COME WORK WITH US

The District offers career opportunities for positive and motivated team players who desire to be part of and contribute to our mission. The mission of the District is to provide safe and reliable operation, maintenance and enhancement of the Golden Gate Bridge and to provide transportation services, as resources allow, for customers within the U.S. Highway 101 Golden Gate Corridor.

Golden Gate Bridge, Highway and Transportation District recognizes that our employees and customers come from many diverse backgrounds. We respect and celebrate these backgrounds. We are committed to achieving a workforce that reflects the rich diversity of our region and ensuring that we treat our employees and customers fairly and with honor and sensitivity.
EEO Policy Statement

States our commitment to the community and employees to ensure equal employment opportunities regardless of race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical and mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding and/or related medical conditions) gender, gender identity, gender expression, age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves, domestic violence victim status, political affiliation and any other status protected by state or federal law.
EEO/AAP Program

Plan for Dissemination

Internally – to employees
- Bulletin Boards
- New Hires
- EEO Policies in HR Guide
- Training
- Management Guidance
- GM annual Memos
- Unions
- Contracts

Externally – to the public
- Job Announcements
- EEO Employer
- Job Fairs
- Advertisements
- Website
EEO/AAP Program

Designation of Personnel Responsible for EEO Program

- Board of Directors
- General Manager
- EEO Officer for Management and Oversight
  - Independent and impartial
  - Expertise in how discrimination occurs
  - Knowledge of laws, policies, rules, guidelines
  - Authority and ability to work with department heads to achieve EEO goals and objectives
- Human Resources Managers
- All Directors, Managers, Supervisors
- All Employees
EEO/AAP Program

Utilization Analysis

- Analyzes the workforce to see if it is representative of the larger labor force in our area
- Identifies job categories where underutilization exists for women and minorities
- Helps to determine aspirational hiring goals to eliminate any underutilization that may exist.
Current Workforce Utilization By Gender

736 Employees

Male = 81%
Female = 19%

Male: 597
Female: 139
Current Workforce Utilization By Race

Minority - 55%
White - 45%
Increase of Minorities - 7%

- Hispanic: 125, 17%
- African American: 143, 19.5%
- Asian: 119, 16%
- Native Hawaiian or other Pacific Islander: 3, .5%
- Two + Races: 7, 1%
- American Indian or Alaskan Native: 8, 1%
- White: 331, 45%
Current Workforce Utilization by Job Group - June 30, 2019

Regular FT Employees (736)

- **Executive**: GM, Officers, DGMs, Directors, Superintendents, Managers
- **Professional**: Program Administrators, Planners, Accountants, Analysts, some Managers, Supervisors, Vessel Masters and Engineers
- **Technician**: IS Professionals, Dispatchers, Technicians
- **Protective Services**: Lieutenants, Sergeants, Patrol Officers
- **Clerical**: Office Staff, some Analysts, Coordinators
- **Skilled Crafts**: Mechanics, Painters, Ironworkers, Electricians, Heavy Equipment Ops, Carpenter/Plumber
- **Service**: Bus Operators, Bridge Service Operators, Deckhands, Laborers, Bus Servicers, Terminal Assistants

- **Executive**: 35, 5%
- **Professional**: 104, 14%
- **Technician**: 30, 4%
- **Clerical**: 43, 6%
- **Skilled**: 133, 18%
- **Protective**: 30, 4%
- **Service**: 361, 49%
EEO/AAP Program

2019-23 EEO Goals & Progress Report

2012 EEO Plan
Executives: 1 Minority
Professionals: No Goal
Technicians: No Goal
Clerical: No Goal
Protective Services: Goal Met
Skilled: 1 Female
Service: 28 Females

2015 EEO Plan
Executives: Goal Met
Professionals: No Goal
Technicians: No Goal
Clerical: No Goal
Protective Services: 1 Female
Skilled: 1 Female
Service: 31 Females

2019-2023 EEO Plan Goals
Executives: 1 Minority
Professionals: No Goal
Technicians: No Goal
Clerical: No Goal
Protective Services: 5 Females
Skilled: 2 Females
Service: 49 Females
EEO/AAP Program

Assessment of Employment Practices

✓ Recruitment and Selection Methods
✓ Compensation and Benefits
✓ Seniority practices
✓ Training
✓ Testing
✓ Disciplinary procedures
✓ Termination practices

Progress Report: 7.1.2015 to 12.31.2019

✓ Personnel Actions
  • New Hires
  • Promotions
  • Separations
Where our Employees Reside

Sonoma 25%
Marin 17%
San Francisco 10%
Alameda 9%
Contra Costa 12%
Solano 14%
San Mateo 6%
Other 7%

Largest Change - Sonoma County down 2% since 2015
Total Personnel Actions –
290 New Hires
7.1.2015 to 12.31.2019

- 73% Male
  - 212, ees

- 27% Female
  - 78, ees

62% Minority Hire Rate
<table>
<thead>
<tr>
<th>Job Group</th>
<th>Gender/Race</th>
<th>Ees#</th>
<th>Ees %</th>
<th>Availability</th>
<th>Goal?</th>
<th>Placement Goal #</th>
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<tbody>
<tr>
<td>01 - OFFICIAL/ADMIN</td>
<td>Females, Minorities</td>
<td>13</td>
<td>37.1%</td>
<td>36%</td>
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<td></td>
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<td>31.4%</td>
<td>35.2%</td>
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<td>02 – PROFESSIONAL</td>
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<td>Females, Minorities</td>
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<td>08 - SVC/MAINT</td>
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<td>12.5%</td>
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</table>
District Division Hire Rates

- 60% Female
- 40% Male
- 44% Minority

55 New Employees
Bridge Division
Hire Rates

- **Male**: 95%
- **Female**: 5%
- **Minority**: 74%

61 New Employees
Bus Division Hire Rates

- 69% Male
- 31% Female
- 65% Minority

160 New Employees
Ferry Division Hire Rates

- 79% Male
- 21% Female
- 50% Minority
- 14 New Employees
Personnel Actions - 106 Promotions
7.1.15 to 12.31.19

- Total: 106
- Male: 88
- Female: 18
- Minority: 52
Personnel Actions – 326 Separations
7.1.15 – 12.31.19

- Voluntary: 254
- Involuntary: 72
- Male: 50
- Female: 22
- Minority: 34
- Total Employees: 736
EEO/AAP Program

Plan for Monitoring and Reporting on EEO

- EEO Performance to Goals
  - New Hires, Promotions, Equal Pay, Discipline, Separations
- EEO Training Year
  - Harassment Prevention
- Dispute Resolution Program for EEO Conflicts
- Fair EEO Investigations
  - Harassment, Discrimination, retaliation
- Provide ADA Accommodations
EEO/AAP Program

Action Oriented Plans

- External Outreach Programs
  - Job Fairs
  - Recruitment Outreach
  - Internship Program
  - Apprentice Programs

- Employment Practices
  - Update HR Guide
  - Improve Tracking for Applicants, Trainings, and Discipline
  - Compensation Survey 2020

- Development Programs
  - New Employees
    - District Guide/Tour
    - Orientation
    - Loan Forgiveness
  - Training Opportunities
  - Tuition Reimbursement
  - Interview Tips
  - Manager/Sup. Academies
  - Grow Participate Share (GPS)
GROW, PARTICIPATE, SHARE

GPS brings women together to explore career goals and related challenges. GPS is an inclusive and supportive group. We encourage women to grow through learning, participate through meaningful dialog and share relevant knowledge and personal experiences. Together we will explore topics of mutual interest aimed at providing us the tools and information helpful to successfully navigate through the many challenges working women experience.
Employees are our Most Valuable Resource!

Thank You