

**Affirmative Action Plan
2021 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2020
Plan Date: 01/01/2021

Job Group: B2 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	96.7	3.3	62.8	37.2	3.1	26.0	30.4	0.3	1.9	1.2	20.00	19.3	0.7	12.6	7.4	0.6	5.2	6.1	0.1	0.4	0.2	Bay Area		
Reasonable	95.7	4.3	34.1	65.9	6.4	24.0	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	Applicants Zipcode Analysis		
Reasonable	97.6	2.4	61.3	38.7	3.9	34.3	17.7	0.9	1.3	3.2	20.00	19.5	0.5	12.3	7.7	0.8	6.9	3.5	0.2	0.3	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	100.0	0.0	51.5	48.5	6.1	36.4	9.1	0.0	0.0	0.0	30.00	30.0	0.0	15.5	14.5	1.8	10.9	2.7	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	78.4	1.6	43.7	36.3	3.8	25.4	12.5	0.3	0.7	1.0		

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Job Group: B4 - MAINTENANCE AND OPERATIONS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	87.0	13.0	71.1	28.9	11.6	28.6	25.9	0.5	0.8	3.6	20.00	17.4	2.6	14.2	5.8	2.3	5.7	5.2	0.1	0.2	0.7	Bay Area		
Reasonable	85.6	14.4	44.7	55.3	14.2	25.9	2.0	0.8	0.2	1.5	10.00	8.6	1.4	4.5	5.5	1.4	2.6	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	Applicants Zipcode Analysis		
Reasonable	86.9	13.1	73.5	26.5	10.3	40.6	18.0	0.3	1.2	3.1	20.00	17.4	2.6	14.7	5.3	2.1	8.1	3.6	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	100.0	0.0	92.1	7.9	5.3	50.0	36.8	0.0	0.0	0.0	30.00	30.0	0.0	27.6	2.4	1.6	15.0	11.1	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	73.3	6.7	61.0	19.0	7.4	31.4	20.0	0.2	0.4	1.5			

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Job Group: B5 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	81.0	19.0	74.9	25.1	11.4	11.6	19.8	0.2	31.8	0.0	20.00	16.2	3.8	15.0	5.0	2.3	2.3	4.0	0.0	6.4	0.0	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	Applicants Zipcode Analysis		
Reasonable	89.0	11.0	57.9	42.1	8.1	18.6	14.6	0.1	15.5	1.1	20.00	17.8	2.2	11.6	8.4	1.6	3.7	2.9	0.0	3.1	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	90.9	9.1	63.6	36.4	9.1	27.3	27.3	0.0	0.0	0.0	30.00	27.3	2.7	19.1	10.9	2.7	8.2	8.2	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	70.4	9.6	48.0	32.0	7.4	15.3	15.4	0.1	9.5	0.4			

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Job Group: B6 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	97.7	2.3	83.5	16.5	0.0	21.1	57.8	0.0	1.8	2.8	20.00	19.5	0.5	16.7	3.3	0.0	4.2	11.6	0.0	0.4	0.6	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	Applicants Zipcode Analysis		
Reasonable	98.1	1.9	73.7	26.3	1.6	27.7	40.0	0.1	1.3	3.0	20.00	19.6	0.4	14.7	5.3	0.3	5.5	8.0	0.0	0.3	0.6	Employee Zipcode 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	79.0	1.0	64.6	15.4	1.1	11.7	49.9	0.1	0.6	1.3			

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Job Group: C1 - CLERICAL LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	20.00	3.3	16.7	10.3	9.7	1.4	2.6	5.4	0.1	0.2	0.7	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	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	Applicants Zipcode Analysis		
Reasonable	10.7	89.3	49.5	50.5	7.4	15.0	22.7	0.2	0.9	3.2	20.00	2.1	17.9	9.9	10.1	1.5	3.0	4.5	0.0	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	36.0	64.0	74.0	26.0	8.0	18.0	44.0	2.0	0.0	2.0	30.00	10.8	19.2	22.2	7.8	2.4	5.4	13.2	0.6	0.0	0.6	Feeders		
Final Availability (%)												100.00	16.7	63.3	44.8	35.2	6.2	12.0	23.4	0.8	0.3	2.1		

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Job Group: C3 - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	20.00	3.3	16.7	10.3	9.7	1.4	2.6	5.4	0.1	0.2	0.7	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	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	Applicants Zipcode Analysis		
Reasonable	10.7	89.3	49.5	50.5	7.4	15.0	22.7	0.2	0.9	3.2	20.00	2.1	17.9	9.9	10.1	1.5	3.0	4.5	0.0	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	33.3	66.7	77.8	22.2	33.3	0.0	44.4	0.0	0.0	0.0	30.00	10.0	20.0	23.3	6.7	10.0	0.0	13.3	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	15.9	64.1	45.9	34.1	13.8	6.6	23.5	0.2	0.3	1.5		

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Job Group: C4 - CLERICAL LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	40.0	60.0	65.5	34.5	0.0	23.6	41.8	0.0	0.0	0.0	20.00	8.0	12.0	13.1	6.9	0.0	4.7	8.4	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	10.1	89.9	27.7	72.3	11.2	11.0	3.5	0.6	0.1	1.4	10.00	1.0	9.0	2.8	7.2	1.1	1.1	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	Applicants Zipcode Analysis	
Reasonable	27.3	72.7	67.4	32.6	7.8	18.5	40.1	0.0	0.0	1.1	20.00	5.5	14.5	13.5	6.5	1.6	3.7	8.0	0.0	0.0	0.2	0.2	Employee Zipcode Analysis	
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)												100.00	14.5	65.5	59.4	20.6	2.7	9.5	46.7	0.1	0.0	0.4		

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Job Group: C6 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	21.7	78.3	73.9	26.1	37.0	0.0	37.0	0.0	0.0	0.0	20.00	4.3	15.7	14.8	5.2	7.4	0.0	7.4	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	10.4	89.6	38.1	61.9	17.4	12.8	5.0	1.5	0.1	1.2	10.00	1.0	9.0	3.8	6.2	1.7	1.3	0.5	0.2	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	Applicants Zipcode Analysis	
Reasonable	21.6	78.4	72.7	27.3	20.8	4.4	43.8	0.0	2.8	1.0	20.00	4.3	15.7	14.5	5.5	4.2	0.9	8.8	0.0	0.6	0.2	0.2	Employee Zipcode Analysis	
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	15.0	0.0	15.0	0.0	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)												100.00	9.7	70.3	63.1	16.9	28.3	2.2	31.6	0.2	0.6	0.3		

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Job Group: E1 - MAINTENANCE AND OPERATIONS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	73.0	27.0	88.9	11.1	8.5	40.4	38.8	0.4	0.1	0.8	20.00	14.6	5.4	17.8	2.2	1.7	8.1	7.8	0.1	0.0	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	Applicants Zipcode Analysis		
Reasonable	69.8	30.2	86.8	13.2	9.1	49.0	27.2	0.3	0.3	0.9	20.00	14.0	6.0	17.4	2.6	1.8	9.8	5.4	0.1	0.1	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	31.1	68.9	100.0	0.0	1.3	26.5	71.5	0.7	0.0	0.0	30.00	9.3	20.7	30.0	0.0	0.4	7.9	21.5	0.2	0.0	0.0	Feeders		
Final Availability (%)											100.00	44.7	35.3	70.1	9.9	5.7	28.5	34.9	0.4	0.1	0.5			

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Job Group: E2 - ADMINISTRATOR II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	49.3	50.7	51.0	49.0	16.2	14.5	17.3	0.0	0.0	3.0	20.00	9.9	10.1	10.2	9.8	3.2	2.9	3.5	0.0	0.0	0.6	Bay Area		
Reasonable	51.8	48.2	35.1	64.9	16.7	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	Applicants Zipcode Analysis		
Reasonable	46.1	53.9	51.4	48.6	12.9	19.8	16.3	0.0	0.2	2.1	20.00	9.2	10.8	10.3	9.7	2.6	4.0	3.3	0.0	0.0	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	71.8	28.2	76.9	23.1	0.0	35.9	41.0	0.0	0.0	0.0	30.00	21.5	8.5	23.1	6.9	0.0	10.8	12.3	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	45.8	34.2	47.1	32.9	7.5	18.9	19.3	0.1	0.1	1.2		

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Job Group: E3 - PUBLIC SAFETY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	55.4	44.6	50.6	49.4	0.0	26.6	7.5	0.0	13.5	3.0	20.00	11.1	8.9	10.1	9.9	0.0	5.3	1.5	0.0	2.7	0.6	Bay Area		
Reasonable	43.6	56.4	28.3	71.7	12.3	12.1	1.5	0.8	0.2	1.6	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	Applicants Zipcode Analysis		
Reasonable	51.8	48.2	54.7	45.3	5.9	26.8	12.3	0.3	7.2	2.2	20.00	10.4	9.6	10.9	9.1	1.2	5.4	2.5	0.1	1.4	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	71.4	28.6	76.1	23.9	0.0	33.0	43.1	0.0	0.0	0.0	30.00	21.4	8.6	22.8	7.2	0.0	9.9	12.9	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	47.2	32.8	46.7	33.3	2.4	21.8	17.0	0.1	4.1	1.2		

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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	66.4	33.6	44.8	55.2	1.1	4.2	37.4	0.0	0.2	1.9	20.00	13.3	6.7	9.0	11.0	0.2	0.8	7.5	0.0	0.0	0.4	Bay Area		
Reasonable	74.5	25.5	30.6	69.4	8.7	5.7	14.1	0.3	0.1	1.8	10.00	7.4	2.6	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	Applicants Zipcode Analysis		
Reasonable	69.1	30.9	53.1	46.9	2.4	7.6	40.4	0.0	0.5	2.2	20.00	13.8	6.2	10.6	9.4	0.5	1.5	8.1	0.0	0.1	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	76.9	23.1	53.8	46.2	3.8	3.8	42.3	3.8	0.0	0.0	30.00	23.1	6.9	16.2	13.8	1.2	1.2	12.7	1.2	0.0	0.0	Feeders		
Final Availability (%)												100.00	57.6	22.4	38.8	41.2	2.7	4.1	29.7	1.2	0.2	1.0		

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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	79.8	20.2	37.4	62.6	3.6	4.7	24.3	0.0	0.7	4.0	20.00	16.0	4.0	7.5	12.5	0.7	0.9	4.9	0.0	0.1	0.8	Bay Area		
Reasonable	71.7	28.3	29.0	71.0	9.2	7.2	10.4	0.3	0.1	1.7	10.00	7.2	2.8	2.9	7.1	0.9	0.7	1.0	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	Applicants Zipcode Analysis		
Reasonable	77.2	22.8	44.7	55.3	4.9	6.8	28.5	0.1	0.7	3.7	20.00	15.4	4.6	8.9	11.1	1.0	1.4	5.7	0.0	0.1	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	38.3	61.7	67.4	32.6	6.8	14.4	44.2	0.2	0.7	1.2	30.00	11.5	18.5	20.2	9.8	2.0	4.3	13.2	0.1	0.2	0.4	Feeders		
Final Availability (%)											100.00	50.0	30.0	39.5	40.5	4.7	7.3	24.9	0.1	0.5	2.1			

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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	96.1	3.9	70.1	29.9	6.4	16.7	44.7	0.0	0.0	2.4	20.00	19.2	0.8	14.0	6.0	1.3	3.3	8.9	0.0	0.0	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	Applicants Zipcode Analysis		
Reasonable	94.1	5.9	62.3	37.7	5.9	16.6	36.6	0.1	0.6	2.7	20.00	18.8	1.2	12.5	7.5	1.2	3.3	7.3	0.0	0.1	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	100.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	30.00	30.0	0.0	30.0	0.0	30.0	0.0	0.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	76.8	3.2	59.5	20.5	33.5	7.7	16.9	0.1	0.1	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	77.7	22.3	20.2	79.8	1.5	2.6	14.2	1.2	0.0	0.7	20.00	15.5	4.5	4.0	16.0	0.3	0.5	2.8	0.2	0.0	0.1	Bay Area		
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	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	Applicants Zipcode 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 Zipcode Analysis		
Internal Factors																								
Feeders	6.5	93.5	17.7	82.3	1.7	4.0	11.6	0.1	0.1	0.4	30.00	1.9	28.1	5.3	24.7	0.5	1.2	3.5	0.0	0.0	0.1	Feeders		
Final Availability (%)												100.00	40.9	39.1	15.3	64.7	1.7	2.7	9.7	0.5	0.0	0.6		

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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	36.4	63.6	55.1	44.9	3.1	4.7	44.3	0.0	0.0	3.1	20.00	7.3	12.7	11.0	9.0	0.6	0.9	8.9	0.0	0.0	0.6	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	Applicants Zipcode Analysis		
Reasonable	37.1	62.9	55.4	44.6	4.9	8.4	39.7	0.0	0.1	2.2	20.00	7.4	12.6	11.1	8.9	1.0	1.7	7.9	0.0	0.0	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	27.5	72.5	71.6	28.4	7.7	15.8	45.9	0.5	0.2	1.5	30.00	8.3	21.7	21.5	8.5	2.3	4.7	13.8	0.1	0.1	0.4	Feeders		
Final Availability (%)												100.00	26.7	53.3	46.7	33.3	5.1	8.3	31.3	0.2	0.1	1.7		

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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	48.4	51.6	44.8	55.2	0.9	4.3	36.3	0.1	0.0	3.2	20.00	9.7	10.3	9.0	11.0	0.2	0.9	7.3	0.0	0.0	0.6	Bay Area		
Reasonable	55.2	44.8	27.0	73.0	7.4	7.1	9.8	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	Applicants Zipcode Analysis		
Reasonable	51.1	48.9	45.3	54.7	1.9	6.1	34.0	0.3	0.1	2.9	20.00	10.2	9.8	9.1	10.9	0.4	1.2	6.8	0.1	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	36.5	63.5	55.3	44.7	5.9	21.2	24.7	1.2	0.0	2.4	30.00	10.9	19.1	16.6	13.4	1.8	6.4	7.4	0.4	0.0	0.7	Feeders		
Final Availability (%)												100.00	36.4	43.6	37.3	42.7	3.1	9.1	22.5	0.5	0.0	2.1		

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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	31.6	68.4	56.8	43.2	3.1	10.2	40.1	1.2	0.6	1.6	20.00	6.3	13.7	11.4	8.6	0.6	2.0	8.0	0.2	0.1	0.3	Bay Area		
Reasonable	22.9	77.1	24.7	75.3	7.9	8.2	6.7	0.5	0.1	1.2	10.00	2.3	7.7	2.5	7.5	0.8	0.8	0.7	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	Applicants Zipcode Analysis		
Reasonable	26.5	73.5	56.0	44.0	4.8	11.2	36.6	0.6	0.7	2.0	20.00	5.3	14.7	11.2	8.8	1.0	2.2	7.3	0.1	0.1	0.4	Employee Zipcode 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	23.5	56.5	53.8	26.2	2.4	8.7	41.2	0.4	0.3	0.8		

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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	31.3	68.8	56.3	43.8	18.8	18.8	18.8	0.0	0.0	0.0	20.00	6.3	13.8	11.3	8.8	3.8	3.8	3.8	0.0	0.0	0.0	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	Applicants Zipcode Analysis		
Reasonable	25.1	74.9	65.5	34.5	10.5	11.8	37.4	0.0	0.0	5.8	20.00	5.0	15.0	13.1	6.9	2.1	2.4	7.5	0.0	0.0	1.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	14.9	65.1	57.6	22.4	7.4	6.8	41.9	0.0	0.0	1.4			

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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	31.7	68.3	28.3	71.7	0.0	7.5	16.3	0.0	0.0	4.6	20.00	6.3	13.7	5.7	14.3	0.0	1.5	3.3	0.0	0.0	0.9	Bay Area		
Reasonable	35.9	64.1	19.9	80.1	7.7	7.0	3.4	0.4	0.1	1.3	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	Applicants Zipcode Analysis		
Reasonable	34.2	65.8	36.0	64.0	9.1	7.0	16.2	0.0	0.0	3.7	20.00	6.8	13.2	7.2	12.8	1.8	1.4	3.2	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	85.7	14.3	57.1	42.9	0.0	0.0	28.6	0.0	14.3	14.3	30.00	25.7	4.3	17.1	12.9	0.0	0.0	8.6	0.0	4.3	4.3	Feeders		
Final Availability (%)											100.00	42.5	37.5	32.0	48.0	2.6	3.6	15.4	0.0	4.3	6.1			

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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	46.3	53.8	66.9	33.1	18.8	22.5	25.6	0.0	0.0	0.0	20.00	9.3	10.8	13.4	6.6	3.8	4.5	5.1	0.0	0.0	0.0	0.0	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	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	Applicants Zipcode Analysis	
Reasonable	47.8	52.2	58.9	41.1	13.4	17.3	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	0.2	Employee Zipcode Analysis	
Internal Factors																								
Feeders	24.7	75.3	76.8	23.2	5.4	12.8	53.0	0.2	0.2	5.2	30.00	7.4	22.6	23.0	7.0	1.6	3.8	15.9	0.1	0.1	1.5	1.5	Feeders	
Final Availability (%)											100.00	30.9	49.1	50.3	29.7	8.9	12.6	26.5	0.1	0.4	1.8			

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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	84.8	15.2	81.1	18.9	10.7	28.7	36.3	0.7	0.9	3.9	20.00	17.0	3.0	16.2	3.8	2.1	5.7	7.3	0.1	0.2	0.8	Bay Area		
Reasonable	78.9	21.1	41.5	58.5	16.9	19.3	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	Applicants Zipcode Analysis		
Reasonable	82.3	17.7	76.6	23.4	10.8	35.4	25.3	0.4	1.3	3.4	20.00	16.5	3.5	15.3	4.7	2.2	7.1	5.1	0.1	0.3	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	83.3	16.7	66.7	33.3	0.0	16.7	50.0	0.0	0.0	0.0	30.00	25.0	5.0	20.0	10.0	0.0	5.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	66.3	13.7	55.7	24.3	6.0	19.8	27.6	0.3	0.5	1.6			

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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	30.9	69.1	49.6	50.4	5.6	22.0	19.6	0.0	0.0	2.5	20.00	6.2	13.8	9.9	10.1	1.1	4.4	3.9	0.0	0.0	0.5	Bay Area		
Reasonable	38.4	61.6	27.6	72.4	10.8	7.5	7.0	0.7	0.1	1.5	10.00	3.8	6.2	2.8	7.2	1.1	0.8	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	Applicants Zipcode Analysis		
Reasonable	32.9	67.1	49.6	50.4	6.1	17.9	23.2	0.0	0.2	2.1	20.00	6.6	13.4	9.9	10.1	1.2	3.6	4.6	0.0	0.0	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	12.0	88.0	60.0	40.0	0.0	8.0	48.0	0.0	0.0	4.0	30.00	3.6	26.4	18.0	12.0	0.0	2.4	14.4	0.0	0.0	1.2	Feeders		
Final Availability (%)												100.00	20.2	59.8	40.6	39.4	3.4	11.1	23.7	0.1	0.1	2.3		

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Job Group: I2 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	9.8	90.2	74.8	25.2	11.7	33.8	24.6	1.8	0.5	2.5	20.00	2.0	18.0	15.0	5.0	2.3	6.8	4.9	0.4	0.1	0.5	0.5	Bay Area	
Reasonable	6.1	93.9	43.3	56.7	13.6	23.2	4.1	0.5	0.3	1.6	10.00	0.6	9.4	4.3	5.7	1.4	2.3	0.4	0.1	0.0	0.2	0.2	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zipcode Analysis	
Reasonable	7.2	92.8	75.1	24.9	9.2	36.4	24.4	1.1	2.0	2.2	20.00	1.4	18.6	15.0	5.0	1.8	7.3	4.9	0.2	0.4	0.4	0.4	Employee Zipcode Analysis	
Internal Factors																								
Feeders	28.6	71.4	85.7	14.3	0.0	0.0	85.7	0.0	0.0	0.0	30.00	8.6	21.4	25.7	4.3	0.0	0.0	25.7	0.0	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	12.6	67.4	60.0	20.0	5.5	16.4	35.9	0.6	0.5	1.1		

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Job Group: J1 - FACULTY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE									
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+											
External Factors																																	
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	20.00	10.2	9.8	6.6	13.4	0.5	1.8	3.8	0.0	0.0	0.5	Bay Area											
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	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	Applicants Zipcode 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 Zipcode Analysis											
Internal Factors																																	
Feeders	37.7	62.3	41.0	59.0	6.6	1.6	31.1	1.6	0.0	0.0	30.00	11.3	18.7	12.3	17.7	2.0	0.5	9.3	0.5	0.0	0.0	Feeders											
Final Availability (%)												100.00	37.0	43.0	28.3	51.7	3.8	4.4	18.3	0.5	0.1	1.3											

Affirmative Action Plan
2021 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2020
 Plan Date: 01/01/2021

Job Group: J2 - FACULTY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	20.00	10.2	9.8	6.6	13.4	0.5	1.8	3.8	0.0	0.0	0.5	Bay Area		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	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	Applicants Zipcode 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 Zipcode Analysis		
Internal Factors																								
Feeders	44.2	55.8	42.2	57.8	6.6	8.8	23.4	1.2	0.5	1.8	30.00	13.2	16.8	12.7	17.3	2.0	2.6	7.0	0.3	0.2	0.5	Feeders		
Final Availability (%)												100.00	38.9	41.1	28.7	51.3	3.8	6.5	16.0	0.4	0.3	1.8		

Affirmative Action Plan
2021 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2020
Plan Date: 01/01/2021

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	42.0	58.0	35.6	64.4	4.9	15.4	14.7	0.0	0.0	0.6	20.00	8.4	11.6	7.1	12.9	1.0	3.1	2.9	0.0	0.0	0.1	Bay Area		
Reasonable	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	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	Applicants Zipcode Analysis		
Reasonable	28.1	71.9	30.2	69.8	3.5	11.1	14.2	0.4	0.0	1.1	20.00	5.6	14.4	6.0	14.0	0.7	2.2	2.8	0.1	0.0	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	31.8	68.2	13.6	86.4	0.0	4.5	9.1	0.0	0.0	0.0	30.00	9.5	20.5	4.1	25.9	0.0	1.4	2.7	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	25.2	54.8	18.8	61.2	2.3	7.1	8.9	0.1	0.0	0.5		

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2021 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2020
 Plan Date: 01/01/2021

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	43.1	56.9	70.7	29.3	3.4	5.2	53.4	0.0	0.0	8.6	20.00	8.6	11.4	14.1	5.9	0.7	1.0	10.7	0.0	0.0	1.7	Bay Area		
Reasonable	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	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	Applicants Zipcode Analysis		
Reasonable	39.2	60.8	61.8	38.2	3.4	15.8	35.5	0.0	0.0	7.1	20.00	7.8	12.2	12.4	7.6	0.7	3.2	7.1	0.0	0.0	1.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	45.0	55.0	55.0	45.0	0.0	20.0	35.0	0.0	0.0	0.0	30.00	13.5	16.5	16.5	13.5	0.0	6.0	10.5	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	32.3	47.7	45.7	34.3	2.3	11.1	28.9	0.1	0.0	3.3			

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2021 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2020
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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	34.8	65.2	51.2	48.8	7.3	19.5	20.3	0.0	0.1	4.0	20.00	7.0	13.0	10.2	9.8	1.5	3.9	4.1	0.0	0.0	0.8	Bay Area		
Reasonable	31.1	68.9	33.5	66.5	19.0	9.1	2.5	0.8	0.2	1.8	10.00	3.1	6.9	3.3	6.7	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	Applicants Zipcode Analysis		
Reasonable	32.5	67.5	50.4	49.6	11.3	19.7	15.5	0.1	0.2	3.6	20.00	6.5	13.5	10.1	9.9	2.3	3.9	3.1	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	32.2	67.8	71.7	28.3	11.1	20.5	37.6	0.3	0.5	1.8	30.00	9.6	20.4	21.5	8.5	3.3	6.2	11.3	0.1	0.1	0.5	Feeders		
Final Availability (%)												100.00	26.2	53.8	45.2	34.8	9.0	14.9	18.7	0.2	0.2	2.2		

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Availability Analysis

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 Plan Date: 01/01/2021

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	52.9	47.1	42.4	57.6	6.8	16.5	17.2	0.0	0.0	1.9	20.00	10.6	9.4	8.5	11.5	1.4	3.3	3.4	0.0	0.0	0.4	Bay Area		
Reasonable	62.9	37.1	23.0	77.0	9.4	7.8	3.0	0.6	0.1	2.0	10.00	6.3	3.7	2.3	7.7	0.9	0.8	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	Applicants Zipcode Analysis		
Reasonable	54.6	45.4	42.6	57.4	6.5	18.2	14.6	0.1	0.2	3.1	20.00	10.9	9.1	8.5	11.5	1.3	3.6	2.9	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	55.6	44.4	55.6	44.4	11.1	22.2	0.0	11.1	0.0	11.1	30.00	16.7	13.3	16.7	13.3	3.3	6.7	0.0	3.3	0.0	3.3	Feeders		
Final Availability (%)												100.00	44.4	35.6	36.0	44.0	6.9	14.4	6.7	3.4	0.0	4.5		

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Availability Analysis**

Snapshot Date: 10/31/2020
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Job Group: P1 - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	56.4	43.6	40.3	59.7	3.2	11.8	13.7	0.5	0.1	11.0	20.00	11.3	8.7	8.1	11.9	0.6	2.4	2.7	0.1	0.0	2.2	Bay Area		
Reasonable	45.5	54.5	29.7	70.3	8.8	13.4	5.1	0.7	0.2	1.6	10.00	4.6	5.4	3.0	7.0	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	Applicants Zipcode Analysis		
Reasonable	50.8	49.2	47.8	52.2	3.1	17.7	19.9	0.3	0.7	6.1	20.00	10.2	9.8	9.6	10.4	0.6	3.5	4.0	0.1	0.1	1.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	55.2	44.8	53.8	46.2	11.1	10.6	30.7	0.0	0.0	1.4	30.00	16.6	13.4	16.1	13.9	3.3	3.2	9.2	0.0	0.0	0.4	Feeders		
Final Availability (%)											100.00	42.6	37.4	36.7	43.3	5.5	10.4	16.4	0.2	0.2	4.0			

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Job Group: R1 - ADMINISTRATOR I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	57.1	42.9	28.6	71.4	0.9	5.9	19.1	0.0	0.0	2.7	20.00	11.4	8.6	5.7	14.3	0.2	1.2	3.8	0.0	0.0	0.5	Bay Area		
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	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	Applicants Zipcode Analysis		
Reasonable	61.4	38.6	33.8	66.2	2.5	8.7	19.2	0.1	0.2	3.1	20.00	12.3	7.7	6.8	13.2	0.5	1.7	3.8	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	45.9	54.1	51.7	48.3	9.1	13.4	26.8	1.0	1.0	0.5	30.00	13.8	16.2	15.5	14.5	2.7	4.0	8.0	0.3	0.3	0.1	Feeders		
Final Availability (%)												100.00	44.6	35.4	29.9	50.1	4.0	7.7	16.1	0.4	0.3	1.4		