

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2019
 Plan Date: 01/01/2020

Job Group: 2A - 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	57.0	43.0	45.2	54.8	7.2	20.6	12.9	0.5	0.5	3.5	20.00	11.4	8.6	9.0	11.0	1.4	4.1	2.6	0.1	0.1	0.7	Bay Area		
Reasonable	58.2	41.8	24.8	75.2	10.6	8.2	3.5	0.8	0.1	1.6	10.00	5.8	4.2	2.5	7.5	1.1	0.8	0.4	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	20.00	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	46.7	53.3	49.4	50.6	3.8	33.0	11.5	0.0	0.5	0.5	20.00	9.3	10.7	9.9	10.1	0.8	6.6	2.3	0.0	0.1	0.1	Employee Zip Code Analysis		
Internal Factors																								
Feeders	0.0	100.0	63.6	36.4	0.0	0.0	54.5	0.0	0.0	9.1	30.00	0.0	30.0	19.1	10.9	0.0	0.0	16.4	0.0	0.0	2.7	Feeders		
Final Availability (%)											100.00	26.6	53.4	40.5	39.5	3.3	11.5	21.6	0.2	0.2	3.7			

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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	58.3	41.7	3.5	48.1	4.0	0.5	0.3	2.0	20.00	19.5	0.5	11.7	8.3	0.7	9.6	0.8	0.1	0.1	0.4	Bay Area		
Reasonable	95.8	4.2	33.7	66.3	6.4	23.6	1.5	0.7	0.1	1.4	10.00	9.6	0.4	3.4	6.6	0.6	2.4	0.2	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	97.6	2.4	60.9	39.1	3.9	33.4	18.2	0.9	1.4	3.2	20.00	19.5	0.5	12.2	7.8	0.8	6.7	3.6	0.2	0.3	0.6	Employee Zip Code Analysis		
Internal Factors																								
Feeders	100.0	0.0	50.0	50.0	6.3	34.4	9.4	0.0	0.0	0.0	30.00	30.0	0.0	15.0	15.0	1.9	10.3	2.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	78.6	1.4	42.2	37.8	4.0	29.0	7.4	0.3	0.3	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	86.6	13.4	76.0	24.0	5.7	62.0	5.4	0.4	0.6	1.8	20.00	17.3	2.7	15.2	4.8	1.1	12.4	1.1	0.1	0.1	0.4	Bay Area		
Reasonable	86.2	13.8	45.2	54.8	13.8	26.9	2.0	0.8	0.2	1.5	10.00	8.6	1.4	4.5	5.5	1.4	2.7	0.2	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	87.0	13.0	73.0	27.0	10.2	40.9	17.3	0.3	1.2	3.0	20.00	17.4	2.6	14.6	5.4	2.0	8.2	3.5	0.1	0.2	0.6	Employee Zip Code Analysis		
Internal Factors																								
Feeders	100.0	0.0	90.2	9.8	7.3	48.8	34.1	0.0	0.0	0.0	30.00	30.0	0.0	27.1	2.9	2.2	14.6	10.2	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	73.3	6.7	61.4	18.6	6.8	37.9	15.0	0.2	0.4	1.1		

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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	92.6	7.4	46.5	53.5	5.2	28.0	9.7	0.4	0.9	2.3	20.00	18.5	1.5	9.3	10.7	1.0	5.6	1.9	0.1	0.2	0.5	Bay Area		
Reasonable	91.0	9.0	23.7	76.3	7.8	10.4	3.5	0.5	0.2	1.4	10.00	9.1	0.9	2.4	7.6	0.8	1.0	0.3	0.0	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	88.4	11.6	57.9	42.1	8.3	18.2	15.2	0.1	15.0	1.1	20.00	17.7	2.3	11.6	8.4	1.7	3.6	3.0	0.0	3.0	0.2	Employee Zip Code Analysis		
Internal Factors																								
Feeders	90.0	10.0	70.0	30.0	10.0	30.0	30.0	0.0	0.0	0.0	30.00	27.0	3.0	21.0	9.0	3.0	9.0	9.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	72.3	7.7	44.2	35.8	6.5	19.3	14.3	0.1	3.2	0.8			

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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	98.5	1.5	32.0	68.0	7.4	19.0	3.4	0.6	0.2	1.4	10.00	9.8	0.2	3.2	6.8	0.7	1.9	0.3	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	73.9	26.1	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 Zip Code Analysis		
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	79.1	0.9	60.8	19.2	1.6	17.0	40.7	0.2	0.4	1.1		

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Job Group: C1 - 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	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	10.00	0.4	9.6	2.4	7.6	0.9	1.0	0.3	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	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	Employee Zip Code Analysis		
Internal Factors																								
Feeders	32.8	67.2	77.6	22.4	7.5	22.4	43.3	1.5	0.0	3.0	30.00	9.9	20.1	23.3	6.7	2.2	6.7	13.0	0.4	0.0	0.9	Feeders		
Final Availability (%)											100.00	13.6	66.4	44.8	35.2	5.8	16.1	19.8	0.6	0.3	2.1			

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Job Group: C3 - 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	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	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	10.00	0.4	9.6	2.4	7.6	0.9	1.0	0.3	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	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	Employee Zip Code Analysis		
Internal Factors																								
Feeders	25.0	75.0	81.3	18.8	18.8	18.8	37.5	0.0	0.0	6.3	30.00	7.5	22.5	24.4	5.6	5.6	5.6	11.2	0.0	0.0	1.9	Feeders		
Final Availability (%)												100.00	11.3	68.7	45.9	34.1	9.2	15.0	18.1	0.2	0.3	3.1		

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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	10.1	89.9	27.7	72.3	11.2	11.0	3.5	0.6	0.1	1.4	10.00	1.0	9.0	2.8	7.2	1.1	1.1	0.3	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	67.4	32.6	7.7	18.6	40.1	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 Zip Code Analysis		
Internal Factors																								
Feeders	50.0	50.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	30.00	15.0	15.0	30.0	0.0	0.0	15.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	24.0	56.0	57.0	23.0	4.0	25.8	26.3	0.1	0.0	0.8		

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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	10.4	89.6	38.1	61.9	17.4	12.8	5.0	1.5	0.1	1.2	10.00	1.0	9.0	3.8	6.2	1.7	1.3	0.5	0.2	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	43.6	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 Zip Code 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	8.9	71.1	61.3	18.7	23.0	8.5	28.3	0.3	0.7	0.6		

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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	68.3	31.7	49.3	50.7	17.6	26.5	2.8	0.9	0.2	1.3	10.00	6.8	3.2	4.9	5.1	1.8	2.7	0.3	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	27.4	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 Zip Code Analysis		
Internal Factors																								
Feeders	33.5	66.5	100.0	0.0	1.9	26.6	70.9	0.6	0.0	0.0	30.00	10.1	19.9	30.0	0.0	0.6	8.0	21.3	0.2	0.0	0.0	Feeders		
Final Availability (%)											100.00	45.1	34.9	67.9	12.1	5.5	32.8	28.5	0.4	0.1	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	51.6	48.4	50.7	49.3	9.7	29.4	8.1	0.6	0.8	2.2	20.00	10.3	9.7	10.1	9.9	1.9	5.9	1.6	0.1	0.2	0.4	Bay Area		
Reasonable	51.7	48.3	35.2	64.8	16.8	12.6	2.6	1.2	0.2	1.8	10.00	5.2	4.8	3.5	6.5	1.7	1.3	0.3	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	20.00	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	46.1	53.9	51.4	48.6	13.0	19.7	16.3	0.0	0.2	2.2	20.00	9.2	10.8	10.3	9.7	2.6	3.9	3.3	0.0	0.0	0.4	Employee Zip Code Analysis		
Internal Factors																								
Feeders	76.2	23.8	76.2	23.8	4.8	28.6	42.9	0.0	0.0	0.0	30.00	22.9	7.1	22.9	7.1	1.4	8.6	12.9	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	47.6	32.4	46.8	33.2	7.6	19.7	18.0	0.2	0.2	1.1		

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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	0.5	Bay Area	
Reasonable	43.6	56.4	28.3	71.7	12.3	12.1	1.5	0.8	0.2	1.6	10.00	4.4	5.6	2.8	7.2	1.2	1.2	0.1	0.1	0.0	0.2	0.2	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	51.9	48.1	54.7	45.3	5.8	26.8	12.2	0.3	7.3	2.3	20.00	10.4	9.6	10.9	9.1	1.2	5.4	2.4	0.1	1.5	0.5	0.5	Employee Zip Code Analysis	
Internal Factors																								
Feeders	76.1	23.9	76.1	23.9	4.4	26.3	45.4	0.0	0.0	0.0	30.00	22.8	7.2	22.8	7.2	1.3	7.9	13.6	0.0	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	46.4	33.6	46.9	33.1	5.3	21.5	17.2	0.2	1.6	1.1		

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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	76.0	24.0	30.6	69.4	8.5	5.5	14.4	0.3	0.1	1.8	10.00	7.6	2.4	3.1	6.9	0.9	0.6	1.4	0.0	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	20.00	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	2.3	7.5	40.4	0.0	0.5	2.2	20.00	14.1	5.9	10.6	9.4	0.5	1.5	8.1	0.0	0.1	0.4	Employee Zip Code Analysis		
Internal Factors																								
Feeders	80.0	20.0	52.0	48.0	4.0	4.0	44.0	0.0	0.0	0.0	30.00	24.0	6.0	15.6	14.4	1.2	1.2	13.2	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	60.7	19.3	38.7	41.3	3.2	5.2	28.9	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	76.4	23.6	46.5	53.5	5.0	12.9	24.9	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	72.0	28.0	29.0	71.0	9.1	7.1	10.5	0.3	0.1	1.7	10.00	7.2	2.8	2.9	7.1	0.9	0.7	1.1	0.0	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	20.00	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	77.6	22.4	44.4	55.6	4.9	6.7	28.3	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 Zip Code Analysis		
Internal Factors																								
Feeders	38.2	61.8	65.9	34.1	6.4	14.1	42.7	0.5	0.5	1.7	30.00	11.5	18.5	19.8	10.2	1.9	4.2	12.8	0.2	0.2	0.5	Feeders		
Final Availability (%)											100.00	49.5	30.5	40.8	39.2	4.8	8.9	24.5	0.3	0.4	2.0			

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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	87.5	12.5	30.0	70.0	10.8	10.3	6.6	0.4	0.2	1.8	10.00	8.8	1.2	3.0	7.0	1.1	1.0	0.7	0.0	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	20.00	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	16.5	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 Zip Code Analysis		
Internal Factors																								
Feeders	100.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	30.00	30.0	0.0	30.0	0.0	30.0	0.0	0.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	75.6	4.4	56.2	23.8	33.9	8.7	12.1	0.1	0.3	1.2		

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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	0.3	Bay Area	
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	10.00	7.8	2.2	1.4	8.6	0.3	0.5	0.4	0.0	0.0	0.1	0.1	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	78.0	22.0	22.8	77.2	3.0	2.9	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	0.2	Employee Zip Code Analysis	
Internal Factors																								
Feeders	6.1	93.9	17.5	82.5	1.7	3.9	11.3	0.2	0.1	0.5	30.00	1.8	28.2	5.3	24.7	0.5	1.2	3.4	0.1	0.0	0.1	0.1	Feeders	
Final Availability (%)												100.00	40.7	39.3	16.0	64.0	2.0	3.7	9.2	0.3	0.0	0.7		

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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	40.8	59.2	52.0	48.0	6.9	20.0	22.0	0.4	0.0	2.6	20.00	8.2	11.8	10.4	9.6	1.4	4.0	4.4	0.1	0.0	0.5	Bay Area		
Reasonable	37.4	62.6	31.5	68.5	12.1	9.9	7.1	0.5	0.1	1.8	10.00	3.7	6.3	3.1	6.9	1.2	1.0	0.7	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	20.00	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	55.4	44.6	4.9	8.3	39.8	0.0	0.1	2.2	20.00	7.4	12.6	11.1	8.9	1.0	1.7	8.0	0.0	0.0	0.4	Employee Zip Code Analysis		
Internal Factors																								
Feeders	25.5	74.5	71.5	28.5	7.2	16.5	44.6	0.8	0.2	2.2	30.00	7.7	22.3	21.5	8.5	2.2	4.9	13.4	0.2	0.1	0.7	Feeders		
Final Availability (%)												100.00	27.0	53.0	46.1	33.9	5.7	11.6	26.5	0.4	0.1	1.8		

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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	54.2	45.8	44.3	55.7	3.4	15.1	21.9	0.7	0.5	2.7	20.00	10.8	9.2	8.9	11.1	0.7	3.0	4.4	0.1	0.1	0.5	Bay Area		
Reasonable	55.0	45.0	27.2	72.8	7.5	7.2	9.9	0.7	0.1	1.8	10.00	5.5	4.5	2.7	7.3	0.7	0.7	1.0	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	20.00	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	50.7	49.3	45.9	54.1	1.8	6.1	34.7	0.3	0.1	2.9	20.00	10.1	9.9	9.2	10.8	0.4	1.2	6.9	0.1	0.0	0.6	Employee Zip Code Analysis		
Internal Factors																								
Feeders	34.0	66.0	46.8	53.2	4.3	19.1	21.3	1.1	0.0	1.1	30.00	10.2	19.8	14.0	16.0	1.3	5.7	6.4	0.3	0.0	0.3	Feeders		
Final Availability (%)												100.00	36.7	43.3	34.8	45.2	3.1	10.7	18.7	0.6	0.1	1.6		

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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	31.8	68.2	50.2	49.8	4.6	14.6	28.5	0.2	0.4	1.9	20.00	6.4	13.6	10.0	10.0	0.9	2.9	5.7	0.0	0.1	0.4	Bay Area		
Reasonable	34.3	65.7	26.1	73.9	8.0	7.2	9.2	0.4	0.1	1.2	10.00	3.4	6.6	2.6	7.4	0.8	0.7	0.9	0.0	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	35.2	64.8	57.4	42.6	5.0	8.0	40.9	0.4	0.7	2.3	20.00	7.0	13.0	11.5	8.5	1.0	1.6	8.2	0.1	0.1	0.5	Employee Zip Code Analysis		
Internal Factors																								
Feeders	32.0	68.0	96.0	4.0	0.0	12.0	84.0	0.0	0.0	0.0	30.00	9.6	20.4	28.8	1.2	0.0	3.6	25.2	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	26.4	53.6	52.9	27.1	2.7	8.8	40.0	0.2	0.2	1.0		

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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	36.7	63.3	32.8	67.2	15.8	7.0	7.1	0.4	0.2	2.2	10.00	3.7	6.3	3.3	6.7	1.6	0.7	0.7	0.0	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	20.00	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	65.3	34.7	10.6	12.0	37.0	0.0	0.0	5.8	20.00	5.0	15.0	13.1	6.9	2.1	2.4	7.4	0.0	0.0	1.2	Employee Zip Code 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	15.4	64.6	55.5	24.5	5.8	5.4	42.2	0.1	0.2	1.9			

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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	35.9	64.1	19.9	80.1	7.7	7.0	3.4	0.4	0.1	1.3	10.00	3.6	6.4	2.0	8.0	0.8	0.7	0.3	0.0	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	16.1	0.0	0.0	3.8	20.00	6.8	13.2	7.2	12.8	1.8	1.4	3.2	0.0	0.0	0.8	Employee Zip Code Analysis		
Internal Factors																								
Feeders	66.7	33.3	44.4	55.6	0.0	0.0	33.3	0.0	11.1	0.0	30.00	20.0	10.0	13.3	16.7	0.0	0.0	10.0	0.0	3.3	0.0	Feeders		
Final Availability (%)												100.00	37.5	42.5	28.8	51.2	3.6	4.9	15.4	0.1	3.4	1.4		

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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	46.4	53.6	21.6	78.4	8.3	7.9	3.8	0.4	0.1	1.1	10.00	4.6	5.4	2.2	7.8	0.8	0.8	0.4	0.0	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	25.7	0.0	1.7	0.9	20.00	9.6	10.4	11.8	8.2	2.7	3.5	5.1	0.0	0.3	0.2	Employee Zip Code Analysis		
Internal Factors																								
Feeders	23.5	76.5	76.1	23.9	5.4	12.3	52.0	0.6	0.2	5.5	30.00	7.0	23.0	22.8	7.2	1.6	3.7	15.6	0.2	0.1	1.7	Feeders		
Final Availability (%)												100.00	30.3	49.7	45.9	34.1	6.5	12.1	24.2	0.3	0.6	2.3		

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Job Group: H8 - 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	79.1	20.9	71.8	28.2	7.7	53.1	7.5	0.4	0.7	2.4	20.00	15.8	4.2	14.4	5.6	1.5	10.6	1.5	0.1	0.1	0.5	Bay Area		
Reasonable	79.3	20.7	41.5	58.5	16.9	19.4	2.6	0.8	0.3	1.6	10.00	7.9	2.1	4.2	5.8	1.7	1.9	0.3	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	20.00	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	82.9	17.1	76.8	23.2	10.9	35.4	25.3	0.4	1.3	3.4	20.00	16.6	3.4	15.4	4.6	2.2	7.1	5.1	0.1	0.3	0.7	Employee Zip Code Analysis		
Internal Factors																								
Feeders	85.7	14.3	71.4	28.6	0.0	14.3	57.1	0.0	0.0	0.0	30.00	25.7	4.3	21.4	8.6	0.0	4.3	17.1	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	66.0	14.0	55.3	24.7	5.4	23.9	24.0	0.2	0.4	1.3			

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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	30.6	69.4	46.9	53.1	6.2	14.3	23.1	0.3	0.3	2.6	20.00	6.1	13.9	9.4	10.6	1.2	2.9	4.6	0.1	0.1	0.5	Bay Area		
Reasonable	30.2	69.8	27.5	72.5	10.0	6.9	8.5	0.6	0.1	1.5	10.00	3.0	7.0	2.7	7.3	1.0	0.7	0.8	0.1	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	27.3	72.7	47.7	52.3	6.3	11.6	26.6	0.0	0.1	3.1	20.00	5.5	14.5	9.5	10.5	1.3	2.3	5.3	0.0	0.0	0.6	Employee Zip Code Analysis		
Internal Factors																								
Feeders	14.3	85.7	57.1	42.9	0.0	9.5	47.6	0.0	0.0	0.0	30.00	4.3	25.7	17.1	12.9	0.0	2.9	14.3	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	18.9	61.1	38.8	41.2	3.5	8.7	25.1	0.1	0.1	1.3			

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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	6.6	93.4	72.9	27.1	4.9	54.3	11.0	0.3	0.8	1.5	20.00	1.3	18.7	14.6	5.4	1.0	10.9	2.2	0.1	0.2	0.3	Bay Area		
Reasonable	6.1	93.9	43.3	56.7	13.6	23.2	4.1	0.5	0.3	1.6	10.00	0.6	9.4	4.3	5.7	1.4	2.3	0.4	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	20.00	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	7.3	92.7	75.2	24.8	9.2	36.3	24.4	1.1	1.9	2.2	20.00	1.5	18.5	15.0	5.0	1.8	7.3	4.9	0.2	0.4	0.4	Employee Zip Code Analysis		
Internal Factors																								
Feeders	20.0	80.0	80.0	20.0	0.0	10.0	70.0	0.0	0.0	0.0	30.00	6.0	24.0	24.0	6.0	0.0	3.0	21.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	9.4	70.6	57.9	22.1	4.2	23.4	28.5	0.3	0.6	0.9		

**Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2019
Plan Date: 01/01/2020

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	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	10.00	5.2	4.8	2.5	7.5	0.6	0.5	1.2	0.0	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	20.00	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	3.1	20.00	10.2	9.8	6.9	13.1	0.7	1.6	3.9	0.0	0.1	0.6	Employee Zip Code Analysis		
Internal Factors																								
Feeders	33.3	66.7	36.7	63.3	6.7	3.3	25.0	1.7	0.0	0.0	30.00	10.0	20.0	11.0	19.0	2.0	1.0	7.5	0.5	0.0	0.0	Feeders		
Final Availability (%)												100.00	35.8	44.2	26.9	53.1	4.1	5.1	15.8	0.6	0.1	1.3		

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2019
 Plan Date: 01/01/2020

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	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	10.00	5.2	4.8	2.5	7.5	0.6	0.5	1.2	0.0	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	20.00	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	3.1	20.00	10.2	9.8	6.9	13.1	0.7	1.6	3.9	0.0	0.1	0.6	Employee Zip Code Analysis		
Internal Factors																								
Feeders	44.2	55.8	40.4	59.6	6.0	9.5	21.7	1.2	0.4	1.7	30.00	13.3	16.7	12.1	17.9	1.8	2.8	6.5	0.4	0.1	0.5	Feeders		
Final Availability (%)												100.00	39.0	41.0	28.1	51.9	3.9	6.9	14.8	0.4	0.2	1.8		

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2019
 Plan Date: 01/01/2020

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	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	10.00	1.6	8.4	1.6	8.4	0.6	0.4	0.4	0.0	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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 Zip Code Analysis		
Internal Factors																								
Feeders	38.1	61.9	14.3	85.7	0.0	4.8	9.5	0.0	0.0	0.0	30.00	11.4	18.6	4.3	25.7	0.0	1.4	2.9	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	22.5	57.5	18.0	62.0	2.0	6.5	8.3	0.2	0.0	0.9		

**Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2019
Plan Date: 01/01/2020

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	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	10.00	2.4	7.6	2.7	7.3	0.9	0.9	0.6	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	20.00	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	35.9	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 Zip Code Analysis		
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	29.0	51.0	40.3	39.7	2.5	14.2	21.1	0.1	0.1	2.3		

Affirmative Action Plan
2020 Affirmative Action Plan
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Snapshot Date: 10/31/2019
Plan Date: 01/01/2020

Job Group: O1 - 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	32.3	67.7	48.7	51.3	13.4	23.0	8.5	0.7	0.3	2.8	20.00	6.5	13.5	9.7	10.3	2.7	4.6	1.7	0.1	0.1	0.6	Bay Area		
Reasonable	31.4	68.6	33.8	66.2	19.4	8.9	2.6	0.9	0.2	1.8	10.00	3.1	6.9	3.4	6.6	1.9	0.9	0.3	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	20.00	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	32.0	68.0	50.2	49.8	11.2	19.5	15.7	0.1	0.2	3.5	20.00	6.4	13.6	10.0	10.0	2.2	3.9	3.1	0.0	0.0	0.7	Employee Zip Code Analysis		
Internal Factors																								
Feeders	30.8	69.2	71.9	28.1	12.0	19.9	37.0	0.3	0.4	2.3	30.00	9.2	20.8	21.6	8.4	3.6	6.0	11.1	0.1	0.1	0.7	Feeders		
Final Availability (%)												100.00	25.2	54.8	44.7	35.3	10.5	15.4	16.2	0.3	0.2	2.1		

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2020 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2019
Plan Date: 01/01/2020

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	62.5	37.5	36.0	64.0	6.7	17.6	7.2	0.4	0.3	3.9	20.00	12.5	7.5	7.2	12.8	1.3	3.5	1.4	0.1	0.1	0.8	Bay Area		
Reasonable	64.1	35.9	22.5	77.5	9.1	7.7	2.9	0.5	0.1	2.1	10.00	6.4	3.6	2.2	7.8	0.9	0.8	0.3	0.0	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	20.00	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	56.6	43.4	40.9	59.1	7.2	14.3	15.5	0.2	0.1	3.7	20.00	11.3	8.7	8.2	11.8	1.4	2.9	3.1	0.0	0.0	0.7	Employee Zip Code Analysis		
Internal Factors																								
Feeders	57.9	42.1	47.4	52.6	15.8	15.8	5.3	5.3	0.0	5.3	30.00	17.4	12.6	14.2	15.8	4.7	4.7	1.6	1.6	0.0	1.6	Feeders		
Final Availability (%)											100.00	47.6	32.4	31.8	48.2	8.4	11.9	6.4	1.7	0.1	3.3			

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2020 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2019
Plan Date: 01/01/2020

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	46.8	53.2	48.0	52.0	5.4	26.9	12.6	0.4	0.4	2.4	20.00	9.4	10.6	9.6	10.4	1.1	5.4	2.5	0.1	0.1	0.5	Bay Area		
Reasonable	45.1	54.9	29.2	70.8	9.0	13.0	4.8	0.7	0.2	1.6	10.00	4.5	5.5	2.9	7.1	0.9	1.3	0.5	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	20.00	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	50.9	49.1	47.3	52.7	3.1	17.7	19.0	0.2	0.7	6.6	20.00	10.2	9.8	9.5	10.5	0.6	3.5	3.8	0.0	0.1	1.3	Employee Zip Code Analysis		
Internal Factors																								
Feeders	54.3	45.7	52.5	47.5	7.8	14.2	27.5	0.1	0.0	2.9	30.00	16.3	13.7	15.8	14.2	2.3	4.3	8.2	0.0	0.0	0.9	Feeders		
Final Availability (%)												100.00	40.4	39.6	37.8	42.2	4.9	14.5	15.0	0.2	0.2	2.8		

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2020 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2019
Plan Date: 01/01/2020

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	10.00	7.1	2.9	1.9	8.1	0.6	0.7	0.4	0.0	0.0	0.1	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	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	8.7	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 Zip Code Analysis		
Internal Factors																								
Feeders	46.1	53.9	49.8	50.2	11.1	12.4	24.0	0.9	0.9	0.5	30.00	13.8	16.2	14.9	15.1	3.3	3.7	7.2	0.3	0.3	0.1	Feeders		
Final Availability (%)											100.00	47.0	33.0	30.5	49.5	5.2	9.3	13.9	0.4	0.4	1.4			