

Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2403	FT Faculty Unit-Addtl Emplmt	19	8	Male	12	6	1	1	4	0	0	0
				Female	7	5	0	0	0	1	0	1
2393	Visiting Faculty-Academic Year	4	2	Male	2	0	1	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0850	Broadcast Engineer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2388	Grnt Rltd Spc Fnd Inst Fac 12m	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7888	Laboratory Assistant I	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	43	33	Male	11	5	0	4	2	0	0	0
				Female	32	5	2	7	17	0	0	1
1038	Admin Analyst/Spclst 12 Mo	227	145	Male	48	23	2	8	14	1	0	0
				Female	179	59	16	25	74	1	1	3
2866	Accompanist II	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0810	Media Prod Spec 12 Mo	5	1	Male	4	3	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	29	18	Male	10	5	0	0	4	0	0	1
				Female	19	6	0	5	6	0	0	2
5681	Research Technician II	19	7	Male	9	5	0	0	4	0	0	0
				Female	10	7	1	1	1	0	0	0
7512	Glassblower	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	15	5	Male	4	2	0	0	2	0	0	0
				Female	11	8	1	1	1	0	0	0

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1617	Instructional Support Tech II	10	7	Male	4	2	1	0	1	0	0	0
				Female	6	1	0	0	5	0	0	0
1577	Instructional Support Asst I	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	7	5	Male	2	1	0	1	0	0	0	0
				Female	5	1	1	0	2	0	0	1
5683	Research Technician I	31	19	Male	7	3	0	3	1	0	0	0
				Female	24	9	1	9	4	0	0	1
3086	SSP IV	14	8	Male	5	3	1	0	1	0	0	0
				Female	9	3	0	3	3	0	0	0
1615	Instructional Support Tech I	4	4	Male	1	0	0	0	0	0	0	1
				Female	3	0	0	1	2	0	0	0
1578	Instructional Support Asst II	7	3	Male	4	4	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
3079	SSP I	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
7014	Equip Tech II, Splcized Equip	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5787	Assoc, Acad & Instit Studies 3	14	5	Male	7	5	0	1	1	0	0	0
				Female	7	4	0	1	2	0	0	0
6951	Piano Technician II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	40	19	Male	26	10	1	3	11	0	1	0
				Female	14	11	0	2	1	0	0	0
5680	Research Technician III	7	3	Male	2	0	1	1	0	0	0	0
				Female	5	4	0	1	0	0	0	0

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7012	Equip Tech II, Electro-Mechnl	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7024	Equip Tech III, Splized Equip	7	3	Male	7	4	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2886	Library Services Spec I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1506	Storekeeper I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2887	Library Services Spec II	8	5	Male	4	2	0	2	0	0	0	0
				Female	4	1	0	0	3	0	0	0
1579	Instructional Support Asst III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2888	Library Services Spec III	7	3	Male	3	2	0	0	1	0	0	0
				Female	4	2	0	1	1	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2630	Credential Analyst II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	11	10	Male	3	0	1	1	1	0	0	0
				Female	8	1	1	3	3	0	0	0
1619	Instructional Support Tech III	13	4	Male	8	6	1	0	1	0	0	0
				Female	5	3	1	0	1	0	0	0
1740	Accounting Technician III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2889	Library Services Spec IV	5	2	Male	2	1	0	0	1	0	0	0
				Female	3	2	0	1	0	0	0	0

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5784	Assoc, Acad & Instit Studies I	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
5182	Extended Ed Specialist II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7021	Equip Tech III, Mechanical	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
7013	Equip Tech II, Electronic	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	12	4	Male	4	3	0	0	1	0	0	0
				Female	8	5	0	1	2	0	0	0
3312	ADMINISTRATOR II	15	9	Male	7	4	0	0	3	0	0	0
				Female	8	2	1	0	4	0	1	0
6970	Diving Safety Officer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	20	5	Male	6	4	1	1	0	0	0	0
				Female	14	11	0	3	0	0	0	0
3300	ADMINISTRATOR IV	14	6	Male	6	3	1	0	2	0	0	0
				Female	8	5	0	0	2	1	0	0
0820	Graphic Designer 12 Mo	6	2	Male	4	2	0	1	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	Lecturer AY	1,017	391	Male	431	276	24	45	76	4	1	5
				Female	586	350	48	67	99	6	4	12
2359	Lecturer 12 Mo	24	9	Male	10	7	1	1	1	0	0	0
				Female	14	8	0	2	4	0	0	0
2920	Librarian 12 Mo	17	3	Male	7	7	0	0	0	0	0	0
				Female	10	7	0	1	2	0	0	0

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2919	Librarian 10 Mo	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
0840	Performing Arts Tech 12 Mo	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
0410	Operating Sys Analyst 12 Mo	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	Analyst/Programmer 12 Mo	5	1	Male	4	3	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
0430	Network Analyst 12 Mo	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2399	Instr Fac AY	92	37	Male	48	32	3	3	6	1	2	1
				Female	44	23	2	4	14	1	0	0
2481	Dept Chair 12 Mo	59	21	Male	20	13	1	1	5	0	0	0
				Female	39	25	3	1	9	1	0	0
2360	Instr Fac AY	614	270	Male	280	170	14	17	74	3	0	2
				Female	334	174	13	27	107	5	0	8
2482	Dept Chair AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2361	Instr Fac 12 Mo	9	3	Male	4	2	0	1	1	0	0	0
				Female	5	4	0	0	0	0	0	1
Grand Total #		2,505	1,102	Male #	1,046	637	57	101	227	9	4	11
Grand Total %			44.0	Male %	41.8	25.4	2.3	4.0	9.1	0.4	0.2	0.4
				Female #	1,459	766	91	173	377	16	6	30
				Female%	58.2	30.6	3.6	6.9	15.0	0.6	0.2	1.2

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Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
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4790	Buyer Trainee	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1038	Admin Analyst/Spclst 12 Mo	98	86	Male	32	6	2	7	17	0	0	0
				Female	66	6	3	13	42	0	0	2
2010	Custodian	147	147	Male	48	0	2	13	33	0	0	0
				Female	99	0	0	24	74	1	0	0
6223	Laborer	26	25	Male	26	1	2	10	13	0	0	0
				Female	0	0	0	0	0	0	0	0
0731	Groundswoker	5	4	Male	5	1	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	Lead Custodian	11	11	Male	5	0	1	1	3	0	0	0
				Female	6	0	0	4	2	0	0	0
1508	Warehouse Worker	6	5	Male	5	1	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	12	11	Male	5	0	0	0	4	0	0	1
				Female	7	1	2	2	1	1	0	0
1741	Accounting Technician II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
0735	Irrigation Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0748	Tree Trimmer II	3	2	Male	3	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4791	Buyer I	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
0726	Lead Groundswoker	6	5	Male	6	1	0	4	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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0420	Info Tech Consultant 12 Mo	25	17	Male	20	6	2	2	10	0	0	0
				Female	5	2	0	1	1	0	1	0
1762	Accountant I	7	6	Male	3	1	0	1	1	0	0	0
				Female	4	0	0	1	3	0	0	0
1100	Payroll Technician I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5287	Budget Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
6536	Cert Electrician Aprntce	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	10	8	Male	4	0	0	2	2	0	0	0
				Female	6	2	0	1	3	0	0	0
6251	Facilities Worker II	3	3	Male	2	0	0	0	2	0	0	0
				Female	1	0	1	0	0	0	0	0
4792	Buyer II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4555	Accountant II	6	6	Male	3	0	0	0	3	0	0	0
				Female	3	0	0	0	3	0	0	0
6476	Carpenter	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6526	Painter	8	4	Male	8	4	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6642	Locksmith	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	7	7	Male	7	0	0	4	3	0	0	0
				Female	0	0	0	0	0	0	0	0

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3318	ADMINISTRATOR I	14	10	Male	9	3	2	1	3	0	0	0
				Female	5	1	3	1	0	0	0	
6270	Auto/Equipment Mechanic	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
6533	Electrician	5	5	Male	5	0	1	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
6702	Building Service Engineer	4	4	Male	4	0	1	2	1	0	0	0
				Female	0	0	0	0	0	0	0	
6549	Plumber	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	
6643	Lead Locksmith	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
4794	Buyer III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
6707	Lead Building Service Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6532	Lead Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6644	Supervising Locksmith	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6260	Facilities Cntrl Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6548	Lead Plumber	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
4556	Accountant III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	

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6474	Sprvsng Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	Sprvsng Painter	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5284	Sr Budget Analyst	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	ADMINISTRATOR II	26	16	Male	13	7	3	0	3	0	0	0
				Female	13	3	0	2	8	0	0	0
6265	Facilities Project Supv	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6547	Sprvsng Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6700	Sprvsng Building Svc Engrn	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6534	Sprvsng Electrician	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5787	Assoc, Acad & Instit Studies 3	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	ADMINISTRATOR III	14	7	Male	5	3	0	1	1	0	0	0
				Female	9	4	1	1	3	0	0	0
3300	ADMINISTRATOR IV	6	2	Male	6	4	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	Analyst/Programmer 12 Mo	24	22	Male	21	2	2	1	16	0	0	0
				Female	3	0	0	0	3	0	0	0

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0440	Equip Systems Specialist 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
0410	Operating Sys Analyst 12 Mo	9	6	Male	7	3	1	0	3	0	0	0
				Female	2	0	0	0	2	0	0	0
0430	Network Analyst 12 Mo	8	3	Male	7	4	0	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1173	Cnfdntl Tech Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		536	450	Male #	289	65	23	68	132	0	0	1
Grand Total %			84.0	Male %	53.9	12.1	4.3	12.7	24.6	0.0	0.0	0.2
				Female #	247	21	11	50	159	2	1	3
				Female%	46.1	3.9	2.1	9.3	29.7	0.4	0.2	0.6

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Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2383	Coaching Assistant 10 Mo	11	6	Male	8	3	2	2	1	0	0	0	
				Female	3	2	1	0	0	0	0		
2377	Coach 10 Mo	5	2	Male	2	1	0	1	0	0	0	0	
				Female	3	2	0	0	0	0	0	1	
2977	President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1513	Athletic Equipment Attendant 2	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
8185	Athletic Trainer II 12 Mo	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	4	1	Male	1	0	0	0	1	0	0	0	
				Female	3	3	0	0	0	0	0	0	
0800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1176	Cnfdntl Admin Support 12 Mo	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	

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Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	33	16	Male #	14	4	2	4	4	0	0	0
	Grand Total %		48.5	Male %	42.4	12.1	6.1	12.1	12.1	0.0	0.0	0.0
				Female #	19	13	1	1	3	0	0	1
				Female%	57.6	39.4	3.0	3.0	9.1	0.0	0.0	3.0

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Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3073	SSP Academic Related II AY	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3075	SSP Academic Related III AY	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
3070	SSP Academic Related I 12 Mo	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3072	SSP Academic Related II 12 Mo	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
8350	Police Officer	7	3	Male	7	4	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0
7930	Per Diem Non-Exempt - Healthcare	11	7	Male	0	0	0	0	0	0	0	0
				Female	11	4	0	0	6	0	0	1
8365	Corporal	4	3	Male	4	1	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0
8354	Sergeant	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8820	Community Service Spec 12 Mo	27	26	Male	18	1	2	6	9	0	0	0
				Female	9	0	0	6	3	0	0	0
8800	Police Dispatcher 12 Mo	4	3	Male	3	1	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
9687	Head Resident II	12	10	Male	1	0	1	0	0	0	0	0
				Female	11	2	4	2	3	0	0	0
1032	Admin Support Assistant 12 Mo	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	0	3	0	0	0
1038	Admin Analyst/Spclst 12 Mo	41	29	Male	9	3	2	0	4	0	0	0
				Female	32	9	1	5	14	0	0	3

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Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	8	5	Male	4	1	1	0	2	0	0	0
				Female	4	2	0	1	1	0	0	
8148	Medical Assistant	7	5	Male	2	1	0	0	1	0	0	0
				Female	5	1	0	1	3	0	0	0
1140	Health Information Tech	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
3082	SSP II	47	37	Male	18	4	5	4	5	0	0	0
				Female	29	6	4	5	13	0	1	0
3084	SSP III	29	21	Male	11	4	2	3	2	0	0	0
				Female	18	4	5	2	6	0	0	1
8147	Health Educator	6	4	Male	1	0	0	0	1	0	0	0
				Female	5	2	0	1	2	0	0	0
3318	ADMINISTRATOR I	16	9	Male	5	1	1	2	1	0	0	0
				Female	11	6	0	2	3	0	0	0
8157	Registered Nurse III	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
0420	Info Tech Consultant 12 Mo	8	5	Male	5	2	0	0	3	0	0	0
				Female	3	1	0	1	1	0	0	0
3086	SSP IV	9	7	Male	4	2	0	1	1	0	0	0
				Female	5	0	0	2	3	0	0	0
3312	ADMINISTRATOR II	15	10	Male	8	2	1	2	1	1	1	0
				Female	7	3	0	2	2	0	0	0
3306	ADMINISTRATOR III	17	11	Male	9	3	1	2	3	0	0	0
				Female	8	3	3	2	0	0	0	0
8166	Nurse Practitioner	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	1	1	0	0	0

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Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7750	Physician-Specialty Services	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7992	Pharmacist I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7993	Pharmacist II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	ADMINISTRATOR IV	6	4	Male	5	2	2	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
7737	Physician-Primary Care	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
1170	Cnfdntl Office Support 12 Mo	3	2	Male	1	0	1	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	0	0	1	0
1176	Cnfdntl Admin Support 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8137	Clinical Assistant	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
8185	Athletic Trainer II 12 Mo	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
Grand Total #		323	229	Male #	126	38	20	21	44	2	1	0
Grand Total %			70.9	Male %	39.0	11.8	6.2	6.5	13.6	0.6	0.3	0.0
				Female #	197	56	18	36	79	1	2	5
				Female%	61.0	17.3	5.6	11.1	24.5	0.3	0.6	1.5

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Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo	11	7	Male	0	0	0	0	0	0	0	0	0
				Female	11	4	1	0	5	1	0	0	
3318	ADMINISTRATOR I	8	4	Male	1	1	0	0	0	0	0	0	
				Female	7	3	0	1	2	0	0	1	
3312	ADMINISTRATOR II	14	3	Male	6	5	0	1	0	0	0	0	
				Female	8	6	0	0	2	0	0	0	
3306	ADMINISTRATOR III	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	4	1	Male	0	0	0	0	0	0	0	0	
				Female	4	3	1	0	0	0	0	0	
1035	Admin Support Coord 12 Mo	4	3	Male	2	1	0	0	1	0	0	0	
				Female	2	0	0	1	1	0	0	0	
0420	Info Tech Consultant 12 Mo	2	2	Male	2	0	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0820	Graphic Designer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0800	Pub Affairs/Comm Spec 12 Mo	4	2	Male	4	2	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		49	23	Male #	17	10	0	2	5	0	0	0	
Grand Total %			46.9	Male %	34.7	20.4	0.0	4.1	10.2	0.0	0.0	0.0	
				Female #	32	16	2	2	10	1	0	1	
				Female%	65.3	32.7	4.1	4.1	20.4	2.0	0.0	2.0	

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Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1740	Accounting Technician III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	14	7	Male	6	3	1	0	2	0	0	0
				Female	8	4	0	0	4	0	0	0
1762	Accountant I	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0
4555	Accountant II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4556	Accountant III	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
1148	Presidential Aide	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0400	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	36	21	Male #	17	9	2	1	5	0	0	0
	Grand Total %		58.3	Male %	47.2	25.0	5.6	2.8	13.9	0.0	0.0	0.0
				Female #	19	6	1	3	9	0	0	0
				Female%	52.8	16.7	2.8	8.3	25.0	0.0	0.0	0.0

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Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: 2A - HEALTH CARE

EEO

Total													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	0 - 0	7930	Per Diem Non-Exempt - Healthcare	11	0	11	7	4	0	0	6	0	0	1
Total (#)				11	0	11	7	4	0	0	6	0	0	1
Total (%)					0.0	100.0	63.6	36.4	0.0	0.0	54.5	0.0	0.0	9.1

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: B2 - CRAFTS AND TRADES

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
13	1 - 1	6476	Carpenter	3	3	0	1	2	0	0	1	0	0	0	
13	1 - 1	6536	Cert Electrician Aprntce	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6533	Electrician	5	5	0	5	0	1	4	0	0	0	0	
13	1 - 1	6532	Lead Electrician	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6643	Lead Locksmith	2	2	0	1	1	0	1	0	0	0	0	
13	1 - 1	6548	Lead Plumber	1	1	0	1	0	0	1	0	0	0	0	
13	1 - 1	6642	Locksmith	2	2	0	1	1	1	0	0	0	0	0	
13	1 - 1	6526	Painter	8	8	0	4	4	0	4	0	0	0	0	
13	1 - 1	6549	Plumber	3	3	0	2	1	0	1	1	0	0	0	
13	1 - 1	6474	Sprvsng Carpenter	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6534	Sprvsng Electrician	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	6524	Sprvsng Painter	2	2	0	0	2	0	0	0	0	0	0	
13	1 - 1	6547	Sprvsng Plumber	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6644	Supervising Locksmith	1	1	0	0	1	0	0	0	0	0	0	
Total (#)				32	32	0	16	16	2	11	3	0	0	0	
Total (%)					100.0	0.0	50.0	50.0	6.3	34.4	9.4	0.0	0.0	0.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: B4 - MAINTENANCE AND OPERATIONS

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1 - 1	0731	Groundswoker	5	5	0	4	1	0	4	0	0	0	0
10	1 - 1	0735	Irrigation Specialist	1	1	0	1	0	0	1	0	0	0	0
14	1 - 1	6223	Laborer	26	26	0	25	1	2	10	13	0	0	0
10	1 - 1	0726	Lead Groundswoker	6	6	0	5	1	0	4	1	0	0	0
10	1 - 1	0748	Tree Trimmer II	3	3	0	2	1	1	1	0	0	0	0
Total (#)				41	41	0	37	4	3	20	14	0	0	0
Total (%)					100.0	0.0	90.2	9.8	7.3	48.8	34.1	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: B5 - CRAFTS AND TRADES

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
14	1 - 1	6702	Building Service Engineer	4	4	0	4	0	1	2	1	0	0	0
13	1 - 1	6260	Facilities Cntrl Specialist	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	6940	Facilities Maintenance Mech	7	7	0	7	0	0	4	3	0	0	0
13	1 - 1	6265	Facilities Project Supv	3	2	1	0	3	0	0	0	0	0	0
13	1 - 1	6251	Facilities Worker II	3	2	1	3	0	1	0	2	0	0	0
14	1 - 1	6707	Lead Building Service Engineer	1	1	0	0	1	0	0	0	0	0	0
14	1 - 1	6700	Sprvsng Building Svc Engr	1	1	0	0	1	0	0	0	0	0	0
Total (#)				20	18	2	14	6	2	6	6	0	0	0
Total (%)					90.0	10.0	70.0	30.0	10.0	30.0	30.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: B6 - CRAFTS AND TRADES

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1 - 1	6270	Auto/Equipment Mechanic	1	1	0	1	0	0	0	1	0	0	0
Total (#)				1	1	0	1	0	0	0	1	0	0	0
Total (%)					100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: C1 - CLERICAL LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 2	1035	Admin Support Coord 12 Mo	67	22	45	52	15	5	15	29	1	0	2
Total (#)				67	22	45	52	15	5	15	29	1	0	2
Total (%)					32.8	67.2	77.6	22.4	7.5	22.4	43.3	1.5	0.0	3.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: C3 - ADM. SUPPORT LEVEL II

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 2	1032	Admin Support Assistant 12 Mo	12	3	9	10	2	1	3	5	0	0	1
12	2 - 3	1170	Cnfdntl Office Support 12 Mo	4	1	3	3	1	2	0	1	0	0	0
Total (#)				16	4	12	13	3	3	3	6	0	0	1
Total (%)					25.0	75.0	81.3	18.8	18.8	18.8	37.5	0.0	0.0	6.3

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: C4 - CLERICAL LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 1	1100	Payroll Technician I	2	1	1	2	0	0	1	1	0	0	0
Total (#)				2	1	1	2	0	0	1	1	0	0	0
Total (%)					50.0	50.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: C6 - HEALTH CARE

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	1 - 6	1140	Health Information Tech	2	0	2	2	0	1	0	1	0	0	0
Total (#)				2	0	2	2	0	1	0	1	0	0	0
Total (%)					0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: E1 - MAINTENANCE AND OPERATIONS

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
10	1 - 1	2010	Custodian	147	48	99	147	0	2	37	107	1	0	0	
10	1 - 1	2015	Lead Custodian	11	5	6	11	0	1	5	5	0	0	0	
Total (#)				158	53	105	158	0	3	42	112	1	0	0	
Total (%)					33.5	66.5	100.0	0.0	1.9	26.6	70.9	0.6	0.0	0.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: E2 - ADMINISTRATOR II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 2	8820	Community Service Spec 12 Mo	27	18	9	26	1	2	12	12	0	0	0	
10	0 - 0	8365	Corporal	4	4	0	3	1	0	0	3	0	0	0	
10	0 - 0	8350	Police Officer	7	7	0	3	4	0	0	3	0	0	0	
10	0 - 0	8354	Sergeant	4	3	1	0	4	0	0	0	0	0	0	
Total (#)				42	32	10	32	10	2	12	18	0	0	0	
Total (%)					76.2	23.8	76.2	23.8	4.8	28.6	42.9	0.0	0.0	0.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: E3 - PUBLIC SAFETY

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 2	8800	Police Dispatcher 12 Mo	4	3	1	3	1	0	0	3	0	0	0
Total (#)				4	3	1	3	1	0	0	3	0	0	0
Total (%)					75.0	25.0	75.0	25.0	0.0	0.0	75.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	3 - 3	1173	Cnfdntl Tech Support 12 Mo	1	0	1	1	0	0	0	1	0	0	0
3	2 - 3	0430	Network Analyst 12 Mo	11	9	2	4	7	0	1	3	0	0	0
3	2 - 3	0410	Operating Sys Analyst 12 Mo	13	11	2	8	5	1	0	7	0	0	0
Total (#)				25	20	5	13	12	1	1	11	0	0	0
Total (%)					80.0	20.0	52.0	48.0	4.0	4.0	44.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	2 - 3	0400	Analyst/Programmer 12 Mo	30	26	4	23	7	2	1	20	0	0	0	
3	1 - 3	0420	Info Tech Consultant 12 Mo	75	53	22	43	32	3	9	29	0	2	0	
Total (#)				105	79	26	66	39	5	10	49	0	2	0	
Total (%)					75.2	24.8	62.9	37.1	4.8	9.5	46.7	0.0	1.9	0.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	2 - 2	0440	Equip Systems Specialist 12 Mo	1	1	0	1	0	1	0	0	0	0	0
Total (#)				1	1	0	1	0	1	0	0	0	0	0
Total (%)					100.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: G1 - EXECUTIVE

EEO

Total													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	0 - 0	2977	President	1	0	1	0	1	0	0	0	0	0	0
Total (#)				1	0	1	0	1	0	0	0	0	0	0
Total (%)					0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H1 - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 4	1038	Admin Analyst/Spclst 12 Mo	395	96	299	275	120	28	58	177	3	1	8	
2	1 - 3	1176	Cnfdntl Admin Support 12 Mo	18	5	13	14	4	0	5	9	0	0	0	
4	1 - 1	5182	Extended Ed Specialist II	1	0	1	1	0	0	0	1	0	0	0	
12	1 - 1	1148	Presidential Aide	1	0	1	1	0	0	1	0	0	0	0	
Total (#)				415	101	314	291	124	28	64	187	3	1	8	
Total (%)					24.3	75.7	70.1	29.9	6.7	15.4	45.1	0.7	0.2	1.9	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 8	5783	Assoc, Acad & Instit Studies 2	18	6	12	8	10	1	1	5	1	0	0
2	1 - 1	5787	Assoc, Acad & Instit Studies 3	15	7	8	6	9	0	2	4	0	0	0
2	1 - 1	5784	Assoc, Acad & Instit Studies I	4	1	3	1	3	0	0	1	0	0	0
3	1 - 1	5683	Research Technician I	31	7	24	19	12	1	12	5	0	0	1
3	1 - 6	5681	Research Technician II	19	9	10	7	12	1	1	5	0	0	0
3	1 - 1	5680	Research Technician III	7	2	5	3	4	1	2	0	0	0	0
Total (#)				94	32	62	44	50	4	18	20	1	0	1
Total (%)					34.0	66.0	46.8	53.2	4.3	19.1	21.3	1.1	0.0	1.1

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H3 - ADM. SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 1	1762	Accountant I	10	3	7	9	1	0	3	6	0	0	0
2	1 - 1	4555	Accountant II	7	3	4	7	0	0	0	7	0	0	0
2	1 - 1	4556	Accountant III	3	1	2	3	0	0	0	3	0	0	0
12	1 - 1	1741	Accounting Technician II	3	0	3	3	0	0	0	3	0	0	0
12	1 - 1	1740	Accounting Technician III	2	1	1	2	0	0	0	2	0	0	0
Total (#)				25	8	17	24	1	0	3	21	0	0	0
Total (%)					32.0	68.0	96.0	4.0	0.0	12.0	84.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 1	5287	Budget Analyst	1	0	1	1	0	0	0	1	0	0	0
2	1 - 1	5284	Sr Budget Analyst	2	0	2	2	0	0	0	2	0	0	0
Total (#)				3	0	3	3	0	0	0	3	0	0	0
Total (%)					0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

EEO

Total													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1 - 3	0800	Pub Affairs/Comm Spec 12 Mo	9	6	3	4	5	0	0	3	0	1	0
Total (#)				9	6	3	4	5	0	0	3	0	1	0
Total (%)					66.7	33.3	44.4	55.6	0.0	0.0	33.3	0.0	11.1	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H7 - ADM. SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 1	4791	Buyer I	2	1	1	2	0	0	0	2	0	0	0	
2	1 - 1	4792	Buyer II	1	0	1	1	0	0	0	1	0	0	0	
2	1 - 1	4794	Buyer III	1	0	1	1	0	0	0	1	0	0	0	
2	0 - 0	4790	Buyer Trainee	1	0	1	1	0	0	0	0	0	0	1	
Total (#)				5	1	4	5	0	0	0	4	0	0	1	
Total (%)					20.0	80.0	100.0	0.0	0.0	0.0	80.0	0.0	0.0	20.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H8 - MAINTENANCE AND OPERATIONS

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 1	1506	Storekeeper I	1	1	0	0	1	0	0	0	0	0	0	
14	1 - 1	1508	Warehouse Worker	6	5	1	5	1	0	1	4	0	0	0	
Total (#)				7	6	1	5	2	0	1	4	0	0	0	
Total (%)					85.7	14.3	71.4	28.6	0.0	14.3	57.1	0.0	0.0	0.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: I1 - HEALTH CARE

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 8	8147	Health Educator	6	1	5	4	2	0	1	3	0	0	0	
9	1 - 1	8166	Nurse Practitioner	5	0	5	2	3	0	1	1	0	0	0	
9	1 - 1	7992	Pharmacist I	1	1	0	1	0	0	0	1	0	0	0	
9	1 - 1	7993	Pharmacist II	1	0	1	1	0	0	0	1	0	0	0	
9	1 - 8	7737	Physician-Primary Care	3	0	3	2	1	0	0	2	0	0	0	
9	1 - 1	7750	Physician-Specialty Services	1	1	0	0	1	0	0	0	0	0	0	
9	1 - 6	8157	Registered Nurse III	4	0	4	2	2	0	0	2	0	0	0	
Total (#)				21	3	18	12	9	0	2	10	0	0	0	
Total (%)					14.3	85.7	57.1	42.9	0.0	9.5	47.6	0.0	0.0	0.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: I2 - HEALTH CARE

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	6 - 6	8137	Clinical Assistant	3	0	3	3	0	0	0	3	0	0	0
10	1 - 6	8148	Medical Assistant	7	2	5	5	2	0	1	4	0	0	0
Total (#)				10	2	8	8	2	0	1	7	0	0	0
Total (%)					20.0	80.0	80.0	20.0	0.0	10.0	70.0	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: J1 - FACULTY

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	3 - 5	2481	Dept Chair 12 Mo	59	20	39	21	38	4	2	14	1	0	0	
5	4 - 4	2482	Dept Chair AY	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				60	20	40	22	38	4	2	15	1	0	0	
Total (%)					33.3	66.7	36.7	63.3	6.7	3.3	25.0	1.7	0.0	0.0	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: J2 - FACULTY

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	0 - 0	2403	FT Faculty Unit-Addtl Emplmnt	19	12	7	8	11	1	1	4	1	0	1	
5	0 - 0	2388	Grnt Rltd Spc Fnd Inst Fac 12m	2	1	1	0	2	0	0	0	0	0	0	
5	5 - 5	2361	Instr Fac 12 Mo	9	4	5	3	6	0	1	1	0	0	1	
5	3 - 5	2360	Instr Fac AY	614	280	334	270	344	27	44	181	8	0	10	
5	3 - 5	2399	Instr Fac AY	92	48	44	37	55	5	7	20	2	2	1	
5	2 - 5	2359	Lecturer 12 Mo	24	10	14	9	15	1	3	5	0	0	0	
5	2 - 5	2358	Lecturer AY	1,017	431	586	391	626	72	112	175	10	5	17	
5	0 - 0	2393	Visiting Faculty-Academic Year	4	2	2	2	2	1	1	0	0	0	0	
Total (#)				1,781	788	993	720	1,061	107	169	386	21	7	30	
Total (%)					44.2	55.8	40.4	59.6	6.0	9.5	21.7	1.2	0.4	1.7	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	2 - 4	2919	Librarian 10 Mo	4	1	3	0	4	0	0	0	0	0	0
7	2 - 5	2920	Librarian 12 Mo	17	7	10	3	14	0	1	2	0	0	0
Total (#)				21	8	13	3	18	0	1	2	0	0	0
Total (%)					38.1	61.9	14.3	85.7	0.0	4.8	9.5	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
8	1 - 1	2886	Library Services Spec I	1	0	1	1	0	0	0	1	0	0	0
8	1 - 1	2887	Library Services Spec II	8	4	4	5	3	0	2	3	0	0	0
8	1 - 1	2888	Library Services Spec III	7	3	4	3	4	0	1	2	0	0	0
8	1 - 1	2889	Library Services Spec IV	5	2	3	2	3	0	1	1	0	0	0
Total (#)				21	9	12	11	10	0	4	7	0	0	0
Total (%)					42.9	57.1	52.4	47.6	0.0	19.0	33.3	0.0	0.0	0.0

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: O1 - ADM. SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 1	2630	Credential Analyst II	1	0	1	1	0	0	1	0	0	0	0	
10	1 - 1	9687	Head Resident II	12	1	11	10	2	5	2	3	0	0	0	
3	0 - 0	3070	SSP Academic Related I 12 Mo	3	1	2	0	3	0	0	0	0	0	0	
8	0 - 0	3072	SSP Academic Related II 12 Mo	4	1	3	2	2	0	1	1	0	0	0	
8	0 - 0	3073	SSP Academic Related II AY	1	1	0	1	0	1	0	0	0	0	0	
8	0 - 0	3075	SSP Academic Related III AY	4	0	4	4	0	0	2	2	0	0	0	
4	1 - 2	3079	SSP I	5	1	4	2	3	0	1	1	0	0	0	
3	1 - 1	3082	SSP II	58	21	37	47	11	11	13	22	0	1	0	
3	1 - 1	3084	SSP III	59	21	38	40	19	7	10	19	0	0	4	
4	1 - 1	3086	SSP IV	23	9	14	15	8	1	6	8	0	0	0	
Total (#)				170	56	114	122	48	25	36	56	0	1	4	
Total (%)					32.9	67.1	71.8	28.2	14.7	21.2	32.9	0.0	0.6	2.4	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
9	1 - 6	8185	Athletic Trainer II 12 Mo	3	1	2	1	2	0	0	0	1	0	0	
4	0 - 0	2377	Coach 10 Mo	5	2	3	2	3	0	1	0	0	0	1	
4	0 - 0	2383	Coaching Assistant 10 Mo	11	8	3	6	5	3	2	1	0	0	0	
Total (#)				19	11	8	9	10	3	3	1	1	0	1	
Total (%)					57.9	42.1	47.4	52.6	15.8	15.8	5.3	5.3	0.0	5.3	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: P1 - ADM. SUPPORT LEVEL II

				Total											
EEO	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 1	2866	Accompanist II	3	2	1	1	2	1	0	0	0	0	0	
10	1 - 1	1513	Athletic Equipment Attendant 2	1	1	0	1	0	0	0	1	0	0	0	
4	0 - 0	0850	Broadcast Engineer 12 Mo	1	1	0	0	1	0	0	0	0	0	0	
10	1 - 1	6970	Diving Safety Officer	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	7012	Equip Tech II, Electro-Mechnl	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	7013	Equip Tech II, Electronic	1	1	0	1	0	0	0	0	0	0	1	
13	1 - 1	7014	Equip Tech II, Splized Equip	2	2	0	2	0	0	1	1	0	0	0	
13	1 - 1	7021	Equip Tech III, Mechanical	2	2	0	2	0	0	0	2	0	0	0	
13	1 - 1	7024	Equip Tech III, Splized Equip	7	7	0	3	4	0	3	0	0	0	0	
3	1 - 1	7512	Glassblower	1	1	0	0	1	0	0	0	0	0	0	
4	2 - 3	0820	Graphic Designer 12 Mo	7	5	2	2	5	0	1	1	0	0	0	
4	1 - 1	1577	Instructional Support Asst I	2	2	0	1	1	1	0	0	0	0	0	
4	1 - 1	1578	Instructional Support Asst II	7	4	3	3	4	0	3	0	0	0	0	
4	1 - 1	1579	Instructional Support Asst III	2	0	2	0	2	0	0	0	0	0	0	
4	1 - 1	1615	Instructional Support Tech I	4	1	3	4	0	0	1	2	0	0	1	
4	1 - 1	1617	Instructional Support Tech II	10	4	6	7	3	1	0	6	0	0	0	
4	1 - 1	1619	Instructional Support Tech III	13	8	5	4	9	2	0	2	0	0	0	
3	1 - 1	7888	Laboratory Assistant I	2	1	1	1	1	0	1	0	0	0	0	
4	1 - 2	0810	Media Prod Spec 12 Mo	5	4	1	1	4	0	0	1	0	0	0	
4	2 - 3	0840	Performing Arts Tech 12 Mo	3	2	1	0	3	0	0	0	0	0	0	
13	1 - 1	6951	Piano Technician II	1	1	0	0	1	0	0	0	0	0	0	
Total (#)				76	51	25	33	43	5	10	16	0	0	2	
Total (%)					67.1	32.9	43.4	56.6	6.6	13.2	21.1	0.0	0.0	2.6	

(+) indicates this job title contains employees who are included from another facility.

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: R1 - ADMINISTRATOR I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1 - 1	3318	ADMINISTRATOR I	54	21	33	28	26	6	9	12	0	0	1
1	1 - 6	3312	ADMINISTRATOR II	73	37	36	40	33	6	7	24	1	2	0
1	1 - 6	3306	ADMINISTRATOR III	56	23	33	26	30	6	11	9	0	0	0
1	1 - 2	3300	ADMINISTRATOR IV	34	19	15	14	20	6	0	7	1	0	0
Total (#)				217	100	117	108	109	24	27	52	2	2	1
Total (%)					46.1	53.9	49.8	50.2	11.1	12.4	24.0	0.9	0.9	0.5

(+) indicates this job title contains employees who are included from another facility.

**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		

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

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

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		

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

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

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		

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

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

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		

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

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

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		

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

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

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		

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

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

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	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	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	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 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	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		

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

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

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			

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

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

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		

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

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

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		

Affirmative Action Plan
2020 Affirmative Action Plan
Availability Analysis

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

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		

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

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

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	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	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	51.9	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	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	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	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	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	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	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	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	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			

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

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

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
Availability Analysis**

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		

Affirmative Action Plan
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			

**Affirmative Action Plan
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		

**Affirmative Action Plan
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			

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: 2A - HEALTH CARE

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	4	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	5	6	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	3	23	5	31									
Total	3	25	7	35	1	7	8	0	0	0	0	0	0
Total Minority	0	0	0	0	1	6	7	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: B2 - CRAFTS AND TRADES

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	0	16	22	2	0	2	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	9	0	9	0	0	0	1	0	1
Asian	0	0	0	0	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0	0
Unknown (Race)	43	1	13	57									
Total	49	1	29	79	14	0	14	0	0	0	2	0	2
Total Minority	0	0	0	0	12	0	12	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: B4 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	7	1	19	27	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	4	0	4	0	0	0	0	0	0
Hispanic	0	0	0	0	5	0	5	0	0	0	0	0	0
Asian	0	0	0	0	6	0	6	0	0	0	2	0	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	47	5	20	72									
Total	54	6	39	99	15	0	15	0	0	0	2	0	2
Total Minority	0	0	0	0	15	0	15	0	0	0	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: B5 - CRAFTS AND TRADES

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	0	19	25	3	0	3	1	0	1	3	0	3
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	8	0	8	0	0	0	0	0	0
Asian	0	0	0	0	5	0	5	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	89	4	15	108									
Total	95	4	34	133	17	0	17	1	0	1	4	0	4
Total Minority	0	0	0	0	14	0	14	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: B6 - CRAFTS AND TRADES

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: C1 - CLERICAL LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	14	41	57	112	2	4	6	0	0	0	1	3	4
Afr. Amer.	0	0	0	0	0	3	3	0	0	0	0	1	1
Hispanic	0	0	0	0	1	8	9	0	0	0	1	2	3
Asian	0	0	0	0	5	11	16	0	0	0	0	4	4
Nat. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	120	211	35	366									
Total	134	252	92	478	8	28	36	0	0	0	2	10	12
Total Minority	0	0	0	0	6	24	30	0	0	0	1	7	8

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	0
Asian	0	1	1	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	0	0	0	1	1	2
Total Minority	0	2	2	0	0	0	1	0	1

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: C3 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	12	22	39	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	2	0	0	0	0	1	1
Asian	0	0	0	0	0	4	4	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	40	123	22	185									
Total	45	135	44	224	1	7	8	0	0	0	0	3	3
Total Minority	0	0	0	0	1	6	7	0	0	0	0	3	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: C4 - CLERICAL LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: C6 - HEALTH CARE

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: E1 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	25	45	75	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	2	4	6	0	0	0	1	1	2
Asian	0	0	0	0	1	24	25	0	3	3	9	2	11
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	28	34	13	75									
Total	33	59	58	150	3	28	31	0	3	3	10	3	13
Total Minority	0	0	0	0	3	28	31	0	3	3	10	3	13

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: E2 - ADMINISTRATOR II

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	1	9	14	2	0	2	0	0	0	3	0	3
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	3	4	7	0	0	0	2	0	2
Asian	0	0	0	0	8	1	9	0	0	0	5	0	5
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	44	26	8	78									
Total	48	27	17	92	14	5	19	0	0	0	10	0	10
Total Minority	0	0	0	0	12	5	17	0	0	0	7	0	7

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	3	1	4
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	4	1	5
Total Minority	0	0	0	0	0	0	3	1	4

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: E3 - PUBLIC SAFETY

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	2	3	7	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	1	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	8	13	2	23									
Total	10	15	5	30	1	1	2	0	0	0	0	0	0
Total Minority	0	0	0	0	1	1	2	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	6	7	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1	0	0	0	2	0	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	14	0	6	20									
Total	15	0	12	27	1	0	1	0	0	0	3	0	3
Total Minority	0	0	0	0	1	0	1	0	0	0	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	13	2	14	29	1	2	3	0	0	0	1	3	4
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	3	0	3	0	0	0	2	3	5
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	75	26	14	115									
Total	88	28	28	144	6	2	8	0	0	0	3	6	9
Total Minority	0	0	0	0	5	0	5	0	0	0	2	3	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	0	0	0	0	0	0
Total Minority	1	0	1	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: G1 - EXECUTIVE

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: H1 - ADMINISTRATOR I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	56	133	166	355	8	18	26	1	1	2	8	9	17
Afr. Amer.	0	0	0	0	4	8	12	0	1	1	1	2	3
Hispanic	0	0	0	0	6	9	15	0	0	0	3	12	15
Asian	0	0	0	0	5	19	24	0	0	0	4	6	10
Nat. Amer.	0	0	0	0	1	1	2	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	2	2	0	0	0	0	1	1
Unknown (Race)	416	586	76	1078									
Total	472	719	242	1433	24	57	81	1	2	3	16	31	47
Total Minority	0	0	0	0	16	39	55	0	1	1	8	22	30

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	0	1	0	1	1	1	1	2
Asian	0	1	1	0	2	2	0	4	4
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	1	2	0	4	4	2	5	7
Total Minority	1	1	2	0	3	3	1	5	6

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	1	1	13	28	41	0	0	0	1	2	3
Afr. Amer.	0	0	0	0	1	2	3	0	0	0	0	0	0
Hispanic	0	0	0	0	7	14	21	0	0	0	0	0	0
Asian	0	0	0	0	5	6	11	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	2	3	0	0	0	0	0	0
Unknown (Race)	14	10	3	27									
Total	14	10	4	28	27	52	79	0	0	0	1	3	4
Total Minority	0	0	0	0	14	24	38	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: H3 - ADM. SUPPORT LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	4	9	14	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	2	2	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	17	23	5	45									
Total	18	27	14	59	0	2	2	0	0	0	0	1	1
Total Minority	0	0	0	0	0	2	2	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	0	1	0	0	0
Asian	0	1	1	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	1	0	1	1	1	2
Total Minority	0	1	1	1	0	1	1	1	2

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	4	12	18	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	3	0	3	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	14	31	6	51									
Total	16	35	18	69	3	1	4	0	0	0	0	0	0
Total Minority	0	0	0	0	3	0	3	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: H7 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	2	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	8	6	1	15									
Total	8	7	2	17	1	1	2	0	0	0	0	0	0
Total Minority	0	0	0	0	1	1	2	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: H8 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	0	3	6	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	11	3	1	15									
Total	14	3	4	21	1	0	1	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: I1 - HEALTH CARE

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	19	14	35	0	2	2	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	2	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	22	105	7	134									
Total	24	124	21	169	0	5	5	0	0	0	0	1	1
Total Minority	0	0	0	0	0	3	3	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: I2 - HEALTH CARE

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	4	6	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	20	5	29									
Total	4	22	9	35	0	2	2	0	0	0	0	0	0
Total Minority	0	0	0	0	0	1	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: J1 - FACULTY

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	4	6	10	4	5	9	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	1	1	2	0	0	0
Hispanic	0	0	0	0	0	0	0	2	1	3	0	1	1
Asian	0	0	0	0	0	6	6	1	1	2	0	0	0
Nat. Amer.	0	0	0	0	0	1	1	0	1	1	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	4	13	17	8	9	17	0	2	2
Total Minority	0	0	0	0	0	7	7	4	4	8	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	2	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	4	5
Total Minority	0	0	0	0	0	0	0	2	2

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: J2 - FACULTY

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	199	270	469	2	2	4	19	27	46
Afr. Amer.	0	0	0	0	28	45	73	2	1	3	0	2	2
Hispanic	0	0	0	0	40	63	103	0	0	0	4	7	11
Asian	0	0	0	0	83	117	200	0	0	0	4	3	7
Nat. Amer.	0	0	0	0	3	7	10	0	0	0	1	0	1
NHOPI	0	0	0	0	2	0	2	0	1	1	0	0	0
Two or More	0	0	0	0	4	15	19	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	359	517	876	4	4	8	28	39	67
Total Minority	0	0	0	0	160	247	407	2	2	4	9	12	21

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	11	6	17
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	3	3
Asian	0	0	0	0	0	0	5	14	19
Nat. Amer.	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	17	23	40
Total Minority	0	0	0	0	0	0	6	17	23

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	4	4	0	0	0	1	4	5
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	5	5	0	0	0	1	5	6
Total Minority	0	0	0	0	0	1	1	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: O1 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	55	116	122	293	0	11	11	0	0	0	2	8	10
Afr. Amer.	0	0	0	0	1	8	9	0	0	0	0	4	4
Hispanic	0	0	0	0	3	9	12	0	0	0	3	5	8
Asian	0	0	0	0	2	6	8	0	0	0	2	2	4
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	1	1	2
Unknown (Race)	325	538	43	906									
Total	380	654	165	1199	7	34	41	0	0	0	8	20	28
Total Minority	0	0	0	0	7	23	30	0	0	0	6	12	18

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	2	3	5
Total Minority	0	0	0	0	0	0	2	2	4

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	0	1	1	5	6	0	0	0	0	2	2
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	1	1	2
Asian	0	0	0	0	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	7	3	1	11									
Total	7	4	1	12	3	5	8	0	0	0	1	4	5
Total Minority	0	0	0	0	2	0	2	0	0	0	1	2	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: P1 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	2	8	14	17	4	21	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	8	8	0	0	0	1	0	1
Asian	0	0	0	0	2	0	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	4	0	4	0	0	0	0	0	0
Unknown (Race)	26	21	8	55									
Total	30	23	16	69	23	12	35	0	0	0	3	1	4
Total Minority	0	0	0	0	6	8	14	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Affirmative Action Plan
2020 Affirmative Action Plan
Personnel Transactions Summary

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

Job Group: R1 - ADMINISTRATOR I

Transaction Dates: 01/01/2019 To 12/31/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	27	36	59	122	3	8	11	1	0	1	4	10	14
Afr. Amer.	0	0	0	0	3	4	7	0	1	1	1	1	2
Hispanic	0	0	0	0	0	2	2	0	0	0	2	1	3
Asian	0	0	0	0	6	3	9	1	0	1	2	3	5
Nat. Amer.	0	0	0	0	0	0	0	0	1	1	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	1	1
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	250	215	51	516									
Total	277	251	110	638	12	18	30	2	2	4	9	17	26
Total Minority	0	0	0	0	9	10	19	1	2	3	5	7	12

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	1	0	1	0	1	1
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	1	1	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	1	2	2	2	4
Total Minority	0	0	0	1	1	2	1	2	3

Affirmative Action Plan
2020 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Francisco, California	1,493	42.96	48.79
San Mateo, California	693	19.94	22.65
Alameda, California	613	17.64	20.03
Contra Costa, California	261	7.51	8.53
Total:	3,060	88.06	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Marin, California	122	3.51	0.00
Santa Clara, California	100	2.88	0.00
Sonoma, California	48	1.38	0.00
Solano, California	35	1.01	0.00
Sacramento, California	20	0.58	0.00
San Joaquin, California	12	0.35	0.00
Los Angeles, California	11	0.32	0.00
Santa Cruz, California	10	0.29	0.00
Napa, California	9	0.26	0.00
Orange, California	6	0.17	0.00
Yolo, California	5	0.14	0.00
Stanislaus, California	4	0.12	0.00
El Dorado, California	3	0.09	0.00
Riverside, California	3	0.09	0.00
Middlesex, Massachusetts	3	0.09	0.00
Monterey, California	3	0.09	0.00
Shasta, California	2	0.06	0.00

Affirmative Action Plan
2020 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Placer, California	1	0.03	0.00
San Bernardino, California	1	0.03	0.00
Clinton+Fayette+Highland, Ohio	1	0.03	0.00
Fresno, California	1	0.03	0.00
Boulder, Colorado	1	0.03	0.00
Maricopa, Arizona	1	0.03	0.00
Clark+Nye, Nevada	1	0.03	0.00
Kings, New York	1	0.03	0.00
Multnomah, Oregon	1	0.03	0.00
Fulton, Georgia	1	0.03	0.00
Colusa+Lake, California	1	0.03	0.00
Albany+Greene, New York	1	0.03	0.00
San Diego, California	1	0.03	0.00
Peoria+Woodford, Illinois	1	0.03	0.00
San Luis Obispo, California	1	0.03	0.00
Ventura, California	1	0.03	0.00
Benton, Washington	1	0.03	0.00
Mendocino, California	1	0.03	0.00
Arapahoe, Colorado	1	0.03	0.00
Total:	415	11.94	0.00
Included and Excluded Total:	3,475	100.00	100.00

**Affirmative Action Plan
2020 Affirmative Action Plan
Workforce Analysis Summary**

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Organizational Unit	Total				Male								Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+	
Academic Affairs	2,505	1,046	1,459	1,102	637	57	101	227	9	4	11	766	91	173	377	16	6	30	
Administration & Finance	536	289	247	450	65	23	68	132	0	0	1	21	11	50	159	2	1	3	
Office of the President	33	14	19	16	4	2	4	4	0	0	0	13	1	1	3	0	0	1	
Stdnt Affrs & Enroll Mgmt	323	126	197	229	38	20	21	44	2	1	0	56	18	36	79	1	2	5	
University Advancement	49	17	32	23	10	0	2	5	0	0	0	16	2	2	10	1	0	1	
University Enterprises	36	17	19	21	9	2	1	5	0	0	0	6	1	3	9	0	0	0	
Total (#)	3,482	1,509	1,973	1,841	763	104	197	417	11	5	12	878	124	265	637	20	9	40	
Total (%)		43.3	56.7	52.9	21.9	3.0	5.7	12.0	0.3	0.1	0.3	25.2	3.6	7.6	18.3	0.6	0.3	1.1	

Affirmative Action Plan
2020 Affirmative Action Plan
Job Group Analysis Summary

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2A - HEALTH CARE	11	0	11	7	4	0	0	6	0	0	1
B2 - CRAFTS AND TRADES	32	32	0	16	16	2	11	3	0	0	0
B4 - MAINTENANCE AND OPERATIONS	41	41	0	37	4	3	20	14	0	0	0
B5 - CRAFTS AND TRADES	20	18	2	14	6	2	6	6	0	0	0
B6 - CRAFTS AND TRADES	1	1	0	1	0	0	0	1	0	0	0
C1 - CLERICAL LEVEL I	67	22	45	52	15	5	15	29	1	0	2
C3 - ADM. SUPPORT LEVEL II	16	4	12	13	3	3	3	6	0	0	1
C4 - CLERICAL LEVEL I	2	1	1	2	0	0	1	1	0	0	0
C6 - HEALTH CARE	2	0	2	2	0	1	0	1	0	0	0
E1 - MAINTENANCE AND OPERATIONS	158	53	105	158	0	3	42	112	1	0	0
E2 - ADMINISTRATOR II	42	32	10	32	10	2	12	18	0	0	0
E3 - PUBLIC SAFETY	4	3	1	3	1	0	0	3	0	0	0
F2 - RESRCH & DATA SUPPORT LEVEL II	25	20	5	13	12	1	1	11	0	0	0
F3 - RESRCH & DATA SUPPORT LEVEL I	105	79	26	66	39	5	10	49	0	2	0
F4 - TECHNICAL SUPPORT LEVEL I	1	1	0	1	0	1	0	0	0	0	0
G1 - EXECUTIVE	1	0	1	0	1	0	0	0	0	0	0
H1 - ADMINISTRATOR I	415	101	314	291	124	28	64	187	3	1	8
H2 - RESRCH & DATA SUPPORT LEVEL I	94	32	62	44	50	4	18	20	1	0	1
H3 - ADM. SUPPORT LEVEL I	25	8	17	24	1	0	3	21	0	0	0
H4 - RESRCH & DATA SUPPORT LEVEL I	3	0	3	3	0	0	0	3	0	0	0
H6 - RESRCH & DATA SUPPORT LEVEL I	9	6	3	4	5	0	0	3	0	1	0
H7 - ADM. SUPPORT LEVEL II	5	1	4	5	0	0	0	4	0	0	1

Affirmative Action Plan
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Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
H8 - MAINTENANCE AND OPERATIONS	7	6	1	5	2	0	1	4	0	0	0
I1 - HEALTH CARE	21	3	18	12	9	0	2	10	0	0	0
I2 - HEALTH CARE	10	2	8	8	2	0	1	7	0	0	0
J1 - FACULTY	60	20	40	22	38	4	2	15	1	0	0
J2 - FACULTY	1,781	788	993	720	1,061	107	169	386	21	7	30
M1 - LIBRARIAN INSTRUCTNAL SUPPORT	21	8	13	3	18	0	1	2	0	0	0
M2 - RESRCH & DATA SUPPORT LEVEL I	21	9	12	11	10	0	4	7	0	0	0
O1 - ADM. SUPPORT LEVEL II	170	56	114	122	48	25	36	56	0	1	4
O2 - ATHLETIC INSTRUCTIONAL SUPPORT	19	11	8	9	10	3	3	1	1	0	1
P1 - ADM. SUPPORT LEVEL II	76	51	25	33	43	5	10	16	0	0	2
R1 - ADMINISTRATOR I	217	100	117	108	109	24	27	52	2	2	1
Total (#)	3,482	1,509	1,973	1,841	1,641	228	462	1,054	31	14	52
Total (%)		43.3	56.7	52.9	47.1	6.5	13.3	30.3	0.9	0.4	1.5