

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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	97.4	2.6	59.4	40.6	3.4	49.4	4.0	0.5	0.3	1.9	20.00	19.5	0.5	11.9	8.1	0.7	9.9	0.8	0.1	0.1	0.4	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	97.5	2.5	62.1	37.9	3.9	35.1	18.0	0.8	1.4	2.9	20.00	19.5	0.5	12.4	7.6	0.8	7.0	3.6	0.2	0.3	0.6	Employee Zipcode Analysis		
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		
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	88.1	1.9	45.3	44.7	4.6	31.2	7.5	0.4	0.4	1.2		

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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	85.7	14.3	75.9	24.1	5.8	61.7	5.5	0.4	0.6	1.9	20.00	17.1	2.9	15.2	4.8	1.2	12.3	1.1	0.1	0.1	0.4	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	86.4	13.6	73.8	26.2	10.1	41.2	18.0	0.3	1.2	3.0	20.00	17.3	2.7	14.8	5.2	2.0	8.2	3.6	0.1	0.2	0.6	Employee Zipcode Analysis		
Reasonable	85.4	14.6	45.1	54.9	14.0	26.7	2.0	0.8	0.2	1.5	20.00	17.1	2.9	9.0	11.0	2.8	5.3	0.4	0.2	0.0	0.3	National		
Internal Factors																								
Feeders	97.6	2.4	90.5	9.5	7.1	50.0	33.3	0.0	0.0	0.0	30.00	29.3	0.7	27.1	2.9	2.1	15.0	10.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	80.8	9.2	66.1	23.9	8.1	40.9	15.1	0.3	0.4	1.3			

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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	92.5	7.5	46.3	53.7	5.1	27.9	9.9	0.4	0.8	2.2	20.00	18.5	1.5	9.3	10.7	1.0	5.6	2.0	0.1	0.2	0.4	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	88.1	11.9	56.9	43.1	8.7	17.7	15.6	0.1	13.6	1.2	20.00	17.6	2.4	11.4	8.6	1.7	3.5	3.1	0.0	2.7	0.2	Employee Zipcode Analysis		
Reasonable	90.7	9.3	23.7	76.3	7.6	10.4	3.6	0.4	0.2	1.4	20.00	18.1	1.9	4.7	15.3	1.5	2.1	0.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	95.5	4.5	54.5	45.5	4.5	27.3	22.7	0.0	0.0	0.0	30.00	28.6	1.4	16.4	13.6	1.4	8.2	6.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	82.9	7.1	41.7	48.3	5.7	19.4	12.6	0.2	2.9	1.0		

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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	98.4	1.6	64.3	35.7	2.6	47.8	11.4	0.4	0.4	1.7	20.00	19.7	0.3	12.9	7.1	0.5	9.6	2.3	0.1	0.1	0.3	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	98.1	1.9	74.0	26.0	1.5	27.6	40.4	0.1	1.3	3.0	20.00	19.6	0.4	14.8	5.2	0.3	5.5	8.1	0.0	0.3	0.6	Employee Zipcode Analysis		
Reasonable	98.5	1.5	32.0	68.0	7.4	19.0	3.4	0.6	0.2	1.4	20.00	19.7	0.3	6.4	13.6	1.5	3.8	0.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	30.0	0.0	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	89.0	1.0	64.0	26.0	2.3	18.9	41.0	0.2	0.4	1.2		

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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	6.1	93.9	46.1	53.9	6.1	26.8	10.0	0.4	0.5	2.2	20.00	1.2	18.8	9.2	10.8	1.2	5.4	2.0	0.1	0.1	0.4	0.4	Bay Area	
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	Applicant Zip Code Analysis	
Reasonable	10.9	89.1	49.5	50.5	7.4	15.0	22.9	0.2	0.9	3.2	20.00	2.2	17.8	9.9	10.1	1.5	3.0	4.6	0.0	0.2	0.6	0.6	Employee Zipcode Analysis	
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	0.3	National	
Internal Factors																								
Feeders	26.8	73.2	76.1	23.9	9.9	28.2	38.0	0.0	0.0	0.0	30.00	8.0	22.0	22.8	7.2	3.0	8.5	11.4	0.0	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	12.2	77.8	46.7	43.3	7.5	18.8	18.5	0.2	0.3	1.4		

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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	6.1	93.9	46.1	53.9	6.1	26.8	10.0	0.4	0.5	2.2	20.00	1.2	18.8	9.2	10.8	1.2	5.4	2.0	0.1	0.1	0.4	0.4	Bay Area	
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	Applicant Zip Code Analysis	
Reasonable	10.9	89.1	49.5	50.5	7.4	15.0	22.9	0.2	0.9	3.2	20.00	2.2	17.8	9.9	10.1	1.5	3.0	4.6	0.0	0.2	0.6	0.6	Employee Zipcode Analysis	
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	0.3	National	
Internal Factors																								
Feeders	23.1	76.9	69.2	30.8	23.1	15.4	23.1	0.0	0.0	7.7	30.00	6.9	23.1	20.8	9.2	6.9	4.6	6.9	0.0	0.0	2.3	2.3	Feeders	
Final Availability (%)												100.00	11.1	78.9	44.6	45.4	11.4	15.0	14.0	0.2	0.3	3.7		

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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	12.1	87.9	53.7	46.3	6.6	29.8	14.5	0.2	0.2	2.4	20.00	2.4	17.6	10.7	9.3	1.3	6.0	2.9	0.0	0.0	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	27.6	72.4	67.5	32.5	7.7	18.6	40.2	0.0	0.0	1.1	20.00	5.5	14.5	13.5	6.5	1.5	3.7	8.0	0.0	0.0	0.2	Employee Zipcode Analysis		
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		
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	32.5	57.5	59.8	30.2	5.1	26.9	26.6	0.2	0.1	1.0			

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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	17.8	82.2	64.9	35.1	10.1	31.8	20.4	0.7	0.5	1.4	20.00	3.6	16.4	13.0	7.0	2.0	6.4	4.1	0.1	0.1	0.3	Bay Area										
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	Applicant Zip Code Analysis										
Reasonable	21.6	78.4	72.8	27.2	21.2	4.3	43.7	0.0	2.7	1.0	20.00	4.3	15.7	14.6	5.4	4.2	0.9	8.7	0.0	0.5	0.2	Employee Zipcode Analysis										
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										
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	9.9	80.1	65.2	24.8	24.7	9.8	28.8	0.4	0.7	0.7										

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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	71.1	28.9	78.0	22.0	6.7	61.9	7.5	0.5	0.3	1.1	20.00	14.2	5.8	15.6	4.4	1.3	12.4	1.5	0.1	0.1	0.2	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	69.9	30.1	86.8	13.2	9.1	48.8	27.5	0.3	0.3	0.9	20.00	14.0	6.0	17.4	2.6	1.8	9.8	5.5	0.1	0.1	0.2	Employee Zipcode Analysis		
Reasonable	68.3	31.7	49.3	50.7	17.6	26.5	2.8	0.9	0.2	1.3	20.00	13.7	6.3	9.9	10.1	3.5	5.3	0.6	0.2	0.0	0.3	National		
Internal Factors																								
Feeders	37.8	62.2	100.0	0.0	3.0	25.0	70.7	1.2	0.0	0.0	30.00	11.3	18.7	30.0	0.0	0.9	7.5	21.2	0.4	0.0	0.0	Feeders		
Final Availability (%)											100.00	53.2	36.8	72.8	17.2	7.6	34.9	28.8	0.7	0.2	0.7			

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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	50.5	49.5	50.9	49.1	9.7	29.4	8.1	0.6	0.8	2.2	20.00	10.1	9.9	10.2	9.8	1.9	5.9	1.6	0.1	0.2	0.4	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	44.7	55.3	51.4	48.6	13.1	19.9	16.0	0.0	0.2	2.1	20.00	8.9	11.1	10.3	9.7	2.6	4.0	3.2	0.0	0.0	0.4	Employee Zipcode Analysis		
Reasonable	50.5	49.5	35.4	64.6	16.9	12.6	2.6	1.2	0.2	1.8	20.00	10.1	9.9	7.1	12.9	3.4	2.5	0.5	0.2	0.0	0.4	National		
Internal Factors																								
Feeders	77.1	22.9	77.1	22.9	4.2	29.2	43.8	0.0	0.0	0.0	30.00	23.1	6.9	23.1	6.9	1.2	8.7	13.1	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	52.3	37.7	50.7	39.3	9.2	21.1	18.5	0.4	0.2	1.2			

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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	44.3	55.7	51.4	48.6	8.1	35.0	4.9	0.5	0.4	2.5	20.00	8.9	11.1	10.3	9.7	1.6	7.0	1.0	0.1	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	51.9	48.1	54.6	45.4	5.7	26.8	12.2	0.3	7.3	2.3	20.00	10.4	9.6	10.9	9.1	1.1	5.4	2.4	0.1	1.5	0.5	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	75.0	25.0	75.0	25.0	3.8	26.9	44.2	0.0	0.0	0.0	30.00	22.5	7.5	22.5	7.5	1.2	8.1	13.3	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	50.4	39.6	49.4	40.6	6.4	22.9	17.0	0.3	1.6	1.3		

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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	75.1	24.9	47.3	52.7	3.7	9.7	30.8	0.2	0.6	2.3	20.00	15.0	5.0	9.5	10.5	0.7	1.9	6.2	0.0	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	70.3	29.7	52.9	47.1	2.2	7.5	40.4	0.0	0.6	2.1	20.00	14.1	5.9	10.6	9.4	0.4	1.5	8.1	0.0	0.1	0.4	Employee Zipcode Analysis		
Reasonable	76.0	24.0	30.6	69.4	8.5	5.5	14.4	0.3	0.1	1.8	20.00	15.2	4.8	6.1	13.9	1.7	1.1	2.9	0.1	0.0	0.4	National		
Internal Factors																								
Feeders	81.5	18.5	51.9	48.1	3.7	3.7	44.4	0.0	0.0	0.0	30.00	24.4	5.6	15.6	14.4	1.1	1.1	13.3	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	68.7	21.3	41.7	48.3	4.0	5.7	30.5	0.1	0.3	1.2		

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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	76.5	23.5	46.5	53.5	5.0	12.8	25.1	0.2	0.7	2.8	20.00	15.3	4.7	9.3	10.7	1.0	2.6	5.0	0.0	0.1	0.6	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	77.7	22.3	44.3	55.7	4.8	6.7	28.4	0.1	0.7	3.7	20.00	15.5	4.5	8.9	11.1	1.0	1.3	5.7	0.0	0.1	0.7	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	38.2	61.8	64.1	35.9	5.5	14.8	41.4	0.3	0.5	1.5	30.00	11.4	18.6	19.2	10.8	1.6	4.4	12.4	0.1	0.2	0.5	Feeders		
Final Availability (%)											100.00	56.7	33.3	43.2	46.8	5.4	9.8	25.2	0.2	0.4	2.1			

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Snapshot Date: 10/31/2018
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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	90.3	9.7	53.6	46.4	8.1	21.8	20.3	0.2	0.8	2.4	20.00	18.1	1.9	10.7	9.3	1.6	4.4	4.1	0.0	0.2	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	94.1	5.9	62.6	37.4	5.9	16.6	36.8	0.1	0.6	2.7	20.00	18.8	1.2	12.5	7.5	1.2	3.3	7.4	0.0	0.1	0.5	Employee Zipcode Analysis		
Reasonable	87.5	12.5	30.0	70.0	10.8	10.3	6.6	0.4	0.2	1.8	20.00	17.5	2.5	6.0	14.0	2.2	2.1	1.3	0.1	0.0	0.4	National		
Internal Factors																								
Feeders	100.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	30.00	30.0	0.0	15.0	15.0	15.0	0.0	0.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	84.4	5.6	44.2	45.8	20.0	9.7	12.7	0.1	0.3	1.4		

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Snapshot Date: 10/31/2018
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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	77.6	22.4	23.9	76.1	2.8	7.5	11.7	0.4	0.0	1.3	20.00	15.5	4.5	4.8	15.2	0.6	1.5	2.3	0.1	0.0	0.3	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	78.0	22.0	22.8	77.2	2.9	2.8	15.0	0.8	0.0	1.2	20.00	15.6	4.4	4.6	15.4	0.6	0.6	3.0	0.2	0.0	0.2	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	81.0	19.0	92.1	7.9	1.3	4.4	85.6	0.1	0.1	0.5	30.00	24.3	5.7	27.6	2.4	0.4	1.3	25.7	0.0	0.0	0.2	Feeders		
Final Availability (%)												100.00	71.0	19.0	39.7	50.3	2.2	4.3	31.9	0.4	0.0	0.9		

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Snapshot Date: 10/31/2018
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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	40.7	59.3	51.9	48.1	6.9	20.0	21.9	0.4	0.1	2.6	20.00	8.1	11.9	10.4	9.6	1.4	4.0	4.4	0.1	0.0	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	37.1	62.9	55.3	44.7	4.8	8.4	39.5	0.0	0.1	2.3	20.00	7.4	12.6	11.1	8.9	1.0	1.7	7.9	0.0	0.0	0.5	Employee Zipcode Analysis		
Reasonable	37.4	62.6	31.4	68.6	12.1	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		
Internal Factors																								
Feeders	24.5	75.5	69.5	30.5	6.4	19.1	41.4	0.4	0.2	2.0	30.00	7.3	22.7	20.8	9.2	1.9	5.7	12.4	0.1	0.1	0.6	Feeders		
Final Availability (%)												100.00	30.4	59.6	48.6	41.4	6.7	13.4	26.1	0.3	0.1	2.0		

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Snapshot Date: 10/31/2018
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Job Group: H2 - 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	54.2	45.8	44.5	55.5	3.3	15.2	22.0	0.8	0.5	2.7	20.00	10.8	9.2	8.9	11.1	0.7	3.0	4.4	0.2	0.1	0.5	0.5	Bay Area	
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	Applicant Zip Code Analysis	
Reasonable	50.6	49.4	46.1	53.9	1.8	6.1	34.9	0.3	0.1	2.9	20.00	10.1	9.9	9.2	10.8	0.4	1.2	7.0	0.1	0.0	0.6	0.6	Employee Zipcode Analysis	
Reasonable	54.9	45.1	27.3	72.7	7.5	7.3	9.9	0.7	0.1	1.8	20.00	11.0	9.0	5.5	14.5	1.5	1.5	2.0	0.1	0.0	0.4	0.4	National	
Internal Factors																								
Feeders	38.4	61.6	43.0	57.0	3.5	18.6	19.8	1.2	0.0	0.0	30.00	11.5	18.5	12.9	17.1	1.0	5.6	5.9	0.3	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	43.4	46.6	36.5	53.5	3.6	11.3	19.3	0.7	0.1	1.5		

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Snapshot Date: 10/31/2018
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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	28.9	71.1	49.1	50.9	4.6	15.8	26.1	0.3	0.4	1.9	20.00	5.8	14.2	9.8	10.2	0.9	3.2	5.2	0.1	0.1	0.4	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	32.3	67.7	56.9	43.1	4.9	9.1	39.6	0.5	0.7	2.2	20.00	6.5	13.5	11.4	8.6	1.0	1.8	7.9	0.1	0.1	0.4	Employee Zipcode Analysis		
Reasonable	30.5	69.5	25.6	74.4	8.0	7.5	8.3	0.4	0.1	1.2	20.00	6.1	13.9	5.1	14.9	1.6	1.5	1.7	0.1	0.0	0.2	National		
Internal Factors																								
Feeders	33.3	66.7	92.6	7.4	0.0	7.4	81.5	0.0	0.0	3.7	30.00	10.0	20.0	27.8	2.2	0.0	2.2	24.4	0.0	0.0	1.1	Feeders		
Final Availability (%)												100.00	28.3	61.7	54.1	35.9	3.5	8.7	39.3	0.2	0.2	2.2		

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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	33.4	66.6	46.0	54.0	10.4	11.4	20.7	0.2	0.7	2.6	20.00	6.7	13.3	9.2	10.8	2.1	2.3	4.1	0.0	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	25.2	74.8	65.4	34.6	10.6	12.0	37.1	0.0	0.0	5.7	20.00	5.0	15.0	13.1	6.9	2.1	2.4	7.4	0.0	0.0	1.1	Employee Zipcode Analysis		
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	National		
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	19.1	70.9	58.8	31.2	7.4	6.1	43.0	0.1	0.2	2.1			

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Snapshot Date: 10/31/2018
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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	35.2	64.8	31.5	68.5	5.4	14.0	8.9	0.4	0.3	2.5	20.00	7.0	13.0	6.3	13.7	1.1	2.8	1.8	0.1	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	34.1	65.9	35.8	64.2	8.9	7.0	16.2	0.0	0.0	3.7	20.00	6.8	13.2	7.2	12.8	1.8	1.4	3.2	0.0	0.0	0.7	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	54.5	45.5	54.5	45.5	9.1	0.0	36.4	0.0	9.1	0.0	30.00	16.4	13.6	16.4	13.6	2.7	0.0	10.9	0.0	2.7	0.0	Feeders		
Final Availability (%)												100.00	37.4	52.6	33.8	56.2	7.1	5.6	16.6	0.2	2.8	1.5		

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Snapshot Date: 10/31/2018
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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	45.6	54.4	45.6	54.4	6.9	20.7	15.1	0.3	0.7	1.8	20.00	9.1	10.9	9.1	10.9	1.4	4.1	3.0	0.1	0.1	0.4	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	47.8	52.2	59.2	40.8	13.5	17.4	25.8	0.0	1.7	0.9	20.00	9.6	10.4	11.8	8.2	2.7	3.5	5.2	0.0	0.3	0.2	Employee Zipcode Analysis		
Reasonable	46.4	53.6	21.6	78.4	8.3	7.9	3.8	0.4	0.1	1.1	20.00	9.3	10.7	4.3	15.7	1.7	1.6	0.8	0.1	0.0	0.2	National		
Internal Factors																								
Feeders	27.3	72.7	74.7	25.3	8.3	14.1	50.0	0.4	0.2	1.7	30.00	8.2	21.8	22.4	7.6	2.5	4.2	15.0	0.1	0.1	0.5	Feeders		
Final Availability (%)												100.00	36.1	53.9	47.7	42.3	8.2	13.4	23.9	0.3	0.6	1.3		

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Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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	81.8	18.2	72.0	28.0	7.8	53.9	6.8	0.4	0.7	2.4	20.00	16.4	3.6	14.4	5.6	1.6	10.8	1.4	0.1	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	86.2	13.8	76.9	23.1	11.5	36.4	24.0	0.4	1.3	3.3	20.00	17.2	2.8	15.4	4.6	2.3	7.3	4.8	0.1	0.3	0.7	Employee Zipcode Analysis		
Reasonable	81.9	18.1	41.6	58.4	16.8	19.7	2.4	0.8	0.3	1.6	20.00	16.4	3.6	8.3	11.7	3.4	3.9	0.5	0.2	0.1	0.3	National		
Internal Factors																								
Feeders	83.3	16.7	83.3	16.7	0.0	16.7	66.7	0.0	0.0	0.0	30.00	25.0	5.0	25.0	5.0	0.0	5.0	20.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	75.0	15.0	63.1	26.9	7.2	27.0	26.6	0.3	0.5	1.5			

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Availability Analysis

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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	32.5	67.5	46.3	53.7	6.2	14.6	22.3	0.2	0.3	2.6	20.00	6.5	13.5	9.3	10.7	1.2	2.9	4.5	0.0	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	28.6	71.4	47.2	52.8	6.4	12.1	25.6	0.0	0.1	3.0	20.00	5.7	14.3	9.4	10.6	1.3	2.4	5.1	0.0	0.0	0.6	Employee Zipcode Analysis		
Reasonable	32.5	67.5	27.8	72.2	10.0	7.1	8.5	0.6	0.1	1.5	20.00	6.5	13.5	5.6	14.4	2.0	1.4	1.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	15.8	84.2	52.6	47.4	0.0	5.3	47.4	0.0	0.0	0.0	30.00	4.7	25.3	15.8	14.2	0.0	1.6	14.2	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	23.5	66.5	40.1	49.9	4.5	8.3	25.5	0.2	0.1	1.4		

Affirmative Action Plan
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Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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	34.1	65.9	57.8	42.2	6.1	35.9	12.1	0.4	0.7	2.6	20.00	6.8	13.2	11.6	8.4	1.2	7.2	2.4	0.1	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis	
Reasonable	28.8	71.2	61.1	38.9	6.3	34.5	17.3	0.5	1.2	1.3	20.00	5.8	14.2	12.2	7.8	1.3	6.9	3.5	0.1	0.2	0.3	Employee Zipcode Analysis		
Reasonable	34.5	65.5	33.2	66.8	12.0	15.0	3.8	0.7	0.2	1.6	20.00	6.9	13.1	6.6	13.4	2.4	3.0	0.8	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	13.6	86.4	77.3	22.7	0.0	13.6	63.6	0.0	0.0	0.0	30.00	4.1	25.9	23.2	6.8	0.0	4.1	19.1	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	23.6	66.4	53.6	36.4	4.9	21.2	25.7	0.3	0.4	1.1		

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Snapshot Date: 10/31/2018
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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	51.6	48.4	32.5	67.5	4.1	9.9	15.9	0.2	0.1	2.4	20.00	10.3	9.7	6.5	13.5	0.8	2.0	3.2	0.0	0.0	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	51.2	48.8	34.5	65.5	3.5	7.9	19.7	0.1	0.3	3.0	20.00	10.2	9.8	6.9	13.1	0.7	1.6	3.9	0.0	0.1	0.6	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	39.7	60.3	39.7	60.3	8.6	10.3	19.0	1.7	0.0	0.0	30.00	11.9	18.1	11.9	18.1	2.6	3.1	5.7	0.5	0.0	0.0	Feeders		
Final Availability (%)												100.00	42.8	47.2	30.3	59.7	5.3	7.7	15.2	0.6	0.1	1.4		

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2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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	51.6	48.4	32.5	67.5	4.1	9.9	15.9	0.2	0.1	2.4	20.00	10.3	9.7	6.5	13.5	0.8	2.0	3.2	0.0	0.0	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	51.2	48.8	34.5	65.5	3.5	7.9	19.7	0.1	0.3	3.0	20.00	10.2	9.8	6.9	13.1	0.7	1.6	3.9	0.0	0.1	0.6	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	43.9	56.1	39.5	60.5	5.6	9.0	21.5	1.2	0.3	1.8	30.00	13.2	16.8	11.8	18.2	1.7	2.7	6.5	0.4	0.1	0.5	Feeders		
Final Availability (%)												100.00	44.1	45.9	30.3	59.7	4.4	7.4	15.9	0.5	0.2	2.0		

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Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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	18.4	81.6	30.2	69.8	3.7	12.2	11.0	0.4	0.1	2.8	20.00	3.7	16.3	6.0	14.0	0.7	2.4	2.2	0.1	0.0	0.6	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	28.5	71.5	30.3	69.7	3.5	11.2	14.2	0.3	0.0	1.0	20.00	5.7	14.3	6.1	13.9	0.7	2.2	2.8	0.1	0.0	0.2	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	37.5	62.5	16.7	83.3	4.2	0.0	12.5	0.0	0.0	0.0	30.00	11.2	18.8	5.0	25.0	1.2	0.0	3.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	23.9	66.1	20.3	69.7	3.8	5.6	9.5	0.2	0.0	1.0		

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Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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	29.7	70.3	47.8	52.2	4.6	22.5	16.7	0.0	0.5	3.5	20.00	5.9	14.1	9.6	10.4	0.9	4.5	3.3	0.0	0.1	0.7	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	39.3	60.7	61.9	38.1	3.4	15.5	36.0	0.0	0.0	7.1	20.00	7.9	12.1	12.4	7.6	0.7	3.1	7.2	0.0	0.0	1.4	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	42.9	57.1	52.4	47.6	0.0	19.0	33.3	0.0	0.0	0.0	30.00	12.9	17.1	15.7	14.3	0.0	5.7	10.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	31.4	58.6	43.0	47.0	3.4	15.1	21.7	0.1	0.1	2.5		

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Snapshot Date: 10/31/2018
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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	32.3	67.7	48.4	51.6	13.2	22.8	8.5	0.8	0.3	2.8	20.00	6.5	13.5	9.7	10.3	2.6	4.6	1.7	0.2	0.1	0.6	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	31.6	68.4	49.8	50.2	11.1	19.3	15.7	0.1	0.2	3.5	20.00	6.3	13.7	10.0	10.0	2.2	3.9	3.1	0.0	0.0	0.7	Employee Zipcode Analysis		
Reasonable	31.6	68.4	33.8	66.2	19.5	8.8	2.6	0.9	0.2	1.9	20.00	6.3	13.7	6.8	13.2	3.9	1.8	0.5	0.2	0.0	0.4	National		
Internal Factors																								
Feeders	31.3	68.7	70.6	29.4	11.1	19.5	36.2	0.1	0.4	3.2	30.00	9.4	20.6	21.2	8.8	3.3	5.8	10.9	0.0	0.1	1.0	Feeders		
Final Availability (%)												100.00	28.5	61.5	47.6	42.4	12.1	16.0	16.2	0.4	0.3	2.6		

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Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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	62.8	37.2	35.5	64.5	6.7	17.4	6.9	0.3	0.3	3.9	20.00	12.6	7.4	7.1	12.9	1.3	3.5	1.4	0.1	0.1	0.8	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	57.2	42.8	40.4	59.6	7.3	13.2	15.8	0.2	0.1	3.9	20.00	11.4	8.6	8.1	11.9	1.5	2.6	3.2	0.0	0.0	0.8	Employee Zipcode Analysis		
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		
Internal Factors																								
Feeders	66.7	33.3	50.0	50.0	11.1	16.7	11.1	5.6	0.0	5.6	30.00	20.0	10.0	15.0	15.0	3.3	5.0	3.3	1.7	0.0	1.7	Feeders		
Final Availability (%)												100.00	56.9	33.1	34.7	55.3	8.0	12.7	8.4	1.9	0.1	3.7		

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Snapshot Date: 10/31/2018
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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	48.1	51.9	46.6	53.4	5.4	25.8	12.3	0.3	0.3	2.4	20.00	9.6	10.4	9.3	10.7	1.1	5.2	2.5	0.1	0.1	0.5	Bay Area		
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	Applicant Zip Code Analysis		
Reasonable	51.6	48.4	45.3	54.7	3.3	16.5	18.5	0.2	0.6	6.2	20.00	10.3	9.7	9.1	10.9	0.7	3.3	3.7	0.0	0.1	1.2	Employee Zipcode Analysis		
Reasonable	46.2	53.8	28.3	71.7	8.8	12.4	4.7	0.7	0.1	1.6	20.00	9.2	10.8	5.7	14.3	1.8	2.5	0.9	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	56.2	43.8	48.8	51.2	8.6	11.3	27.5	0.1	0.0	1.2	30.00	16.9	13.1	14.6	15.4	2.6	3.4	8.3	0.0	0.0	0.4	Feeders		
Final Availability (%)												100.00	46.0	44.0	38.7	51.3	6.1	14.3	15.4	0.3	0.2	2.4		

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Snapshot Date: 10/31/2018
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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	69.1	30.9	34.7	65.3	4.1	15.4	12.1	0.3	0.3	2.5	20.00	13.8	6.2	6.9	13.1	0.8	3.1	2.4	0.1	0.1	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	Applicant Zip Code Analysis		
Reasonable	61.3	38.7	33.7	66.3	2.5	8.6	19.2	0.1	0.2	3.1	20.00	12.3	7.7	6.7	13.3	0.5	1.7	3.8	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	45.2	54.8	47.7	52.3	9.5	12.6	22.1	2.0	1.5	0.0	30.00	13.6	16.4	14.3	15.7	2.9	3.8	6.6	0.6	0.5	0.0	Feeders		
Final Availability (%)												100.00	53.8	36.2	31.8	58.2	5.3	10.0	13.7	0.8	0.6	1.4		