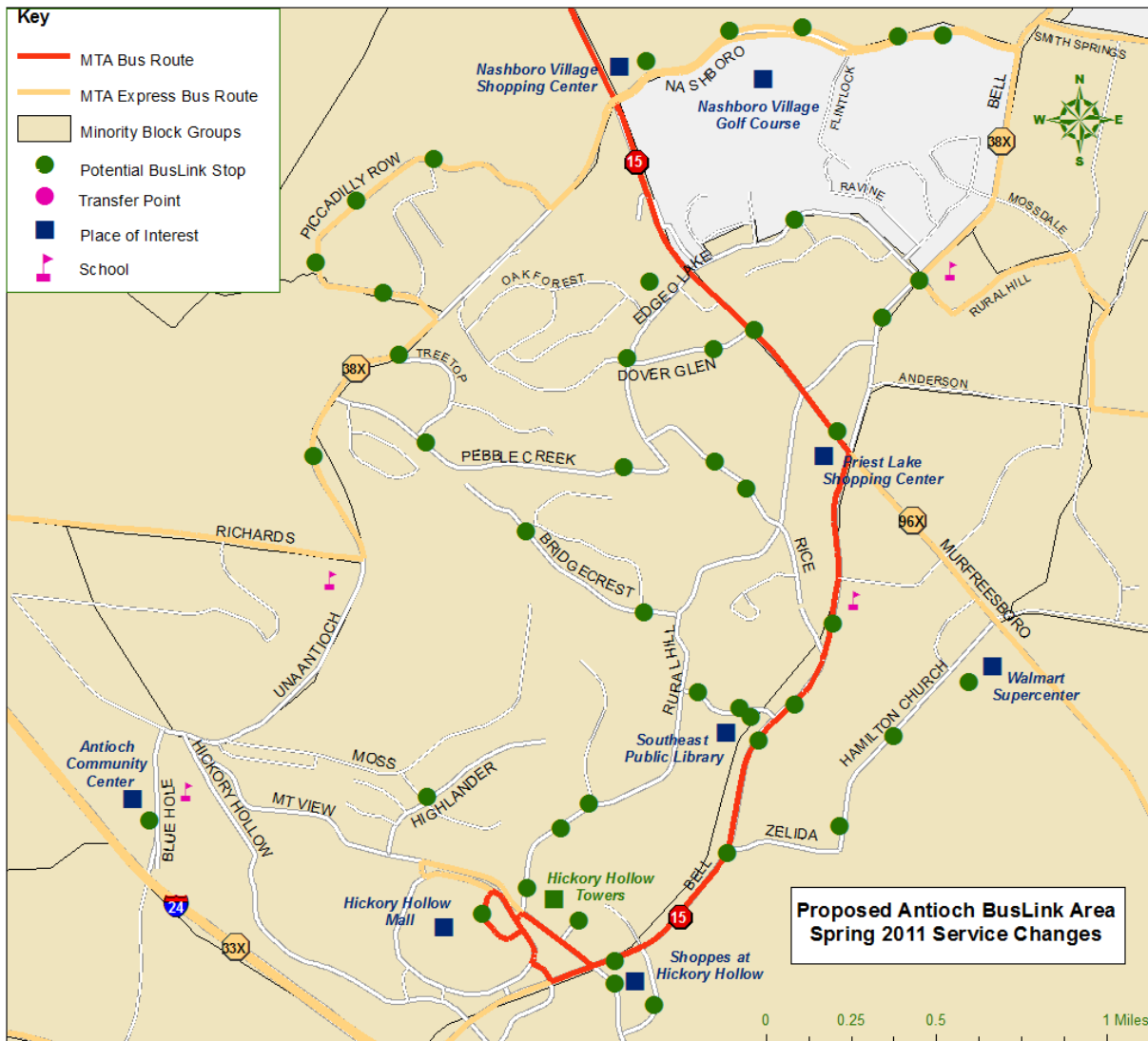
current service has not performed as expected and is not meeting the anticipated passengers per hour mark.

A group consisting of Operations, Planning, AccessRide, and Scheduling department employees met to revamp the service to reach more riders and increase ridership. AccessRide staff, who take BusLink calls, spoke with many passengers regarding their thoughts on how to improve the service. Operations staff met with some of the apartment communities to discuss expanded service. Planning staff had received numerous requests to expand service along Smith Springs Road at previous public meetings. Our Council Liaison also met with the area representatives to discuss the service options.

Based on this work, MTA proposes that some lower ridership stops be eliminated and the service area expanded to serve Smith Springs Road and Anderson Lane. The expanded service will provide direct access to Weatherly Ridge Apartments and Hamilton Creek Apartments, both of which management and residents support and want public transportation access in their neighborhood.

Maps

The map below illustrates the current BusLink area that began service in March 2011.



The entire area is a predominately minority community, but there was little-to-no ridership in the northwestern portion of the demand zone. MTA proposes to eliminate that zone and expand the area to the northeast. The northwestern portion is still served by a very frequent route- the Route 15 Murfreesboro Road, as well as an express commuter route- the Route 38X Antioch Express.

The map below illustrates the proposed expansion.

APPENDIX I

Subrecipient On-Site Visit Questionnaire

Subrecipient On-Site Visit Questionnaire

Dear [enter agency/organization name],

Your agency/organization is being sent this document because it is a CHSTP subrecipient under a FTA grant program. Whether you are operating an accessible van or minibus, or providing bus passes to members, your agency needs to take appropriate actions in order to comply with Title VI requirements. Because you are an MTA subrecipient of federal funds you are required to undergo two on-site visits per fiscal year.

By now you should have either adopted MTA's Title VI Plan (if deemed appropriate) or MTA has approved a Title VI Plan of your own creation. We have given you a number of guidelines in order to help you comply with Title VI as well as a check-list outlining your responsibilities under Title VI. Below is the check-list you were provided with before entering into a contract with us:

The following is a list of Title VI requirements that a subrecipient is responsible for and that Nashville MTA will either ask you to certify, verify, and/or document:

1. Have an adopted Title VI Plan
2. Annual Certifications and Assurances are signed and filed with Nashville MTA
3. Subrecipient has a written Title VI Complaint Procedure
4. Subrecipient has a written record of Title VI investigations, complaints, or law suits
5. Subrecipient has made an effort to review up to date demographic data of minority populations in their service area as well as Limited English Proficiency (LEP) populations and has taken reasonable steps to ensure that LEP persons have access to services.
6. Subrecipient has notified beneficiaries of their rights under Title VI by using the Title VI Notice to the Public that MTA has provided in this packet

In order to streamline the on-site visit process we ask you to please fill out the following questionnaire and submit it to the MTA via mail, email, or fax two weeks prior to your scheduled on-site visit on [enter date].

Thank you for your cooperation. Should you have any questions please contact us.

QUESTIONNAIRE ON THE FOLLOWING PAGE

QUESTIONNAIRE

Agency/Organization Name:

Date:

1. Who is the Title VI contact person for your agency? Does this person accept complaints from the public? If not, who does? Please include title, email and telephone number for each person you list.
2. In the past three years, has your agency been named in a discrimination complaint or lawsuit? If so, when and what was the nature of the complaint or lawsuit and what was the outcome? If so, please supply a copy of your complaint log as an attachment.
3. Does your agency have a written Title VI complaint procedure? If so, please provide a copy as an attachment.
4. Has your agency made the public aware of the right to file a complaint under Title VI? If so, by what means? Please provide the Notice to the Public and any other materials as an attachment.
5. Does your agency provide free translation services for persons with Limited English Proficiency? Please explain and provide attachments if applicable.
6. In the Past twelve months, what has your agency done to receive and consider input from all citizen groups, especially minority, low income, disabled, and transit dependent? Please provide attachments if applicable.
7. Does your agency have a method to collect racial and ethnic data on citizens impacted by your projects? If so please describe.
8. Has your agency provided written Title VI Assurances to MTA? Please attach a copy.

APPENDIX J

Bus Stop Guidelines

Nashville MTA Bus Stop Guidelines

The purpose of this policy is to establish guidelines locating bus stops and amenities (benches, shelters, etc.) along fixed routes operated by the Nashville MTA. These guidelines have been developed with the following goals in mind:

1. Formalize the decision-making process for stop and amenity placement
2. Ensure the safety of passengers, operators, and the general public
3. Maximize the number of persons with access to our services while maintaining operational efficiency
4. Locate amenities and enhancements based on customer utilization
5. Provide greater access to fixed route transit for persons with disabilities

This policy is to serve as a guide for future bus stops as well as evaluation criteria for stops and amenities already in place. Any existing stop or amenity that does not meet the basic requirements outlined in this policy will be redesigned, relocated or removed as soon as possible.

Bus Stops and Amenities :

--Stop Spacing:

Bus stop spacing is a delicate balance between operational requirements, speed of service, and passenger access to transit. Regularly utilized stops that are spaced too close together slow down service, increasing average passenger travel time. More stops also introduces greater variability into trip-to-trip travel times, leading to bus bunching on frequent routes and lowering ontime performance. These factors have the potential to discourage customers from using the bus system. More bus stops generally translate to higher maintenance and operational costs, as well. However, stops spaced too far apart reduce the total number of potential customers within walking distance to the bus line, and can cause elderly and disabled passengers to lose access to transportation or utilize resource-intensive paratransit services.

The following guidelines for stop spacing will be utilized within the context of the area being served. There may be occasions when it is necessary to deviate from the spacing guidelines listed below in response to local conditions. For example, if there is a high ridership generator or location frequented by persons with disabilities or the elderly that has poor pedestrian and/or ADA access to surrounding areas, it may be necessary to locate a stop there regardless of proximity to surrounding bus stops. Conversely, there may a long stretch of route with no ridership generators or safe stop locations, leading to a decision to exceed the maximum spacing guidelines for the area.

Bus Stop Spacing – General Guidelines:

- a. Central Business District:
 - i. Target spacing: 400-800 feet
 - ii. Minimum spacing: 300 feet
 - iii. Maximum spacing: 1,000 feet
- b. Urban areas and major arterials:
 - i. Target spacing: 600-1,000 feet
 - ii. Minimum spacing: 500 feet
 - iii. Maximum spacing: 1,500 feet
- c. Suburban areas and feeder lines:
 - i. Target spacing: 800-1500 feet

- ii. Minimum spacing: 600 feet
 - iii. Maximum spacing: 2,000 feet
- d. Rural, low-density areas:
 - i. Place stops as needed at potential ridership generators and near major intersections, but no closer than 650 feet
- e. Bus Rapid Transit without overlapping local service:
 - i. Target spacing: ½ mile
 - ii. Minimum spacing: ¼ mile
 - iii. Maximum spacing: 1 mile
- f. Bus Rapid Transit with overlapping local service:
 - i. Target spacing: ¾ mile
 - ii. Minimum spacing: ½ mile
 - iii. Maximum spacing: depending on demand

If an existing pair of stops is found to violate the minimum spacing guidelines listed above and there are no justifying local factors (such as pedestrian access issues, proximity to a major ridership generator, nursing home, school, or hospital), one stop will be removed and the other will either remain as-is or be repositioned to a location in between the two original stops.

If an existing stop violates the minimum spacing guidelines with both the previous and next stop on the route, it is preferable to remove the two outside stops and keep the middle stop. If it is determined that one of the outside stops must remain, then the middle stop will be removed.

In the event that more than three stops in a row are closer than the minimum recommended spacing, the entire section of route will be re-evaluated and adjustments made to bring the section of route back into compliance with the policy.

If a portion of route exists that violates the maximum spacing guidelines for the area, and safe stop locations exist near potential ridership generators or residences, stops will be added to bring the route into compliance with the maximum spacing guidelines.

--Stop Location:

Stops may be located nearside, farside, or midblock. A nearside stop is one placed before the vehicle crosses an intersection, farside is after the intersection, and midblock is not at an intersection. When determining the exact location of a stop, MTA staff members will examine local traffic flow and pedestrian infrastructure while utilizing the guidelines regarding stop placement outlined in TCRP (Transit Cooperative Research Program) Report 19.

--Shelters:

Bus shelters establish a greater appearance of permanence for bus line. They provide an additional level of comfort and security to customers while giving the transit agency a means of displaying route information or advertising. As such, bus shelters will ideally be placed in locations where they will be most heavily utilized by waiting passengers. These are generally in areas with the highest passenger boardings, but special considerations will also be made for transfer points between routes or locations where ridership is steady but buses run infrequently and average wait time is greater. Special consideration will also be given to stops frequented by elderly and disabled persons. All future MTA bus shelters must be ADA compliant. All stops on BRT routes must have a shelter and passenger information display sign (PID) showing scheduled or real-time bus departure information.

The minimum average number of boardings required for bus shelter placement at existing bus stops is 40 persons per day (as calculated through manual check, farebox, or automated passenger count data). A stop meeting the minimum boardings requirement will be

given consideration for shelter construction, but meeting the minimum ridership requirements alone does not guarantee the placement of a shelter at that location.

--Route map/schedule schematics:

Efficient dissemination of route and schedule information to the public is critical to the success of a transit network. One potentially effective way of providing this information is through the posting of route maps and schedules at bus stops, referred to as route schematics. These schematic signs will be placed at the following locations along a route: transfer points, timepoints, and existing stops with greater than 25 boardings per day.

--Bus stop benches:

Bus stop benches provide advantages to the transit agency and the customer. They are a means to generate advertising revenue for the agency while providing greater comfort for waiting passengers. Benches are also similar to shelters in that they establish a greater sense of permanence for the bus line over bus stops with just a sign. Benches will be placed at all bus stops with greater than 25 boardings per day when possible. Benches may also be placed at other existing stops with lower ridership levels for advertising purposes. MTA benches may not be placed at locations that have not been approved as MTA bus stops.

Evaluation Procedure:

In an effort to streamline the bus stop evaluation process, one individual shall be responsible for initial processing of all stop and amenity requests. The GIS Specialist shall serve in this role, hereafter referred to as the Bus Stop Manager. In addition, a Bus Stop Evaluation Committee shall be established, consisting of one voting representative member from each of the following departments: Maintenance, Operations, and Scheduling. The representative from the Maintenance department shall be the Transit Stop Field Service Coordinator. The representatives from the other departments shall be appointed by their respective department heads. The Committee will meet once per month. The Bus Stop Manager shall serve as the Chair of the Committee and will be responsible for preparing agendas and recording minutes.

All external or internal requests for stop and amenity placements shall be provided in writing to the Bus Stop Manager. The Bus Stop Manager will then evaluate the request to determine if the requested stop or amenity meets the basic requirements of the policy. If the requested stop or amenity does not meet the basic requirements of the policy and there are no exceptional circumstances that warrant consideration, the Bus Stop Manager shall issue a written response to the requestor denying the stop request and indicating the specific requirement(s) of the policy that the proposed stop or amenity does not meet. If the requestor still believes that the stop or amenity is warranted, they may resubmit their request as an appeal documenting why an exception to the policy is warranted.

If the Bus Stop Manager determines that the stop or amenity meets all of the basic requirements of the policy, or if a written appeal of a stop or amenity request denial is received, the stop request shall be furnished to all Committee members for review. The Committee will evaluate the request, taking the following into consideration:

- Passenger safety
- Pedestrian access
- Potential ridership generators
- Traffic conditions
- Existing ridership (for amenity placement)
- Any other factors deemed relevant by the Committee

Upon completion of their review, the Committee members will vote by simple majority to approve or deny the stop or amenity request. A written summary of the Committee's findings is then drafted by the Bus Stop Manager and sent to the original requestor.

If the request is for a new bus stop, the Committee must also determine the placement of the stop – either nearside, farside, or midblock – depending on traffic and pedestrian considerations. A trip will then be scheduled consisting of the Maintenance and Operations representatives to site the exact location of the bus stop and geocode the stop into the database.

For new routes only, an initial stop location list will be drafted by the scheduling department and provided to the committee for review. The above process will then be followed as written.

The guidelines outlined in TCRP Report 19 will be used by the committee as a detailed supplemental reference when making decisions regarding stop placement. This report can be accessed through the following link:

<http://apps.trb.org/cmsfeed/TRBNetProjectDisplay.asp?ProjectID=992>.

APPENDIX K

2011 Nashville On-Board Transit Survey



2011 NASHVILLE REGIONAL ON-BOARD TRANSIT SURVEY

DRAFT REPORT

Developed by:



In Association with:



June 1, 2011

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CHAPTER 1: OVERVIEW

ETC Institute administered an On-Board Transit Survey for The Nashville Metropolitan Transit Authority (MTA) during the spring of 2011. The primary objective for conducting the On-Board Transit Survey was to gather accurate travel data from transit riders to update the regional travel demand model.

The universe for the survey consisted of 43 bus routes and the Music City Star Regional Rail system operated by the Regional Transportation Authority (RTA). This system includes trains that run to/from Riverfront, Donelson, Hermitage, Mt. Juliet, Martha and Lebanon. The goal was to obtain usable surveys from at least 3605 transit riders, which represented approximately 10% of the system ridership. The actual number of completed, usable surveys was 3,936.

This overview contains a description of the data requirements, sampling methodology including the sampling plan, survey administration/quality control procedures, and data entry/editing procedures. More detailed information is provided in subsequent chapters of this report:

- A detailed description of the administration of the on-board survey is provided in Chapter 2.
- Characteristics of transit riders and select findings are provided in Chapter 3.
- Major results of the survey are shown as charts and graphs in Chapter 4.
- A detailed description of the final survey database is provided in Chapter 5.
- Tabular data is provided in Chapter 6.
- Copies of the survey instruments are provided in Chapter 7.

Data Requirements

ETC Institute worked closely with Nashville MTA staff to design the survey instrument. Some of the specific types of information that were gathered on the survey included:

- The location where the rider initially started his/her trip
- How the rider traveled from their starting place to the bus
- The location where the rider boarded the bus
- The location where the rider got off the bus
- How the rider traveled from the bus to his/her final destination
- The location of the rider's final destination
- Household information (number of people in the household, vehicles, etc.)
- Personal information (gender, employment status, etc.)

The survey was administered as a face-to-face interview. While most respondents completed the survey during their trip, postage-paid return reply envelopes were available for riders who did not have time to complete the survey during their trip. This was done to ensure that short-trips were captured in the survey administration.

Each survey contained a serial number that was used by ETC Institute to track the route and sequence in which surveys were completed.

Initial Test of the Survey Instrument. ETC Institute conducted a pilot test of the survey to ensure the survey worked properly. The pilot test was conducted with a total of 50 riders on 2 different routes. No problems with the survey instrument or sampling procedures were identified during the pilot test.

Sampling Methodology and Report on Complete and Usable Surveys

ETC Institute developed a sampling plan to ensure that the overall results of the survey would be statistically valid for the region as a whole. The sampling plan identifies the number of completed surveys that were needed from each route. The sampling plan was designed to obtain completed surveys on from approximately 10% of the ridership on each bus route. Oversampling was done on selected routes during the evening hours to ensure evening ridership was captured.

A copy of the report of the goals and the completed versus the usable surveys is provided on the following page.

2011 Nashville Regional On-Board Transit Survey

Report on Completed and Useable Surveys

| ROUTE # | ROUTE/STATION NAME | Goal for Completed Survey | Actual Number of Completed Surveys from the | | # Surveys Useable (Passed Initial QA/QC Checks and all 5 Key Addresses Geocoded) | % Administered Surveys that Were Useable |
|------------|---|---------------------------|---|----------|---|--|
| | | | Field | Goal Met | | |
| 1 | 100 Oaks | 25 | 51 | YES | 47 | 92.2% |
| 10 | Charlotte | 225 | 232 | YES | 215 | 92.7% |
| 12 | Nolensville Road | 233 | 239 | YES | 216 | 90.4% |
| 14 | Whites Creek | 55 | 67 | YES | 65 | 97.0% |
| 15 | Murfreesboro Road | 341 | 349 | YES | 328 | 94.0% |
| 17 | 12th Avenue South | 82 | 109 | YES | 101 | 92.7% |
| 18 | Airport/Elm Hill Pike (includes 18X) | 46 | 51 | YES | 46 | 90.2% |
| 19 | Herman | 96 | 100 | YES | 94 | 94.0% |
| 2 | Belmont | 33 | 39 | YES | 37 | 94.9% |
| 20 | Scott | 28 | 38 | YES | 35 | 92.1% |
| 22 | Bordeaux | 196 | 205 | YES | 195 | 95.1% |
| 23 | Dickerson Road | 183 | 184 | YES | 162 | 88.0% |
| 24X | Bellevue Express | 27 | 67 | YES | 62 | 92.5% |
| 25 | Midtown | 66 | 71 | YES | 69 | 97.2% |
| 26 | Gallatin Road | 161 | 164 | YES | 152 | 92.7% |
| 28 | Meridian | 50 | 58 | YES | 54 | 93.1% |
| 29 | Jefferson | 86 | 93 | YES | 90 | 96.8% |
| 3 | West End | 214 | 221 | YES | 191 | 86.4% |
| 30 | McFerrin | 25 | 35 | YES | 35 | 100.0% |
| 33X | Hickory Hollow Mall/Old Hickory Express | 25 | 25 | YES | 19 | 76.0% |
| 34 | Opry Mills | 25 | 40 | YES | 38 | 95.0% |
| 35X | Rivergate Express | 25 | 44 | YES | 43 | 97.7% |
| 37X | Tusculum/McMurray Express | 23 | 23 | YES | 21 | 91.3% |
| 38X | Antioch Express | 25 | 25 | YES | 20 | 80.0% |
| 39X | Cane Ride Express | 5 | 19 | YES | 19 | 100.0% |
| 4 | Shelby | 137 | 142 | YES | 133 | 93.7% |
| 41 | Golden Valley | 22 | 23 | YES | 22 | 95.7% |
| 42 | St. Cecilia/Cumberland | 43 | 53 | YES | 51 | 96.2% |
| 56 | Gallatin Road BRT | 288 | 296 | YES | 270 | 91.2% |
| 6 | Lebanon Road | 75 | 77 | YES | 73 | 94.8% |
| 60, 61, 62 | Music City Circuit Routes (Blue, Green, Purple) | 78 | 81 | YES | 79 | 97.5% |
| 7 | Hillsboro | 171 | 183 | YES | 178 | 97.3% |
| 72 | Edmondson Pike Connector | 20 | 22 | YES | 22 | 100.0% |
| 76* | Madison Connector | 25 | 25 | YES | 22 | 88.0% |
| 8 | 8th Avenue South | 37 | 49 | YES | 48 | 98.0% |
| 89X | Springfield/Joelton Express | 30 | 83 | YES | 81 | 97.6% |
| 9 | Metrocenter | 55 | 55 | YES | 44 | 80.0% |
| 91X | Franklin/Brentwood Express | 30 | 63 | YES | 61 | 96.8% |
| 92X | Gallatin/Hendersonville Express | 30 | 63 | YES | 60 | 95.2% |
| 93 | Music City Star West End Shuttle | 29 | 67 | YES | 65 | 97.0% |
| 95X | Spring Hill Express | 30 | 36 | YES | 34 | 94.4% |
| 96X | Nashville/Murfreesboro Relax & Ride | 36 | 78 | YES | 74 | 94.9% |
| | DONELSON | 14 | 14 | YES | 10 | 71.4% |
| | HERMITAGE | 30 | 34 | YES | 39 | 114.7% |
| | LEBANON | 13 | 37 | YES | 33 | 89.2% |
| | MARTHA | 6 | 6 | YES | 8 | 133.3% |
| | MT JULIET | 26 | 42 | YES | 44 | 104.8% |
| | RIVERFRONT | 81 | 142 | YES | 131 | 92.3% |
| TOTAL | | 3605 | 4220 | YES | 3936 | 93.3% |

Survey Administration/Quality Control Procedures

Some of the survey administration and quality control procedures utilized by ETC Institute are listed below.

- Each interviewer was trained to understand the purpose of the survey so they could explain the importance of the survey to riders.
- One interviewer was assigned per bus and at least one bus was selected from each route.
- Interviewers conducted surveys on their assigned bus for the entire day that the route was in operation in accordance with the hours shown in the sampling plan. Short breaks were allowed for interviewers in conjunction with breaks that were taken by the driver.
- The interviewer asked every “nth” rider to complete the survey in accordance with the sampling plan.
- If the survey participant was still onboard the bus, interviewers were required to conduct “exit” interviews with participants to ensure the survey was complete and the questions were answered correctly.
- Following the completion of each run along a route, the interviewer would briefly get off the bus and take completed surveys from that route to ETC Institute’s Team Leader. The Team Leader worked at the transit center.
- ETC Institute’s Team Leader and two assistants reviewed all the completed surveys that were submitted by interviewers to ensure the usability, accuracy, and completeness of the data collected.
- ETC Institute’s Team Leader ensured that the total number of usable surveys exceeded the sampling goals for each route.

Data Entry and Editing Procedures

Following the administration of the survey, ETC Institute’s Team Leader and the interviewing team conducted a secondary review of the completed surveys. Errors that were identified during the secondary review were corrected when possible. When data was missing, incomplete, or illegible, internet research was conducted to retrieve the data. Specific procedures that were followed by ETC Institute are described below:

- ETC Institute personnel conducted a 100% review of all completed surveys.
- If an entry on a survey form did not conform to the specifications established for the field, was incomplete, or illegible, ETC Institute employees took one of two actions:
 - they corrected the entry; the corrections were sometimes easy to make given the data provided; or

- they utilized the internet to research origin/destination addresses and intersections to ensure they were complete as possible. When ETC Institute personnel took these actions, the employee noted the action taken and reported the action to the project supervisor. This review process was done prior to data entry to ensure all survey data was as complete as possible before the information was entered into the database.
- ETC Institute personnel conducted dual data entry for 100% of the records. All completed surveys were entered into two independent databases by different people. After data entry was completed for each database, the files were compared and screened for records that did not match. Records that did not match were corrected in each of the databases by different people. The files were then merged again, and records that still did not match were corrected again. This process was repeated until all records in each of the two databases matched.

CHAPTER 2: ADMINISTRATION OF THE ON-BOARD TRANSIT SURVEY

Conduct the Pretest

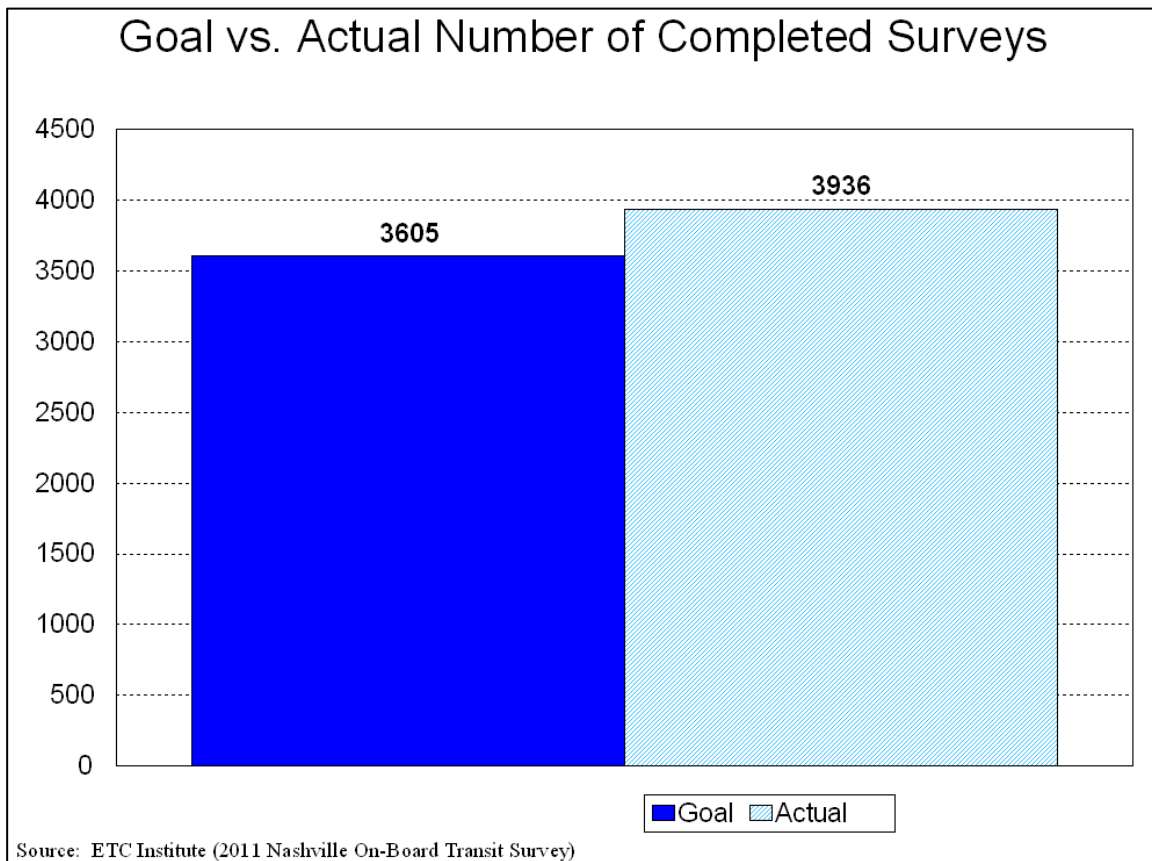
ETC Institute conducted a pre-test with 50 riders on 2 different routes. The pre-test was designed to ensure the survey worked properly and the process covered all aspects of the survey administration procedures including:

- placing surveyors on the transit vehicles at the designated time
- recording the total number of people who boarded the bus
- asking every “nth” rider to complete the survey
- conducting “exit” interviews with riders to ensure the survey were complete and the questions were answered correctly
- briefly exiting the bus after each route to give completed surveys to ETC Institute’s Team Leader

No problems with the survey instrument were found from the pilot test. Based upon these findings, the survey administration procedures and survey instrument were finalized. A copy of the survey instrument is provided in Chapter 4 of this report.

Administer the On-Board Passenger Survey

ETC Institute fielded a survey administration team on weekdays between March 30, 2011 and April 14, 2011. The survey team consisted of ETC Institute employees who had previous experience with the administration of on-board transit surveys and local employees hired and trained by ETC Institute. The surveys were administered in accordance with the procedures that were previously described (Page 4). A total of 3,936 useable surveys were obtained. The goal and actual number of surveys that were completed are shown in the chart on the following page.



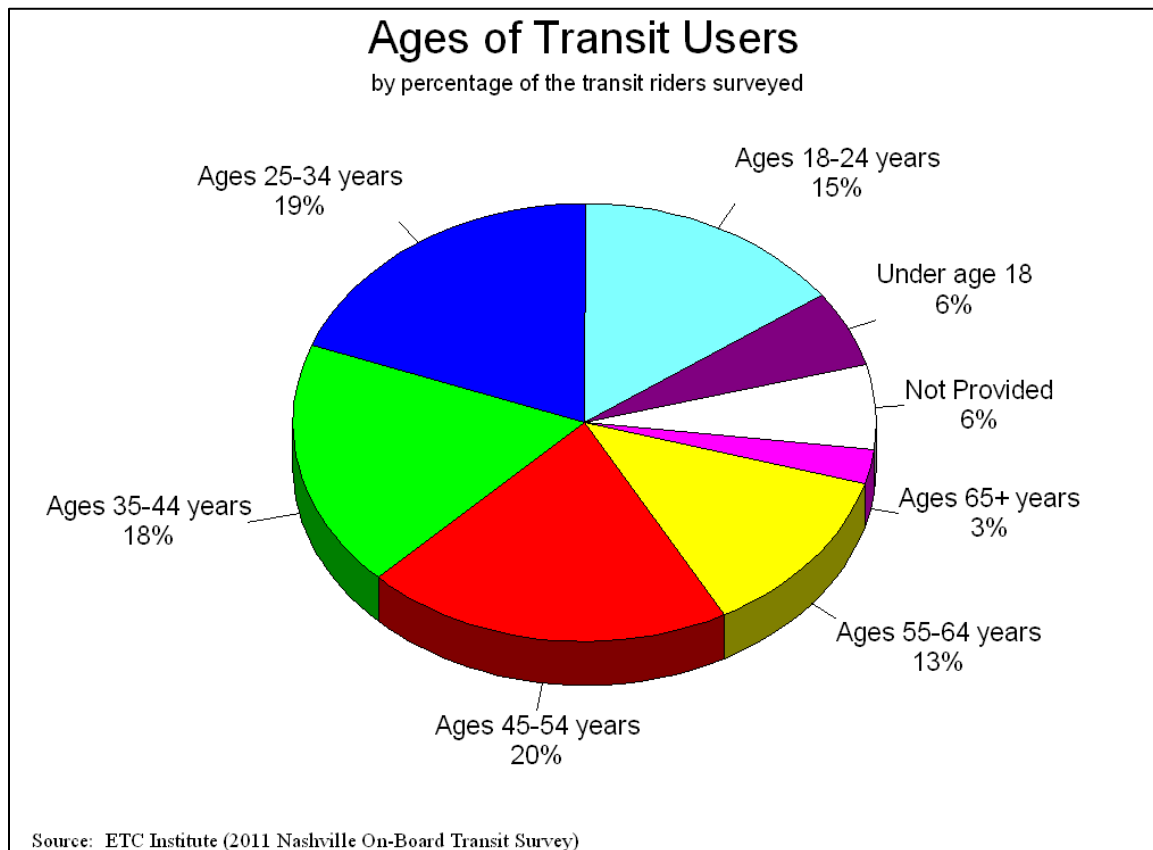
Alternative Methods of Completing the Survey

Although most surveys were completed by riders during their trip, riders who did not have time to complete a survey were given a survey and a postage-paid return-reply envelope to return to ETC Institute by mail after it had been completed. Any time an interviewer distributed a mail survey, the serial number of the survey was recorded for quality control purposes. A total of 58 surveys were returned by mail.

CHAPTER 3: CHARACTERISTICS OF TRANSIT RIDERS AND SELECT FINDINGS

Age of Transit Riders

More than half (52%) of the riders surveyed were 18-44 years of age. Thirty-three percent (33%) of the riders were age 45-64 years, 3% were age 65 or older, 6% were under age 18 and 6% did not provide their age. The chart below shows the age distribution of riders.



Percentage of Transit Users with a Valid Driver's License

More than half (53%) of the transit users surveyed DID have a valid driver's license; 41% DID NOT have a valid driver's license and 6% did not provide a response.

Employment Status of Transit Users

Two-thirds (66%) of the transit users surveyed were employed full-time (51%) or part time (15%). Twenty-four percent (24%) of transit users were either not employed but seeking work (16%) or not employed and NOT seeking work (8%); 3% of the riders surveyed were retired and 7% did not provide a response.

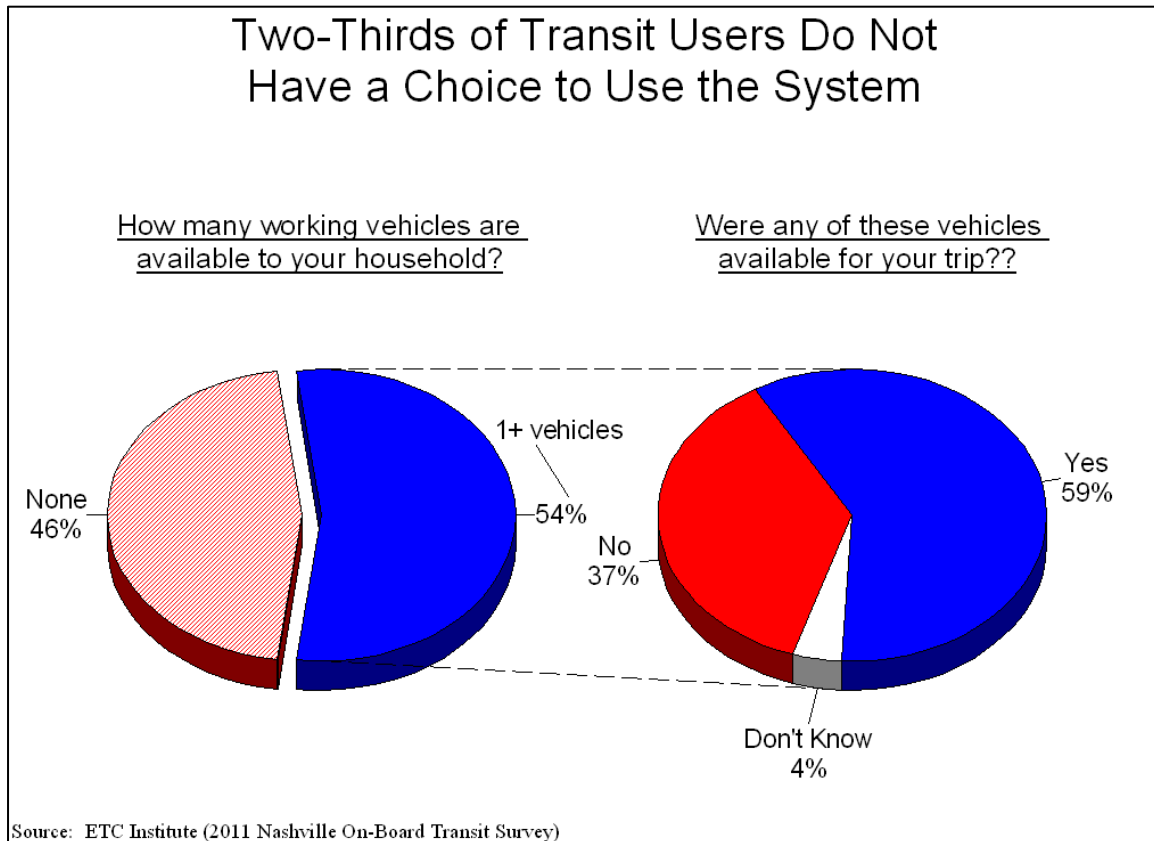
Percentage of Students Using Public Transportation

Seventy-four percent (74%) of the transit riders surveyed were NOT students; 20% of the transit riders surveyed were either college/university students (12%), students through the 12th grade (6%) or students of some other institution (2%).

Vehicle Availability

Forty-six percent (46%) of the riders surveyed did not have a vehicle in the household. Twenty-eight percent (28%) of the riders surveyed indicated they had at least one vehicle in the household; 19% had two vehicles in the household, 5% had three vehicles in the household, and 2% had four or more vehicles in the household.

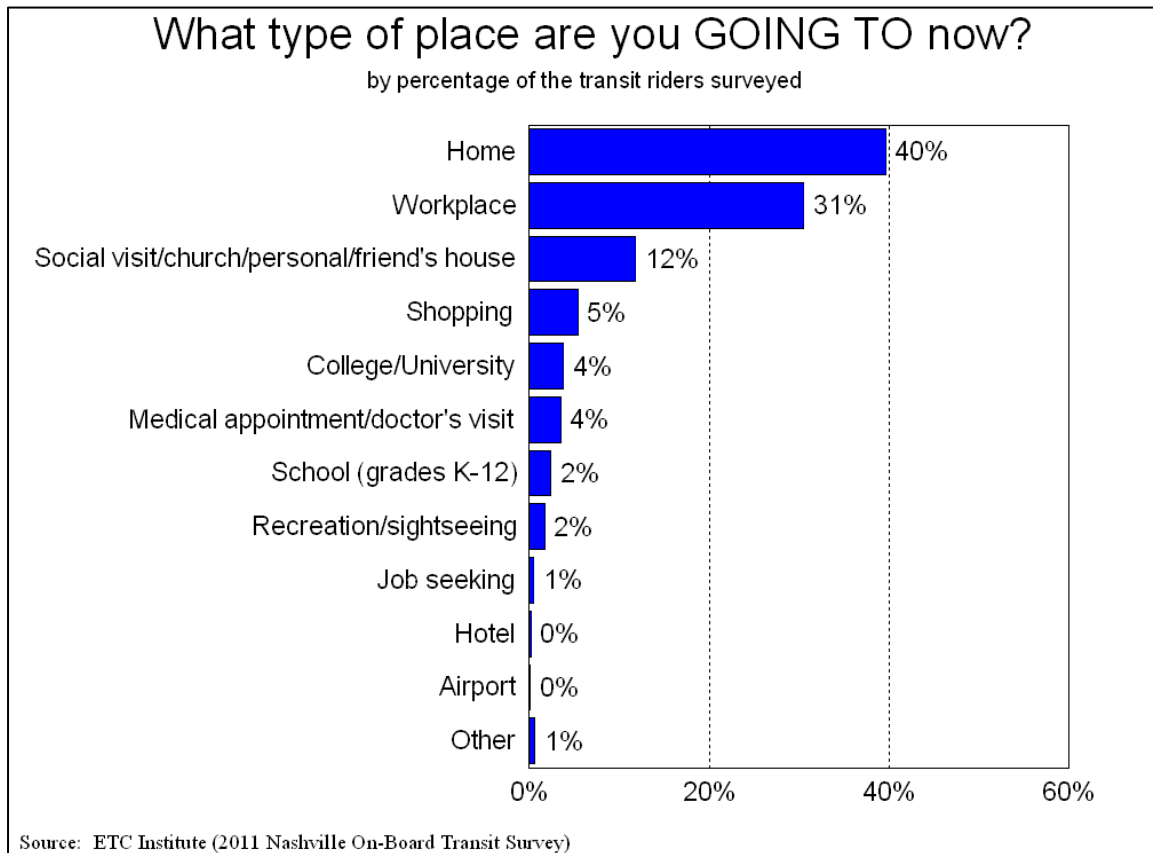
Sixty-six percent (66%) of those surveyed either did not have any vehicles available to their household or their vehicle was not available for their trip. Thirty-two (32%) of those surveyed were “choice riders,” which means they could have driven their car instead of riding the bus. The chart below displays these findings.



When participants were asked how they would have made their trip if public transit had not been available, twenty-eight percent (28%) of riders indicated they could not have made the trip if there were no public transit available. The modes that riders would have used to make the trip were: drive (28%), ride with someone else (26%), walk (11%), use a taxi (5%) or bike (2%).

Where Transit Riders Were Going

Forty percent (40%) of the trips completed by transit riders in the region involve a return trip to the rider's home. Thirty-one percent (31%) involved a trip to work and 12% involved a social or personal trip. The chart below shows the complete listing of



destinations for transit riders.

How Transit Riders Got to the Bus

Eighty-five percent (85%) of those surveyed indicated that they got to their bus by walking; 8% drove alone, 4% were dropped off by someone going somewhere else, 1% carpooled, 1% biked and 1% used some other mode.

How Transit Riders Got to Their Destination

When asked how they would get to their destination once they exited the transit system, most (87%) of the riders surveyed indicated they would walk; 8% were going to drive and 5% were going to get picked up.

Frequency of Transit Use

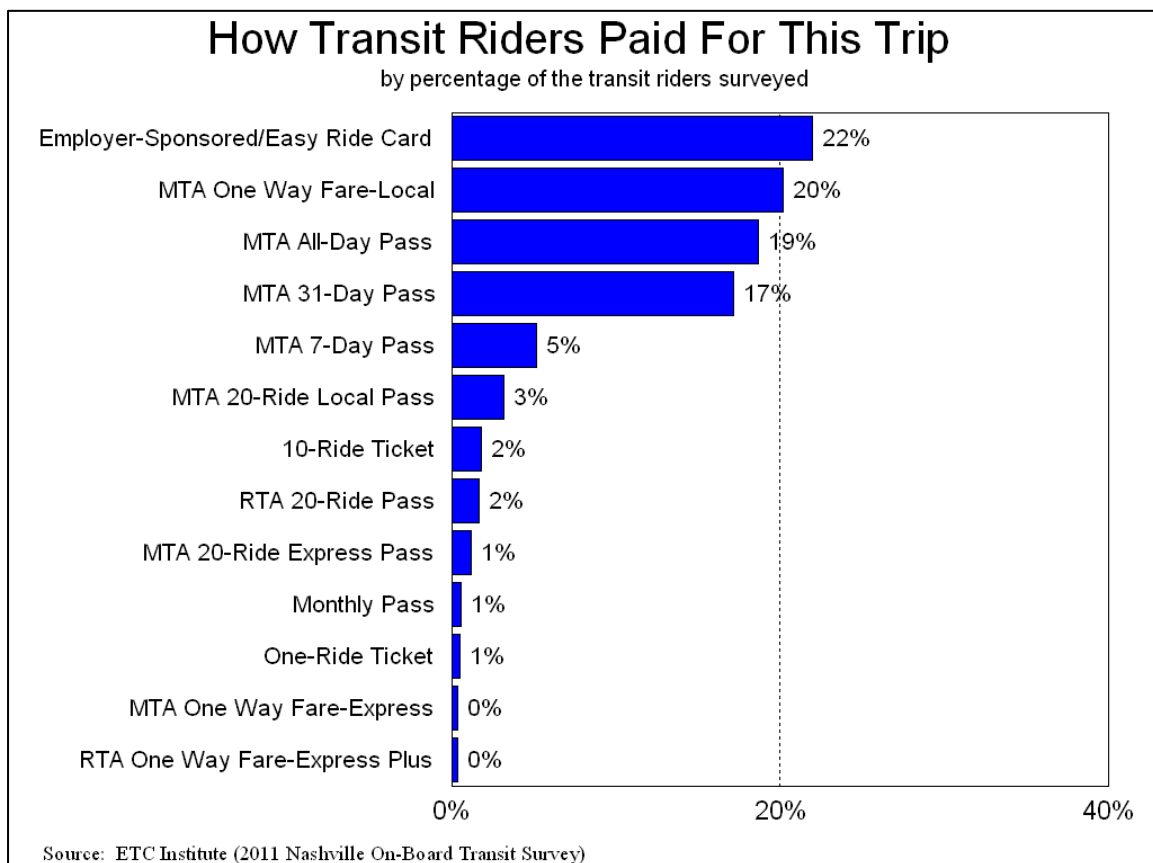
Seventy-two percent (72%) of the transit users surveyed ride some form of public transit in the Nashville region at least once a day, 17% use public transit at least once a week, 3% use it once a month, 1% use it once a year, 1% of riders indicated it was their first time riding and 6% did not provide a response.

How Long Riders Had Been Using MTA/RTA Services

Twenty-four percent (24%) of the transit riders surveyed had been using MTA/RTA services for less than one year; 19% had been using it one to two years, 15% had been using it two to four years, 34% had been using it more than four years, 2% of riders indicated it was their first day using MTA/RTA services and 6% did not provide a response.

How Transit Users Paid for Their Trip

Twenty-two percent (22%) of riders paid for their trip with an Employer-Sponsored/Easy Ride Card, 20% paid for their trip at a MTA One Way Fare-Local rate, 19% paid for their trip with a MTA All-Day Pass and 17% paid for their trip with a MTA 31-Day Pass. Some of the other rates that riders paid for their trip were: MTA 7-Day Pass (5%), MTA 20-Ride Local Pass (3%) and a 10-Ride Ticket (2%). The chart below shows all the different ways that users paid for their trip.



Sixty-one percent (61%) of the transit riders surveyed DID NOT receive any kind of fare discounts. Twelve percent (12%) of riders received a disabled discount, 9% received a youth discount, 3% received a senior discount, 2% received some other form of fare discount and 13% did not provide a response.

Other Findings

- Sixty-three percent (63%) of riders indicated they HAVE NOT changed their travel behaviors in recent months because of the rising fuel prices and 37% indicated they DID change their travel behaviors.
- Seven percent (7%) of transit riders indicated they DID speak a language other than English at home, 87% indicated they DID NOT speak a language other than English at home and 6% did not provide a response.

LIMITATIONS OF THE DATA

Although the sampling and completeness goals for this survey were met or exceeded in all areas, the survey database does have limitations. The limitations listed below are intended to provide guidance to persons who will use data from this survey to conduct analysis in the future. The list is not all inclusive, and anyone using the database should consider other limitations that are common to databases that are obtained from random or stratified random sampling.

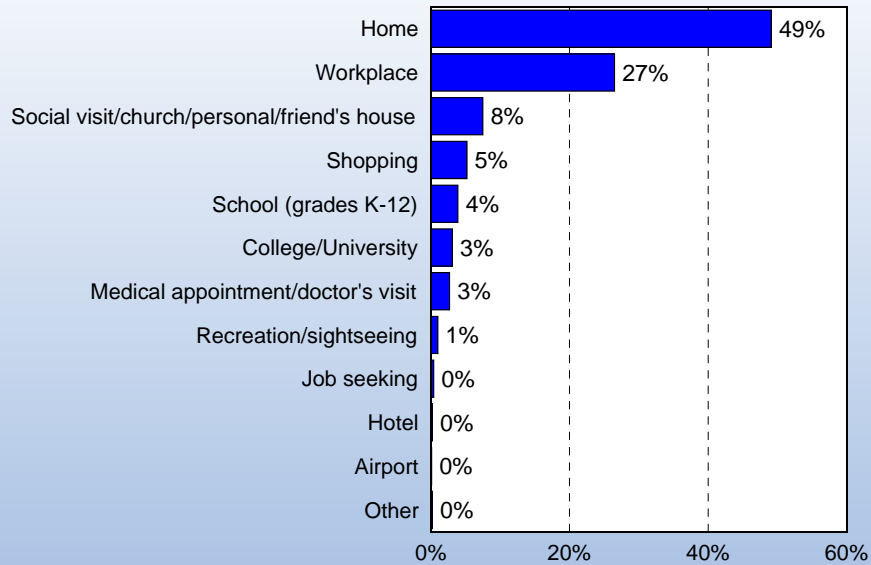
- There may be some under-representation of very short-trips in the database. The survey took most people about 5-7 minutes to complete. Although alternative methods of responding to the survey were provided (mail), it is possible that people who made very short trips were less likely to complete the survey, which would mean short trips could be under-represented.
- Low volume route data may not be statistically representative of individual low volume routes. Since many low volume routes have unique characteristics, the data for low volume routes may not be representative of the routes that were not included in the sample. Every effort was made to select a representative cross-section of low volume routes, but the resources for the survey were not adequate to ensure that all low volume routes were included in the survey.
- Weekend travel patterns are not represented in this database. This survey did not include weekend trips. Although weekend trips may have similar characteristics to trips completed during weekdays, this survey only included trips that were completed Monday through Friday.

CHAPTER 4: CHARTS AND GRAPHS

Charts and graphs displaying the results of selected questions on the survey are provided on following pages.

What type of place are you COMING FROM now?

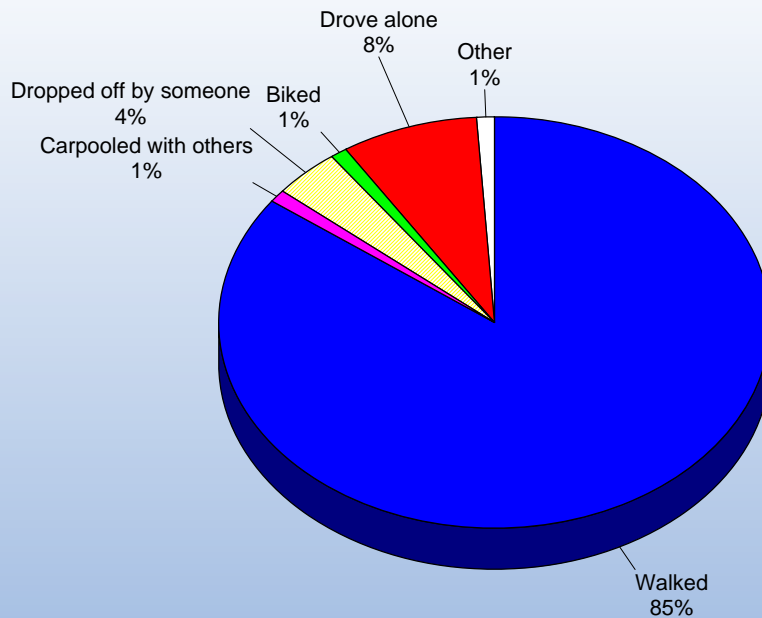
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How Transit Riders Got to the First Bus or Train Used

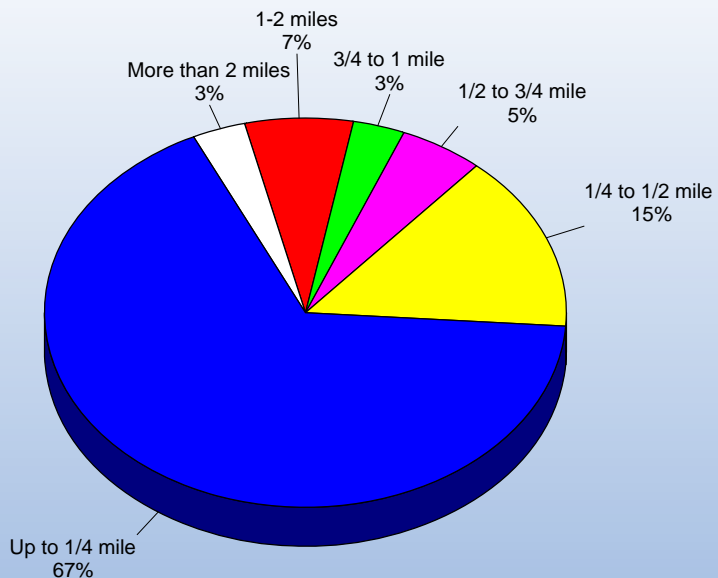
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How Far Transit Riders Walked to Access the First or Bus or Train Used

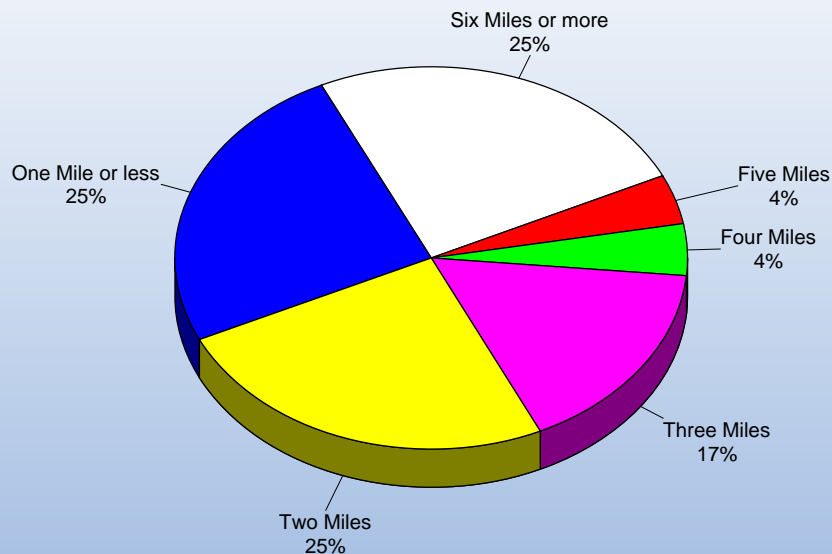
by percentage of the transit riders surveyed who walked to the first bus or train used



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How Far Transit Riders Will Bike to Access the First or Bus or Train Used

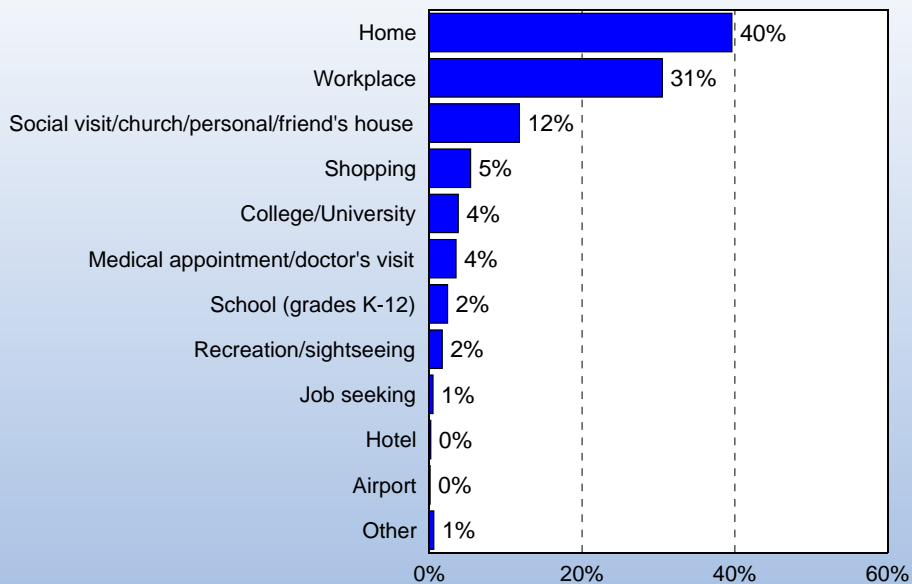
by percentage of the transit riders surveyed who indicated they will walk to their destination once they exit the transit system



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

What type of place are you GOING TO now?

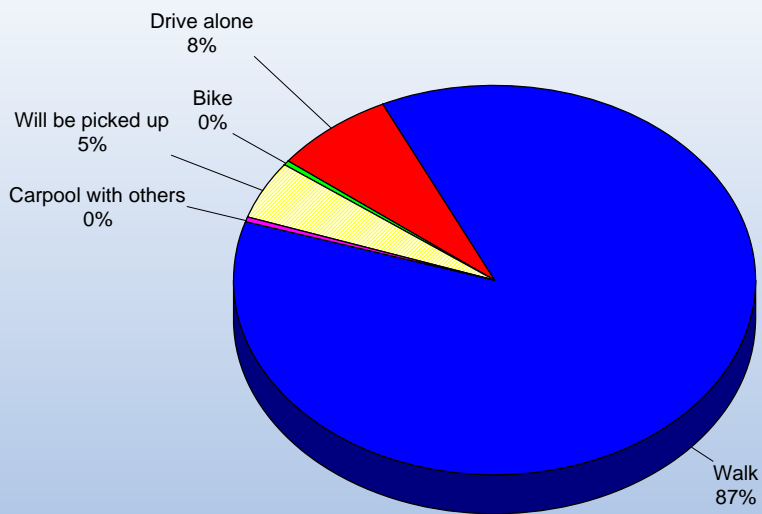
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How Transit Riders Will Get to Their Destination

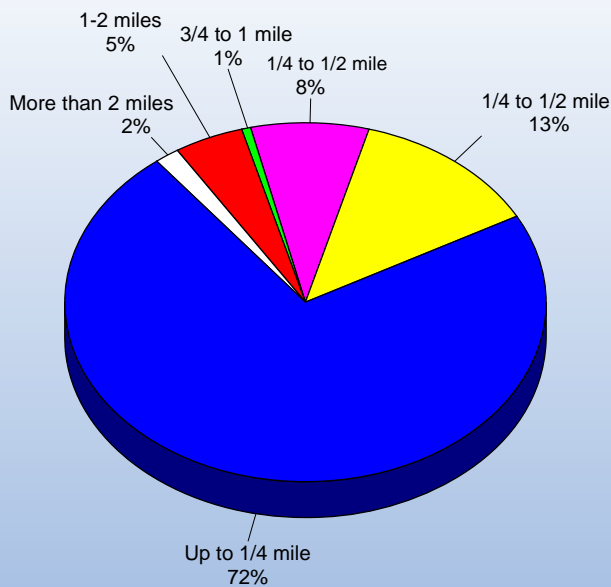
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How Far Transit Riders Will Walk to Their Destination

by percentage of the transit riders surveyed who indicated they will walk to their destination once they exit the transit system



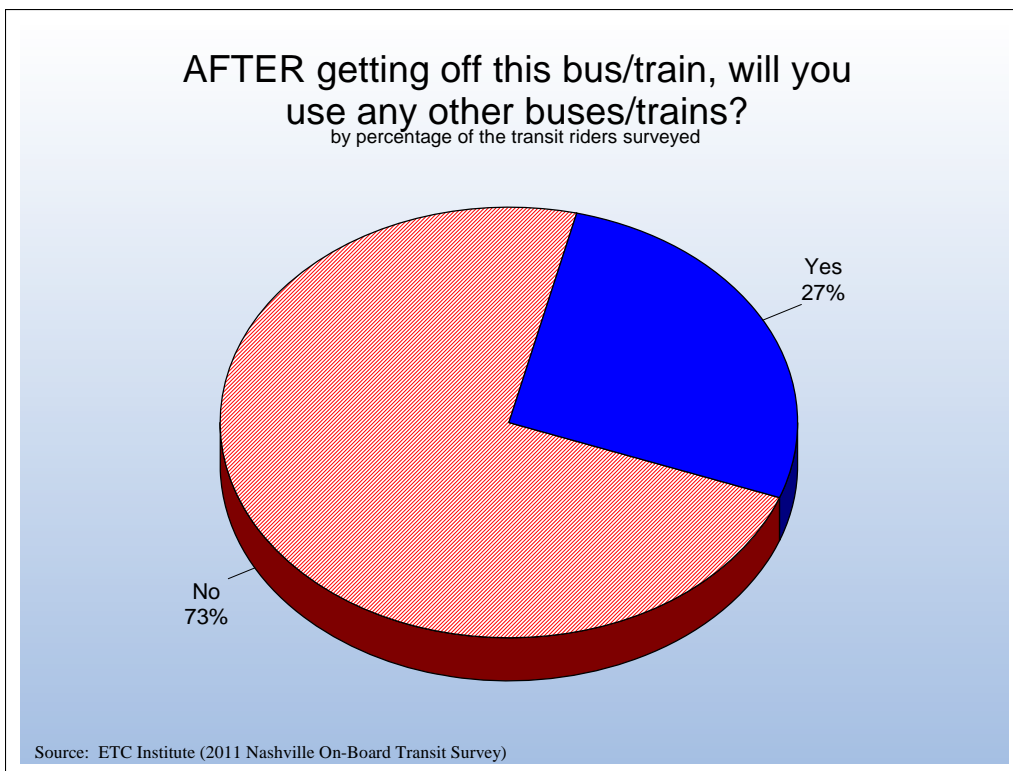
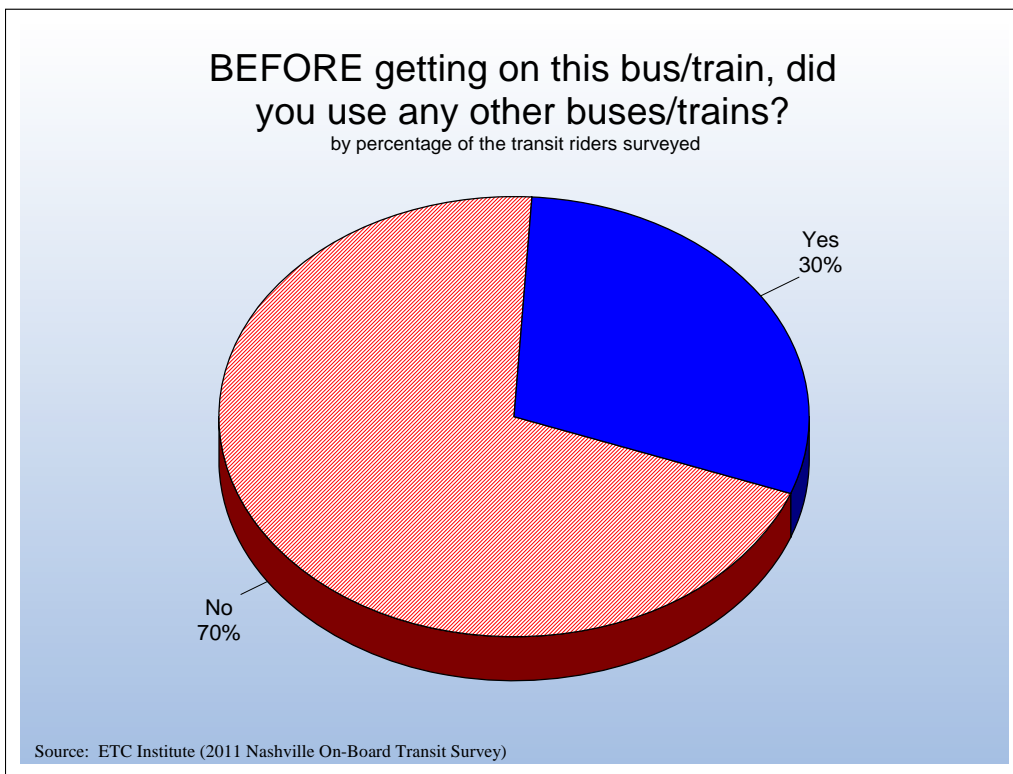
Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How Far Transit Riders Will Bike to Their Destination

by percentage of the transit riders surveyed who indicated they will bike to their destination once they exit the transit system

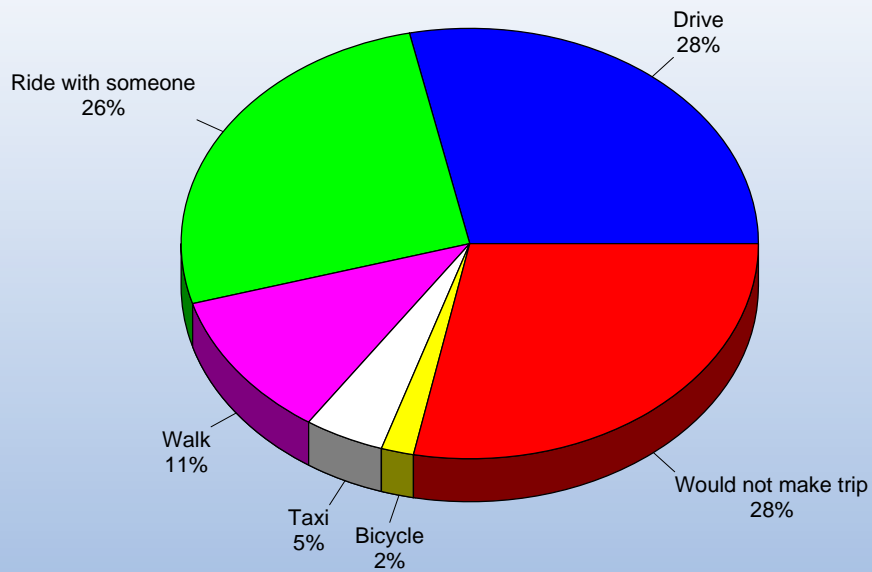


Source: ETC Institute (2011 Nashville On-Board Transit Survey)



If TRANSIT SERVICE WAS NOT AVAILABLE, how would you make THIS TRIP?

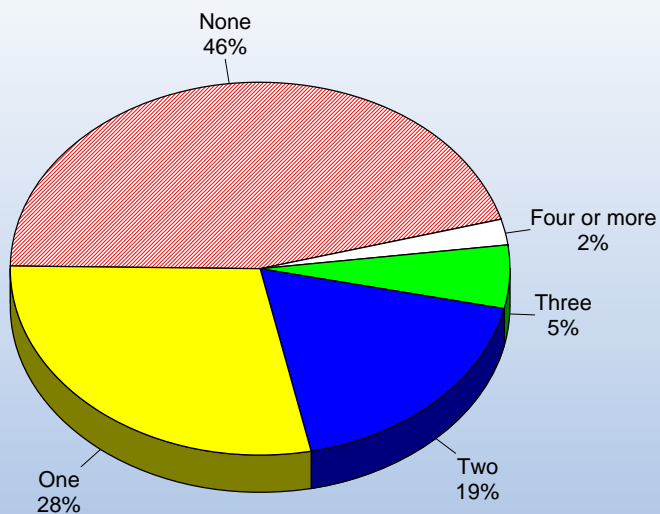
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

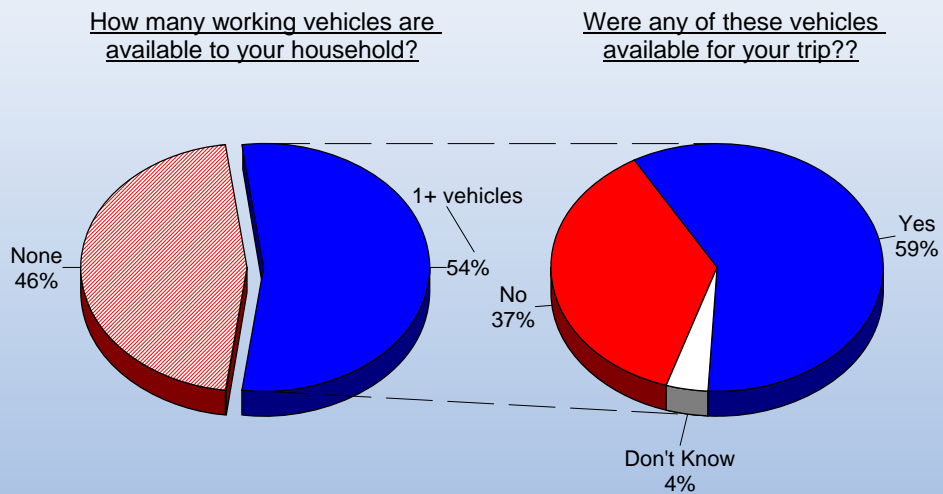
Number of Vehicles in the Household

by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

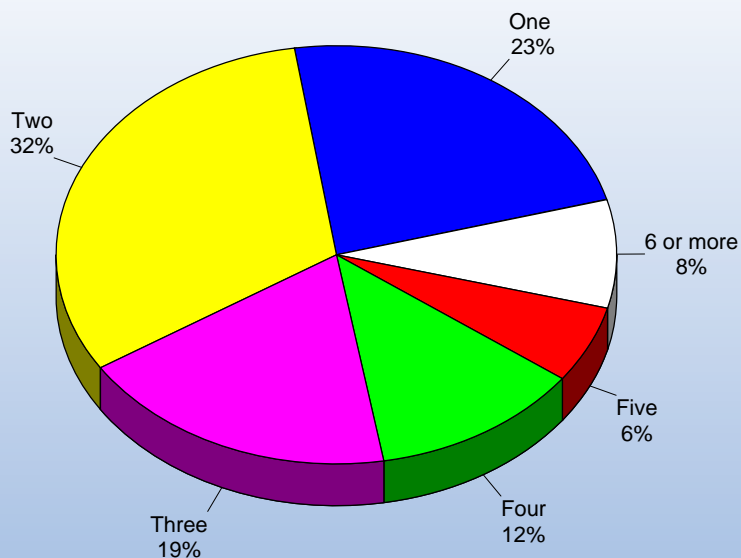
Two-Thirds of Transit Users Do Not Have a Choice to Use the System



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

Number of People Living in the Household

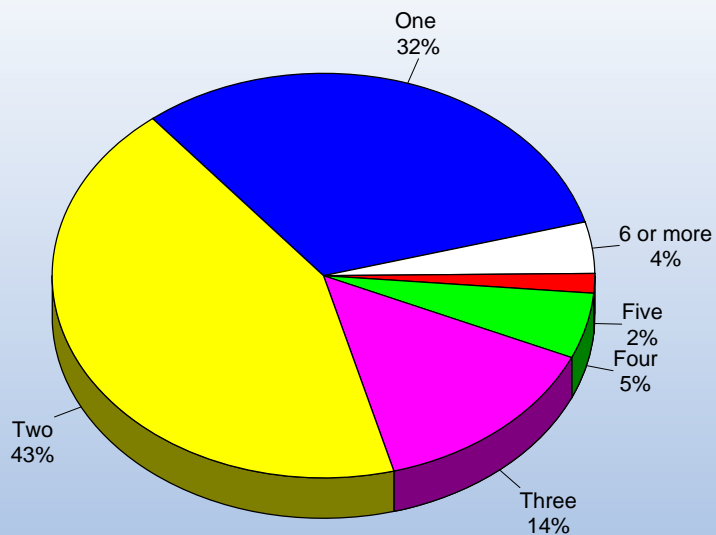
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

Number of Adults Living in the Household

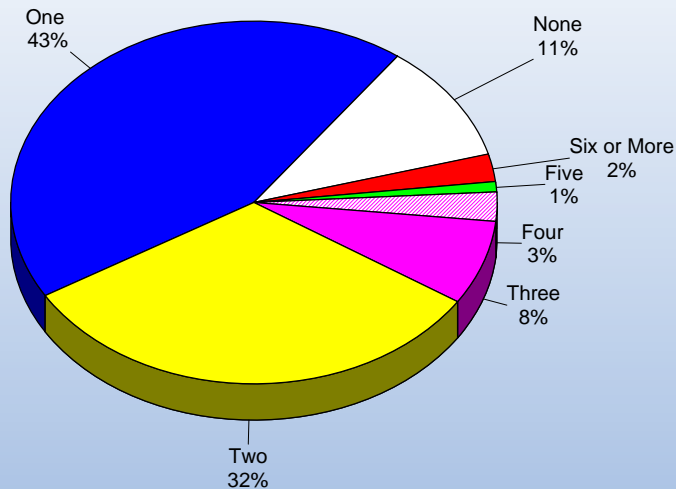
by percentage of the transit riders surveyed



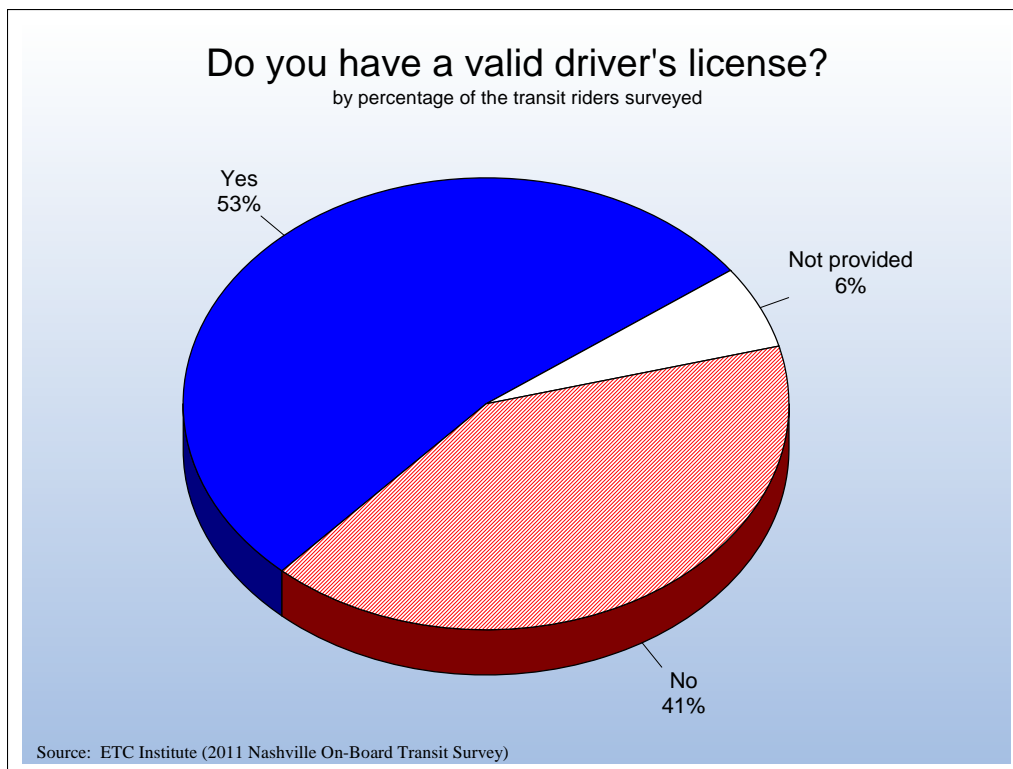
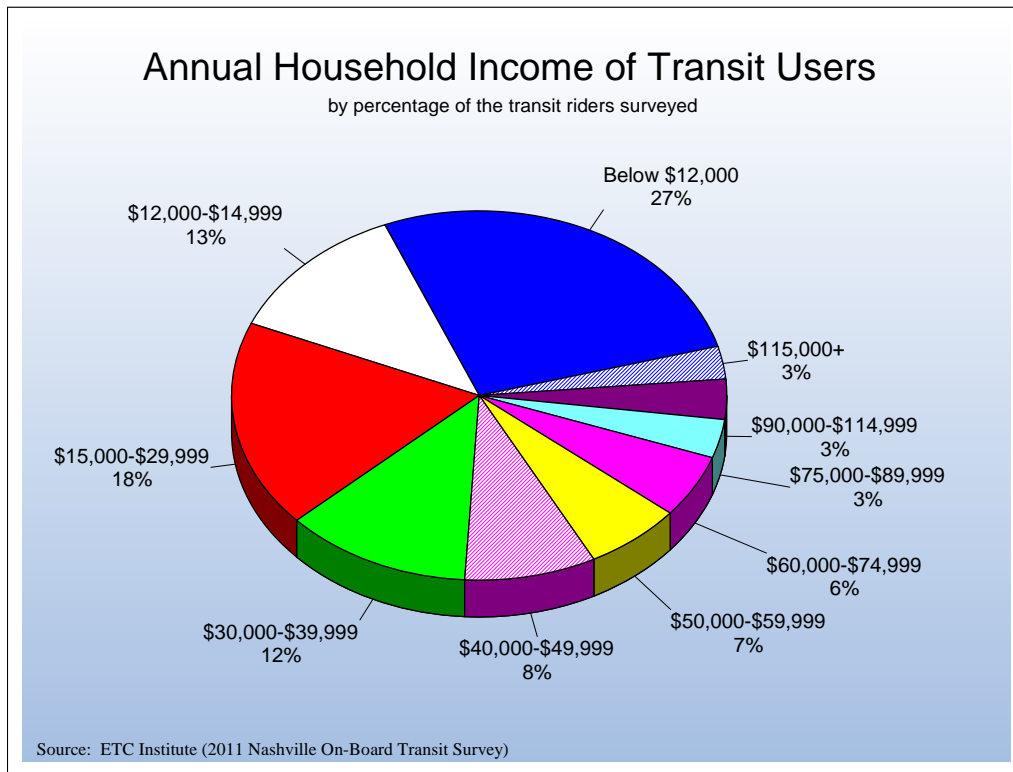
Source: ETC Institute (2011 Nashville On-Board Transit Survey)

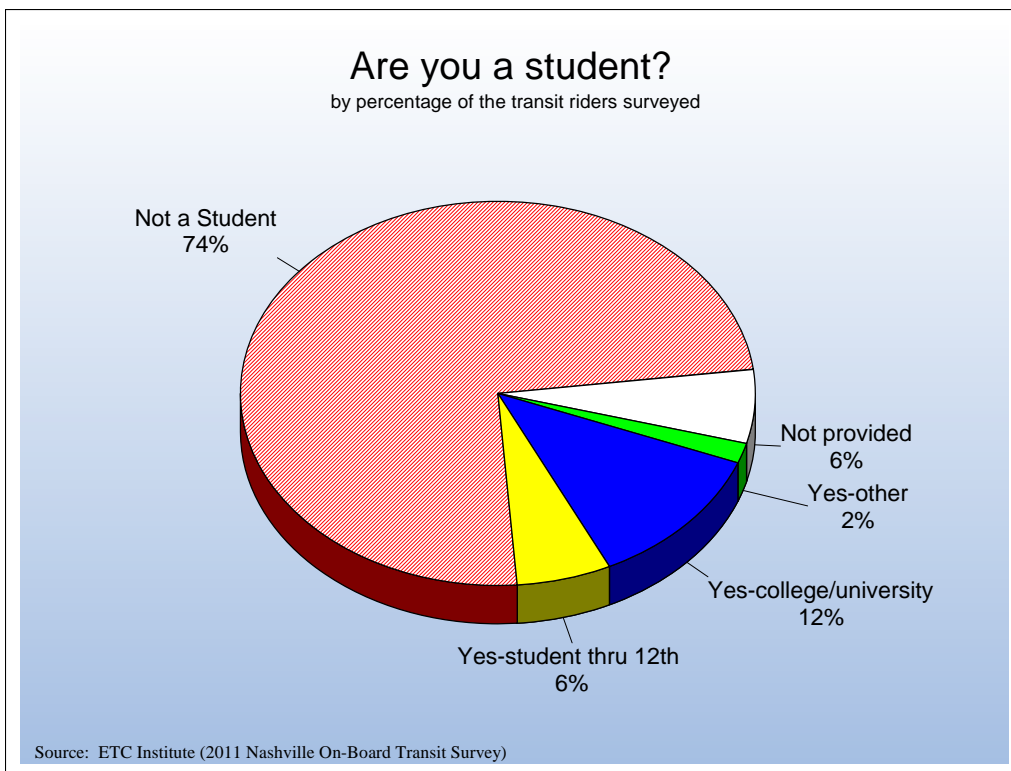
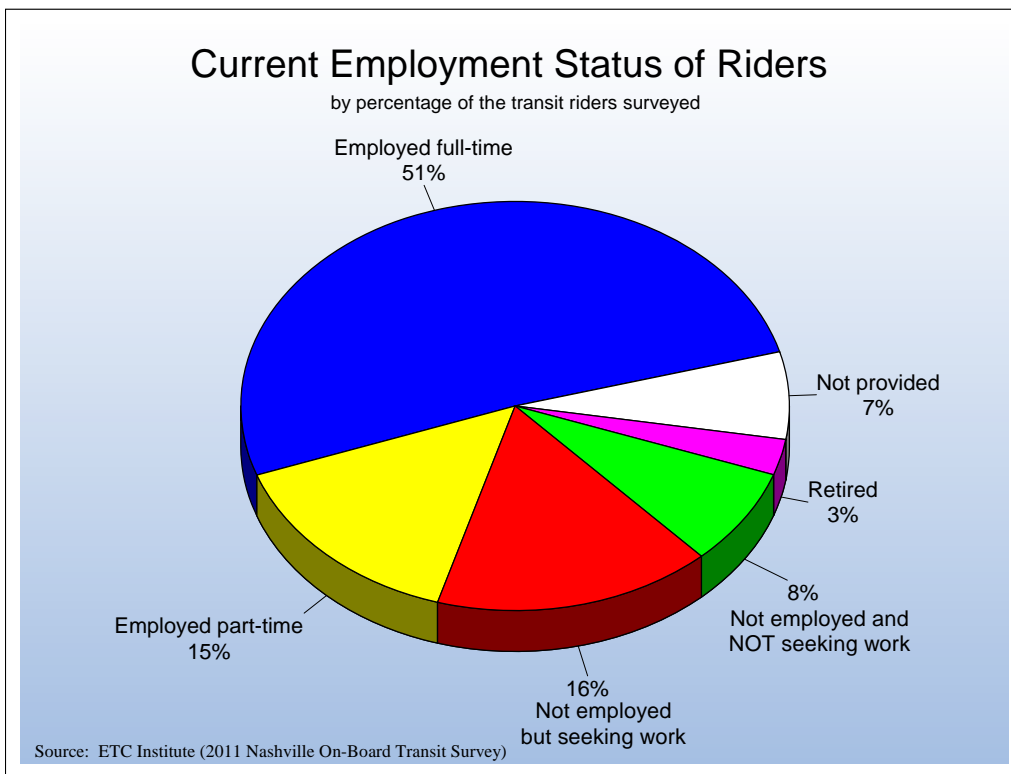
Number of Household Members Employed Outside the Home

by percentage of the transit riders surveyed



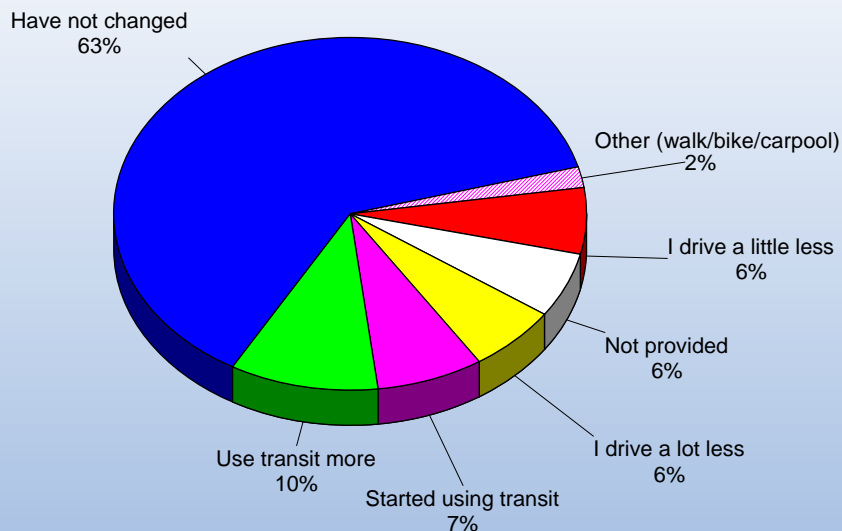
Source: ETC Institute (2011 Nashville On-Board Transit Survey)





How have you changed your travel behaviors in recent months in response to rising fuel prices?

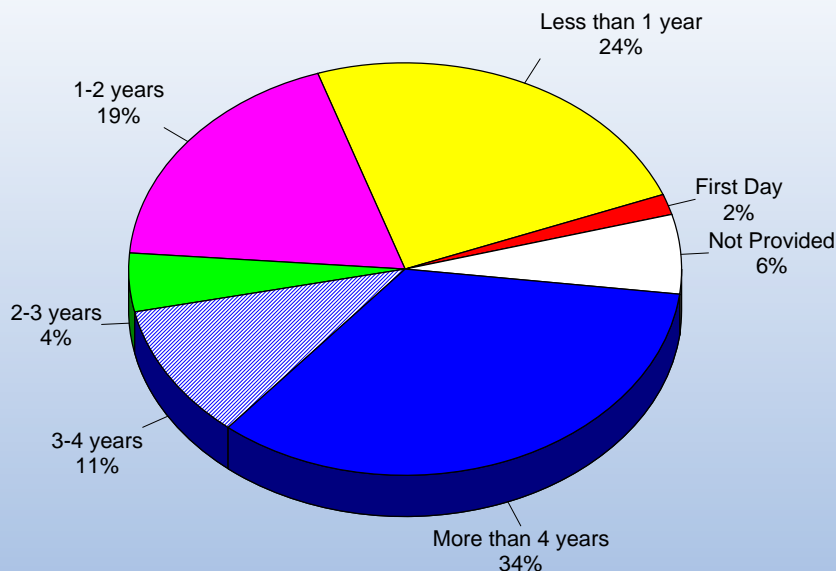
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How long have you been using MTA/RTA services?

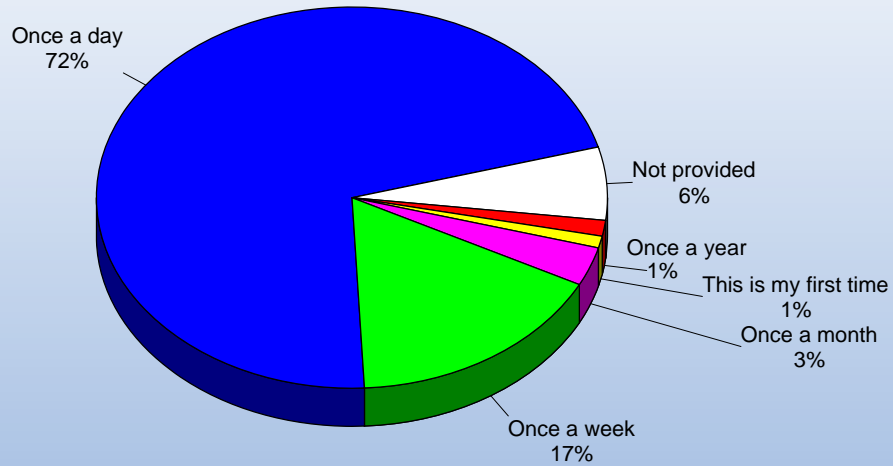
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How often do you ride some form of public transit in the Nashville Region?

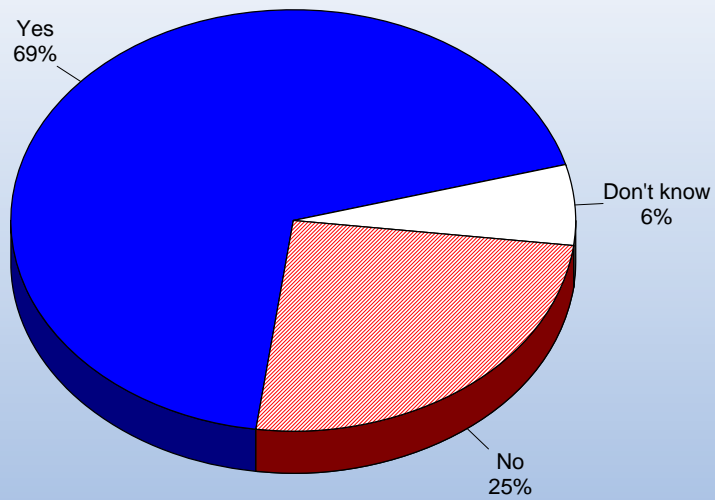
by percentage of the transit riders surveyed



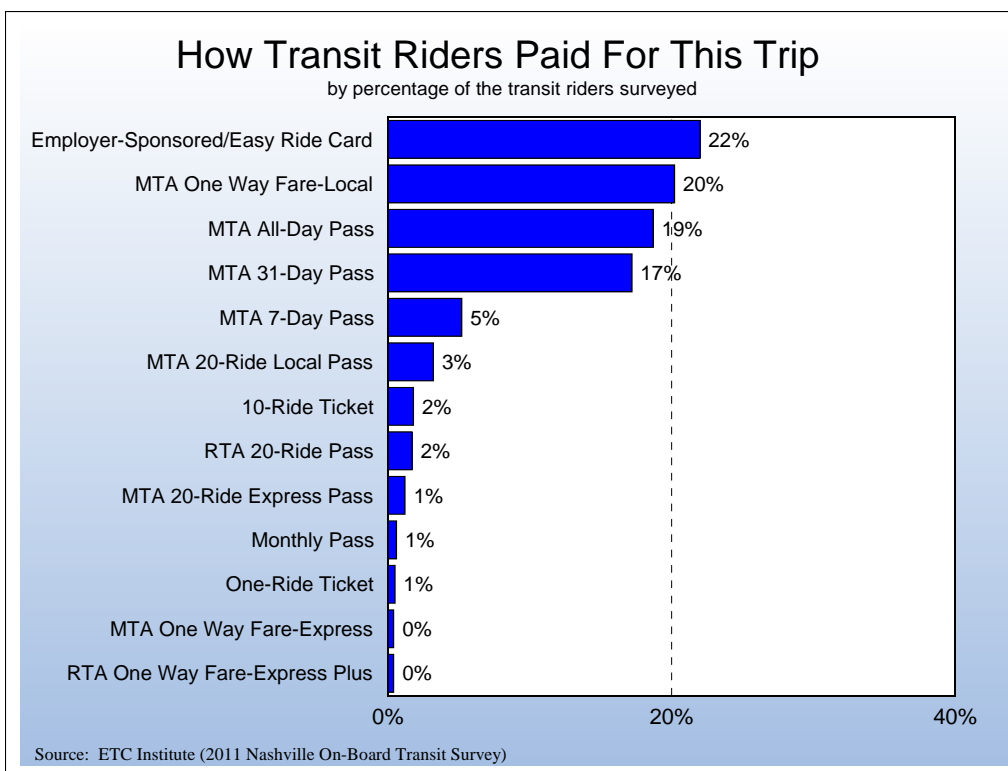
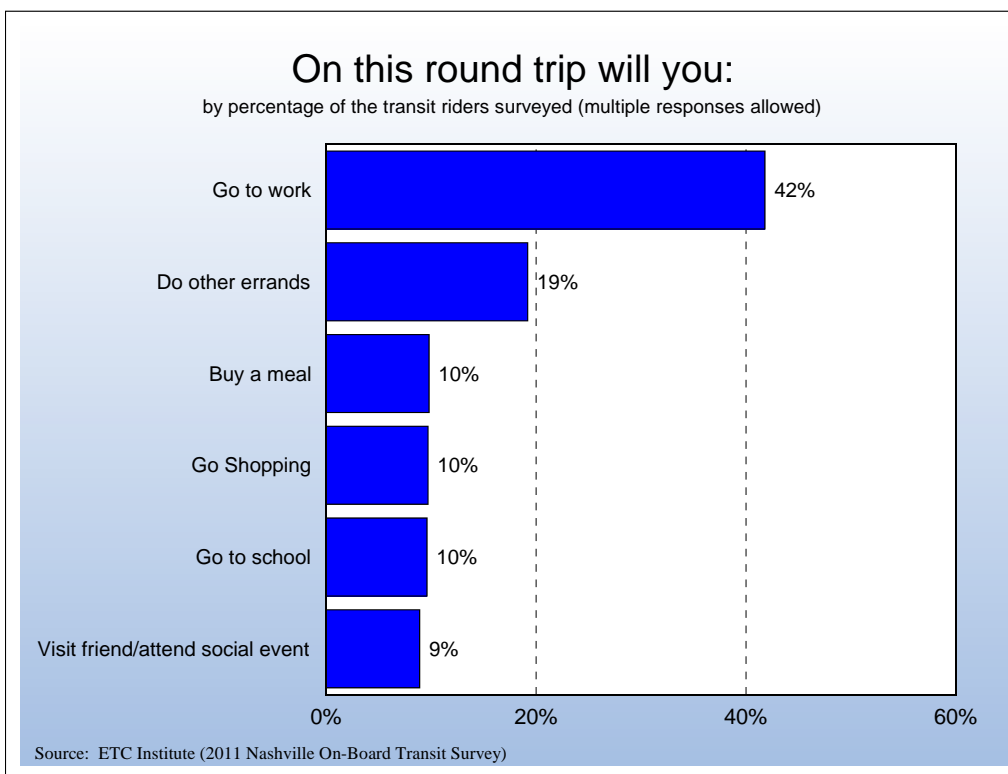
Source: ETC Institute (2011 Nashville On-Board Transit Survey)

Did you or will you make this trip in EXACTLY the opposite direction today?

by percentage of the transit riders surveyed

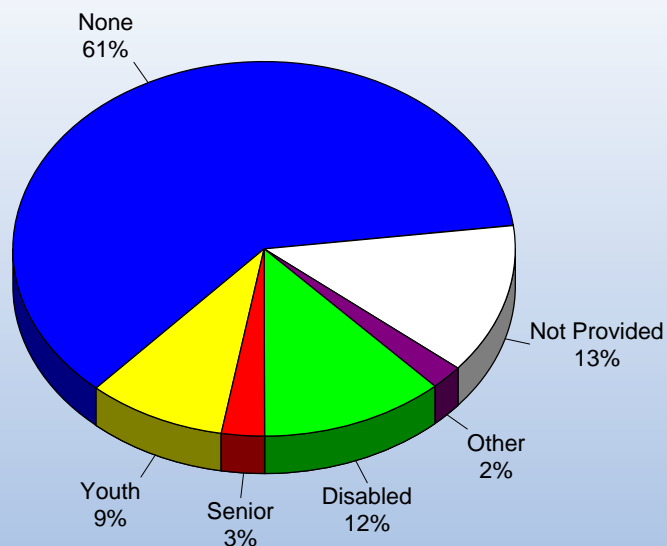


Source: ETC Institute (2011 Nashville On-Board Transit Survey)



Fare Discounts That Transit Users Receive

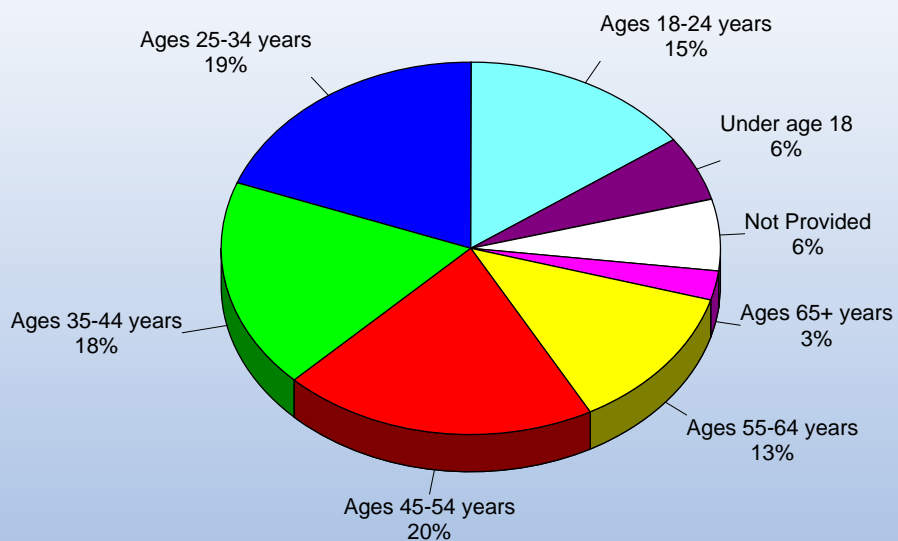
by percentage of the transit riders surveyed



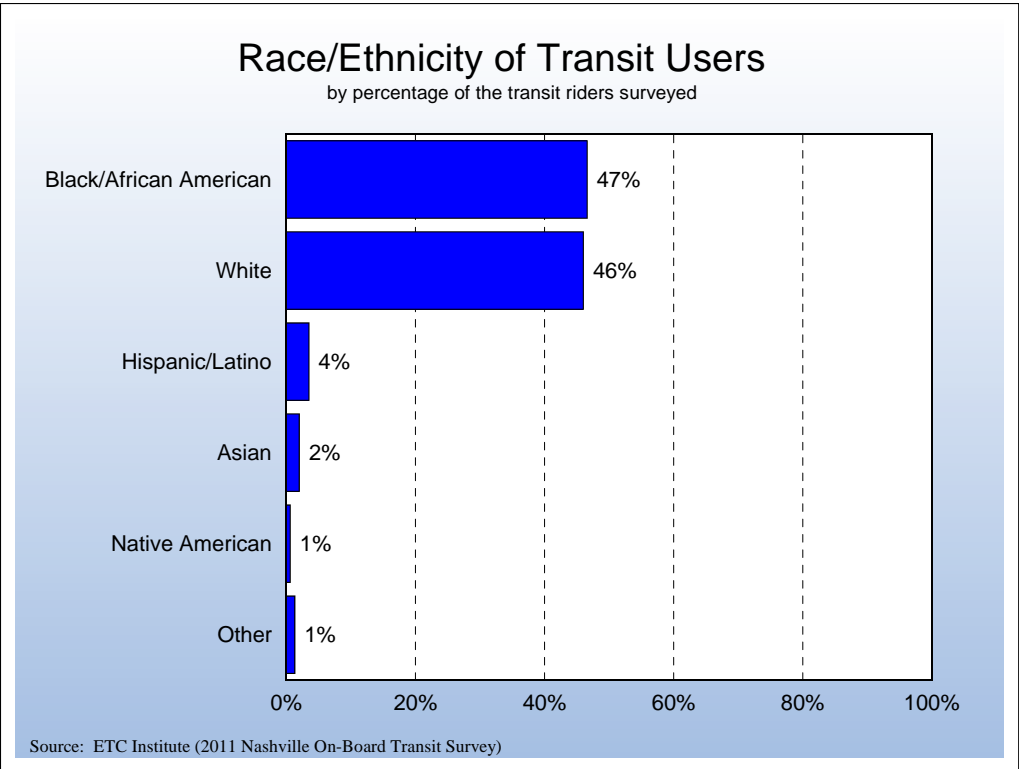
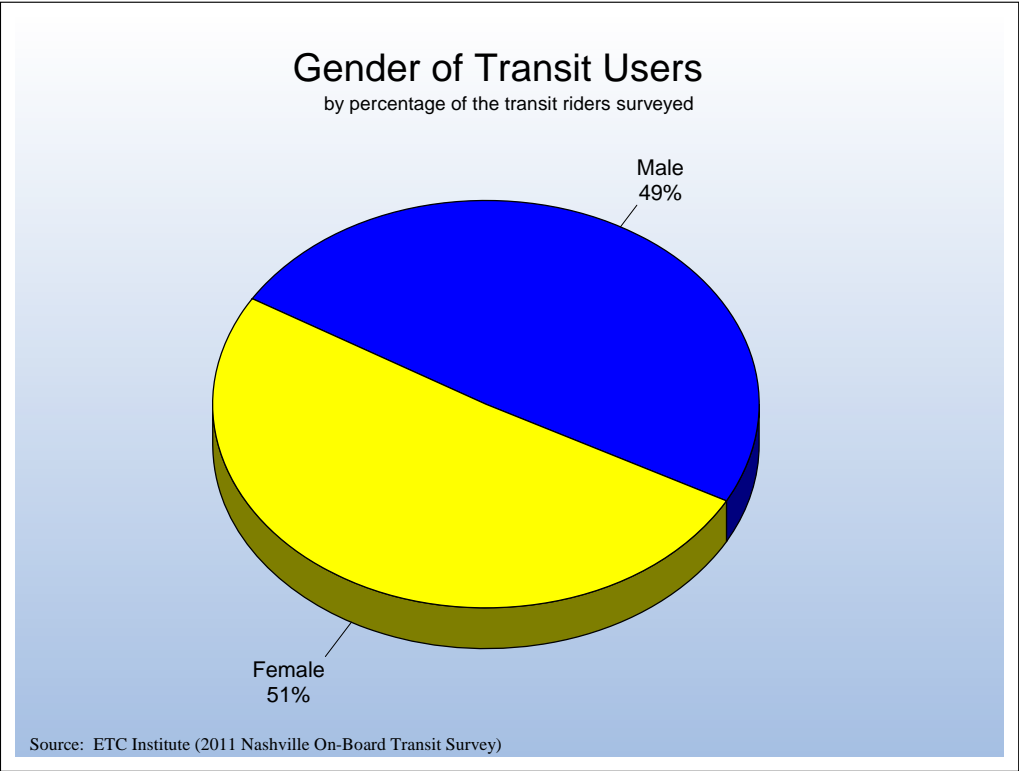
Source: ETC Institute (2011 Nashville On-Board Transit Survey)

Ages of Transit Users

by percentage of the transit riders surveyed

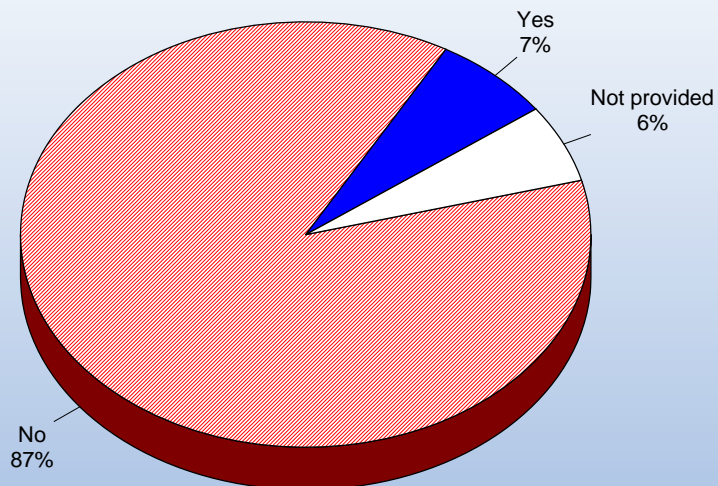


Source: ETC Institute (2011 Nashville On-Board Transit Survey)



Do you speak a language other than English at home?

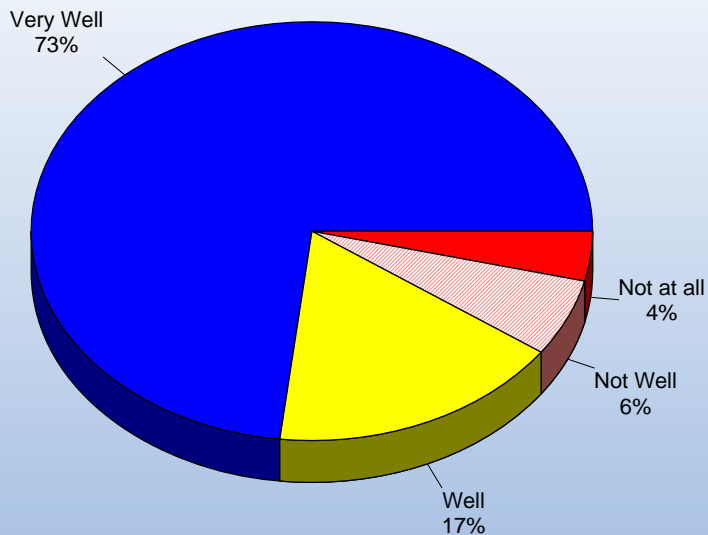
by percentage of the transit riders surveyed



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

How well do you speak and understand English?

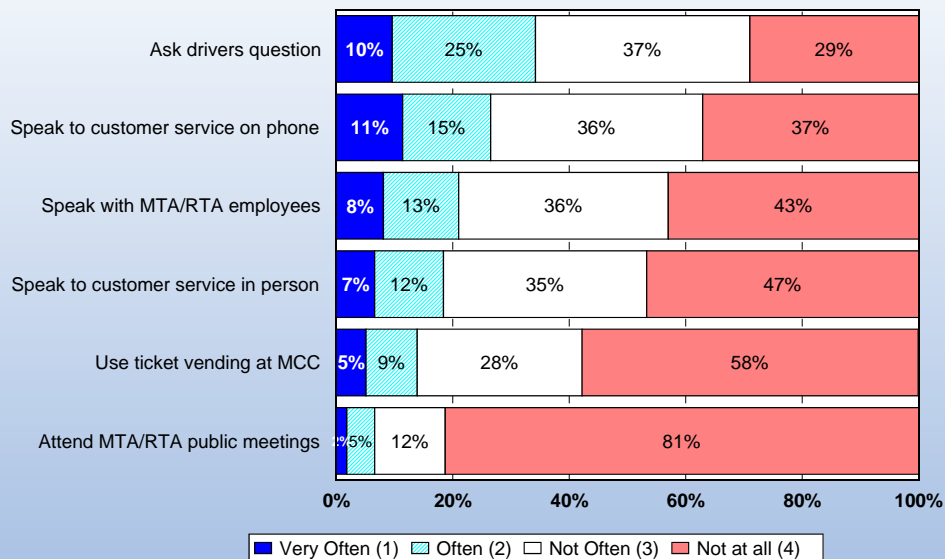
by percentage of the transit riders surveyed who speak a language other than English at home



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

If yes, how often do you use the following services?

by percentage of the transit riders surveyed who speak a language other than English at home
respondents rated the items on as a 1 to 4 on a 4-point scale



Source: ETC Institute (2011 Nashville On-Board Transit Survey)

CHAPTER 5: DATABASE DESCRIPTION

A copy of the database description is provided below and on the following pages.

| VARIABLE NAME | DESCRIPTION | Values |
|---------------------------|--|--|
| ID_MAIN | Unique Identification Number | |
| DUMMY | Is this record a dummy record to simulate trips that were not captured in the survey (1=Yes 2=No) | |
| BUS_RAIL | Bus or Rail Record | |
| ROUTE_STATION | Route or Station Name | |
| ROUTE_STATION_NUM | Route of Station Code (Number) | |
| DIR_TRAVEL | Direction of Travel | |
| DIR_TRAVEL_CODE | Direction of Travel Code | O=Outbound from Transit Center I=Inbound Toward Transit Center N=No Stop at Riverfront S=Stop at Riverfront R=Toward Riverfront L=Toward Lebanon |
| DATE | Date Survey Was Administered | |
| TIME_GOT_ON_THIS_BUS | Time The Respondent Boarded | |
| TIME_GOT_ON_THIS_BUS_CODE | Time The Respondent Boarded Code | 5=Before 6am 6=6am-6:59am 7=7am-7:59am 8=8am-8:59am 9=9am-9:59am 10=10am-10:59am 11=11am-11:59am 12=12pm-12:59pm 13=1pm-1:59pm 14=2pm-2:59pm 15=3pm-3:59pm 16=4pm-4:59pm 17=5pm-5:59pm 18=6pm-6:59pm 19=7pm or later |
| TIME SURVEY COMPLETED | This is the time recorded by the tablet PC to the nearest 15 minutes when the survey began; hours are shown on a 24-hour clock | |
| TIME_PERIOD | Time Period to which the record was expanded (A=Before 9am; M=9am-3pm; P=3-7pm; E=after 7pm) | |
| WGT_FACTOR_NAME | Name of the weight factor that was used to expand the database First Portion=ROUTE NUMBER; TIME OF DAY, and THEN DIRECTION | |
| UNLINKED TRIP MULTIPLIER | Expansion factor used to expand the data to unlinked trips (boardings) | |
| LINKED TRIP MULTIPLIER | Expansion factor used to expand the data to linked trips [value is equal to 1/(1+# of transfers), if transfers=1, factor=0.5] | |
| HOME_ADDRESS | Home Address | |
| HOME_CITY | Home City | |
| HOME_STATE | Home State | |
| HOME_ZIP | Home Zip Code | |
| HOME_LONNUM | Home Longitude | |
| HOME_LATNUM | Home Latitude | |
| ORIGIN_TYPE | Origin Type of Place | |

2011 Nashville Regional On-Board Transit Survey

| | | |
|-------------------------------|--|--|
| ORIGIN_TYPE_CODE | Origin Type of Place Code | 1=Airport 2=College/University 3=Hotel 4=Medical appointment/doctor's visit 5=Recreation/sightseeing 6=School (grades K-12) 7=Shopping 8=Social visit/church/personal/friend's house 9=Home 10=Workplace 11=Job seeking 12=Other 99=Not provided |
| ORIGIN_NAME | Origin Place Name | |
| ORIGIN_ADDRESS | Origin Address | |
| ORIGIN_CITY | Origin City | |
| ORIGIN_STATE | Origin State | |
| ORIGIN_ZIP | Origin Zip Code | |
| ORIGIN_LONNUM | Origin Longitude | |
| ORIGIN_LATNUM | Origin Latitude | |
| ACCESS_MODE_FROM_ORIGIN | Mode of Access from the Origin to the Transit System | |
| ACCESS_MODE_FROM_ORIGIN_CODE | Mode of Access from the Origin to the Transit System Code | 1=Biked 2=Carpooled with others 3=Drove alone 4=Walked 5=Dropped off by someone going someplace else 6=Other 9=Not provided |
| ACCESS_MODE_FROM_ORIGIN_OTHER | Mode of Access from Origin if OTHER | |
| FROM_ORIGIN_WALK_DIST | Distance walked from Origin to Transit System | |
| FROM_ORIGIN_WALK_DIST_CODE | Distance walked from Origin to Transit System Code | 1=Up to 1/4 mile (0-2 blocks) 2=1/4 to 1/2 mile (3-4 blocks) 3=1/2 to 3/4 mile (5-6 blocks) 4=3/4 to 1 mile (7-8 blocks) 5=1-2 miles (9-16 blocks) 6=More than 2 miles (17+ blocks) |
| FROM_ORIGIN_BIKED_MILES | Distance bike from Origin to Transit System in miles | 1=One 2=Two 3=Three 4=Four 5=Five 6=Six or more |
| FROM_ORIGIN_PARK_AND_RIDE | Park and Ride Location if Drove/Carpooled to the Transit System | |
| FROM_TRANSFERS | Did the Passenger Transfer FROM another route before boarding the route on which the survey was conducted | |
| FROM_TRANSFERS_CODE | Did the Passenger Transfer FROM another route before boarding the route on which the survey was conducted (Code) | 1=Yes 2=No 9=Not provided |
| 1st Transfer FROM | 1st Route/Station Transfer FROM | |
| 2nd Transfer FROM | 2nd Route/Station Transfer FROM | |
| 3rd Transfer FROM | 3rd Route/Station Transfer FROM | |
| ON_LOCATION | Description of the location where the respondent BOARDED | |
| ON_LONNUM | Boarding Longitude | |
| ON_LATNUM | Boarding Latitude | |
| OFF_LOCATION | Description of the location where the respondent GOT OFF | |
| OFF_LONNUM | Alighting Longitude | |
| OFF_LATNUM | Alighting Latitude | |
| TO_TRANSFER | Will the respondent transfer TO another route | |

2011 Nashville Regional On-Board Transit Survey

| | | |
|-------------------------------|---|--|
| TO_TRANSFER_CODE | Will the respondent transfer TO another route (code) | 1=Yes 2=No 9=Not provided |
| 1st Transfer TO | 1st Route/Station Transfer TO | |
| 2nd Transfer TO | 2nd Route/Station Transfer TO | |
| 3rd Transfer TO | 3rd Route/Station Transfer TO | |
| DESTIN_TYPE | Destination Type of Place | |
| DESTIN_TYPE_CODE | Destination Type of Place Code | 1=Airport 2=College/University 3=Hotel 4=Medical appointment/doctor's visit 5=Recreation/sightseeing 6=School (grades K-12) 7=Shopping 8=Social visit/church/personal/friend's house 9=Home 10=Workplace 11=Job seeking 12=Other 99=Not provided |
| DESTIN_NAME | Destination Place Name | |
| DESTIN_ADDRESS | Destination Address | |
| DESTIN_CITY | Destination City | |
| DESTIN_STATE | Destination State | |
| DESTIN_ZIP | Destination Zip Code | |
| DESTIN_LONNUM | Destination Longitude | |
| DESTIN_LATNUM | Destination Latitude | |
| ACCESS_MODE_TO_DESTIN | Mode of Access to the Destination from the Transit System | |
| ACCESS_MODE_TO_DESTIN_CODE | Mode of Access to the Destination from the Transit System Code | 1=Biked 2=Carpooled with others 3=Drove alone 4=Walked 5=Will be picked up by someone 6=Other 9=Not provided |
| ACCESS_MODE_TO_DESTIN_OTHER | Mode of Access to Destination if OTHER | |
| TO_DESTIN_WALK_DISTANCE | Distance walked to Destination from Transit System | |
| TO_DESTIN_WALK_DISTANCE_CODE | Distance walked to Destination from Transit System Code | 1=Up to 1/4 mile (0-2 blocks) 2=1/4 to 1/2 mile (3-4 blocks) 3=1/2 to 3/4 mile (5-6 blocks) 4=3/4 to 1 mile (7-8 blocks) 5=1-2 miles (9-16 blocks) 6=More than 2 miles (17+ blocks) |
| TO_DESTIN_BIKED_MILES | Distance bike to Destination from Transit System in miles | 1=One 2=Two 3=Three 4=Four 5=Five 6=Six or more |
| DESTIN_PARK_AND_RIDE | Park and Ride Location if the Respondent will Drive/Carpool from the Transit System | |
| IF_NO_TRANSIT_HOW_TRAVEL | If Transit was not available, how would the respondent have completed the trip | |
| IF_NO_TRANSIT_HOW_TRAVEL_CODE | If Transit was not available, how would the respondent have completed the trip Code | 1=Drive 2=Ride with someone 3=Walk 4=Taxi 5=Bicycle 6=Would not have made this trip 9=Not provided |
| VEH_IN_HH | Vehicles in the household | |

2011 Nashville Regional On-Board Transit Survey

| | | |
|--|---|---|
| VEH_IN_HH_CODE | Vehicles in the household Code | 0=None 1=One 2=Two 3=Three 4=Four or more 99=Refused |
| VEH_AVAIL_FOR_TRIP | If more than 0 vehicles in household, was a vehicle available for the trip | |
| VEH_AVAIL_FOR_TRIP_CODE | If more than 0 vehicles in household, was a vehicle available for the trip code | 1=Yes 2=No 3=Don't know |
| PEOPLE_IN_HH | Number of people in the household | |
| PEOPLE_IN_HH_CODE | Number of people in the household Code | 1=One 2=Two 3=Three 4=Four 5=Five 6=Six or more 99=Refused |
| ADULTS_IN_HH | Number of adults in the household | |
| ADULTS_IN_HH_CODE | Number of adults in the household Code | 1=One 2=Two 3=Three 4=Four 5=Five 6=Six or more 99=Refused |
| EMPLOYED_OUTSIDE | Number of employed persons in the household | |
| EMPLOYED_OUTSIDE_CODE | Number of employed persons in the household Code | 0=None 1=One 2=Two 3=Three 4=Four 5=Five 6=Six or more 99=Refused |
| INCOME | Annual household income | |
| INCOME_CODE | Annual household income Code | 1=Below \$12,000 2=\$12,000-\$14,999 3=\$15,000-\$29,999 4=\$30,000-\$39,999 5=\$40,000-\$49,999 6=\$50,000-\$59,999 7=\$60,000-\$74,999 8=\$75,000-\$89,999 9=\$90,000-\$114,999 10=\$115,000+ 88=Don't know 99=Refused |
| HAVE_TIME_TO_COMPLETE_FULL_SURVEY | Did the respondent have time to finish the remaining questions on the survey (asked to be sure short trips were represented) | |
| HAVE_TIME_TO_COMPLETE_FULL_SURVEY_CODE | Did the respondent have time to finish the remaining questions on the survey (asked to be sure short trips were represented) Code | |
| DRIVERS_LIC | Does the respondent have a valid drivers license | |
| DRIVERS_LIC_CODE | Does the respondent have a valid drivers license code | 1=Yes 2=No 9=Not provided |
| EMPLOYMENT_STATUS | Employment status of the respondent | |

2011 Nashville Regional On-Board Transit Survey

| | | |
|---|--|---|
| EMPLOYMENT_STATUS_CODE | Employment status of the respondent code | 1=Employed full-time 2=Employed part-time 3=Not currently (seeking work) 4=Not currently employed (not seeking work) 5=Retired 6=Refused Answer 9=Not provided |
| STUDENT_STATUS | Student status of the respondent | |
| STUDENT_STATUS_CODE | Student status of the respondent code | 1=Not a student 2=Yes-student thru 12th grade 3=Yes-college/university 4=Yes-other 9=Not provided |
| SCHOOL_NAME | If a Student - name of school attended | |
| TRAVEL_BEHAVIOR | Types of behavior respondent did during his/her roundtrip | |
| TRAVEL_BEHAVIOR_CODE | Types of behavior respondent did during his/her roundtrip codes (multiple responses allowed) | 1=I have not changed 2=I drive a little less 3=I drive a lot less 4=I started carpooling 5=I carpool more often 6=I started using transit 7=I use transit more often 8=I walk or bike more 9=Not provided |
| HOW_LONG_USING_MTA_RTA | How long the respondent has been using MTA/RTA services | |
| HOW_LONG_USING_MTA_RTA_CODE | How long the respondent has been using MTA/RTA services code | 1=Today is my first day 2=Less than 1 year 3=1-2 years 4=2-3 years 5=3-4 years 6=More than 4 years 9=Not provided |
| HOW_OFTEN_USE_TRANSIT | How often the respondent uses transit | |
| HOW_OFTEN_USE_TRANSIT_CODE | How often the respondent uses transit code | 1=Once a day 2=At least once per week 3=At least once per month 4=At least once per year 5=Less than once per year 6=This is my first time 9=Not provided |
| WILL_MAKE_SAME_TRIP_OPPOSITE_DIRECTION | Will the respondent make exactly the same trip in the opposite direction on the day he/she was surveyed | |
| WILL_MAKE_SAME_TRIP_OPPOSITE_DIRECTION_CODE | Will the respondent make exactly the same trip in the opposite direction on the day he/she was surveyed code | 1=Yes 2=No 9=Not provided |
| OPPOSITE_DIRECTION_TRIP_TIME_OF_DAY | What time the opposite trip will occur | |
| OPPOSITE_DIRECTION_TRIP_TIME_OF_DAY_CODE | What time the opposite trip will occur code | |
| ROUND_TRIP_ACTIVITIES | Types of activities respondent did during his/her roundtrip | |
| ROUND_TRIP_ACTIVITIES_CODE_1 | Types of activities respondent did during his/her roundtrip_1st activity code | 1=Go to work 2=Go to school 3=Go shopping 4=Visit friend/attend social event 5=Buy a meal 6=Do other errands 7=Other 9=Don't know/Not sure |

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| | | |
|------------------------------|---|---|
| ROUND_TRIP_ACTIVITIES_CODE_2 | Types of activities respondent did during his/her roundtrip_2nd activity code | 1=Go to work 2=Go to school 3=Go shopping 4=Visit friend/attend social event 5=Buy a meal 6=Do other errands 7=Other 9=Don't know/Not sure |
| ROUND_TRIP_ACTIVITIES_CODE_3 | Types of activities respondent did during his/her roundtrip_3rd activity code | 1=Go to work 2=Go to school 3=Go shopping 4=Visit friend/attend social event 5=Buy a meal 6=Do other errands 7=Other 9=Don't know/Not sure |
| ROUND_TRIP_ACTIVITIES_CODE_4 | Types of activities respondent did during his/her roundtrip_4th activity code | 1=Go to work 2=Go to school 3=Go shopping 4=Visit friend/attend social event 5=Buy a meal 6=Do other errands 7=Other 9=Don't know/Not sure |
| ROUND_TRIP_ACTIVITIES_CODE_5 | Types of activities respondent did during his/her roundtrip_5th activity code | 1=Go to work 2=Go to school 3=Go shopping 4=Visit friend/attend social event 5=Buy a meal 6=Do other errands 7=Other 9=Don't know/Not sure |
| ROUND_TRIP_ACTIVITIES_CODE_6 | Types of activities respondent did during his/her roundtrip_6th activity code | 1=Go to work 2=Go to school 3=Go shopping 4=Visit friend/attend social event 5=Buy a meal 6=Do other errands 7=Other 9=Don't know/Not sure |
| HOW_PAID_FOR_TRIP | How the respondent paid for his/her trip | |
| HOW_PAID_FOR_TRIP_CODE | How the respondent paid for his/her trip code | 1=Employer-Sponsored/Easy Ride Card 2=MTA 20-Ride Express Pass 3=MTA 20-Ride Local Pass 4=MTA 31-Day Pass 5=MTA 7-Day Pass 6=MTA All-Day Pass 7=MTA One Way Fare-Express 8=MTA One Way Fare-Local 9=RTA 20-Ride Pass 10=RTA One Way Fare-Express Plus 21=10-Ride Ticket 23=Monthly Pass 24=One-Ride Ticket 99=Not provided |
| WHERE_GOT_TRAIN_TICKET | Where rail riders purchased their rail ticket | |
| WHERE_GOT_TRAIN_TICKET_CODE | Where rail riders purchased their rail ticket code | |
| FARE_DISCOUNTS | Types of Fare Discounts used | |

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| | | |
|-------------------------------|--|--|
| FARE_DISCOUNTS_CODE | Types of Fare Discounts used code | 1=None 2=Youth 3=Senior 4=Disabled 5=Other 9=Not provided |
| FARE_DISCOUNTS_OTHER | Types of Fare Discounts used if OTHER | |
| AGE | Age of Respondent | |
| AGE_CODE | Age of Respondent Code | 1=Under 18 2=18-24 3=25-34 4=35-44 5=45-54 6=55-64 7=65+ 9=Not provided |
| LANGUAGE | Does the respondent speak a language other than English | |
| LANGUAGE_CODE | Does the respondent speak a language other than English code | 1=Yes 2=No 9=Not provided |
| HOW_WELL_KNOW_ENGLISH | How well the respondent speaks English (among those who do not speak English as their primary language) | |
| HOW_WELL_KNOW_ENGLISH_CODE | How well the respondent speaks English (among those who do not speak English as their primary language) code | 1=Very well 2=Well 3=Not well 4=Not at all |
| CUST_SVC_CALL_FREQ | How often non-english speaking riders speak to Customer Service on the telephone | |
| CUST_SVC_CALL_FREQ_CODE | How often non-english speaking riders speak to Customer Service on the telephone code | 1=Very often 2=Often 3=Not often 4=Not at all |
| MUSIC_CITY_CUST_SVC_FREQ | How often non-english speaking riders Speak to Customer Service at Music City Central | |
| MUSIC_CITY_CUST_SVC_FREQ_CODE | How often non-english speaking riders Speak to Customer Service at Music City Central code | 1=Very often 2=Often 3=Not often 4=Not at all |
| MCC_TICKET_VEND_FREQ | How often non-english speaking riders Use the Ticket Vending Machines at Music City Central | |
| MCC_TICKET_VEND_FREQ_CODE | How often non-english speaking riders Use the Ticket Vending Machines at Music City Central code | 1=Very often 2=Often 3=Not often 4=Not at all |
| MTA_RTA_SPEAK_FREQ | How often non-english speaking riders Speak to the MTA/RTA Bus Drivers with questions | |
| MTA_RTA_SPEAK_FREQ_CODE | How often non-english speaking riders Speak to the MTA/RTA Bus Drivers with questions code | 1=Very often 2=Often 3=Not often 4=Not at all |
| SPEAK_2_OTHER_EMPL_FREQ | How often non-english speaking riders Speak with other MTA/RTA employees | |
| SPEAK_2_OTHER_EMPL_FREQ_CODE | How often non-english speaking riders Speak with other MTA/RTA employees code | 1=Very often 2=Often 3=Not often 4=Not at all |
| ATTEND_MTA_RTA_MTGS_FREQ | How often non-english speaking riders Attend MTA/RTA Public Meetings | |
| ATTEND_MTA_RTA_MTGS_FREQ_CODE | How often non-english speaking riders Attend MTA/RTA Public Meetings code | 1=Very often 2=Often 3=Not often 4=Not at all |
| GENDER | Gender | |

| | | |
|-----------------------------------|---|---|
| GENDER_CODE | Gender code | 1=Male 2=Female 9=Not provided |
| ETHNICITY | Race/Ethnicity of respondent | |
| ETHNICITY_CODE_1 | Race/Ethnicity Code 1 | 1=White 2=Black/African American 3=Asian 4=Native American 5=Hispanic/Latino 6=Other |
| ETHNICITY_CODE_2 | Race/Ethnicity Code 2 | 1=White 2=Black/African American 3=Asian 4=Native American 5=Hispanic/Latino 6=Other |
| ETHNICITY_CODE_3 | Race/Ethnicity Code 3 | 1=White 2=Black/African American 3=Asian 4=Native American 5=Hispanic/Latino 6=Other |
| Total Addresses Geocoded Out of 5 | Number of the five key addresses (home, origin, boarding, alighting, and destination) that were geocoded) out of five | |
| TOTAL REPORTED TRANSFERS | Total number of transfers reported by the respondent | |
| HOME_TAZ | TAZ Number of the Home location | |
| ORIGIN_TAZ | TAZ Number of the Origin location | |
| ON_TAZ | TAZ Number of the Boarding location | |
| OFF_TAZ | TAZ Number of the Alighting location | |
| DESTIN_TAZ | TAZ Number of the Destination location | |

CHAPTER 6: TABULAR DATA

The tabular data is provided on the following pages.

Surveys by Route

| Route Station | Number | Percent |
|--|--------|---------|
| 1 100 Oaks | 47 | 1.2 % |
| 10 Charlotte | 215 | 5.5 % |
| 12 Nolensville Road | 216 | 5.5 % |
| 14 Whites Creek | 65 | 1.7 % |
| 15 Murfreesboro Road | 328 | 8.3 % |
| 17 12th Avenue South | 101 | 2.6 % |
| 18 Airport - Elm Hill Pike | 36 | 0.9 % |
| 18xAirport - Elm Hill Pike (Express) | 11 | 0.3 % |
| 19 Herman | 94 | 2.4 % |
| 2 Belmont | 37 | 0.9 % |
| 20 Scott | 35 | 0.9 % |
| 22 Bordeaux | 195 | 5.0 % |
| 23 Dickerson Road | 162 | 4.1 % |
| 24X Bellevue Express | 62 | 1.6 % |
| 25 Midtown | 69 | 1.8 % |
| 26 Gallatin Road | 152 | 3.9 % |
| 28 Meridian | 54 | 1.4 % |
| 29 Jefferson | 90 | 2.3 % |
| 3 West End | 190 | 4.8 % |
| 30 McFerrin | 35 | 0.9 % |
| 33X Hickory Hollow Mall - Old Hickory Exp... | 19 | 0.5 % |
| 34 Opry Mills | 38 | 1.0 % |
| 35X Rivergate Express | 43 | 1.1 % |
| 37X Tusculum - McMurray Express | 21 | 0.5 % |
| 38X Antioch Express | 20 | 0.5 % |
| 39X Cane Ridge Express | 19 | 0.5 % |
| 4 Shelby | 133 | 3.4 % |
| 41 Golden Valley | 22 | 0.6 % |
| 42 St. Cecilia - Cumberland | 51 | 1.3 % |
| 56 Gallatin Road BRT | 270 | 6.9 % |
| 6 Lebanon Road | 73 | 1.9 % |
| 60 Blue Circuit | 39 | 1.0 % |
| 61 Green Circuit | 27 | 0.7 % |
| 62 Purple Circuit | 13 | 0.3 % |
| 7 Hillsboro | 178 | 4.5 % |
| 72 Edmondson Pike Connector | 22 | 0.6 % |

Route (Continued)

| Route Station | Number | Percent |
|---|--------|---------|
| 76 Madison Connector | 22 | 0.6 % |
| 8 8th Avenue South | 48 | 1.2 % |
| 89X Springfield - Joelton Express | 81 | 2.1 % |
| 9 MetroCenter | 44 | 1.1 % |
| 91X Franklin - Brentwood Express | 61 | 1.5 % |
| 92X Gallatin - Hendersonville Express | 60 | 1.5 % |
| 93 Music City Star West End Shuttle | 65 | 1.7 % |
| 95X Spring Hill Express | 34 | 0.9 % |
| 96X Nashville - Murfreesboro Relax & Ride | 74 | 1.9 % |
| Donelson | 10 | 0.3 % |
| Hermitage | 39 | 1.0 % |
| Lebanon | 33 | 0.8 % |
| Martha | 8 | 0.2 % |
| Mt. Juliet | 44 | 1.1 % |
| Riverfront | 131 | 3.3 % |
| Total | 3936 | 100.0 % |

What is your HOME City?

| Home City | Number | Percent |
|-----------------------------|--------|---------|
| Antioch | 70 | 1.8 % |
| Adams | 5 | 0.1 % |
| Alexandria | 3 | 0.1 % |
| Ashland City | 5 | 0.1 % |
| Auburntown | 1 | 0.0 % |
| Bellevue | 1 | 0.0 % |
| Bethpage | 1 | 0.0 % |
| BNA AIRPORT | 1 | 0.0 % |
| Brentwood | 13 | 0.3 % |
| Cane Ridge | 2 | 0.1 % |
| Castalian Springs | 2 | 0.1 % |
| Cottonwood | 1 | 0.0 % |
| Cedar Hill | 2 | 0.1 % |
| Chapmansboro | 2 | 0.1 % |
| Clarksville | 1 | 0.0 % |
| Columbia | 13 | 0.3 % |
| Cookeville | 5 | 0.1 % |
| Cottage Grove | 1 | 0.0 % |
| DONELSON | 3 | 0.1 % |
| Dowelltown | 1 | 0.0 % |
| Fairview | 2 | 0.1 % |
| Franklin | 51 | 1.3 % |
| Gallatin | 18 | 0.5 % |
| Goodlettsville | 24 | 0.6 % |
| Greenbrier | 7 | 0.2 % |
| Hartsville-Trousdale County | 5 | 0.1 % |
| Hendersonville | 35 | 0.9 % |
| Hermitage | 43 | 1.1 % |
| Joelton | 11 | 0.3 % |
| Kingston Springs | 1 | 0.0 % |
| Lascassas | 2 | 0.1 % |
| La Vergne | 21 | 0.5 % |
| Lebanon | 82 | 2.1 % |
| Madisonville | 7 | 0.2 % |
| Martha | 1 | 0.0 % |
| Mount Juliet | 92 | 2.3 % |
| Murfreesboro | 32 | 0.8 % |
| Nashville | 3190 | 81.0 % |

What is your HOME City?

| Home City | Number | Percent |
|--------------------|--------|---------|
| Old Hickory | 21 | 0.5 % |
| Pegram | 1 | 0.0 % |
| Pleasant View | 10 | 0.3 % |
| Portland | 2 | 0.1 % |
| Rockvale | 1 | 0.0 % |
| Rutherford | 4 | 0.1 % |
| Smithville | 1 | 0.0 % |
| Smyrna | 14 | 0.4 % |
| Spring Hill | 12 | 0.3 % |
| Springfield | 37 | 0.9 % |
| Thompson's Station | 8 | 0.2 % |
| Watertown | 2 | 0.1 % |
| Westport | 1 | 0.0 % |
| White Bluff | 1 | 0.0 % |
| White House | 6 | 0.2 % |
| White's Creek | 1 | 0.0 % |
| Williston | 1 | 0.0 % |
| Wilson | 2 | 0.1 % |
| Woodbury | 2 | 0.1 % |
| Madison | 52 | 1.3 % |
| Total | 3936 | 100.0 % |

What is your HOME Zip Code?

| Home Zip Code | Number | Percent |
|---------------|--------|---------|
| 3703 | 1 | 0.0 % |
| 6880 | 1 | 0.0 % |
| 37002 | 1 | 0.0 % |
| 37010 | 2 | 0.1 % |
| 37012 | 6 | 0.2 % |
| 37013 | 151 | 3.8 % |
| 37015 | 8 | 0.2 % |
| 37016 | 1 | 0.0 % |
| 37017 | 1 | 0.0 % |
| 37022 | 3 | 0.1 % |
| 37023 | 2 | 0.1 % |
| 37026 | 3 | 0.1 % |
| 37027 | 16 | 0.4 % |
| 37028 | 1 | 0.0 % |
| 37031 | 3 | 0.1 % |
| 37032 | 2 | 0.1 % |
| 37035 | 2 | 0.1 % |
| 37037 | 1 | 0.0 % |
| 37042 | 1 | 0.0 % |
| 37043 | 1 | 0.0 % |
| 37046 | 2 | 0.1 % |
| 37048 | 2 | 0.1 % |
| 37055 | 1 | 0.0 % |
| 37059 | 1 | 0.0 % |
| 37062 | 3 | 0.1 % |
| 37064 | 20 | 0.5 % |
| 37065 | 1 | 0.0 % |
| 37066 | 26 | 0.7 % |
| 37067 | 26 | 0.7 % |
| 37069 | 5 | 0.1 % |
| 37072 | 39 | 1.0 % |
| 37073 | 8 | 0.2 % |
| 37074 | 8 | 0.2 % |
| 37075 | 49 | 1.2 % |
| 37076 | 100 | 2.5 % |
| 37077 | 1 | 0.0 % |
| 37079 | 1 | 0.0 % |
| 37080 | 14 | 0.4 % |
| 37082 | 4 | 0.1 % |
| 37085 | 3 | 0.1 % |

What is your HOME Zip Code?

| Home Zip Code | Number | Percent |
|---------------|--------|---------|
| 37086 | 26 | 0.7 % |
| 37087 | 73 | 1.9 % |
| 37090 | 16 | 0.4 % |
| 37091 | 1 | 0.0 % |
| 37103 | 2 | 0.1 % |
| 37106 | 1 | 0.0 % |
| 37107 | 1 | 0.0 % |
| 37113 | 1 | 0.0 % |
| 37115 | 187 | 4.8 % |
| 37116 | 1 | 0.0 % |
| 37117 | 1 | 0.0 % |
| 37120 | 1 | 0.0 % |
| 37122 | 108 | 2.7 % |
| 37126 | 2 | 0.1 % |
| 37127 | 2 | 0.1 % |
| 37128 | 9 | 0.2 % |
| 37129 | 12 | 0.3 % |
| 37130 | 13 | 0.3 % |
| 37138 | 41 | 1.0 % |
| 37143 | 2 | 0.1 % |
| 37146 | 11 | 0.3 % |
| 37148 | 4 | 0.1 % |
| 37153 | 1 | 0.0 % |
| 37155 | 1 | 0.0 % |
| 37166 | 1 | 0.0 % |
| 37167 | 16 | 0.4 % |
| 37169 | 1 | 0.0 % |
| 37172 | 36 | 0.9 % |
| 37174 | 10 | 0.3 % |
| 37179 | 9 | 0.2 % |
| 37184 | 2 | 0.1 % |
| 37187 | 1 | 0.0 % |
| 37188 | 5 | 0.1 % |
| 37189 | 3 | 0.1 % |
| 37190 | 2 | 0.1 % |
| 37200 | 2 | 0.1 % |
| 37201 | 17 | 0.4 % |
| 37202 | 7 | 0.2 % |
| 37203 | 180 | 4.6 % |
| 37204 | 84 | 2.1 % |

What is your HOME Zip Code?

| Home Zip Code | Number | Percent |
|-------------------------|--------|---------|
| 37205 | 19 | 0.5 % |
| 37206 | 328 | 8.3 % |
| 37207 | 414 | 10.5 % |
| 37208 | 287 | 7.3 % |
| 37209 | 234 | 5.9 % |
| 37210 | 143 | 3.6 % |
| 37211 | 241 | 6.1 % |
| 37212 | 65 | 1.7 % |
| 37213 | 9 | 0.2 % |
| 37214 | 59 | 1.5 % |
| 37215 | 52 | 1.3 % |
| 37216 | 110 | 2.8 % |
| 37217 | 123 | 3.1 % |
| 37218 | 128 | 3.3 % |
| 37219 | 25 | 0.6 % |
| 37220 | 2 | 0.1 % |
| 37221 | 83 | 2.1 % |
| 37224 | 1 | 0.0 % |
| 37228 | 12 | 0.3 % |
| 37232 | 1 | 0.0 % |
| 37235 | 4 | 0.1 % |
| 37243 | 2 | 0.1 % |
| 37270 | 1 | 0.0 % |
| 37274 | 1 | 0.0 % |
| 37307 | 1 | 0.0 % |
| 37357 | 1 | 0.0 % |
| 37502 | 1 | 0.0 % |
| 37717 | 1 | 0.0 % |
| 37807 | 1 | 0.0 % |
| 38401 | 14 | 0.4 % |
| 38501 | 4 | 0.1 % |
| 38570 | 1 | 0.0 % |
| Not provided/Don't know | 154 | 3.9 % |
| Total | 3936 | 100.0 % |

Q1. What type of place are you COMING FROM now?

| Origin Type | Number | Percent |
|---|--------|---------|
| 1=Airport | 5 | 0.1 % |
| 2=College/University | 122 | 3.1 % |
| 3=Hotel | 8 | 0.2 % |
| 4=Medical appointment/doctor's visit | 108 | 2.7 % |
| 5=Recreation/sightseeing | 40 | 1.0 % |
| 6=School (grades K-12) | 152 | 3.9 % |
| 7=Shopping | 205 | 5.2 % |
| 8=Social visit/church/personal/friend's house | 295 | 7.5 % |
| 9=Home | 1933 | 49.1 % |
| 10=Workplace | 1042 | 26.5 % |
| 11=Job seeking | 17 | 0.4 % |
| 12=Other | 9 | 0.2 % |
| Total | 3936 | 100.0 % |

Q3a. What is the City of the place you are coming from?

| Origin City | Number | Percent |
|-------------------|--------|---------|
| Antioch | 47 | 1.2 % |
| Adams | 2 | 0.1 % |
| Alexandria | 1 | 0.0 % |
| Ashland City | 2 | 0.1 % |
| Bellevue | 1 | 0.0 % |
| Brentwood | 5 | 0.1 % |
| Cane Ridge | 2 | 0.1 % |
| Castalian Springs | 1 | 0.0 % |
| Cedar Hill | 2 | 0.1 % |
| Chapnansboro | 1 | 0.0 % |
| Charlotte | 2 | 0.1 % |
| Columbia | 8 | 0.2 % |
| Cookeville | 2 | 0.1 % |
| Cottage Grove | 1 | 0.0 % |
| Donelson | 3 | 0.1 % |
| Dickson | 1 | 0.0 % |
| Dowelltown | 1 | 0.0 % |
| Fairview | 2 | 0.1 % |
| Franklin | 30 | 0.8 % |
| Gallatin | 25 | 0.6 % |
| Goodlettsville | 17 | 0.4 % |
| Greenbrier | 4 | 0.1 % |
| Hartsville | 1 | 0.0 % |
| Hendersonville | 19 | 0.5 % |
| Hermitage | 14 | 0.4 % |
| Joelton | 9 | 0.2 % |
| Kingston Springs | 1 | 0.0 % |
| Lascassas | 2 | 0.1 % |
| La Vergne | 9 | 0.2 % |
| Lebanon | 44 | 1.1 % |
| Madisonville | 4 | 0.1 % |
| Mount Juliet | 35 | 0.9 % |
| Murfreesboro | 13 | 0.3 % |
| Nashville | 3514 | 89.3 % |
| Old Hickory | 5 | 0.1 % |
| Pegram | 1 | 0.0 % |
| Pleasant View | 5 | 0.1 % |
| Portland | 2 | 0.1 % |
| Rutherford | 3 | 0.1 % |
| Smithville | 1 | 0.0 % |

Q3a. What is the City of the place you are coming from?

| Origin City | Number | Percent |
|--------------------|--------|---------|
| Smyrna | 8 | 0.2 % |
| Spring Hill | 8 | 0.2 % |
| Springfield | 25 | 0.6 % |
| Thompson's Station | 2 | 0.1 % |
| White's Creek | 1 | 0.0 % |
| Wilson | 2 | 0.1 % |
| Watertown | 1 | 0.0 % |
| White Bluff | 1 | 0.0 % |
| White House | 1 | 0.0 % |
| Williston | 1 | 0.0 % |
| Woodbury | 1 | 0.0 % |
| Madison | 43 | 1.1 % |
| Total | 3936 | 100.0 % |

Q3b. What is the Zip Code of the place you are coming from?

| Origin Zip Code | Number | Percent |
|-----------------|--------|---------|
| 3721 | 1 | 0.0 % |
| 37002 | 1 | 0.0 % |
| 37012 | 3 | 0.1 % |
| 37013 | 96 | 2.4 % |
| 37015 | 4 | 0.1 % |
| 37017 | 1 | 0.0 % |
| 37019 | 1 | 0.0 % |
| 37022 | 1 | 0.0 % |
| 37026 | 1 | 0.0 % |
| 37027 | 7 | 0.2 % |
| 37028 | 2 | 0.1 % |
| 37029 | 1 | 0.0 % |
| 37031 | 2 | 0.1 % |
| 37032 | 2 | 0.1 % |
| 37035 | 1 | 0.0 % |
| 37037 | 1 | 0.0 % |
| 37040 | 1 | 0.0 % |
| 37043 | 1 | 0.0 % |
| 37046 | 1 | 0.0 % |
| 37048 | 1 | 0.0 % |
| 37059 | 1 | 0.0 % |
| 37062 | 3 | 0.1 % |
| 37064 | 13 | 0.3 % |
| 37065 | 1 | 0.0 % |
| 37066 | 19 | 0.5 % |
| 37067 | 16 | 0.4 % |
| 37069 | 1 | 0.0 % |
| 37072 | 26 | 0.7 % |
| 37073 | 5 | 0.1 % |
| 37074 | 4 | 0.1 % |
| 37075 | 21 | 0.5 % |
| 37076 | 57 | 1.4 % |
| 37077 | 1 | 0.0 % |
| 37079 | 1 | 0.0 % |
| 37080 | 11 | 0.3 % |
| 37082 | 2 | 0.1 % |
| 37085 | 2 | 0.1 % |
| 37086 | 11 | 0.3 % |
| 37087 | 48 | 1.2 % |
| 37090 | 6 | 0.2 % |

Q3b. What is the Zip Code of the place you are coming from?

| Origin Zip Code | Number | Percent |
|-----------------|--------|---------|
| 37112 | 1 | 0.0 % |
| 37115 | 118 | 3.0 % |
| 37120 | 1 | 0.0 % |
| 37122 | 51 | 1.3 % |
| 37126 | 1 | 0.0 % |
| 37127 | 1 | 0.0 % |
| 37128 | 2 | 0.1 % |
| 37129 | 5 | 0.1 % |
| 37130 | 6 | 0.2 % |
| 37136 | 1 | 0.0 % |
| 37137 | 1 | 0.0 % |
| 37138 | 14 | 0.4 % |
| 37143 | 3 | 0.1 % |
| 37146 | 6 | 0.2 % |
| 37148 | 3 | 0.1 % |
| 37166 | 1 | 0.0 % |
| 37167 | 9 | 0.2 % |
| 37169 | 1 | 0.0 % |
| 37172 | 25 | 0.6 % |
| 37174 | 7 | 0.2 % |
| 37179 | 3 | 0.1 % |
| 37184 | 1 | 0.0 % |
| 37187 | 1 | 0.0 % |
| 37189 | 2 | 0.1 % |
| 37190 | 1 | 0.0 % |
| 37200 | 1 | 0.0 % |
| 37201 | 26 | 0.7 % |
| 37202 | 5 | 0.1 % |
| 37203 | 196 | 5.0 % |
| 37204 | 75 | 1.9 % |
| 37205 | 21 | 0.5 % |
| 37206 | 203 | 5.2 % |
| 37207 | 244 | 6.2 % |
| 37208 | 209 | 5.3 % |
| 37209 | 193 | 4.9 % |
| 37210 | 104 | 2.6 % |
| 37211 | 178 | 4.5 % |
| 37212 | 69 | 1.8 % |
| 37213 | 8 | 0.2 % |
| 37214 | 51 | 1.3 % |

Q3b. What is the Zip Code of the place you are coming from?

| Origin Zip Code | Number | Percent |
|-------------------------|--------|---------|
| 37215 | 59 | 1.5 % |
| 37216 | 54 | 1.4 % |
| 37217 | 76 | 1.9 % |
| 37218 | 94 | 2.4 % |
| 37219 | 65 | 1.7 % |
| 37220 | 1 | 0.0 % |
| 37221 | 54 | 1.4 % |
| 37224 | 1 | 0.0 % |
| 37228 | 23 | 0.6 % |
| 37232 | 62 | 1.6 % |
| 37234 | 4 | 0.1 % |
| 37235 | 3 | 0.1 % |
| 37238 | 2 | 0.1 % |
| 37240 | 6 | 0.2 % |
| 37241 | 1 | 0.0 % |
| 37242 | 9 | 0.2 % |
| 37243 | 123 | 3.1 % |
| 37246 | 2 | 0.1 % |
| 37279 | 1 | 0.0 % |
| 37307 | 1 | 0.0 % |
| 37313 | 1 | 0.0 % |
| 37322 | 1 | 0.0 % |
| 37357 | 1 | 0.0 % |
| 37502 | 1 | 0.0 % |
| 37717 | 1 | 0.0 % |
| 37807 | 1 | 0.0 % |
| 38115 | 1 | 0.0 % |
| 38401 | 9 | 0.2 % |
| 38501 | 2 | 0.1 % |
| Not provided/Don't know | 1051 | 26.7 % |
| Total | 3936 | 100.0 % |

Q4. How did you get from the place in Question #1 to the very FIRST bus or train you used for this one-way trip?

| Access Mode | Number | Percent |
|---|--------|---------|
| 1=Biked | 24 | 0.6 % |
| 2=Carpooled with others | 18 | 0.5 % |
| 3=Drove alone | 334 | 8.5 % |
| 4=Walked | 3360 | 85.4 % |
| 5=Dropped off by someone going someplace else | 179 | 4.5 % |
| 6=Other | 21 | 0.5 % |
| Total | 3936 | 100.0 % |

Q4a. IF WALKED: How far did you walk?

| Walk Distance | Number | Percent |
|----------------------------------|--------|---------|
| 1=Up to 1/4 mile (0-2 blocks) | 2251 | 67.0 % |
| 2=1/4 to 1/2 mile (3-4 blocks) | 494 | 14.7 % |
| 3=1/2 to 3/4 mile (5-6 blocks) | 179 | 5.3 % |
| 4=3/4 to 1 mile (7-8 blocks) | 109 | 3.2 % |
| 5=1-2 miles (9-16 blocks) | 217 | 6.5 % |
| 6=More than 2 miles (17+ blocks) | 110 | 3.3 % |
| Total | 3360 | 100.0 % |

Q4a. IF BIKED: How many miles?

| Bike Distance | Number | Percent |
|---------------------|--------|---------|
| 1=One miles or less | 6 | 25.0 % |
| 2=Two miles | 6 | 25.0 % |
| 3=Three miles | 4 | 16.7 % |
| 4=Four miles | 1 | 4.2 % |
| 5=Five miles | 1 | 4.2 % |
| 6=Six or more miles | 6 | 25.0 % |
| Total | 24 | 100.0 % |

Q5. What type of place are you GOING TO now?

| Destination Type | Number | Percent |
|---|--------|---------|
| 1=Airport | 4 | 0.1 % |
| 2=College/University | 150 | 3.8 % |
| 3=Hotel | 7 | 0.2 % |
| 4=Medical appointment/doctor's visit | 136 | 3.5 % |
| 5=Recreation/sightseeing | 67 | 1.7 % |
| 6=School (grades K-12) | 96 | 2.4 % |
| 7=Shopping | 211 | 5.4 % |
| 8=Social visit/church/personal/friend's house | 464 | 11.8 % |
| 9=Home | 1558 | 39.6 % |
| 10=Workplace | 1202 | 30.5 % |
| 11=Job seeking | 19 | 0.5 % |
| 12=Other | 22 | 0.6 % |
| Total | 3936 | 100.0 % |

Q7a. What is the City of the place where you are going?

| Destination City | Number | Percent |
|-----------------------------|--------|---------|
| Madison | 52 | 1.3 % |
| Woodbury | 1 | 0.0 % |
| White House | 4 | 0.1 % |
| Watertown | 1 | 0.0 % |
| West End Blvd | 1 | 0.0 % |
| West End Ave | 1 | 0.0 % |
| Thompson's Station | 6 | 0.2 % |
| Springfield | 14 | 0.4 % |
| Spring Hill | 4 | 0.1 % |
| Smyrna | 5 | 0.1 % |
| Rutherford | 1 | 0.0 % |
| Rockvale | 1 | 0.0 % |
| Portland | 1 | 0.0 % |
| Pleasant View | 5 | 0.1 % |
| Old Hickory | 16 | 0.4 % |
| Nashville | 3482 | 88.5 % |
| Murfreesboro | 38 | 1.0 % |
| Mount Juliet | 60 | 1.5 % |
| Mason | 1 | 0.0 % |
| Madisonville | 5 | 0.1 % |
| Martha | 1 | 0.0 % |
| Lebanon | 42 | 1.1 % |
| La Vergne | 13 | 0.3 % |
| Joelton | 3 | 0.1 % |
| Hermitage | 29 | 0.7 % |
| Hendersonville | 19 | 0.5 % |
| Hartsville-Trousdale County | 4 | 0.1 % |
| Greenbrier | 3 | 0.1 % |
| Goodlettsville | 14 | 0.4 % |
| Gallatin | 6 | 0.2 % |
| Franklin | 21 | 0.5 % |
| DONELSON | 3 | 0.1 % |
| Cookeville | 3 | 0.1 % |
| Columbia | 5 | 0.1 % |
| Chattanooga | 1 | 0.0 % |
| Chapmansboro | 1 | 0.0 % |
| Cottonwood | 1 | 0.0 % |
| Castalian Springs | 1 | 0.0 % |
| Brentwood | 8 | 0.2 % |
| Belle Meade | 1 | 0.0 % |

Q7a. What is the City of the place where you are going?

| Destination City | Number | Percent |
|------------------|--------|---------|
| Bethpage | 1 | 0.0 % |
| Auburntown | 1 | 0.0 % |
| Ashland City | 3 | 0.1 % |
| Antioch | 46 | 1.2 % |
| Alexandria | 2 | 0.1 % |
| Adams | 5 | 0.1 % |
| Total | 3936 | 100.0 % |

Q7b. What is the Zip Code of the place where you are going?

| Destination Zip Code | Number | Percent |
|----------------------|--------|---------|
| 3703 | 1 | 0.0 % |
| 37005 | 1 | 0.0 % |
| 37010 | 2 | 0.1 % |
| 37012 | 4 | 0.1 % |
| 37013 | 76 | 1.9 % |
| 37015 | 4 | 0.1 % |
| 37016 | 1 | 0.0 % |
| 37018 | 1 | 0.0 % |
| 37019 | 1 | 0.0 % |
| 37022 | 2 | 0.1 % |
| 37023 | 1 | 0.0 % |
| 37026 | 1 | 0.0 % |
| 37027 | 10 | 0.3 % |
| 37028 | 1 | 0.0 % |
| 37031 | 1 | 0.0 % |
| 37032 | 1 | 0.0 % |
| 37035 | 1 | 0.0 % |
| 37040 | 1 | 0.0 % |
| 37041 | 1 | 0.0 % |
| 37042 | 1 | 0.0 % |
| 37043 | 2 | 0.1 % |
| 37046 | 1 | 0.0 % |
| 37048 | 2 | 0.1 % |
| 37055 | 1 | 0.0 % |
| 37063 | 1 | 0.0 % |
| 37064 | 7 | 0.2 % |
| 37066 | 8 | 0.2 % |
| 37067 | 10 | 0.3 % |
| 37069 | 4 | 0.1 % |
| 37072 | 21 | 0.5 % |
| 37073 | 3 | 0.1 % |
| 37074 | 4 | 0.1 % |
| 37075 | 26 | 0.7 % |
| 37076 | 43 | 1.1 % |
| 37077 | 1 | 0.0 % |
| 37080 | 4 | 0.1 % |
| 37082 | 1 | 0.0 % |
| 37085 | 1 | 0.0 % |
| 37086 | 15 | 0.4 % |
| 37087 | 28 | 0.7 % |

Q7b. What is the Zip Code of the place where you are going?

| Destination Zip Code | Number | Percent |
|----------------------|--------|---------|
| 37090 | 10 | 0.3 % |
| 37091 | 1 | 0.0 % |
| 37103 | 2 | 0.1 % |
| 37106 | 1 | 0.0 % |
| 37107 | 1 | 0.0 % |
| 37113 | 1 | 0.0 % |
| 37115 | 119 | 3.0 % |
| 37116 | 1 | 0.0 % |
| 37117 | 1 | 0.0 % |
| 37122 | 61 | 1.5 % |
| 37127 | 2 | 0.1 % |
| 37128 | 7 | 0.2 % |
| 37129 | 8 | 0.2 % |
| 37130 | 8 | 0.2 % |
| 37132 | 1 | 0.0 % |
| 37138 | 24 | 0.6 % |
| 37146 | 5 | 0.1 % |
| 37148 | 1 | 0.0 % |
| 37153 | 1 | 0.0 % |
| 37155 | 1 | 0.0 % |
| 37167 | 6 | 0.2 % |
| 37172 | 16 | 0.4 % |
| 37174 | 3 | 0.1 % |
| 37179 | 6 | 0.2 % |
| 37184 | 1 | 0.0 % |
| 37188 | 5 | 0.1 % |
| 37189 | 1 | 0.0 % |
| 37190 | 1 | 0.0 % |
| 37200 | 1 | 0.0 % |
| 37201 | 48 | 1.2 % |
| 37202 | 9 | 0.2 % |
| 37203 | 195 | 5.0 % |
| 37204 | 51 | 1.3 % |
| 37205 | 29 | 0.7 % |
| 37206 | 160 | 4.1 % |
| 37207 | 191 | 4.9 % |
| 37208 | 200 | 5.1 % |
| 37209 | 158 | 4.0 % |
| 37210 | 103 | 2.6 % |
| 37211 | 142 | 3.6 % |

Q7b. What is the Zip Code of the place where you are going?

| Destination Zip Code | Number | Percent |
|-------------------------|--------|---------|
| 37212 | 62 | 1.6 % |
| 37213 | 13 | 0.3 % |
| 37214 | 53 | 1.3 % |
| 37215 | 42 | 1.1 % |
| 37216 | 61 | 1.5 % |
| 37217 | 80 | 2.0 % |
| 37218 | 60 | 1.5 % |
| 37219 | 95 | 2.4 % |
| 37221 | 37 | 0.9 % |
| 37222 | 1 | 0.0 % |
| 37228 | 16 | 0.4 % |
| 37232 | 51 | 1.3 % |
| 37234 | 3 | 0.1 % |
| 37235 | 3 | 0.1 % |
| 37238 | 1 | 0.0 % |
| 37240 | 4 | 0.1 % |
| 37242 | 4 | 0.1 % |
| 37243 | 144 | 3.7 % |
| 37246 | 4 | 0.1 % |
| 37247 | 1 | 0.0 % |
| 37248 | 2 | 0.1 % |
| 37270 | 1 | 0.0 % |
| 37274 | 1 | 0.0 % |
| 37288 | 1 | 0.0 % |
| 37423 | 1 | 0.0 % |
| 37615 | 1 | 0.0 % |
| 38401 | 5 | 0.1 % |
| 38501 | 2 | 0.1 % |
| 38570 | 1 | 0.0 % |
| Don't know/not provided | 1309 | 33.3 % |
| Total | 3936 | 100.0 % |

Q8. How will you get to your destination (the place listed in Question #5) once you get off the LAST bus (or train) you are using for this one-way trip?

| Access Mode | Number | Percent |
|--------------------------------|--------|---------|
| 1=Bike | 14 | 0.4 % |
| 2=Carpool with others | 14 | 0.4 % |
| 3=Drive alone | 299 | 7.6 % |
| 4=Walk | 3408 | 86.6 % |
| 5=Will be picked up by someone | 192 | 4.9 % |
| 6=Other | 9 | 0.2 % |
| Total | 3936 | 100.0 % |

Q8a. IF WALKED: How far did you walk?

| Walk Distance | Number | Percent |
|----------------------------------|--------|---------|
| 1=Up to 1/4 mile (0-2 blocks) | 2463 | 72.3 % |
| 2=1/4 to 1/2 mile (3-4 blocks) | 444 | 13.0 % |
| 3=1/2 to 3/4 mile (5-6 blocks) | 261 | 7.7 % |
| 4=3/4 to 1 mile (7-8 blocks) | 22 | 0.6 % |
| 5=1-2 miles (9-16 blocks) | 160 | 4.7 % |
| 6=More than 2 miles (17+ blocks) | 58 | 1.7 % |
| Total | 3408 | 100.0 % |

Q8b. IF BIKED: How many miles?

| Bike Distance | Number | Percent |
|---------------------|--------|---------|
| 1=One mile or less | 5 | 35.7 % |
| 2=Two miles | 4 | 28.6 % |
| 3=Three miles | 2 | 14.3 % |
| 5=Five miles | 1 | 7.1 % |
| 6=Six miles or more | 2 | 14.3 % |
| Total | 14 | 100.0 % |

Q9. Did you transfer FROM another bus or train BEFORE getting on this bus?

| From Transfer | Number | Percent |
|---------------|--------|---------|
| 1=Yes | 1163 | 29.5 % |
| 2=No | 2773 | 70.5 % |
| Total | 3936 | 100.0 % |

Q13. Will you transfer TO another bus or train AFTER getting off this bus?

| To Transfer | Number | Percent |
|-------------|--------|---------|
| 1=Yes | 1057 | 26.9 % |
| 2=No | 2879 | 73.1 % |
| Total | 3936 | 100.0 % |

Q14. If bus service had not been available today, how would you have made this trip?

| How make trip | Number | Percent |
|---------------------------------|--------|---------|
| 1=Drive | 1105 | 28.1 % |
| 2=Ride with someone | 1042 | 26.5 % |
| 3=Walk | 442 | 11.2 % |
| 4=Taxi | 177 | 4.5 % |
| 5=Bicycle | 71 | 1.8 % |
| 6=Would not have made this trip | 1099 | 27.9 % |
| Total | 3936 | 100.0 % |

Q15. How many WORKING vehicles (cars, trucks, or motorcycles) are available to your household?

| Vehicles in Household | Number | Percent |
|-----------------------|--------|---------|
| 0=None | 1793 | 45.6 % |
| 1=One | 1118 | 28.4 % |
| 2=Two | 728 | 18.5 % |
| 3=Three | 208 | 5.3 % |
| 4=Four or more | 87 | 2.2 % |
| 99=Refused | 2 | 0.1 % |
| Total | 3936 | 100.0 % |

Q15a. (If #15 is more than "none") Were any of these vehicles available to your household?

| Vehicle Available for Trip | Number | Percent |
|----------------------------|--------|---------|
| 1=Yes | 1264 | 59.0 % |
| 2=No | 791 | 36.9 % |
| 3=Don't know | 88 | 4.1 % |
| Total | 2143 | 100.0 % |

Q16. Including YOU, how many people live in your household?

| People in Household | Number | Percent |
|---------------------|--------|---------|
| 1=One | 925 | 23.5 % |
| 2=Two | 1240 | 31.5 % |
| 3=Three | 728 | 18.5 % |
| 4=Four | 486 | 12.3 % |
| 5=Five | 237 | 6.0 % |
| 6=Six or more | 318 | 8.1 % |
| 99=Refused | 2 | 0.1 % |
| Total | 3936 | 100.0 % |

Q17. Including YOU, how many adults (age 18 and older) live in your household?

| Adults in HH | Number | Percent |
|---------------|--------|---------|
| 1=One | 1245 | 31.6 % |
| 2=Two | 1702 | 43.2 % |
| 3=Three | 568 | 14.4 % |
| 4=Four | 204 | 5.2 % |
| 5=Five | 59 | 1.5 % |
| 6=Six or more | 156 | 4.0 % |
| 99=Refused | 2 | 0.1 % |
| Total | 3936 | 100.0 % |

Q18. Including YOU, how many people in your household work outside the home?

| Number of People Employed in Household | Number | Percent |
|--|--------|---------|
| 0=None | 426 | 10.8 % |
| 1=One | 1707 | 43.4 % |
| 2=Two | 1270 | 32.3 % |
| 3=Three | 294 | 7.5 % |
| 4=Four | 97 | 2.5 % |
| 5=Five | 37 | 0.9 % |
| 6=Six or more | 95 | 2.4 % |
| 99=Refused | 10 | 0.3 % |
| Total | 3936 | 100.0 % |

Q19. Which of the following categories BEST describes your TOTAL ANNUAL HOUSEHOLD INCOME?

| Total Annual Household Income | Number | Percent |
|-------------------------------|--------|---------|
| 1=Below \$12,000 | 1042 | 26.5 % |
| 2=\$12,000-\$14,999 | 488 | 12.4 % |
| 3=\$15,000-\$29,999 | 700 | 17.8 % |
| 4=\$30,000-\$39,999 | 478 | 12.1 % |
| 5=\$40,000-\$49,999 | 327 | 8.3 % |
| 6=\$50,000-\$59,999 | 252 | 6.4 % |
| 7=\$60,000-\$74,999 | 218 | 5.5 % |
| 8=\$75,000-\$89,999 | 128 | 3.3 % |
| 9=\$90,000-\$114,999 | 128 | 3.3 % |
| 10=\$115,000+ | 111 | 2.8 % |
| 88=Don't know | 38 | 1.0 % |
| 99=Refused | 26 | 0.7 % |
| Total | 3936 | 100.0 % |

Q20. Do you have a valid driver's license?

| Driver's License | Number | Percent |
|------------------|--------|---------|
| 1=Yes | 2095 | 53.2 % |
| 2=No | 1603 | 40.7 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q21. Are you: (check the response that BEST describes you)

| Employment Status | Number | Percent |
|---|--------|---------|
| 1=Employed full-time | 2017 | 51.2 % |
| 2=Employed part-time | 598 | 15.2 % |
| 3=Not currently (seeking work) | 641 | 16.3 % |
| 4=Not currently employed (not seeking work) | 306 | 7.8 % |
| 5=Retired | 110 | 2.8 % |
| 6=Refused Answer | 26 | 0.7 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q22. Are you a student? (check the one response that BEST describes you)

| Student Status | Number | Percent |
|-------------------------------|--------|---------|
| 1=Not a student | 2920 | 74.2 % |
| 2=Yes-student thru 12th grade | 231 | 5.9 % |
| 3=Yes-college/university | 481 | 12.2 % |
| 4=Yes-other | 66 | 1.7 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q23. How have you changed your travel behaviors in recent months in response to rising fuel prices?

| Travel Behavior | Number | Percent |
|----------------------------|--------|---------|
| 1=I have not changed | 2466 | 62.7 % |
| 2=I drive a little less | 231 | 5.9 % |
| 3=I drive a lot less | 247 | 6.3 % |
| 4=I started carpooling | 15 | 0.4 % |
| 5=I carpool more often | 16 | 0.4 % |
| 6=I started using transit | 287 | 7.3 % |
| 7=I use transit more often | 394 | 10.0 % |
| 8=I walk or bike more | 42 | 1.1 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q24. How long have you been using MTA/RTA services?

| How long using MTA/RTA services | Number | Percent |
|---------------------------------|--------|---------|
| 1=Today is my first day | 64 | 1.6 % |
| 2=Less than 1 year | 950 | 24.1 % |
| 3=1-2 years | 735 | 18.7 % |
| 4=2-3 years | 172 | 4.4 % |
| 5=3-4 years | 420 | 10.7 % |
| 6=More than 4 years | 1357 | 34.5 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q25. How often do you ride some form of public transit in the Nashville region? (check the one that best fits you)

| How often use MTA/RTA services | Number | Percent |
|--------------------------------|--------|---------|
| 1=Once a day | 2816 | 71.5 % |
| 2=At least once per week | 661 | 16.8 % |
| 3=At least once per month | 129 | 3.3 % |
| 4=At least once per year | 35 | 0.9 % |
| 5=Less than once per year | 16 | 0.4 % |
| 6=This is my first time | 41 | 1.0 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q26. Did you already or will you later make this trip in the EXACT opposite direction today?

| Reverse Trip | Number | Percent |
|----------------|--------|---------|
| 1=Yes | 2707 | 68.8 % |
| 2=No | 991 | 25.2 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q27. On this ROUND TRIP (between the time you left home and the time you will return home) will you: (check all that apply)

| Round Trip Activities | Number | Percent |
|--------------------------------------|--------|---------|
| 1 = Go to work | 2029 | 41.8 % |
| 2 = Go to school | 466 | 9.6 % |
| 3 = Go shopping | 471 | 9.7 % |
| 4 = Visit friend/attend social event | 434 | 8.9 % |
| 5 = Buy a meal | 474 | 9.8 % |
| 6 = Do other errands | 934 | 19.2 % |
| 9 = Don't know/Not sure | 51 | 1.0 % |
| Total | 4859 | 100.0 % |

Q28. How did you pay for your trip today?

| How paid for trip | Number | Percent |
|-------------------------------------|--------|---------|
| 1=Employer-Sponsored/Easy Ride Card | 866 | 22.0 % |
| 2=MTA 20-Ride Express Pass | 48 | 1.2 % |
| 3=MTA 20-Ride Local Pass | 127 | 3.2 % |
| 4=MTA 31-Day Pass | 677 | 17.2 % |
| 5=MTA 7-Day Pass | 206 | 5.2 % |
| 6=MTA All-Day Pass | 736 | 18.7 % |
| 7=MTA One Way Fare-Express | 17 | 0.4 % |
| 8=MTA One Way Fare-Local | 796 | 20.2 % |
| 9=RTA 20-Ride Pass | 65 | 1.7 % |
| 10=RTA One Way Fare-Express Plus | 17 | 0.4 % |
| 21=10-Ride Ticket | 70 | 1.8 % |
| 23=Monthly Pass | 24 | 0.6 % |
| 24=One-Ride Ticket | 18 | 0.5 % |
| 99=Not provided | 269 | 6.8 % |
| Total | 3936 | 100.0 % |

Q29. Which of the following fare discounts do you receive?

| Fare Discounts | Number | Percent |
|----------------|--------|---------|
| 1=None | 2443 | 62.1 % |
| 2=Youth | 357 | 9.1 % |
| 3=Senior | 108 | 2.7 % |
| 4=Disabled | 451 | 11.5 % |
| 5=Other | 86 | 2.2 % |
| 9=Not provided | 491 | 12.5 % |
| Total | 3936 | 100.0 % |

Q30. What is your AGE:

| Age | Number | Percent |
|----------------|--------|---------|
| 1=Under 18 | 224 | 5.7 % |
| 2=18-24 | 595 | 15.1 % |
| 3=25-34 | 763 | 19.4 % |
| 4=35-44 | 712 | 18.1 % |
| 5=45-54 | 800 | 20.3 % |
| 6=55-64 | 505 | 12.8 % |
| 7=65+ | 99 | 2.5 % |
| 9=Not provided | 238 | 6.0 % |
| Total | 3936 | 100.0 % |

Q31. Your Gender:

| Gender | Number | Percent |
|----------|--------|---------|
| 1=Male | 1938 | 49.2 % |
| 2=Female | 1998 | 50.8 % |
| Total | 3936 | 100.0 % |

Q32. How would you describe your race/ethnicity?

| Ethnicity | Number | Percent |
|----------------------------|--------|---------|
| 1 = White | 1827 | 46.0 % |
| 2 = Black/African American | 1850 | 46.6 % |
| 3 = Asian | 81 | 2.0 % |
| 4 = Native American | 22 | 0.6 % |
| 5 = Hispanic/Latino | 138 | 3.5 % |
| 6 = Other | 51 | 1.3 % |
| Total | 3969 | 100.0 % |

Q33. Do you speak a language other than English at home?

| Do you speak another language at home? | Number | Percent |
|--|---------|---------|
| 1=Yes 272 | 6.9 % | |
| 2=No 3426 | 87.0 % | |
| 9=Not provided | 238 | 6.0 % |
| Total 3936 | 100.0 % | |

Q33a. [IF YES to #33] How well do you speak and understand English?

| How well do you speak/understand English? | Number | Percent |
|---|---------|---------|
| 1=Very well | 198 | 72.8 % |
| 2=Well | 46 | 16.9 % |
| 3=Not well | 18 | 6.6 % |
| 4=Not at all | 10 | 3.7 % |
| Total 272 | 100.0 % | |

Q33b. [IF YES to #33] How often do you use the following services?

(N=272)

| Very often | Often | Not often | Not at all | |
|--|-------|-----------|------------|-------|
| How often speak to customer service on the phone | 11.4% | 15.1% | 36.4% | 37.1% |
| How often speak to customer service at Music City Central: | 6.6% | 11.8% | 34.9% | 46.7% |
| How often use the ticket vending Machines at MCC | 5.1% | 8.8% | 28.3% | 57.7% |
| How often speak to MTA/RTA bus drivers with questions | 9.6% | 24.6% | 36.8% | 29.0% |
| How often speak with other MTA/RTA employees | 8.1% | 12.9% | 36.0% | 43.0% |
| How often attend MTA/RTA public meetings | 1.8% | 4.8% | 12.1% | 81.3% |

CHAPTER 7: SURVEY INSTRUMENTS

Copies of the survey instruments are provided on the following pages.

Nashville Regional Transit Survey

BUS VERSION Route Code: _____ Time: _____ am / pm Interviewer: _____ Serial #: _____

Please take a few moments to complete this important survey. Your input will be used to plan transportation improvements in the Nashville area. *All information will be kept strictly confidential.*

HOME Address: (please be specific, ex: 123 W Main Street): _____
(If you are just visiting the area, list the address you are staying in the Nashville area.)

OR Intersection if street address is not known: _____ & _____

City: _____ **County:** _____ **State:** _____ **Zip Code:** _____

COMING FROM?

1. What type of place are you COMING FROM now (the starting place for your one-way trip)?

☐ Your **HOME** → *Go to Question #4* ☐ Shopping

☐ Your **WORKPLACE** ☐ Hotel

☐ School (grades K-12)

☐ Airport (as an air passenger)

☐ Recreation / sightseeing

☐ Medical appointment / doctor's visit

☐ Social visit / church / personal / friend's house

☐ College / University (student's only)

☐ Other: _____

2. What is the NAME of the place you are coming from now?

3. What is the EXACT STREET ADDRESS of this place?

OR Intersection if street address is not known:

_____ & _____

City: _____ **Zip:** _____

4. How did you get from the place in Question #1 to the very FIRST bus or train you used for this one-way trip?

☐ Walked – **How far did you walk?**

☐ Up to ¼ mile (0-2 blocks)

☐ ¼ to ½ mile (3-4 blocks)

☐ ½ to ¾ mile (5-6 blocks)

☐ ¾ to 1 mile (7-8 blocks)

☐ 1-2 miles (9-16 blocks)

☐ More than 2 miles (17+ blocks)

☐ Biked– **How many miles?** _____miles

☐ Was dropped off by someone going someplace else

☐ Carpooled with others → **answer 4a**

☐ Drove alone → **answer 4a**

☐ Other: _____

4a. If you CARPOOLED or DROVE ALONE, what is the name of the park/ride location or nearest intersection where you parked?

GOING TO?

5. What type of place are you GOING TO now (the ending place for your one-way trip)?

☐ Your **HOME** → *Go to Question #8* ☐ Shopping

☐ Your **WORKPLACE** ☐ Hotel

☐ School (grades K-12)

☐ Airport (as an air passenger)

☐ Recreation / sightseeing

☐ Medical appointment / doctor's visit

☐ Social visit / church / personal / friend's house

☐ College / University (student's only)

☐ Other: _____

6. What is the NAME of the place you are going to now?

7. What is the EXACT STREET ADDRESS of this place?

OR Intersection if street address is not known:

_____ & _____

City: _____ **Zip:** _____

8. How will you get to your destination (the place listed in Question #5) **once you get off the LAST bus** (or train) **you are using for this one-way trip?**

☐ Walk – **How far will you walk?**

☐ Up to ¼ mile (0-2 blocks)

☐ ¼ to ½ mile (3-4 blocks)

☐ ½ to ¾ mile (5-6 blocks)

☐ ¾ to 1 mile (7-8 blocks)

☐ 1-2 miles (9-16 blocks)

☐ More than 2 miles (17+ blocks)

☐ Bike– **How many miles will you bike?** _____miles

☐ Be picked up by someone

☐ Carpool with others → **answer 8a**

☐ Drive alone → **answer 8a**

☐ Other: _____

8a. If you will CARPOOL or DRIVE ALONE, what is the name of the park/ride location or nearest intersection where your car/van is currently parked?

THIS BUS

(answer the following based on your current one-way trip between the places listed above)

9. Did you transfer FROM another bus or train BEFORE getting on this bus? ☐ YES ☐ NO

10. Approximately what time did you get on THIS bus? Hour/Minute: _____ am / pm

11. What is the nearest intersection (or name of the place) where you GOT ON this bus

street 1 (or name of place):_____ & street 2: _____

12. What is the nearest intersection (or name of the place) where you will GET OFF this bus:

street 1 (or name of place):_____ & street 2: _____

13. Will you transfer TO another bus or train AFTER getting off this bus? ☐ YES ☐ NO

Please complete the questions on the back.

TRIP SUMMARY

Please list all of the bus routes (and train stations*) you are using during your current ONE-WAY trip in order below. PLEASE CIRCLE THE ROUTE YOU WERE USING WHEN YOU COMPLETED THIS SURVEY.

ORIGIN → 1st Bus Route or Train Station used → 2nd Bus Route or Train Station used → 3rd Bus Route or Train Station used → 4th Bus Route or Train Station used → DESTINATION

*If you are using a train station, please list the name of the station where you GOT ON and then GOT OFF.

OTHER IMPORTANT ITEMS

14. If bus service had not been available today, how would you have made this trip?
☐ Drive ☐ Ride with someone ☐ Walk ☐ Taxi ☐ Bicycle ☐ Would not have made this trip
15. How many WORKING vehicles (cars, trucks, or motorcycles) are available to your household?
☐ None ☐ One ☐ Two ☐ Three ☐ Four or more
- 15a. [If #15 is more than "none"] Were any of these vehicles available for you to make this trip? ☐ Yes ☐ No
16. Including YOU, how many people live in your household? _____ people
17. Including YOU, how many adults (age 18 and older) live in your household? _____ adults
18. Including YOU, how many people in your household work outside the home? _____ people
19. Which of the following categories BEST describes your TOTAL ANNUAL HOUSEHOLD INCOME?
☐ Below \$12,000 ☐ \$30,000 - \$39,999 ☐ \$60,000 - \$74,999 ☐ \$115,000 +
☐ \$12,000-\$14,999 ☐ \$40,000 - \$49,999 ☐ \$75,000 - \$89,999
☐ \$15,000-\$29,999 ☐ \$50,000 - \$59,999 ☐ \$90,000 - \$114,999
20. Do you have a valid driver's license? ☐ Yes ☐ No
21. Are you:(check the one response that BEST describes you)
☐ Employed full-time (at least 35 hours per week) ☐ Employed part-time (less than 35 hours per week)
☐ Not currently employed but seeking work ☐ Retired
☐ Not currently employed and not seeking work
22. Are you a student?(check the one response that BEST describes you)
☐ Not a student ☐ Yes – college/university (specify institution's name): _____
☐ Yes – student thru 12th grade ☐ Yes – other (specify institution's name): _____
23. How have you changed your travel behaviors in recent months in response to rising fuel prices? (check all that apply)
☐ I have not changed ☐ I started carpooling ☐ I started using transit ☐ I use transit more often
☐ I drive a little less ☐ I drive a lot less ☐ I carpool more often ☐ I walk or bike more
24. How long have you been using MTA/RTA services?
☐ Today is my first time ☐ Less than 1 year ☐ 1-2 years ☐ 3-4 years ☐ more than 4 years
25. How often do you ride some form of public transit in the Nashville region? (check the one that best fits you)
☐ Once a day or more ☐ At least once per month ☐ Less than once per year
☐ At least once per week ☐ At least once per year ☐ This is my first time
26. Did you already or will you later make this trip in the EXACT opposite direction today?
☐ NO ☐ YES – what time? _____ am / pm
27. On this ROUND TRIP (between the time you left home and the time you will return home) will you: (check all that apply)
☐ Go to work ☐ Go to school ☐ Go shopping ☐ Do other errands
☐ Visit friend/attend social event ☐ Buy a meal ☐ Other: _____
28. How did you pay for your trip today?
☐ MTA One Way Fare - Local ☐ MTA 20-Ride Local Pass ☐ Employer-Sponsored/EasyRide Card
☐ MTA One Way Fare – Express ☐ MTA 20-Ride Express Pass ☐ RTA One Way Fare – Express Plus
☐ MTA All Day Pass ☐ MTA 31-Day Pass ☐ RTA 20-Ride Pass
☐ MTA 7-Day Pass
29. Which of the following fare discounts do you receive? ☐ None ☐ Youth ☐ Senior ☐ Disabled
30. What is your AGE: ☐ Under 18 ☐ 18-24 ☐ 25-34 ☐ 35-44 ☐ 45-54 ☐ 55-64 ☐ 65+
31. Your Gender: ☐ Male ☐ Female
32. How would you describe your race/ethnicity? (check all that apply)
☐ White ☐ Black/African American ☐ Asian ☐ Native American ☐ Hispanic/Latino ☐ Other
33. Do you speak a language other than English at home? ☐ Yes ☐ No
- 33a. [IF YES to #33] How well do you speak and understand English? ☐ Very Well ☐ Well ☐ Not well ☐ Not at all
- 33b. [IF YES to #33] How often do you use the following services?
(1) Speak to Customer Service on the telephone: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(2) Speak to Customer Service at Music City Central: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(3) Use the Ticket Vending Machines at Music City Central: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(4) Speak to the MTA/RTA Bus Drivers with questions: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(5) Speak with other MTA/RTA employees: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(6) Attend MTA/RTA Public Meetings: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all

REGISTER TO WIN \$100

People who submit an accurately completed survey will be entered in a random drawing for one of FIVE \$100 cash prizes

Your Name: _____ Phone Number: (_____) _____

Thank you for your help!

If you completed this survey before getting off the bus, please return this survey to the survey staff.

Nashville Regional Transit Survey

TRAIN VERSION Station Code: _____ Time: _____ am / pm Interviewer: _____ Serial #: _____

Please take a few moments to complete this important survey. Your input will be used to plan transportation improvements in the Nashville area. *All information will be kept strictly confidential.*

HOME Address: (please be specific, ex: 123 W Main Street): _____
(If you are just visiting the area, list the address you are staying in the Nashville area.)

OR Intersection if street address is not known: _____ & _____

City: _____ **County:** _____ **State:** _____ **Zip Code:** _____

COMING FROM?

1. What type of place are you COMING FROM now (the starting place for your one-way trip)?

☐ Your **HOME** → *Go to Question #4* ☐ Shopping

☐ Your **WORKPLACE** ☐ Hotel

☐ School (grades K-12)

☐ Airport (as an air passenger)

☐ Recreation / sightseeing

☐ Medical appointment / doctor's visit

☐ Social visit / church / personal / friend's house

☐ College / University (student's only)

☐ Other: _____

2. What is the NAME of the place you are coming from now?

3. What is the EXACT STREET ADDRESS of this place?

OR Intersection if street address is not known:

_____ & _____

City: _____ **Zip:** _____

4. How did you get from the place in Question #1 to the very FIRST bus or train you used for this one-way trip?

☐ Walked – **How far did you walk?**

☐ Up to ¼ mile (0-2 blocks)

☐ ¼ to ½ mile (3-4 blocks)

☐ ½ to ¾ mile (5-6 blocks)

☐ ¾ to 1 mile (7-8 blocks)

☐ 1-2 miles (9-16 blocks)

☐ More than 2 miles (17+ blocks)

☐ Biked– **How many miles?** _____miles

☐ Was dropped off by someone going someplace else

☐ Carpooled with others → **answer 4a**

☐ Drove alone → **answer 4a**

☐ Other: _____

4a. If you CARPOOLED or DROVE ALONE, what is the name of the park/ride location or nearest intersection where you parked?

GOING TO?

5. What type of place are you GOING TO now (the ending place for your one-way trip)?

☐ Your **HOME** → *Go to Question #8* ☐ Shopping

☐ Your **WORKPLACE** ☐ Hotel

☐ School (grades K-12)

☐ Airport (as an air passenger)

☐ Recreation / sightseeing

☐ Medical appointment / doctor's visit

☐ Social visit / church / personal / friend's house

☐ College / University (student's only)

☐ Other: _____

6. What is the NAME of the place you are going to now?

7. What is the EXACT STREET ADDRESS of this place?

OR Intersection if street address is not known:

_____ & _____

City: _____ **Zip:** _____

8. How will you get to your destination (the place listed in Question #5) **once you get off the LAST train** (or bus) **you are using for this one-way trip?**

☐ Walk – **How far will you walk?**

☐ Up to ¼ mile (0-2 blocks)

☐ ¼ to ½ mile (3-4 blocks)

☐ ½ to ¾ mile (5-6 blocks)

☐ ¾ to 1 mile (7-8 blocks)

☐ 1-2 miles (9-16 blocks)

☐ More than 2 miles (17+ blocks)

☐ Bike– **How many miles will you bike?** _____miles

☐ Be picked up by someone

☐ Carpool with others → **answer 8a**

☐ Drive alone → **answer 8a**

☐ Other: _____

8a. If you will CARPOOL or DRIVE ALONE, what is the name of the park/ride location or nearest intersection where your car/van is currently parked?

THIS TRAIN

(answer the following based on your current one-way trip between the places listed above)

9. Did you transfer FROM a bus BEFORE getting on this train? ☐ YES ☐ NO

10. Approximately what time did you get on THIS train? Hour/Minute: _____ am / pm

11. At which station did you GET ON this train?

☐ Riverfront ☐ Donelson ☐ Hermitage ☐ Mt. Juliet ☐ Martha ☐ Lebanon

12. At which station will you GET OFF this train?

☐ Riverfront ☐ Donelson ☐ Hermitage ☐ Mt. Juliet ☐ Martha ☐ Lebanon

13. Will you transfer TO a bus AFTER getting off this train? ☐ YES ☐ NO

Please complete the questions on the back.

TRIP SUMMARY

Please list all of the bus routes and train stations you are using during your current ONE-WAY trip in order below. BE SURE TO LIST THE STATIONS WHERE YOU GOT ON AND OFF THIS TRAIN AND ANY BUS ROUTES YOU USED TO GET TO/FROM A TRAIN STATION.

ORIGIN → _____ → _____ → _____ → _____ → DESTINATION

1st Bus Route or Train Station used 2nd Bus Route or Train Station used 3rd Bus Route or Train Station used 4th Bus Route or Train Station used

OTHER IMPORTANT ITEMS

14. If transit service had not been available today, how would you have made this trip?
☐ Drive ☐ Ride with someone ☐ Walk ☐ Taxi ☐ Bicycle ☐ Would not have made this trip
15. How many WORKING vehicles (cars, trucks, or motorcycles) are available to your household?
☐ None ☐ One ☐ Two ☐ Three ☐ Four or more
- 15a. [If #15 is more than “none”] Were any of these vehicles available for you to make this trip? ☐ Yes ☐ No
16. Including YOU, how many people live in your household? _____ people
17. Including YOU, how many adults (age 18 and older) live in your household? _____ adults
18. Including YOU, how many people in your household work outside the home? _____ people
19. Which of the following categories BEST describes your TOTAL ANNUAL HOUSEHOLD INCOME?
☐ Below \$12,000 ☐ \$30,000 - \$39,999 ☐ \$60,000 - \$74,999 ☐ \$115,000 +
☐ \$12,000-\$14,999 ☐ \$40,000 - \$49,999 ☐ \$75,000 - \$89,999
☐ \$15,000-\$29,999 ☐ \$50,000 - \$59,999 ☐ \$90,000 - \$114,999
20. Do you have a valid driver’s license? ☐ Yes ☐ No
21. Are you:(check the one response that BEST describes you)
☐ Employed full-time (at least 35 hours per week) ☐ Employed part-time (less than 35 hours per week)
☐ Not currently employed but seeking work ☐ Retired
☐ Not currently employed and not seeking work
22. Are you a student?(check the one response that BEST describes you)
☐ Not a student ☐ Yes – college/university (specify institution’s name): _____
☐ Yes – student thru 12th grade ☐ Yes – other (specify institution’s name): _____
23. How have you changed your travel behaviors in recent months in response to rising fuel prices? (check all that apply)
☐ I have not changed ☐ I started carpooling ☐ I started using transit ☐ I use transit more often
☐ I drive a little less ☐ I drive a lot less ☐ I carpool more often ☐ I walk or bike more
24. How long have you been using MTA/RTA services?
☐ Today is my first time ☐ Less than 1 year ☐ 1-2 years ☐ 3-4 years ☐ more than 4 years
25. How often do you ride some form of public transit in the Nashville region? (check the one that best fits you)
☐ Once a day or more ☐ At least once per month ☐ Less than once per year
☐ At least once per week ☐ At least once per year ☐ This is my first time
26. Did you already or will you later make this trip in the EXACT opposite direction today?
☐ NO ☐ YES – what time? _____ am / pm
27. On this ROUND TRIP (between the time you left home and the time you will return home) will you: (check all that apply)
☐ Go to work ☐ Go to school ☐ Go shopping ☐ Do other errands
☐ Visit friend/attend social event ☐ Buy a meal ☐ Other: _____
28. How did you pay for your trip today?
☐ One-Ride Ticket ☐ 10-Ride Ticket ☐ Monthly Pass ☐ Employer-Sponsored/EasyRide Card
29. Where did you purchase your ticket or pass for this trip?
☐ Station platform vending machine ☐ Riverfront Station Ticket Office ☐ Music City Central ☐ Kroger store
☐ Mt Juliet City Hall ☐ Lebanon City Hall ☐ RTA/MTA Website
30. What is your AGE: ☐ Under 18 ☐ 18-24 ☐ 25-34 ☐ 35-44 ☐ 45-54 ☐ 55-64 ☐ 65+
31. Your Gender: ☐ Male ☐ Female
32. How would you describe your race/ethnicity? (check all that apply)
☐ White ☐ Black/African American ☐ Asian ☐ Native American ☐ Hispanic/Latino ☐ Other
33. Do you speak a language other than English at home? ☐ Yes ☐ No
- 33a. [IF YES to #33] How well do you speak and understand English? ☐ Very Well ☐ Well ☐ Not well ☐ Not at all
- 33b. [IF YES to #33] How often do you use the following services?
(1) Speak to Customer Service on the telephone: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(2) Speak to Customer Service at Music City Central: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(3) Use the Ticket Vending Machines at Music City Central: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(4) Speak to the MTA/RTA Bus Drivers with questions: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(5) Speak with other MTA/RTA employees: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all
(6) Attend MTA/RTA Public Meetings: ☐ Very Often ☐ Often ☐ Not Often ☐ Not at all

REGISTER TO WIN \$100

People who submit an accurately completed survey will be entered in a random drawing for one of FIVE \$100 cash prizes

Your Name: _____ Phone Number: (____) _____

Thank you for your help!

If you completed this survey before getting off the bus, please return this survey to the survey staff.

APPENDIX L

2011 Title VI Compliance Review



U.S. Department
of Transportation
**Federal Transit
Administration**

Headquarters

U.S. Department of
Transportation
1200 New Jersey Ave., SE
East Bldg., 5th Floor, TCR
Washington, DC 20590

February 10, 2012

Mr. Paul Ballard
Chief Executive Officer
Nashville Metropolitan Transit Authority
130 Nestor Street
Nashville, TN 37210-2124

Dear Mr. Ballard:

Thank you for your corrective action responses regarding the Federal Transit Administration's (FTA) Title VI Compliance Review of the Nashville Metropolitan Transit Authority, conducted from February 1-3, 2011.

We are pleased with the progress you have made in implementing the requirements of Title VI of the Civil Rights Act of 1964 as set forth in FTA Circular 4702.1A. The corrective action responses were adequate to close out your deficiencies.

We appreciate the cooperation and assistance that you and your staff have provided us during and subsequent to this review. If you have any questions about this matter, please contact Ms. Amber Ontiveros at 202-366-5130 or amber.ontiveros@dot.gov.

Sincerely,

for

Amber Ontiveros
Title VI, EEO, DBE Team Leader
FTA Civil Rights

Cc: Ms. Linda Ford, Acting Director, FTA Office of Civil Rights
Mr. Yvette G. Taylor, FTA Regional Administrator, Region IV
Ms. Rebecca Rand, Regional Civil Rights Officer, Region IV
Ms. Maxine Marshall, The DMP Group

APPENDIX M

2013 Title VI Concurrence



U.S. Department
Of Transportation

Region IV

230 Peachtree Street, N.W.
Suite 800
Atlanta, GA 30303

**Federal Transit
Administration**

December 3, 2013

Pat Downs
Capital Grants Administrator
Metropolitan Transit Authority (MTA)
430 Myatt Drive
Nashville, TN 37115

Re: Title VI Program Concurrence – Recipient ID No. 1809

Dear Ms. Downs:

This letter is to confirm that we have received Nashville Metropolitan Transit Authority's (MTA) Title VI Program on October 1, 2013 and additional information on December 2, 2013. This Title VI Program submission is required pursuant to Title VI of the Civil Rights Act of 1964; Title 49, Chapter 53, Section 5332 of the United States Code; and the Federal Transit Administration's (FTA) Circular 4702.1B, "Title VI Program Guidelines for Federal Transit Administration Recipients," effective October 1, 2012.

We have reviewed your program and determined that it meets the requirements set out in the FTA's Title VI Circular 4702.1B. Please plan to submit a Title VI Program by October 1, 2016 by attaching it to your Recipient Profile in FTA's TEAM-Web. Please delete any version of the program in TEAM that this submission is replacing. Your Title VI Program will expire 60 days after the due date, on November 30, 2016. If we have not received required information by the time your Title VI Program expires, the Nashville MTA may experience delays in processing grants or draw-down restrictions.

Thank you for your ongoing cooperation in meeting all of the FTA civil rights program requirements. A copy of this letter has been attached to your Recipient Profile in TEAM. Please contact me at (404) 865-5471 or at Carlos.Gonzalez3@dot.gov for any questions.

Sincerely,

Carlos A. Gonzalez
Regional Civil Rights Officer

cc: Jim McAteer, AICP, Director of Planning & Grants, MTA (Electronic)
Dr. Yvette G. Taylor, Regional Administrator, FTA Region IV (Electronic)
Monica McCallum, Regional Division Chief, FTA Civil Rights (Electronic)

| <i>Administrative</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------|-------------------------------|--------------|-------|---------|-------|-------|---------|---------|---------|--------|---------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10620 | Adult Literacy-Mayor's Office | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$75,750.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10604 | Chief Service Off-Mayor's Off | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$88,880.51 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10762 | Domestic Vio Victim Adv-MO | 6 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 6 |
| | Average Annual Salary: | \$35,458.33 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 50.00% | 16.67% | 0.00% | 0.00% | 100.00% |
| 10764 | Domestic Viol Trng Coord-MO | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$45,450.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10763 | Domestic Viol Volunt Coord-MO | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | Average Annual Salary: | \$36,360.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% |
| 04972 | Special Asst | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$93,585.94 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10661 | Special Proj Asst-Mayor's Off | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$63,125.00 | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07762 | Special Projects Mgr | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$102,002.43 | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | | 14 | 0 | 1 | 0 | 0 | 1 | 5 | 5 | 1 | 1 | 0 | 12 |
| <i>Administrative</i> | | 100.00% | 0.00% | 7.14% | 0.00% | 0.00% | 7.14% | 35.71% | 35.71% | 7.14% | 7.14% | 0.00% | 85.71% |

| Agricultural Extension | | | MALE | | | | | FEMALE | | | | | | |
|------------------------------------|-------------------|---|---------|--------|--------|-------|-------|--------|---------|--------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 00240 | Extension Agent 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$19,469.07 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00090 | Extension Agent 3 | 5 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 3 |
| Average Annual Salary: \$32,705.83 | | | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | 40.00% | 20.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| Department Totals: | | | 6 | 0 | 2 | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 0 | 4 |
| Agricultural Extension | | | 100.00% | 0.00% | 33.33% | 0.00% | 0.00% | 33.33% | 50.00% | 16.67% | 0.00% | 0.00% | 0.00% | 66.67% |

| Airport Authority | | MALE | | | | | | FEMALE | | | | | |
|------------------------|-------------|-------|---------|-------|-------|-------|---------|--------|-------|-------|-------|-------|-------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$43,852.89 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Airport Authority | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| <i>Arts Commission</i> | | MALE | | | | | | FEMALE | | | | | |
|--------------------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07242 Admin Svcs Mgr | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$72,317.34 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 Admin Svcs Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$45,452.36 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 Admin Svcs Officer 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$61,927.38 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06650 Arts Commission Exec Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$106,656.61 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10153 Finance Spec | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$53,280.08 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10124 Office Support Spec 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$41,946.84 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07378 Program Spec 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$33,867.51 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 9 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 7 | 0 | 0 | 0 | 8 |
| <i>Arts Commission</i> | 100.00% | 0.00% | 11.11% | 0.00% | 0.00% | 0.00% | 11.11% | 11.11% | 77.78% | 0.00% | 0.00% | 0.00% | 88.89% |

| Assessor of Property | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|----------------------------|-------------|--------|---------|--------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$43,140.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07242 | Admin Svcs Mgr | 4 | 1 | 3 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$73,321.52 | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07244 | Admin Svcs Officer 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$47,651.31 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 | Admin Svcs Officer 4 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$62,741.69 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 02675 | Appraiser 1 | 11 | 2 | 5 | 0 | 0 | 0 | 7 | 2 | 2 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$34,131.53 | 18.18% | 45.45% | 0.00% | 0.00% | 0.00% | 63.64% | 18.18% | 18.18% | 0.00% | 0.00% | 0.00% | 36.36% |
| 02670 | Appraiser 2 | 6 | 2 | 3 | 0 | 0 | 0 | 5 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$43,145.20 | 33.33% | 50.00% | 0.00% | 0.00% | 0.00% | 83.33% | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% |
| 07247 | Appraiser 3 | 10 | 1 | 7 | 0 | 0 | 0 | 8 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$49,117.26 | 10.00% | 70.00% | 0.00% | 0.00% | 0.00% | 80.00% | 10.00% | 10.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| 04400 | Appraiser 4 | 9 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 6 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | | \$60,089.52 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 06112 | Appraiser Analyst 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$33,975.20 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06116 | Appraiser Analyst 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$61,986.31 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06524 | Assessments Manager | 2 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$94,000.00 | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07779 | Info Systems App Analyst 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$54,248.15 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07783 | Info Systems App Analyst 3 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$66,644.94 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Assessor of Property | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------------|------------------------------|--------------|---------|---------|-------|-------|-------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07782 | Info Systems Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$83,446.20 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10119 | Office Support Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$39,821.99 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10122 | Office Support Rep 3 | 4 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$35,319.62 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10123 | Office Support Spec 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$36,672.57 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 | Office Support Spec 2 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$42,426.18 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 09020 | Seasonal/Part-time/Temporary | 5 | 1 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$16,520.69 | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| 05534 | Tax Assessor | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$125,453.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10159 | Training Spec | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$59,736.72 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | 77 | 8 | 32 | 1 | 0 | 0 | 9 | 27 | 0 | 0 | 0 | 36 |
| Assessor of Property | | 100.00% | 10.39% | 41.56% | 1.30% | 0.00% | 0.00% | 11.69% | 35.06% | 0.00% | 0.00% | 0.00% | 46.75% |

| <i>Beer Board</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------------------------|-------------|---------|-------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 06907 Beer Permit Board-Exec Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$64,710.85 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07251 Beer Permit Inspector 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$37,153.40 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07723 Beer Permit Inspector 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$46,458.81 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10123 Office Support Spec 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$40,988.37 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | 2 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| <i>Beer Board</i> | 100.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| Circuit Court Clerk | | | MALE | | | | | | FEMALE | | | | | |
|------------------------|--------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|---------|--------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07241 | Admin Asst | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$48,228.63 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$46,740.28 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07244 | Admin Svcs Officer 3 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$51,316.22 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 01056 | Chief Dpty Clerk-Gen Sess Ct | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$79,835.98 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01302 | Computer Operations Shift Supv | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$58,122.56 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01340 | Ct Clerk | 6 | 1 | 2 | 0 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$37,094.51 | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% |
| 04600 | Data Entry Operator 2 | 4 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$33,511.69 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 10152 | Finance Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$55,361.30 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10120 | Office Support Rep 1 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$30,050.67 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10121 | Office Support Rep 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$32,430.87 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10122 | Office Support Rep 3 | 4 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 3 |
| Average Annual Salary: | | \$34,593.56 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% | 25.00% | 25.00% | 25.00% | 0.00% | 0.00% | 75.00% |
| 04840 | Steno Clerk 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$31,998.54 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07419 | Warrant Officer 1 | 11 | 2 | 2 | 0 | 0 | 0 | 4 | 3 | 4 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | | \$42,709.43 | 18.18% | 18.18% | 0.00% | 0.00% | 0.00% | 36.36% | 27.27% | 36.36% | 0.00% | 0.00% | 0.00% | 63.64% |

| Circuit Court Clerk | | | MALE | | | | | FEMALE | | | | | | | |
|-------------------------|--|--|-------------|--------|--------|-------|-------|--------|--------|--------|--------|-------|-------|-------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 05340 Warrant Officer 2 | | | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | | \$49,113.54 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | | | 43 | 5 | 11 | 0 | 0 | 0 | 16 | 8 | 18 | 1 | 0 | 0 | 27 |
| Circuit Court Clerk | | | 100.00% | 11.63% | 25.58% | 0.00% | 0.00% | 0.00% | 37.21% | 18.60% | 41.86% | 2.33% | 0.00% | 0.00% | 62.79% |

| Circuit Court Satellite | | MALE | | | | | | FEMALE | | | | | |
|-------------------------|-------------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|--------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | TOTAL | | | | | | | | | | | | |
| | 79 | 1 | 22 | 0 | 1 | 3 | 27 | 5 | 35 | 0 | 0 | 12 | 52 |
| Average Annual Salary: | \$50,897.35 | 1.27% | 27.85% | 0.00% | 1.27% | 3.80% | 34.18% | 6.33% | 44.30% | 0.00% | 0.00% | 15.19% | 65.82% |
| Department Totals: | | | | | | | | | | | | | |
| | 79 | 1 | 22 | 0 | 1 | 3 | 27 | 5 | 35 | 0 | 0 | 12 | 52 |
| Circuit Court Satellite | 100.00% | 1.27% | 27.85% | 0.00% | 1.27% | 3.80% | 34.18% | 6.33% | 44.30% | 0.00% | 0.00% | 15.19% | 65.82% |

| <i>Clerk and Master</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------|--------------|--------|--------|-------|-------|-------|--------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 01205 Clerk & Master | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$125,453.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06302 Deputy Clerk & Master I | 8 | 1 | 2 | 0 | 0 | 0 | 3 | 2 | 3 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$34,837.73 | 12.50% | 25.00% | 0.00% | 0.00% | 0.00% | 37.50% | 25.00% | 37.50% | 0.00% | 0.00% | 0.00% | 62.50% |
| 10527 Deputy Clerk & Master II | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$54,728.82 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06303 Supervisor Clerk & Maste | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$73,750.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 16 | 1 | 2 | 0 | 0 | 0 | 3 | 4 | 9 | 0 | 0 | 0 | 13 |
| <i>Clerk and Master</i> | 100.00% | 6.25% | 12.50% | 0.00% | 0.00% | 0.00% | 18.75% | 25.00% | 56.25% | 0.00% | 0.00% | 0.00% | 81.25% |

| Codes Administration | | MALE | | | | | | FEMALE | | | | | |
|-----------------------------------|--------------|--------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07244 Admin Svcs Officer 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$44,719.38 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 Admin Svcs Officer 4 | 5 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$59,030.40 | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 10102 Application Tech 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$40,748.48 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06811 Bldg Inspection Chief | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$65,815.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06810 Bldg Inspector 1 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$43,804.08 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07254 Bldg Inspector 2 | 6 | 0 | 6 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$48,261.43 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07081 Codes Admin Asst Dir | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$103,013.67 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01540 Codes Admin Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$119,498.27 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10459 Combination Codes Inspector | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$54,087.16 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07733 Compliance Inspector 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$49,835.82 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06598 Cust Svc Supv | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$43,986.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06822 Electrical Inspection Chief | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$59,467.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06821 Electrical Inspector 1 | 8 | 0 | 8 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$44,135.93 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Codes Administration | | MALE | | | | | | FEMALE | | | | | |
|----------------------|-------------------------------|--------|---------|-------|-------|-------|---------|---------|---------|-------|--------|-------|---------|
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 06912 | Mech/Gas Inspection Chief | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06910 | Mech/Gas Inspector 1 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07331 | Mech/Gas Inspector 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06738 | Metropolitan Zoning Admin | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10122 | Office Support Rep 3 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 5 | 0 | 1 | 0 | 8 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 62.50% | 0.00% | 12.50% | 0.00% | 100.00% |
| 10123 | Office Support Spec 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 | Office Support Spec 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 04702 | Plans Examiner 2 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06868 | Plumbing Inspector 1 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07348 | Plumbing Inspector 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06922 | Property Stan Insp 1 | 3 | 6 | 0 | 0 | 0 | 9 | 1 | 1 | 1 | 0 | 0 | 3 |
| | Average Annual Salary: | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% | 8.33% | 8.33% | 8.33% | 0.00% | 0.00% | 25.00% |
| 07422 | Property Stand Insp 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 06542 | Property Standards Insp Chief | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Codes Administration | | | MALE | | | | | FEMALE | | | | | | | |
|------------------------|------------------------------|---|-------------|--------|---------|-------|-------|--------|--------|--------|--------|-------|-------|---------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 09020 | Seasonal/Part-time/Temporary | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 6 | |
| Average Annual Salary: | | | \$13,354.47 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 06902 | Urban Forester | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | | \$61,350.88 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 07421 | Zoning Examiner | 5 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | | \$51,181.34 | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| Department Totals: | | | 90 | 7 | 55 | 0 | 0 | 0 | 62 | 7 | 19 | 1 | 1 | 0 | 28 |
| Codes Administration | | | 100.00% | 7.78% | 61.11% | 0.00% | 0.00% | 0.00% | 68.89% | 7.78% | 21.11% | 1.11% | 1.11% | 0.00% | 31.11% |

| Community Ed Commission | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------------|-------------|-------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10605 Executive Dir-Community Ed Com | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$74,293.13 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06034 Program Coord | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$46,108.61 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07378 Program Spec 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$32,500.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| Community Ed Commission | 100.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |

| Convention Center Authority | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|---------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10654 Accounting Clerk-Conv Ctr | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$37,398.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10682 Accts Rec/Credit-MCC | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$30,160.00 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10665 Adm Asst/Events-Conv Center | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$38,178.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10696 Adm Asst/Finance-MCC | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$38,740.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10695 Adm Asst/Sales-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$40,040.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10664 Admin Asst/Oper-Conv Center | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$38,500.80 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10679 Ambassador 1 -MCC | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$10,258.56 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10708 Ambassador 2-MCC | 5 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$25,234.56 | 20.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 60.00% | 20.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 10681 Bldg & Grounds Maint-MCC | 3 | 3 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$25,168.00 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10619 Convention Ctr-Contract Adm | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$47,840.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06762 Cvn Ctr Accountant | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$56,992.00 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07270 Cvn Ctr Event Mgr | 5 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$61,605.44 | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| 10170 Cvn Ctr Human Resources Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$41,620.80 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Convention Center Authority | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------------|-------------|---------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 06763 Cvn Ctr Sales Mgr | 5 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$68,502.72 | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | 40.00% | 20.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 10626 Dir Event Svcs-Convention Cent | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$95,659.20 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10631 Dir Facilities-Convention Ctr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$89,481.60 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10660 Dir Fin & Adm-Conv Ctr Auth | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$94,411.20 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10615 Dir of Engineering-Conv Ctr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$85,000.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10628 Dir of Purchasing/DBE-Conv Ctr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$73,964.80 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10635 Dir of Security & Parking-MCC | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$82,500.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10634 Dir Of Technology-Conv Center | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$95,908.80 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10767 Director of Parking-MCC | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$83,865.60 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10625 Director of Sales-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$92,102.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10630 Engineering Mgr-Convention Ctr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$67,932.80 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10676 Engineering Supv-Conv Ctr | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$52,780.00 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10731 Engineering Tech 1-MCC | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$33,585.07 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |

| Convention Center Authority | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|------------------------------|---------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | | | | | | | | | | | | | |
| 10732 | Engineering Tech 2-MCC | 1 | 6 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 14.29% | 85.71% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10684 | Event Coord-MCC | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10704 | Exec Asst/Admin-MCC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10709 | Exhib Srvs Rep 2-MCC | 2 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| 10705 | Exhibitor Srvs Mgr-MCC | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10691 | Guest Exp Mgr-MCC | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10700 | Housekeeping Mgr-MCC | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10673 | Housekeeping Supv-Conv Ctr | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10672 | Housekeeping-Convention Ctr | 6 | 0 | 0 | 0 | 1 | 7 | 5 | 1 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | 46.15% | 0.00% | 0.00% | 0.00% | 7.69% | 53.85% | 38.46% | 7.69% | 0.00% | 0.00% | 0.00% | 46.15% |
| 10636 | Mgr of Marketing/PR-Conv Ctr | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10733 | Network Tech 1-MCC | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10734 | Network Tech 2-MCC | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10663 | President/CEO-Conv Center | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Convention Center Authority | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|--------------------------------|--------------|---------|---------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | | | | | | | | | | | | | |
| 10735 | Purchasing/DBE Coord-MCC | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$37,169.00 | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10693 | Sales Asst-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$34,320.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10702 | Security & Parking Mgr-MCC | 3 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$50,118.93 | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10680 | Security & Parking Off 1 -MCC | 2 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$11,614.72 | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10710 | Security & Parking Off 2-MCC | 12 | 3 | 6 | 0 | 0 | 9 | 2 | 1 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$28,178.80 | 25.00% | 50.00% | 0.00% | 0.00% | 75.00% | 16.67% | 8.33% | 0.00% | 0.00% | 0.00% | 25.00% |
| 10690 | Security & Parking Supv-MCC | 5 | 1 | 3 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$40,181.44 | 20.00% | 60.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| 10739 | Security and Parking Coord-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$42,500.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10671 | Senior VP-Convention Center | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$156,644.80 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10703 | Set up Mgr-MCC | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$51,875.20 | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10675 | Set Up Staff Supv-Conv Ctr | 6 | 4 | 2 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$44,404.53 | 66.67% | 33.33% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10674 | Set Up Staff-Convention Ctr | 16 | 14 | 2 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$24,182.60 | 87.50% | 12.50% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10683 | Shipping & Rec Clerk-MCC | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$29,640.00 | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10686 | Signage & Graphics-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$29,999.84 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Convention Center Authority | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|-------------------------------|--------------|---------|---------|-------|-------|-------|--------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10788 | Sr. Engineering Mgr-MCC | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$73,723.20 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10698 | Sustainability Coord-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$41,371.20 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10658 | Technology Mgr-Conv Ctr Auth | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$67,038.40 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10659 | Technology Supv-Conv Ctr Auth | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$52,832.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10657 | Training Mgr-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$50,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10629 | VP of Human Resources-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$95,139.20 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10670 | VP Sales and Mktng-Conv Ctr | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$127,046.40 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10687 | Warehouse Coord-MCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$38,292.80 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | 149 | 48 | 45 | 0 | 0 | 1 | 24 | 31 | 0 | 0 | 0 | 55 |
| Convention Center Authority | | 100.00% | 32.21% | 30.20% | 0.00% | 0.00% | 0.67% | 16.11% | 20.81% | 0.00% | 0.00% | 0.00% | 36.91% |

| County Clerk | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|---------|---------|-------|-------|-------|---------|---------|---------|---------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07245 Admin Svcs Officer 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Average Annual Salary: | \$63,809.44 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% |
| 07216 Business Tax Dir-County Clerk | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$59,269.47 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07077 Chief Dpty Clerk-County Clerk | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$81,414.67 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01336 County Ct Clerk | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$121,624.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06787 Deputy Clerk 1 | 5 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$29,277.09 | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 06788 Deputy Clerk 2 | 12 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 8 | 0 | 0 | 1 | 11 |
| Average Annual Salary: | \$29,488.47 | 0.00% | 8.33% | 0.00% | 0.00% | 0.00% | 8.33% | 16.67% | 66.67% | 0.00% | 0.00% | 8.33% | 91.67% |
| 06789 Deputy Clerk 3 | 18 | 0 | 3 | 0 | 0 | 0 | 3 | 5 | 9 | 1 | 0 | 0 | 15 |
| Average Annual Salary: | \$32,117.23 | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% | 27.78% | 50.00% | 5.56% | 0.00% | 0.00% | 83.33% |
| 06790 Deputy Clerk 4 | 8 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 5 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$43,814.32 | 0.00% | 12.50% | 0.00% | 0.00% | 0.00% | 12.50% | 25.00% | 62.50% | 0.00% | 0.00% | 0.00% | 87.50% |
| 06791 Deputy Clerk 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$61,327.87 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06792 Deputy Clerk 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$65,650.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07647 Dir Of Taxpayer Svcs | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$37,875.19 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02935 License Inspector 1 | 9 | 1 | 3 | 0 | 0 | 0 | 4 | 3 | 0 | 2 | 0 | 0 | 5 |
| Average Annual Salary: | \$33,546.71 | 11.11% | 33.33% | 0.00% | 0.00% | 0.00% | 44.44% | 33.33% | 0.00% | 22.22% | 0.00% | 0.00% | 55.56% |
| 09020 Seasonal/Part-time/Temporary | 6 | 1 | 2 | 0 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$13,011.88 | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% |

| County Clerk | MALE | | | | | | FEMALE | | | | | | |
|--------------------|---------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| Department Totals: | 65 | 4 | 12 | 0 | 0 | 0 | 16 | 16 | 28 | 4 | 0 | 1 | 49 |
| County Clerk | 100.00% | 6.15% | 18.46% | 0.00% | 0.00% | 0.00% | 24.62% | 24.62% | 43.08% | 6.15% | 0.00% | 1.54% | 75.38% |

| <i>Criminal Court Clerk</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|------------------------------|--------------|---------|--------|-------|-------|-------|--------|--------|--------|-------|-------|--------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 01056 | Chief Dpty Clerk-Gen Sess Ct | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$90,900.00 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01358 | Criminal Ct Clerk | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$137,198.30 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06502 | Deputy Criminal Ct Clerk 1 | 6 | 1 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$70,701.18 | 16.67% | 0.00% | 0.00% | 0.00% | 0.00% | 16.67% | 66.67% | 0.00% | 0.00% | 0.00% | 83.33% |
| 06503 | Deputy Criminal Ct Clerk 2 | 8 | 0 | 3 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$48,986.46 | 0.00% | 37.50% | 0.00% | 0.00% | 0.00% | 12.50% | 50.00% | 0.00% | 0.00% | 0.00% | 62.50% |
| 06504 | Deputy Criminal Ct Clerk 3 | 15 | 0 | 7 | 1 | 0 | 0 | 2 | 4 | 1 | 0 | 0 | 7 |
| | Average Annual Salary: | \$37,995.61 | 0.00% | 46.67% | 6.67% | 0.00% | 0.00% | 13.33% | 26.67% | 6.67% | 0.00% | 0.00% | 46.67% |
| 06505 | Deputy Criminal Ct Clerk 4 | 16 | 0 | 5 | 0 | 0 | 0 | 4 | 5 | 2 | 0 | 0 | 11 |
| | Average Annual Salary: | \$36,013.74 | 0.00% | 31.25% | 0.00% | 0.00% | 0.00% | 25.00% | 31.25% | 12.50% | 0.00% | 0.00% | 68.75% |
| 06506 | Deputy Criminal Ct Clerk 5 | 29 | 2 | 12 | 0 | 0 | 0 | 4 | 10 | 1 | 0 | 0 | 15 |
| | Average Annual Salary: | \$33,135.94 | 6.90% | 41.38% | 0.00% | 0.00% | 0.00% | 13.79% | 34.48% | 3.45% | 0.00% | 0.00% | 51.72% |
| 06696 | Deputy Criminal Ct Clerk 7 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$34,342.53 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | | 78 | 5 | 28 | 1 | 0 | 0 | 13 | 27 | 4 | 0 | 0 | 44 |
| <i>Criminal Court Clerk</i> | | 100.00% | 6.41% | 35.90% | 1.28% | 0.00% | 0.00% | 16.67% | 34.62% | 5.13% | 0.00% | 0.00% | 56.41% |

| <i>Criminal Justice Planning Unit</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|---------------------------------------|--------------|---------|-------|-------|-------|-------|-------|--------|---------|-------|-------|---------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 10538 Director Crim Justice Planning | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$104,533.48 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 Office Support Spec 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Average Annual Salary: | \$35,955.04 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% |
| 10559 Statistical Research Analyst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$61,004.32 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10560 Statistical Research Analyst 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$93,176.05 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 4 |
| <i>Criminal Justice Planning Unit</i> | | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 0.00% | 25.00% | 100.00% |

| District Attorney | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------|-------------------------------|--------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07241 | Admin Asst | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07720 | Admin Spec | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07242 | Admin Svcs Mgr | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07245 | Admin Svcs Officer 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00390 | Asst District Attorney | 2 | 9 | 0 | 0 | 0 | 11 | 2 | 13 | 2 | 0 | 0 | 17 |
| | Average Annual Salary: | 7.14% | 32.14% | 0.00% | 0.00% | 0.00% | 39.29% | 7.14% | 46.43% | 7.14% | 0.00% | 0.00% | 60.71% |
| 01684 | District Attorney General | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10108 | Finance Admin | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06232 | Finance Mgr | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10153 | Finance Spec | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07234 | Information Systems Advisor 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02870 | Legal Secretary 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 7 | 0 | 0 | 0 | 11 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 36.36% | 63.64% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07322 | Legal Secretary 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| District Attorney | | | MALE | | | | | | FEMALE | | | | | | |
|------------------------|------------------------------|--------------|---------|---------|--------|-------|-------|---------|---------|---------|--------|-------|-------|---------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10122 | Office Support Rep 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 5 | |
| Average Annual Salary: | | \$32,705.83 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 10123 | Office Support Spec 1 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$35,593.62 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 10124 | Office Support Spec 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | |
| Average Annual Salary: | | \$44,343.56 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 07381 | Program Supv | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | |
| Average Annual Salary: | | \$32,118.17 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 09020 | Seasonal/Part-time/Temporary | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$9,999.05 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 04949 | Social Worker 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 0 | 0 | 9 | |
| Average Annual Salary: | | \$39,283.82 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 22.22% | 77.78% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 07260 | Social Worker 2 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 5 | |
| Average Annual Salary: | | \$44,069.56 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 100.00% | |
| 07762 | Special Projects Mgr | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$101,690.81 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 04406 | Sr Asst District Attorney | 5 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | |
| Average Annual Salary: | | \$11,000.00 | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | |
| 07756 | Technical Specialist 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$25,575.01 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| Department Totals: | | | 87 | 3 | 26 | 0 | 0 | 0 | 29 | 16 | 39 | 3 | 0 | 0 | 58 |
| District Attorney | | | 100.00% | 3.45% | 29.89% | 0.00% | 0.00% | 0.00% | 33.33% | 18.39% | 44.83% | 3.45% | 0.00% | 0.00% | 66.67% |

| Election Commission | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|----------------------------|--------------|--------|---------|-------|-------|---------|---------|---------|---------|-------|-------|--------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$50,440.91 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 04080 | Admin Of Elections | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$102,500.00 | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07243 | Admin Svcs Officer 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$37,153.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 | Admin Svcs Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$49,850.26 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 | Admin Svcs Officer 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$69,186.06 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01743 | Election Commissioner | 5 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$0.00 | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| 06232 | Finance Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$80,452.63 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07769 | Info Sys Comm Analyst 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$61,350.88 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07779 | Info Systems App Analyst 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$45,452.36 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07784 | Info Systems App Tech 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$40,748.48 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 02954 | Machine Tech | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$69,590.58 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10121 | Office Support Rep 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 |
| Average Annual Salary: | | \$31,133.89 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 50.00% | 100.00% |
| 10123 | Office Support Spec 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$36,672.57 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| <i>Election Commission</i> | | | MALE | | | | | FEMALE | | | | | | |
|------------------------------------|------------------------------|----|-------|--------|-------|-------|-------|--------|---------|---------|-------|-------|--------|---------|
| TOTAL | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10124 | Office Support Spec 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: \$39,550.12 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 09701 | Officer | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$23,634.00 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06034 | Program Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$39,822.00 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07380 | Program Spec 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$55,714.11 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 09020 | Seasonal/Part-time/Temporary | 10 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 2 | 0 | 0 | 4 | 8 |
| Average Annual Salary: \$19,190.81 | | | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% | 20.00% | 20.00% | 0.00% | 0.00% | 40.00% | 80.00% |
| 05945 | Special Asst To The Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$96,842.23 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | | 1 | 10 | 0 | 0 | 1 | 12 | 7 | 13 | 0 | 0 | 5 | 25 |
| <i>Election Commission</i> | | | 2.70% | 27.03% | 0.00% | 0.00% | 2.70% | 32.43% | 18.92% | 35.14% | 0.00% | 0.00% | 13.51% | 67.57% |

| Emergency Communication Center | | MALE | | | | | | FEMALE | | | | | |
|--------------------------------------|--------------|---------|---------|-------|-------|-------|---------|---------|--------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10103 Application Tech 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$43,804.09 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10414 Emer Telecommun Assist Directo | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$76,446.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10413 Emer Telecommunications Manage | 6 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$67,319.03 | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% | 16.67% | 66.67% | 0.00% | 0.00% | 0.00% | 83.33% |
| 10407 Emer Telecommunications Off 1 | 24 | 1 | 6 | 0 | 0 | 0 | 7 | 5 | 11 | 1 | 0 | 0 | 17 |
| Average Annual Salary: | \$29,027.16 | 4.17% | 25.00% | 0.00% | 0.00% | 0.00% | 29.17% | 20.83% | 45.83% | 4.17% | 0.00% | 0.00% | 70.83% |
| 10408 Emer Telecommunications Off 2 | 17 | 1 | 6 | 1 | 0 | 0 | 8 | 1 | 8 | 0 | 0 | 0 | 9 |
| Average Annual Salary: | \$32,356.77 | 5.88% | 35.29% | 5.88% | 0.00% | 0.00% | 47.06% | 5.88% | 47.06% | 0.00% | 0.00% | 0.00% | 52.94% |
| 10409 Emer Telecommunications Off 3 | 33 | 2 | 12 | 1 | 0 | 0 | 15 | 3 | 15 | 0 | 0 | 0 | 18 |
| Average Annual Salary: | \$41,390.66 | 6.06% | 36.36% | 3.03% | 0.00% | 0.00% | 45.45% | 9.09% | 45.45% | 0.00% | 0.00% | 0.00% | 54.55% |
| 10410 Emer Telecommunications Off 4 | 60 | 1 | 16 | 0 | 0 | 0 | 17 | 17 | 23 | 3 | 0 | 0 | 43 |
| Average Annual Salary: | \$50,436.64 | 1.67% | 26.67% | 0.00% | 0.00% | 0.00% | 28.33% | 28.33% | 38.33% | 5.00% | 0.00% | 0.00% | 71.67% |
| 10412 Emer Telecommunications Superv | 16 | 0 | 3 | 0 | 0 | 0 | 3 | 2 | 11 | 0 | 0 | 0 | 13 |
| Average Annual Salary: | \$59,427.54 | 0.00% | 18.75% | 0.00% | 0.00% | 0.00% | 18.75% | 12.50% | 68.75% | 0.00% | 0.00% | 0.00% | 81.25% |
| 10411 Emer Telecommunications Traine | 9 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 7 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$55,073.59 | 0.00% | 22.22% | 0.00% | 0.00% | 0.00% | 22.22% | 0.00% | 77.78% | 0.00% | 0.00% | 0.00% | 77.78% |
| 10142 Emerg Communications Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$120,453.57 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10152 Finance Officer 3 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$56,300.19 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07423 Fire/Emt Dispatcher | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$60,100.14 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06874 Human Resources Analyst 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$57,324.12 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| <i>Emergency Communication Center</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|---------------------------------------|-------------|-------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 07779 Info Systems App Analyst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$49,351.98 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07783 Info Systems App Analyst 3 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$56,610.01 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10475 Information Sys Oper Analyst 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$46,361.41 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07234 Information Systems Advisor 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$74,200.17 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10124 Office Support Spec 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$25,887.26 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 179 | 6 | 53 | 2 | 0 | 0 | 61 | 33 | 81 | 4 | 0 | 0 | 118 |
| <i>Emergency Communication Center</i> | 100.00% | 3.35% | 29.61% | 1.12% | 0.00% | 0.00% | 34.08% | 18.44% | 45.25% | 2.23% | 0.00% | 0.00% | 65.92% |

| <i>Farmer's Market</i> | | MALE | | | | | | FEMALE | | | | | |
|----------------------------|-------------|-------|-------|-------|-------|-------|-------|---------|---------|-------|-------|-------|---------|
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07241 Admin Asst | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$40,946.65 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 Admin Svcs Officer 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$53,218.92 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07112 Dir Of Farm Mkt | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$78,780.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10121 Office Support Rep 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$32,701.30 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| <i>Farmer's Market</i> | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Finance | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|---------|------------------------------|--------------|--------|---------|-------|-------|--------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07241 | Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$45,131.45 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07720 | Admin Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$59,736.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$47,963.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 | Admin Svcs Officer 3 | 3 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$49,780.06 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07245 | Admin Svcs Officer 4 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$60,471.47 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10102 | Application Tech 2 | 4 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$38,651.35 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10103 | Application Tech 3 | 8 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 7 |
| | Average Annual Salary: | \$44,301.94 | 12.50% | 0.00% | 0.00% | 0.00% | 0.00% | 37.50% | 50.00% | 0.00% | 0.00% | 0.00% | 87.50% |
| 06699 | Business Development Officer | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$58,074.75 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10108 | Finance Admin | 9 | 0 | 3 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$68,432.94 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 11.11% | 55.56% | 0.00% | 0.00% | 0.00% | 66.67% |
| 06108 | Finance Asst Dir | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$115,405.67 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07704 | Finance Deputy Dir | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$138,543.34 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 01570 | Finance Dir | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$156,847.95 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06232 | Finance Mgr | 10 | 1 | 4 | 0 | 0 | 1 | 1 | 3 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$84,656.67 | 10.00% | 40.00% | 0.00% | 0.00% | 10.00% | 10.00% | 30.00% | 0.00% | 0.00% | 0.00% | 40.00% |

| Finance | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|--------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10150 Finance Officer 1 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$40,244.56 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10151 Finance Officer 2 | 13 | 2 | 3 | 0 | 0 | 0 | 5 | 4 | 3 | 0 | 1 | 0 | 8 |
| Average Annual Salary: | \$46,929.49 | 15.38% | 23.08% | 0.00% | 0.00% | 0.00% | 38.46% | 30.77% | 23.08% | 0.00% | 7.69% | 0.00% | 61.54% |
| 10152 Finance Officer 3 | 18 | 3 | 4 | 0 | 0 | 0 | 7 | 5 | 6 | 0 | 0 | 0 | 11 |
| Average Annual Salary: | \$57,218.62 | 16.67% | 22.22% | 0.00% | 0.00% | 0.00% | 38.89% | 27.78% | 33.33% | 0.00% | 0.00% | 0.00% | 61.11% |
| 07785 Info Systems App Tech 2 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$43,361.63 | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07234 Information Systems Advisor 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$72,253.04 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03160 Metropolitan Treasurer | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$110,107.41 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07762 Special Projects Mgr | 4 | 1 | 3 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$96,402.09 | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07756 Technical Specialist 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$56,133.47 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 90 | 9 | 24 | 0 | 0 | 1 | 34 | 23 | 32 | 0 | 1 | 0 | 56 |
| Finance | 100.00% | 10.00% | 26.67% | 0.00% | 0.00% | 1.11% | 37.78% | 25.56% | 35.56% | 0.00% | 1.11% | 0.00% | 62.22% |

| Fire | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|--------|---------|--------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07241 Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$45,131.45 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07720 Admin Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$53,280.08 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07242 Admin Svcs Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$63,782.78 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07244 Admin Svcs Officer 3 | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$33,068.10 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07245 Admin Svcs Officer 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$66,655.10 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01818 Emerg Medical Tech 2 | 79 | 4 | 49 | 1 | 0 | 0 | 54 | 2 | 23 | 0 | 0 | 0 | 25 |
| Average Annual Salary: | \$52,486.76 | 5.06% | 62.03% | 1.27% | 0.00% | 0.00% | 68.35% | 2.53% | 29.11% | 0.00% | 0.00% | 0.00% | 31.65% |
| 03440 Equip & Supply Clerk 2 | 4 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$30,721.28 | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 03027 Equip & Supply Clerk 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$36,672.57 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10354 Exe Administrator Police/Fire | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$127,495.43 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06232 Finance Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$99,818.82 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10152 Finance Officer 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$64,510.08 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10109 Fire Arson Investigator 1 | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$57,446.65 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 00430 Fire Asst Chief | 3 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$93,022.43 | 0.00% | 33.33% | 33.33% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |

| Fire | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07305 Fire Captain | 165 | 22 | 134 | 3 | 0 | 0 | 159 | 0 | 6 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$71,708.37 | 13.33% | 81.21% | 1.82% | 0.00% | 0.00% | 96.36% | 0.00% | 3.64% | 0.00% | 0.00% | 0.00% | 3.64% |
| 01045 Fire Chief | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$130,706.63 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10712 Fire Commander | 6 | 1 | 5 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$95,722.63 | 16.67% | 83.33% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07306 Fire Deputy Chief | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$107,134.12 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01686 Fire District Chief | 29 | 4 | 20 | 0 | 0 | 0 | 24 | 0 | 5 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$78,727.91 | 13.79% | 68.97% | 0.00% | 0.00% | 0.00% | 82.76% | 0.00% | 17.24% | 0.00% | 0.00% | 0.00% | 17.24% |
| 07307 Fire Engineer | 176 | 21 | 148 | 1 | 1 | 1 | 172 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$63,745.28 | 11.93% | 84.09% | 0.57% | 0.57% | 0.57% | 97.73% | 0.57% | 1.70% | 0.00% | 0.00% | 0.00% | 2.27% |
| 07309 Fire Fighter 2 | 372 | 46 | 289 | 10 | 2 | 2 | 349 | 6 | 17 | 0 | 0 | 0 | 23 |
| Average Annual Salary: | \$51,858.86 | 12.37% | 77.69% | 2.69% | 0.54% | 0.54% | 93.82% | 1.61% | 4.57% | 0.00% | 0.00% | 0.00% | 6.18% |
| 10112 Fire Fighter/Paramedic | 69 | 1 | 61 | 1 | 0 | 1 | 64 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$62,058.95 | 1.45% | 88.41% | 1.45% | 0.00% | 1.45% | 92.75% | 1.45% | 5.80% | 0.00% | 0.00% | 0.00% | 7.25% |
| 02534 Fire Inspector 2 | 16 | 2 | 3 | 0 | 0 | 0 | 5 | 2 | 9 | 0 | 0 | 0 | 11 |
| Average Annual Salary: | \$62,605.72 | 12.50% | 18.75% | 0.00% | 0.00% | 0.00% | 31.25% | 12.50% | 56.25% | 0.00% | 0.00% | 0.00% | 68.75% |
| 05973 Fire Maint Supv | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$56,345.34 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02996 Fire Maint Worker 1 | 5 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$45,940.34 | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01495 Fire Marshal-Asst | 6 | 1 | 3 | 0 | 0 | 0 | 4 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$73,817.40 | 16.67% | 50.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| 10711 Fire Services Deputy Director | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$108,213.59 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Fire | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|---------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07777 Firefighter 3 | 11 | 0 | 11 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$64,804.95 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01472 Human Resources Asst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$29,995.23 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06531 Human Resources Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$83,637.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07780 Info Systems App Analyst 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$50,375.10 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07782 Info Systems Mgr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$76,403.52 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07234 Information Systems Advisor 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$75,973.21 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07407 Information Systems Advisor 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$96,489.62 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10122 Office Support Rep 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$35,319.62 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10123 Office Support Spec 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$39,909.42 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 Office Support Spec 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$40,349.03 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10125 Paramedic 1 | 4 | 0 | 3 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$52,318.15 | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 07344 Paramedic 2 | 133 | 2 | 98 | 2 | 2 | 0 | 104 | 3 | 26 | 0 | 0 | 0 | 29 |
| Average Annual Salary: | \$58,366.14 | 1.50% | 73.68% | 1.50% | 1.50% | 0.00% | 78.20% | 2.26% | 19.55% | 0.00% | 0.00% | 0.00% | 21.80% |
| Department Totals: | 1117 | 107 | 846 | 19 | 5 | 4 | 981 | 24 | 112 | 0 | 0 | 0 | 136 |
| Fire | 100.00% | 9.58% | 75.74% | 1.70% | 0.45% | 0.36% | 87.82% | 2.15% | 10.03% | 0.00% | 0.00% | 0.00% | 12.18% |

| General Services | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------|--------------------------|-------------|--------|---------|---------|-------|-------|---------|--------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07242 | Admin Svcs Mgr | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$79,233.04 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07244 | Admin Svcs Officer 3 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$52,161.20 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07245 | Admin Svcs Officer 4 | 6 | 0 | 3 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$61,738.59 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10102 | Application Tech 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$39,550.12 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10103 | Application Tech 3 | 8 | 0 | 1 | 0 | 0 | 0 | 2 | 5 | 0 | 0 | 0 | 7 |
| | Average Annual Salary: | \$45,463.29 | 0.00% | 12.50% | 0.00% | 0.00% | 0.00% | 25.00% | 62.50% | 0.00% | 0.00% | 0.00% | 87.50% |
| 00680 | Automotive Mechanic | 8 | 0 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$39,052.68 | 0.00% | 87.50% | 0.00% | 0.00% | 0.00% | 12.50% | 0.00% | 0.00% | 0.00% | 0.00% | 12.50% |
| 06081 | Automotive Mechanic-Cert | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$43,399.41 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 00700 | Automotive Shop Supv | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$56,481.05 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07250 | Automotive Svc Writer | 5 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$43,458.04 | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02230 | Bldg Maint Lead Mechanic | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$42,411.69 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02220 | Bldg Maint Mechanic | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$37,706.81 | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07733 | Compliance Inspector 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$52,782.19 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06598 | Cust Svc Supv | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$57,180.08 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| General Services | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|--------------------------------|--------------|---------|---------|--------|--------|-------|---------|-------|---------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 05010 | Equip & Supply Clerk 1 | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$23,884.03 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03440 | Equip & Supply Clerk 2 | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$34,627.33 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03027 | Equip & Supply Clerk 3 | 3 | 1 | 1 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$33,833.55 | 33.33% | 33.33% | 0.00% | 33.33% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01872 | Equip Inventory Asst 1 | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$30,640.61 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01880 | Equip Mechanic | 16 | 3 | 11 | 0 | 1 | 0 | 15 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$41,484.28 | 18.75% | 68.75% | 0.00% | 6.25% | 0.00% | 93.75% | 6.25% | 0.00% | 0.00% | 0.00% | 0.00% | 6.25% |
| 06825 | Equip Mechanic Leader | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$51,640.47 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07302 | Equip Mechanic-Certified | 5 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$44,908.88 | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07304 | Equip Servicer | 4 | 0 | 3 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$30,225.39 | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01920 | Equip Shop Supv | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$60,688.30 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10108 | Finance Admin | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$75,527.55 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10469 | General Services Assistant Dir | 4 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$102,285.62 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 01575 | General Svcs Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$135,805.64 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07785 | Info Systems App Tech 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$47,879.95 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| General Services | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|-------------------------------|-------------|--------|---------|-------|-------|-------|---------|-------|---------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07234 | Information Systems Advisor 1 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$81,419.85 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07407 | Information Systems Advisor 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$80,769.01 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 05910 | Mail Clerk Carrier | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$32,430.87 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07329 | Maint & Repair Worker 3 | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$32,291.62 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10118 | Master Tech | 11 | 0 | 11 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$48,605.33 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10122 | Office Support Rep 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$37,739.79 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10123 | Office Support Spec 1 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$35,233.97 | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10124 | Office Support Spec 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$40,748.48 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07345 | Parts Supv | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$47,852.58 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07753 | Professional Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$52,554.35 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06613 | Radio Tech 1 | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$34,924.61 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 04040 | Radio Tech 2 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$40,964.04 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06213 | Radio Tech 3 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$47,410.61 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| General Services | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------|------------------------|-------------|--------|---------|-------|-------|-------|---------|-------|--------|-------|--------|--------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 06180 | Stores Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$48,384.29 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07756 | Technical Specialist 1 | 9 | 1 | 5 | 0 | 0 | 0 | 6 | 0 | 2 | 0 | 1 | 3 |
| | Average Annual Salary: | \$56,568.85 | 11.11% | 55.56% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 22.22% | 0.00% | 11.11% | 33.33% |
| 07757 | Technical Specialist 2 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$58,860.80 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | 137 | 16 | 90 | 2 | 2 | 0 | 110 | 5 | 21 | 0 | 1 | 27 |
| General Services | | 100.00% | 11.68% | 65.69% | 1.46% | 1.46% | 0.00% | 80.29% | 3.65% | 15.33% | 0.00% | 0.73% | 19.71% |

| General Sessions Court | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------|-----------------------------|--------|---------|-------|-------|-------|---------|--------|---------|--------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 07241 | Admin Asst | 1 | 1 | 0 | 0 | 0 | 2 | 3 | 5 | 1 | 0 | 0 | 9 |
| | Average Annual Salary: | 9.09% | 9.09% | 0.00% | 0.00% | 0.00% | 18.18% | 27.27% | 45.45% | 9.09% | 0.00% | 0.00% | 81.82% |
| 07720 | Admin Spec | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01339 | Ct Admin | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02233 | General Session Judge | 0 | 5 | 0 | 0 | 0 | 5 | 3 | 3 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | 0.00% | 45.45% | 0.00% | 0.00% | 0.00% | 45.45% | 27.27% | 27.27% | 0.00% | 0.00% | 0.00% | 54.55% |
| 06531 | Human Resources Mgr | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10115 | Info Sys Cust Support Rep 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07780 | Info Systems App Analyst 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07790 | Judicial Asst 1 | 5 | 5 | 0 | 1 | 0 | 11 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | 35.71% | 35.71% | 0.00% | 7.14% | 0.00% | 78.57% | 7.14% | 14.29% | 0.00% | 0.00% | 0.00% | 21.43% |
| 07791 | Judicial Asst 2 | 1 | 7 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 12.50% | 87.50% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10317 | Judicial Comm-Gen Sess Ct | 0 | 4 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 80.00% | 0.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| 10121 | Office Support Rep 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 100.00% |
| 10123 | Office Support Spec 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 2 |
| | Average Annual Salary: | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 66.67% | 0.00% | 0.00% | 66.67% |
| 10124 | Office Support Spec 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| General Sessions Court | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------|--------------------------------|-------------|--------|---------|-------|-------|-------|--------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07797 | Probation & Pretrial Svc Dir | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$91,494.64 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07375 | Probation Officer 1 | 11 | 1 | 3 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 7 |
| | Average Annual Salary: | \$37,698.11 | 9.09% | 27.27% | 0.00% | 0.00% | 0.00% | 36.36% | 27.27% | 0.00% | 0.00% | 0.00% | 63.64% |
| 04710 | Probation Officer 2 | 14 | 2 | 6 | 0 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$53,305.68 | 14.29% | 42.86% | 0.00% | 0.00% | 0.00% | 14.29% | 28.57% | 0.00% | 0.00% | 0.00% | 42.86% |
| 05495 | Probation Officer 3 | 4 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$62,355.37 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 07376 | Program Mgr 1 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$51,665.92 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07377 | Program Mgr 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$65,439.41 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 09020 | Seasonal/Part-time/Temporary | 23 | 1 | 13 | 0 | 0 | 0 | 4 | 4 | 1 | 0 | 0 | 9 |
| | Average Annual Salary: | \$6,811.71 | 4.35% | 56.52% | 0.00% | 0.00% | 0.00% | 17.39% | 17.39% | 4.35% | 0.00% | 0.00% | 39.13% |
| 10135 | Security Officer 2-Gen Sess Ct | 10 | 4 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$34,190.92 | 40.00% | 60.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07798 | Security Officer Coord | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$45,131.45 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07260 | Social Worker 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$41,813.04 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | 132 | 16 | 57 | 0 | 1 | 0 | 22 | 31 | 5 | 0 | 0 | 58 |
| General Sessions Court | | 100.00% | 12.12% | 43.18% | 0.00% | 0.76% | 0.00% | 16.67% | 23.48% | 3.79% | 0.00% | 0.00% | 43.94% |

| Health | | | MALE | | | | | FEMALE | | | | | | |
|--------|--------------------------------|--------------|--------|---------|--------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 2 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| 10392 | Administrative Asst - Health | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| | Average Annual Salary: | \$46,740.28 | | | | | | | | | | | | |
| 1 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| 10642 | Administrative Spec-Health | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| | Average Annual Salary: | \$51,081.29 | | | | | | | | | | | | |
| 1 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| 10782 | Animal Care & Con Officer 1 | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| | Average Annual Salary: | \$29,027.16 | | | | | | | | | | | | |
| 1 | | | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 10785 | Animal Care & Cont Ken Supv | | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| | Average Annual Salary: | \$43,986.40 | | | | | | | | | | | | |
| 1 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| 10777 | Animal Care & Control Adm Supv | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| | Average Annual Salary: | \$38,500.00 | | | | | | | | | | | | |
| 1 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| 10548 | Animal Care & Control Manager | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| | Average Annual Salary: | \$76,255.00 | | | | | | | | | | | | |
| 10 | | | 3 | 0 | 0 | 0 | 0 | 3 | 1 | 6 | 0 | 0 | 0 | 7 |
| 10544 | Animal Care & Control Off 1 | | 30.00% | 0.00% | 0.00% | 0.00% | 0.00% | 30.00% | 10.00% | 60.00% | 0.00% | 0.00% | 0.00% | 70.00% |
| | Average Annual Salary: | \$30,156.73 | | | | | | | | | | | | |
| 5 | | | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 2 |
| 10545 | Animal Care & Control Off 2 | | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| | Average Annual Salary: | \$34,886.98 | | | | | | | | | | | | |
| 4 | | | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| 10386 | Bureau Director | | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| | Average Annual Salary: | \$102,643.66 | | | | | | | | | | | | |
| 1 | | | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01080 | Chief Medical Dir | | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| | Average Annual Salary: | \$195,693.96 | | | | | | | | | | | | |
| 12 | | | 3 | 2 | 0 | 0 | 0 | 5 | 6 | 1 | 0 | 0 | 0 | 7 |
| 06567 | Commun Disease Investigator | | 25.00% | 16.67% | 0.00% | 0.00% | 0.00% | 41.67% | 50.00% | 8.33% | 0.00% | 0.00% | 0.00% | 58.33% |
| | Average Annual Salary: | \$44,537.45 | | | | | | | | | | | | |
| 2 | | | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| 06466 | Courier | | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| | Average Annual Salary: | \$33,727.85 | | | | | | | | | | | | |
| 5 | | | 2 | 0 | 2 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 1 |
| 10343 | Custodian 1 - Health | | 40.00% | 0.00% | 40.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| | Average Annual Salary: | \$28,540.02 | | | | | | | | | | | | |

| Health | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------------|--------------|--------|---------|-------|-------|-------|---------|---------|---------|-------|--------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 01461 Dental Asst 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$37,739.79 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01463 Dental Hygienist 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 | 1 | 0 | 7 |
| Average Annual Salary: | \$43,683.99 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 42.86% | 42.86% | 0.00% | 14.29% | 0.00% | 100.00% |
| 01464 Dental Hygienist 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$62,965.04 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01447 Dental Svcs Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$147,295.91 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01446 Dentist 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$48,713.60 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10180 Dpty Dir Health | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$119,527.92 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00513 Envir Asst | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$37,739.79 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 04152 Envir Engineer 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$58,430.26 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 04153 Envir Engineer 2 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$65,988.42 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01843 Environmentalist 1 | 9 | 1 | 7 | 0 | 0 | 0 | 8 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$37,633.26 | 11.11% | 77.78% | 0.00% | 0.00% | 0.00% | 88.89% | 0.00% | 11.11% | 0.00% | 0.00% | 0.00% | 11.11% |
| 01844 Environmentalist 2 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$49,382.73 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01845 Environmentalist 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$62,965.04 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03440 Equip & Supply Clerk 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$31,436.84 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Health | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------------|-------------|---------|---------|-------|-------|-------|---------|--------|---------|--------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 03027 Equip & Supply Clerk 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$42,067.32 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10623 Facilities Maint Leader | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$38,083.52 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10729 Facilities Services Mgr-Health | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$54,282.61 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06232 Finance Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$87,583.31 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10150 Finance Officer 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 2 |
| Average Annual Salary: | \$41,347.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 100.00% |
| 10151 Finance Officer 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$50,835.30 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10152 Finance Officer 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$60,315.64 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06631 Food Inspector 1 | 7 | 0 | 3 | 0 | 0 | 0 | 3 | 1 | 2 | 1 | 0 | 0 | 4 |
| Average Annual Salary: | \$38,317.59 | 0.00% | 42.86% | 0.00% | 0.00% | 0.00% | 42.86% | 14.29% | 28.57% | 14.29% | 0.00% | 0.00% | 57.14% |
| 06632 Food Inspector 2 | 6 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 3 | 1 | 0 | 0 | 5 |
| Average Annual Salary: | \$49,471.56 | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% | 16.67% | 50.00% | 16.67% | 0.00% | 0.00% | 83.33% |
| 10742 Health Manager 1 | 4 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$58,473.41 | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 50.00% | 25.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 10743 Health Manager 2 | 10 | 0 | 3 | 0 | 0 | 0 | 3 | 2 | 5 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$77,845.09 | 0.00% | 30.00% | 0.00% | 0.00% | 0.00% | 30.00% | 20.00% | 50.00% | 0.00% | 0.00% | 0.00% | 70.00% |
| 10744 Health Manager 3 | 5 | 1 | 2 | 0 | 0 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$99,614.92 | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| 06481 Home Economist | 13 | 0 | 1 | 0 | 0 | 0 | 1 | 6 | 3 | 2 | 1 | 0 | 12 |
| Average Annual Salary: | \$36,314.34 | 0.00% | 7.69% | 0.00% | 0.00% | 0.00% | 7.69% | 46.15% | 23.08% | 15.38% | 7.69% | 0.00% | 92.31% |

| Health | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------|---------------------------|--------------|-------|---------|--------|-------|-------|---------|---------|--------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07346 | Human Resources Admin | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$88,294.61 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 02730 | Human Resources Analyst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$41,069.32 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07782 | Info Systems Mgr | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$76,889.57 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06641 | Interpreter 1 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| | Average Annual Salary: | \$30,355.79 | 0.00% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 33.33% |
| 06482 | Inventory Control Supv | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$43,986.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03072 | Medical Admin Asst 1 | 10 | 0 | 4 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$58,107.78 | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 10.00% | 50.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 03073 | Medical Admin Asst 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$89,559.24 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03074 | Medical Admin Asst 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$85,659.65 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07424 | Medical Doctor | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$135,934.89 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03237 | Nutritionist 1 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 5 | 1 | 0 | 0 | 7 |
| | Average Annual Salary: | \$44,251.63 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 14.29% | 71.43% | 14.29% | 0.00% | 0.00% | 100.00% |
| 03238 | Nutritionist 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$50,713.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10644 | Nutritionist 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$56,376.37 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10122 | Office Support Rep 3 | 58 | 5 | 4 | 1 | 0 | 0 | 20 | 17 | 9 | 2 | 0 | 48 |
| | Average Annual Salary: | \$34,253.79 | 8.62% | 6.90% | 1.72% | 0.00% | 0.00% | 34.48% | 29.31% | 15.52% | 3.45% | 0.00% | 82.76% |

| Health | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------------------|-------------|--------|---------|--------|-------|-------|---------|--------|---------|--------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10123 Office Support Spec 1 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 2 | 0 | 0 | 12 |
| Average Annual Salary: | \$39,162.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 41.67% | 41.67% | 16.67% | 0.00% | 0.00% | 100.00% |
| 10124 Office Support Spec 2 | 5 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$43,283.25 | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% | 20.00% | 60.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 06485 Outreach Worker | 20 | 1 | 2 | 2 | 1 | 0 | 6 | 10 | 2 | 2 | 0 | 0 | 14 |
| Average Annual Salary: | \$29,478.20 | 5.00% | 10.00% | 10.00% | 5.00% | 0.00% | 30.00% | 50.00% | 10.00% | 10.00% | 0.00% | 0.00% | 70.00% |
| 10345 Printing Equip Oper - Health | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$42,067.32 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07753 Professional Spec | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$57,008.92 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 06034 Program Coord | 3 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$41,069.38 | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07378 Program Spec 1 | 10 | 0 | 1 | 0 | 0 | 0 | 1 | 6 | 1 | 2 | 0 | 0 | 9 |
| Average Annual Salary: | \$32,083.68 | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 10.00% | 60.00% | 10.00% | 20.00% | 0.00% | 0.00% | 90.00% |
| 07379 Program Spec 2 | 12 | 1 | 0 | 1 | 0 | 0 | 2 | 5 | 3 | 2 | 0 | 0 | 10 |
| Average Annual Salary: | \$41,417.03 | 8.33% | 0.00% | 8.33% | 0.00% | 0.00% | 16.67% | 41.67% | 25.00% | 16.67% | 0.00% | 0.00% | 83.33% |
| 07380 Program Spec 3 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 2 | 0 | 0 | 0 | 11 |
| Average Annual Salary: | \$48,760.50 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 81.82% | 18.18% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07381 Program Supv | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$50,706.43 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06251 Public Health LPN | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$42,087.58 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10758 Public Health Nurse 1 | 92 | 0 | 1 | 0 | 0 | 0 | 1 | 25 | 64 | 2 | 0 | 0 | 91 |
| Average Annual Salary: | \$42,872.73 | 0.00% | 1.09% | 0.00% | 0.00% | 0.00% | 1.09% | 27.17% | 69.57% | 2.17% | 0.00% | 0.00% | 98.91% |
| 10759 Public Health Nurse 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$59,860.86 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Health | | | MALE | | | | | FEMALE | | | | | | |
|--------|--------------------------------|-------------|---------|---------|-------|-------|-------|---------|---------|--------|-------|---------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 10760 | Public Health Nurse 3 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 6 | 0 | 0 | 0 | 9 |
| | Average Annual Salary: | \$67,920.75 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10761 | Public Health Nurse 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | Average Annual Salary: | \$78,712.64 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% |
| 07979 | Public Hlth Epidemiologist 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$63,430.26 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07686 | Public Hlth Epidemiologist 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$75,862.55 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06489 | Public Hlth Nurse Practitioner | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 0 | 0 | 0 | 8 |
| | Average Annual Salary: | \$71,234.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 12.50% | 87.50% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10336 | Records Management Analyst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$45,173.88 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07391 | Research Analyst 2 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$58,893.72 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 09020 | Seasonal/Part-time/Temporary | 32 | 2 | 2 | 0 | 0 | 0 | 4 | 5 | 21 | 2 | 0 | 0 | 28 |
| | Average Annual Salary: | \$23,532.94 | 6.25% | 6.25% | 0.00% | 0.00% | 0.00% | 12.50% | 15.63% | 65.63% | 6.25% | 0.00% | 0.00% | 87.50% |
| 10330 | Security Guard - Health | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$42,234.69 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07750 | Software Training Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$62,965.04 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06380 | Soil Scientist | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$62,965.04 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06639 | Vehicle Inspection Dir | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$54,282.61 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06494 | Warehouse Supv | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$51,768.27 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Health | | MALE | | | | | | FEMALE | | | | | | |
|------------------------|--|-------------|---------|--------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07400 Warehouse Worker | | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$26,016.85 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | 472 | 30 | 70 | 7 | 1 | 0 | 108 | 125 | 206 | 28 | 5 | 0 | 364 |
| Health | | 100.00% | 6.36% | 14.83% | 1.48% | 0.21% | 0.00% | 22.88% | 26.48% | 43.64% | 5.93% | 1.06% | 0.00% | 77.12% |

| <i>Historical Commission</i> | | | MALE | | | | | FEMALE | | | | | | |
|------------------------------------|--------------------------------|---|---------|---------|--------|-------|-------|---------|-------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07241 | Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$42,476.72 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06123 | Historic Preservationist 1 | 6 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: \$49,117.35 | | | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07778 | Historic Preservationist 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$64,161.26 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01945 | Historical Commission Exec Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: \$83,652.24 | | | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10122 | Office Support Rep 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: \$14,518.40 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | | 10 | 0 | 4 | 0 | 0 | 4 | 0 | 6 | 0 | 0 | 0 | 6 |
| <i>Historical Commission</i> | | | 100.00% | 0.00% | 40.00% | 0.00% | 0.00% | 40.00% | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% |

| <i>Human Relations Commission</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 01584 Human Relations Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$85,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 Office Support Spec 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$35,955.04 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06034 Program Coord | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$39,822.00 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07376 Program Mgr 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$48,437.60 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 4 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| <i>Human Relations Commission</i> | 100.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| Human Resources | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|---------------------------|--------------|--------|---------|-------|-------|-------|---------|---------|---------|-------|---------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$49,113.54 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07720 | Admin Spec | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$63,489.92 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$36,853.92 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10103 | Application Tech 3 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | | \$47,406.93 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10152 | Finance Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Average Annual Salary: | | \$54,548.70 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% |
| 07346 | Human Resources Admin | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$66,945.46 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 02730 | Human Resources Analyst 1 | 7 | 1 | 3 | 0 | 0 | 0 | 4 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$36,749.19 | 14.29% | 42.86% | 0.00% | 0.00% | 0.00% | 57.14% | 14.29% | 28.57% | 0.00% | 0.00% | 0.00% | 42.86% |
| 03455 | Human Resources Analyst 2 | 6 | 1 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 1 | 0 | 5 |
| Average Annual Salary: | | \$47,536.55 | 16.67% | 0.00% | 0.00% | 0.00% | 0.00% | 16.67% | 66.67% | 0.00% | 0.00% | 16.67% | 0.00% | 83.33% |
| 06874 | Human Resources Analyst 3 | 12 | 3 | 5 | 0 | 0 | 0 | 8 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$59,029.59 | 25.00% | 41.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 06931 | Human Resources Asst 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$37,751.52 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06004 | Human Resources Asst Dir | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$101,019.02 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 01620 | Human Resources Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$128,598.41 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06531 | Human Resources Mgr | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$76,249.59 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| <i>Human Resources</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|---------------------------|-------------------------------|-------------|--------|---------|-------|-------|-------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07407 | Information Systems Advisor 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$79,335.37 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 | Office Support Spec 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$40,748.48 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07753 | Professional Spec | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$43,393.75 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06210 | Training Coord | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$73,732.18 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | 54 | 6 | 11 | 0 | 0 | 0 | 10 | 25 | 0 | 2 | 0 | 37 |
| <i>Human Resources</i> | | 100.00% | 11.11% | 20.37% | 0.00% | 0.00% | 0.00% | 18.52% | 46.30% | 0.00% | 3.70% | 0.00% | 68.52% |

| Information Technology Service | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------------------------|--------------|---------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 07720 Admin Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$62,501.34 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07113 Chief Info Officer | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$135,934.89 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 04540 Computer Operator 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$30,963.30 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07268 Computer Operator 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$38,830.47 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06531 Human Resources Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$76,599.44 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06918 Info Sys Comm Analyst 1 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$43,986.40 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07769 Info Sys Comm Analyst 2 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$51,494.73 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07265 Info Sys Comm Analyst 3 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$60,551.13 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07780 Info Systems App Analyst 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$55,437.64 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07783 Info Systems App Analyst 3 | 11 | 0 | 5 | 0 | 0 | 0 | 5 | 1 | 4 | 0 | 0 | 1 | 6 |
| Average Annual Salary: | \$56,120.45 | 0.00% | 45.45% | 0.00% | 0.00% | 0.00% | 45.45% | 9.09% | 36.36% | 0.00% | 0.00% | 9.09% | 54.55% |
| 07785 Info Systems App Tech 2 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$48,194.78 | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07744 Info Systems Asst Dir | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$114,982.47 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07318 Info Systems Div Mgr | 8 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 5 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$90,681.80 | 0.00% | 37.50% | 0.00% | 0.00% | 0.00% | 37.50% | 0.00% | 62.50% | 0.00% | 0.00% | 0.00% | 62.50% |

| Information Technology Service | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------|--------------------------------|--------|---------|-------|--------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | | | | | | | | | | | | | |
| 07782 | Info Systems Mgr | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10470 | Information Sys Media Analys 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10471 | Information Sys Media Analys 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10472 | Information Sys Media Analys 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10473 | Information Sys Media Tech 1 | 2 | 2 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10476 | Information Sys Oper Anal 2 | 2 | 8 | 0 | 0 | 0 | 10 | 0 | 1 | 0 | 1 | 0 | 2 |
| | Average Annual Salary: | 16.67% | 66.67% | 0.00% | 0.00% | 0.00% | 83.33% | 0.00% | 8.33% | 0.00% | 8.33% | 0.00% | 16.67% |
| 10477 | Information Sys oper Anal 3 | 1 | 8 | 1 | 0 | 0 | 10 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | 7.69% | 61.54% | 7.69% | 0.00% | 0.00% | 76.92% | 0.00% | 23.08% | 0.00% | 0.00% | 0.00% | 23.08% |
| 10475 | Information Sys Oper Analyst 1 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 10478 | Information Sys Oper Tech 1 | 1 | 4 | 0 | 0 | 0 | 5 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | 12.50% | 50.00% | 0.00% | 0.00% | 0.00% | 62.50% | 12.50% | 25.00% | 0.00% | 0.00% | 0.00% | 37.50% |
| 10479 | Information Sys Oper Tech 2 | 0 | 3 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 07234 | Information Systems Advisor 1 | 0 | 18 | 0 | 0 | 0 | 18 | 0 | 3 | 0 | 1 | 0 | 4 |
| | Average Annual Salary: | 0.00% | 81.82% | 0.00% | 0.00% | 0.00% | 81.82% | 0.00% | 13.64% | 0.00% | 4.55% | 0.00% | 18.18% |
| 07407 | Information Systems Advisor 2 | 1 | 6 | 0 | 1 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 12.50% | 75.00% | 0.00% | 12.50% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07378 | Program Spec 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Information Technology Service | MALE | | | | | | TOTAL | FEMALE | | | | | |
|--------------------------------|---------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| Department Totals: | 120 | 9 | 74 | 1 | 1 | 0 | 85 | 4 | 28 | 0 | 2 | 1 | 35 |
| Information Technology Service | 100.00% | 7.50% | 61.67% | 0.83% | 0.83% | 0.00% | 70.83% | 3.33% | 23.33% | 0.00% | 1.67% | 0.83% | 29.17% |

| <i>Internal Audit</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------------------|--------------|-------|---------|-------|--------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10551 Internal Auditor 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$54,417.81 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10530 Metropolitan Auditor | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$138,653.59 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10552 Sr Internal Auditor | 4 | 0 | 2 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$65,786.94 | 0.00% | 50.00% | 0.00% | 25.00% | 0.00% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| Department Totals: | 7 | 0 | 4 | 0 | 1 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 2 |
| <i>Internal Audit</i> | 100.00% | 0.00% | 57.14% | 0.00% | 14.29% | 0.00% | 71.43% | 14.29% | 14.29% | 0.00% | 0.00% | 0.00% | 28.57% |

| <i>Justice Integration Services</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------------------------------|--------|---------|-------|-------|--------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 07783 | Info Systems App Analyst 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$56,727.05 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 10477 | Information Sys oper Anal 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: \$60,836.84 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10475 | Information Sys Oper Analyst 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: \$43,986.40 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07234 | Information Systems Advisor 1 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: \$71,091.28 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07407 | Information Systems Advisor 2 | 1 | 2 | 0 | 0 | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$81,206.42 | 20.00% | 40.00% | 0.00% | 0.00% | 20.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| 07233 | Justice Info Systems Dir | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$104,433.30 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10119 | Office Support Mgr | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$20,574.32 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | 1 | 10 | 0 | 0 | 1 | 12 | 0 | 4 | 0 | 0 | 0 | 4 |
| <i>Justice Integration Services</i> | | 6.25% | 62.50% | 0.00% | 0.00% | 6.25% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |

| Juvenile Court | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|----------------------------|--------------|--------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | | \$50,175.43 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07242 | Admin Svcs Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$65,696.27 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07243 | Admin Svcs Officer 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$39,550.12 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 | Admin Svcs Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$52,782.19 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01339 | Ct Admin | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$100,933.75 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07314 | Group Care Aide | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | | \$25,388.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07783 | Info Systems App Analyst 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$64,569.73 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02643 | Judge-Juvenile Ct | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$167,676.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07232 | Juvenile Ct Referee 2 | 7 | 2 | 3 | 0 | 0 | 0 | 5 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$102,945.90 | 28.57% | 42.86% | 0.00% | 0.00% | 0.00% | 71.43% | 0.00% | 28.57% | 0.00% | 0.00% | 0.00% | 28.57% |
| 10121 | Office Support Rep 2 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | | \$29,231.65 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 60.00% | 40.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10122 | Office Support Rep 3 | 8 | 0 | 1 | 0 | 0 | 0 | 1 | 3 | 4 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | | \$31,205.32 | 0.00% | 12.50% | 0.00% | 0.00% | 0.00% | 12.50% | 37.50% | 50.00% | 0.00% | 0.00% | 0.00% | 87.50% |
| 10123 | Office Support Spec 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$36,672.57 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07375 | Probation Officer 1 | 35 | 12 | 3 | 0 | 0 | 0 | 15 | 10 | 10 | 0 | 0 | 0 | 20 |
| Average Annual Salary: | | \$41,227.81 | 34.29% | 8.57% | 0.00% | 0.00% | 0.00% | 42.86% | 28.57% | 28.57% | 0.00% | 0.00% | 0.00% | 57.14% |

| <i>Juvenile Court</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------|--------------|--------|---------|--------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 04710 Probation Officer 2 | 7 | 2 | 2 | 0 | 0 | 0 | 4 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$48,174.87 | 28.57% | 28.57% | 0.00% | 0.00% | 0.00% | 57.14% | 14.29% | 28.57% | 0.00% | 0.00% | 0.00% | 42.86% |
| 05495 Probation Officer 3 | 6 | 0 | 1 | 0 | 0 | 0 | 1 | 3 | 2 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$60,830.91 | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% | 50.00% | 33.33% | 0.00% | 0.00% | 0.00% | 83.33% |
| 01120 Probation Officer Chief | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$66,247.35 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07377 Program Mgr 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$65,760.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07762 Special Projects Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$104,565.30 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07419 Warrant Officer 1 | 15 | 6 | 4 | 2 | 0 | 0 | 12 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$41,467.50 | 40.00% | 26.67% | 13.33% | 0.00% | 0.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| Department Totals: | 106 | 22 | 18 | 2 | 0 | 0 | 42 | 29 | 35 | 0 | 0 | 0 | 64 |
| <i>Juvenile Court</i> | 100.00% | 20.75% | 16.98% | 1.89% | 0.00% | 0.00% | 39.62% | 27.36% | 33.02% | 0.00% | 0.00% | 0.00% | 60.38% |

| <i>Juvenile Court Clerk</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|--------------|---------|---------|-------|-------|-------|---------|--------|---------|-------|-------|--------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 07241 Admin Asst | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$43,425.25 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07242 Admin Svcs Mgr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$69,300.14 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01340 Ct Clerk | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$35,803.65 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10151 Finance Officer 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$47,977.02 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07083 Juvenile Ct Clerk | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$125,453.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10119 Office Support Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$53,307.80 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10120 Office Support Rep 1 | 17 | 1 | 3 | 0 | 0 | 0 | 4 | 4 | 7 | 0 | 0 | 2 | 13 |
| Average Annual Salary: | \$27,601.09 | 5.88% | 17.65% | 0.00% | 0.00% | 0.00% | 23.53% | 23.53% | 41.18% | 0.00% | 0.00% | 11.76% | 76.47% |
| 10121 Office Support Rep 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$29,659.93 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 29 | 2 | 5 | 0 | 0 | 0 | 7 | 6 | 14 | 0 | 0 | 2 | 22 |
| <i>Juvenile Court Clerk</i> | 100.00% | 6.90% | 17.24% | 0.00% | 0.00% | 0.00% | 24.14% | 20.69% | 48.28% | 0.00% | 0.00% | 6.90% | 75.86% |

| Law | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------------------|--------------|---------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07241 Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$47,985.02 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07720 Admin Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$54,345.68 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07192 Assoc Metropolitan Attorney | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$128,337.28 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 00480 Attorney 1 | 6 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$55,945.52 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 00630 Attorney 2 | 8 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$78,557.91 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 04674 Attorney 3 | 13 | 1 | 4 | 0 | 0 | 0 | 5 | 1 | 7 | 0 | 0 | 0 | 8 |
| Average Annual Salary: | \$96,989.56 | 7.69% | 30.77% | 0.00% | 0.00% | 0.00% | 38.46% | 7.69% | 53.85% | 0.00% | 0.00% | 0.00% | 61.54% |
| 06673 Claims Rep 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$48,086.73 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 01496 Deputy Metropolitan Attorney | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$134,954.27 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07780 Info Systems App Analyst 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$55,654.04 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06581 Insurance Div Mgr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$90,448.98 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02867 Law Clerk | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$37,774.52 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03130 Metropolitan Attorney | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$156,847.95 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10123 Office Support Spec 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$33,435.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Law | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | 7 | 1 | 1 | 0 | 0 | 0 | 2 | 3 | 2 | 0 | 0 | 0 | 5 |
| 07343 Paralegal | | | | | | | | | | | | | |
| Average Annual Salary: | \$37,105.40 | 14.29% | 14.29% | 0.00% | 0.00% | 0.00% | 28.57% | 42.86% | 28.57% | 0.00% | 0.00% | 0.00% | 71.43% |
| Department Totals: | 46 | 3 | 18 | 0 | 0 | 0 | 21 | 5 | 20 | 0 | 0 | 0 | 25 |
| Law | 100.00% | 6.52% | 39.13% | 0.00% | 0.00% | 0.00% | 45.65% | 10.87% | 43.48% | 0.00% | 0.00% | 0.00% | 54.35% |

| Mayor's Office | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|---------------------------------|--------------|--------|---------|-------|-------|-------|---------|-------|---------|-------|---------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07720 | Admin Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$54,894.24 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10617 | Communication Dir- Mayor's Off | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$90,900.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07928 | Constituent Liaison | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$41,996.01 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07958 | Counselor to the Mayor | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$90,900.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07976 | Deputy Mayor | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$146,391.42 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07929 | Dir of Economic & Comm Dev | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$146,391.42 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10730 | Domestic Viol Coord-Mayors offi | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$50,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03035 | Mayor | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$136,500.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10306 | Multiline Communications Tech | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$35,350.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07162 | Press Secretary | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Average Annual Salary: | | \$96,722.90 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% |
| 07380 | Program Spec 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$87,137.75 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07170 | Scheduler | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$68,550.20 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 04972 | Special Asst | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$90,623.67 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Mayor's Office | | | MALE | | | | | FEMALE | | | | | | | |
|----------------------------|--|--|--------------|-------|---------|-------|-------|--------|---------|-------|--------|-------|-------|-------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07762 Special Projects Mgr | | | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | | \$102,515.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | | 16 | 1 | 6 | 0 | 0 | 0 | 7 | 0 | 8 | 0 | 1 | 0 | 9 |
| Mayor's Office | | | 100.00% | 6.25% | 37.50% | 0.00% | 0.00% | 0.00% | 43.75% | 0.00% | 50.00% | 0.00% | 6.25% | 0.00% | 56.25% |

| Metro Action Commission | | MALE | | | | | | FEMALE | | | | | |
|------------------------------------|-------------|---------|-------|-------|-------|-------|---------|---------|--------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10201 Account Clerk 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$35,280.96 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10208 Admin Officer | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$35,925.05 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10209 Admin Officer, Head Start | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$40,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10207 Admin Svcs & Operations Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$79,906.01 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10616 Adult Ed and Training Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$62,000.64 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10769 Adult Ed Coord-MAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$41,029.62 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10770 Adult Ed Instructor-MAC | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$43,036.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10453 Assistant Transportation Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$33,680.58 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10210 Bus Driver | 21 | 5 | 1 | 0 | 0 | 0 | 6 | 13 | 2 | 0 | 0 | 0 | 15 |
| Average Annual Salary: | \$29,858.26 | 23.81% | 4.76% | 0.00% | 0.00% | 0.00% | 28.57% | 61.90% | 9.52% | 0.00% | 0.00% | 0.00% | 71.43% |
| 10211 Center Mgr 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$46,447.42 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10212 Center Mgr 2 | 7 | 1 | 0 | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$55,488.64 | 14.29% | 0.00% | 0.00% | 0.00% | 0.00% | 14.29% | 85.71% | 0.00% | 0.00% | 0.00% | 0.00% | 85.71% |
| 10772 Community Prog Dir-MAC | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$80,000.00 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10612 Compliance-Monitoring Mgr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$66,364.55 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Metro Action Commission | | MALE | | | | | | FEMALE | | | | | |
|---------------------------------------|--------------|--------|-------|-------|-------|-------|--------|---------|---------|---------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10214 Computer Date Spec | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$27,007.73 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10216 Custodian | 12 | 8 | 1 | 0 | 0 | 0 | 9 | 3 | 0 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$25,917.91 | 66.67% | 8.33% | 0.00% | 0.00% | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 10765 Data Entry Spec-Comm Spec | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$28,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10219 Disabilities Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$41,451.10 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10587 Early Head Start Director | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$65,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10503 Education and Training Asst | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$48,092.09 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10590 EHS Hlth Mentl Hlth & Dis Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$46,500.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10588 Erly Head Start Family Spec II | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$32,107.32 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10223 Exec Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$119,201.77 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10224 Exec Secretary | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Average Annual Salary: | \$50,175.84 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% |
| 10741 Fam & Comm Engage Coord-MAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$44,294.34 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10771 Family Dev Coord-MAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$55,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10727 Family Dev Specialist 1-MAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$31,902.50 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Metro Action Commission | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------|-----------------------------|-------------|---------|---------|-------|--------|-------|---------|--------|--------|-------|---------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10728 | Family Dev Specialist 2-MAC | 4 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 4 |
| | Average Annual Salary: | \$33,894.41 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 100.00% |
| 10226 | Family Svcs Spec 1 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$32,720.21 | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10227 | Family Svcs Spec 2 | 27 | 1 | 3 | 0 | 0 | 0 | 19 | 2 | 2 | 0 | 0 | 23 |
| | Average Annual Salary: | \$35,446.55 | 3.70% | 11.11% | 0.00% | 0.00% | 0.00% | 70.37% | 7.41% | 7.41% | 0.00% | 0.00% | 85.19% |
| 10202 | Finance Officer 1 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$40,891.33 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10203 | Finance Officer 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| | Average Annual Salary: | \$45,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% |
| 10228 | Food Svc Worker 1 | 4 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$25,231.00 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10229 | Food Svc Worker 2 | 7 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 7 |
| | Average Annual Salary: | \$29,382.32 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10230 | Food Svcs Mgr | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$41,451.10 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10231 | General Maint Worker | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$30,422.08 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10233 | Head Start Dir | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$80,000.96 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10236 | Headstart Teacher 2 | 69 | 1 | 0 | 0 | 0 | 0 | 43 | 25 | 0 | 0 | 0 | 68 |
| | Average Annual Salary: | \$37,737.26 | 1.45% | 0.00% | 0.00% | 0.00% | 0.00% | 62.32% | 36.23% | 0.00% | 0.00% | 0.00% | 98.55% |
| 10240 | HR Analyst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$39,592.89 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10504 | HR Analyst II | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$44,608.76 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Metro Action Commission | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------|-------------------------------|-------------|---------|-------|-------|-------|-------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10218 | Human Resources Manager - MAC | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$78,807.46 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10244 | Nutrition Coord | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$57,919.68 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10773 | Operations/Fleet Main Mgr-MAC | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$55,714.35 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10327 | Public Info Rep - MAC | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$65,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10652 | Software Support Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$36,207.46 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10250 | Teacher Asst | 90 | 1 | 0 | 0 | 0 | 0 | 66 | 18 | 3 | 0 | 2 | 89 |
| | Average Annual Salary: | \$22,732.81 | 1.11% | 0.00% | 0.00% | 0.00% | 0.00% | 73.33% | 20.00% | 3.33% | 0.00% | 2.22% | 98.89% |
| 10632 | Trainer/Comm Services-MAC | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$37,046.88 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | 292 | 26 | 8 | 0 | 1 | 0 | 191 | 56 | 7 | 0 | 3 | 257 |
| Metro Action Commission | | 100.00% | 8.90% | 2.74% | 0.00% | 0.34% | 0.00% | 65.41% | 19.18% | 2.40% | 0.00% | 1.03% | 88.01% |

| <i>Metropolitan Clerk</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|-------------|-------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 07244 Admin Svcs Officer 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$52,049.21 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03140 Metropolitan Clerk | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$84,062.30 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10123 Office Support Spec 1 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$33,435.72 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07376 Program Mgr 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$51,665.92 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 6 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 3 |
| <i>Metropolitan Clerk</i> | 100.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| <i>Metropolitan Council</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|------------------------------|--------------|--------|---------|-------|-------|-------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07241 | Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$51,768.27 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07242 | Admin Svcs Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$76,300.25 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$41,946.84 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 | Admin Svcs Officer 4 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$71,981.18 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01334 | Council Member | 40 | 5 | 24 | 0 | 0 | 0 | 4 | 7 | 0 | 0 | 0 | 11 |
| | Average Annual Salary: | \$15,000.00 | 12.50% | 60.00% | 0.00% | 0.00% | 0.00% | 10.00% | 17.50% | 0.00% | 0.00% | 0.00% | 27.50% |
| 10558 | Director and Special Counsel | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$120,000.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06232 | Finance Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$79,716.62 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10557 | Special Counsel | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$78,000.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 05754 | Vice Mayor | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$17,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | 48 | 5 | 27 | 0 | 0 | 0 | 5 | 11 | 0 | 0 | 0 | 16 |
| <i>Metropolitan Council</i> | | 100.00% | 10.42% | 56.25% | 0.00% | 0.00% | 0.00% | 10.42% | 22.92% | 0.00% | 0.00% | 0.00% | 33.33% |

| MTA | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--|-------|---------|-------|-------|-------|---------|--------|-------|-------|-------|-------|-------|
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 1 | | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: \$215,000.00 | | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | | | | | | | | | | | | |
| 1 | | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| MTA 100.00% | | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| <i>Municipal Auditorium</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07243 Admin Svcs Officer 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$39,550.12 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 Admin Svcs Officer 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$52,049.21 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00660 Auditorium Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$90,920.68 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02220 Bldg Maint Mechanic | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$35,603.20 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07256 Bldg Maint Supv | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$50,283.30 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06075 Event Set Up Leader | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$40,896.18 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10152 Finance Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$61,612.82 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 9 | 1 | 4 | 0 | 0 | 0 | 5 | 1 | 3 | 0 | 0 | 0 | 4 |
| <i>Municipal Auditorium</i> | 100.00% | 11.11% | 44.44% | 0.00% | 0.00% | 0.00% | 55.56% | 11.11% | 33.33% | 0.00% | 0.00% | 0.00% | 44.44% |

| NCAC | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------------|-------------|--------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10618 Accountant-NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$43,381.42 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07808 Accounts Clerk 1-NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$34,585.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07865 Accounts Clerk-NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$33,040.55 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07807 Acct/HR Mgr/EEO-NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$57,531.96 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07955 Career Coach-NCAC | 14 | 2 | 4 | 0 | 0 | 0 | 6 | 5 | 3 | 0 | 0 | 0 | 8 |
| Average Annual Salary: | \$39,495.65 | 14.29% | 28.57% | 0.00% | 0.00% | 0.00% | 42.86% | 35.71% | 21.43% | 0.00% | 0.00% | 0.00% | 57.14% |
| 07861 Career Dev Mgr-NCAC | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$51,107.18 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07838 CD Program Assoc - NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$44,945.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07916 Contract Admin - NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$51,264.49 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07814 Data Coord-NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$44,945.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07821 Dir of Operations-NCAC | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$87,706.41 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10396 Director of Ancillary Services | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$36,026.06 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07851 Director of Programs - NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$78,921.93 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07818 Economic Dev Dir - NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$70,965.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| NCAC | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|---------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07809 Executive Asst - NCAC | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$44,945.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07631 Executive Director - NCAC | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$94,151.12 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07819 Finance Dir - NCAC | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$85,579.51 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07831 Public Relations Assoc- NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$36,720.12 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07848 Resource Center Asst-NCAC | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$34,584.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10737 Resource Ctr Liaison-NCAC | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$29,086.75 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 09020 Seasonal/Part-time/Temporary | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$8,840.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10384 Sr. Youth CDF-NCAC | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$48,804.21 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07869 Youth & Com Srvs Dir-NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$66,827.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10395 Youth and Comm Srvs Coord-DPN | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$42,018.09 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10736 Youth Data Spec-NCAC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$37,018.89 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 39 | 3 | 12 | 0 | 0 | 0 | 15 | 14 | 10 | 0 | 0 | 0 | 24 |
| NCAC | 100.00% | 7.69% | 30.77% | 0.00% | 0.00% | 0.00% | 38.46% | 35.90% | 25.64% | 0.00% | 0.00% | 0.00% | 61.54% |

| <i>Office of Emergency Mgmt</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------------|-------------|-------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 07244 Admin Svcs Officer 3 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$21,168.08 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10309 Operations Officer | 5 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$27,972.51 | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| 10339 Operations Supervisor | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$44,347.42 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10542 Outreach & Training Coordinato | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$47,162.29 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07377 Program Mgr 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$56,362.86 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 11 | 0 | 6 | 0 | 0 | 0 | 6 | 0 | 5 | 0 | 0 | 0 | 5 |
| <i>Office of Emergency Mgmt</i> | 100.00% | 0.00% | 54.55% | 0.00% | 0.00% | 0.00% | 54.55% | 0.00% | 45.45% | 0.00% | 0.00% | 0.00% | 45.45% |

| Parks | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------------------|-------------|---------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07241 Admin Asst | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$43,140.41 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07720 Admin Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$59,736.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 Admin Svcs Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$46,918.33 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 Admin Svcs Officer 4 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$61,501.30 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10100 Application Tech 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$36,672.57 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10102 Application Tech 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$37,153.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06801 Aquatics Coord | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$51,768.27 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 00680 Automotive Mechanic | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$42,999.84 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01770 Bldg & Grnds Electrician | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$41,868.82 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02230 Bldg Maint Lead Mechanic | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$44,888.73 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 00960 Carpenter 1 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$41,476.75 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06084 Concessions Clerk 1 | 20 | 3 | 10 | 0 | 0 | 0 | 13 | 0 | 7 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$12,619.26 | 15.00% | 50.00% | 0.00% | 0.00% | 0.00% | 65.00% | 0.00% | 35.00% | 0.00% | 0.00% | 0.00% | 35.00% |
| 06085 Concessions Clerk 2 | 11 | 1 | 3 | 0 | 0 | 0 | 4 | 1 | 6 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$25,640.55 | 9.09% | 27.27% | 0.00% | 0.00% | 0.00% | 36.36% | 9.09% | 54.55% | 0.00% | 0.00% | 0.00% | 63.64% |

| Parks | | | MALE | | | | | FEMALE | | | | | | |
|-------|------------------------------|-------------|---------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 05450 | Custodial Svcs Asst Supv | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$36,372.26 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 05460 | Custodial Svcs Supv | 4 | 3 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$40,421.17 | 75.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 07280 | Custodian 1 | 23 | 12 | 4 | 0 | 1 | 0 | 17 | 3 | 2 | 1 | 0 | 0 | 6 |
| | Average Annual Salary: | \$26,413.73 | 52.17% | 17.39% | 0.00% | 4.35% | 0.00% | 73.91% | 13.04% | 8.70% | 4.35% | 0.00% | 0.00% | 26.09% |
| 07300 | Engineering Tech 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$57,179.20 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06830 | Facilities Mgr | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$58,807.07 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07040 | Facility Coord | 9 | 2 | 1 | 0 | 0 | 0 | 3 | 3 | 3 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$53,280.08 | 22.22% | 11.11% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10153 | Finance Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$61,350.88 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00451 | Golf Course Asst Mgr | 4 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$46,790.65 | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 02280 | Golf Course Mgr | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$55,970.35 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 06077 | Greenskeeper 2 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$47,014.77 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10477 | Information Sys oper Anal 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$61,521.96 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07324 | Maint & Repair District Supv | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$58,584.68 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07325 | Maint & Repair Leader 1 | 19 | 1 | 17 | 0 | 0 | 0 | 18 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$38,748.59 | 5.26% | 89.47% | 0.00% | 0.00% | 0.00% | 94.74% | 0.00% | 5.26% | 0.00% | 0.00% | 0.00% | 5.26% |

| Parks | | | MALE | | | | | FEMALE | | | | | | |
|-------|-------------------------|-------------|---------|---------|-------|-------|--------|---------|-------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07326 | Maint & Repair Leader 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$45,193.89 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07327 | Maint & Repair Supv | 11 | 0 | 10 | 0 | 0 | 0 | 10 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$50,507.43 | 0.00% | 90.91% | 0.00% | 0.00% | 0.00% | 90.91% | 0.00% | 9.09% | 0.00% | 0.00% | 0.00% | 9.09% |
| 02799 | Maint & Repair Worker 1 | 12 | 6 | 6 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$28,696.21 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07328 | Maint & Repair Worker 2 | 47 | 4 | 39 | 2 | 0 | 0 | 45 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$29,785.95 | 8.51% | 82.98% | 4.26% | 0.00% | 0.00% | 95.74% | 2.13% | 2.13% | 0.00% | 0.00% | 0.00% | 4.26% |
| 07329 | Maint & Repair Worker 3 | 34 | 6 | 27 | 0 | 0 | 0 | 33 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$33,508.23 | 17.65% | 79.41% | 0.00% | 0.00% | 0.00% | 97.06% | 0.00% | 2.94% | 0.00% | 0.00% | 0.00% | 2.94% |
| 03020 | Masonry Worker | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$39,644.56 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03190 | Museum Coord | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$47,651.31 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07745 | Museum Gift Shop Mgr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$42,067.32 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06848 | Museum Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$62,965.04 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03200 | Museum Spec 2 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$38,111.21 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07334 | Naturalist 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$19,912.06 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07335 | Naturalist 2 | 4 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$19,684.09 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07336 | Naturalist 3 | 5 | 0 | 1 | 0 | 0 | 1 | 2 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$42,665.86 | 0.00% | 20.00% | 0.00% | 0.00% | 20.00% | 40.00% | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% |

| Parks | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------------|--------------|--------|---------|--------|-------|-------|---------|--------|---------|-------|--------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07337 Nature Center Mgr | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$52,742.03 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10120 Office Support Rep 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 |
| Average Annual Salary: | \$11,092.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 50.00% | 0.00% | 100.00% |
| 10121 Office Support Rep 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$28,107.60 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10122 Office Support Rep 3 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$36,771.72 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10123 Office Support Spec 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$36,133.10 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 Office Support Spec 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$46,141.10 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07341 Painter 1 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$37,718.13 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06525 Park Police 1 | 4 | 1 | 2 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$16,831.21 | 25.00% | 50.00% | 25.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10127 Park Police 2 | 15 | 6 | 7 | 0 | 0 | 0 | 13 | 0 | 1 | 1 | 0 | 0 | 2 |
| Average Annual Salary: | \$45,721.45 | 40.00% | 46.67% | 0.00% | 0.00% | 0.00% | 86.67% | 0.00% | 6.67% | 6.67% | 0.00% | 0.00% | 13.33% |
| 06853 Park Police Lieutenant | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$57,179.20 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06526 Park Police Sergeant | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$48,671.00 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06553 Parks & Recreation Asst Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$106,871.50 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01610 Parks & Recreation Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$135,581.99 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| <i>Parks</i> | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| TOTAL | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 06247 | Parks & Recreation Supt | 9 | 1 | 6 | 0 | 0 | 0 | 7 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$69,131.99 | 11.11% | 66.67% | 0.00% | 0.00% | 0.00% | 77.78% | 11.11% | 11.11% | 0.00% | 0.00% | 0.00% | 22.22% |
| 09101 | Part Time Worker 2 | 5 | 0 | 5 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$9,430.01 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 09102 | Part Time Worker 3 | 27 | 9 | 7 | 0 | 0 | 0 | 16 | 4 | 6 | 0 | 1 | 0 | 11 |
| Average Annual Salary: | | \$11,618.41 | 33.33% | 25.93% | 0.00% | 0.00% | 0.00% | 59.26% | 14.81% | 22.22% | 0.00% | 3.70% | 0.00% | 40.74% |
| 03610 | Plumber | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$44,477.60 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06034 | Program Coord | 28 | 10 | 4 | 0 | 0 | 0 | 14 | 10 | 4 | 0 | 0 | 0 | 14 |
| Average Annual Salary: | | \$42,761.13 | 35.71% | 14.29% | 0.00% | 0.00% | 0.00% | 50.00% | 35.71% | 14.29% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07380 | Program Spec 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$48,382.88 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01320 | Recreation Center Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$41,149.36 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06880 | Recreation Leader | 90 | 40 | 9 | 0 | 0 | 0 | 49 | 26 | 12 | 3 | 0 | 0 | 41 |
| Average Annual Salary: | | \$23,776.61 | 44.44% | 10.00% | 0.00% | 0.00% | 0.00% | 54.44% | 28.89% | 13.33% | 3.33% | 0.00% | 0.00% | 45.56% |
| 09020 | Seasonal/Part-time/Temporary | 63 | 4 | 12 | 1 | 0 | 0 | 17 | 5 | 38 | 1 | 2 | 0 | 46 |
| Average Annual Salary: | | \$0.00 | 6.35% | 19.05% | 1.59% | 0.00% | 0.00% | 26.98% | 7.94% | 60.32% | 1.59% | 3.17% | 0.00% | 73.02% |
| 05923 | Special Programs Coord | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$50,216.75 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07762 | Special Projects Mgr | 9 | 1 | 4 | 0 | 0 | 0 | 5 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$92,096.13 | 11.11% | 44.44% | 0.00% | 0.00% | 0.00% | 55.56% | 11.11% | 33.33% | 0.00% | 0.00% | 0.00% | 44.44% |
| 00220 | Specialized Skills Instr | 13 | 1 | 8 | 0 | 0 | 0 | 9 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$34,545.96 | 7.69% | 61.54% | 0.00% | 0.00% | 0.00% | 69.23% | 0.00% | 30.77% | 0.00% | 0.00% | 0.00% | 30.77% |
| 06892 | Specialized Skills Supv | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$48,872.95 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Parks | | MALE | | | | | | FEMALE | | | | | | |
|------------------------|------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | 35 | 22 | 10 | 0 | 0 | 0 | 32 | 3 | 0 | 0 | 0 | 0 | 3 |
| 09108 | Sports Official | | 62.86% | 28.57% | 0.00% | 0.00% | 0.00% | 91.43% | 8.57% | 0.00% | 0.00% | 0.00% | 0.00% | 8.57% |
| Average Annual Salary: | | \$0.00 | | | | | | | | | | | | |
| | | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| 07756 | Technical Specialist 1 | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Average Annual Salary: | | \$51,670.68 | | | | | | | | | | | | |
| Department Totals: | | 584 | 139 | 236 | 4 | 1 | 1 | 381 | 63 | 130 | 6 | 4 | 0 | 203 |
| Parks | | 100.00% | 23.80% | 40.41% | 0.68% | 0.17% | 0.17% | 65.24% | 10.79% | 22.26% | 1.03% | 0.68% | 0.00% | 34.76% |

| Planning Commission | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|----------------------------|--------------|---------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$43,804.09 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$39,550.12 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 | Admin Svcs Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$46,918.33 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07729 | CAD/GIS Analyst 1 | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$40,485.68 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10152 | Finance Officer 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$57,424.42 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 09102 | Part Time Worker 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$31,984.74 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06860 | Planner 1 | 7 | 1 | 4 | 0 | 0 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$44,174.91 | 14.29% | 57.14% | 0.00% | 0.00% | 0.00% | 71.43% | 14.29% | 14.29% | 0.00% | 0.00% | 0.00% | 28.57% |
| 06862 | Planner 2 | 14 | 0 | 7 | 0 | 0 | 1 | 8 | 2 | 4 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | | \$57,991.55 | 0.00% | 50.00% | 0.00% | 0.00% | 7.14% | 57.14% | 14.29% | 28.57% | 0.00% | 0.00% | 0.00% | 42.86% |
| 06861 | Planner 3 | 6 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$76,217.69 | 16.67% | 16.67% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10128 | Planning Asst Exec Dir-Ops | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$127,046.84 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01940 | Planning Exec Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$160,420.01 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10129 | Planning Mgr 1 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$81,347.06 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 06863 | Planning Mgr 2 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$90,575.61 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |

| <i>Planning Commission</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------------------|------------------------------------|-------|---------|-------|-------|-------|---------|--------|---------|-------|-------|--------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 06864 | Planning Tech 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: \$32,356.77 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06866 | Planning Tech 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$39,150.67 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 06865 | Planning Tech 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$39,821.99 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 09105 | Seasonal Worker 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 3 |
| | Average Annual Salary: \$11,656.67 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 0.00% | 0.00% | 33.33% | 100.00% |
| 10766 | Senior Trans Planner | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$70,700.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07762 | Special Projects Mgr | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: \$94,220.34 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | | 4 | 22 | 0 | 0 | 1 | 27 | 5 | 21 | 0 | 0 | 1 | 27 |
| <i>Planning Commission</i> | | 7.41% | 40.74% | 0.00% | 0.00% | 1.85% | 50.00% | 9.26% | 38.89% | 0.00% | 0.00% | 1.85% | 50.00% |

| Police | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------|--------------------------|-------------|--------|---------|--------|-------|-------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07241 | Admin Asst | 17 | 0 | 1 | 0 | 0 | 0 | 4 | 12 | 0 | 0 | 0 | 16 |
| | Average Annual Salary: | \$43,391.75 | 0.00% | 5.88% | 0.00% | 0.00% | 0.00% | 23.53% | 70.59% | 0.00% | 0.00% | 0.00% | 94.12% |
| 07720 | Admin Spec | 4 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$53,683.62 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 07242 | Admin Svcs Mgr | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$74,669.36 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 02660 | Admin Svcs Officer 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$32,899.44 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$28,823.86 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07244 | Admin Svcs Officer 3 | 8 | 1 | 1 | 0 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$46,185.35 | 12.50% | 12.50% | 0.00% | 0.00% | 0.00% | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 07245 | Admin Svcs Officer 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$57,708.20 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07174 | Armorer | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$57,180.08 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07175 | Behavioral Hlth Svcs Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$78,153.98 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07255 | Bldg Maint Leader | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$35,128.19 | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02220 | Bldg Maint Mechanic | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$39,086.61 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 04540 | Computer Operator 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$29,027.16 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07268 | Computer Operator 3 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$36,312.92 | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |

| Police | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------|--------------------------------|--------------|--------|---------|-------|--------|-------|--------|---------|---------|--------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 10715 | Crime Lab Business Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$67,010.20 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10718 | Crime Lab Evid Recv Supv | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$45,452.36 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10719 | Crime Lab Evid Recv Tech | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$44,160.72 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10720 | Crime Lab Forensic Scientist 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| | Average Annual Salary: | \$49,351.98 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% |
| 10721 | Crime Lab Forensic Scientist 2 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$48,841.14 | 0.00% | 25.00% | 0.00% | 25.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10722 | Crime Lab Forensic Scientist 3 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$60,114.34 | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 0.00% | 83.33% | 0.00% | 0.00% | 0.00% | 83.33% |
| 10716 | Crime Lab Forensic Supv | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$75,391.15 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10723 | Crime Lab Forensic Technician | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$40,264.45 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10717 | Crime Lab IT Manager | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$65,058.44 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10713 | Crime Laboratory Director | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$83,538.56 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10487 | Crime Scene Technician 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 1 | 0 | 7 |
| | Average Annual Salary: | \$42,476.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 85.71% | 0.00% | 14.29% | 0.00% | 100.00% |
| 03027 | Equip & Supply Clerk 3 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$36,672.57 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10354 | Exe Administrator Police/Fire | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$115,506.23 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |

| Police | | | MALE | | | | | FEMALE | | | | | | |
|--------|--------------------------------|-------------|---------|---------|-------|--------|-------|---------|---------|---------|--------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07722 | Exec Asst To Chief-Police/Fire | 4 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$49,117.28 | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 06232 | Finance Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$87,309.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07346 | Human Resources Admin | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$68,408.05 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 02730 | Human Resources Analyst 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$38,268.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01472 | Human Resources Asst 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$31,931.37 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06931 | Human Resources Asst 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$32,356.77 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06531 | Human Resources Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$80,744.39 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07769 | Info Sys Comm Analyst 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$49,406.35 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07780 | Info Systems App Analyst 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$56,185.70 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07783 | Info Systems App Analyst 3 | 7 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 1 | 1 | 0 | 0 | 2 |
| | Average Annual Salary: | \$68,276.60 | 14.29% | 57.14% | 0.00% | 0.00% | 0.00% | 71.43% | 0.00% | 14.29% | 14.29% | 0.00% | 0.00% | 28.57% |
| 07784 | Info Systems App Tech 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$45,369.52 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07785 | Info Systems App Tech 2 | 4 | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$42,972.12 | 0.00% | 25.00% | 0.00% | 25.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10471 | Information Sys Media Analys 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$53,280.08 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Police | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|--------|---------|--------|-------|-------|---------|---------|---------|--------|--------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07234 Information Systems Advisor 1 | 7 | 0 | 6 | 1 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$80,243.81 | 0.00% | 85.71% | 14.29% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07407 Information Systems Advisor 2 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$91,829.52 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10121 Office Support Rep 2 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$25,880.40 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10123 Office Support Spec 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$34,514.67 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 Office Support Spec 2 | 6 | 2 | 1 | 0 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$39,350.39 | 33.33% | 16.67% | 0.00% | 0.00% | 0.00% | 50.00% | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% |
| 00956 Police Captain | 16 | 1 | 12 | 0 | 0 | 0 | 13 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$87,328.18 | 6.25% | 75.00% | 0.00% | 0.00% | 0.00% | 81.25% | 6.25% | 12.50% | 0.00% | 0.00% | 0.00% | 18.75% |
| 01110 Police Chief | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$179,275.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07702 Police Commander | 8 | 2 | 3 | 0 | 0 | 0 | 5 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$98,239.96 | 25.00% | 37.50% | 0.00% | 0.00% | 0.00% | 62.50% | 0.00% | 37.50% | 0.00% | 0.00% | 0.00% | 37.50% |
| 06882 Police Crisis Counseling Supv | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$63,051.14 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10130 Police Crisis Counselor 2 | 9 | 0 | 1 | 0 | 0 | 0 | 1 | 4 | 2 | 1 | 1 | 0 | 8 |
| Average Annual Salary: | \$52,742.03 | 0.00% | 11.11% | 0.00% | 0.00% | 0.00% | 11.11% | 44.44% | 22.22% | 11.11% | 11.11% | 0.00% | 88.89% |
| 01396 Police Data Prod Cntrl Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$50,888.54 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10154 Police Dpty Chief | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$117,841.76 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07352 Police Ident Analyst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$47,786.18 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Police | | | MALE | | | | | | FEMALE | | | | | |
|--------|--------------------------------|-------------|--------|--------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 10489 | Police Ident Analyst 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$52,782.19 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07353 | Police Identification Spec 1 | 3 | 2 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$35,953.27 | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07354 | Police Identification Spec 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$40,149.30 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06651 | Police Identification Supv | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$59,736.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07355 | Police Lieutenant | 62 | 4 | 53 | 0 | 0 | 0 | 57 | 1 | 4 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$75,005.34 | 6.45% | 85.48% | 0.00% | 0.00% | 0.00% | 91.94% | 1.61% | 6.45% | 0.00% | 0.00% | 0.00% | 8.06% |
| 06872 | Police Officer 1 | 43 | 2 | 35 | 1 | 0 | 0 | 38 | 0 | 4 | 1 | 0 | 0 | 5 |
| | Average Annual Salary: | \$41,968.72 | 4.65% | 81.40% | 2.33% | 0.00% | 0.00% | 88.37% | 0.00% | 9.30% | 2.33% | 0.00% | 0.00% | 11.63% |
| 07356 | Police Officer 2 | 958 | 95 | 752 | 17 | 18 | 3 | 885 | 11 | 61 | 1 | 0 | 0 | 73 |
| | Average Annual Salary: | \$53,066.33 | 9.92% | 78.50% | 1.77% | 1.88% | 0.31% | 92.38% | 1.15% | 6.37% | 0.10% | 0.00% | 0.00% | 7.62% |
| 07357 | Police Officer 2-Fld Trng Ofcr | 66 | 8 | 54 | 0 | 1 | 0 | 63 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$60,922.36 | 12.12% | 81.82% | 0.00% | 1.52% | 0.00% | 95.45% | 0.00% | 4.55% | 0.00% | 0.00% | 0.00% | 4.55% |
| 07794 | Police Officer 3 | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$48,501.08 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03257 | Police Officer Trainee | 56 | 5 | 44 | 2 | 1 | 0 | 52 | 3 | 1 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$36,464.64 | 8.93% | 78.57% | 3.57% | 1.79% | 0.00% | 92.86% | 5.36% | 1.79% | 0.00% | 0.00% | 0.00% | 7.14% |
| 07358 | Police Operations Analyst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$38,351.76 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07178 | Police Operations Analyst 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$54,248.15 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07362 | Police Operations Asst 1 | 18 | 1 | 4 | 0 | 0 | 0 | 5 | 3 | 10 | 0 | 0 | 0 | 13 |
| | Average Annual Salary: | \$23,959.79 | 5.56% | 22.22% | 0.00% | 0.00% | 0.00% | 27.78% | 16.67% | 55.56% | 0.00% | 0.00% | 0.00% | 72.22% |

| Police | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------------------------|-------------|--------|--------|-------|---------|-------|---------|--------|--------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07363 Police Operations Asst 2 | 21 | 2 | 3 | 0 | 0 | 0 | 5 | 8 | 8 | 0 | 0 | 0 | 16 |
| Average Annual Salary: | \$27,859.57 | 9.52% | 14.29% | 0.00% | 0.00% | 0.00% | 23.81% | 38.10% | 38.10% | 0.00% | 0.00% | 0.00% | 76.19% |
| 07796 Police Operations Asst 3 | 19 | 3 | 4 | 0 | 0 | 0 | 7 | 4 | 8 | 0 | 0 | 0 | 12 |
| Average Annual Salary: | \$32,985.52 | 15.79% | 21.05% | 0.00% | 0.00% | 0.00% | 36.84% | 21.05% | 42.11% | 0.00% | 0.00% | 0.00% | 63.16% |
| 07365 Police Operations Coord 1 | 41 | 1 | 4 | 1 | 0 | 0 | 6 | 14 | 20 | 1 | 0 | 0 | 35 |
| Average Annual Salary: | \$37,488.36 | 2.44% | 9.76% | 2.44% | 0.00% | 0.00% | 14.63% | 34.15% | 48.78% | 2.44% | 0.00% | 0.00% | 85.37% |
| 07364 Police Operations Coord 2 | 22 | 0 | 1 | 0 | 0 | 0 | 1 | 7 | 14 | 0 | 0 | 0 | 21 |
| Average Annual Salary: | \$42,164.72 | 0.00% | 4.55% | 0.00% | 0.00% | 0.00% | 4.55% | 31.82% | 63.64% | 0.00% | 0.00% | 0.00% | 95.45% |
| 07361 Police Operations Supv | 10 | 0 | 3 | 0 | 0 | 0 | 3 | 3 | 4 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$45,396.92 | 0.00% | 30.00% | 0.00% | 0.00% | 0.00% | 30.00% | 30.00% | 40.00% | 0.00% | 0.00% | 0.00% | 70.00% |
| 07751 Police Security Guard 1 | 16 | 4 | 9 | 1 | 0 | 0 | 14 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$31,568.34 | 25.00% | 56.25% | 6.25% | 0.00% | 0.00% | 87.50% | 12.50% | 0.00% | 0.00% | 0.00% | 0.00% | 12.50% |
| 07752 Police Security Guard 2 | 3 | 2 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$39,949.57 | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07366 Police Sergeant | 238 | 23 | 197 | 2 | 1 | 0 | 223 | 4 | 11 | 0 | 0 | 0 | 15 |
| Average Annual Salary: | \$66,458.70 | 9.66% | 82.77% | 0.84% | 0.42% | 0.00% | 93.70% | 1.68% | 4.62% | 0.00% | 0.00% | 0.00% | 6.30% |
| 07368 Police Youth Counselor 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$54,248.15 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07753 Professional Spec | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$49,244.68 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10134 Research Mgr-Police | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$85,667.31 | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03445 School Crossing Guard | 157 | 21 | 13 | 0 | 0 | 0 | 34 | 71 | 52 | 0 | 0 | 0 | 123 |
| Average Annual Salary: | \$8,608.73 | 13.38% | 8.28% | 0.00% | 0.00% | 0.00% | 21.66% | 45.22% | 33.12% | 0.00% | 0.00% | 0.00% | 78.34% |
| 03447 School Crossing Guard Supv | 10 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 9 | 0 | 0 | 0 | 9 |
| Average Annual Salary: | \$20,131.02 | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 10.00% | 0.00% | 90.00% | 0.00% | 0.00% | 0.00% | 90.00% |

| <i>Police</i> | | | MALE | | | | | FEMALE | | | | | | | |
|------------------------|------------------------|--|-------------|-------|---------|-------|-------|--------|---------|-------|--------|-------|-------|-------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| 07756 | Technical Specialist 1 | | | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Average Annual Salary: | | | \$51,127.87 | | | | | | | | | | | | |
| | | | 22 | 1 | 18 | 0 | 0 | 0 | 19 | 0 | 3 | 0 | 0 | 0 | 3 |
| 07757 | Technical Specialist 2 | | | 4.55% | 81.82% | 0.00% | 0.00% | 0.00% | 86.36% | 0.00% | 13.64% | 0.00% | 0.00% | 0.00% | 13.64% |
| Average Annual Salary: | | | \$29,707.97 | | | | | | | | | | | | |
| Department Totals: | | | 1957 | 187 | 1260 | 26 | 24 | 3 | 1500 | 159 | 290 | 6 | 2 | 0 | 457 |
| <i>Police</i> | | | 100.00% | 9.56% | 64.38% | 1.33% | 1.23% | 0.15% | 76.65% | 8.12% | 14.82% | 0.31% | 0.10% | 0.00% | 23.35% |

| Public Defender | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------|-----------------------------|--------------|---------|--------|--------|-------|-------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07241 | Admin Asst | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$51,104.59 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07242 | Admin Svcs Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$74,226.95 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10172 | Assoc Pub Defender | 11 | 0 | 6 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$90,644.26 | 0.00% | 54.55% | 0.00% | 0.00% | 0.00% | 0.00% | 45.45% | 0.00% | 0.00% | 0.00% | 45.45% |
| 10171 | Asst Pub Defender | 36 | 2 | 9 | 0 | 1 | 0 | 4 | 19 | 1 | 0 | 0 | 24 |
| | Average Annual Salary: | \$53,139.85 | 5.56% | 25.00% | 0.00% | 2.78% | 0.00% | 11.11% | 52.78% | 2.78% | 0.00% | 0.00% | 66.67% |
| 07279 | Criminal Investigator | 7 | 0 | 3 | 1 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$44,752.21 | 0.00% | 42.86% | 14.29% | 0.00% | 0.00% | 14.29% | 28.57% | 0.00% | 0.00% | 0.00% | 42.86% |
| 07206 | Criminal Investigator Chief | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$56,508.40 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07205 | Deputy Public Defender | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$115,407.30 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 02870 | Legal Secretary 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$36,312.55 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07322 | Legal Secretary 2 | 7 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 0 | 0 | 0 | 7 |
| | Average Annual Salary: | \$42,974.01 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 71.43% | 28.57% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07343 | Paralegal | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$46,141.10 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06034 | Program Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$39,821.99 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07377 | Program Mgr 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$56,454.30 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03964 | Public Defender | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$148,505.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Public Defender | | | MALE | | | | | FEMALE | | | | | | | |
|------------------------|-------------------|-------------|---------|-------|--------|-------|-------|--------|--------|---------|--------|-------|-------|---------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 01820 | Social Work Assoc | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | |
| Average Annual Salary: | | \$32,356.77 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 04835 | Social Worker 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 3 | |
| Average Annual Salary: | | \$48,872.95 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 100.00% | |
| Department Totals: | | | 78 | 3 | 18 | 1 | 1 | 0 | 23 | 13 | 41 | 1 | 0 | 0 | 55 |
| Public Defender | | | 100.00% | 3.85% | 23.08% | 1.28% | 1.28% | 0.00% | 29.49% | 16.67% | 52.56% | 1.28% | 0.00% | 0.00% | 70.51% |

| Public Library | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|----------------------|-------------|-------|---------|-------|-------|-------|---------|--------|---------|--------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$49,113.54 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07242 | Admin Svcs Mgr | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$76,145.35 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$32,958.34 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07244 | Admin Svcs Officer 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 3 |
| Average Annual Salary: | | \$49,361.60 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 100.00% |
| 07245 | Admin Svcs Officer 4 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$59,801.43 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| 10100 | Application Tech 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$37,212.05 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07765 | Archives Asst 3 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$29,995.23 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 06802 | Archivist | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$69,186.06 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02220 | Bldg Maint Mechanic | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$36,311.94 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 00842 | Bldg Maint Supt | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$63,402.64 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07256 | Bldg Maint Supv | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$58,584.68 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02900 | Circulation Asst 1 | 36 | 1 | 4 | 0 | 0 | 0 | 5 | 9 | 21 | 0 | 0 | 1 | 31 |
| Average Annual Salary: | | \$22,676.76 | 2.78% | 11.11% | 0.00% | 0.00% | 0.00% | 13.89% | 25.00% | 58.33% | 0.00% | 0.00% | 2.78% | 86.11% |
| 07767 | Circulation Asst 2 | 26 | 2 | 11 | 0 | 0 | 1 | 14 | 6 | 6 | 0 | 0 | 0 | 12 |
| Average Annual Salary: | | \$29,820.11 | 7.69% | 42.31% | 0.00% | 0.00% | 3.85% | 53.85% | 23.08% | 23.08% | 0.00% | 0.00% | 0.00% | 46.15% |

| Public Library | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------|----------------------------|-------------|--------|---------|-------|-------|-------|---------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07768 | Circulation Supv | 7 | 0 | 2 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$32,761.14 | 0.00% | 28.57% | 0.00% | 0.00% | 0.00% | 57.14% | 14.29% | 0.00% | 0.00% | 0.00% | 71.43% |
| 05460 | Custodial Svcs Supv | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$42,728.36 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07280 | Custodian 1 | 17 | 11 | 1 | 0 | 0 | 0 | 2 | 3 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$26,657.83 | 64.71% | 5.88% | 0.00% | 0.00% | 0.00% | 11.76% | 17.65% | 0.00% | 0.00% | 0.00% | 29.41% |
| 02630 | Custodian 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$33,250.76 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06826 | Equip Operator 1 | 5 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$31,572.39 | 40.00% | 60.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10108 | Finance Admin | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$70,259.60 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06232 | Finance Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$78,627.19 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07346 | Human Resources Admin | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$65,127.16 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03455 | Human Resources Analyst 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$49,850.26 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06224 | Indust Electrician 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$46,958.22 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07779 | Info Systems App Analyst 1 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$47,651.31 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07780 | Info Systems App Analyst 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$54,894.24 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07783 | Info Systems App Analyst 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$57,667.88 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Public Library | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------|-------------------------------|-------------|--------|---------|-------|-------|-------|--------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07784 | Info Systems App Tech 1 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$37,952.31 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07785 | Info Systems App Tech 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$49,113.55 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07234 | Information Systems Advisor 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$72,190.17 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02890 | Librarian 1 | 23 | 1 | 6 | 0 | 0 | 0 | 2 | 13 | 0 | 0 | 1 | 16 |
| | Average Annual Salary: | \$43,746.37 | 4.35% | 26.09% | 0.00% | 0.00% | 0.00% | 8.70% | 56.52% | 0.00% | 0.00% | 4.35% | 69.57% |
| 07323 | Librarian 2 | 20 | 0 | 2 | 0 | 0 | 0 | 2 | 16 | 0 | 0 | 0 | 18 |
| | Average Annual Salary: | \$50,509.94 | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 10.00% | 80.00% | 0.00% | 0.00% | 0.00% | 90.00% |
| 06847 | Library Admin | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$82,610.05 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 04630 | Library Assoc 1 | 46 | 2 | 14 | 0 | 0 | 0 | 8 | 21 | 1 | 0 | 0 | 30 |
| | Average Annual Salary: | \$30,517.27 | 4.35% | 30.43% | 0.00% | 0.00% | 0.00% | 17.39% | 45.65% | 2.17% | 0.00% | 0.00% | 65.22% |
| 02901 | Library Assoc 2 | 8 | 0 | 2 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$36,807.44 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 12.50% | 62.50% | 0.00% | 0.00% | 0.00% | 75.00% |
| 10116 | Library Assoc 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$47,786.18 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07793 | Library Mgr 1 | 8 | 1 | 2 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$53,683.62 | 12.50% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 62.50% | 0.00% | 0.00% | 0.00% | 62.50% |
| 05300 | Library Mgr 2 | 8 | 0 | 1 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 7 |
| | Average Annual Salary: | \$60,713.11 | 0.00% | 12.50% | 0.00% | 0.00% | 0.00% | 0.00% | 87.50% | 0.00% | 0.00% | 0.00% | 87.50% |
| 04855 | Library Mgr 3 | 5 | 0 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$66,445.05 | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% | 40.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 05070 | Library Page | 41 | 8 | 6 | 2 | 0 | 0 | 0 | 24 | 1 | 0 | 0 | 25 |
| | Average Annual Salary: | \$9,658.46 | 19.51% | 14.63% | 4.88% | 0.00% | 0.00% | 0.00% | 58.54% | 2.44% | 0.00% | 0.00% | 60.98% |

| Public Library | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------|-----------------------------|--------------|--------|---------|-------|-------|-------|---------|---------|--------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 05995 | Library Performing Artist 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$36,672.57 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 01070 | Library Services Dir | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$138,653.59 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 05910 | Mail Clerk Carrier | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$25,945.97 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07327 | Maint & Repair Supv | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$44,990.31 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10119 | Office Support Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$41,149.36 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10121 | Office Support Rep 2 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$18,285.79 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10122 | Office Support Rep 3 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$31,931.37 | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10123 | Office Support Spec 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$33,435.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10124 | Office Support Spec 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$38,351.76 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 06034 | Program Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$39,821.99 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07376 | Program Mgr 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$51,665.92 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07377 | Program Mgr 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$54,339.95 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07378 | Program Spec 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 4 |
| | Average Annual Salary: | \$25,078.74 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 100.00% |

| Public Library | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------|-------------|-------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 07379 Program Spec 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$39,550.12 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07381 Program Supv | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$51,316.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 04725 Property Guard 2 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$28,828.15 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07384 Public Info Rep | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$45,452.36 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 04030 Radio Announcer | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$32,356.77 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 327 | 30 | 88 | 2 | 0 | 1 | 121 | 44 | 157 | 3 | 0 | 2 | 206 |
| Public Library | 100.00% | 9.17% | 26.91% | 0.61% | 0.00% | 0.31% | 37.00% | 13.46% | 48.01% | 0.92% | 0.00% | 0.61% | 63.00% |

| Public Works | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|------------------------|-------------|---------|---------|---------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07241 | Admin Asst | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$39,821.99 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07720 | Admin Spec | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$60,257.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07242 | Admin Svcs Mgr | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$68,001.83 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07243 | Admin Svcs Officer 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$36,554.22 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07244 | Admin Svcs Officer 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$53,515.17 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00960 | Carpenter 1 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$38,498.50 | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07731 | Compliance Inspector 1 | 4 | 2 | 2 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$39,717.56 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07732 | Compliance Inspector 2 | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$45,573.94 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07733 | Compliance Inspector 3 | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$52,855.72 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07734 | Contract Admin | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$91,694.30 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07736 | Cust Svc Field Rep 1 | 4 | 3 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$31,177.32 | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07737 | Cust Svc Field Rep 2 | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$36,877.76 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07738 | Cust Svc Field Rep 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$43,329.34 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Public Works | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------|------------------------|--------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| 00746 | Cust Svc Mgr | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06598 | Cust Svc Supv | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07294 | Engineer 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07295 | Engineer 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06606 | Engineer 3 | 1 | 5 | 0 | 0 | 0 | 6 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 14.29% | 71.43% | 0.00% | 0.00% | 0.00% | 85.71% | 0.00% | 14.29% | 0.00% | 0.00% | 0.00% | 14.29% |
| 07296 | Engineer In Training | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07299 | Engineering Tech 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07300 | Engineering Tech 3 | 3 | 3 | 0 | 0 | 0 | 6 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% | 11.11% | 22.22% | 0.00% | 0.00% | 0.00% | 33.33% |
| 06826 | Equip Operator 1 | 4 | 5 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 44.44% | 55.56% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06827 | Equip Operator 2 | 7 | 19 | 0 | 0 | 0 | 26 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 26.92% | 73.08% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07303 | Equip Operator 3 | 22 | 62 | 0 | 0 | 0 | 84 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 26.19% | 73.81% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06232 | Finance Mgr | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10150 | Finance Officer 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Public Works | | | MALE | | | | | FEMALE | | | | | | |
|--------------|------------------------------|--------------|---------|---------|-------|-------|-------|---------|--------|---------|--------|-------|--------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 10152 | Finance Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$55,096.85 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06531 | Human Resources Mgr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$81,804.14 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07783 | Info Systems App Analyst 3 | 3 | 2 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$58,046.57 | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07318 | Info Systems Div Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$110,508.85 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07324 | Maint & Repair District Supv | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$52,273.82 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07325 | Maint & Repair Leader 1 | 14 | 8 | 6 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$38,473.85 | 57.14% | 42.86% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07326 | Maint & Repair Leader 2 | 16 | 2 | 14 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$43,473.39 | 12.50% | 87.50% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02799 | Maint & Repair Worker 1 | 48 | 20 | 26 | 2 | 0 | 0 | 48 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$26,707.90 | 41.67% | 54.17% | 4.17% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07328 | Maint & Repair Worker 2 | 21 | 11 | 10 | 0 | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$31,555.69 | 52.38% | 47.62% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07329 | Maint & Repair Worker 3 | 9 | 4 | 5 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$33,989.42 | 44.44% | 55.56% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10119 | Office Support Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$51,768.27 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10123 | Office Support Spec 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 1 | 0 | 1 | 7 |
| | Average Annual Salary: | \$31,201.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 57.14% | 14.29% | 14.29% | 0.00% | 14.29% | 100.00% |
| 10124 | Office Support Spec 2 | 4 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$42,845.61 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% |

| Public Works | | | MALE | | | | | FEMALE | | | | | | |
|--------------|--------------------------------|--------------|--------|---------|-------|-------|-------|---------|-------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 10480 | Parking Patrol Officer 1 | 4 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$36,133.10 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07345 | Parts Supv | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$39,821.99 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07377 | Program Mgr 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$59,811.70 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00380 | Pub Works Asst Dir-Engineering | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$137,532.65 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10133 | Pub Works Asst Dir-F & A | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$118,663.25 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01650 | Pub Works Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$120,242.77 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07116 | Recycling Coord | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$46,212.11 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06133 | Safety Coord | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$69,186.06 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10156 | Safety Insp 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$51,316.22 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07397 | Sanitation Supv | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$47,919.55 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 04160 | Sanitation Worker | 11 | 7 | 4 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$30,725.59 | 63.64% | 36.36% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 09020 | Seasonal/Part-time/Temporary | 6 | 2 | 4 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$15,854.55 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07401 | Signal Maint Supv | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$52,454.77 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Public Works | | | MALE | | | | | FEMALE | | | | | | | |
|------------------------|-----------------------------|-------------|---------|---------|--------|-------|-------|---------|--------|---------|-------|-------|-------|---------|--------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | |
| | | | | | | | | | | | | | | | |
| 07402 | Signal Tech 1 | 4 | 2 | 2 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$36,021.66 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 04930 | Signal Tech 2 | 5 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$43,420.52 | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 04810 | Signal Tech 3 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$48,745.17 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 07404 | Skilled Craft Worker 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$37,163.36 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 05945 | Special Asst To The Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$83,652.24 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 07933 | Special Asst-Events | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | |
| Average Annual Salary: | | \$86,151.52 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 07762 | Special Projects Mgr | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | |
| Average Annual Salary: | | \$88,498.68 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | |
| 07756 | Technical Specialist 1 | 10 | 1 | 8 | 0 | 0 | 0 | 9 | 0 | 1 | 0 | 0 | 0 | 1 | |
| Average Annual Salary: | | \$58,103.94 | 10.00% | 80.00% | 0.00% | 0.00% | 0.00% | 90.00% | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 10.00% | |
| 07757 | Technical Specialist 2 | 6 | 0 | 6 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$63,550.67 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 07800 | Trans Licensing Insp 2 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$43,804.09 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 10484 | Waste Management Supervisor | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$55,633.10 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 07755 | Waste Mgmt Supt | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Average Annual Salary: | | \$72,703.02 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| Department Totals: | | | 378 | 110 | 224 | 3 | 0 | 0 | 337 | 7 | 32 | 1 | 0 | 1 | 41 |
| Public Works | | | 100.00% | 29.10% | 59.26% | 0.79% | 0.00% | 0.00% | 89.15% | 1.85% | 8.47% | 0.26% | 0.00% | 0.26% | 10.85% |

| Register of Deeds | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------|-------------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| | 31 | 0 | 12 | 0 | 0 | 0 | 12 | 1 | 18 | 0 | 0 | 0 | 19 |
| Average Annual Salary: | \$52,243.77 | 0.00% | 38.71% | 0.00% | 0.00% | 0.00% | 38.71% | 3.23% | 58.06% | 0.00% | 0.00% | 0.00% | 61.29% |
| Department Totals: | | | | | | | | | | | | | |
| | 31 | 0 | 12 | 0 | 0 | 0 | 12 | 1 | 18 | 0 | 0 | 0 | 19 |
| Register of Deeds | 100.00% | 0.00% | 38.71% | 0.00% | 0.00% | 0.00% | 38.71% | 3.23% | 58.06% | 0.00% | 0.00% | 0.00% | 61.29% |

| Sheriff | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|-------------------------------|--------------|---------|---------|--------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07241 | Admin Asst | 5 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$38,378.12 | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% | 40.00% | 40.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 07242 | Admin Svcs Mgr | 15 | 3 | 5 | 0 | 0 | 0 | 8 | 4 | 2 | 0 | 1 | 0 | 7 |
| Average Annual Salary: | | \$71,872.42 | 20.00% | 33.33% | 0.00% | 0.00% | 0.00% | 53.33% | 26.67% | 13.33% | 0.00% | 6.67% | 0.00% | 46.67% |
| 02660 | Admin Svcs Officer 1 | 5 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$33,886.30 | 20.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 40.00% | 40.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 07243 | Admin Svcs Officer 2 | 23 | 3 | 9 | 0 | 0 | 0 | 12 | 2 | 7 | 2 | 0 | 0 | 11 |
| Average Annual Salary: | | \$20,687.43 | 13.04% | 39.13% | 0.00% | 0.00% | 0.00% | 52.17% | 8.70% | 30.43% | 8.70% | 0.00% | 0.00% | 47.83% |
| 07244 | Admin Svcs Officer 3 | 17 | 1 | 3 | 0 | 0 | 0 | 4 | 3 | 10 | 0 | 0 | 0 | 13 |
| Average Annual Salary: | | \$43,323.44 | 5.88% | 17.65% | 0.00% | 0.00% | 0.00% | 23.53% | 17.65% | 58.82% | 0.00% | 0.00% | 0.00% | 76.47% |
| 07245 | Admin Svcs Officer 4 | 5 | 1 | 2 | 1 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$57,517.85 | 20.00% | 40.00% | 20.00% | 0.00% | 0.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| 10749 | App Support Tech 1-DCSO | 7 | 1 | 6 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$38,829.83 | 14.29% | 85.71% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10755 | Call Center Operator-DCSO | 9 | 0 | 1 | 0 | 0 | 0 | 1 | 5 | 3 | 0 | 0 | 0 | 8 |
| Average Annual Salary: | | \$29,271.68 | 0.00% | 11.11% | 0.00% | 0.00% | 0.00% | 11.11% | 55.56% | 33.33% | 0.00% | 0.00% | 0.00% | 88.89% |
| 06680 | Chief Deputy | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$130,128.12 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10398 | Chief of Administration | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$134,473.01 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10549 | Chief of Corrections | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$106,505.98 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10397 | Chief Warrant Officer-Sheriff | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$112,435.42 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10751 | Compliance Officer-DCSO | 5 | 1 | 3 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$55,436.15 | 20.00% | 60.00% | 0.00% | 0.00% | 0.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |

| Sheriff | | | MALE | | | | | FEMALE | | | | | | |
|---------|-------------------------------|--------------|--------|---------|-------|-------|-------|---------|---------|--------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 06982 | Correctional Officer 1 | 188 | 47 | 95 | 2 | 1 | 1 | 146 | 20 | 20 | 2 | 0 | 0 | 42 |
| | Average Annual Salary: | \$34,543.57 | 25.00% | 50.53% | 1.06% | 0.53% | 0.53% | 77.66% | 10.64% | 10.64% | 1.06% | 0.00% | 0.00% | 22.34% |
| 06981 | Correctional Officer 2 | 154 | 42 | 85 | 3 | 0 | 0 | 130 | 15 | 8 | 0 | 0 | 1 | 24 |
| | Average Annual Salary: | \$40,559.42 | 27.27% | 55.19% | 1.95% | 0.00% | 0.00% | 84.42% | 9.74% | 5.19% | 0.00% | 0.00% | 0.65% | 15.58% |
| 07145 | Correctional Officer Lieut | 23 | 7 | 12 | 0 | 0 | 1 | 20 | 2 | 1 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$53,292.09 | 30.43% | 52.17% | 0.00% | 0.00% | 4.35% | 86.96% | 8.70% | 4.35% | 0.00% | 0.00% | 0.00% | 13.04% |
| 06690 | Correctional Officer Sergeant | 23 | 7 | 14 | 0 | 0 | 0 | 21 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$46,920.51 | 30.43% | 60.87% | 0.00% | 0.00% | 0.00% | 91.30% | 4.35% | 4.35% | 0.00% | 0.00% | 0.00% | 8.70% |
| 07697 | Corrections Spec 2 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$50,883.36 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10645 | Court Referral Counselor | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$46,458.81 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06818 | Database Admin | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$96,786.19 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07159 | Div Mgr-Sheriff | 12 | 0 | 6 | 0 | 0 | 0 | 6 | 1 | 5 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$87,428.97 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 8.33% | 41.67% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10753 | Division Captain-DCSO | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$56,957.30 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10752 | Facility Admin-DCSO | 4 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$82,820.54 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 06232 | Finance Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$103,836.92 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06531 | Human Resources Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$87,006.53 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10756 | Inmate Prop Clerk-DCSO | 21 | 3 | 4 | 0 | 0 | 0 | 7 | 4 | 10 | 0 | 0 | 0 | 14 |
| | Average Annual Salary: | \$27,881.15 | 14.29% | 19.05% | 0.00% | 0.00% | 0.00% | 33.33% | 19.05% | 47.62% | 0.00% | 0.00% | 0.00% | 66.67% |

| Sheriff | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-----------------------------|-------------|--------|--------|-------|-------|-------|---------|--------|--------|--------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10748 Laundry Officer-DCSO | 4 | 1 | 2 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$41,347.66 | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| 10121 Office Support Rep 2 | 5 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 0 | 0 | 4 |
| Average Annual Salary: | \$29,666.51 | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% | 20.00% | 40.00% | 20.00% | 0.00% | 0.00% | 80.00% |
| 10123 Office Support Spec 1 | 5 | 0 | 1 | 0 | 0 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$35,809.58 | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% | 60.00% | 20.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 10124 Office Support Spec 2 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$41,467.50 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06034 Program Coord | 8 | 2 | 4 | 0 | 0 | 0 | 6 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$37,394.86 | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% | 12.50% | 12.50% | 0.00% | 0.00% | 0.00% | 25.00% |
| 07376 Program Mgr 1 | 12 | 1 | 5 | 0 | 0 | 0 | 6 | 1 | 4 | 1 | 0 | 0 | 6 |
| Average Annual Salary: | \$52,811.87 | 8.33% | 41.67% | 0.00% | 0.00% | 0.00% | 50.00% | 8.33% | 33.33% | 8.33% | 0.00% | 0.00% | 50.00% |
| 07377 Program Mgr 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$63,117.89 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07381 Program Supv | 8 | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 4 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$50,766.49 | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 10647 PT Case Officers | 5 | 2 | 2 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$35,926.69 | 40.00% | 40.00% | 0.00% | 0.00% | 0.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| 10757 Records Scanner-DCSO | 5 | 2 | 1 | 0 | 0 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$29,499.29 | 40.00% | 20.00% | 0.00% | 0.00% | 0.00% | 60.00% | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| 10613 Security Officer 1 | 45 | 16 | 17 | 1 | 0 | 0 | 34 | 9 | 2 | 0 | 0 | 0 | 11 |
| Average Annual Salary: | \$30,325.17 | 35.56% | 37.78% | 2.22% | 0.00% | 0.00% | 75.56% | 20.00% | 4.44% | 0.00% | 0.00% | 0.00% | 24.44% |
| 10614 Security Officer 2 | 19 | 5 | 10 | 0 | 0 | 1 | 16 | 3 | 0 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$36,379.86 | 26.32% | 52.63% | 0.00% | 0.00% | 5.26% | 84.21% | 15.79% | 0.00% | 0.00% | 0.00% | 0.00% | 15.79% |
| 10725 Security Officer 3 | 6 | 3 | 3 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$41,347.66 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Sheriff | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|---------|----------------------------|--------------|---------|---------|--------|--------|--------|--------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 04907 | Sheriff | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$151,718.13 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10577 | Sheriff Booking Supervisor | 10 | 1 | 4 | 0 | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$48,530.89 | 10.00% | 40.00% | 0.00% | 0.00% | 10.00% | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| 07143 | Sheriff Case Worker 1 | 18 | 3 | 4 | 0 | 0 | 0 | 10 | 1 | 0 | 0 | 0 | 11 |
| | Average Annual Salary: | \$39,100.51 | 16.67% | 22.22% | 0.00% | 0.00% | 0.00% | 55.56% | 5.56% | 0.00% | 0.00% | 0.00% | 61.11% |
| 10578 | Sheriff Case Worker 2 | 10 | 2 | 1 | 0 | 1 | 0 | 4 | 2 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$44,207.19 | 20.00% | 10.00% | 0.00% | 10.00% | 0.00% | 40.00% | 20.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 10576 | Sheriff Chaplain | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$28,841.20 | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10640 | Sheriff Chief Investigator | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$77,852.40 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07142 | Sheriff Classification Cou | 11 | 5 | 4 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$50,519.16 | 45.45% | 36.36% | 0.00% | 0.00% | 0.00% | 9.09% | 9.09% | 0.00% | 0.00% | 0.00% | 18.18% |
| 10639 | Sheriff Disciplinary Off | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$51,104.59 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10638 | Sheriff Education Coord | 5 | 0 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$40,240.04 | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% | 40.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 10621 | Sheriff Investigator | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$56,459.23 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10738 | Sheriff Mail Carrier | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$30,269.23 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07700 | Sheriff Maint Mechanic 2 | 15 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$44,656.55 | 6.67% | 93.33% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10650 | Sheriff Pretrial Screener | 9 | 1 | 3 | 1 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$40,285.52 | 11.11% | 33.33% | 11.11% | 0.00% | 0.00% | 11.11% | 33.33% | 0.00% | 0.00% | 0.00% | 44.44% |

| Sheriff | | | MALE | | | | | FEMALE | | | | | | |
|---------|-------------------------------|-------------|--------|---------|-------|-------|-------|---------|---------|--------|-------|--------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 10580 | Sheriff Prisoner Proc 2 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$45,574.03 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07711 | Sheriff Prisoner Processor 1 | 35 | 9 | 7 | 0 | 0 | 0 | 16 | 10 | 8 | 0 | 1 | 0 | 19 |
| | Average Annual Salary: | \$37,673.66 | 25.71% | 20.00% | 0.00% | 0.00% | 0.00% | 45.71% | 28.57% | 22.86% | 0.00% | 2.86% | 0.00% | 54.29% |
| 10579 | Sheriff Releasing Officer | 9 | 1 | 3 | 0 | 0 | 0 | 4 | 2 | 3 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$47,638.69 | 11.11% | 33.33% | 0.00% | 0.00% | 0.00% | 44.44% | 22.22% | 33.33% | 0.00% | 0.00% | 0.00% | 55.56% |
| 10637 | Sheriff SORT Commander | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$64,853.99 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10726 | Sheriff Supply Officer | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$51,768.27 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06689 | Sheriff Warrant Officer 1 | 18 | 3 | 14 | 1 | 0 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$43,426.38 | 16.67% | 77.78% | 5.56% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06686 | Sheriff Warrant Officer 2 | 11 | 1 | 6 | 0 | 0 | 0 | 7 | 1 | 3 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$48,872.20 | 9.09% | 54.55% | 0.00% | 0.00% | 0.00% | 63.64% | 9.09% | 27.27% | 0.00% | 0.00% | 0.00% | 36.36% |
| 07144 | Sheriff Warrant Officer 3 | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$51,316.22 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07189 | Sheriff-Teacher | 6 | 2 | 1 | 0 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$14,170.77 | 33.33% | 16.67% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10750 | Shift Supv-DCSO | 6 | 2 | 1 | 0 | 0 | 0 | 3 | 1 | 1 | 0 | 1 | 0 | 3 |
| | Average Annual Salary: | \$40,948.21 | 33.33% | 16.67% | 0.00% | 0.00% | 0.00% | 50.00% | 16.67% | 16.67% | 0.00% | 16.67% | 0.00% | 50.00% |
| 10754 | SOAR Case Mgr-DCSO | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$49,113.54 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10649 | Treatment Counselor | 10 | 2 | 2 | 0 | 0 | 0 | 4 | 3 | 3 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$45,976.26 | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% | 30.00% | 30.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 10746 | WO Data Entry Specialist-DCSO | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$41,467.50 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 60.00% | 40.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Sheriff | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 10745 WO Orders of Prot/Dis Op-DCSO | 12 | 2 | 2 | 0 | 0 | 0 | 4 | 3 | 5 | 0 | 0 | 0 | 8 |
| Average Annual Salary: | \$40,748.48 | 16.67% | 16.67% | 0.00% | 0.00% | 0.00% | 33.33% | 25.00% | 41.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 10747 Work Release Monitor-DCSO | 5 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$33,581.26 | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 874 | 193 | 388 | 9 | 2 | 4 | 596 | 135 | 133 | 6 | 3 | 1 | 278 |
| Sheriff | 100.00% | 22.08% | 44.39% | 1.03% | 0.23% | 0.46% | 68.19% | 15.45% | 15.22% | 0.69% | 0.34% | 0.11% | 31.81% |

| Social Services | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|-------------------------------|-------------|---------|---------|-------|-------|-------|---------|---------|--------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| TOTAL | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$47,786.18 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07245 | Admin Svcs Officer 4 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$67,164.28 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07734 | Contract Admin | 6 | 2 | 1 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$80,696.06 | 33.33% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 06232 | Finance Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$89,593.68 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10152 | Finance Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$54,282.61 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06311 | Homemaker | 14 | 0 | 0 | 0 | 0 | 0 | 9 | 5 | 0 | 0 | 0 | 0 | 14 |
| Average Annual Salary: | | \$30,886.85 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 64.29% | 35.71% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07234 | Information Systems Advisor 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$65,058.44 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06771 | Nutrition Site Coord | 14 | 0 | 1 | 0 | 0 | 0 | 8 | 5 | 0 | 0 | 0 | 0 | 13 |
| Average Annual Salary: | | \$16,461.94 | 0.00% | 7.14% | 0.00% | 0.00% | 0.00% | 57.14% | 35.71% | 0.00% | 0.00% | 0.00% | 0.00% | 92.86% |
| 07746 | Nutrition Site Monitor | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$38,829.44 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10119 | Office Support Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$45,131.45 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10123 | Office Support Spec 1 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$34,514.67 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07753 | Professional Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$50,051.76 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06034 | Program Coord | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$48,671.09 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 100.00% |

| <i>Social Services</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|---------------------------|------------------------|---------|--------|-------|-------|-------|---------|---------|---------|-------|--------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | | | | | | | | | | | | | |
| 07377 | Program Mgr 2 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 07379 | Program Spec 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07380 | Program Spec 3 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07381 | Program Supv | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01680 | Social Svcs Dir | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07260 | Social Worker 2 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 1 | 0 | 1 | 0 | 5 |
| | Average Annual Salary: | 16.67% | 0.00% | 0.00% | 0.00% | 0.00% | 16.67% | 50.00% | 16.67% | 0.00% | 16.67% | 0.00% | 83.33% |
| 04835 | Social Worker 3 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% | 50.00% | 25.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 07762 | Special Projects Mgr | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07760 | Van Driver | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | 8 | 5 | 0 | 0 | 0 | 13 | 40 | 21 | 1 | 1 | 0 | 63 |
| <i>Social Services</i> | | 10.53% | 6.58% | 0.00% | 0.00% | 0.00% | 17.11% | 52.63% | 27.63% | 1.32% | 1.32% | 0.00% | 82.89% |

| Soil and Water Conservation | | | MALE | | | | | FEMALE | | | | | | |
|-----------------------------|--|--|-------------|-------|-------|-------|-------|--------|-------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07241 Admin Asst | | | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | | \$46,458.81 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | | | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Soil and Water Conservation | | | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Sports Authority | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|--------------------------------|-------------|---------|---------|--------|-------|-------|---------|---------|-------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07244 | Admin Svcs Officer 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$54,248.15 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07971 | Sports Authority Exec Director | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$97,389.25 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | | | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Sports Authority | | | 100.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| State Fair Board | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|-------------------------|-------------|--------|---------|-------|-------|--------|---------|-------|---------|-------|-------|---------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07720 | Admin Spec | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$52,752.55 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 00842 | Bldg Maint Supt | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$62,774.90 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07040 | Facility Coord | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$59,145.27 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01980 | Fair Director | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$95,000.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10108 | Finance Admin | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$65,045.81 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07326 | Maint & Repair Leader 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$45,239.13 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 02799 | Maint & Repair Worker 1 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$28,027.68 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07328 | Maint & Repair Worker 2 | 4 | 1 | 2 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$28,002.42 | 25.00% | 50.00% | 0.00% | 0.00% | 25.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10120 | Office Support Rep 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Average Annual Salary: | | \$28,989.94 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% |
| 10122 | Office Support Rep 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$34,490.67 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10123 | Office Support Spec 1 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$28,752.88 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07376 | Program Mgr 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$54,350.73 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07377 | Program Mgr 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$65,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| State Fair Board | | | MALE | | | | | FEMALE | | | | | | | |
|--------------------|------------------------------|-------------|---------|---------|--------|-------|-------|---------|--------|--------|--------|-------|-------|--------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 09020 | Seasonal/Part-time/Temporary | 39 | 4 | 16 | 0 | 0 | 2 | 22 | 5 | 9 | 1 | 0 | 2 | 17 | |
| | Average Annual Salary: | \$1,811.06 | 10.26% | 41.03% | 0.00% | 0.00% | 5.13% | 56.41% | 12.82% | 23.08% | 2.56% | 0.00% | 5.13% | 43.59% | |
| 07762 | Special Projects Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Average Annual Salary: | \$43,999.49 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 06545 | Trades, Labor, & Svc Trainee | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Average Annual Salary: | \$21,987.55 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| Department Totals: | | | 59 | 6 | 26 | 0 | 0 | 3 | 35 | 5 | 15 | 1 | 0 | 3 | 24 |
| State Fair Board | | | 100.00% | 10.17% | 44.07% | 0.00% | 0.00% | 5.08% | 59.32% | 8.47% | 25.42% | 1.69% | 0.00% | 5.08% | 40.68% |

| State Trial Courts | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------|------------------------|--------------|--------|---------|-------|-------|-------|--------|---------|-------|-------|-------|---------|
| | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07242 | Admin Svcs Mgr | 6 | 0 | 3 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$76,318.65 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% |
| 02660 | Admin Svcs Officer 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$33,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07243 | Admin Svcs Officer 2 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$43,072.35 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07244 | Admin Svcs Officer 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$48,000.16 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07245 | Admin Svcs Officer 4 | 9 | 1 | 2 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$61,716.12 | 11.11% | 22.22% | 0.00% | 0.00% | 0.00% | 11.11% | 55.56% | 0.00% | 0.00% | 0.00% | 66.67% |
| 00480 | Attorney 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$64,026.30 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 00630 | Attorney 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$78,022.50 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10314 | Case Officer 1 | 9 | 3 | 2 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$28,011.06 | 33.33% | 22.22% | 0.00% | 0.00% | 0.00% | 22.22% | 22.22% | 0.00% | 0.00% | 0.00% | 44.44% |
| 10315 | Case Officer 2 | 4 | 0 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$30,318.01 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10316 | Case Officer 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$34,104.61 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10518 | CSC Coordinator | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$47,513.09 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 01339 | Ct Admin | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$128,644.56 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10318 | Deputy Court Admin | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$86,147.16 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| State Trial Courts | | | MALE | | | | | FEMALE | | | | | | |
|--------------------|----------------------------|-------------|---------|---------|-------|-------|--------|---------|--------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 10541 | Deputy Court Clerk | 6 | 1 | 3 | 0 | 0 | 1 | 5 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$29,234.34 | 16.67% | 50.00% | 0.00% | 0.00% | 16.67% | 83.33% | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% |
| 06560 | Deputy Criminal Ct Clerk 6 | 5 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$21,563.18 | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 10151 | Finance Officer 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$53,229.02 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07314 | Group Care Aide | 7 | 3 | 0 | 0 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$24,564.15 | 42.86% | 0.00% | 0.00% | 0.00% | 0.00% | 42.86% | 57.14% | 0.00% | 0.00% | 0.00% | 0.00% | 57.14% |
| 06079 | Group Care Worker | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$27,947.94 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06080 | Group Care Worker Sr | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$34,201.19 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07790 | Judicial Asst 1 | 27 | 4 | 10 | 0 | 0 | 0 | 14 | 2 | 11 | 0 | 0 | 0 | 13 |
| | Average Annual Salary: | \$52,709.32 | 14.81% | 37.04% | 0.00% | 0.00% | 0.00% | 51.85% | 7.41% | 40.74% | 0.00% | 0.00% | 0.00% | 48.15% |
| 07791 | Judicial Asst 2 | 23 | 2 | 12 | 0 | 0 | 0 | 14 | 0 | 9 | 0 | 0 | 0 | 9 |
| | Average Annual Salary: | \$57,322.97 | 8.70% | 52.17% | 0.00% | 0.00% | 0.00% | 60.87% | 0.00% | 39.13% | 0.00% | 0.00% | 0.00% | 39.13% |
| 07792 | Judicial Clerk | 6 | 1 | 2 | 0 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$46,407.58 | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07375 | Probation Officer 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$48,421.42 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07376 | Program Mgr 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$57,161.58 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07377 | Program Mgr 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$55,550.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07378 | Program Spec 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$35,066.50 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| State Trial Courts | | | MALE | | | | | FEMALE | | | | | | | |
|------------------------|------------------------------|----|-------------|--------|--------|-------|-------|--------|--------|---------|--------|-------|-------|---------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| 07379 | Program Spec 2 | 8 | 3 | 1 | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 4 | |
| Average Annual Salary: | | | \$36,717.95 | 37.50% | 12.50% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07381 | Program Supv | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | |
| Average Annual Salary: | | | \$39,521.85 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 09020 | Seasonal/Part-time/Temporary | 13 | 4 | 1 | 0 | 0 | 0 | 5 | 6 | 2 | 0 | 0 | 0 | 8 | |
| Average Annual Salary: | | | \$10,448.00 | 30.77% | 7.69% | 0.00% | 0.00% | 0.00% | 38.46% | 46.15% | 15.38% | 0.00% | 0.00% | 0.00% | 61.54% |
| 10520 | Supervision Coordinator | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | |
| Average Annual Salary: | | | \$49,774.06 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| Department Totals: | | | 152 | 24 | 49 | 0 | 0 | 1 | 74 | 22 | 56 | 0 | 0 | 0 | 78 |
| State Trial Courts | | | 100.00% | 15.79% | 32.24% | 0.00% | 0.00% | 0.66% | 48.68% | 14.47% | 36.84% | 0.00% | 0.00% | 0.00% | 51.32% |

| Trustee | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------------------|----------------|--------------|---------------|--------------|--------------|--------------|---------------|--------------|---------------|--------------|--------------|--------------|---------------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| 01503 Deputy Trustee | 6 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$64,405.00 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 16.67% | 50.00% | 0.00% | 0.00% | 0.00% | 66.67% |
| 06554 Deputy-Tax Accounting | 13 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 11 | 0 | 0 | 0 | 12 |
| Average Annual Salary: | \$37,709.54 | 0.00% | 7.69% | 0.00% | 0.00% | 0.00% | 7.69% | 7.69% | 84.62% | 0.00% | 0.00% | 0.00% | 92.31% |
| 09020 Seasonal/Part-time/Temporary | 8 | 1 | 3 | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$4,604.32 | 12.50% | 37.50% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 05635 Trustee | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$125,453.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 28 | 1 | 7 | 0 | 0 | 0 | 8 | 2 | 18 | 0 | 0 | 0 | 20 |
| Trustee | 100.00% | 3.57% | 25.00% | 0.00% | 0.00% | 0.00% | 28.57% | 7.14% | 64.29% | 0.00% | 0.00% | 0.00% | 71.43% |

| Water Services | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|--------------------------|-------------|---------|---------|--------|--------|-------|---------|--------|--------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07241 | Admin Asst | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$48,781.70 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07242 | Admin Svcs Mgr | 6 | 3 | 0 | 0 | 0 | 0 | 3 | 2 | 1 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$72,463.80 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 33.33% | 16.67% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07244 | Admin Svcs Officer 3 | 5 | 2 | 0 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$51,023.03 | 40.00% | 0.00% | 0.00% | 0.00% | 0.00% | 40.00% | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 07245 | Admin Svcs Officer 4 | 7 | 0 | 2 | 1 | 0 | 0 | 3 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | | \$60,957.92 | 0.00% | 28.57% | 14.29% | 0.00% | 0.00% | 42.86% | 0.00% | 57.14% | 0.00% | 0.00% | 0.00% | 57.14% |
| 10100 | Application Tech 1 | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$41,797.58 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10102 | Application Tech 2 | 5 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | | \$40,508.81 | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| 10103 | Application Tech 3 | 8 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 6 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | | \$44,965.53 | 12.50% | 12.50% | 0.00% | 0.00% | 0.00% | 25.00% | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| 02230 | Bldg Maint Lead Mechanic | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$47,365.37 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07255 | Bldg Maint Leader | 2 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$35,128.19 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07730 | CAD/GIS Analyst 2 | 3 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$46,477.22 | 0.00% | 33.33% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07732 | Compliance Inspector 2 | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$44,662.48 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07733 | Compliance Inspector 3 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$48,325.88 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06233 | Cust Svc Asst Mgr | 5 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$55,534.85 | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% |

| Water Services | | | MALE | | | | | FEMALE | | | | | | |
|----------------|----------------------------|-------------|---------|---------|-------|-------|--------|---------|---------|--------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 07737 | Cust Svc Field Rep 2 | 21 | 10 | 11 | 0 | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$31,844.72 | 47.62% | 52.38% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07738 | Cust Svc Field Rep 3 | 21 | 7 | 14 | 0 | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$40,524.58 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06598 | Cust Svc Supv | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$52,782.19 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 02630 | Custodian 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$32,097.16 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07294 | Engineer 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$60,781.80 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07295 | Engineer 2 | 22 | 0 | 15 | 0 | 1 | 0 | 16 | 1 | 5 | 0 | 0 | 0 | 6 |
| | Average Annual Salary: | \$70,417.65 | 0.00% | 68.18% | 0.00% | 4.55% | 0.00% | 72.73% | 4.55% | 22.73% | 0.00% | 0.00% | 0.00% | 27.27% |
| 06606 | Engineer 3 | 15 | 1 | 9 | 0 | 0 | 0 | 10 | 1 | 4 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$89,883.78 | 6.67% | 60.00% | 0.00% | 0.00% | 0.00% | 66.67% | 6.67% | 26.67% | 0.00% | 0.00% | 0.00% | 33.33% |
| 07296 | Engineer In Training | 10 | 0 | 7 | 0 | 0 | 0 | 7 | 2 | 1 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$50,533.29 | 0.00% | 70.00% | 0.00% | 0.00% | 0.00% | 70.00% | 20.00% | 10.00% | 0.00% | 0.00% | 0.00% | 30.00% |
| 07298 | Engineering Tech 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$36,771.72 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07299 | Engineering Tech 2 | 10 | 5 | 5 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$46,084.17 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07300 | Engineering Tech 3 | 41 | 8 | 28 | 0 | 0 | 0 | 36 | 2 | 3 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$50,841.29 | 19.51% | 68.29% | 0.00% | 0.00% | 0.00% | 87.80% | 4.88% | 7.32% | 0.00% | 0.00% | 0.00% | 12.20% |
| 07741 | Envir Compliance Officer 1 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$37,153.40 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| 07742 | Envir Compliance Officer 2 | 8 | 0 | 4 | 0 | 0 | 1 | 5 | 1 | 2 | 0 | 0 | 0 | 3 |
| | Average Annual Salary: | \$51,865.96 | 0.00% | 50.00% | 0.00% | 0.00% | 12.50% | 62.50% | 12.50% | 25.00% | 0.00% | 0.00% | 0.00% | 37.50% |

| Water Services | | | MALE | | | | | FEMALE | | | | | | |
|------------------------|----------------------------|--------------|--------|---------|--------|---------|-------|---------|---------|---------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| | | | | | | | | | | | | | | |
| 07743 | Envir Compliance Officer 3 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$60,096.81 | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03750 | Envir Laboratory Mgr | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$73,205.22 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10468 | Environmental Lab Supt | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$81,895.11 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 03440 | Equip & Supply Clerk 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$36,771.72 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 01880 | Equip Mechanic | 2 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$44,990.31 | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06827 | Equip Operator 2 | 21 | 9 | 12 | 0 | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$33,833.48 | 42.86% | 57.14% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07303 | Equip Operator 3 | 16 | 4 | 12 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | | \$37,281.31 | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06232 | Finance Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$97,484.21 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10151 | Finance Officer 2 | 4 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$47,284.82 | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10152 | Finance Officer 3 | 4 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$61,452.32 | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 02730 | Human Resources Analyst 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$38,268.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06874 | Human Resources Analyst 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | | \$55,084.81 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06531 | Human Resources Mgr | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | | \$102,616.93 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| Water Services | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|----------------|-------------------------------|--------|---------|--------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | | | | | | | | | | | | | |
| 06224 | Indust Electrician 1 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06225 | Indust Electrician 2 | 0 | 6 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06195 | Indust Electronics Tech 2 | 0 | 4 | 1 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 66.67% | 16.67% | 0.00% | 0.00% | 83.33% | 16.67% | 0.00% | 0.00% | 0.00% | 0.00% | 16.67% |
| 07317 | Indust Maint Supv 1 | 1 | 8 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 11.11% | 88.89% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07786 | Indust Maint Supv 2 | 4 | 7 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 36.36% | 63.64% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06184 | Indust Mechanic 1 | 1 | 15 | 1 | 0 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 5.88% | 88.24% | 5.88% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06178 | Indust Mechanic 2 | 1 | 14 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 6.67% | 93.33% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07787 | Indust Tech Master | 5 | 46 | 0 | 1 | 0 | 52 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 9.62% | 88.46% | 0.00% | 1.92% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07779 | Info Systems App Analyst 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07783 | Info Systems App Analyst 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07782 | Info Systems Mgr | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 07234 | Information Systems Advisor 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 03020 | Masonry Worker | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Water Services | | | MALE | | | | | FEMALE | | | | | |
|----------------|------------------------|-------------|---------|---------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| | | | | | | | | | | | | | |
| 10121 | Office Support Rep 2 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$33,727.85 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 10122 | Office Support Rep 3 | 28 | 3 | 4 | 0 | 0 | 7 | 9 | 12 | 0 | 0 | 0 | 21 |
| | Average Annual Salary: | \$30,963.30 | 10.71% | 14.29% | 0.00% | 0.00% | 25.00% | 32.14% | 42.86% | 0.00% | 0.00% | 0.00% | 75.00% |
| 10123 | Office Support Spec 1 | 5 | 0 | 1 | 0 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 4 |
| | Average Annual Salary: | \$35,162.04 | 0.00% | 20.00% | 0.00% | 0.00% | 20.00% | 60.00% | 20.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| 10124 | Office Support Spec 2 | 32 | 0 | 3 | 0 | 0 | 3 | 20 | 9 | 0 | 0 | 0 | 29 |
| | Average Annual Salary: | \$41,122.96 | 0.00% | 9.38% | 0.00% | 0.00% | 9.38% | 62.50% | 28.13% | 0.00% | 0.00% | 0.00% | 90.63% |
| 07341 | Painter 1 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$39,086.61 | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06860 | Planner 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$54,248.15 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 03610 | Plumber | 3 | 2 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$44,990.31 | 66.67% | 33.33% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07380 | Program Spec 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$46,918.33 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 06133 | Safety Coord | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$62,431.15 | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07798 | Security Officer Coord | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$47,786.18 | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10163 | Service Rep 2 | 16 | 0 | 3 | 0 | 0 | 3 | 5 | 8 | 0 | 0 | 0 | 13 |
| | Average Annual Salary: | \$35,526.19 | 0.00% | 18.75% | 0.00% | 0.00% | 18.75% | 31.25% | 50.00% | 0.00% | 0.00% | 0.00% | 81.25% |
| 07404 | Skilled Craft Worker 1 | 2 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$35,829.39 | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07799 | Skilled Craft Worker 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$42,999.80 | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Water Services | | | MALE | | | | | FEMALE | | | | | | |
|----------------|--------------------------------|--------------|---------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 05945 | Special Asst To The Dir | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$78,172.18 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| 07762 | Special Projects Mgr | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$119,418.88 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07406 | System Svcs Asst Mgr | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$67,406.25 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06897 | System Svcs Mgr | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$82,630.34 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07756 | Technical Specialist 1 | 4 | 1 | 3 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$54,894.24 | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07757 | Technical Specialist 2 | 6 | 0 | 6 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$64,670.94 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07413 | Technical Svcs Coord | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$57,584.51 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| 06210 | Training Coord | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$73,948.19 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07415 | Treatment Plant Asst Mgr | 5 | 1 | 3 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$58,779.11 | 20.00% | 60.00% | 0.00% | 0.00% | 0.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| 07416 | Treatment Plant Mgr | 5 | 2 | 3 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$74,874.33 | 40.00% | 60.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 06188 | Treatment Plant Shift Operator | 13 | 2 | 10 | 0 | 0 | 0 | 12 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$53,688.43 | 15.38% | 76.92% | 0.00% | 0.00% | 0.00% | 92.31% | 0.00% | 7.69% | 0.00% | 0.00% | 0.00% | 7.69% |
| 07803 | Treatment Plant Shift Supv | 12 | 4 | 7 | 0 | 0 | 0 | 11 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$55,813.83 | 33.33% | 58.33% | 0.00% | 0.00% | 0.00% | 91.67% | 0.00% | 8.33% | 0.00% | 0.00% | 0.00% | 8.33% |
| 06537 | Treatment Plant Supt | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$100,765.23 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Water Services | | | MALE | | | | | FEMALE | | | | | | |
|----------------|--------------------------------|--------------|---------|---------|--------|-------|-------|---------|--------|--------|-------|--------|-------|--------|
| | | | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER |
| 06229 | Treatment Plant Tech 1 | 21 | 6 | 9 | 1 | 0 | 0 | 16 | 2 | 2 | 0 | 1 | 0 | 5 |
| | Average Annual Salary: | \$35,394.17 | 28.57% | 42.86% | 4.76% | 0.00% | 0.00% | 76.19% | 9.52% | 9.52% | 0.00% | 4.76% | 0.00% | 23.81% |
| 06186 | Treatment Plant Tech 2 | 48 | 22 | 21 | 2 | 0 | 0 | 45 | 1 | 1 | 1 | 0 | 0 | 3 |
| | Average Annual Salary: | \$41,921.61 | 45.83% | 43.75% | 4.17% | 0.00% | 0.00% | 93.75% | 2.08% | 2.08% | 2.08% | 0.00% | 0.00% | 6.25% |
| 07802 | Treatment Plant Tech 3 | 20 | 3 | 14 | 1 | 0 | 0 | 18 | 1 | 1 | 0 | 0 | 0 | 2 |
| | Average Annual Salary: | \$46,823.63 | 15.00% | 70.00% | 5.00% | 0.00% | 0.00% | 90.00% | 5.00% | 5.00% | 0.00% | 0.00% | 0.00% | 10.00% |
| 10167 | Water Maint Leader 1 | 11 | 5 | 6 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$39,740.53 | 45.45% | 54.55% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10168 | Water Maint Leader 2 | 24 | 13 | 11 | 0 | 0 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$44,037.47 | 54.17% | 45.83% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10169 | Water Maint Supv | 8 | 4 | 4 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$50,206.95 | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 10166 | Water Maint Tech 3 | 32 | 15 | 16 | 0 | 0 | 0 | 31 | 0 | 0 | 1 | 0 | 0 | 1 |
| | Average Annual Salary: | \$34,008.02 | 46.88% | 50.00% | 0.00% | 0.00% | 0.00% | 96.88% | 0.00% | 0.00% | 3.13% | 0.00% | 0.00% | 3.13% |
| 10464 | Water Quality Analyst 1 | 10 | 2 | 3 | 0 | 0 | 0 | 5 | 0 | 5 | 0 | 0 | 0 | 5 |
| | Average Annual Salary: | \$37,393.07 | 20.00% | 30.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10465 | Water Quality Analyst 2 | 5 | 0 | 3 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 1 | 0 | 2 |
| | Average Annual Salary: | \$48,091.10 | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% | 20.00% | 0.00% | 0.00% | 20.00% | 0.00% | 40.00% |
| 10466 | Water Quality Analyst 3 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$60,094.38 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| 10486 | Water Services security Manage | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$66,019.89 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 07420 | Water Svcs Asst Dir | 7 | 1 | 4 | 1 | 0 | 0 | 6 | 0 | 1 | 0 | 0 | 0 | 1 |
| | Average Annual Salary: | \$118,904.92 | 14.29% | 57.14% | 14.29% | 0.00% | 0.00% | 85.71% | 0.00% | 14.29% | 0.00% | 0.00% | 0.00% | 14.29% |
| 01670 | Water Svcs Dir | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Average Annual Salary: | \$172,532.24 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Water Services | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|--------------------|---------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| Department Totals: | 736 | 164 | 394 | 9 | 4 | 1 | 572 | 64 | 96 | 2 | 2 | 0 | 164 |
| Water Services | 100.00% | 22.28% | 53.53% | 1.22% | 0.54% | 0.14% | 77.72% | 8.70% | 13.04% | 0.27% | 0.27% | 0.00% | 22.28% |

| | | MALE | | | | | | FEMALE | | | | | |
|----------------------------------|---------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| Metro General Government Totals: | 9048 | 1218 | 4334 | 89 | 45 | 27 | 5713 | 1180 | 2011 | 85 | 26 | 33 | 3335 |
| | 100.00% | 13.46% | 47.90% | 0.98% | 0.50% | 0.30% | 63.14% | 13.04% | 22.23% | 0.94% | 0.29% | 0.36% | 36.86% |

| Administrative | | MALE | | | | | | FEMALE | | | | | |
|------------------------------|-------------|-------|-------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$82,315.26 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 11 | 0 | 1 | 0 | 0 | 1 | 2 | 4 | 3 | 1 | 1 | 0 | 9 |
| Average Annual Salary: | \$56,265.07 | 0.00% | 9.09% | 0.00% | 0.00% | 9.09% | 18.18% | 36.36% | 27.27% | 9.09% | 9.09% | 0.00% | 81.82% |
| ADMINISTRATIVE SUPPORT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$36,360.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 14 | 0 | 1 | 0 | 0 | 1 | 2 | 5 | 5 | 1 | 1 | 0 | 12 |
| Administrative | 100.00% | 0.00% | 7.14% | 0.00% | 0.00% | 7.14% | 14.29% | 35.71% | 35.71% | 7.14% | 7.14% | 0.00% | 85.71% |

| Agricultural Extension | | MALE | | | | | | FEMALE | | | | | |
|------------------------|-------------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| PROFESSIONALS | 6 | 0 | 2 | 0 | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$30,499.70 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 50.00% | 16.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| Department Totals: | 6 | 0 | 2 | 0 | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 0 | 4 |
| Agricultural Extension | 100.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 50.00% | 16.67% | 0.00% | 0.00% | 0.00% | 66.67% |

| Airport Authority | | MALE | | | | | | FEMALE | | | | | |
|------------------------|-------------|-------|---------|-------|-------|-------|---------|--------|-------|-------|-------|-------|-------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| PROFESSIONALS | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$43,852.89 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Airport Authority | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| Arts Commission | | MALE | | | | | | FEMALE | | | | | |
|------------------------------|-------------|-------|--------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$83,763.76 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 5 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$51,290.94 | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% | 20.00% | 60.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| ADMINISTRATIVE SUPPORT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$41,946.84 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 9 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 7 | 0 | 0 | 0 | 8 |
| Arts Commission | 100.00% | 0.00% | 11.11% | 0.00% | 0.00% | 0.00% | 11.11% | 11.11% | 77.78% | 0.00% | 0.00% | 0.00% | 88.89% |

| <i>Assessor of Property</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$125,453.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| OFFICIALS AND ADMINISTRATORS | 35 | 5 | 20 | 1 | 0 | 0 | 26 | 2 | 7 | 0 | 0 | 0 | 9 |
| Average Annual Salary: | \$50,627.26 | 14.29% | 57.14% | 2.86% | 0.00% | 0.00% | 74.29% | 5.71% | 20.00% | 0.00% | 0.00% | 0.00% | 25.71% |
| PROFESSIONALS | 22 | 2 | 9 | 0 | 0 | 0 | 11 | 2 | 9 | 0 | 0 | 0 | 11 |
| Average Annual Salary: | \$55,024.23 | 9.09% | 40.91% | 0.00% | 0.00% | 0.00% | 50.00% | 9.09% | 40.91% | 0.00% | 0.00% | 0.00% | 50.00% |
| ADMINISTRATIVE SUPPORT | 16 | 0 | 1 | 0 | 0 | 0 | 1 | 4 | 11 | 0 | 0 | 0 | 15 |
| Average Annual Salary: | \$38,901.83 | 0.00% | 6.25% | 0.00% | 0.00% | 0.00% | 6.25% | 25.00% | 68.75% | 0.00% | 0.00% | 0.00% | 93.75% |
| SERVICE MAINTENANCE | 3 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$8,543.25 | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| Department Totals: | 77 | 8 | 32 | 1 | 0 | 0 | 41 | 9 | 27 | 0 | 0 | 0 | 36 |
| Assessor of Property | 100.00% | 10.39% | 41.56% | 1.30% | 0.00% | 0.00% | 53.25% | 11.69% | 35.06% | 0.00% | 0.00% | 0.00% | 46.75% |

| Beer Board | | MALE | | | | | | FEMALE | | | | | |
|------------------------------|-------------|--------|-------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 3 | 2 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$49,441.02 | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% |
| ADMINISTRATIVE SUPPORT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$40,988.37 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 4 | 2 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| Beer Board | 100.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| <i>Circuit Court Clerk</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$79,835.98 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 5 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$50,294.86 | 20.00% | 20.00% | 0.00% | 0.00% | 0.00% | 40.00% | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| PROTECTIVE SERVICE WORKERS | 12 | 3 | 2 | 0 | 0 | 0 | 5 | 2 | 5 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$43,840.33 | 25.00% | 16.67% | 0.00% | 0.00% | 0.00% | 41.67% | 16.67% | 41.67% | 0.00% | 0.00% | 0.00% | 58.33% |
| ADMINISTRATIVE SUPPORT | 25 | 1 | 7 | 0 | 0 | 0 | 8 | 5 | 11 | 1 | 0 | 0 | 17 |
| Average Annual Salary: | \$37,148.14 | 4.00% | 28.00% | 0.00% | 0.00% | 0.00% | 32.00% | 20.00% | 44.00% | 4.00% | 0.00% | 0.00% | 68.00% |
| Department Totals: | 43 | 5 | 11 | 0 | 0 | 0 | 16 | 8 | 18 | 1 | 0 | 0 | 27 |
| <i>Circuit Court Clerk</i> | 100.00% | 11.63% | 25.58% | 0.00% | 0.00% | 0.00% | 37.21% | 18.60% | 41.86% | 2.33% | 0.00% | 0.00% | 62.79% |

| <i>Circuit Court Satellite</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|-------|---------|-------|-------|-------|---------|--------|---------|-------|-------|--------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$137,198.30 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$54,900.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 44 | 0 | 12 | 0 | 0 | 3 | 15 | 1 | 17 | 0 | 0 | 11 | 29 |
| Average Annual Salary: | \$55,822.09 | 0.00% | 27.27% | 0.00% | 0.00% | 6.82% | 34.09% | 2.27% | 38.64% | 0.00% | 0.00% | 25.00% | 65.91% |
| ADMINISTRATIVE SUPPORT | 33 | 1 | 9 | 0 | 1 | 0 | 11 | 4 | 17 | 0 | 0 | 1 | 22 |
| Average Annual Salary: | \$41,594.55 | 3.03% | 27.27% | 0.00% | 3.03% | 0.00% | 33.33% | 12.12% | 51.52% | 0.00% | 0.00% | 3.03% | 66.67% |
| Department Totals: | 79 | 1 | 22 | 0 | 1 | 3 | 27 | 5 | 35 | 0 | 0 | 12 | 52 |
| <i>Circuit Court Satellite</i> | 100.00% | 1.27% | 27.85% | 0.00% | 1.27% | 3.80% | 34.18% | 6.33% | 44.30% | 0.00% | 0.00% | 15.19% | 65.82% |

| Clerk and Master | | MALE | | | | | | FEMALE | | | | | |
|------------------------|-------------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| PROFESSIONALS | 14 | 1 | 2 | 0 | 0 | 0 | 3 | 3 | 8 | 0 | 0 | 0 | 11 |
| Average Annual Salary: | \$55,734.46 | 7.14% | 14.29% | 0.00% | 0.00% | 0.00% | 21.43% | 21.43% | 57.14% | 0.00% | 0.00% | 0.00% | 78.57% |
| ADMINISTRATIVE SUPPORT | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$32,019.19 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 16 | 1 | 2 | 0 | 0 | 0 | 3 | 4 | 9 | 0 | 0 | 0 | 13 |
| Clerk and Master | 100.00% | 6.25% | 12.50% | 0.00% | 0.00% | 0.00% | 18.75% | 25.00% | 56.25% | 0.00% | 0.00% | 0.00% | 81.25% |

| <i>Codes Administration</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 59 | 6 | 49 | 0 | 0 | 0 | 55 | 1 | 2 | 1 | 0 | 0 | 4 |
| Average Annual Salary: | \$53,276.41 | 10.17% | 83.05% | 0.00% | 0.00% | 0.00% | 93.22% | 1.69% | 3.39% | 1.69% | 0.00% | 0.00% | 6.78% |
| PROFESSIONALS | 12 | 1 | 6 | 0 | 0 | 0 | 7 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$58,828.41 | 8.33% | 50.00% | 0.00% | 0.00% | 0.00% | 58.33% | 8.33% | 33.33% | 0.00% | 0.00% | 0.00% | 41.67% |
| TECHNICIANS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$40,748.48 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 12 | 0 | 1 | 0 | 18 |
| Average Annual Salary: | \$28,633.18 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 27.78% | 66.67% | 0.00% | 5.56% | 0.00% | 100.00% |
| Department Totals: | 90 | 7 | 55 | 0 | 0 | 0 | 62 | 7 | 19 | 1 | 1 | 0 | 28 |
| <i>Codes Administration</i> | 100.00% | 7.78% | 61.11% | 0.00% | 0.00% | 0.00% | 68.89% | 7.78% | 21.11% | 1.11% | 1.11% | 0.00% | 31.11% |

| <i>Community Ed Commission</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|-------|--------|-------|-------|-------|--------|---------|--------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$74,293.13 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$39,304.31 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| <i>Community Ed Commission</i> | 100.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% |

| <i>Convention Center Authority</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 5 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$126,406.24 | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% |
| PROFESSIONALS | 33 | 3 | 17 | 0 | 0 | 0 | 20 | 3 | 10 | 0 | 0 | 0 | 13 |
| Average Annual Salary: | \$66,331.25 | 9.09% | 51.52% | 0.00% | 0.00% | 0.00% | 60.61% | 9.09% | 30.30% | 0.00% | 0.00% | 0.00% | 39.39% |
| TECHNICIANS | 12 | 2 | 8 | 0 | 0 | 0 | 10 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$40,303.25 | 16.67% | 66.67% | 0.00% | 0.00% | 0.00% | 83.33% | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 16.67% |
| PROTECTIVE SERVICE WORKERS | 17 | 6 | 7 | 0 | 0 | 0 | 13 | 2 | 2 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$27,375.00 | 35.29% | 41.18% | 0.00% | 0.00% | 0.00% | 76.47% | 11.76% | 11.76% | 0.00% | 0.00% | 0.00% | 23.53% |
| PARA-PROFESSIONALS | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$40,040.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| ADMINISTRATIVE SUPPORT | 29 | 5 | 0 | 0 | 0 | 0 | 5 | 12 | 12 | 0 | 0 | 0 | 24 |
| Average Annual Salary: | \$33,987.95 | 17.24% | 0.00% | 0.00% | 0.00% | 0.00% | 17.24% | 41.38% | 41.38% | 0.00% | 0.00% | 0.00% | 82.76% |
| SKILLED CRAFT WORKERS | 11 | 4 | 6 | 0 | 0 | 0 | 10 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$39,068.07 | 36.36% | 54.55% | 0.00% | 0.00% | 0.00% | 90.91% | 0.00% | 9.09% | 0.00% | 0.00% | 0.00% | 9.09% |
| SERVICE MAINTENANCE | 40 | 27 | 3 | 0 | 0 | 1 | 31 | 7 | 2 | 0 | 0 | 0 | 9 |
| Average Annual Salary: | \$28,256.20 | 67.50% | 7.50% | 0.00% | 0.00% | 2.50% | 77.50% | 17.50% | 5.00% | 0.00% | 0.00% | 0.00% | 22.50% |
| Department Totals: | 149 | 48 | 45 | 0 | 0 | 1 | 94 | 24 | 31 | 0 | 0 | 0 | 55 |
| <i>Convention Center Authority</i> | 100.00% | 32.21% | 30.20% | 0.00% | 0.00% | 0.67% | 63.09% | 16.11% | 20.81% | 0.00% | 0.00% | 0.00% | 36.91% |

| <i>County Clerk</i> | | MALE | | | | | | FEMALE | | | | | |
|-----------------------------------|--------------|--------|---------|-------|-------|-------|---------|---------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$121,624.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 26 | 0 | 4 | 0 | 0 | 0 | 4 | 3 | 17 | 2 | 0 | 0 | 22 |
| Average Annual Salary: | \$40,139.15 | 0.00% | 15.38% | 0.00% | 0.00% | 0.00% | 15.38% | 11.54% | 65.38% | 7.69% | 0.00% | 0.00% | 84.62% |
| TECHNICIANS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$27,679.05 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROTECTIVE SERVICE WORKERS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$9,008.06 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PARA-PROFESSIONALS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$18,297.76 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 33 | 4 | 6 | 0 | 0 | 0 | 10 | 10 | 10 | 2 | 0 | 1 | 23 |
| Average Annual Salary: | \$31,190.44 | 12.12% | 18.18% | 0.00% | 0.00% | 0.00% | 30.30% | 30.30% | 30.30% | 6.06% | 0.00% | 3.03% | 69.70% |
| SERVICE MAINTENANCE | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$25,161.47 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | 65 | 4 | 12 | 0 | 0 | 0 | 16 | 16 | 28 | 4 | 0 | 1 | 49 |
| <i>County Clerk</i> | 100.00% | 6.15% | 18.46% | 0.00% | 0.00% | 0.00% | 24.62% | 24.62% | 43.08% | 6.15% | 0.00% | 1.54% | 75.38% |

| <i>Criminal Court Clerk</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|---------|--------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| <i>ELECTED OFFICIALS</i> | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$137,198.30 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| <i>OFFICIALS AND ADMINISTRATORS</i> | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$90,900.00 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| <i>ADMINISTRATIVE SUPPORT</i> | 76 | 3 | 28 | 1 | 0 | 0 | 32 | 13 | 27 | 4 | 0 | 0 | 44 |
| Average Annual Salary: | \$39,366.84 | 3.95% | 36.84% | 1.32% | 0.00% | 0.00% | 42.11% | 17.11% | 35.53% | 5.26% | 0.00% | 0.00% | 57.89% |
| Department Totals: | 78 | 5 | 28 | 1 | 0 | 0 | 34 | 13 | 27 | 4 | 0 | 0 | 44 |
| <i>Criminal Court Clerk</i> | 100.00% | 6.41% | 35.90% | 1.28% | 0.00% | 0.00% | 43.59% | 16.67% | 34.62% | 5.13% | 0.00% | 0.00% | 56.41% |

| Criminal Justice Planning Unit | | MALE | | | | | | FEMALE | | | | | |
|--------------------------------|--------------|-------|-------|-------|-------|-------|-------|--------|---------|-------|-------|--------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$104,533.48 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 3 |
| Average Annual Salary: | \$63,378.47 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 0.00% | 33.33% | 100.00% |
| Department Totals: | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 4 |
| Criminal Justice Planning Unit | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 0.00% | 25.00% | 100.00% |

| <i>District Attorney</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|-------|---------|-------|-------|-------|---------|--------|--------|--------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$20,000.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| OFFICIALS AND ADMINISTRATORS | 4 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 1 |
| Average Annual Salary: | \$71,693.29 | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 0.00% | 25.00% | 0.00% | 0.00% | 25.00% |
| PROFESSIONALS | 57 | 3 | 18 | 0 | 0 | 0 | 21 | 7 | 27 | 2 | 0 | 0 | 36 |
| Average Annual Salary: | \$49,191.02 | 5.26% | 31.58% | 0.00% | 0.00% | 0.00% | 36.84% | 12.28% | 47.37% | 3.51% | 0.00% | 0.00% | 63.16% |
| PROTECTIVE SERVICE WORKERS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$50,051.76 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| ADMINISTRATIVE SUPPORT | 23 | 0 | 2 | 0 | 0 | 0 | 2 | 9 | 12 | 0 | 0 | 0 | 21 |
| Average Annual Salary: | \$36,446.18 | 0.00% | 8.70% | 0.00% | 0.00% | 0.00% | 8.70% | 39.13% | 52.17% | 0.00% | 0.00% | 0.00% | 91.30% |
| SERVICE MAINTENANCE | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$9,999.05 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 87 | 3 | 26 | 0 | 0 | 0 | 29 | 16 | 39 | 3 | 0 | 0 | 58 |
| <i>District Attorney</i> | 100.00% | 3.45% | 29.89% | 0.00% | 0.00% | 0.00% | 33.33% | 18.39% | 44.83% | 3.45% | 0.00% | 0.00% | 66.67% |

| <i>Election Commission</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|--------|-------|-------|--------|--------|--------|--------|-------|-------|--------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 8 | 1 | 3 | 0 | 0 | 1 | 5 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$34,974.36 | 12.50% | 37.50% | 0.00% | 0.00% | 12.50% | 62.50% | 12.50% | 25.00% | 0.00% | 0.00% | 0.00% | 37.50% |
| PROFESSIONALS | 5 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$53,771.36 | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | 40.00% | 20.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| TECHNICIANS | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$59,976.54 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| ADMINISTRATIVE SUPPORT | 21 | 0 | 3 | 0 | 0 | 0 | 3 | 4 | 9 | 0 | 0 | 5 | 18 |
| Average Annual Salary: | \$30,592.00 | 0.00% | 14.29% | 0.00% | 0.00% | 0.00% | 14.29% | 19.05% | 42.86% | 0.00% | 0.00% | 23.81% | 85.71% |
| Department Totals: | 37 | 1 | 10 | 0 | 0 | 1 | 12 | 7 | 13 | 0 | 0 | 5 | 25 |
| <i>Election Commission</i> | 100.00% | 2.70% | 27.03% | 0.00% | 0.00% | 2.70% | 32.43% | 18.92% | 35.14% | 0.00% | 0.00% | 13.51% | 67.57% |

| <i>Emergency Communication Center</i> | | MALE | | | | | | FEMALE | | | | | |
|---------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 10 | 0 | 3 | 0 | 0 | 0 | 3 | 2 | 5 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$75,146.13 | 0.00% | 30.00% | 0.00% | 0.00% | 0.00% | 30.00% | 20.00% | 50.00% | 0.00% | 0.00% | 0.00% | 70.00% |
| PROFESSIONALS | 4 | 1 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$56,060.27 | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| TECHNICIANS | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$51,952.12 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| ADMINISTRATIVE SUPPORT | 163 | 5 | 48 | 2 | 0 | 0 | 55 | 28 | 76 | 4 | 0 | 0 | 108 |
| Average Annual Salary: | \$44,577.45 | 3.07% | 29.45% | 1.23% | 0.00% | 0.00% | 33.74% | 17.18% | 46.63% | 2.45% | 0.00% | 0.00% | 66.26% |
| Department Totals: | 179 | 6 | 53 | 2 | 0 | 0 | 61 | 33 | 81 | 4 | 0 | 0 | 118 |
| <i>Emergency Communication Center</i> | 100.00% | 3.35% | 29.61% | 1.12% | 0.00% | 0.00% | 34.08% | 18.44% | 45.25% | 2.23% | 0.00% | 0.00% | 65.92% |

| <i>Farmer's Market</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|-------|-------|-------|-------|-------|-------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| <i>OFFICIALS AND ADMINISTRATORS</i> | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$78,780.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| <i>PROFESSIONALS</i> | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$47,082.79 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| <i>ADMINISTRATIVE SUPPORT</i> | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$36,823.98 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 5 |
| <i>Farmer's Market</i> | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| <i>Finance</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 25 | 2 | 13 | 0 | 0 | 1 | 16 | 3 | 6 | 0 | 0 | 0 | 9 |
| Average Annual Salary: | \$94,846.68 | 8.00% | 52.00% | 0.00% | 0.00% | 4.00% | 64.00% | 12.00% | 24.00% | 0.00% | 0.00% | 0.00% | 36.00% |
| PROFESSIONALS | 48 | 5 | 11 | 0 | 0 | 0 | 16 | 15 | 16 | 0 | 1 | 0 | 32 |
| Average Annual Salary: | \$53,947.32 | 10.42% | 22.92% | 0.00% | 0.00% | 0.00% | 33.33% | 31.25% | 33.33% | 0.00% | 2.08% | 0.00% | 66.67% |
| TECHNICIANS | 14 | 2 | 0 | 0 | 0 | 0 | 2 | 4 | 8 | 0 | 0 | 0 | 12 |
| Average Annual Salary: | \$43,082.20 | 14.29% | 0.00% | 0.00% | 0.00% | 0.00% | 14.29% | 28.57% | 57.14% | 0.00% | 0.00% | 0.00% | 85.71% |
| ADMINISTRATIVE SUPPORT | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$46,941.07 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 90 | 9 | 24 | 0 | 0 | 1 | 34 | 23 | 32 | 0 | 1 | 0 | 56 |
| <i>Finance</i> | 100.00% | 10.00% | 26.67% | 0.00% | 0.00% | 1.11% | 37.78% | 25.56% | 35.56% | 0.00% | 1.11% | 0.00% | 62.22% |

| <i>Fire</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 33 | 3 | 12 | 0 | 0 | 0 | 15 | 5 | 13 | 0 | 0 | 0 | 18 |
| Average Annual Salary: | \$72,928.81 | 9.09% | 36.36% | 0.00% | 0.00% | 0.00% | 45.45% | 15.15% | 39.39% | 0.00% | 0.00% | 0.00% | 54.55% |
| PROFESSIONALS | 191 | 25 | 145 | 4 | 0 | 0 | 174 | 1 | 16 | 0 | 0 | 0 | 17 |
| Average Annual Salary: | \$74,262.19 | 13.09% | 75.92% | 2.09% | 0.00% | 0.00% | 91.10% | 0.52% | 8.38% | 0.00% | 0.00% | 0.00% | 8.90% |
| TECHNICIANS | 447 | 30 | 347 | 5 | 3 | 2 | 387 | 7 | 53 | 0 | 0 | 0 | 60 |
| Average Annual Salary: | \$60,628.03 | 6.71% | 77.63% | 1.12% | 0.67% | 0.45% | 86.58% | 1.57% | 11.86% | 0.00% | 0.00% | 0.00% | 13.42% |
| PROTECTIVE SERVICE WORKERS | 420 | 47 | 332 | 10 | 2 | 2 | 393 | 7 | 20 | 0 | 0 | 0 | 27 |
| Average Annual Salary: | \$52,693.56 | 11.19% | 79.05% | 2.38% | 0.48% | 0.48% | 93.57% | 1.67% | 4.76% | 0.00% | 0.00% | 0.00% | 6.43% |
| ADMINISTRATIVE SUPPORT | 20 | 1 | 5 | 0 | 0 | 0 | 6 | 4 | 10 | 0 | 0 | 0 | 14 |
| Average Annual Salary: | \$35,602.12 | 5.00% | 25.00% | 0.00% | 0.00% | 0.00% | 30.00% | 20.00% | 50.00% | 0.00% | 0.00% | 0.00% | 70.00% |
| SKILLED CRAFT WORKERS | 6 | 1 | 5 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$47,674.51 | 16.67% | 83.33% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 1117 | 107 | 846 | 19 | 5 | 4 | 981 | 24 | 112 | 0 | 0 | 0 | 136 |
| <i>Fire</i> | 100.00% | 9.58% | 75.74% | 1.70% | 0.45% | 0.36% | 87.82% | 2.15% | 10.03% | 0.00% | 0.00% | 0.00% | 12.18% |

| <i>General Services</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|---------|--------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 13 | 0 | 8 | 0 | 0 | 0 | 8 | 0 | 5 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$87,282.92 | 0.00% | 61.54% | 0.00% | 0.00% | 0.00% | 61.54% | 0.00% | 38.46% | 0.00% | 0.00% | 0.00% | 38.46% |
| PROFESSIONALS | 23 | 1 | 13 | 0 | 0 | 0 | 14 | 0 | 8 | 0 | 1 | 0 | 9 |
| Average Annual Salary: | \$59,041.42 | 4.35% | 56.52% | 0.00% | 0.00% | 0.00% | 60.87% | 0.00% | 34.78% | 0.00% | 4.35% | 0.00% | 39.13% |
| TECHNICIANS | 11 | 1 | 5 | 0 | 0 | 0 | 6 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$45,431.41 | 9.09% | 45.45% | 0.00% | 0.00% | 0.00% | 54.55% | 9.09% | 36.36% | 0.00% | 0.00% | 0.00% | 45.45% |
| PARA-PROFESSIONALS | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$42,728.16 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| ADMINISTRATIVE SUPPORT | 24 | 5 | 12 | 0 | 1 | 0 | 18 | 2 | 4 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$36,556.86 | 20.83% | 50.00% | 0.00% | 4.17% | 0.00% | 75.00% | 8.33% | 16.67% | 0.00% | 0.00% | 0.00% | 25.00% |
| SKILLED CRAFT WORKERS | 60 | 8 | 48 | 1 | 1 | 0 | 58 | 2 | 0 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$43,251.47 | 13.33% | 80.00% | 1.67% | 1.67% | 0.00% | 96.67% | 3.33% | 0.00% | 0.00% | 0.00% | 0.00% | 3.33% |
| SERVICE MAINTENANCE | 4 | 1 | 2 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$31,866.41 | 25.00% | 50.00% | 25.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 137 | 16 | 90 | 2 | 2 | 0 | 110 | 5 | 21 | 0 | 1 | 0 | 27 |
| <i>General Services</i> | 100.00% | 11.68% | 65.69% | 1.46% | 1.46% | 0.00% | 80.29% | 3.65% | 15.33% | 0.00% | 0.73% | 0.00% | 19.71% |

| <i>General Sessions Court</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|--------|--------|-------|-------|-------|--------|---------|--------|--------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 13 | 0 | 6 | 0 | 0 | 0 | 6 | 3 | 4 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$141,879.69 | 0.00% | 46.15% | 0.00% | 0.00% | 0.00% | 46.15% | 23.08% | 30.77% | 0.00% | 0.00% | 0.00% | 53.85% |
| OFFICIALS AND ADMINISTRATORS | 13 | 0 | 10 | 0 | 0 | 0 | 10 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$63,163.68 | 0.00% | 76.92% | 0.00% | 0.00% | 0.00% | 76.92% | 7.69% | 15.38% | 0.00% | 0.00% | 0.00% | 23.08% |
| PROFESSIONALS | 47 | 4 | 22 | 0 | 0 | 0 | 26 | 10 | 11 | 0 | 0 | 0 | 21 |
| Average Annual Salary: | \$37,809.54 | 8.51% | 46.81% | 0.00% | 0.00% | 0.00% | 55.32% | 21.28% | 23.40% | 0.00% | 0.00% | 0.00% | 44.68% |
| PROTECTIVE SERVICE WORKERS | 32 | 10 | 18 | 0 | 1 | 0 | 29 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$48,323.34 | 31.25% | 56.25% | 0.00% | 3.13% | 0.00% | 90.63% | 3.13% | 6.25% | 0.00% | 0.00% | 0.00% | 9.38% |
| PARA-PROFESSIONALS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$7,199.52 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 25 | 2 | 1 | 0 | 0 | 0 | 3 | 5 | 12 | 5 | 0 | 0 | 22 |
| Average Annual Salary: | \$34,906.96 | 8.00% | 4.00% | 0.00% | 0.00% | 0.00% | 12.00% | 20.00% | 48.00% | 20.00% | 0.00% | 0.00% | 88.00% |
| SERVICE MAINTENANCE | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$29,874.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 132 | 16 | 57 | 0 | 1 | 0 | 74 | 22 | 31 | 5 | 0 | 0 | 58 |
| <i>General Sessions Court</i> | 100.00% | 12.12% | 43.18% | 0.00% | 0.76% | 0.00% | 56.06% | 16.67% | 23.48% | 3.79% | 0.00% | 0.00% | 43.94% |

| <i>Health</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|--------|--------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 59 | 3 | 26 | 0 | 0 | 0 | 29 | 8 | 19 | 2 | 1 | 0 | 30 |
| Average Annual Salary: | \$67,377.37 | 5.08% | 44.07% | 0.00% | 0.00% | 0.00% | 49.15% | 13.56% | 32.20% | 3.39% | 1.69% | 0.00% | 50.85% |
| PROFESSIONALS | 254 | 7 | 25 | 1 | 0 | 0 | 33 | 73 | 136 | 10 | 2 | 0 | 221 |
| Average Annual Salary: | \$47,775.80 | 2.76% | 9.84% | 0.39% | 0.00% | 0.00% | 12.99% | 28.74% | 53.54% | 3.94% | 0.79% | 0.00% | 87.01% |
| TECHNICIANS | 8 | 1 | 2 | 0 | 0 | 0 | 3 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$36,211.30 | 12.50% | 25.00% | 0.00% | 0.00% | 0.00% | 37.50% | 12.50% | 50.00% | 0.00% | 0.00% | 0.00% | 62.50% |
| PROTECTIVE SERVICE WORKERS | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$42,234.69 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PARA-PROFESSIONALS | 35 | 3 | 3 | 3 | 1 | 0 | 10 | 14 | 7 | 4 | 0 | 0 | 25 |
| Average Annual Salary: | \$23,392.10 | 8.57% | 8.57% | 8.57% | 2.86% | 0.00% | 28.57% | 40.00% | 20.00% | 11.43% | 0.00% | 0.00% | 71.43% |
| ADMINISTRATIVE SUPPORT | 83 | 5 | 6 | 1 | 0 | 0 | 12 | 26 | 31 | 12 | 2 | 0 | 71 |
| Average Annual Salary: | \$36,025.37 | 6.02% | 7.23% | 1.20% | 0.00% | 0.00% | 14.46% | 31.33% | 37.35% | 14.46% | 2.41% | 0.00% | 85.54% |
| SKILLED CRAFT WORKERS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$42,067.32 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| SERVICE MAINTENANCE | 29 | 10 | 5 | 2 | 0 | 0 | 17 | 3 | 9 | 0 | 0 | 0 | 12 |
| Average Annual Salary: | \$32,154.96 | 34.48% | 17.24% | 6.90% | 0.00% | 0.00% | 58.62% | 10.34% | 31.03% | 0.00% | 0.00% | 0.00% | 41.38% |
| Department Totals: | 472 | 30 | 70 | 7 | 1 | 0 | 108 | 125 | 206 | 28 | 5 | 0 | 364 |
| <i>Health</i> | 100.00% | 6.36% | 14.83% | 1.48% | 0.21% | 0.00% | 22.88% | 26.48% | 43.64% | 5.93% | 1.06% | 0.00% | 77.12% |

| <i>Historical Commission</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|-------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$83,652.24 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 7 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$51,266.48 | 0.00% | 42.86% | 0.00% | 0.00% | 0.00% | 42.86% | 0.00% | 57.14% | 0.00% | 0.00% | 0.00% | 57.14% |
| ADMINISTRATIVE SUPPORT | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$28,497.56 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 10 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 6 | 0 | 0 | 0 | 6 |
| <i>Historical Commission</i> | 100.00% | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% |

| <i>Human Relations Commission</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$85,000.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$48,437.60 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| ADMINISTRATIVE SUPPORT | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$37,888.52 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | 4 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| <i>Human Relations Commission</i> | 100.00% | 25.00% | 25.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| <i>Human Resources</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 6 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$92,012.29 | 16.67% | 16.67% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| PROFESSIONALS | 36 | 5 | 10 | 0 | 0 | 0 | 15 | 6 | 13 | 0 | 2 | 0 | 21 |
| Average Annual Salary: | \$51,226.55 | 13.89% | 27.78% | 0.00% | 0.00% | 0.00% | 41.67% | 16.67% | 36.11% | 0.00% | 5.56% | 0.00% | 58.33% |
| TECHNICIANS | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$48,848.07 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$48,885.94 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 57.14% | 42.86% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 54 | 6 | 11 | 0 | 0 | 0 | 17 | 10 | 25 | 0 | 2 | 0 | 37 |
| <i>Human Resources</i> | 100.00% | 11.11% | 20.37% | 0.00% | 0.00% | 0.00% | 31.48% | 18.52% | 46.30% | 0.00% | 3.70% | 0.00% | 68.52% |

| <i>Information Technology Service</i> | | MALE | | | | | | FEMALE | | | | | |
|---------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 43 | 1 | 28 | 0 | 1 | 0 | 30 | 0 | 12 | 0 | 1 | 0 | 13 |
| Average Annual Salary: | \$80,847.45 | 2.33% | 65.12% | 0.00% | 2.33% | 0.00% | 69.77% | 0.00% | 27.91% | 0.00% | 2.33% | 0.00% | 30.23% |
| PROFESSIONALS | 56 | 4 | 37 | 1 | 0 | 0 | 42 | 2 | 10 | 0 | 1 | 1 | 14 |
| Average Annual Salary: | \$54,408.28 | 7.14% | 66.07% | 1.79% | 0.00% | 0.00% | 75.00% | 3.57% | 17.86% | 0.00% | 1.79% | 1.79% | 25.00% |
| TECHNICIANS | 18 | 3 | 8 | 0 | 0 | 0 | 11 | 2 | 5 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$40,491.37 | 16.67% | 44.44% | 0.00% | 0.00% | 0.00% | 61.11% | 11.11% | 27.78% | 0.00% | 0.00% | 0.00% | 38.89% |
| ADMINISTRATIVE SUPPORT | 3 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$44,098.37 | 33.33% | 33.33% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| Department Totals: | 120 | 9 | 74 | 1 | 1 | 0 | 85 | 4 | 28 | 0 | 2 | 1 | 35 |
| <i>Information Technology Service</i> | 100.00% | 7.50% | 61.67% | 0.83% | 0.83% | 0.00% | 70.83% | 3.33% | 23.33% | 0.00% | 1.67% | 0.83% | 29.17% |

| Internal Audit | | MALE | | | | | | FEMALE | | | | | |
|------------------------------|--------------|-------|---------|-------|--------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$138,653.59 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 6 | 0 | 3 | 0 | 1 | 0 | 4 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$61,997.23 | 0.00% | 50.00% | 0.00% | 16.67% | 0.00% | 66.67% | 16.67% | 16.67% | 0.00% | 0.00% | 0.00% | 33.33% |
| Department Totals: | 7 | 0 | 4 | 0 | 1 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 2 |
| Internal Audit | 100.00% | 0.00% | 57.14% | 0.00% | 14.29% | 0.00% | 71.43% | 14.29% | 14.29% | 0.00% | 0.00% | 0.00% | 28.57% |

| <i>Justice Integration Services</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|--------|--------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 6 | 0 | 3 | 0 | 0 | 1 | 4 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$82,695.39 | 0.00% | 50.00% | 0.00% | 0.00% | 16.67% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| PROFESSIONALS | 9 | 1 | 7 | 0 | 0 | 0 | 8 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$62,600.90 | 11.11% | 77.78% | 0.00% | 0.00% | 0.00% | 88.89% | 0.00% | 11.11% | 0.00% | 0.00% | 0.00% | 11.11% |
| ADMINISTRATIVE SUPPORT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$20,574.32 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 16 | 1 | 10 | 0 | 0 | 1 | 12 | 0 | 4 | 0 | 0 | 0 | 4 |
| <i>Justice Integration Services</i> | 100.00% | 6.25% | 62.50% | 0.00% | 0.00% | 6.25% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |

| <i>Juvenile Court</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|--------|--------|--------|-------|-------|--------|---------|--------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$167,676.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| OFFICIALS AND ADMINISTRATORS | 12 | 1 | 6 | 0 | 0 | 0 | 7 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$90,570.29 | 8.33% | 50.00% | 0.00% | 0.00% | 0.00% | 58.33% | 8.33% | 33.33% | 0.00% | 0.00% | 0.00% | 41.67% |
| PROFESSIONALS | 59 | 15 | 8 | 0 | 0 | 0 | 23 | 18 | 18 | 0 | 0 | 0 | 36 |
| Average Annual Salary: | \$45,574.86 | 25.42% | 13.56% | 0.00% | 0.00% | 0.00% | 38.98% | 30.51% | 30.51% | 0.00% | 0.00% | 0.00% | 61.02% |
| PROTECTIVE SERVICE WORKERS | 15 | 6 | 4 | 2 | 0 | 0 | 12 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$41,467.50 | 40.00% | 26.67% | 13.33% | 0.00% | 0.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| ADMINISTRATIVE SUPPORT | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 9 | 0 | 0 | 0 | 14 |
| Average Annual Salary: | \$38,553.11 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 35.71% | 64.29% | 0.00% | 0.00% | 0.00% | 100.00% |
| SERVICE MAINTENANCE | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$25,388.66 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 106 | 22 | 18 | 2 | 0 | 0 | 42 | 29 | 35 | 0 | 0 | 0 | 64 |
| <i>Juvenile Court</i> | 100.00% | 20.75% | 16.98% | 1.89% | 0.00% | 0.00% | 39.62% | 27.36% | 33.02% | 0.00% | 0.00% | 0.00% | 60.38% |

| <i>Juvenile Court Clerk</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|---------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$125,453.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| OFFICIALS AND ADMINISTRATORS | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$69,300.14 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$47,977.02 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 26 | 1 | 4 | 0 | 0 | 0 | 5 | 6 | 13 | 0 | 0 | 2 | 21 |
| Average Annual Salary: | \$31,047.90 | 3.85% | 15.38% | 0.00% | 0.00% | 0.00% | 19.23% | 23.08% | 50.00% | 0.00% | 0.00% | 7.69% | 80.77% |
| Department Totals: | 29 | 2 | 5 | 0 | 0 | 0 | 7 | 6 | 14 | 0 | 0 | 2 | 22 |
| <i>Juvenile Court Clerk</i> | 100.00% | 6.90% | 17.24% | 0.00% | 0.00% | 0.00% | 24.14% | 20.69% | 48.28% | 0.00% | 0.00% | 6.90% | 75.86% |

| <i>Law</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|--------|--------|-------|-------|-------|---------|--------|--------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 5 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$127,785.15 | 20.00% | 80.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 31 | 1 | 13 | 0 | 0 | 0 | 14 | 1 | 16 | 0 | 0 | 0 | 17 |
| Average Annual Salary: | \$77,890.41 | 3.23% | 41.94% | 0.00% | 0.00% | 0.00% | 45.16% | 3.23% | 51.61% | 0.00% | 0.00% | 0.00% | 54.84% |
| PARA-PROFESSIONALS | 7 | 1 | 1 | 0 | 0 | 0 | 2 | 3 | 2 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$37,105.40 | 14.29% | 14.29% | 0.00% | 0.00% | 0.00% | 28.57% | 42.86% | 28.57% | 0.00% | 0.00% | 0.00% | 71.43% |
| ADMINISTRATIVE SUPPORT | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$45,255.47 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 46 | 3 | 18 | 0 | 0 | 0 | 21 | 5 | 20 | 0 | 0 | 0 | 25 |
| <i>Law</i> | 100.00% | 6.52% | 39.13% | 0.00% | 0.00% | 0.00% | 45.65% | 10.87% | 43.48% | 0.00% | 0.00% | 0.00% | 54.35% |

| <i>Mayor's Office</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|--------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| ELECTED OFFICIALS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$136,500.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| OFFICIALS AND ADMINISTRATORS | 4 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$121,549.46 | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| PROFESSIONALS | 7 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 1 | 0 | 5 |
| Average Annual Salary: | \$82,079.74 | 0.00% | 28.57% | 0.00% | 0.00% | 0.00% | 28.57% | 0.00% | 57.14% | 0.00% | 14.29% | 0.00% | 71.43% |
| ADMINISTRATIVE SUPPORT | 4 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$43,559.07 | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| Department Totals: | 16 | 1 | 6 | 0 | 0 | 0 | 7 | 0 | 8 | 0 | 1 | 0 | 9 |
| <i>Mayor's Office</i> | 100.00% | 6.25% | 37.50% | 0.00% | 0.00% | 0.00% | 43.75% | 0.00% | 50.00% | 0.00% | 6.25% | 0.00% | 56.25% |

| <i>Metro Action Commission</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|-------|-------|-------|-------|--------|--------|--------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$86,027.19 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 111 | 6 | 1 | 0 | 0 | 0 | 7 | 73 | 29 | 1 | 0 | 1 | 104 |
| Average Annual Salary: | \$41,240.64 | 5.41% | 0.90% | 0.00% | 0.00% | 0.00% | 6.31% | 65.77% | 26.13% | 0.90% | 0.00% | 0.90% | 93.69% |
| TECHNICIANS | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$29,184.19 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 57.14% | 42.86% | 0.00% | 0.00% | 0.00% | 100.00% |
| PARA-PROFESSIONALS | 32 | 2 | 3 | 0 | 1 | 0 | 6 | 23 | 1 | 2 | 0 | 0 | 26 |
| Average Annual Salary: | \$35,067.48 | 6.25% | 9.38% | 0.00% | 3.13% | 0.00% | 18.75% | 71.88% | 3.13% | 6.25% | 0.00% | 0.00% | 81.25% |
| ADMINISTRATIVE SUPPORT | 93 | 1 | 0 | 0 | 0 | 0 | 1 | 66 | 20 | 4 | 0 | 2 | 92 |
| Average Annual Salary: | \$23,493.66 | 1.08% | 0.00% | 0.00% | 0.00% | 0.00% | 1.08% | 70.97% | 21.51% | 4.30% | 0.00% | 2.15% | 98.92% |
| SERVICE MAINTENANCE | 45 | 17 | 4 | 0 | 0 | 0 | 21 | 22 | 2 | 0 | 0 | 0 | 24 |
| Average Annual Salary: | \$29,392.01 | 37.78% | 8.89% | 0.00% | 0.00% | 0.00% | 46.67% | 48.89% | 4.44% | 0.00% | 0.00% | 0.00% | 53.33% |
| Department Totals: | 292 | 26 | 8 | 0 | 1 | 0 | 35 | 191 | 56 | 7 | 0 | 3 | 257 |
| <i>Metro Action Commission</i> | 100.00% | 8.90% | 2.74% | 0.00% | 0.34% | 0.00% | 11.99% | 65.41% | 19.18% | 2.40% | 0.00% | 1.03% | 88.01% |

| Metropolitan Clerk | | MALE | | | | | | FEMALE | | | | | |
|------------------------|-------------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| PROFESSIONALS | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$63,325.46 | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% |
| ADMINISTRATIVE SUPPORT | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$38,907.23 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| Department Totals: | 6 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 3 |
| Metropolitan Clerk | 100.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| <i>Metropolitan Council</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 41 | 5 | 24 | 0 | 0 | 0 | 29 | 4 | 8 | 0 | 0 | 0 | 12 |
| Average Annual Salary: | \$15,048.78 | 12.20% | 58.54% | 0.00% | 0.00% | 0.00% | 70.73% | 9.76% | 19.51% | 0.00% | 0.00% | 0.00% | 29.27% |
| OFFICIALS AND ADMINISTRATORS | 4 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$88,504.22 | 0.00% | 75.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% |
| PROFESSIONALS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$56,964.01 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$51,768.27 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 48 | 5 | 27 | 0 | 0 | 0 | 32 | 5 | 11 | 0 | 0 | 0 | 16 |
| <i>Metropolitan Council</i> | 100.00% | 10.42% | 56.25% | 0.00% | 0.00% | 0.00% | 66.67% | 10.42% | 22.92% | 0.00% | 0.00% | 0.00% | 33.33% |

| MTA | | MALE | | | | | | FEMALE | | | | | |
|------------------------------|--------------|-------|---------|-------|-------|-------|---------|--------|-------|-------|-------|-------|-------|
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$215,000.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| MTA | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| <i>Municipal Auditorium</i> | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|---------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$90,920.68 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$51,315.34 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 25.00% | 75.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| SKILLED CRAFT WORKERS | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$40,496.56 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| SERVICE MAINTENANCE | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$40,896.18 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 9 | 1 | 4 | 0 | 0 | 0 | 5 | 1 | 3 | 0 | 0 | 0 | 4 |
| <i>Municipal Auditorium</i> | 100.00% | 11.11% | 44.44% | 0.00% | 0.00% | 0.00% | 55.56% | 11.11% | 33.33% | 0.00% | 0.00% | 0.00% | 44.44% |

| NCAC | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 5 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$76,477.01 | 0.00% | 80.00% | 0.00% | 0.00% | 0.00% | 80.00% | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 20.00% |
| PROFESSIONALS | 24 | 3 | 5 | 0 | 0 | 0 | 8 | 9 | 7 | 0 | 0 | 0 | 16 |
| Average Annual Salary: | \$44,694.44 | 12.50% | 20.83% | 0.00% | 0.00% | 0.00% | 33.33% | 37.50% | 29.17% | 0.00% | 0.00% | 0.00% | 66.67% |
| ADMINISTRATIVE SUPPORT | 9 | 0 | 2 | 0 | 0 | 0 | 2 | 5 | 2 | 0 | 0 | 0 | 7 |
| Average Annual Salary: | \$36,915.22 | 0.00% | 22.22% | 0.00% | 0.00% | 0.00% | 22.22% | 55.56% | 22.22% | 0.00% | 0.00% | 0.00% | 77.78% |
| SERVICE MAINTENANCE | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$8,840.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 39 | 3 | 12 | 0 | 0 | 0 | 15 | 14 | 10 | 0 | 0 | 0 | 24 |
| NCAC | 100.00% | 7.69% | 30.77% | 0.00% | 0.00% | 0.00% | 38.46% | 35.90% | 25.64% | 0.00% | 0.00% | 0.00% | 61.54% |

| <i>Office of Emergency Mgmt</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|-------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$56,362.86 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 4 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$32,757.75 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| ADMINISTRATIVE SUPPORT | 6 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$31,170.81 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | 11 | 0 | 6 | 0 | 0 | 0 | 6 | 0 | 5 | 0 | 0 | 0 | 5 |
| <i>Office of Emergency Mgmt</i> | 100.00% | 0.00% | 54.55% | 0.00% | 0.00% | 0.00% | 54.55% | 0.00% | 45.45% | 0.00% | 0.00% | 0.00% | 45.45% |

| <i>Parks</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 13 | 1 | 7 | 0 | 0 | 0 | 8 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$87,413.62 | 7.69% | 53.85% | 0.00% | 0.00% | 0.00% | 61.54% | 7.69% | 30.77% | 0.00% | 0.00% | 0.00% | 38.46% |
| PROFESSIONALS | 106 | 17 | 36 | 0 | 0 | 1 | 54 | 14 | 38 | 0 | 0 | 0 | 52 |
| Average Annual Salary: | \$43,624.29 | 16.04% | 33.96% | 0.00% | 0.00% | 0.94% | 50.94% | 13.21% | 35.85% | 0.00% | 0.00% | 0.00% | 49.06% |
| TECHNICIANS | 5 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$27,240.56 | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | 20.00% | 40.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| PROTECTIVE SERVICE WORKERS | 23 | 8 | 12 | 1 | 0 | 0 | 21 | 0 | 1 | 1 | 0 | 0 | 2 |
| Average Annual Salary: | \$41,579.94 | 34.78% | 52.17% | 4.35% | 0.00% | 0.00% | 91.30% | 0.00% | 4.35% | 4.35% | 0.00% | 0.00% | 8.70% |
| PARA-PROFESSIONALS | 163 | 48 | 26 | 1 | 0 | 0 | 75 | 33 | 50 | 3 | 2 | 0 | 88 |
| Average Annual Salary: | \$15,850.48 | 29.45% | 15.95% | 0.61% | 0.00% | 0.00% | 46.01% | 20.25% | 30.67% | 1.84% | 1.23% | 0.00% | 53.99% |
| ADMINISTRATIVE SUPPORT | 47 | 5 | 14 | 0 | 0 | 0 | 19 | 4 | 23 | 0 | 1 | 0 | 28 |
| Average Annual Salary: | \$24,133.96 | 10.64% | 29.79% | 0.00% | 0.00% | 0.00% | 40.43% | 8.51% | 48.94% | 0.00% | 2.13% | 0.00% | 59.57% |
| SKILLED CRAFT WORKERS | 16 | 0 | 16 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$41,796.74 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| SERVICE MAINTENANCE | 211 | 60 | 123 | 2 | 1 | 0 | 186 | 10 | 12 | 2 | 1 | 0 | 25 |
| Average Annual Salary: | \$25,534.84 | 28.44% | 58.29% | 0.95% | 0.47% | 0.00% | 88.15% | 4.74% | 5.69% | 0.95% | 0.47% | 0.00% | 11.85% |
| Department Totals: | 584 | 139 | 236 | 4 | 1 | 1 | 381 | 63 | 130 | 6 | 4 | 0 | 203 |
| <i>Parks</i> | 100.00% | 23.80% | 40.41% | 0.68% | 0.17% | 0.17% | 65.24% | 10.79% | 22.26% | 1.03% | 0.68% | 0.00% | 34.76% |

| <i>Planning Commission</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|---------|-------|-------|--------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 8 | 1 | 4 | 0 | 0 | 0 | 5 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$85,263.76 | 12.50% | 50.00% | 0.00% | 0.00% | 0.00% | 62.50% | 0.00% | 37.50% | 0.00% | 0.00% | 0.00% | 37.50% |
| PROFESSIONALS | 35 | 1 | 15 | 0 | 0 | 1 | 17 | 4 | 14 | 0 | 0 | 0 | 18 |
| Average Annual Salary: | \$62,117.30 | 2.86% | 42.86% | 0.00% | 0.00% | 2.86% | 48.57% | 11.43% | 40.00% | 0.00% | 0.00% | 0.00% | 51.43% |
| TECHNICIANS | 7 | 2 | 3 | 0 | 0 | 0 | 5 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$38,657.44 | 28.57% | 42.86% | 0.00% | 0.00% | 0.00% | 71.43% | 0.00% | 28.57% | 0.00% | 0.00% | 0.00% | 28.57% |
| ADMINISTRATIVE SUPPORT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$43,804.09 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| SERVICE MAINTENANCE | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 3 |
| Average Annual Salary: | \$11,656.67 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 33.33% | 0.00% | 0.00% | 33.33% | 100.00% |
| Department Totals: | 54 | 4 | 22 | 0 | 0 | 1 | 27 | 5 | 21 | 0 | 0 | 1 | 27 |
| <i>Planning Commission</i> | 100.00% | 7.41% | 40.74% | 0.00% | 0.00% | 1.85% | 50.00% | 9.26% | 38.89% | 0.00% | 0.00% | 1.85% | 50.00% |

| <i>Police</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|--------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 28 | 2 | 13 | 0 | 1 | 0 | 16 | 0 | 12 | 0 | 0 | 0 | 12 |
| Average Annual Salary: | \$95,144.41 | 7.14% | 46.43% | 0.00% | 3.57% | 0.00% | 57.14% | 0.00% | 42.86% | 0.00% | 0.00% | 0.00% | 42.86% |
| PROFESSIONALS | 171 | 7 | 104 | 1 | 1 | 0 | 113 | 13 | 42 | 2 | 1 | 0 | 58 |
| Average Annual Salary: | \$62,877.22 | 4.09% | 60.82% | 0.58% | 0.58% | 0.00% | 66.08% | 7.60% | 24.56% | 1.17% | 0.58% | 0.00% | 33.92% |
| TECHNICIANS | 244 | 22 | 188 | 2 | 2 | 0 | 214 | 11 | 18 | 1 | 0 | 0 | 30 |
| Average Annual Salary: | \$65,206.09 | 9.02% | 77.05% | 0.82% | 0.82% | 0.00% | 87.70% | 4.51% | 7.38% | 0.41% | 0.00% | 0.00% | 12.30% |
| PROTECTIVE SERVICE WORKERS | 1330 | 142 | 921 | 21 | 20 | 3 | 1107 | 87 | 133 | 2 | 1 | 0 | 223 |
| Average Annual Salary: | \$46,629.48 | 10.68% | 69.25% | 1.58% | 1.50% | 0.23% | 83.23% | 6.54% | 10.00% | 0.15% | 0.08% | 0.00% | 16.77% |
| ADMINISTRATIVE SUPPORT | 180 | 13 | 32 | 1 | 0 | 0 | 46 | 48 | 85 | 1 | 0 | 0 | 134 |
| Average Annual Salary: | \$36,825.53 | 7.22% | 17.78% | 0.56% | 0.00% | 0.00% | 25.56% | 26.67% | 47.22% | 0.56% | 0.00% | 0.00% | 74.44% |
| SKILLED CRAFT WORKERS | 4 | 1 | 2 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$41,630.77 | 25.00% | 50.00% | 25.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 1957 | 187 | 1260 | 26 | 24 | 3 | 1500 | 159 | 290 | 6 | 2 | 0 | 457 |
| <i>Police</i> | 100.00% | 9.56% | 64.38% | 1.33% | 1.23% | 0.15% | 76.65% | 8.12% | 14.82% | 0.31% | 0.10% | 0.00% | 23.35% |

| <i>Public Defender</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|--------------|--------|--------|--------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ELECTED OFFICIALS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$148,505.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| OFFICIALS AND ADMINISTRATORS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$82,029.52 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% |
| PROFESSIONALS | 51 | 2 | 15 | 0 | 1 | 0 | 18 | 6 | 26 | 1 | 0 | 0 | 33 |
| Average Annual Salary: | \$60,716.90 | 3.92% | 29.41% | 0.00% | 1.96% | 0.00% | 35.29% | 11.76% | 50.98% | 1.96% | 0.00% | 0.00% | 64.71% |
| PROTECTIVE SERVICE WORKERS | 7 | 1 | 3 | 1 | 0 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$46,567.11 | 14.29% | 42.86% | 14.29% | 0.00% | 0.00% | 71.43% | 14.29% | 14.29% | 0.00% | 0.00% | 0.00% | 28.57% |
| PARA-PROFESSIONALS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$41,546.32 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 8 | 0 | 0 | 0 | 13 |
| Average Annual Salary: | \$42,751.46 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 38.46% | 61.54% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 78 | 3 | 18 | 1 | 1 | 0 | 23 | 13 | 41 | 1 | 0 | 0 | 55 |
| <i>Public Defender</i> | 100.00% | 3.85% | 23.08% | 1.28% | 1.28% | 0.00% | 29.49% | 16.67% | 52.56% | 1.28% | 0.00% | 0.00% | 70.51% |

| Public Library | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 4 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$94,759.01 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| PROFESSIONALS | 96 | 2 | 22 | 0 | 0 | 0 | 24 | 9 | 62 | 0 | 0 | 1 | 72 |
| Average Annual Salary: | \$51,927.27 | 2.08% | 22.92% | 0.00% | 0.00% | 0.00% | 25.00% | 9.38% | 64.58% | 0.00% | 0.00% | 1.04% | 75.00% |
| TECHNICIANS | 7 | 0 | 5 | 0 | 0 | 0 | 5 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$41,203.88 | 0.00% | 71.43% | 0.00% | 0.00% | 0.00% | 71.43% | 0.00% | 28.57% | 0.00% | 0.00% | 0.00% | 28.57% |
| PROTECTIVE SERVICE WORKERS | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$28,828.15 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PARA-PROFESSIONALS | 106 | 7 | 31 | 0 | 0 | 1 | 39 | 23 | 43 | 1 | 0 | 0 | 67 |
| Average Annual Salary: | \$27,995.22 | 6.60% | 29.25% | 0.00% | 0.00% | 0.94% | 36.79% | 21.70% | 40.57% | 0.94% | 0.00% | 0.00% | 63.21% |
| ADMINISTRATIVE SUPPORT | 80 | 8 | 13 | 2 | 0 | 0 | 23 | 9 | 45 | 2 | 0 | 1 | 57 |
| Average Annual Salary: | \$20,993.48 | 10.00% | 16.25% | 2.50% | 0.00% | 0.00% | 28.75% | 11.25% | 56.25% | 2.50% | 0.00% | 1.25% | 71.25% |
| SKILLED CRAFT WORKERS | 4 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$52,008.04 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| SERVICE MAINTENANCE | 27 | 13 | 8 | 0 | 0 | 0 | 21 | 3 | 3 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$29,698.65 | 48.15% | 29.63% | 0.00% | 0.00% | 0.00% | 77.78% | 11.11% | 11.11% | 0.00% | 0.00% | 0.00% | 22.22% |
| Department Totals: | 327 | 30 | 88 | 2 | 0 | 1 | 121 | 44 | 157 | 3 | 0 | 2 | 206 |
| Public Library | 100.00% | 9.17% | 26.91% | 0.61% | 0.00% | 0.31% | 37.00% | 13.46% | 48.01% | 0.92% | 0.00% | 0.61% | 63.00% |

| <i>Public Works</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|---------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 29 | 2 | 21 | 0 | 0 | 0 | 23 | 0 | 6 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$71,989.31 | 6.90% | 72.41% | 0.00% | 0.00% | 0.00% | 79.31% | 0.00% | 20.69% | 0.00% | 0.00% | 0.00% | 20.69% |
| PROFESSIONALS | 39 | 5 | 25 | 0 | 0 | 0 | 30 | 0 | 9 | 0 | 0 | 0 | 9 |
| Average Annual Salary: | \$63,668.83 | 12.82% | 64.10% | 0.00% | 0.00% | 0.00% | 76.92% | 0.00% | 23.08% | 0.00% | 0.00% | 0.00% | 23.08% |
| TECHNICIANS | 21 | 5 | 11 | 0 | 0 | 0 | 16 | 1 | 4 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$47,119.27 | 23.81% | 52.38% | 0.00% | 0.00% | 0.00% | 76.19% | 4.76% | 19.05% | 0.00% | 0.00% | 0.00% | 23.81% |
| ADMINISTRATIVE SUPPORT | 25 | 3 | 2 | 0 | 0 | 0 | 5 | 6 | 12 | 1 | 0 | 1 | 20 |
| Average Annual Salary: | \$40,384.18 | 12.00% | 8.00% | 0.00% | 0.00% | 0.00% | 20.00% | 24.00% | 48.00% | 4.00% | 0.00% | 4.00% | 80.00% |
| SKILLED CRAFT WORKERS | 3 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$34,157.46 | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| SERVICE MAINTENANCE | 261 | 94 | 163 | 3 | 0 | 0 | 260 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$34,130.03 | 36.02% | 62.45% | 1.15% | 0.00% | 0.00% | 99.62% | 0.00% | 0.38% | 0.00% | 0.00% | 0.00% | 0.38% |
| Department Totals: | 378 | 110 | 224 | 3 | 0 | 0 | 337 | 7 | 32 | 1 | 0 | 1 | 41 |
| <i>Public Works</i> | 100.00% | 29.10% | 59.26% | 0.79% | 0.00% | 0.00% | 89.15% | 1.85% | 8.47% | 0.26% | 0.00% | 0.26% | 10.85% |

| Register of Deeds | | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|------------------------------|--------------|-------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| | TOTAL | | | | | | | | | | | | |
| OFFICIALS AND ADMINISTRATORS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$109,921.00 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PROFESSIONALS | 24 | 0 | 11 | 0 | 0 | 0 | 11 | 0 | 13 | 0 | 0 | 0 | 13 |
| Average Annual Salary: | \$52,242.50 | 0.00% | 45.83% | 0.00% | 0.00% | 0.00% | 45.83% | 0.00% | 54.17% | 0.00% | 0.00% | 0.00% | 54.17% |
| ADMINISTRATIVE SUPPORT | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$42,636.00 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 16.67% | 83.33% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 31 | 0 | 12 | 0 | 0 | 0 | 12 | 1 | 18 | 0 | 0 | 0 | 19 |
| Register of Deeds | 100.00% | 0.00% | 38.71% | 0.00% | 0.00% | 0.00% | 38.71% | 3.23% | 58.06% | 0.00% | 0.00% | 0.00% | 61.29% |

| <i>Sheriff</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|--------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| ELECTED OFFICIALS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$151,718.13 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| OFFICIALS AND ADMINISTRATORS | 23 | 1 | 13 | 0 | 0 | 0 | 14 | 4 | 5 | 0 | 0 | 0 | 9 |
| Average Annual Salary: | \$90,192.65 | 4.35% | 56.52% | 0.00% | 0.00% | 0.00% | 60.87% | 17.39% | 21.74% | 0.00% | 0.00% | 0.00% | 39.13% |
| PROFESSIONALS | 198 | 36 | 65 | 2 | 1 | 1 | 105 | 39 | 48 | 4 | 2 | 0 | 93 |
| Average Annual Salary: | \$44,415.64 | 18.18% | 32.83% | 1.01% | 0.51% | 0.51% | 53.03% | 19.70% | 24.24% | 2.02% | 1.01% | 0.00% | 46.97% |
| TECHNICIANS | 12 | 1 | 5 | 0 | 0 | 0 | 6 | 2 | 4 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$47,235.42 | 8.33% | 41.67% | 0.00% | 0.00% | 0.00% | 50.00% | 16.67% | 33.33% | 0.00% | 0.00% | 0.00% | 50.00% |
| PROTECTIVE SERVICE WORKERS | 462 | 124 | 245 | 6 | 1 | 3 | 379 | 45 | 35 | 2 | 0 | 1 | 83 |
| Average Annual Salary: | \$38,797.63 | 26.84% | 53.03% | 1.30% | 0.22% | 0.65% | 82.03% | 9.74% | 7.58% | 0.43% | 0.00% | 0.22% | 17.97% |
| PARA-PROFESSIONALS | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$33,871.73 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 160 | 30 | 46 | 1 | 0 | 0 | 77 | 42 | 40 | 0 | 1 | 0 | 83 |
| Average Annual Salary: | \$34,986.29 | 18.75% | 28.75% | 0.63% | 0.00% | 0.00% | 48.13% | 26.25% | 25.00% | 0.00% | 0.63% | 0.00% | 51.88% |
| SERVICE MAINTENANCE | 14 | 1 | 13 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$46,034.46 | 7.14% | 92.86% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Department Totals: | 874 | 193 | 388 | 9 | 2 | 4 | 596 | 135 | 133 | 6 | 3 | 1 | 278 |
| <i>Sheriff</i> | 100.00% | 22.08% | 44.39% | 1.03% | 0.23% | 0.46% | 68.19% | 15.45% | 15.22% | 0.69% | 0.34% | 0.11% | 31.81% |

| <i>Social Services</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|---------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 8 | 1 | 1 | 0 | 0 | 0 | 2 | 4 | 2 | 0 | 0 | 0 | 6 |
| Average Annual Salary: | \$89,839.35 | 12.50% | 12.50% | 0.00% | 0.00% | 0.00% | 25.00% | 50.00% | 25.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| PROFESSIONALS | 32 | 7 | 2 | 0 | 0 | 0 | 9 | 15 | 6 | 1 | 1 | 0 | 23 |
| Average Annual Salary: | \$55,773.44 | 21.88% | 6.25% | 0.00% | 0.00% | 0.00% | 28.13% | 46.88% | 18.75% | 3.13% | 3.13% | 0.00% | 71.88% |
| PARA-PROFESSIONALS | 29 | 0 | 2 | 0 | 0 | 0 | 2 | 17 | 10 | 0 | 0 | 0 | 27 |
| Average Annual Salary: | \$24,196.98 | 0.00% | 6.90% | 0.00% | 0.00% | 0.00% | 6.90% | 58.62% | 34.48% | 0.00% | 0.00% | 0.00% | 93.10% |
| ADMINISTRATIVE SUPPORT | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 5 |
| Average Annual Salary: | \$39,292.33 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 80.00% | 20.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| SERVICE MAINTENANCE | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$32,673.96 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 76 | 8 | 5 | 0 | 0 | 0 | 13 | 40 | 21 | 1 | 1 | 0 | 63 |
| <i>Social Services</i> | 100.00% | 10.53% | 6.58% | 0.00% | 0.00% | 0.00% | 17.11% | 52.63% | 27.63% | 1.32% | 1.32% | 0.00% | 82.89% |

| Soil and Water Conservation | | MALE | | | | | | FEMALE | | | | | |
|-----------------------------|-------------|-------|-------|-------|-------|-------|-------|--------|---------|-------|-------|-------|---------|
| TOTAL | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| ADMINISTRATIVE SUPPORT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$46,458.81 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Soil and Water Conservation | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |

| <i>Sports Authority</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|-------|---------|-------|-------|-------|---------|---------|-------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| <i>OFFICIALS AND ADMINISTRATORS</i> | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$97,389.25 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| <i>PROFESSIONALS</i> | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$54,248.15 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| <i>Sports Authority</i> | 100.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% |

| <i>State Fair Board</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|--------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$67,999.83 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| PROFESSIONALS | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$59,513.94 | 0.00% | 66.67% | 0.00% | 0.00% | 0.00% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 33.33% |
| ADMINISTRATIVE SUPPORT | 7 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 1 | 4 |
| Average Annual Salary: | \$25,228.42 | 14.29% | 28.57% | 0.00% | 0.00% | 0.00% | 42.86% | 0.00% | 42.86% | 0.00% | 0.00% | 14.29% | 57.14% |
| SKILLED CRAFT WORKERS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$62,774.90 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| SERVICE MAINTENANCE | 43 | 4 | 19 | 0 | 0 | 3 | 26 | 5 | 9 | 1 | 0 | 2 | 17 |
| Average Annual Salary: | \$7,002.02 | 9.30% | 44.19% | 0.00% | 0.00% | 6.98% | 60.47% | 11.63% | 20.93% | 2.33% | 0.00% | 4.65% | 39.53% |
| | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$988.00 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Department Totals: | 59 | 6 | 26 | 0 | 0 | 3 | 35 | 5 | 15 | 1 | 0 | 3 | 24 |
| <i>State Fair Board</i> | 100.00% | 10.17% | 44.07% | 0.00% | 0.00% | 5.08% | 59.32% | 8.47% | 25.42% | 1.69% | 0.00% | 5.08% | 40.68% |

| State Trial Courts | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| OFFICIALS AND ADMINISTRATORS | 18 | 3 | 7 | 0 | 0 | 0 | 10 | 1 | 7 | 0 | 0 | 0 | 8 |
| Average Annual Salary: | \$71,115.42 | 16.67% | 38.89% | 0.00% | 0.00% | 0.00% | 55.56% | 5.56% | 38.89% | 0.00% | 0.00% | 0.00% | 44.44% |
| PROFESSIONALS | 69 | 9 | 23 | 0 | 0 | 1 | 33 | 8 | 28 | 0 | 0 | 0 | 36 |
| Average Annual Salary: | \$42,626.90 | 13.04% | 33.33% | 0.00% | 0.00% | 1.45% | 47.83% | 11.59% | 40.58% | 0.00% | 0.00% | 0.00% | 52.17% |
| PROTECTIVE SERVICE WORKERS | 39 | 3 | 18 | 0 | 0 | 0 | 21 | 2 | 16 | 0 | 0 | 0 | 18 |
| Average Annual Salary: | \$55,166.89 | 7.69% | 46.15% | 0.00% | 0.00% | 0.00% | 53.85% | 5.13% | 41.03% | 0.00% | 0.00% | 0.00% | 46.15% |
| PARA-PROFESSIONALS | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$31,074.57 | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| ADMINISTRATIVE SUPPORT | 7 | 2 | 1 | 0 | 0 | 0 | 3 | 2 | 2 | 0 | 0 | 0 | 4 |
| Average Annual Salary: | \$17,655.67 | 28.57% | 14.29% | 0.00% | 0.00% | 0.00% | 42.86% | 28.57% | 28.57% | 0.00% | 0.00% | 0.00% | 57.14% |
| SERVICE MAINTENANCE | 17 | 6 | 0 | 0 | 0 | 0 | 6 | 9 | 2 | 0 | 0 | 0 | 11 |
| Average Annual Salary: | \$15,773.47 | 35.29% | 0.00% | 0.00% | 0.00% | 0.00% | 35.29% | 52.94% | 11.76% | 0.00% | 0.00% | 0.00% | 64.71% |
| Department Totals: | 152 | 24 | 49 | 0 | 0 | 1 | 74 | 22 | 56 | 0 | 0 | 0 | 78 |
| State Trial Courts | 100.00% | 15.79% | 32.24% | 0.00% | 0.00% | 0.66% | 48.68% | 14.47% | 36.84% | 0.00% | 0.00% | 0.00% | 51.32% |

| <i>Trustee</i> | TOTAL | MALE | | | | | TOTAL | FEMALE | | | | | TOTAL |
|-------------------------------------|-------------|---------|---------|-------|-------|-------|---------|--------|---------|-------|-------|-------|---------|
| | | BLACK | WHITE | HISP | ASIAN | OTHER | | BLACK | WHITE | HISP | ASIAN | OTHER | |
| ELECTED OFFICIALS | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$64,911.33 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| OFFICIALS AND ADMINISTRATORS | 4 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$66,877.50 | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 25.00% | 25.00% | 50.00% | 0.00% | 0.00% | 0.00% | 75.00% |
| PROFESSIONALS | 15 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 12 | 0 | 0 | 0 | 13 |
| Average Annual Salary: | \$40,609.60 | 0.00% | 13.33% | 0.00% | 0.00% | 0.00% | 13.33% | 6.67% | 80.00% | 0.00% | 0.00% | 0.00% | 86.67% |
| ADMINISTRATIVE SUPPORT | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$6,827.60 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| SERVICE MAINTENANCE | 5 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 3 |
| Average Annual Salary: | \$4,089.67 | 0.00% | 40.00% | 0.00% | 0.00% | 0.00% | 40.00% | 0.00% | 60.00% | 0.00% | 0.00% | 0.00% | 60.00% |
| | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Average Annual Salary: | \$5,188.98 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Department Totals: | 28 | 1 | 7 | 0 | 0 | 0 | 8 | 2 | 18 | 0 | 0 | 0 | 20 |
| <i>Trustee</i> | 100.00% | 3.57% | 25.00% | 0.00% | 0.00% | 0.00% | 28.57% | 7.14% | 64.29% | 0.00% | 0.00% | 0.00% | 71.43% |

| <i>Water Services</i> | | MALE | | | | | | FEMALE | | | | | |
|-------------------------------------|-------------|--------|---------|-------|-------|-------|---------|--------|--------|-------|-------|-------|---------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| OFFICIALS AND ADMINISTRATORS | 25 | 5 | 11 | 1 | 0 | 0 | 17 | 2 | 6 | 0 | 0 | 0 | 8 |
| Average Annual Salary: | \$97,738.95 | 20.00% | 44.00% | 4.00% | 0.00% | 0.00% | 68.00% | 8.00% | 24.00% | 0.00% | 0.00% | 0.00% | 32.00% |
| PROFESSIONALS | 136 | 14 | 67 | 1 | 2 | 1 | 85 | 14 | 36 | 0 | 1 | 0 | 51 |
| Average Annual Salary: | \$61,892.98 | 10.29% | 49.26% | 0.74% | 1.47% | 0.74% | 62.50% | 10.29% | 26.47% | 0.00% | 0.74% | 0.00% | 37.50% |
| TECHNICIANS | 94 | 17 | 55 | 1 | 1 | 0 | 74 | 5 | 15 | 0 | 0 | 0 | 20 |
| Average Annual Salary: | \$49,685.22 | 18.09% | 58.51% | 1.06% | 1.06% | 0.00% | 78.72% | 5.32% | 15.96% | 0.00% | 0.00% | 0.00% | 21.28% |
| PROTECTIVE SERVICE WORKERS | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Annual Salary: | \$47,786.18 | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| PARA-PROFESSIONALS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Average Annual Salary: | \$29,027.16 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 50.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| ADMINISTRATIVE SUPPORT | 88 | 6 | 11 | 0 | 0 | 0 | 17 | 38 | 33 | 0 | 0 | 0 | 71 |
| Average Annual Salary: | \$37,573.45 | 6.82% | 12.50% | 0.00% | 0.00% | 0.00% | 19.32% | 43.18% | 37.50% | 0.00% | 0.00% | 0.00% | 80.68% |
| SKILLED CRAFT WORKERS | 230 | 53 | 161 | 4 | 1 | 0 | 219 | 4 | 5 | 1 | 1 | 0 | 11 |
| Average Annual Salary: | \$46,973.26 | 23.04% | 70.00% | 1.74% | 0.43% | 0.00% | 95.22% | 1.74% | 2.17% | 0.43% | 0.43% | 0.00% | 4.78% |
| SERVICE MAINTENANCE | 160 | 69 | 88 | 2 | 0 | 0 | 159 | 0 | 0 | 1 | 0 | 0 | 1 |
| Average Annual Salary: | \$37,997.89 | 43.13% | 55.00% | 1.25% | 0.00% | 0.00% | 99.38% | 0.00% | 0.00% | 0.63% | 0.00% | 0.00% | 0.63% |
| Department Totals: | 736 | 164 | 394 | 9 | 4 | 1 | 572 | 64 | 96 | 2 | 2 | 0 | 164 |
| <i>Water Services</i> | 100.00% | 22.28% | 53.53% | 1.22% | 0.54% | 0.14% | 77.72% | 8.70% | 13.04% | 0.27% | 0.27% | 0.00% | 22.28% |

| | | MALE | | | | | | FEMALE | | | | | |
|----------------------------------|---------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|--------|
| | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL | BLACK | WHITE | HISP | ASIAN | OTHER | TOTAL |
| Metro General Government Totals: | 9048 | 1218 | 4334 | 89 | 45 | 27 | 5713 | 1180 | 2011 | 85 | 26 | 33 | 3335 |
| | 100.00% | 13.46% | 47.90% | 0.98% | 0.50% | 0.30% | 63.14% | 13.04% | 22.23% | 0.94% | 0.29% | 0.36% | 36.86% |