

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** B2 - CRAFTS AND TRADES

				Total											
EEO	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	CERTIFIED ELECTRICIAN APPRENTICE	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6533	ELECTRICIAN	4	4	0	4	0	1	3	0	0	0	0	
13	1 - 1	6532	LEAD ELECTRICIAN	2	2	0	1	1	0	1	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	9	9	0	5	4	0	5	0	0	0	0	
13	1 - 1	6549	PLUMBER	3	3	0	2	1	0	1	1	0	0	0	
13	1 - 1	6474	SUPERVISING CARPENTER	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6534	SUPERVISING ELECTRICIAN	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	6644	SUPERVISING LOCKSMITH	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6524	SUPERVISING PAINTER	2	2	0	0	2	0	0	0	0	0	0	
13	1 - 1	6547	SUPERVISING PLUMBER	1	1	0	0	1	0	0	0	0	0	0	
<b>Total (#)</b>				<b>33</b>	<b>33</b>	<b>0</b>	<b>17</b>	<b>16</b>	<b>2</b>	<b>12</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>100.0</b>	<b>0.0</b>	<b>51.5</b>	<b>48.5</b>	<b>6.1</b>	<b>36.4</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** B4 - MAINTENANCE AND OPERATIONS

				Total											
<b>EEO</b>	<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>
	10	1 - 1	0731	GROUNDWORKER	4	4	0	3	1	0	3	0	0	0	0
	13	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 GROUNDWORKER	6	6	0	5	1	0	4	1	0	0	0
	10	1 - 1	0748	TREE TRIMMER II	1	1	0	1	0	0	1	0	0	0	0
<b>Total (#)</b>					<b>38</b>	<b>38</b>	<b>0</b>	<b>35</b>	<b>3</b>	<b>2</b>	<b>19</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>						<b>100.0</b>	<b>0.0</b>	<b>92.1</b>	<b>7.9</b>	<b>5.3</b>	<b>50.0</b>	<b>36.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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	5	5	0	4	1	1	2	1	0	0	0	
13	1 - 1	6260	FACILITIES CONTROL SPECIALIST	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6940	FACILITIES MAINTENANCE MECHANIC	8	8	0	7	1	0	4	3	0	0	0	
13	1 - 1	6265	FACILITIES PROJECT SUPERVISOR	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	SUPERVISING BUILDING SERVICE ENGI	1	1	0	0	1	0	0	0	0	0	0	
<b>Total (#)</b>				<b>22</b>	<b>20</b>	<b>2</b>	<b>14</b>	<b>8</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>90.9</b>	<b>9.1</b>	<b>63.6</b>	<b>36.4</b>	<b>9.1</b>	<b>27.3</b>	<b>27.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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**Affirmative Action Plan**  
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**Job Group Analysis**

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

**Job Group:** B6 - CRAFTS AND TRADES

**EEO**

<b>Total</b>													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1 - 1	6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0	0	0	1	0	0	0
<b>Total (#)</b>				1	1	0	1	0	0	0	1	0	0	0
<b>Total (%)</b>					100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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**Affirmative Action Plan**  
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**Job Group Analysis**

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

**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	ADMINISTRATIVE SUPPORT COORDINAT	50	18	32	37	13	4	9	22	1	0	1
Total (#)				50	18	32	37	13	4	9	22	1	0	1
Total (%)					36.0	64.0	74.0	26.0	8.0	18.0	44.0	2.0	0.0	2.0

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**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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	ADMINISTRATIVE SUPPORT ASSISTANT -	7	2	5	5	2	1	0	4	0	0	0
12	2 - 3	1170	CONFIDENTIAL OFFICE SUPPORT -12 M	2	1	1	2	0	2	0	0	0	0	0
<b>Total (#)</b>				<b>9</b>	<b>3</b>	<b>6</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>33.3</b>	<b>66.7</b>	<b>77.8</b>	<b>22.2</b>	<b>33.3</b>	<b>0.0</b>	<b>44.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Affirmative Action Plan**  
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**Job Group Analysis**

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

**Job Group:** C4 - CLERICAL LEVEL I

**EEO**

<b>Total</b>												
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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	1	0	1	1	0	0	0	1	0	0	0
<b>Total (#)</b>				1	0	1	1	0	0	0	1	0	0	0
<b>Total (%)</b>					0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** C6 - HEALTH CARE

**EEO**

<b>Total</b>													
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<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>
9	1 - 6	1140	HEALTH INFORMATION TECHNICIAN	2	0	2	2	0	1	0	1	0	0	0
			<b>Total (#)</b>	2	0	2	2	0	1	0	1	0	0	0
			<b>Total (%)</b>		0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0

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**Affirmative Action Plan**  
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Snapshot Date: 10/31/2020  
 Plan Date: 01/01/2021

**Job Group:** E1 - MAINTENANCE AND OPERATIONS

**EEO**

				Total										
<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>
10	1 - 1	2010	CUSTODIAN	139	41	98	139	0	1	35	102	1	0	0
10	1 - 1	2015	LEAD CUSTODIAN	12	6	6	12	0	1	5	6	0	0	0
<b>Total (#)</b>				<b>151</b>	<b>47</b>	<b>104</b>	<b>151</b>	<b>0</b>	<b>2</b>	<b>40</b>	<b>108</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>31.1</b>	<b>68.9</b>	<b>100.0</b>	<b>0.0</b>	<b>1.3</b>	<b>26.5</b>	<b>71.5</b>	<b>0.7</b>	<b>0.0</b>	<b>0.0</b>

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**Affirmative Action Plan**  
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Snapshot Date: 10/31/2020  
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**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 SPECIALIST -12 M	25	16	9	24	1	0	12	12	0	0	0	
10	0 - 0	8365	CORPORAL	1	1	0	1	0	0	0	1	0	0	0	
10	0 - 0	8350	POLICE OFFICER	8	7	1	4	4	0	2	2	0	0	0	
10	0 - 0	8354	SERGEANT	5	4	1	1	4	0	0	1	0	0	0	
<b>Total (#)</b>				<b>39</b>	<b>28</b>	<b>11</b>	<b>30</b>	<b>9</b>	<b>0</b>	<b>14</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>71.8</b>	<b>28.2</b>	<b>76.9</b>	<b>23.1</b>	<b>0.0</b>	<b>35.9</b>	<b>41.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** E3 - PUBLIC SAFETY

**EEO**

<b>Total</b>													
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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 MONTH	3	2	1	2	1	0	0	2	0	0	0
<b>Total (#)</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>66.7</b>	<b>33.3</b>	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Affirmative Action Plan**  
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**Job Group Analysis**

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

**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	CONFIDENTIAL TECHNICAL SUPPORT -	1	0	1	1	0	0	0	1	0	0	0	
3	2 - 3	0430	NETWORK ANALYST -12	11	9	2	4	7	0	1	3	0	0	0	
3	2 - 3	0410	OPERATING SYSTEMS ANALYST -12	13	11	2	8	5	1	0	7	0	0	0	
2	1 - 1	2572	SPACE AND FACILITIES UTILIZATION SPE	1	0	1	1	0	0	0	0	1	0	0	
<b>Total (#)</b>				<b>26</b>	<b>20</b>	<b>6</b>	<b>14</b>	<b>12</b>	<b>1</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>76.9</b>	<b>23.1</b>	<b>53.8</b>	<b>46.2</b>	<b>3.8</b>	<b>3.8</b>	<b>42.3</b>	<b>3.8</b>	<b>0.0</b>	<b>0.0</b>	

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**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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+
2	1 - 1	1036	ADMINISTRATIVE ANALYST/SPECIALIST -	1	0	1	1	0	0	1	0	0	0	0
3	2 - 3	0400	ANALYST/PROGRAMMER -12	29	25	4	23	6	2	1	20	0	0	0
3	1 - 3	0420	INFORMATION TECHNOLOGY CONSULTA	76	49	27	47	29	4	9	31	0	3	0
<b>Total (#)</b>				<b>106</b>	<b>74</b>	<b>32</b>	<b>71</b>	<b>35</b>	<b>6</b>	<b>11</b>	<b>51</b>	<b>0</b>	<b>3</b>	<b>0</b>
<b>Total (%)</b>					<b>69.8</b>	<b>30.2</b>	<b>67.0</b>	<b>33.0</b>	<b>5.7</b>	<b>10.4</b>	<b>48.1</b>	<b>0.0</b>	<b>2.8</b>	<b>0.0</b>

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**Affirmative Action Plan**  
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**Job Group Analysis**

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

**Job Group:** F4 - TECHNICAL SUPPORT LEVEL I

**EEO**

<b>Total</b>													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	2 - 2	0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	0	1	0	1	0	0	0	0	0
<b>Total (#)</b>				1	1	0	1	0	1	0	0	0	0	0
<b>Total (%)</b>					100.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

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**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

Job Group: G1 - EXECUTIVE

EEO

				Total										
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

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**Affirmative Action Plan**  
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**Job Group Analysis**

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

**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	ADMINISTRATIVE ANALYST/SPECIALIST -	393	102	291	277	116	27	61	181	1	1	6	
2	1 - 3	1176	CONFIDENTIAL ADMINISTRATIVE SUPPO	18	5	13	14	4	1	4	9	0	0	0	
4	1 - 1	5182	EXTENDED EDUCATION 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	
<b>Total (#)</b>				<b>413</b>	<b>107</b>	<b>306</b>	<b>293</b>	<b>120</b>	<b>28</b>	<b>66</b>	<b>191</b>	<b>1</b>	<b>1</b>	<b>6</b>	
<b>Total (%)</b>					<b>25.9</b>	<b>74.1</b>	<b>70.9</b>	<b>29.1</b>	<b>6.8</b>	<b>16.0</b>	<b>46.2</b>	<b>0.2</b>	<b>0.2</b>	<b>1.5</b>	

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**Affirmative Action Plan**  
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**Job Group Analysis**

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

**Job Group:** H2 - RESRCH & DATA SUPPORT LEVEL I

				Total											
<b>EEO</b>	<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>
	2	1 - 1	5784	ASSOCIATE, ACADEMIC AND INSTITUTIO	4	1	3	2	2	0	0	2	0	0	0
	2	1 - 8	5783	ASSOCIATE, ACADEMIC AND INSTITUTIO	17	5	12	7	10	1	1	4	1	0	0
	2	1 - 1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIO	15	7	8	6	9	0	2	4	0	0	0
	3	1 - 1	5683	RESEARCH TECHNICIAN I	30	10	20	22	8	3	11	6	0	0	2
	3	1 - 6	5681	RESEARCH TECHNICIAN II	12	6	6	7	5	0	2	5	0	0	0
	3	1 - 1	5680	RESEARCH TECHNICIAN III	7	2	5	3	4	1	2	0	0	0	0
<b>Total (#)</b>					<b>85</b>	<b>31</b>	<b>54</b>	<b>47</b>	<b>38</b>	<b>5</b>	<b>18</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>2</b>
<b>Total (%)</b>						<b>36.5</b>	<b>63.5</b>	<b>55.3</b>	<b>44.7</b>	<b>5.9</b>	<b>21.2</b>	<b>24.7</b>	<b>1.2</b>	<b>0.0</b>	<b>2.4</b>

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**Job Group Analysis**

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

**Job Group:** H3 - ADM. SUPPORT LEVEL I

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

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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	SENIOR BUDGET ANALYST	2	0	2	2	0	0	0	2	0	0	0	
<b>Total (#)</b>				<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>0.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** H6 - 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+
4	2 - 3	0800	PUBLIC AFFAIRS/COMMUNICATION SPEC	7	6	1	4	3	0	0	2	0	1	1
Total (#)				7	6	1	4	3	0	0	2	0	1	1
Total (%)					85.7	14.3	57.1	42.9	0.0	0.0	28.6	0.0	14.3	14.3

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** H7 - ADM. SUPPORT LEVEL II

**EEO**

				Total										
<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>
2	1 - 1	4791	BUYER I	1	0	1	1	0	0	0	1	0	0	0
2	1 - 1	4792	BUYER II	2	1	1	2	0	0	0	2	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
<b>Total (#)</b>				<b>5</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>20.0</b>	<b>80.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>80.0</b>	<b>0.0</b>	<b>0.0</b>	<b>20.0</b>

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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	5	4	1	4	1	0	1	3	0	0	0
<b>Total (#)</b>				<b>6</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>83.3</b>	<b>16.7</b>	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>16.7</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

Job Group: I1 - HEALTH CARE

				Total										
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1 - 1	8147	HEALTH EDUCATOR	6	1	5	4	2	0	1	3	0	0	0
9	1 - 1	8166	NURSE PRACTITIONER	3	0	3	1	2	0	1	0	0	0	0
9	0 - 0	7930	PER DIEM NON-EXEMPT - HEALTHCARE	7	0	7	5	2	0	0	4	0	0	1
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 - 6	7737	PHYSICIAN - PRIMARY CARE	2	0	2	1	1	0	0	1	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
<b>Total (#)</b>				<b>25</b>	<b>3</b>	<b>22</b>	<b>15</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>12.0</b>	<b>88.0</b>	<b>60.0</b>	<b>40.0</b>	<b>0.0</b>	<b>8.0</b>	<b>48.0</b>	<b>0.0</b>	<b>0.0</b>	<b>4.0</b>

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

Job Group: I2 - HEALTH CARE

				Total										
EEO 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	4	2	2	3	1	0	0	3	0	0	0
<b>Total (#)</b>				<b>7</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>28.6</b>	<b>71.4</b>	<b>85.7</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>85.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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



**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

Job Group: J1 - FACULTY

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	3 - 5	2481	DEPARTMENT CHAIR - 12 MONTH	60	23	37	24	36	4	1	18	1	0	0	
5	4 - 4	2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	1	1	0	0	0	1	0	0	0	
<b>Total (#)</b>				<b>61</b>	<b>23</b>	<b>38</b>	<b>25</b>	<b>36</b>	<b>4</b>	<b>1</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>37.7</b>	<b>62.3</b>	<b>41.0</b>	<b>59.0</b>	<b>6.6</b>	<b>1.6</b>	<b>31.1</b>	<b>1.6</b>	<b>0.0</b>	<b>0.0</b>	

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** J2 - FACULTY

				Total											
<b>EEO</b>	<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>
	5	0 - 0	2403	FT FACULTY UNIT - ADDITIONAL EMPLOY	17	8	9	12	5	4	3	5	0	0	0
	5	0 - 0	2388	GRANT-RELATED/SPECIALLY FUNDED IN	3	1	2	1	2	0	1	0	0	0	0
	5	5 - 5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	8	3	5	2	6	0	0	1	0	0	1
	5	3 - 5	2360	INSTRUCTIONAL FACULTY - ACADEMIC Y	599	267	332	262	337	26	38	177	9	2	10
	5	3 - 5	2399	INSTRUCTIONAL FACULTY - ACADEMIC Y	92	48	44	39	53	7	7	20	2	2	1
	5	4 - 4	2395	INSTRUCTIONAL FACULTY, CHAIRMAN, A	1	1	0	1	0	1	0	0	0	0	0
	5	2 - 5	2359	LECTURER - 12 MONTH	19	10	9	8	11	1	1	6	0	0	0
	5	2 - 5	2358	LECTURER - ACADEMIC YEAR	905	388	517	369	536	69	94	176	8	5	17
<b>Total (#)</b>					<b>1,644</b>	<b>726</b>	<b>918</b>	<b>694</b>	<b>950</b>	<b>108</b>	<b>144</b>	<b>385</b>	<b>19</b>	<b>9</b>	<b>29</b>
<b>Total (%)</b>						<b>44.2</b>	<b>55.8</b>	<b>42.2</b>	<b>57.8</b>	<b>6.6</b>	<b>8.8</b>	<b>23.4</b>	<b>1.2</b>	<b>0.5</b>	<b>1.8</b>

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** M1 - LIBRARIAN INSTRUCTNAL SUPPORT

**EEO**

				Total											
<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>	
7	3 - 4	2919	LIBRARIAN - 10 MONTH	3	0	3	0	3	0	0	0	0	0	0	
7	2 - 5	2920	LIBRARIAN - 12 MONTH	19	7	12	3	16	0	1	2	0	0	0	
<b>Total (#)</b>				<b>22</b>	<b>7</b>	<b>15</b>	<b>3</b>	<b>19</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>31.8</b>	<b>68.2</b>	<b>13.6</b>	<b>86.4</b>	<b>0.0</b>	<b>4.5</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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+	
4	1 - 1	2886	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
4	1 - 1	2887	LIBRARY SERVICES SPECIALIST II	7	3	4	4	3	0	1	3	0	0	0	
4	1 - 1	2888	LIBRARY SERVICES SPECIALIST III	7	4	3	4	3	0	2	2	0	0	0	
4	1 - 1	2889	LIBRARY SERVICES SPECIALIST IV	5	2	3	2	3	0	1	1	0	0	0	
<b>Total (#)</b>				<b>20</b>	<b>9</b>	<b>11</b>	<b>11</b>	<b>9</b>	<b>0</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>45.0</b>	<b>55.0</b>	<b>55.0</b>	<b>45.0</b>	<b>0.0</b>	<b>20.0</b>	<b>35.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**Job Group:** O1 - ADM. SUPPORT LEVEL II

				Total											
EEO	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	1	0	1	1	0	1	0	0	0	0	0	
3	1 - 2	3079	STUDENT SERVICES PROFESSIONAL I	4	1	3	2	2	0	2	0	0	0	0	
3	1 - 1	3082	STUDENT SERVICES PROFESSIONAL II	55	15	40	42	13	8	9	22	0	1	2	
3	1 - 6	3084	STUDENT SERVICES PROFESSIONAL III	59	22	37	41	18	9	13	18	0	0	1	
3	1 - 6	3086	STUDENT SERVICES PROFESSIONAL IV	27	13	14	19	8	2	7	10	0	0	0	
3	0 - 0	3070	STUDENT SERVICES PROFESSIONAL, A	2	1	1	0	2	0	0	0	0	0	0	
3	0 - 0	3072	STUDENT SERVICES PROFESSIONAL, A	5	1	4	3	2	0	2	1	0	0	0	
4	0 - 0	3073	STUDENT SERVICES PROFESSIONAL, A	1	1	0	1	0	1	0	0	0	0	0	
3	0 - 0	3075	STUDENT SERVICES PROFESSIONAL, A	4	0	4	4	0	0	2	2	0	0	0	
<b>Total (#)</b>				<b>159</b>	<b>54</b>	<b>105</b>	<b>114</b>	<b>45</b>	<b>21</b>	<b>36</b>	<b>53</b>	<b>0</b>	<b>1</b>	<b>3</b>	
<b>Total (%)</b>					<b>34.0</b>	<b>66.0</b>	<b>71.7</b>	<b>28.3</b>	<b>13.2</b>	<b>22.6</b>	<b>33.3</b>	<b>0.0</b>	<b>0.6</b>	<b>1.9</b>	

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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 MONTH	3	1	2	1	2	0	0	0	1	0	0	
4	0 - 0	2377	COACH - 10 MONTH	4	2	2	2	2	0	1	0	0	0	1	
4	0 - 0	2383	COACHING ASSISTANT - 10 MONTH	2	2	0	2	0	1	1	0	0	0	0	
<b>Total (#)</b>				<b>9</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	
<b>Total (%)</b>					<b>55.6</b>	<b>44.4</b>	<b>55.6</b>	<b>44.4</b>	<b>11.1</b>	<b>22.2</b>	<b>0.0</b>	<b>11.1</b>	<b>0.0</b>	<b>11.1</b>	

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

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	4	2	2	2	2	1	0	1	0	0	0
10	1 - 1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0
4	0 - 0	0850	BROADCAST ENGINEER -12 MONTH	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	7013	EQUIPMENT TECHNICIAN II, ELECTRON	1	1	0	1	0	0	0	0	0	0	1
13	1 - 1	7014	EQUIPMENT TECHNICIAN II, SPECIALIZE	2	2	0	1	1	0	1	0	0	0	0
13	1 - 1	7021	EQUIPMENT TECHNICIAN III, MECHANIC	2	2	0	2	0	0	0	2	0	0	0
13	1 - 1	7024	EQUIPMENT TECHNICIAN III, SPECIALIZE	6	6	0	3	3	0	3	0	0	0	0
3	1 - 1	7512	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0
4	1 - 3	0820	GRAPHIC DESIGNER -12 MONTH	6	5	1	2	4	0	1	1	0	0	0
4	1 - 1	1577	INSTRUCTIONAL SUPPORT ASSISTANT I	1	1	0	1	0	1	0	0	0	0	0
4	1 - 1	1578	INSTRUCTIONAL SUPPORT ASSISTANT I	5	3	2	1	4	1	0	0	0	0	0
4	1 - 1	1579	INSTRUCTIONAL SUPPORT ASSISTANT I	2	1	1	0	2	0	0	0	0	0	0
4	1 - 1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN	1	0	1	1	0	0	0	1	0	0	0
4	1 - 1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN	10	4	6	7	3	1	0	6	0	0	0
4	1 - 1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN	12	8	4	4	8	2	0	2	0	0	0
3	1 - 1	7888	LABORATORY ASSISTANT I	3	0	3	3	0	0	1	2	0	0	0
4	1 - 2	0810	MEDIA PRODUCTION SPECIALIST -12 MO	4	3	1	1	3	0	1	0	0	0	0
4	2 - 3	0840	PERFORMING ARTS TECHNICIAN -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
<b>Total (#)</b>				<b>66</b>	<b>44</b>	<b>22</b>	<b>30</b>	<b>36</b>	<b>6</b>	<b>7</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>66.7</b>	<b>33.3</b>	<b>45.5</b>	<b>54.5</b>	<b>9.1</b>	<b>10.6</b>	<b>24.2</b>	<b>0.0</b>	<b>0.0</b>	<b>1.5</b>

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

**Affirmative Action Plan**  
**Affirmative Action Plan 2020**  
**Job Group Analysis**

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

**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	51	24	27	25	26	4	8	12	0	0	1
1	1 - 6	3312	ADMINISTRATOR II	71	29	42	44	27	4	8	29	1	2	0
1	1 - 6	3306	ADMINISTRATOR III	53	23	30	24	29	5	11	8	0	0	0
1	1 - 1	3300	ADMINISTRATOR IV	34	20	14	15	19	6	1	7	1	0	0
<b>Total (#)</b>				<b>209</b>	<b>96</b>	<b>113</b>	<b>108</b>	<b>101</b>	<b>19</b>	<b>28</b>	<b>56</b>	<b>2</b>	<b>2</b>	<b>1</b>
<b>Total (%)</b>					<b>45.9</b>	<b>54.1</b>	<b>51.7</b>	<b>48.3</b>	<b>9.1</b>	<b>13.4</b>	<b>26.8</b>	<b>1.0</b>	<b>1.0</b>	<b>0.5</b>

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