

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: B2 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	96.6	3.4	63.7	36.3	3.2	26.8	30.2	0.3	2.0	1.2	20.00	19.3	0.7	12.7	7.3	0.6	5.4	6.0	0.1	0.4	0.2	Bay Area		
Reasonable	95.8	4.2	34.6	65.4	6.4	24.4	1.5	0.7	0.1	1.4	20.00	19.2	0.8	6.9	13.1	1.3	4.9	0.3	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	97.5	2.5	59.8	40.2	3.7	35.2	16.2	0.8	1.2	2.7	20.00	19.5	0.5	12.0	8.0	0.7	7.0	3.2	0.2	0.2	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	100.0	0.0	46.9	53.1	6.3	31.3	9.4	0.0	0.0	0.0	30.00	30.0	0.0	14.1	15.9	1.9	9.4	2.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	88.0	2.0	45.7	44.3	4.5	26.7	12.4	0.3	0.7	1.1		

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Job Group: B4 - MAINTENANCE AND OPERATIONS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	86.4	13.6	72.1	27.9	11.3	29.5	26.5	0.5	0.8	3.6	20.00	17.3	2.7	14.4	5.6	2.3	5.9	5.3	0.1	0.2	0.7	Bay Area		
Reasonable	85.2	14.8	44.8	55.2	14.2	26.1	2.0	0.8	0.2	1.5	20.00	17.0	3.0	9.0	11.0	2.8	5.2	0.4	0.2	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	86.0	14.0	72.7	27.3	9.5	41.7	17.1	0.4	1.1	2.9	20.00	17.2	2.8	14.5	5.5	1.9	8.3	3.4	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	95.9	4.1	87.8	12.2	6.1	49.0	32.7	0.0	0.0	0.0	30.00	28.8	1.2	26.3	3.7	1.8	14.7	9.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	80.3	9.7	64.3	25.7	8.8	34.2	18.9	0.3	0.4	1.6		

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Job Group: B5 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	80.7	19.3	72.4	27.6	11.7	13.5	20.9	0.2	26.1	0.0	20.00	16.1	3.9	14.5	5.5	2.3	2.7	4.2	0.0	5.2	0.0	Bay Area		
Reasonable	91.1	8.9	23.8	76.2	7.6	10.6	3.6	0.4	0.2	1.4	20.00	18.2	1.8	4.8	15.2	1.5	2.1	0.7	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	87.6	12.4	53.6	46.4	7.6	17.9	15.4	0.1	11.5	1.1	20.00	17.5	2.5	10.7	9.3	1.5	3.6	3.1	0.0	2.3	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	95.7	4.3	60.9	39.1	4.3	34.8	21.7	0.0	0.0	0.0	30.00	28.7	1.3	18.3	11.7	1.3	10.4	6.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	80.6	9.4	48.2	41.8	6.7	18.8	14.5	0.1	7.6	0.5		

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Job Group: B6 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	96.0	4.0	75.3	24.7	0.3	19.9	48.7	0.5	4.5	1.4	20.00	19.2	0.8	15.1	4.9	0.1	4.0	9.7	0.1	0.9	0.3	Bay Area		
Reasonable	98.2	1.8	28.6	71.4	7.2	16.7	2.6	0.6	0.2	1.3	20.00	19.6	0.4	5.7	14.3	1.4	3.3	0.5	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	96.9	3.1	63.9	36.1	2.7	26.3	29.4	0.3	2.9	2.3	20.00	19.4	0.6	12.8	7.2	0.5	5.3	5.9	0.1	0.6	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	100.0	0.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	30.00	30.0	0.0	15.0	15.0	0.0	0.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	88.2	1.8	48.6	41.4	2.1	12.6	31.1	0.3	1.5	1.0		

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Job Group: C1 - CLERICAL LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	20.00	3.3	16.7	10.3	9.7	1.4	2.6	5.4	0.1	0.2	0.7	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	20.00	0.8	19.2	4.7	15.3	1.8	2.0	0.5	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	10.2	89.8	47.2	52.8	6.9	15.2	21.0	0.3	0.8	3.1	20.00	2.0	18.0	9.4	10.6	1.4	3.0	4.2	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	23.0	77.0	74.3	25.7	5.4	21.6	47.3	0.0	0.0	0.0	30.00	6.9	23.1	22.3	7.7	1.6	6.5	14.2	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	13.1	76.9	46.8	43.2	6.2	14.1	24.3	0.2	0.3	1.6		

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Job Group: C3 - CLERICAL LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	20.00	3.3	16.7	10.3	9.7	1.4	2.6	5.4	0.1	0.2	0.7	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	20.00	0.8	19.2	4.7	15.3	1.8	2.0	0.5	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	10.2	89.8	47.2	52.8	6.9	15.2	21.0	0.3	0.8	3.1	20.00	2.0	18.0	9.4	10.6	1.4	3.0	4.2	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	31.6	68.4	83.1	16.9	3.2	22.7	54.8	1.0	0.1	1.3	30.00	9.5	20.5	24.9	5.1	0.9	6.8	16.5	0.3	0.0	0.4	Feeders		
Final Availability (%)												100.00	15.6	74.4	49.4	40.6	5.6	14.5	26.6	0.5	0.4	1.9		

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Job Group: C4 - CLERICAL LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	40.0	60.0	65.5	34.5	0.0	23.6	41.8	0.0	0.0	0.0	20.00	8.0	12.0	13.1	6.9	0.0	4.7	8.4	0.0	0.0	0.0	Bay Area		
Reasonable	10.1	89.9	27.7	72.3	11.2	11.0	3.5	0.6	0.1	1.4	20.00	2.0	18.0	5.5	14.5	2.2	2.2	0.7	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	25.0	75.0	62.7	37.3	7.1	18.2	36.4	0.0	0.0	1.0	20.00	5.0	15.0	12.5	7.5	1.4	3.6	7.3	0.0	0.0	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	75.0	25.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	30.00	22.5	7.5	30.0	0.0	0.0	15.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	37.5	52.5	61.2	28.8	3.7	25.6	31.3	0.1	0.0	0.5		

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Job Group: C6 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	21.7	78.3	73.9	26.1	37.0	0.0	37.0	0.0	0.0	0.0	20.00	4.3	15.7	14.8	5.2	7.4	0.0	7.4	0.0	0.0	0.0	Bay Area		
Reasonable	10.4	89.6	38.1	61.9	17.4	12.8	5.0	1.5	0.1	1.2	20.00	2.1	17.9	7.6	12.4	3.5	2.6	1.0	0.3	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	22.1	77.9	68.8	31.2	18.9	6.2	39.6	0.1	2.5	1.5	20.00	4.4	15.6	13.8	6.2	3.8	1.2	7.9	0.0	0.5	0.3	Employee Zipcode Analysis		
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	15.0	0.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	10.8	79.2	66.2	23.8	29.7	3.8	31.3	0.3	0.5	0.5		

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Job Group: E1 - MAINTENANCE AND OPERATIONS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	85.6	14.4	51.9	48.1	0.0	3.8	28.8	0.0	19.2	0.0	20.00	17.1	2.9	10.4	9.6	0.0	0.8	5.8	0.0	3.8	0.0	Bay Area		
Reasonable	93.5	6.5	27.7	72.3	5.2	19.9	0.8	0.4	0.2	1.1	20.00	18.7	1.3	5.5	14.5	1.0	4.0	0.2	0.1	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	87.0	13.0	52.6	47.4	0.7	25.9	17.3	0.0	8.6	0.1	20.00	17.4	2.6	10.5	9.5	0.1	5.2	3.5	0.0	1.7	0.0	Employee Zipcode Analysis		
Internal Factors																								
Feeders	39.7	60.3	100.0	0.0	1.4	28.4	68.1	1.4	0.0	0.7	30.00	11.9	18.1	30.0	0.0	0.4	8.5	20.4	0.4	0.0	0.2	Feeders		
Final Availability (%)												100.00	65.1	24.9	56.4	33.6	1.6	18.4	29.8	0.5	5.6	0.5		

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Job Group: E2 - ADMINISTRATOR II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	53.2	46.8	59.8	40.2	8.2	10.3	36.6	0.0	0.0	4.8	20.00	10.6	9.4	12.0	8.0	1.6	2.1	7.3	0.0	0.0	1.0	Bay Area		
Reasonable	53.8	46.2	37.3	62.7	18.4	13.7	2.5	1.0	0.2	1.6	20.00	10.8	9.2	7.5	12.5	3.7	2.7	0.5	0.2	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	51.3	48.7	56.9	43.1	10.9	16.5	25.2	0.1	0.4	3.7	20.00	10.3	9.7	11.4	8.6	2.2	3.3	5.0	0.0	0.1	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	86.4	13.6	68.2	31.8	4.5	31.8	31.8	0.0	0.0	0.0	30.00	25.9	4.1	20.5	9.5	1.4	9.5	9.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	57.6	32.4	51.2	38.8	8.9	17.7	22.4	0.2	0.1	2.0		

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Job Group: E3 - PUBLIC SAFETY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	55.4	44.6	50.6	49.4	0.0	26.6	7.5	0.0	13.5	3.0	20.00	11.1	8.9	10.1	9.9	0.0	5.3	1.5	0.0	2.7	0.6	Bay Area		
Reasonable	43.6	56.4	28.3	71.7	12.3	12.1	1.5	0.8	0.2	1.6	20.00	8.7	11.3	5.7	14.3	2.5	2.4	0.3	0.2	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	48.8	51.2	51.4	48.6	5.2	26.2	11.0	0.3	6.6	2.0	20.00	9.8	10.2	10.3	9.7	1.0	5.2	2.2	0.1	1.3	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	31.1	68.9	29.3	70.7	0.5	3.2	25.7	0.0	0.0	0.0	30.00	9.3	20.7	8.8	21.2	0.1	1.0	7.7	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	38.9	51.1	34.9	55.1	3.6	13.9	11.7	0.2	4.1	1.3		

**Affirmative Action Plan
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Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	67.1	32.9	44.5	55.5	1.1	3.9	37.4	0.0	0.2	1.8	20.00	13.4	6.6	8.9	11.1	0.2	0.8	7.5	0.0	0.0	0.4	Bay Area		
Reasonable	75.8	24.2	30.8	69.2	8.5	5.5	14.6	0.3	0.1	1.8	20.00	15.2	4.8	6.2	13.8	1.7	1.1	2.9	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	70.4	29.6	50.5	49.5	2.6	7.3	38.0	0.0	0.5	2.0	20.00	14.1	5.9	10.1	9.9	0.5	1.5	7.6	0.0	0.1	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	83.3	16.7	50.0	50.0	4.2	4.2	41.7	0.0	0.0	0.0	30.00	25.0	5.0	15.0	15.0	1.2	1.2	12.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	67.7	22.3	40.1	49.9	3.7	4.6	30.5	0.1	0.2	1.1		

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Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	80.2	19.8	37.0	63.0	3.5	4.7	24.0	0.0	0.7	4.1	20.00	16.0	4.0	7.4	12.6	0.7	0.9	4.8	0.0	0.1	0.8	Bay Area		
Reasonable	72.1	27.9	28.9	71.1	9.0	7.1	10.7	0.3	0.1	1.7	20.00	14.4	5.6	5.8	14.2	1.8	1.4	2.1	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	77.6	22.4	43.0	57.0	4.5	6.7	27.4	0.3	0.6	3.5	20.00	15.5	4.5	8.6	11.4	0.9	1.3	5.5	0.1	0.1	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	47.6	52.4	56.4	43.6	5.4	13.0	36.5	0.2	0.5	0.8	30.00	14.3	15.7	16.9	13.1	1.6	3.9	10.9	0.1	0.2	0.3	Feeders		
Final Availability (%)												100.00	60.3	29.7	38.7	51.3	5.0	7.6	23.4	0.2	0.4	2.1		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	66.2	33.8	62.6	37.4	4.7	10.6	44.5	0.0	0.0	2.7	20.00	13.2	6.8	12.5	7.5	0.9	2.1	8.9	0.0	0.0	0.5	Bay Area		
Reasonable	62.5	37.5	30.7	69.3	11.4	10.1	6.9	0.5	0.1	1.8	20.00	12.5	7.5	6.1	13.9	2.3	2.0	1.4	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	65.4	34.6	56.7	43.3	5.5	12.8	35.6	0.1	0.3	2.4	20.00	13.1	6.9	11.3	8.7	1.1	2.6	7.1	0.0	0.1	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	75.0	25.0	50.0	50.0	25.0	0.0	0.0	25.0	0.0	0.0	30.00	22.5	7.5	15.0	15.0	7.5	0.0	0.0	7.5	0.0	0.0	Feeders		
Final Availability (%)												100.00	61.3	28.7	45.0	45.0	11.8	6.7	17.4	7.6	0.1	1.4		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: G1 - EXECUTIVE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	77.7	22.3	20.2	79.8	1.5	2.6	14.2	1.2	0.0	0.7	20.00	15.5	4.5	4.0	16.0	0.3	0.5	2.8	0.2	0.0	0.1	Bay Area		
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	20.00	15.6	4.4	2.7	17.3	0.7	0.9	0.9	0.1	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	78.0	22.0	22.0	78.0	2.8	3.1	14.2	0.7	0.0	1.2	20.00	15.6	4.4	4.4	15.6	0.6	0.6	2.8	0.1	0.0	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	80.9	19.1	91.5	8.5	1.2	4.3	85.4	0.1	0.1	0.5	30.00	24.3	5.7	27.5	2.5	0.4	1.3	25.6	0.0	0.0	0.1	Feeders		
Final Availability (%)												100.00	71.0	19.0	38.6	51.4	1.9	3.3	32.2	0.5	0.0	0.7		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H1 - ADMINISTRATOR I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	36.5	63.5	55.4	44.6	3.1	4.6	44.5	0.0	0.0	3.2	20.00	7.3	12.7	11.1	8.9	0.6	0.9	8.9	0.0	0.0	0.6	Bay Area		
Reasonable	37.3	62.7	31.4	68.6	12.0	9.9	7.1	0.5	0.1	1.8	20.00	7.5	12.5	6.3	13.7	2.4	2.0	1.4	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	36.8	63.2	54.0	46.0	5.4	8.9	37.1	0.0	0.1	2.4	20.00	7.4	12.6	10.8	9.2	1.1	1.8	7.4	0.0	0.0	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	25.3	74.7	70.6	29.4	6.8	19.1	41.9	0.3	1.1	1.4	30.00	7.6	22.4	21.2	8.8	2.1	5.7	12.6	0.1	0.3	0.4	Feeders		
Final Availability (%)												100.00	29.7	60.3	49.3	40.7	6.2	10.4	30.3	0.2	0.4	1.9		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	37.5	62.5	51.7	48.3	1.6	7.6	39.6	0.0	0.0	2.9	20.00	7.5	12.5	10.3	9.7	0.3	1.5	7.9	0.0	0.0	0.6	Bay Area		
Reasonable	44.4	55.6	30.9	69.1	10.1	9.3	8.6	0.8	0.2	1.9	20.00	8.9	11.1	6.2	13.8	2.0	1.9	1.7	0.2	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	40.1	59.9	50.6	49.4	3.8	9.9	33.3	0.3	0.1	3.2	20.00	8.0	12.0	10.1	9.9	0.8	2.0	6.7	0.1	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	38.2	61.8	43.6	56.4	2.7	17.3	19.1	0.9	0.9	2.7	30.00	11.5	18.5	13.1	16.9	0.8	5.2	5.7	0.3	0.3	0.8	Feeders		
Final Availability (%)												100.00	35.9	54.1	39.7	50.3	3.9	10.5	22.0	0.5	0.3	2.4		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H3 - ADM. SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	35.7	64.3	56.0	44.0	3.4	9.0	40.4	1.0	0.5	1.8	20.00	7.1	12.9	11.2	8.8	0.7	1.8	8.1	0.2	0.1	0.4	Bay Area		
Reasonable	27.8	72.2	25.3	74.7	8.0	7.8	7.8	0.4	0.1	1.2	20.00	5.6	14.4	5.1	14.9	1.6	1.6	1.6	0.1	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	29.8	70.2	54.0	46.0	4.6	9.9	36.2	0.5	0.7	2.1	20.00	6.0	14.0	10.8	9.2	0.9	2.0	7.2	0.1	0.1	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	32.1	67.9	85.7	14.3	0.0	10.7	75.0	0.0	0.0	0.0	30.00	9.6	20.4	25.7	4.3	0.0	3.2	22.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	28.3	61.7	52.8	37.2	3.2	8.5	39.4	0.4	0.3	1.0		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	31.3	68.8	56.3	43.8	18.8	18.8	18.8	0.0	0.0	0.0	20.00	6.3	13.8	11.3	8.8	3.8	3.8	3.8	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	36.7	63.3	32.8	67.2	15.8	7.0	7.1	0.4	0.2	2.2	20.00	7.3	12.7	6.6	13.4	3.2	1.4	1.4	0.1	0.0	0.4	0.4	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis	
Reasonable	28.8	71.2	60.6	39.4	9.9	11.6	33.9	0.0	0.0	5.1	20.00	5.8	14.2	12.1	7.9	2.0	2.3	6.8	0.0	0.0	1.0	1.0	Employee Zipcode Analysis	
Internal Factors																								
Feeders	25.0	75.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	7.5	22.5	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)												100.00	26.9	63.1	59.9	30.1	8.9	7.5	42.0	0.1	0.0	1.5		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	31.7	68.3	28.3	71.7	0.0	7.5	16.3	0.0	0.0	4.6	20.00	6.3	13.7	5.7	14.3	0.0	1.5	3.3	0.0	0.0	0.9	Bay Area		
Reasonable	35.9	64.1	19.9	80.1	7.7	7.0	3.4	0.4	0.1	1.3	20.00	7.2	12.8	4.0	16.0	1.5	1.4	0.7	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	34.0	66.0	34.0	66.0	8.3	7.2	15.1	0.0	0.0	3.4	20.00	6.8	13.2	6.8	13.2	1.7	1.4	3.0	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	83.3	16.7	33.3	66.7	0.0	0.0	33.3	0.0	0.0	0.0	30.00	25.0	5.0	10.0	20.0	0.0	0.0	10.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	45.3	44.7	26.5	63.5	3.2	4.3	17.0	0.1	0.0	1.9		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H7 - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	27.9	72.1	55.0	45.0	15.1	11.9	28.0	0.0	0.0	0.0	20.00	5.6	14.4	11.0	9.0	3.0	2.4	5.6	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	38.3	61.7	35.5	64.5	22.0	6.3	3.4	1.3	0.1	2.4	20.00	7.7	12.3	7.1	12.9	4.4	1.3	0.7	0.3	0.0	0.5	0.0	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis	
Reasonable	28.1	71.9	48.2	51.8	10.6	16.8	17.8	0.3	0.3	2.5	20.00	5.6	14.4	9.6	10.4	2.1	3.4	3.6	0.1	0.1	0.5	0.0	Employee Zipcode Analysis	
Internal Factors																								
Feeders	44.7	55.3	86.0	14.0	22.8	25.2	22.9	0.1	0.1	14.9	30.00	13.4	16.6	25.8	4.2	6.8	7.6	6.9	0.0	0.0	4.5	0.0	Feeders	
Final Availability (%)												100.00	32.3	57.7	53.5	36.5	16.4	14.6	16.7	0.3	0.1	5.4		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H8 - CLERICAL LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	85.3	14.7	81.2	18.8	10.7	28.9	36.1	0.7	0.9	3.8	20.00	17.1	2.9	16.2	3.8	2.1	5.8	7.2	0.1	0.2	0.8	Bay Area		
Reasonable	79.3	20.7	41.5	58.5	16.9	19.4	2.6	0.8	0.3	1.6	20.00	15.9	4.1	8.3	11.7	3.4	3.9	0.5	0.2	0.1	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	82.2	17.8	74.5	25.5	10.1	36.0	23.4	0.5	1.2	3.2	20.00	16.4	3.6	14.9	5.1	2.0	7.2	4.7	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	85.7	14.3	85.7	14.3	0.0	28.6	57.1	0.0	0.0	0.0	30.00	25.7	4.3	25.7	4.3	0.0	8.6	17.1	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	75.1	14.9	65.2	24.8	7.5	25.4	29.6	0.4	0.5	1.7		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: I1 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	28.4	71.6	49.1	50.9	3.3	12.4	28.6	0.0	0.1	4.7	20.00	5.7	14.3	9.8	10.2	0.7	2.5	5.7	0.0	0.0	0.9	Bay Area		
Reasonable	25.5	74.5	27.4	72.6	10.6	6.2	8.9	0.4	0.1	1.3	20.00	5.1	14.9	5.5	14.5	2.1	1.2	1.8	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	26.5	73.5	48.0	52.0	4.8	10.4	28.9	0.1	0.2	3.6	20.00	5.3	14.7	9.6	10.4	1.0	2.1	5.8	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	11.5	88.5	50.0	50.0	0.0	11.5	38.5	0.0	0.0	0.0	30.00	3.5	26.5	15.0	15.0	0.0	3.5	11.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	19.5	70.5	39.9	50.1	3.7	9.2	24.8	0.1	0.1	1.9		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: I2 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	9.8	90.2	74.8	25.2	11.7	33.8	24.6	1.8	0.5	2.5	20.00	2.0	18.0	15.0	5.0	2.3	6.8	4.9	0.4	0.1	0.5	0.5	Bay Area	
Reasonable	6.1	93.9	43.3	56.7	13.6	23.2	4.1	0.5	0.3	1.6	20.00	1.2	18.8	8.7	11.3	2.7	4.6	0.8	0.1	0.1	0.3	0.3	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis	
Reasonable	7.3	92.7	72.7	27.3	8.7	36.0	22.9	1.1	1.8	2.3	20.00	1.5	18.5	14.5	5.5	1.7	7.2	4.6	0.2	0.4	0.5	0.5	Employee Zipcode Analysis	
Internal Factors																								
Feeders	20.0	80.0	90.0	10.0	0.0	30.0	60.0	0.0	0.0	0.0	30.00	6.0	24.0	27.0	3.0	0.0	9.0	18.0	0.0	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	10.6	79.4	65.2	24.8	6.8	27.6	28.3	0.7	0.5	1.3		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: I4 - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE	
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																									
Local	43.7	56.3	96.4	3.6	6.4	7.7	75.8	0.0	3.9	2.6	20.00	8.7	11.3	19.3	0.7	1.3	1.5	15.2	0.0	0.8	0.5	Bay Area			
Reasonable	41.4	58.6	43.7	56.3	17.7	13.9	8.7	0.6	0.1	2.6	20.00	8.3	11.7	8.7	11.3	3.5	2.8	1.7	0.1	0.0	0.5	National			
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis			
Reasonable	54.7	45.3	80.7	19.3	7.0	14.4	51.6	0.6	1.7	5.4	20.00	10.9	9.1	16.1	3.9	1.4	2.9	10.3	0.1	0.3	1.1	Employee Zipcode Analysis			
Internal Factors																									
Feeders	0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	Feeders			
Final Availability (%)												100.00	28.0	62.0	74.2	15.8	6.2	7.2	57.2	0.2	1.1	2.1			

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: J1 - FACULTY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	20.00	10.2	9.8	6.6	13.4	0.5	1.8	3.8	0.0	0.0	0.5	0.5	Bay Area	
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	20.00	10.4	9.6	5.0	15.0	1.2	1.1	2.3	0.1	0.0	0.3	0.3	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis	
Reasonable	50.9	49.1	33.4	66.6	3.5	7.9	18.8	0.1	0.2	3.0	20.00	10.2	9.8	6.7	13.3	0.7	1.6	3.8	0.0	0.0	0.6	0.6	Employee Zipcode Analysis	
Internal Factors																								
Feeders	46.6	53.4	48.3	51.7	10.3	10.3	25.9	1.7	0.0	0.0	30.00	14.0	16.0	14.5	15.5	3.1	3.1	7.8	0.5	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	44.7	45.3	32.8	57.2	5.5	7.5	17.7	0.6	0.1	1.4		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: J2 - FACULTY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	20.00	10.2	9.8	6.6	13.4	0.5	1.8	3.8	0.0	0.0	0.5	Bay Area		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	20.00	10.4	9.6	5.0	15.0	1.2	1.1	2.3	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	50.9	49.1	33.4	66.6	3.5	7.9	18.8	0.1	0.2	3.0	20.00	10.2	9.8	6.7	13.3	0.7	1.6	3.8	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	44.7	55.3	38.0	62.0	6.0	8.7	20.8	1.0	0.4	1.2	30.00	13.4	16.6	11.4	18.6	1.8	2.6	6.2	0.3	0.1	0.3	Feeders		
Final Availability (%)												100.00	44.2	45.8	29.7	60.3	4.2	7.0	16.2	0.4	0.2	1.8		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	42.0	58.0	35.6	64.4	4.9	15.4	14.7	0.0	0.0	0.6	20.00	8.4	11.6	7.1	12.9	1.0	3.1	2.9	0.0	0.0	0.1	Bay Area		
Reasonable	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	20.00	3.3	16.7	3.1	16.9	1.1	0.9	0.8	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	26.5	73.5	29.2	70.8	3.5	10.8	13.4	0.3	0.0	1.1	20.00	5.3	14.7	5.8	14.2	0.7	2.2	2.7	0.1	0.0	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	37.5	62.5	20.8	79.2	4.2	4.2	12.5	0.0	0.0	0.0	30.00	11.2	18.8	6.2	23.7	1.2	1.2	3.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	28.2	61.8	22.3	67.7	4.1	7.4	10.1	0.2	0.0	0.6		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	43.1	56.9	70.7	29.3	3.4	5.2	53.4	0.0	0.0	8.6	20.00	8.6	11.4	14.1	5.9	0.7	1.0	10.7	0.0	0.0	1.7	Bay Area		
Reasonable	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	20.00	4.8	15.2	5.3	14.7	1.8	1.7	1.2	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	36.5	63.5	57.9	42.1	3.4	15.1	32.8	0.0	0.2	6.5	20.00	7.3	12.7	11.6	8.4	0.7	3.0	6.6	0.0	0.0	1.3	Employee Zipcode Analysis		
Internal Factors																								
Feeders	40.0	60.0	60.0	40.0	0.0	15.0	45.0	0.0	0.0	0.0	30.00	12.0	18.0	18.0	12.0	0.0	4.5	13.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	32.7	57.3	49.0	41.0	3.2	10.3	31.9	0.1	0.1	3.4		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: O1 - STUDENT SERVICES-LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	34.9	65.1	51.7	48.3	7.3	19.7	20.4	0.0	0.1	4.1	20.00	7.0	13.0	10.3	9.7	1.5	3.9	4.1	0.0	0.0	0.8	Bay Area		
Reasonable	31.0	69.0	33.7	66.3	19.2	9.2	2.5	0.8	0.2	1.8	20.00	6.2	13.8	6.7	13.3	3.8	1.8	0.5	0.2	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	32.0	68.0	49.0	51.0	10.8	19.3	15.2	0.1	0.2	3.3	20.00	6.4	13.6	9.8	10.2	2.2	3.9	3.0	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	30.1	69.9	70.3	29.7	7.6	19.7	40.8	1.0	0.1	1.3	30.00	9.0	21.0	21.1	8.9	2.3	5.9	12.2	0.3	0.0	0.4	Feeders		
Final Availability (%)												100.00	28.6	61.4	48.0	42.0	9.7	15.5	19.9	0.5	0.1	2.2		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	59.0	41.0	39.2	60.8	9.0	6.3	21.3	0.0	0.0	2.5	20.00	11.8	8.2	7.8	12.2	1.8	1.3	4.3	0.0	0.0	0.5	Bay Area		
Reasonable	64.4	35.6	22.4	77.6	9.1	7.7	2.8	0.5	0.1	2.2	20.00	12.9	7.1	4.5	15.5	1.8	1.5	0.6	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	57.3	42.7	37.9	62.1	6.8	12.7	14.3	0.2	0.1	3.8	20.00	11.5	8.5	7.6	12.4	1.4	2.5	2.9	0.0	0.0	0.8	Employee Zipcode Analysis		
Internal Factors																								
Feeders	58.8	41.2	41.2	58.8	11.8	17.6	5.9	5.9	0.0	0.0	30.00	17.6	12.4	12.4	17.6	3.5	5.3	1.8	1.8	0.0	0.0	Feeders		
Final Availability (%)												100.00	53.8	36.2	32.3	57.7	8.5	10.6	9.5	1.9	0.1	1.7		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: P1 - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	30.1	69.9	68.0	32.0	9.6	31.0	24.0	0.5	0.3	2.5	20.00	6.0	14.0	13.6	6.4	1.9	6.2	4.8	0.1	0.1	0.5	Bay Area		
Reasonable	40.4	59.6	35.4	64.6	10.5	18.1	4.6	0.7	0.2	1.5	20.00	8.1	11.9	7.1	12.9	2.1	3.6	0.9	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	37.1	62.9	60.4	39.6	7.0	29.9	19.5	0.3	0.7	3.0	20.00	7.4	12.6	12.1	7.9	1.4	6.0	3.9	0.1	0.1	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	58.2	41.8	45.4	54.6	7.7	12.6	23.8	0.1	0.7	0.5	30.00	17.5	12.5	13.6	16.4	2.3	3.8	7.1	0.0	0.2	0.2	Feeders		
Final Availability (%)												100.00	39.0	51.0	46.4	43.6	7.7	19.6	16.8	0.3	0.4	1.6		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: R1 - ADMINISTRATOR I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	57.1	42.9	28.6	71.4	0.9	5.9	19.1	0.0	0.0	2.7	20.00	11.4	8.6	5.7	14.3	0.2	1.2	3.8	0.0	0.0	0.5	Bay Area		
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	20.00	14.2	5.8	3.8	16.2	1.2	1.5	0.8	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	62.3	37.7	32.2	67.8	2.3	8.6	18.0	0.1	0.2	3.0	20.00	12.5	7.5	6.4	13.6	0.5	1.7	3.6	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	45.8	54.2	62.3	37.7	9.2	12.8	34.2	3.6	1.4	1.1	30.00	13.7	16.3	18.7	11.3	2.8	3.8	10.3	1.1	0.4	0.3	Feeders		
Final Availability (%)												100.00	51.8	38.2	34.7	55.3	4.6	8.2	18.5	1.2	0.5	1.7		