

**Affirmative Action Plan**  
**Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2013  
Plan Date: 01/01/2014

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8500	BROADCAST ENGINEER -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
23870	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
33070	ADMINISTRATOR III - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
23880	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10321	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	27	21	Male	6	2	0	2	0	0	0	2
				Female	21	4	1	3	12	0	0	1
78881	LABORATORY ASSISTANT I	4	3	Male	2	1	0	0	0	0	0	1
				Female	2	0	0	0	2	0	0	0
78791	LABORATORY ASSISTANT II	12	4	Male	7	4	0	1	2	0	0	0
				Female	5	4	0	0	1	0	0	0
15771	INSTRUCTIONAL SUPPORT ASSISTANT I	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
10351	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	34	25	Male	7	3	0	2	2	0	0	0
				Female	27	6	0	9	8	1	0	3
28871	LIBRARY SERVICES SPECIALIST II	12	8	Male	5	3	0	1	1	0	0	0
				Female	7	1	0	0	6	0	0	0
56831	RESEARCH TECHNICIAN I	80	43	Male	33	15	0	4	6	0	0	8
				Female	47	22	2	11	10	0	1	1
15791	INSTRUCTIONAL SUPPORT ASSISTANT III	5	1	Male	3	2	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10381	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	127	78	Male	21	8	3	1	7	0	0	2
				Female	106	41	7	14	38	0	2	4

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28881	LIBRARY SERVICES SPECIALIST III	9	5	Male	5	2	0	0	1	0	0	2	
				Female	4	2	0	1	1	0	0		
8601	VISUAL RESOURCE SPECIALIST -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	0	0	0	0	2	
15781	INSTRUCTIONAL SUPPORT ASSISTANT II	7	3	Male	5	3	0	2	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
4001	ANALYST/PROGRAMMER -12	3	3	Male	3	0	0	0	1	0	0	2	
				Female	0	0	0	0	0	0	0		
28661	ACCOMPANIST II	4	1	Male	3	2	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0		
30821	STUDENT SERVICES PROFESSIONAL II	14	9	Male	5	1	0	2	2	0	0	0	
				Female	9	4	0	1	4	0	0	0	
8101	MEDIA PRODUCTION SPECIALIST -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
4201	INFORMATION TECHNOLOGY CONSULTANT -12	10	4	Male	7	3	0	1	0	0	0	3	
				Female	3	3	0	0	0	0	0		
56811	RESEARCH TECHNICIAN II	17	7	Male	7	6	0	1	0	0	0	0	
				Female	10	4	0	3	2	0	0	1	
70121	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
57831	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	30	12	Male	8	5	0	0	1	0	0	2	
				Female	22	13	1	2	5	0	0	1	
23581	LECTURER - ACADEMIC YEAR	67	28	Male	25	15	1	3	4	0	0	2	
				Female	42	24	5	5	5	0	0	3	
57871	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	12	6	Male	4	1	1	0	1	0	0	1	
				Female	8	5	0	0	3	0	0	0	

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57841	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	10	5	Male	3	2	0	1	0	0	0	0
				Female	7	3	1	0	3	0	0	
75121	GLASSBLOWER	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
30841	STUDENT SERVICES PROFESSIONAL III	21	16	Male	10	2	2	1	4	1	0	
				Female	11	3	1	3	4	0	0	
4401	EQUIPMENT SYSTEMS SPECIALIST -12	3	2	Male	3	1	1	0	1	0	0	
				Female	0	0	0	0	0	0	0	
28891	LIBRARY SERVICES SPECIALIST IV	5	4	Male	2	1	0	0	0	0	1	
				Female	3	0	0	1	2	0	0	
70141	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	2	2	Male	2	0	0	1	0	0	1	
				Female	0	0	0	0	0	0	0	
69511	PIANO TECHNICIAN II	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
16151	INSTRUCTIONAL SUPPORT TECHNICIAN I	4	4	Male	2	0	1	0	1	0	0	
				Female	2	0	0	0	2	0	0	
56801	RESEARCH TECHNICIAN III	9	3	Male	5	3	0	0	1	0	1	
				Female	4	3	0	0	1	0	0	
16171	INSTRUCTIONAL SUPPORT TECHNICIAN II	13	7	Male	6	3	0	0	2	0	1	
				Female	7	3	0	0	3	1	0	
17331	ACCOUNTING CLERK	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
28861	LIBRARY SERVICES SPECIALIST I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
51821	EXTENDED EDUCATION SPECIALIST II	6	1	Male	2	1	0	0	1	0	0	
				Female	4	4	0	0	0	0	0	

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17411	ACCOUNTING TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
26281	CREDENTIAL ANALYST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
70021	EQUIPMENT TECHNICIAN I, ELECTRO-MECHANICAL	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
51811	EXTENDED EDUCATION SPECIALIST I	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
16191	INSTRUCTIONAL SUPPORT TECHNICIAN III	10	3	Male	6	4	1	0	1	0	0	0
				Female	4	3	1	0	0	0	0	0
70131	EQUIPMENT TECHNICIAN II, ELECTRONIC	4	1	Male	4	3	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
62501	FACILITIES WORKER I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
70241	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	10	5	Male	10	5	0	4	0	0	0	1
				Female	0	0	0	0	0	0	0	0
70031	EQUIPMENT TECHNICIAN I, ELECTRONIC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
70211	EQUIPMENT TECHNICIAN III, MECHANICAL	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
26301	CREDENTIAL ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
30861	STUDENT SERVICES PROFESSIONAL IV	14	7	Male	8	5	0	1	1	0	0	1
				Female	6	2	0	1	1	0	0	2
11761	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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69401	FACILITIES MAINTENANCE MECHANIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
62651	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
33121	ADMINISTRATOR II	6	1	Male	3	2	0	0	1	0	0	
				Female	3	3	0	0	0	0	0	
33061	ADMINISTRATOR III	17	4	Male	7	5	0	1	1	0	0	
				Female	10	8	0	0	1	0	0	1
33001	ADMINISTRATOR IV	18	7	Male	8	4	1	0	2	0	0	
				Female	10	7	1	1	0	1	0	
10322	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	29	16	Male	10	5	1	1	2	0	0	
				Female	19	8	1	2	3	0	0	5
10352	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	42	31	Male	8	2	2	1	3	0	0	
				Female	34	9	3	4	10	0	0	8
10382	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	60	31	Male	11	7	0	1	2	0	0	
				Female	49	22	2	5	14	0	0	6
4002	ANALYST/PROGRAMMER -12	4	0	Male	2	2	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
23582	LECTURER - ACADEMIC YEAR	519	204	Male	218	137	5	11	23	0	1	
				Female	301	178	23	15	42	2	0	41
23592	LECTURER - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1
4402	EQUIPMENT SYSTEMS SPECIALIST -12	3	1	Male	3	2	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
29202	LIBRARIAN - 12 MONTH	5	0	Male	2	2	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	

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4202	INFORMATION TECHNOLOGY CONSULTANT -12	35	18	Male	28	16	0	4	6	0	0	2
				Female	7	1	0	1	3	0	0	2
30792	STUDENT SERVICES PROFESSIONAL I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8202	GRAPHIC DESIGNER -12 MONTH	4	1	Male	2	1	0	0	0	0	0	1
				Female	2	2	0	0	0	0	0	0
8402	PERFORMING ARTS TECHNICIAN -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11762	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	1	0	0	1
8102	MEDIA PRODUCTION SPECIALIST -12 MONTH	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4102	OPERATING SYSTEMS ANALYST -12	4	2	Male	4	2	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
4302	NETWORK ANALYST -12	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8203	GRAPHIC DESIGNER -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
23583	LECTURER - ACADEMIC YEAR	306	123	Male	139	92	6	10	15	2	0	14
				Female	167	91	8	11	29	5	1	22
23593	LECTURER - 12 MONTH	14	3	Male	3	2	0	0	1	0	0	0
				Female	11	9	0	1	1	0	0	0
29203	LIBRARIAN - 12 MONTH	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	1	1	0	0	1
10383	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	23	10	Male	7	4	0	0	2	0	0	1
				Female	16	9	0	0	6	0	0	1

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29193	LIBRARIAN - 10 MONTH	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
8003	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8403	PERFORMING ARTS TECHNICIAN -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
23603	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	123	60	Male	56	31	5	2	8	2	0	8	
				Female	67	32	2	2	20	0	0	11	
23993	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	27	10	Male	10	7	0	0	1	1	0	1	
				Female	17	10	0	1	4	1	0	1	
8103	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4303	NETWORK ANALYST -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4003	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4203	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10384	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	7	1	Male	4	4	0	0	0	0	0	0	
				Female	3	2	1	0	0	0	0	0	
23584	LECTURER - ACADEMIC YEAR	28	7	Male	13	9	0	3	1	0	0	0	
				Female	15	12	2	0	0	0	0	1	
24814	DEPARTMENT CHAIR - 12 MONTH	14	3	Male	7	7	0	0	0	0	0	0	
				Female	7	4	0	2	0	1	0	0	
23994	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	68	32	Male	31	19	2	3	3	0	0	4	
				Female	37	17	1	3	11	1	0	4	

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23604	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	194	94	Male	78	43	5	7	17	1	0	5
				Female	116	57	5	14	30	2	0	8
23594	LECTURER - 12 MONTH	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
29204	LIBRARIAN - 12 MONTH	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
23614	INSTRUCTIONAL FACULTY - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
23605	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	317	116	Male	199	123	8	17	41	2	0	8
				Female	118	78	7	6	23	1	0	3
23585	LECTURER - ACADEMIC YEAR	13	0	Male	9	9	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
24815	DEPARTMENT CHAIR - 12 MONTH	44	16	Male	25	15	1	1	7	0	0	1
				Female	19	13	1	0	5	0	0	0
29205	LIBRARIAN - 12 MONTH	7	2	Male	3	3	0	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0
23995	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	13	5	Male	11	8	0	0	3	0	0	0
				Female	2	0	0	2	0	0	0	0
23615	INSTRUCTIONAL FACULTY - 12 MONTH	5	0	Male	2	2	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
23595	LECTURER - 12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
33066	ADMINISTRATOR III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
15778	INSTRUCTIONAL SUPPORT ASSISTANT I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0



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	Grand Total #	2,607	1,147	Male #	1,154	692	50	96	184	9	2	121
	Grand Total %		44.0	Male %	44.3	26.5	1.9	3.7	7.1	0.3	0.08	4.64
				Female #	1,453	768	77	126	325	16	4	137
				Female%	55.7	29.5	3.0	4.8	12.5	0.6	0.15	5.3

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20101	CUSTODIAN	144	142	Male	60	2	0	11	41	0	0	6
				Female	84	0	1	26	53	0	0	4
62231	LABORER	29	28	Male	29	1	1	9	15	0	0	3
				Female	0	0	0	0	0	0	0	0
4201	INFORMATION TECHNOLOGY CONSULTANT -12	4	3	Male	3	1	0	0	2	0	0	0
				Female	1	0	0	0	0	0	0	1
10321	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	2	0	1	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
11001	PAYROLL TECHNICIAN I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
17401	ACCOUNTING TECHNICIAN III	9	8	Male	4	1	0	0	3	0	0	0
				Female	5	0	0	1	2	0	0	2
10351	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	11	6	Male	2	2	0	0	0	0	0	0
				Female	9	3	0	2	3	0	0	1
20151	LEAD CUSTODIAN	12	11	Male	8	1	2	4	1	0	0	0
				Female	4	0	1	1	2	0	0	0
7311	GROUNDWORKER	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
15081	WAREHOUSE WORKER	7	5	Male	6	2	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
17411	ACCOUNTING TECHNICIAN II	4	3	Male	2	1	0	0	1	0	0	0
				Female	2	0	0	0	1	0	0	1
67011	CERTIFIED BUILDING SERVICE ENGINEER APPRENTICE	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7261	LEAD GROUNDWORKER	6	5	Male	6	1	0	4	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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7451	GARDENING SPECIALIST	3	2	Male	2	1	0	0	0	0	0	1
				Female	1	0	1	0	0	0	0	
7481	TREE TRIMMER II	2	2	Male	2	0	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	
10381	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	49	40	Male	16	3	2	5	5	0	0	1
				Female	33	6	1	7	18	0	0	1
47911	BUYER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
30821	STUDENT SERVICES PROFESSIONAL II	5	2	Male	3	1	0	0	1	0	0	1
				Female	2	2	0	0	0	0	0	0
15021	SHIPPING AND RECEIVING ASSISTANT I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
47921	BUYER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
17621	ACCOUNTANT I	11	10	Male	3	1	0	0	2	0	0	0
				Female	8	0	0	0	8	0	0	0
30841	STUDENT SERVICES PROFESSIONAL III	6	4	Male	3	0	1	1	1	0	0	0
				Female	3	2	1	0	0	0	0	0
64771	CERTIFIED CARPENTER APPRENTICE	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
47931	BUYER II - LEAD	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
15491	PROPERTY CLERK II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11761	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	0	2	0	0	1

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Snapshot Date: 10/31/2013  
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Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
62511	FACILITIES WORKER II	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
57841	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
65261	PAINTER	10	4	Male	10	6	0	3	0	0	0	1
				Female	0	0	0	0	0	0	0	0
66421	LOCKSMITH	2	2	Male	2	0	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
69401	FACILITIES MAINTENANCE MECHANIC	7	5	Male	6	1	1	1	2	0	0	1
				Female	1	1	0	0	0	0	0	0
64761	CARPENTER	5	3	Male	4	1	0	1	0	0	0	2
				Female	1	1	0	0	0	0	0	0
45551	ACCOUNTANT II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
4001	ANALYST/PROGRAMMER -12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
52841	SENIOR BUDGET ANALYST	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	0	2	0	0	1
67021	BUILDING SERVICE ENGINEER	9	5	Male	9	4	0	1	2	1	0	1
				Female	0	0	0	0	0	0	0	0
65331	ELECTRICIAN	8	4	Male	8	4	1	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0
65491	PLUMBER	4	2	Male	4	2	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
62701	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
30861	STUDENT SERVICES PROFESSIONAL IV	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
66431	LEAD LOCKSMITH	2	2	Male	2	0	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
65251	LEAD PAINTER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
65321	LEAD ELECTRICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
66991	AIR CONDITIONING/REFRIGERATION MECHANIC	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
45561	ACCOUNTANT III	4	3	Male	1	0	0	0	1	0	0	0
				Female	3	1	0	0	2	0	0	0
62651	FACILITIES PROJECT SUPERVISOR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
62601	FACILITIES CONTROL SPECIALIST	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
65241	SUPERVISING PAINTER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
67001	SUPERVISING BUILDING SERVICE ENGINEER	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
65341	SUPERVISING ELECTRICIAN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
33121	ADMINISTRATOR II	26	12	Male	15	10	0	0	5	0	0	0
				Female	11	4	2	2	2	0	0	1
33061	ADMINISTRATOR III	17	7	Male	11	7	1	0	3	0	0	0
				Female	6	3	1	0	2	0	0	0

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Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
57831	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	3	3	Male	2	0	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
57871	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	4	4	Male	3	0	0	0	3	0	0	0
				Female	1	0	0	0	1	0	0	0
33001	ADMINISTRATOR IV	5	4	Male	2	0	0	1	1	0	0	0
				Female	3	1	0	0	1	0	0	1
10352	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	13	11	Male	1	0	0	0	0	0	0	1
				Female	12	2	3	4	2	0	0	1
4002	ANALYST/PROGRAMMER -12	20	17	Male	13	1	1	0	8	0	0	3
				Female	7	2	0	1	4	0	0	0
10322	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	2	0	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10382	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	26	21	Male	11	1	3	0	7	0	0	0
				Female	15	4	0	2	8	0	0	1
11702	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4202	INFORMATION TECHNOLOGY CONSULTANT -12	15	10	Male	10	4	1	0	5	0	0	0
				Female	5	1	0	1	2	0	0	1
11762	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	13	10	Male	6	3	0	1	2	0	0	0
				Female	7	0	1	2	3	0	0	1
4402	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11732	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4102	OPERATING SYSTEMS ANALYST -12	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4302	NETWORK ANALYST -12	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
33182	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10383	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	15	7	Male	7	4	0	0	3	0	0	0
				Female	8	4	0	0	4	0	0	0
11703	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4203	INFORMATION TECHNOLOGY CONSULTANT -12	5	2	Male	3	2	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
4003	ANALYST/PROGRAMMER -12	14	9	Male	11	4	0	0	6	0	0	1
				Female	3	1	0	0	2	0	0	0
4103	OPERATING SYSTEMS ANALYST -12	5	4	Male	4	1	0	0	3	0	0	0
				Female	1	0	0	0	1	0	0	0
10384	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	6	5	Male	4	1	0	1	2	0	0	0
				Female	2	0	0	0	1	0	0	1
<b>Grand Total #</b>		<b>594</b>	<b>466</b>	<b>Male #</b>	<b>332</b>	<b>86</b>	<b>22</b>	<b>54</b>	<b>144</b>	<b>1</b>	<b>0</b>	<b>25</b>
<b>Grand Total %</b>			<b>78.5</b>	<b>Male %</b>	<b>55.9</b>	<b>14.5</b>	<b>3.7</b>	<b>9.1</b>	<b>24.2</b>	<b>0.2</b>	<b>0.00</b>	<b>4.21</b>
				<b>Female #</b>	<b>262</b>	<b>42</b>	<b>13</b>	<b>51</b>	<b>137</b>	<b>0</b>	<b>0</b>	<b>19</b>
				<b>Female%</b>	<b>44.1</b>	<b>7.1</b>	<b>2.2</b>	<b>8.6</b>	<b>23.1</b>	<b>0.0</b>	<b>0.00</b>	<b>3.2</b>

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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+	
29770	PRESIDENT	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
11761	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	
11481	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
33121	ADMINISTRATOR II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
33061	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
33001	ADMINISTRATOR IV	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
11702	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
<b>Grand Total #</b>		<b>10</b>	<b>6</b>	Male #	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>60.0</b>	Male %	<b>40.0</b>	<b>30.0</b>	<b>0.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>6</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>60.0</b>	<b>10.0</b>	<b>0.0</b>	<b>20.0</b>	<b>30.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>



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Snapshot Date: 10/31/2013  
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Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
30710	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	3	2	Male	2	0	2	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
30700	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	2	1	Male	1	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
83500	POLICE OFFICER	12	5	Male	11	7	0	1	2	0	0	1
				Female	1	0	0	1	0	0	0	0
30720	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
83650	CORPORAL	4	4	Male	4	0	0	2	1	0	1	0
				Female	0	0	0	0	0	0	0	0
30750	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
30730	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
83540	SERGEANT	8	4	Male	6	2	0	2	1	0	0	1
				Female	2	2	0	0	0	0	0	0
88201	COMMUNITY SERVICE SPECIALIST -12 MONTH	21	17	Male	15	2	2	2	7	0	0	2
				Female	6	2	0	1	1	0	0	0
10321	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	5	4	Male	2	1	0	0	0	0	0	1
				Female	3	0	1	1	0	0	0	0
30841	STUDENT SERVICES PROFESSIONAL III	23	18	Male	7	3	0	0	3	0	1	0
				Female	16	2	3	0	9	1	0	1
10351	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	4	3	Male	1	0	1	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
10381	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	10	8	Male	3	0	0	0	3	0	0	0
				Female	7	2	0	1	2	0	0	2

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Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
88101	PARKING OFFICER -12 MONTH	3	3	Male	3	0	0	1	1	0	0	1
				Female	0	0	0	0	0	0	0	
81371	CLINICAL ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
81481	MEDICAL ASSISTANT	5	5	Male	0	0	0	0	0	0	0	0
				Female	5	0	0	2	1	0	0	2
11401	HEALTH INFORMATION TECHNICIAN	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
88001	POLICE DISPATCHER -12 MONTH	5	1	Male	4	3	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
8201	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
79941	PHARMACY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
30821	STUDENT SERVICES PROFESSIONAL II	46	34	Male	17	6	3	2	6	0	0	0
				Female	29	6	6	4	9	0	0	4
30861	STUDENT SERVICES PROFESSIONAL IV	9	8	Male	2	0	0	2	0	0	0	0
				Female	7	1	1	3	2	0	0	0
52101	HEALTH SERVICES ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
4201	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
81471	HEALTH EDUCATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
33121	ADMINISTRATOR II	10	8	Male	7	1	2	2	1	0	0	1
				Female	3	1	0	1	0	0	0	1

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Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
81571	REGISTERED NURSE III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
81661	NURSE PRACTITIONER	5	2	Male	1	0	0	0	0	0	0	1
				Female	4	3	0	0	0	0	0	0
57871	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
33061	ADMINISTRATOR III	7	2	Male	2	2	0	0	0	0	0	0
				Female	5	3	1	0	1	0	0	0
79921	PHARMACIST I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
33001	ADMINISTRATOR IV	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
79931	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
77371	PHYSICIAN	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
10322	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	4	4	Male	1	0	1	0	0	0	0	0
				Female	3	0	1	0	2	0	0	0
10352	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	10	7	Male	3	1	0	0	2	0	0	0
				Female	7	2	1	2	2	0	0	0
30792	STUDENT SERVICES PROFESSIONAL I	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
88102	PARKING OFFICER -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10382	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	18	13	Male	2	0	0	1	1	0	0	0
				Female	16	5	0	3	6	0	0	0

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Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
88202	COMMUNITY SERVICE SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4202	INFORMATION TECHNOLOGY CONSULTANT -12	8	5	Male	5	1	0	1	3	0	0	0
				Female	3	2	0	0	1	0	0	0
4102	OPERATING SYSTEMS ANALYST -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11762	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10383	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	7	5	Male	2	1	0	0	0	0	0	1
				Female	5	1	1	0	2	0	1	0
11703	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4003	ANALYST/PROGRAMMER -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
4103	OPERATING SYSTEMS ANALYST -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10384	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	0	1	0	0	1
81376	CLINICAL ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
81486	MEDICAL ASSISTANT	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11406	HEALTH INFORMATION TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
81856	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2013  
 Plan Date: 01/01/2014

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
77376	PHYSICIAN	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
81578	REGISTERED NURSE III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
81378	CLINICAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
57838	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
81478	HEALTH EDUCATOR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
81568	REGISTERED NURSE III - 10 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
77378	PHYSICIAN	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
<b>Grand Total #</b>		<b>290</b>	<b>197</b>	<b>Male #</b>	<b>124</b>	<b>45</b>	<b>11</b>	<b>17</b>	<b>37</b>	<b>1</b>	<b>2</b>	<b>11</b>
<b>Grand Total %</b>			<b>67.9</b>	<b>Male %</b>	<b>42.8</b>	<b>15.5</b>	<b>3.8</b>	<b>5.9</b>	<b>12.8</b>	<b>0.3</b>	<b>0.69</b>	<b>3.79</b>
				<b>Female #</b>	<b>166</b>	<b>48</b>	<b>17</b>	<b>24</b>	<b>56</b>	<b>2</b>	<b>1</b>	<b>18</b>
				<b>Female%</b>	<b>57.2</b>	<b>16.6</b>	<b>5.9</b>	<b>8.3</b>	<b>19.3</b>	<b>0.7</b>	<b>0.34</b>	<b>6.2</b>

**Affirmative Action Plan**  
**Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2013  
Plan Date: 01/01/2014

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
23840	COACHING ASSISTANT - ACADEMIC YEAR	9	5	Male	6	3	0	0	1	0	0	2
				Female	3	1	1	0	0	0	0	1
23780	COACH - ACADEMIC YEAR	6	2	Male	4	2	1	0	0	0	0	1
				Female	2	2	0	0	0	0	0	0
23770	COACH - 10 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
23750	HEAD COACH - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
23740	HEAD COACH - 10 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10381	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	10	2	Male	4	4	0	0	0	0	0	0
				Female	6	4	1	0	1	0	0	0
15131	ATHLETIC EQUIPMENT ATTENDANT II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
30821	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
4201	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
81851	ATHLETIC TRAINER II - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8001	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
30841	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
81901	HEAD ATHLETIC TRAINER - 12 MONTH	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2013  
 Plan Date: 01/01/2014

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
33121	ADMINISTRATOR II	15	5	Male	7	5	0	1	0	0	0	1
				Female	8	5	0	0	2	0	0	1
11761	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
33061	ADMINISTRATOR III	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
33001	ADMINISTRATOR IV	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10352	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
10382	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	7	3	Male	3	2	0	0	1	0	0	0
				Female	4	2	0	1	0	0	0	1
8202	GRAPHIC DESIGNER -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8002	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4202	INFORMATION TECHNOLOGY CONSULTANT -12 MONTH	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10383	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	0	0	1	1
<b>Grand Total #</b>		<b>77</b>	<b>29</b>	<b>Male #</b>	<b>38</b>	<b>24</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>6</b>
<b>Grand Total %</b>			<b>37.7</b>	<b>Male %</b>	<b>49.4</b>	<b>31.2</b>	<b>1.3</b>	<b>2.6</b>	<b>6.5</b>	<b>0.0</b>	<b>0.00</b>	<b>7.79</b>
				<b>Female #</b>	<b>39</b>	<b>24</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>4</b>
				<b>Female%</b>	<b>50.6</b>	<b>31.2</b>	<b>5.2</b>	<b>2.6</b>	<b>5.2</b>	<b>0.0</b>	<b>1.30</b>	<b>5.2</b>

# Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

Job Group: 0A - EXECUTIVE

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+
1	0	29770	PRESIDENT	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

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



# Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

Job Group: 0B - ADMINISTRATOR IV

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	1	33001	ADMINISTRATOR IV	31	15	16	12	19	2	3	4	1	0	2
Total (#)				31	15	16	12	19	2	3	4	1	0	2
Total (%)					48.4	51.6	38.7	61.3	6.5	9.7	12.9	3.2	0.0	6.5

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

Job Group: 0C - ADMINISTRATOR III

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	33061	ADMINISTRATOR III	47	22	25	15	32	4	1	9	0	0	1
1	6	33066	ADMINISTRATOR III	1	1	0	1	0	1	0	0	0	0	0
1	0	33070	ADMINISTRATOR III - ACADEMIC YEAR	1	0	1	0	1	0	0	0	0	0	0
<b>Total (#)</b>				<b>49</b>	<b>23</b>	<b>26</b>	<b>16</b>	<b>33</b>	<b>5</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>46.9</b>	<b>53.1</b>	<b>32.7</b>	<b>67.3</b>	<b>10.2</b>	<b>2.0</b>	<b>18.4</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

Job Group: 0D - ADMINISTRATOR II

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	33121	ADMINISTRATOR II	59	34	25	26	33	4	6	11	0	0	5
1	0	83540	SERGEANT	8	6	2	4	4	0	2	1	0	0	1
<b>Total (#)</b>				<b>67</b>	<b>40</b>	<b>27</b>	<b>30</b>	<b>37</b>	<b>4</b>	<b>8</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>6</b>
<b>Total (%)</b>					<b>59.7</b>	<b>40.3</b>	<b>44.8</b>	<b>55.2</b>	<b>6.0</b>	<b>11.9</b>	<b>17.9</b>	<b>0.0</b>	<b>0.0</b>	<b>9.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

Job Group: 0E - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
1	2	33182	ADMINISTRATOR I	1	0	1	1	0	0	0	1	0	0	0	
1	1	11481	PRESIDENTIAL AIDE	1	0	1	1	0	0	1	0	0	0	0	
<b>Total (#)</b>				2	0	2	2	0	0	1	1	0	0	0	
<b>Total (%)</b>					0.0	100.0	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

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

Job Group: 1A - PHYSICIANS

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+
9	1	77371	PHYSICIAN	5	2	3	2	3	0	0	2	0	0	0
9	6	77376	PHYSICIAN	2	1	1	0	2	0	0	0	0	0	0
9	8	77378	PHYSICIAN	3	1	2	2	1	0	1	1	0	0	0
<b>Total (#)</b>				<b>10</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>40.0</b>	<b>60.0</b>	<b>40.0</b>	<b>60.0</b>	<b>0.0</b>	<b>10.0</b>	<b>30.0</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

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

Job Group: 2A - HEALTH CARE

				Total											
EEO															
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
9	1	81851	ATHLETIC TRAINER II - 12 MONTH	1	0	1	0	1	0	0	0	0	0	0	
9	6	81856	ATHLETIC TRAINER II - 12 MONTH	1	1	0	1	0	0	0	0	1	0	0	
9	1	81371	CLINICAL ASSISTANT	1	0	1	0	1	0	0	0	0	0	0	
9	6	81376	CLINICAL ASSISTANT	2	0	2	2	0	0	0	2	0	0	0	
9	8	81378	CLINICAL ASSISTANT	1	0	1	1	0	0	0	1	0	0	0	
9	1	81901	HEAD ATHLETIC TRAINER - 12 MONTH	1	1	0	1	0	0	0	0	0	0	1	
9	1	81471	HEALTH EDUCATOR	1	0	1	0	1	0	0	0	0	0	0	
9	8	81478	HEALTH EDUCATOR	2	0	2	2	0	0	1	1	0	0	0	
9	1	11401	HEALTH INFORMATION TECHNICIAN	2	0	2	1	1	1	0	0	0	0	0	
9	6	11406	HEALTH INFORMATION TECHNICIAN	1	0	1	1	0	0	0	1	0	0	0	
9	1	81481	MEDICAL ASSISTANT	5	0	5	5	0	0	2	1	0	0	2	
9	6	81486	MEDICAL ASSISTANT	2	2	0	1	1	0	0	1	0	0	0	
9	1	81661	NURSE PRACTITIONER	5	1	4	2	3	0	0	0	0	0	2	
9	1	79921	PHARMACIST I	1	1	0	1	0	0	0	1	0	0	0	
9	1	79931	PHARMACIST II	1	0	1	1	0	0	0	1	0	0	0	
9	1	79941	PHARMACY TECHNICIAN	1	0	1	1	0	0	0	0	0	0	1	
9	1	81571	REGISTERED NURSE III	1	0	1	1	0	0	0	1	0	0	0	
9	8	81578	REGISTERED NURSE III	2	0	2	0	2	0	0	0	0	0	0	
9	8	81568	REGISTERED NURSE III - 10 MONTH	1	0	1	1	0	0	1	0	0	0	0	
<b>Total (#)</b>				<b>32</b>	<b>6</b>	<b>26</b>	<b>22</b>	<b>10</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>6</b>	
<b>Total (%)</b>					<b>18.8</b>	<b>81.3</b>	<b>68.8</b>	<b>31.3</b>	<b>3.1</b>	<b>12.5</b>	<b>31.3</b>	<b>3.1</b>	<b>0.0</b>	<b>18.8</b>	

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Job Group Analysis

Plan Date: 01/01/2014

Job Group: 3A - FACULTY

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	5	4	24814	DEPARTMENT CHAIR - 12 MONTH	14	7	7	3	11	0	2	0	1	0	0
	5	5	24815	DEPARTMENT CHAIR - 12 MONTH	44	25	19	16	28	2	1	12	0	0	1
	5	0	23880	GRANT-RELATED/SPECIALY FUNDED I	2	0	2	0	2	0	0	0	0	0	0
	5	0	23870	GRANT-RELATED/SPECIALY FUNDED I	1	0	1	0	1	0	0	0	0	0	0
	5	4	23614	INSTRUCTIONAL FACULTY - 12 MONTH	1	0	1	0	1	0	0	0	0	0	0
	5	5	23615	INSTRUCTIONAL FACULTY - 12 MONTH	5	2	3	0	5	0	0	0	0	0	0
	5	3	23603	INSTRUCTIONAL FACULTY - ACADEMIC	123	56	67	60	63	7	4	28	2	0	19
	5	4	23604	INSTRUCTIONAL FACULTY - ACADEMIC	194	78	116	94	100	10	21	47	3	0	13
	5	5	23605	INSTRUCTIONAL FACULTY - ACADEMIC	317	199	118	116	201	15	23	64	3	0	11
	5	3	23993	INSTRUCTIONAL FACULTY - ACADEMIC	27	10	17	10	17	0	1	5	2	0	2
	5	4	23994	INSTRUCTIONAL FACULTY - ACADEMIC	68	31	37	32	36	3	6	14	1	0	8
	5	5	23995	INSTRUCTIONAL FACULTY - ACADEMIC	13	11	2	5	8	0	2	3	0	0	0
	5	2	23592	LECTURER - 12 MONTH	1	0	1	1	0	0	0	0	0	0	1
	5	3	23593	LECTURER - 12 MONTH	14	3	11	3	11	0	1	2	0	0	0
	5	4	23594	LECTURER - 12 MONTH	4	0	4	1	3	0	0	1	0	0	0
	5	5	23595	LECTURER - 12 MONTH	2	2	0	0	2	0	0	0	0	0	0
	5	1	23581	LECTURER - ACADEMIC YEAR	67	25	42	28	39	6	8	9	0	0	5
	5	2	23582	LECTURER - ACADEMIC YEAR	519	218	301	204	315	28	26	65	2	1	82
	5	3	23583	LECTURER - ACADEMIC YEAR	306	139	167	123	183	14	21	44	7	1	36
	5	4	23584	LECTURER - ACADEMIC YEAR	28	13	15	7	21	2	3	1	0	0	1
	5	5	23585	LECTURER - ACADEMIC YEAR	13	9	4	0	13	0	0	0	0	0	0
<b>Total (#)</b>					<b>1,763</b>	<b>828</b>	<b>935</b>	<b>703</b>	<b>1,060</b>	<b>87</b>	<b>119</b>	<b>295</b>	<b>21</b>	<b>2</b>	<b>179</b>
<b>Total (%)</b>						<b>47.0</b>	<b>53.0</b>	<b>39.9</b>	<b>60.1</b>	<b>4.9</b>	<b>6.7</b>	<b>16.7</b>	<b>1.2</b>	<b>0.1</b>	<b>10.2</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 3B - ATHLETIC INSTRUCTIONAL SUPPORT

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	0	23770	COACH - 10 MONTH	1	1	0	0	1	0	0	0	0	0	0
5	0	23780	COACH - ACADEMIC YEAR	6	4	2	2	4	1	0	0	0	0	1
5	0	23840	COACHING ASSISTANT - ACADEMIC YEA	9	6	3	5	4	1	0	1	0	0	3
5	0	23740	HEAD COACH - 10 MONTH	1	1	0	0	1	0	0	0	0	0	0
5	0	23750	HEAD COACH - ACADEMIC YEAR	1	1	0	0	1	0	0	0	0	0	0
<b>Total (#)</b>				<b>18</b>	<b>13</b>	<b>5</b>	<b>7</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Total (%)</b>					<b>72.2</b>	<b>27.8</b>	<b>38.9</b>	<b>61.1</b>	<b>11.1</b>	<b>0.0</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>	<b>22.2</b>

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



## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 3C - LIBRARIAN INSTRUCTNAL SUPPORT

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	3	29193	LIBRARIAN - 10 MONTH	2	0	2	0	2	0	0	0	0	0	0
5	2	29202	LIBRARIAN - 12 MONTH	5	2	3	0	5	0	0	0	0	0	0
5	3	29203	LIBRARIAN - 12 MONTH	4	0	4	3	1	0	1	1	0	0	1
5	4	29204	LIBRARIAN - 12 MONTH	6	2	4	1	5	0	0	1	0	0	0
5	5	29205	LIBRARIAN - 12 MONTH	7	3	4	2	5	1	0	1	0	0	0
<b>Total (#)</b>				<b>24</b>	<b>7</b>	<b>17</b>	<b>6</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>29.2</b>	<b>70.8</b>	<b>25.0</b>	<b>75.0</b>	<b>4.2</b>	<b>4.2</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>4.2</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

Job Group: 4A - STUDENT SERVICES-LEVEL I

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	8	1	51811	EXTENDED EDUCATION SPECIALIST I	2	0	2	0	2	0	0	0	0	0	0
	8	2	30792	STUDENT SERVICES PROFESSIONAL I	4	2	2	4	0	0	1	3	0	0	0
	8	1	30821	STUDENT SERVICES PROFESSIONAL II	66	26	40	46	20	9	9	22	0	0	6
	8	1	30841	STUDENT SERVICES PROFESSIONAL III	51	20	31	39	12	8	6	21	2	1	1
	8	0	30700	STUDENT SERVICES PROFESSIONAL, A	2	1	1	1	1	0	0	0	0	0	1
	8	0	30710	STUDENT SERVICES PROFESSIONAL, A	3	2	1	2	1	2	0	0	0	0	0
	8	0	30720	STUDENT SERVICES PROFESSIONAL, A	4	1	3	3	1	0	2	1	0	0	0
	8	0	30730	STUDENT SERVICES PROFESSIONAL, A	1	0	1	0	1	0	0	0	0	0	0
	8	0	30750	STUDENT SERVICES PROFESSIONAL, A	2	1	1	0	2	0	0	0	0	0	0
<b>Total (#)</b>					<b>135</b>	<b>53</b>	<b>82</b>	<b>95</b>	<b>40</b>	<b>19</b>	<b>18</b>	<b>47</b>	<b>2</b>	<b>1</b>	<b>8</b>
<b>Total (%)</b>						<b>39.3</b>	<b>60.7</b>	<b>70.4</b>	<b>29.6</b>	<b>14.1</b>	<b>13.3</b>	<b>34.8</b>	<b>1.5</b>	<b>0.7</b>	<b>5.9</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

**Job Group:** 4B - STUDENT SERVICES-LEVEL II

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
8	1	51821	EXTENDED EDUCATION SPECIALIST II	6	2	4	1	5	0	0	1	0	0	0
8	1	30861	STUDENT SERVICES PROFESSIONAL IV	25	11	14	15	10	1	7	4	0	0	3
<b>Total (#)</b>				<b>31</b>	<b>13</b>	<b>18</b>	<b>16</b>	<b>15</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Total (%)</b>					<b>41.9</b>	<b>58.1</b>	<b>51.6</b>	<b>48.4</b>	<b>3.2</b>	<b>22.6</b>	<b>16.1</b>	<b>0.0</b>	<b>0.0</b>	<b>9.7</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

### Job Group Analysis

Job Group: 4C - TECHNICAL SUPPORT

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
8	1	26281	CREDENTIAL ANALYST I	1	0	1	1	0	0	1	0	0	0	0
8	1	26301	CREDENTIAL ANALYST II	1	0	1	1	0	0	0	1	0	0	0
<b>Total (#)</b>				2	0	2	2	0	0	1	1	0	0	0
<b>Total (%)</b>					0.0	100.0	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

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 5A - MAINTENANCE AND OPERATIONS

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	10	1	20101	CUSTODIAN	144	60	84	142	2	1	37	94	0	0	10
	10	1	7451	GARDENING SPECIALIST	3	2	1	2	1	1	0	0	0	0	1
	10	1	7311	GROUNDWORKER	3	3	0	2	1	0	2	0	0	0	0
	10	1	62231	LABORER	29	29	0	28	1	1	9	15	0	0	3
	10	1	20151	LEAD CUSTODIAN	12	8	4	11	1	3	5	3	0	0	0
	10	1	7261	LEAD GROUNDWORKER	6	6	0	5	1	0	4	1	0	0	0
	10	1	7481	TREE TRIMMER II	2	2	0	2	0	0	1	0	0	0	1
	10	1	15081	WAREHOUSE WORKER	7	6	1	5	2	0	1	4	0	0	0
<b>Total (#)</b>					<b>206</b>	<b>116</b>	<b>90</b>	<b>197</b>	<b>9</b>	<b>6</b>	<b>59</b>	<b>117</b>	<b>0</b>	<b>0</b>	<b>15</b>
<b>Total (%)</b>						<b>56.3</b>	<b>43.7</b>	<b>95.6</b>	<b>4.4</b>	<b>2.9</b>	<b>28.6</b>	<b>56.8</b>	<b>0.0</b>	<b>0.0</b>	<b>7.3</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

Job Group: 6A - CRAFTS AND TRADES

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	10	1	66991	AIR CONDITIONING/REFRIGERATION ME	1	1	0	1	0	0	0	1	0	0	0
	10	1	62701	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0	0	0	1	0	0	0
	10	1	67021	BUILDING SERVICE ENGINEER	9	9	0	5	4	0	1	2	1	0	1
	10	1	64761	CARPENTER	5	4	1	3	2	0	1	0	0	0	2
	10	1	67011	CERTIFIED BUILDING SERVICE ENGINE	2	2	0	2	0	1	1	0	0	0	0
	10	1	64771	CERTIFIED CARPENTER APPRENTICE	1	1	0	1	0	0	0	1	0	0	0
	10	1	65331	ELECTRICIAN	8	8	0	4	4	1	2	1	0	0	0
	10	1	62601	FACILITIES CONTROL SPECIALIST	2	2	0	0	2	0	0	0	0	0	0
	10	1	69401	FACILITIES MAINTENANCE MECHANIC	8	7	1	6	2	1	2	2	0	0	1
	10	1	62651	FACILITIES PROJECT SUPERVISOR	3	3	0	0	3	0	0	0	0	0	0
	10	1	62501	FACILITIES WORKER I	1	1	0	1	0	0	0	1	0	0	0
	10	1	62511	FACILITIES WORKER II	2	2	0	1	1	0	1	0	0	0	0
	10	1	65321	LEAD ELECTRICIAN	1	1	0	0	1	0	0	0	0	0	0
	10	1	66431	LEAD LOCKSMITH	2	2	0	2	0	1	0	1	0	0	0
	10	1	65251	LEAD PAINTER	1	1	0	0	1	0	0	0	0	0	0
	10	1	66421	LOCKSMITH	2	2	0	2	0	0	1	0	0	0	1
	10	1	65261	PAINTER	10	10	0	4	6	0	3	0	0	0	1
	10	1	65491	PLUMBER	4	4	0	2	2	0	1	1	0	0	0
	10	1	67001	SUPERVISING BUILDING SERVICE ENGI	2	2	0	1	1	1	0	0	0	0	0
	10	1	65341	SUPERVISING ELECTRICIAN	1	1	0	1	0	0	0	1	0	0	0
	10	1	65241	SUPERVISING PAINTER	1	1	0	1	0	0	0	1	0	0	0
<b>Total (#)</b>					<b>67</b>	<b>65</b>	<b>2</b>	<b>38</b>	<b>29</b>	<b>5</b>	<b>13</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>6</b>
<b>Total (%)</b>						<b>97.0</b>	<b>3.0</b>	<b>56.7</b>	<b>43.3</b>	<b>7.5</b>	<b>19.4</b>	<b>19.4</b>	<b>1.5</b>	<b>0.0</b>	<b>9.0</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

Job Group: 7A - 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	17331	ACCOUNTING CLERK	1	1	0	1	0	0	0	1	0	0	0
12	1	10321	ADMINISTRATIVE SUPPORT ASSISTANT	34	10	24	27	7	3	6	12	0	0	6
12	2	10322	ADMINISTRATIVE SUPPORT ASSISTANT	35	13	22	22	13	5	3	8	0	0	6
12	1	11001	PAYROLL TECHNICIAN I	1	0	1	1	0	0	1	0	0	0	0
12	1	15021	SHIPPING AND RECEIVING ASSISTANT I	1	1	0	1	0	1	0	0	0	0	0
<b>Total (#)</b>				<b>72</b>	<b>25</b>	<b>47</b>	<b>52</b>	<b>20</b>	<b>9</b>	<b>10</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>12</b>
<b>Total (%)</b>					<b>34.7</b>	<b>65.3</b>	<b>72.2</b>	<b>27.8</b>	<b>12.5</b>	<b>13.9</b>	<b>29.2</b>	<b>0.0</b>	<b>0.0</b>	<b>16.7</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

Job Group: 7B - CLERICAL LEVEL II

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1	10351	ADMINISTRATIVE SUPPORT COORDINAT	49	10	39	34	15	1	13	15	1	0	4
12	2	10352	ADMINISTRATIVE SUPPORT COORDINAT	67	12	55	51	16	10	11	20	0	0	10
12	2	11702	CONFIDENTIAL OFFICE SUPPORT -12 M	2	0	2	2	0	1	0	1	0	0	0
12	3	11703	CONFIDENTIAL OFFICE SUPPORT -12 M	2	0	2	1	1	0	0	1	0	0	0
12	1	15491	PROPERTY CLERK II	1	1	0	0	1	0	0	0	0	0	0
<b>Total (#)</b>				<b>121</b>	<b>23</b>	<b>98</b>	<b>88</b>	<b>33</b>	<b>12</b>	<b>24</b>	<b>37</b>	<b>1</b>	<b>0</b>	<b>14</b>
<b>Total (%)</b>					<b>19.0</b>	<b>81.0</b>	<b>72.7</b>	<b>27.3</b>	<b>9.9</b>	<b>19.8</b>	<b>30.6</b>	<b>0.8</b>	<b>0.0</b>	<b>11.6</b>

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



## Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

### Job Group Analysis

Job Group: 7C - ADM. SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1	17411	ACCOUNTING TECHNICIAN II	5	2	3	4	1	0	0	2	0	0	2
<b>Total (#)</b>				<b>5</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>Total (%)</b>					<b>40.0</b>	<b>60.0</b>	<b>80.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>40.0</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 7D - 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	17401	ACCOUNTING TECHNICIAN III	9	4	5	8	1	0	1	5	0	0	2	
12	1	47911	BUYER I	1	0	1	1	0	0	0	1	0	0	0	
12	1	47921	BUYER II	1	0	1	1	0	0	1	0	0	0	0	
12	1	47931	BUYER II - LEAD	1	0	1	1	0	0	0	1	0	0	0	
12	1	52101	HEALTH SERVICES ASSISTANT	2	0	2	2	0	1	0	1	0	0	0	
12	1	8601	VISUAL RESOURCE SPECIALIST -12 MO	2	0	2	2	0	0	0	0	0	0	2	
<b>Total (#)</b>				<b>16</b>	<b>4</b>	<b>12</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>4</b>	
<b>Total (%)</b>					<b>25.0</b>	<b>75.0</b>	<b>93.8</b>	<b>6.3</b>	<b>6.3</b>	<b>12.5</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 7E - SECURITY MAINTENANCE

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1	88201	COMMUNITY SERVICE SPECIALIST -12 M	21	15	6	17	4	2	3	8	0	0	4
12	2	88202	COMMUNITY SERVICE SPECIALIST -12 M	1	1	0	0	1	0	0	0	0	0	0
12	1	88101	PARKING OFFICER -12 MONTH	3	3	0	3	0	0	1	1	0	0	1
12	2	88102	PARKING OFFICER -12 MONTH	1	1	0	1	0	0	1	0	0	0	0
12	1	88001	POLICE DISPATCHER -12 MONTH	5	4	1	1	4	0	0	0	0	0	1
<b>Total (#)</b>				<b>31</b>	<b>24</b>	<b>7</b>	<b>22</b>	<b>9</b>	<b>2</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>6</b>
<b>Total (%)</b>					<b>77.4</b>	<b>22.6</b>	<b>71.0</b>	<b>29.0</b>	<b>6.5</b>	<b>16.1</b>	<b>29.0</b>	<b>0.0</b>	<b>0.0</b>	<b>19.4</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

### Job Group Analysis

Job Group: 8A - PUBLIC SAFETY

EEO

Total														
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	0	83650	CORPORAL	4	4	0	4	0	0	2	1	0	1	0
10	0	83500	POLICE OFFICER	12	11	1	5	7	0	2	2	0	0	1
<b>Total (#)</b>				<b>16</b>	<b>15</b>	<b>1</b>	<b>9</b>	<b>7</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Total (%)</b>					<b>93.8</b>	<b>6.3</b>	<b>56.3</b>	<b>43.8</b>	<b>0.0</b>	<b>25.0</b>	<b>18.8</b>	<b>0.0</b>	<b>6.3</b>	<b>6.3</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Job Group Analysis

Plan Date: 01/01/2014

Job Group: 9A - TECHNICAL SUPPORT LEVEL I

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	3	1	28661	ACCOMPANIST II	4	3	1	1	3	0	0	1	0	0	0
	3	1	15131	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0
	3	1	4401	EQUIPMENT SYSTEMS SPECIALIST -12	3	3	0	2	1	1	0	1	0	0	0
	3	2	4402	EQUIPMENT SYSTEMS SPECIALIST -12	4	4	0	2	2	1	1	0	0	0	0
	3	1	70021	EQUIPMENT TECHNICIAN I, ELECTRO-M	1	1	0	1	0	0	0	0	0	0	1
	3	1	70031	EQUIPMENT TECHNICIAN I, ELECTRONI	1	1	0	0	1	0	0	0	0	0	0
	3	1	70121	EQUIPMENT TECHNICIAN II, ELECTRO-M	2	2	0	0	2	0	0	0	0	0	0
	3	1	70131	EQUIPMENT TECHNICIAN II, ELECTRON	4	4	0	1	3	0	0	0	0	1	0
	3	1	70141	EQUIPMENT TECHNICIAN II, SPECIALIZE	2	2	0	2	0	0	1	0	0	0	1
	3	1	75121	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0
	3	1	8201	GRAPHIC DESIGNER -12 MONTH	1	1	0	0	1	0	0	0	0	0	0
	3	2	8202	GRAPHIC DESIGNER -12 MONTH	6	3	3	1	5	0	0	0	0	0	1
	3	3	8203	GRAPHIC DESIGNER -12 MONTH	2	0	2	0	2	0	0	0	0	0	0
	3	1	15771	INSTRUCTIONAL SUPPORT ASSISTANT	2	1	1	2	0	1	0	0	0	0	1
	3	8	15778	INSTRUCTIONAL SUPPORT ASSISTANT	1	1	0	1	0	0	1	0	0	0	0
	3	1	15781	INSTRUCTIONAL SUPPORT ASSISTANT	7	5	2	3	4	0	2	1	0	0	0
	3	1	15791	INSTRUCTIONAL SUPPORT ASSISTANT	5	3	2	1	4	1	0	0	0	0	0
	3	1	16151	INSTRUCTIONAL SUPPORT TECHNICIAN	4	2	2	4	0	1	0	3	0	0	0
	3	1	16171	INSTRUCTIONAL SUPPORT TECHNICIAN	13	6	7	7	6	0	0	5	1	0	1
	3	1	78881	LABORATORY ASSISTANT I	4	2	2	3	1	0	0	2	0	0	1
	3	1	78791	LABORATORY ASSISTANT II	12	7	5	4	8	0	1	3	0	0	0
	3	1	8101	MEDIA PRODUCTION SPECIALIST -12 MO	2	2	0	0	2	0	0	0	0	0	0
	3	2	8102	MEDIA PRODUCTION SPECIALIST -12 MO	2	1	1	1	1	0	1	0	0	0	0
	3	2	8402	PERFORMING ARTS TECHNICIAN -12 MO	2	2	0	0	2	0	0	0	0	0	0
	3	3	8403	PERFORMING ARTS TECHNICIAN -12 MO	1	0	1	0	1	0	0	0	0	0	0
	3	1	69511	PIANO TECHNICIAN II	2	1	1	0	2	0	0	0	0	0	0

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

## Job Group Analysis

Job Group: 9A - TECHNICAL 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+	
				Total (#)	89	59	30	37	52	5	7	17	1	1	6
				Total (%)		66.3	33.7	41.6	58.4	5.6	7.9	19.1	1.1	1.1	6.7

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 9B - TECHNICAL SUPPORT LEVEL II

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	1	70211	EQUIPMENT TECHNICIAN III, MECHANIC	1	1	0	1	0	0	0	1	0	0	0
3	1	70241	EQUIPMENT TECHNICIAN III, SPECIALIZE	10	10	0	5	5	0	4	0	0	0	1
3	1	16191	INSTRUCTIONAL SUPPORT TECHNICIAN	10	6	4	3	7	2	0	1	0	0	0
3	3	8103	MEDIA PRODUCTION SPECIALIST -12 MO	1	1	0	0	1	0	0	0	0	0	0
<b>Total (#)</b>				<b>22</b>	<b>18</b>	<b>4</b>	<b>9</b>	<b>13</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>81.8</b>	<b>18.2</b>	<b>40.9</b>	<b>59.1</b>	<b>9.1</b>	<b>18.2</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>4.5</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 9C - RESRCH & DATA SUPPORT LEVEL I

				Total											
EEO															
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	1	17621	ACCOUNTANT I	11	3	8	10	1	0	0	10	0	0	0	
3	1	45551	ACCOUNTANT II	3	0	3	3	0	0	0	3	0	0	0	
3	1	45561	ACCOUNTANT III	4	1	3	3	1	0	0	3	0	0	0	
3	1	10381	ADMINISTRATIVE ANALYST/SPECIALIST -	196	44	152	128	68	14	28	74	0	2	10	
3	1	4001	ANALYST/PROGRAMMER -12	4	3	1	4	0	0	0	2	0	0	2	
3	1	4201	INFORMATION TECHNOLOGY CONSULT	16	12	4	9	7	0	1	4	0	0	4	
3	1	28861	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
3	1	28871	LIBRARY SERVICES SPECIALIST II	12	5	7	8	4	0	1	7	0	0	0	
3	1	28881	LIBRARY SERVICES SPECIALIST III	9	5	4	5	4	0	1	2	0	0	2	
3	1	28891	LIBRARY SERVICES SPECIALIST IV	5	2	3	4	1	0	1	2	0	0	1	
3	1	8001	PUBLIC AFFAIRS/COMMUNICATION SPE	1	0	1	0	1	0	0	0	0	0	0	
3	2	8002	PUBLIC AFFAIRS/COMMUNICATION SPE	3	2	1	0	3	0	0	0	0	0	0	
3	3	8003	PUBLIC AFFAIRS/COMMUNICATION SPE	1	1	0	0	1	0	0	0	0	0	0	
3	1	56831	RESEARCH TECHNICIAN I	80	33	47	43	37	2	15	16	0	1	9	
3	1	56811	RESEARCH TECHNICIAN II	17	7	10	7	10	0	4	2	0	0	1	
<b>Total (#)</b>				<b>363</b>	<b>118</b>	<b>245</b>	<b>225</b>	<b>138</b>	<b>16</b>	<b>51</b>	<b>126</b>	<b>0</b>	<b>3</b>	<b>29</b>	
<b>Total (%)</b>					<b>32.5</b>	<b>67.5</b>	<b>62.0</b>	<b>38.0</b>	<b>4.4</b>	<b>14.0</b>	<b>34.7</b>	<b>0.0</b>	<b>0.8</b>	<b>8.0</b>	

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



## Affirmative Action Plan

Snapshot Date: 10/31/2013

### Job Group Analysis

Plan Date: 01/01/2014

**Job Group:** 9D - RESRCH & DATA SUPPORT LEVEL II

				Total										
EEO	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	2	10382	ADMINISTRATIVE ANALYST/SPECIALIST -	111	27	84	68	43	5	13	39	0	0	11
3	3	10383	ADMINISTRATIVE ANALYST/SPECIALIST -	49	16	33	24	25	1	0	17	0	2	4
3	4	10384	ADMINISTRATIVE ANALYST/SPECIALIST -	17	9	8	8	9	1	1	4	0	0	2
3	2	4002	ANALYST/PROGRAMMER -12	24	15	9	17	7	1	1	12	0	0	3
3	3	4003	ANALYST/PROGRAMMER -12	16	13	3	10	6	0	0	9	0	0	1
3	1	57841	ASSOCIATE, ACADEMIC AND INSTITUTIO	11	3	8	6	5	1	1	4	0	0	0
3	1	57831	ASSOCIATE, ACADEMIC AND INSTITUTIO	33	10	23	15	18	1	2	9	0	0	3
3	8	57838	ASSOCIATE, ACADEMIC AND INSTITUTIO	1	0	1	1	0	0	0	0	1	0	0
3	1	57871	ASSOCIATE, ACADEMIC AND INSTITUTIO	17	7	10	11	6	1	0	9	0	0	1
3	0	8500	BROADCAST ENGINEER -12 MONTH	2	2	0	0	2	0	0	0	0	0	0
3	1	11761	CONFIDENTIAL ADMINISTRATIVE SUPPO	8	0	8	6	2	0	1	4	0	0	1
3	2	11762	CONFIDENTIAL ADMINISTRATIVE SUPPO	19	7	12	12	7	1	3	6	0	0	2
3	2	11732	CONFIDENTIAL TECHNICAL SUPPORT -	1	1	0	1	0	1	0	0	0	0	0
3	2	4202	INFORMATION TECHNOLOGY CONSULT	59	44	15	34	25	1	7	21	0	0	5
3	3	4203	INFORMATION TECHNOLOGY CONSULT	6	4	2	2	4	0	1	1	0	0	0
3	2	4302	NETWORK ANALYST -12	4	3	1	3	1	0	1	2	0	0	0
3	3	4303	NETWORK ANALYST -12	1	1	0	0	1	0	0	0	0	0	0
3	2	4102	OPERATING SYSTEMS ANALYST -12	7	7	0	4	3	1	0	3	0	0	0
3	3	4103	OPERATING SYSTEMS ANALYST -12	6	5	1	5	1	0	0	5	0	0	0
3	1	56801	RESEARCH TECHNICIAN III	9	5	4	3	6	0	0	2	0	0	1
3	1	52841	SENIOR BUDGET ANALYST	4	1	3	3	1	0	0	2	0	0	1
<b>Total (#)</b>				<b>405</b>	<b>180</b>	<b>225</b>	<b>233</b>	<b>172</b>	<b>15</b>	<b>31</b>	<b>149</b>	<b>1</b>	<b>2</b>	<b>35</b>
<b>Total (%)</b>					<b>44.4</b>	<b>55.6</b>	<b>57.5</b>	<b>42.5</b>	<b>3.7</b>	<b>7.7</b>	<b>36.8</b>	<b>0.2</b>	<b>0.5</b>	<b>8.6</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 0A - 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+				
<b>External Factors</b>																										
Local	77.9	22.1	22.1	77.9	2.8	2.9	14.5	0.7	0.0	1.2	50.0	38.9	11.1	11.1	38.9	1.4	1.5	7.2	0.4	0.0	0.6	Bay Area				
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	15.0	11.7	3.3	2.0	13.0	0.5	0.7	0.7	0.1	0.0	0.1	National				
Reasonable	77.9	22.1	22.1	77.9	2.8	3.0	14.3	0.7	0.0	1.2	30.0	23.4	6.6	6.6	23.4	0.8	0.9	4.3	0.2	0.0	0.3	California				
<b>Internal Factors</b>																										
Feeders	48.4	51.6	38.7	61.3	6.5	9.7	12.9	3.2	0.0	6.5	5.0	2.4	2.6	1.9	3.1	0.3	0.5	0.6	0.2	0.0	0.3	Feeders				
<b>Final Availability (%)</b>												<b>100.0</b>	<b>76.4</b>	<b>23.6</b>	<b>21.6</b>	<b>78.4</b>	<b>3.1</b>	<b>3.5</b>	<b>12.8</b>	<b>0.8</b>	<b>0.0</b>	<b>1.4</b>				

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 0B - ADMINISTRATOR IV

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+		
<b>External Factors</b>																								
Local	54.2	45.8	37.8	62.2	3.8	9.5	19.6	0.2	1.9	2.7	50.0	27.1	22.9	18.9	31.1	1.9	4.8	9.8	0.1	1.0	1.3	Bay Area		
Reasonable	61.5	38.5	22.4	77.6	8.3	7.1	5.1	0.5	0.1	1.3	15.0	9.2	5.8	3.4	11.6	1.2	1.1	0.8	0.1	0.0	0.2	National		
Reasonable	54.3	45.7	37.7	62.3	3.8	9.7	19.4	0.2	1.9	2.7	30.0	16.3	13.7	11.3	18.7	1.1	2.9	5.8	0.1	0.6	0.8	California		
<b>Internal Factors</b>																								
Feeders	46.9	53.1	32.7	67.3	10.2	2.0	18.4	0.0	0.0	2.0	5.0	2.3	2.7	1.6	3.4	0.5	0.1	0.9	0.0	0.0	0.1	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>54.9</b>	<b>45.1</b>	<b>35.2</b>	<b>64.8</b>	<b>4.8</b>	<b>8.8</b>	<b>17.3</b>	<b>0.2</b>	<b>1.6</b>	<b>2.4</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 0C - ADMINISTRATOR III

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+			
<b>External Factors</b>																									
Local	47.7	52.3	40.5	59.5	4.0	12.1	20.1	0.2	1.6	2.6	50.0	23.9	26.1	20.3	29.7	2.0	6.0	10.0	0.1	0.8	1.3	Bay Area			
Reasonable	51.0	49.0	25.0	75.0	9.4	8.7	4.8	0.5	0.2	1.4	15.0	7.6	7.4	3.7	11.3	1.4	1.3	0.7	0.1	0.0	0.2	National			
Reasonable	47.8	52.2	40.4	59.6	4.0	12.2	19.9	0.2	1.6	2.6	30.0	14.3	15.7	12.1	17.9	1.2	3.6	6.0	0.1	0.5	0.8	California			
<b>Internal Factors</b>																									
Feeders	59.7	40.3	44.8	55.2	6.0	11.9	17.9	0.0	0.0	9.0	5.0	3.0	2.0	2.2	2.8	0.3	0.6	0.9	0.0	0.0	0.4	Feeders			
<b>Final Availability (%)</b>												<b>100.0</b>	<b>48.8</b>	<b>51.2</b>	<b>38.4</b>	<b>61.6</b>	<b>4.9</b>	<b>11.6</b>	<b>17.6</b>	<b>0.3</b>	<b>1.3</b>	<b>2.7</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 0D - 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+		
<b>External Factors</b>																								
Local	54.7	45.3	40.2	59.8	4.4	11.9	19.6	0.3	1.7	2.4	50.0	27.4	22.6	20.1	29.9	2.2	6.0	9.8	0.1	0.8	1.2	Bay Area		
Reasonable	57.8	42.2	24.6	75.4	8.8	8.9	4.8	0.5	0.2	1.4	15.0	8.7	6.3	3.7	11.3	1.3	1.3	0.7	0.1	0.0	0.2	National		
Reasonable	54.8	45.2	40.1	59.9	4.4	12.0	19.4	0.3	1.6	2.4	30.0	16.4	13.6	12.0	18.0	1.3	3.6	5.8	0.1	0.5	0.7	California		
<b>Internal Factors</b>																								
Feeders	0.0	100.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	5.0	0.0	5.0	5.0	0.0	0.0	2.5	2.5	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>52.5</b>	<b>47.5</b>	<b>40.8</b>	<b>59.2</b>	<b>4.8</b>	<b>13.4</b>	<b>18.8</b>	<b>0.3</b>	<b>1.3</b>	<b>2.1</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 0E - 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+		
<b>External Factors</b>																								
Local	49.6	50.4	39.8	60.2	3.6	10.6	22.3	0.3	0.4	2.6	50.0	24.8	25.2	19.9	30.1	1.8	5.3	11.2	0.2	0.2	1.3	Bay Area		
Reasonable	52.7	47.3	23.2	76.8	8.3	9.2	3.8	0.5	0.1	1.3	15.0	7.9	7.1	3.5	11.5	1.3	1.4	0.6	0.1	0.0	0.2	National		
Reasonable	49.7	50.3	39.7	60.3	3.6	10.7	22.1	0.3	0.4	2.6	30.0	14.9	15.1	11.9	18.1	1.1	3.2	6.6	0.1	0.1	0.8	California		
<b>Internal Factors</b>																								
Feeders	0.0	100.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	5.0	0.0	5.0	5.0	0.0	0.0	2.5	2.5	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>47.6</b>	<b>52.4</b>	<b>40.3</b>	<b>59.7</b>	<b>4.1</b>	<b>12.4</b>	<b>20.9</b>	<b>0.3</b>	<b>0.4</b>	<b>2.2</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 1A - PHYSICIANS

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+		
<b>External Factors</b>																								
Local	58.1	41.9	42.3	57.7	2.8	6.2	30.8	0.0	0.0	2.6	30.0	17.4	12.6	12.7	17.3	0.8	1.9	9.2	0.0	0.0	0.8	Bay Area		
Reasonable	67.6	32.4	31.0	69.0	4.9	5.8	18.6	0.2	0.0	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	58.4	41.6	42.2	57.8	2.8	6.2	30.7	0.0	0.0	2.5	20.0	11.7	8.3	8.4	11.6	0.6	1.2	6.1	0.0	0.0	0.5	California		
<b>Internal Factors</b>																								
Feeders	40.0	60.0	40.0	60.0	0.0	10.0	30.0	0.0	0.0	0.0	50.0	20.0	30.0	20.0	30.0	0.0	5.0	15.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>49.1</b>	<b>50.9</b>	<b>41.1</b>	<b>58.9</b>	<b>1.4</b>	<b>8.1</b>	<b>30.4</b>	<b>0.0</b>	<b>0.0</b>	<b>1.3</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

Job Group: 2A - HEALTHCARE

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+		
<b>External Factors</b>																								
Local	19.6	80.4	57.4	42.6	7.7	18.2	27.3	0.4	0.9	2.9	20.0	3.9	16.1	11.5	8.5	1.5	3.6	5.5	0.1	0.2	0.6	Bay Area		
Reasonable	19.0	81.0	31.9	68.1	11.4	12.6	5.6	0.6	0.2	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	19.6	80.4	57.3	42.7	7.6	18.4	27.1	0.4	0.9	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	California		
<b>Internal Factors</b>																								
Feeders	18.8	81.2	68.8	31.2	3.1	12.5	31.2	3.1	0.0	18.8	80.0	15.0	65.0	55.0	25.0	2.5	10.0	25.0	2.5	0.0	15.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>18.9</b>	<b>81.1</b>	<b>66.5</b>	<b>33.5</b>	<b>4.0</b>	<b>13.6</b>	<b>30.5</b>	<b>2.6</b>	<b>0.2</b>	<b>15.6</b>		



# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 3A - 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+		
<b>External Factors</b>																								
Local	50.3	49.7	33.6	66.4	3.5	7.9	18.9	0.1	0.2	3.0	20.0	10.1	9.9	6.7	13.3	0.7	1.6	3.8	0.0	0.0	0.6	Bay Area		
Reasonable	51.5	48.5	25.2	74.8	6.3	5.5	11.4	0.3	0.1	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	50.3	49.7	33.6	66.4	3.5	8.0	18.8	0.1	0.2	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	California		
<b>Internal Factors</b>																								
Feeders	47.0	53.0	39.9	60.1	4.9	6.7	16.7	1.2	0.1	10.2	80.0	37.6	42.4	31.9	48.1	3.9	5.4	13.4	1.0	0.1	8.1	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>47.6</b>	<b>52.4</b>	<b>38.6</b>	<b>61.4</b>	<b>4.6</b>	<b>7.0</b>	<b>17.2</b>	<b>1.0</b>	<b>0.1</b>	<b>8.7</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

**Job Group:** 3B - 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+		
<b>External Factors</b>																								
Local	58.7	41.3	37.0	63.0	7.2	9.9	15.4	0.2	0.1	4.2	15.0	8.8	6.2	5.6	9.4	1.1	1.5	2.3	0.0	0.0	0.6	Bay Area		
Reasonable	65.2	34.8	22.1	77.9	8.9	7.6	2.7	0.4	0.1	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	58.8	41.2	36.9	63.1	7.2	10.0	15.2	0.2	0.1	4.2	5.0	2.9	2.1	1.8	3.2	0.4	0.5	0.8	0.0	0.0	0.2	California		
<b>Internal Factors</b>																								
Feeders	72.2	27.8	38.9	61.1	11.1	0.0	5.6	0.0	0.0	22.2	80.0	57.8	22.2	31.1	48.9	8.9	0.0	4.4	0.0	0.0	17.8	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>69.5</b>	<b>30.5</b>	<b>38.5</b>	<b>61.5</b>	<b>10.3</b>	<b>2.0</b>	<b>7.5</b>	<b>0.0</b>	<b>0.0</b>	<b>18.6</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 3C - 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+		
<b>External Factors</b>																								
Local	36.6	63.4	58.6	41.4	3.4	14.3	34.2	0.0	0.2	6.5	15.0	5.5	9.5	8.8	6.2	0.5	2.1	5.1	0.0	0.0	1.0	Bay Area		
Reasonable	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	36.5	63.5	58.1	41.9	3.3	14.4	33.7	0.0	0.2	6.4	5.0	1.8	3.2	2.9	2.1	0.2	0.7	1.7	0.0	0.0	0.3	California		
<b>Internal Factors</b>																								
Feeders	29.2	70.8	25.0	75.0	4.2	4.2	12.5	0.0	0.0	4.2	80.0	23.3	56.7	20.0	60.0	3.3	3.3	10.0	0.0	0.0	3.3	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>30.7</b>	<b>69.3</b>	<b>31.7</b>	<b>68.3</b>	<b>4.0</b>	<b>6.2</b>	<b>16.8</b>	<b>0.0</b>	<b>0.0</b>	<b>4.6</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 4A - STUDENT SERVICES-LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Local	35.9	64.1	48.1	51.9	1.9	18.5	15.7	0.0	1.3	10.7	15.0	5.4	9.6	7.2	7.8	0.3	2.8	2.4	0.0	0.2	1.6	Bay Area		
Reasonable	28.0	72.0	26.4	73.6	11.8	8.6	3.3	0.9	0.2	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	35.7	64.3	47.8	52.2	2.0	18.5	15.6	0.0	1.3	10.5	5.0	1.8	3.2	2.4	2.6	0.1	0.9	0.8	0.0	0.1	0.5	California		
<b>Internal Factors</b>																								
Feeders	39.3	60.7	70.4	29.6	14.1	13.3	34.8	1.5	0.7	5.9	80.0	31.4	48.6	56.3	23.7	11.3	10.7	27.9	1.2	0.6	4.7	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>38.6</b>	<b>61.4</b>	<b>65.9</b>	<b>34.1</b>	<b>11.6</b>	<b>14.4</b>	<b>31.0</b>	<b>1.2</b>	<b>0.9</b>	<b>6.9</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

**Job Group:** 4B - STUDENT SERVICES-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+		
<b>External Factors</b>																								
Local	35.9	64.1	48.1	51.9	1.9	18.5	15.7	0.0	1.3	10.7	15.0	5.4	9.6	7.2	7.8	0.3	2.8	2.4	0.0	0.2	1.6	Bay Area		
Reasonable	28.0	72.0	26.4	73.6	11.8	8.6	3.3	0.9	0.2	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	35.7	64.3	47.8	52.2	2.0	18.5	15.6	0.0	1.3	10.5	5.0	1.8	3.2	2.4	2.6	0.1	0.9	0.8	0.0	0.1	0.5	California		
<b>Internal Factors</b>																								
Feeders	41.9	58.1	51.6	48.4	3.2	22.6	16.1	0.0	0.0	9.7	80.0	33.5	46.5	41.3	38.7	2.6	18.1	12.9	0.0	0.0	7.7	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>40.7</b>	<b>59.3</b>	<b>50.9</b>	<b>49.1</b>	<b>3.0</b>	<b>21.8</b>	<b>16.0</b>	<b>0.0</b>	<b>0.3</b>	<b>9.9</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 4C - TECHNICAL 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+		
<b>External Factors</b>																								
Local	35.9	64.1	48.1	51.9	1.9	18.5	15.7	0.0	1.3	10.7	15.0	5.4	9.6	7.2	7.8	0.3	2.8	2.4	0.0	0.2	1.6	Bay Area		
Reasonable	28.0	72.0	26.4	73.6	11.8	8.6	3.3	0.9	0.2	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	35.7	64.3	47.8	52.2	2.0	18.5	15.6	0.0	1.3	10.5	5.0	1.8	3.2	2.4	2.6	0.1	0.9	0.8	0.0	0.1	0.5	California		
<b>Internal Factors</b>																								
Feeders	0.0	100.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	80.0	0.0	80.0	80.0	0.0	0.0	40.0	40.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>7.2</b>	<b>92.8</b>	<b>89.6</b>	<b>10.4</b>	<b>0.4</b>	<b>43.7</b>	<b>43.1</b>	<b>0.0</b>	<b>0.3</b>	<b>2.1</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 5A - 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+		
<b>External Factors</b>																								
Local	73.8	26.2	82.9	17.1	9.1	48.8	23.3	0.2	0.3	1.0	15.0	11.1	3.9	12.4	2.6	1.4	7.3	3.5	0.0	0.0	0.2	Bay Area		
Reasonable	72.3	27.7	48.9	51.1	17.3	26.6	2.5	0.9	0.2	1.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	73.8	26.2	82.7	17.3	9.1	49.0	23.0	0.2	0.3	1.0	5.0	3.7	1.3	4.1	0.9	0.5	2.4	1.2	0.0	0.0	0.1	California		
<b>Internal Factors</b>																								
Feeders	56.3	43.7	95.6	4.4	2.9	28.6	56.8	0.0	0.0	7.3	80.0	45.0	35.0	76.5	3.5	2.3	22.9	45.4	0.0	0.0	5.8	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>59.8</b>	<b>40.2</b>	<b>93.1</b>	<b>6.9</b>	<b>4.2</b>	<b>32.7</b>	<b>50.1</b>	<b>0.0</b>	<b>0.1</b>	<b>6.0</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 6A - 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+		
<b>External Factors</b>																								
Local	93.8	5.6	58.6	41.4	5.6	31.5	17.1	0.5	1.0	2.3	15.0	14.1	0.8	8.8	6.2	0.8	4.7	2.6	0.1	0.1	0.3	Bay Area		
Reasonable	94.6	5.4	32.8	67.2	8.1	20.7	1.8	0.7	0.2	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	93.8	5.5	58.5	41.5	5.6	31.6	16.8	0.5	1.0	2.3	5.0	4.7	0.3	2.9	2.1	0.3	1.6	0.8	0.0	0.0	0.1	California		
<b>Internal Factors</b>																								
Feeders	97.0	3.0	56.7	43.3	7.5	19.4	19.4	1.5	0.0	9.0	80.0	77.6	2.4	45.4	34.6	6.0	15.5	15.5	1.2	0.0	7.2	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>96.4</b>	<b>3.5</b>	<b>57.1</b>	<b>42.9</b>	<b>7.1</b>	<b>21.8</b>	<b>18.9</b>	<b>1.3</b>	<b>0.2</b>	<b>7.6</b>		



# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 7A - 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+		
<b>External Factors</b>																								
Local	11.9	88.1	48.3	51.7	7.0	15.1	22.1	0.2	0.8	3.1	15.0	1.8	13.2	7.2	7.8	1.0	2.3	3.3	0.0	0.1	0.5	Bay Area		
Reasonable	5.2	94.8	23.9	76.1	9.1	10.2	2.6	0.6	0.1	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	11.8	88.2	48.1	51.9	6.9	15.3	21.8	0.2	0.8	3.1	5.0	0.6	4.4	2.4	2.6	0.3	0.8	1.1	0.0	0.0	0.2	California		
<b>Internal Factors</b>																								
Feeders	34.7	65.3	72.2	27.8	12.5	13.9	29.2	0.0	0.0	16.7	80.0	27.8	52.2	57.8	22.2	10.0	11.1	23.3	0.0	0.0	13.3	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>30.2</b>	<b>69.8</b>	<b>67.4</b>	<b>32.6</b>	<b>11.4</b>	<b>14.1</b>	<b>27.7</b>	<b>0.0</b>	<b>0.2</b>	<b>13.9</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 7B - CLERICAL LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Local	12.7	87.3	47.1	52.9	6.7	14.6	21.6	0.2	0.8	3.1	15.0	1.9	13.1	7.1	7.9	1.0	2.2	3.2	0.0	0.1	0.5	Bay Area		
Reasonable	6.6	93.4	23.5	76.5	9.0	9.9	2.6	0.6	0.1	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	12.6	87.4	46.9	53.1	6.7	14.8	21.3	0.2	0.8	3.1	5.0	0.6	4.4	2.3	2.7	0.3	0.7	1.1	0.0	0.0	0.2	California		
<b>Internal Factors</b>																								
Feeders	19.0	81.0	72.7	27.3	9.9	19.8	30.6	0.8	0.0	11.6	80.0	15.2	64.8	58.2	21.8	7.9	15.9	24.5	0.7	0.0	9.3	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>17.7</b>	<b>82.3</b>	<b>67.6</b>	<b>32.4</b>	<b>9.3</b>	<b>18.8</b>	<b>28.8</b>	<b>0.7</b>	<b>0.2</b>	<b>9.9</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 7C - 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+		
<b>External Factors</b>																								
Local	17.6	82.4	52.8	47.2	4.3	14.3	31.0	0.9	0.7	1.7	15.0	2.6	12.4	7.9	7.1	0.6	2.1	4.6	0.1	0.1	0.3	Bay Area		
Reasonable	11.4	88.6	23.2	76.8	7.7	9.3	4.2	0.6	0.1	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	17.5	82.5	52.5	47.5	4.3	14.3	30.6	0.9	0.7	1.7	5.0	0.9	4.1	2.6	2.4	0.2	0.7	1.5	0.0	0.0	0.1	California		
<b>Internal Factors</b>																								
Feeders	40.0	60.0	80.0	20.0	0.0	0.0	40.0	0.0	0.0	40.0	80.0	32.0	48.0	64.0	16.0	0.0	0.0	32.0	0.0	0.0	32.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>35.5</b>	<b>64.5</b>	<b>74.5</b>	<b>25.5</b>	<b>0.9</b>	<b>2.9</b>	<b>38.2</b>	<b>0.2</b>	<b>0.1</b>	<b>32.3</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 7D - 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+		
<b>External Factors</b>																								
Local	29.0	71.0	54.8	45.2	4.1	13.9	33.3	0.5	0.6	2.4	15.0	4.4	10.6	8.2	6.8	0.6	2.1	5.0	0.1	0.1	0.4	Bay Area		
Reasonable	19.4	80.6	26.9	73.1	10.9	9.2	4.5	0.6	0.1	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	28.8	71.1	54.6	45.4	4.1	14.1	32.9	0.6	0.6	2.3	5.0	1.4	3.6	2.7	2.3	0.2	0.7	1.6	0.0	0.0	0.1	California		
<b>Internal Factors</b>																								
Feeders	25.0	75.0	93.8	6.2	6.2	12.5	50.0	0.0	0.0	25.0	80.0	20.0	60.0	75.0	5.0	5.0	10.0	40.0	0.0	0.0	20.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>25.8</b>	<b>74.2</b>	<b>85.9</b>	<b>14.1</b>	<b>5.8</b>	<b>12.8</b>	<b>46.6</b>	<b>0.1</b>	<b>0.1</b>	<b>20.5</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 7E - SECURITYMAINTENANCE

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+		
<b>External Factors</b>																								
Local	37.7	62.3	48.6	51.4	12.0	20.9	12.8	0.1	1.2	1.6	15.0	5.7	9.3	7.3	7.7	1.8	3.1	1.9	0.0	0.2	0.2	Bay Area		
Reasonable	41.5	58.5	35.6	64.4	17.2	12.6	2.6	1.3	0.2	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	37.8	62.2	48.5	51.5	11.9	21.1	12.6	0.1	1.2	1.6	5.0	1.9	3.1	2.4	2.6	0.6	1.1	0.6	0.0	0.1	0.1	California		
<b>Internal Factors</b>																								
Feeders	77.4	22.6	71.0	29.0	6.5	16.1	29.0	0.0	0.0	19.4	80.0	61.9	18.1	56.8	23.2	5.2	12.9	23.2	0.0	0.0	15.5	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>69.5</b>	<b>30.5</b>	<b>66.5</b>	<b>33.5</b>	<b>7.6</b>	<b>17.1</b>	<b>25.8</b>	<b>0.0</b>	<b>0.2</b>	<b>15.8</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

Job Group: 8A - 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+		
<b>External Factors</b>																								
Local	82.6	17.4	49.6	50.4	8.7	14.3	22.6	0.1	0.5	3.3	15.0	12.4	2.6	7.4	7.6	1.3	2.1	3.4	0.0	0.1	0.5	Bay Area		
Reasonable	85.2	14.8	29.2	70.8	12.4	12.5	2.0	0.7	0.2	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	82.6	17.4	49.4	50.6	8.7	14.5	22.3	0.1	0.5	3.3	5.0	4.1	0.9	2.5	2.5	0.4	0.7	1.1	0.0	0.0	0.2	California		
<b>Internal Factors</b>																								
Feeders	93.8	6.2	56.2	43.8	0.0	25.0	18.8	0.0	6.2	6.2	80.0	75.0	5.0	45.0	35.0	0.0	20.0	15.0	0.0	5.0	5.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>91.5</b>	<b>8.5</b>	<b>54.9</b>	<b>45.1</b>	<b>1.7</b>	<b>22.9</b>	<b>19.5</b>	<b>0.0</b>	<b>5.1</b>	<b>5.7</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 9A - 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+		
<b>External Factors</b>																								
Local	50.2	49.8	50.7	49.3	2.6	19.9	20.4	0.2	0.7	6.9	15.0	7.5	7.5	7.6	7.4	0.4	3.0	3.1	0.0	0.1	1.0	Bay Area		
Reasonable	44.1	55.9	30.4	69.6	10.4	11.6	6.1	0.6	0.1	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	50.0	49.9	50.6	49.4	2.7	19.9	20.3	0.2	0.7	6.8	5.0	2.5	2.5	2.5	2.5	0.1	1.0	1.0	0.0	0.0	0.3	California		
<b>Internal Factors</b>																								
Feeders	66.3	33.7	41.6	58.4	5.6	7.9	19.1	1.1	1.1	6.7	80.0	53.0	27.0	33.3	46.7	4.5	6.3	15.3	0.9	0.9	5.4	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>63.1</b>	<b>36.9</b>	<b>43.4</b>	<b>56.6</b>	<b>5.0</b>	<b>10.3</b>	<b>19.4</b>	<b>0.9</b>	<b>1.0</b>	<b>6.8</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 9B - TECHNICAL 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+		
<b>External Factors</b>																								
Local	66.7	33.3	60.4	39.6	0.9	43.5	9.6	0.1	0.6	5.7	15.0	10.0	5.0	9.1	5.9	0.1	6.5	1.4	0.0	0.1	0.9	Bay Area		
Reasonable	60.8	39.2	28.9	71.1	10.0	13.2	3.2	0.7	0.1	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	66.3	33.3	60.4	39.6	0.9	43.2	9.6	0.1	0.6	5.6	5.0	3.3	1.7	3.0	2.0	0.0	2.2	0.5	0.0	0.0	0.3	California		
<b>Internal Factors</b>																								
Feeders	81.8	18.2	40.9	59.1	9.1	18.2	9.1	0.0	0.0	4.5	80.0	65.5	14.5	32.7	47.3	7.3	14.5	7.3	0.0	0.0	3.6	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>78.8</b>	<b>21.2</b>	<b>44.8</b>	<b>55.2</b>	<b>7.4</b>	<b>23.2</b>	<b>9.2</b>	<b>0.0</b>	<b>0.1</b>	<b>4.8</b>		



# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2013

Plan Date: 01/01/2014

**Job Group:** 9C - 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+		
<b>External Factors</b>																								
Local	45.4	54.6	48.1	51.9	4.4	7.9	31.5	0.1	0.8	3.3	15.0	6.8	8.2	7.2	7.8	0.7	1.2	4.7	0.0	0.1	0.5	Bay Area		
Reasonable	47.9	52.1	29.0	71.0	10.2	8.0	8.4	0.5	0.2	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	45.4	54.6	47.9	52.1	4.5	8.1	31.2	0.1	0.8	3.3	5.0	2.3	2.7	2.4	2.6	0.2	0.4	1.6	0.0	0.0	0.2	California		
<b>Internal Factors</b>																								
Feeders	32.5	67.5	62.0	38.0	4.4	14.0	34.7	0.0	0.8	8.0	80.0	26.0	54.0	49.6	30.4	3.5	11.2	27.8	0.0	0.7	6.4	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>35.1</b>	<b>64.9</b>	<b>59.2</b>	<b>40.8</b>	<b>4.4</b>	<b>12.8</b>	<b>34.0</b>	<b>0.0</b>	<b>0.8</b>	<b>7.0</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2013

## Availability Analysis

Plan Date: 01/01/2014

**Job Group:** 9D - 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+		
<b>External Factors</b>																								
Local	46.9	53.1	46.9	53.1	5.2	9.0	27.9	0.1	1.0	3.8	15.0	7.0	8.0	7.0	8.0	0.8	1.4	4.2	0.0	0.1	0.6	Bay Area		
Reasonable	44.3	55.7	28.7	71.3	11.1	8.0	7.3	0.5	0.2	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Reasonable	46.8	53.2	46.8	53.2	5.2	9.1	27.6	0.1	1.0	3.7	5.0	2.3	2.7	2.3	2.7	0.3	0.5	1.4	0.0	0.0	0.2	California		
<b>Internal Factors</b>																								
Feeders	44.4	55.6	57.5	42.5	3.7	7.7	36.8	0.2	0.5	8.6	80.0	35.6	44.4	46.0	34.0	3.0	6.1	29.4	0.2	0.4	6.9	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>44.9</b>	<b>55.1</b>	<b>55.4</b>	<b>44.6</b>	<b>4.0</b>	<b>7.9</b>	<b>35.0</b>	<b>0.2</b>	<b>0.6</b>	<b>7.7</b>		