

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	6	3	Male	4	2	0	2	0	0	0	0
				Female	2	1	0	0	1	0	0	
5683	RESEARCH TECHNICIAN I	62	28	Male	25	15	0	3	6	0	0	1
				Female	37	19	2	6	8	0	1	1
2358	LECTURER - ACADEMIC YEAR	802	250	Male	336	239	14	28	52	2	0	1
				Female	466	313	27	35	80	7	2	2
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	216	118	Male	41	22	2	3	14	0	0	0
				Female	175	76	11	21	64	0	2	1
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	7	4	Male	0	0	0	0	0	0	0	0
				Female	7	3	1	1	1	1	0	0
5681	RESEARCH TECHNICIAN II	17	4	Male	7	6	0	1	0	0	0	0
				Female	10	7	0	1	2	0	0	0
7512	GLASSBLOWER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	34	24	Male	9	3	0	5	1	0	0	0
				Female	25	7	3	6	9	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	57	39	Male	14	6	1	5	2	0	0	0
				Female	43	12	0	10	20	1	0	0
5680	RESEARCH TECHNICIAN III	10	5	Male	4	2	0	1	1	0	0	0
				Female	6	3	0	0	3	0	0	0
6223	LABORER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH	56	18	Male	27	19	1	2	5	0	0	0
				Female	29	19	1	2	6	1	0	0

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0440	EQUIPMENT SYSTEMS SPECIALIST -12	4	3	Male	4	1	1	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	16	6	Male	6	5	0	0	1	0	0	0
				Female	10	5	1	1	3	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	11	7	Male	5	2	1	0	2	0	0	0
				Female	6	2	0	0	3	1	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	590	234	Male	309	194	19	22	68	5	0	1
				Female	281	162	15	22	76	4	0	2
2359	LECTURER - 12 MONTH	19	5	Male	5	4	0	1	0	0	0	0
				Female	14	10	0	1	3	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
6951	PIANO TECHNICIAN II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7888	LABORATORY ASSISTANT I	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	5	2	Male	5	3	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2889	LIBRARY SERVICES SPECIALIST IV	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	49	19	Male	36	21	1	4	10	0	0	0
				Female	13	9	0	1	3	0	0	0
7879	LABORATORY ASSISTANT II	9	3	Male	5	3	0	1	1	0	0	0
				Female	4	3	0	0	1	0	0	0

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7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3078	STUDENT SERVICES PROFESSIONAL I - 10 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	99	37	Male	50	34	3	4	7	1	0	1
				Female	49	28	1	5	14	1	0	0
2887	LIBRARY SERVICES SPECIALIST II	15	9	Male	7	4	0	2	1	0	0	0
				Female	8	2	0	0	6	0	0	0
2886	LIBRARY SERVICES SPECIALIST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	6	1	Male	2	1	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	13	8	Male	3	1	0	0	2	0	0	0
				Female	10	4	0	2	4	0	0	0
5182	EXTENDED EDUCATION SPECIALIST II	6	1	Male	3	2	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
2920	LIBRARIAN - 12 MONTH	20	5	Male	8	8	0	0	0	0	0	0
				Female	12	7	1	1	3	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	4	1	Male	3	2	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	26	21	Male	12	2	2	2	5	1	0	0
				Female	14	3	1	3	7	0	0	0
2628	CREDENTIAL ANALYST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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1730	ACCOUNTING TECHNICIAN I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2888	LIBRARY SERVICES SPECIALIST III	6	3	Male	2	1	0	0	1	0	0	0
				Female	4	2	0	1	1	0	0	0
2866	ACCOMPANIST II	6	3	Male	5	2	2	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	10	3	Male	7	5	1	0	1	0	0	0
				Female	3	2	1	0	0	0	0	0
5181	EXTENDED EDUCATION SPECIALIST I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1740	Accounting Technician III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2919	LIBRARIAN - 10 MONTH	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	3	1	Male	3	2	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	9	5	Male	9	4	0	4	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0840	PERFORMING ARTS TECHNICIAN -12 MONTH	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7003	EQUIPMENT TECHNICIAN I, ELECTRONIC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7021	EQUIPMENT TECHNICIAN III, MECHANICAL	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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2630	CREDENTIAL ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	11	4	Male	7	5	0	1	1	0	0	0
				Female	4	2	0	1	1	0	0	0
0400	Analyst/Programmer 12 Mo	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6251	FACILITIES WORKER II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	12	5	Male	4	2	1	0	1	0	0	0
				Female	8	5	0	1	2	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0410	Operating Sys Analyst 12 Mo	4	2	Male	4	2	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0430	Network Analyst 12 Mo	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	6	1	Male	4	3	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
0850	BROADCAST ENGINEER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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2387	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
3306	ADMINISTRATOR III	20	5	Male	9	6	1	2	0	0	0	0
				Female	11	9	0	1	1	0	0	0
2321	RESIDENT DIRECTOR, INTERNATIONAL PROGRAMS - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	15	7	Male	7	2	1	1	3	0	0	0
				Female	8	6	1	1	0	0	0	0
2388	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
<b>Grand Total #</b>		<b>2,324</b>	<b>919</b>	Male #	<b>1,022</b>	<b>658</b>	<b>53</b>	<b>101</b>	<b>196</b>	<b>9</b>	<b>1</b>	<b>4</b>
<b>Grand Total %</b>			<b>39.5</b>	Male %	<b>44.0</b>	<b>28.3</b>	<b>2.3</b>	<b>4.3</b>	<b>8.4</b>	<b>0.4</b>	<b>0.04</b>	<b>0.17</b>
				Female #	<b>1,302</b>	<b>747</b>	<b>66</b>	<b>126</b>	<b>336</b>	<b>16</b>	<b>5</b>	<b>6</b>
				Female%	<b>56.0</b>	<b>32.1</b>	<b>2.8</b>	<b>5.4</b>	<b>14.5</b>	<b>0.7</b>	<b>0.22</b>	<b>0.3</b>

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Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	149	147	Male	64	2	1	14	46	0	0	1
				Female	85	0	1	30	54	0	0	0
6223	LABORER	31	31	Male	31	0	1	12	18	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	19	14	Male	5	2	0	0	3	0	0	0
				Female	14	3	4	4	3	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	105	82	Male	35	9	5	6	15	0	0	0
				Female	70	14	3	13	39	0	0	1
1741	ACCOUNTING TECHNICIAN II	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	3	2	Male	3	1	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	LEAD CUSTODIAN	14	13	Male	8	1	2	4	1	0	0	0
				Female	6	0	1	3	2	0	0	0
0731	GROUNDWORKER	5	3	Male	5	2	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1508	WAREHOUSE WORKER	7	5	Male	6	2	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
0743	GARDENER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0746	TREE TRIMMER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6701	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
0745	GARDENING SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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4791	BUYER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
0726	LEAD GROUNDSWORKER	5	4	Male	5	1	0	3	1	0	0	0
				Female	0	0	0	0	0	0	0	
1740	Accounting Technician III	6	5	Male	3	1	0	0	2	0	0	0
				Female	3	0	0	1	2	0	0	
0748	TREE TRIMMER II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	0	0	1	0	
0420	INFORMATION TECHNOLOGY CONSULTANT -12	19	10	Male	13	7	1	1	4	0	0	0
				Female	6	2	0	1	3	0	0	
1502	SHIPPING AND RECEIVING ASSISTANT I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
1762	ACCOUNTANT I	10	9	Male	4	0	0	0	4	0	0	0
				Female	6	1	0	0	5	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
4792	Buyer II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
1549	PROPERTY CLERK II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6251	FACILITIES WORKER II	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	

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5784	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
0400	Analyst/Programmer 12 Mo	26	21	Male	18	3	1	0	14	0	0	0
				Female	8	2	0	0	6	0	0	0
4793	BUYER II - LEAD	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
6476	CARPENTER	4	1	Male	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
6526	PAINTER	16	8	Male	16	8	0	8	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	13	8	Male	12	4	0	4	4	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	13	9	Male	8	4	0	1	3	0	0	0
				Female	5	0	1	1	3	0	0	0
6642	Locksmith	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5284	SENIOR BUDGET ANALYST	4	3	Male	2	1	0	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
6702	BUILDING SERVICE ENGINEER	5	1	Male	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	ELECTRICIAN	7	4	Male	7	3	1	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6549	PLUMBER	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6270	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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4555	ACCOUNTANT II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
6643	LEAD LOCKSMITH	2	2	Male	2	0	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	28	14	Male	14	9	1	0	4	0	0	0
				Female	14	5	2	2	5	0	0	0
6532	LEAD ELECTRICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6260	FACILITIES CONTROL SPECIALIST	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6547	SUPERVISING PLUMBER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	SUPERVISING PAINTER	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6700	SUPERVISING BUILDING SERVICE ENGINEER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6534	SUPERVISING ELECTRICIAN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0410	Operating Sys Analyst 12 Mo	7	6	Male	6	1	0	0	5	0	0	0
				Female	1	0	0	0	1	0	0	0
4556	ACCOUNTANT III	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5783	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
0430	Network Analyst 12 Mo	3	3	Male	3	0	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	3	3	Male	2	0	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	ADMINISTRATOR III	15	7	Male	11	5	1	0	5	0	0	0
				Female	4	3	1	0	0	0	0	0
3300	ADMINISTRATOR IV	5	4	Male	2	0	0	1	1	0	0	0
				Female	3	1	0	0	2	0	0	0
<b>Grand Total #</b>		<b>576</b>	<b>455</b>	<b>Male #</b>	<b>327</b>	<b>87</b>	<b>20</b>	<b>67</b>	<b>152</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>79.0</b>	<b>Male %</b>	<b>56.8</b>	<b>15.1</b>	<b>3.5</b>	<b>11.6</b>	<b>26.4</b>	<b>0.0</b>	<b>0.00</b>	<b>0.17</b>
				<b>Female #</b>	<b>249</b>	<b>34</b>	<b>16</b>	<b>58</b>	<b>139</b>	<b>1</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>43.2</b>	<b>5.9</b>	<b>2.8</b>	<b>10.1</b>	<b>24.1</b>	<b>0.2</b>	<b>0.00</b>	<b>0.2</b>

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1170	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
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1148	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2977	PRESIDENT	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>5</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>71.4</b>	<b>Male %</b>	<b>28.6</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>14.3</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>71.4</b>	<b>14.3</b>	<b>0.0</b>	<b>28.6</b>	<b>28.6</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	28	20	Male	19	5	2	4	8	0	0	0
				Female	9	3	0	3	3	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	24	19	Male	8	2	0	2	4	0	0	0
				Female	16	3	3	2	7	1	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	10	7	Male	2	1	1	0	0	0	0	0
				Female	8	2	2	1	3	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	30	21	Male	7	1	0	1	5	0	0	0
				Female	23	8	1	3	9	0	1	1
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	5	4	Male	2	0	1	0	1	0	0	0
				Female	3	1	0	0	2	0	0	0
8157	REGISTERED NURSE III	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	0	2	1	0	0	0
8137	CLINICAL ASSISTANT	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	0	0	4	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	1	1	0	0	0
8148	MEDICAL ASSISTANT	5	4	Male	2	1	0	0	1	0	0	0
				Female	3	0	0	2	1	0	0	0
3075	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
1140	HEALTH INFORMATION TECHNICIAN	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8800	POLICE DISPATCHER -12 MONTH	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	14	8	Male	10	4	0	0	6	0	0	0
				Female	4	2	0	1	1	0	0	0
5783	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
3082	STUDENT SERVICES PROFESSIONAL II	37	26	Male	15	6	3	2	4	0	0	0
				Female	22	5	4	2	11	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	10	9	Male	2	0	0	2	0	0	0	0
				Female	8	1	1	2	4	0	0	0
5210	HEALTH SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8147	HEALTH EDUCATOR	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	1	1	1	0	0
8185	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
1170	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
8350	POLICE OFFICER	11	4	Male	10	7	0	1	2	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
1176	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

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0410	Operating Sys Analyst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3072	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
3312	ADMINISTRATOR II	10	9	Male	8	1	2	3	2	0	0	0
				Female	2	0	1	1	0	0	0	0
8365	CORPORAL	5	4	Male	5	1	0	2	1	0	1	0
				Female	0	0	0	0	0	0	0	0
3073	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
5787	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
8354	SERGEANT	7	3	Male	5	2	0	2	1	0	0	0
				Female	2	2	0	0	0	0	0	0
0400	Analyst/Programmer 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8166	NURSE PRACTITIONER	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3306	ADMINISTRATOR III	7	2	Male	2	2	0	0	0	0	0	0
				Female	5	3	1	1	0	0	0	0
7992	PHARMACIST I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
7993	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7737	PHYSICIAN	8	4	Male	4	3	0	0	1	0	0	0
				Female	4	1	0	0	3	0	0	0
<b>Grand Total #</b>		<b>268</b>	<b>175</b>	<b>Male #</b>	<b>119</b>	<b>46</b>	<b>12</b>	<b>19</b>	<b>39</b>	<b>1</b>	<b>2</b>	<b>0</b>
<b>Grand Total %</b>			<b>65.3</b>	<b>Male %</b>	<b>44.4</b>	<b>17.2</b>	<b>4.5</b>	<b>7.1</b>	<b>14.6</b>	<b>0.4</b>	<b>0.75</b>	<b>0.00</b>
				<b>Female #</b>	<b>149</b>	<b>47</b>	<b>14</b>	<b>25</b>	<b>58</b>	<b>3</b>	<b>1</b>	<b>1</b>
				<b>Female%</b>	<b>55.6</b>	<b>17.5</b>	<b>5.2</b>	<b>9.3</b>	<b>21.6</b>	<b>1.1</b>	<b>0.37</b>	<b>0.4</b>

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2384	COACHING ASSISTANT - ACADEMIC YEAR	8	2	Male	4	3	0	1	0	0	0	0
				Female	4	3	0	0	1	0	0	0
2379	COACHING SPECIALIST - 12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	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
2382	COACHING ASSISTANT - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
2378	COACH - ACADEMIC YEAR	7	0	Male	4	4	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	22	6	Male	8	7	0	0	1	0	0	0
				Female	14	9	1	1	2	0	1	0
2376	COACH - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
8185	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Workforce Analysis

Plan Date: 07/01/2014

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0820	GRAPHIC DESIGNER -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	14	3	Male	7	5	0	2	0	0	0	0
				Female	7	6	0	0	1	0	0	0
1176	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
2375	HEAD COACH - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2374	HEAD COACH - 10 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	5	2	Male	2	1	1	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
3300	ADMINISTRATOR IV	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>80</b>	<b>23</b>	<b>Male #</b>	<b>39</b>	<b>30</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>28.8</b>	<b>Male %</b>	<b>48.8</b>	<b>37.5</b>	<b>1.3</b>	<b>5.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>41</b>	<b>27</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>
				<b>Female%</b>	<b>51.3</b>	<b>33.8</b>	<b>5.0</b>	<b>5.0</b>	<b>6.3</b>	<b>0.0</b>	<b>1.25</b>	<b>0.0</b>

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

Job Group: 0A - EXECUTIVE

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	0	2977	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

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# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**Job Group:** 0B - ADMINISTRATOR IV

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	3300	ADMINISTRATOR IV	28	12	16	13	15	2	4	7	0	0	0
<b>Total (#)</b>				<b>28</b>	<b>12</b>	<b>16</b>	<b>13</b>	<b>15</b>	<b>2</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>42.9</b>	<b>57.1</b>	<b>46.4</b>	<b>53.6</b>	<b>7.1</b>	<b>14.3</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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	3306	ADMINISTRATOR III	48	25	23	16	32	6	4	6	0	0	0
<b>Total (#)</b>				<b>48</b>	<b>25</b>	<b>23</b>	<b>16</b>	<b>32</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>52.1</b>	<b>47.9</b>	<b>33.3</b>	<b>66.7</b>	<b>12.5</b>	<b>8.3</b>	<b>12.5</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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	3312	ADMINISTRATOR II	58	33	25	27	31	6	8	13	0	0	0
10	0	8354	SERGEANT	7	5	2	3	4	0	2	1	0	0	0
<b>Total (#)</b>				<b>65</b>	<b>38</b>	<b>27</b>	<b>30</b>	<b>35</b>	<b>6</b>	<b>10</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>58.5</b>	<b>41.5</b>	<b>46.2</b>	<b>53.8</b>	<b>9.2</b>	<b>15.4</b>	<b>21.5</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

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	1	3318	ADMINISTRATOR I	1	1	0	1	0	0	0	0	0	1	0
12	1	1148	PRESIDENTIAL AIDE	1	0	1	1	0	0	1	0	0	0	0
<b>Total (#)</b>				2	1	1	2	0	0	1	0	0	1	0
<b>Total (%)</b>					50.0	50.0	100.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0

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

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

Job Group: 1A - PHYSICIANS

EEO

<b>Total</b>
--------------

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	1	7737	PHYSICIAN	8	4	4	4	4	0	0	4	0	0	0
<b>Total (#)</b>				8	4	4	4	4	0	0	4	0	0	0
<b>Total (%)</b>					50.0	50.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

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

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

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	8185	ATHLETIC TRAINER II - 12 MONTH	2	1	1	2	0	0	1	0	1	0	0
	10	1	8137	CLINICAL ASSISTANT	5	0	5	4	1	0	0	4	0	0	0
	4	1	8147	HEALTH EDUCATOR	4	0	4	3	1	0	1	1	1	0	0
	9	1	1140	HEALTH INFORMATION TECHNICIAN	3	0	3	2	1	1	0	1	0	0	0
	10	1	8148	MEDICAL ASSISTANT	5	2	3	4	1	0	2	2	0	0	0
	9	1	8166	NURSE PRACTITIONER	3	0	3	0	3	0	0	0	0	0	0
	9	1	7992	PHARMACIST I	1	1	0	1	0	0	0	1	0	0	0
	9	1	7993	PHARMACIST II	1	0	1	1	0	0	0	1	0	0	0
	9	1	8157	REGISTERED NURSE III	5	0	5	3	2	0	2	1	0	0	0
<b>Total (#)</b>					<b>29</b>	<b>4</b>	<b>25</b>	<b>20</b>	<b>9</b>	<b>1</b>	<b>6</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>						<b>13.8</b>	<b>86.2</b>	<b>69.0</b>	<b>31.0</b>	<b>3.4</b>	<b>20.7</b>	<b>37.9</b>	<b>6.9</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

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	2481	DEPARTMENT CHAIR - 12 MONTH	56	27	29	18	38	2	4	11	1	0	0
	5	0	2388	GRANT-RELATED/SPECIALLY FUNDED I	2	0	2	0	2	0	0	0	0	0	0
	5	0	2387	GRANT-RELATED/SPECIALLY FUNDED I	1	0	1	0	1	0	0	0	0	0	0
	5	4	2361	INSTRUCTIONAL FACULTY - 12 MONTH	6	4	2	0	6	0	0	0	0	0	0
	5	3	2360	INSTRUCTIONAL FACULTY - ACADEMIC	590	309	281	234	356	34	44	144	9	0	3
	5	3	2399	INSTRUCTIONAL FACULTY - ACADEMIC	99	50	49	37	62	4	9	21	2	0	1
	5	2	2359	LECTURER - 12 MONTH	19	5	14	5	14	0	2	3	0	0	0
	5	1	2358	LECTURER - ACADEMIC YEAR	802	336	466	250	552	41	63	132	9	2	3
	5	5	2321	RESIDENT DIRECTOR, INTERNATIONAL	1	0	1	0	1	0	0	0	0	0	0
<b>Total (#)</b>					<b>1,576</b>	<b>731</b>	<b>845</b>	<b>544</b>	<b>1,032</b>	<b>81</b>	<b>122</b>	<b>311</b>	<b>21</b>	<b>2</b>	<b>7</b>
<b>Total (%)</b>						<b>46.4</b>	<b>53.6</b>	<b>34.5</b>	<b>65.5</b>	<b>5.1</b>	<b>7.7</b>	<b>19.7</b>	<b>1.3</b>	<b>0.1</b>	<b>0.4</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2014

### Job Group Analysis

Plan Date: 07/01/2014

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

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	4	0	2376	COACH - 12 MONTH	1	1	0	0	1	0	0	0	0	0	0
	4	0	2378	COACH - ACADEMIC YEAR	7	4	3	0	7	0	0	0	0	0	0
	4	0	2382	COACHING ASSISTANT - 12 MONTH	1	0	1	0	1	0	0	0	0	0	0
	4	0	2384	COACHING ASSISTANT - ACADEMIC YEA	8	4	4	2	6	0	1	1	0	0	0
	4	0	2379	COACHING SPECIALIST - 12 MONTH	2	2	0	0	2	0	0	0	0	0	0
	4	0	2374	HEAD COACH - 10 MONTH	1	1	0	0	1	0	0	0	0	0	0
	4	0	2375	HEAD COACH - ACADEMIC YEAR	1	1	0	0	1	0	0	0	0	0	0
<b>Total (#)</b>					<b>21</b>	<b>13</b>	<b>8</b>	<b>2</b>	<b>19</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>						<b>61.9</b>	<b>38.1</b>	<b>9.5</b>	<b>90.5</b>	<b>0.0</b>	<b>4.8</b>	<b>4.8</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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+	
7	3	2919	LIBRARIAN - 10 MONTH	3	0	3	0	3	0	0	0	0	0	0	
7	2	2920	LIBRARIAN - 12 MONTH	20	8	12	5	15	1	1	3	0	0	0	
<b>Total (#)</b>				23	8	15	5	18	1	1	3	0	0	0	
<b>Total (%)</b>					34.8	65.2	21.7	78.3	4.3	4.3	13.0	0.0	0.0	0.0	

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

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

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

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
8	1	5181	EXTENDED EDUCATION SPECIALIST I	1	0	1	0	1	0	0	0	0	0	0	
4	1	3079	STUDENT SERVICES PROFESSIONAL I	7	2	5	6	1	0	1	5	0	0	0	
4	8	3078	STUDENT SERVICES PROFESSIONAL I -	1	0	1	1	0	0	1	0	0	0	0	
4	1	3082	STUDENT SERVICES PROFESSIONAL II	53	19	34	36	17	8	6	21	1	0	0	
4	1	3084	STUDENT SERVICES PROFESSIONAL III	53	20	33	42	11	6	11	23	2	0	0	
3	0	3070	STUDENT SERVICES PROFESSIONAL, A	2	1	1	1	1	1	0	0	0	0	0	
3	0	3071	STUDENT SERVICES PROFESSIONAL, A	2	2	0	2	0	2	0	0	0	0	0	
3	0	3072	STUDENT SERVICES PROFESSIONAL, A	4	1	3	3	1	0	2	1	0	0	0	
3	0	3073	STUDENT SERVICES PROFESSIONAL, A	1	0	1	0	1	0	0	0	0	0	0	
3	0	3075	STUDENT SERVICES PROFESSIONAL, A	2	1	1	0	2	0	0	0	0	0	0	
<b>Total (#)</b>				<b>126</b>	<b>46</b>	<b>80</b>	<b>91</b>	<b>35</b>	<b>17</b>	<b>21</b>	<b>50</b>	<b>3</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>36.5</b>	<b>63.5</b>	<b>72.2</b>	<b>27.8</b>	<b>13.5</b>	<b>16.7</b>	<b>39.7</b>	<b>2.4</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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	5182	EXTENDED EDUCATION SPECIALIST II	6	3	3	1	5	0	0	1	0	0	0	
4	1	3086	STUDENT SERVICES PROFESSIONAL IV	21	9	12	13	8	1	6	6	0	0	0	
<b>Total (#)</b>				<b>27</b>	<b>12</b>	<b>15</b>	<b>14</b>	<b>13</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>44.4</b>	<b>55.6</b>	<b>51.9</b>	<b>48.1</b>	<b>3.7</b>	<b>22.2</b>	<b>25.9</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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+
12	1	2628	CREDENTIAL ANALYST I	1	0	1	1	0	0	1	0	0	0	0
12	1	2630	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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

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

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
10	1	2010	CUSTODIAN	149	64	85	147	2	2	44	100	0	0	1	
13	1	0743	GARDENER	1	1	0	0	1	0	0	0	0	0	0	
13	1	0745	GARDENING SPECIALIST	1	0	1	1	0	1	0	0	0	0	0	
10	1	0731	GROUNDWORKER	5	5	0	3	2	0	3	0	0	0	0	
14	1	6223	LABORER	32	32	0	31	1	1	12	18	0	0	0	
10	1	2015	LEAD CUSTODIAN	14	8	6	13	1	3	7	3	0	0	0	
10	1	0726	LEAD GROUNDWORKER	5	5	0	4	1	0	3	1	0	0	0	
10	1	0746	TREE TRIMMER I	1	1	0	1	0	0	1	0	0	0	0	
10	1	0748	TREE TRIMMER II	1	1	0	1	0	0	1	0	0	0	0	
14	1	1508	WAREHOUSE WORKER	7	6	1	5	2	0	1	4	0	0	0	
<b>Total (#)</b>				<b>216</b>	<b>123</b>	<b>93</b>	<b>206</b>	<b>10</b>	<b>7</b>	<b>72</b>	<b>126</b>	<b>0</b>	<b>0</b>	<b>1</b>	
<b>Total (%)</b>					<b>56.9</b>	<b>43.1</b>	<b>95.4</b>	<b>4.6</b>	<b>3.2</b>	<b>33.3</b>	<b>58.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.5</b>	

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

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

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+
	13	1	6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0	0	0	1	0	0	0
	14	1	6702	BUILDING SERVICE ENGINEER	5	5	0	1	4	0	1	0	0	0	0
	13	1	6476	CARPENTER	4	3	1	1	3	0	0	1	0	0	0
	14	1	6701	CERTIFIED BUILDING SERVICE ENGINE	2	2	0	2	0	1	1	0	0	0	0
	13	1	6533	ELECTRICIAN	7	7	0	4	3	1	2	1	0	0	0
	13	1	6260	FACILITIES CONTROL SPECIALIST	3	3	0	0	3	0	0	0	0	0	0
	13	1	6940	FACILITIES MAINTENANCE MECHANIC	14	13	1	9	5	0	5	4	0	0	0
	13	1	6265	FACILITIES PROJECT SUPERVISOR	4	4	0	1	3	0	0	1	0	0	0
	13	1	6251	FACILITIES WORKER II	4	4	0	3	1	0	1	2	0	0	0
	13	1	6532	LEAD ELECTRICIAN	1	1	0	0	1	0	0	0	0	0	0
	13	1	6643	LEAD LOCKSMITH	2	2	0	2	0	1	0	1	0	0	0
	13	1	6642	Locksmith	2	2	0	2	0	1	1	0	0	0	0
	13	1	6526	PAINTER	16	16	0	8	8	0	8	0	0	0	0
	13	1	6549	PLUMBER	3	3	0	2	1	0	1	1	0	0	0
	14	1	6700	SUPERVISING BUILDING SERVICE ENGI	1	1	0	0	1	0	0	0	0	0	0
	13	1	6534	SUPERVISING ELECTRICIAN	1	1	0	1	0	0	0	1	0	0	0
	13	1	6524	SUPERVISING PAINTER	2	2	0	1	1	0	0	1	0	0	0
	13	1	6547	SUPERVISING PLUMBER	1	1	0	0	1	0	0	0	0	0	0
<b>Total (#)</b>					<b>73</b>	<b>71</b>	<b>2</b>	<b>38</b>	<b>35</b>	<b>4</b>	<b>20</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>						<b>97.3</b>	<b>2.7</b>	<b>52.1</b>	<b>47.9</b>	<b>5.5</b>	<b>27.4</b>	<b>19.2</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

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	1032	ADMINISTRATIVE SUPPORT ASSISTANT	44	14	30	32	12	6	12	14	0	0	0	
12	1	1502	SHIPPING AND RECEIVING ASSISTANT I	1	1	0	1	0	1	0	0	0	0	0	
<b>Total (#)</b>				<b>45</b>	<b>15</b>	<b>30</b>	<b>33</b>	<b>12</b>	<b>7</b>	<b>12</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>33.3</b>	<b>66.7</b>	<b>73.3</b>	<b>26.7</b>	<b>15.6</b>	<b>26.7</b>	<b>31.1</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

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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	1035	ADMINISTRATIVE SUPPORT COORDINAT	88	21	67	62	26	9	20	32	1	0	0	
12	2	1170	CONFIDENTIAL OFFICE SUPPORT -12 M	3	0	3	3	0	1	0	2	0	0	0	
12	1	1549	PROPERTY CLERK II	1	1	0	0	1	0	0	0	0	0	0	
<b>Total (#)</b>				<b>92</b>	<b>22</b>	<b>70</b>	<b>65</b>	<b>27</b>	<b>10</b>	<b>20</b>	<b>34</b>	<b>1</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>23.9</b>	<b>76.1</b>	<b>70.7</b>	<b>29.3</b>	<b>10.9</b>	<b>21.7</b>	<b>37.0</b>	<b>1.1</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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	1730	ACCOUNTING TECHNICIAN I	1	0	1	1	0	0	0	1	0	0	0
12	1	1741	ACCOUNTING TECHNICIAN II	4	1	3	3	1	0	0	3	0	0	0
<b>Total (#)</b>				<b>5</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>20.0</b>	<b>80.0</b>	<b>80.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>80.0</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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	1740	Accounting Technician III	7	4	3	6	1	0	1	5	0	0	0
2	1	4791	BUYER I	1	0	1	1	0	0	1	0	0	0	0
2	1	4792	Buyer II	1	0	1	1	0	0	1	0	0	0	0
2	1	4793	BUYER II - LEAD	1	0	1	1	0	0	0	1	0	0	0
12	1	5210	HEALTH SERVICES ASSISTANT	1	0	1	1	0	0	0	1	0	0	0
<b>Total (#)</b>				<b>11</b>	<b>4</b>	<b>7</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>36.4</b>	<b>63.6</b>	<b>90.9</b>	<b>9.1</b>	<b>0.0</b>	<b>27.3</b>	<b>63.6</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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+	
4	1	8820	COMMUNITY SERVICE SPECIALIST -12 M	28	19	9	20	8	2	7	11	0	0	0	
12	1	8800	POLICE DISPATCHER -12 MONTH	5	3	2	0	5	0	0	0	0	0	0	
<b>Total (#)</b>				<b>33</b>	<b>22</b>	<b>11</b>	<b>20</b>	<b>13</b>	<b>2</b>	<b>7</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>66.7</b>	<b>33.3</b>	<b>60.6</b>	<b>39.4</b>	<b>6.1</b>	<b>21.2</b>	<b>33.3</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**Job Group:** 8A - PUBLIC SAFETY

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	0	8365	CORPORAL	5	5	0	4	1	0	2	1	0	1	0
10	0	8350	POLICE OFFICER	11	10	1	4	7	0	2	2	0	0	0
<b>Total (#)</b>				<b>16</b>	<b>15</b>	<b>1</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Total (%)</b>					<b>93.8</b>	<b>6.3</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>25.0</b>	<b>18.8</b>	<b>0.0</b>	<b>6.3</b>	<b>0.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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+
	4	1	2866	ACCOMPANIST II	6	5	1	3	3	2	0	1	0	0	0
	10	1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0
	13	1	0440	EQUIPMENT SYSTEMS SPECIALIST -12	5	5	0	4	1	2	1	1	0	0	0
	13	1	7003	EQUIPMENT TECHNICIAN I, ELECTRONI	1	1	0	0	1	0	0	0	0	0	0
	13	1	7012	EQUIPMENT TECHNICIAN II, ELECTRO-M	2	2	0	0	2	0	0	0	0	0	0
	13	1	7013	EQUIPMENT TECHNICIAN II, ELECTRON	3	3	0	1	2	0	0	0	0	1	0
	13	1	7014	EQUIPMENT TECHNICIAN II, SPECIALIZE	1	1	0	1	0	0	1	0	0	0	0
	3	1	7512	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0
	4	1	0820	GRAPHIC DESIGNER -12 MONTH	9	4	5	1	8	0	1	0	0	0	0
	8	1	1577	INSTRUCTIONAL SUPPORT ASSISTANT	2	2	0	1	1	0	1	0	0	0	0
	8	1	1578	INSTRUCTIONAL SUPPORT ASSISTANT	6	4	2	3	3	0	2	1	0	0	0
	8	1	1579	INSTRUCTIONAL SUPPORT ASSISTANT	4	3	1	1	3	1	0	0	0	0	0
	8	1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN	3	1	2	3	0	0	0	3	0	0	0
	8	1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN	11	5	6	7	4	1	0	5	1	0	0
	3	1	7888	LABORATORY ASSISTANT I	3	1	2	2	1	0	0	2	0	0	0
	3	1	7879	LABORATORY ASSISTANT II	9	5	4	3	6	0	1	2	0	0	0
	4	1	0810	MEDIA PRODUCTION SPECIALIST -12 MO	5	5	0	2	3	0	1	1	0	0	0
	4	2	0840	PERFORMING ARTS TECHNICIAN -12 MO	3	2	1	0	3	0	0	0	0	0	0
	13	1	6951	PIANO TECHNICIAN II	2	1	1	0	2	0	0	0	0	0	0
<b>Total (#)</b>					<b>77</b>	<b>52</b>	<b>25</b>	<b>33</b>	<b>44</b>	<b>6</b>	<b>8</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Total (%)</b>						<b>67.5</b>	<b>32.5</b>	<b>42.9</b>	<b>57.1</b>	<b>7.8</b>	<b>10.4</b>	<b>22.1</b>	<b>1.3</b>	<b>1.3</b>	<b>0.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**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+
13	1	7021	EQUIPMENT TECHNICIAN III, MECHANIC	1	1	0	1	0	0	0	1	0	0	0
13	1	7024	EQUIPMENT TECHNICIAN III, SPECIALIZE	9	9	0	5	4	0	4	1	0	0	0
8	1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN	10	7	3	3	7	2	0	1	0	0	0
<b>Total (#)</b>				<b>20</b>	<b>17</b>	<b>3</b>	<b>9</b>	<b>11</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>85.0</b>	<b>15.0</b>	<b>45.0</b>	<b>55.0</b>	<b>10.0</b>	<b>20.0</b>	<b>15.0</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: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**Job Group:** 9C - 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	1762	ACCOUNTANT I	10	4	6	9	1	0	0	9	0	0	0	
2	1	4555	ACCOUNTANT II	3	0	3	3	0	0	0	3	0	0	0	
2	1	4556	ACCOUNTANT III	2	1	1	2	0	0	0	2	0	0	0	
2	1	1038	ADMINISTRATIVE ANALYST/SPECIALIST -	373	91	282	227	146	23	48	149	0	4	3	
3	1	0400	Analyst/Programmer 12 Mo	31	22	9	22	9	1	0	21	0	0	0	
3	1	0420	INFORMATION TECHNOLOGY CONSULT	84	61	23	39	45	2	8	29	0	0	0	
7	1	2886	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
7	1	2887	LIBRARY SERVICES SPECIALIST II	15	7	8	9	6	0	2	7	0	0	0	
7	1	2888	LIBRARY SERVICES SPECIALIST III	6	2	4	3	3	0	1	2	0	0	0	
7	1	2889	LIBRARY SERVICES SPECIALIST IV	4	1	3	3	1	0	1	2	0	0	0	
4	2	0800	PUBLIC AFFAIRS/COMMUNICATION SPE	5	5	0	0	5	0	0	0	0	0	0	
3	1	5683	RESEARCH TECHNICIAN I	62	25	37	28	34	2	9	14	0	1	2	
3	1	5681	RESEARCH TECHNICIAN II	17	7	10	4	13	0	2	2	0	0	0	
<b>Total (#)</b>				<b>613</b>	<b>226</b>	<b>387</b>	<b>350</b>	<b>263</b>	<b>28</b>	<b>71</b>	<b>241</b>	<b>0</b>	<b>5</b>	<b>5</b>	
<b>Total (%)</b>					<b>36.9</b>	<b>63.1</b>	<b>57.1</b>	<b>42.9</b>	<b>4.6</b>	<b>11.6</b>	<b>39.3</b>	<b>0.0</b>	<b>0.8</b>	<b>0.8</b>	

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

# Affirmative Action Plan

Snapshot Date: 10/31/2014

## Job Group Analysis

Plan Date: 07/01/2014

**Job Group:** 9D - 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+	
2	1	5784	ASSOCIATE, ACADEMIC AND INSTITUTIO	8	0	8	5	3	1	1	2	1	0	0	
2	1	5783	ASSOCIATE, ACADEMIC AND INSTITUTIO	20	8	12	10	10	1	1	7	1	0	0	
2	1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIO	16	6	10	9	7	1	1	7	0	0	0	
4	0	0850	BROADCAST ENGINEER -12 MONTH	1	1	0	0	1	0	0	0	0	0	0	
2	1	1176	CONFIDENTIAL ADMINISTRATIVE SUPPO	21	9	12	13	8	1	3	9	0	0	0	
3	2	0430	Network Analyst 12 Mo	6	5	1	4	2	0	1	3	0	0	0	
3	2	0410	Operating Sys Analyst 12 Mo	12	11	1	8	4	1	0	7	0	0	0	
3	1	5680	RESEARCH TECHNICIAN III	10	4	6	5	5	0	1	4	0	0	0	
2	1	5284	SENIOR BUDGET ANALYST	4	2	2	3	1	0	0	3	0	0	0	
<b>Total (#)</b>				<b>98</b>	<b>46</b>	<b>52</b>	<b>57</b>	<b>41</b>	<b>5</b>	<b>8</b>	<b>42</b>	<b>2</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>46.9</b>	<b>53.1</b>	<b>58.2</b>	<b>41.8</b>	<b>5.1</b>	<b>8.2</b>	<b>42.9</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	

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

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	77.3	22.7	21.7	78.3	3.5	2.9	13.3	0.6	0.0	1.4	40.0	30.9	9.1	8.7	31.3	1.4	1.1	5.3	0.3	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	40.0	31.1	8.9	5.4	34.6	1.3	1.8	1.7	0.2	0.0	0.4	National		
<b>Internal Factors</b>																								
Feeders	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	20.0	20.0	0.0	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>82.1</b>	<b>17.9</b>	<b>34.1</b>	<b>65.9</b>	<b>2.7</b>	<b>2.9</b>	<b>27.0</b>	<b>0.4</b>	<b>0.0</b>	<b>0.9</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	64.6	35.4	33.8	66.2	3.8	9.9	16.7	0.1	0.3	3.0	40.0	25.8	14.2	13.5	26.5	1.5	4.0	6.7	0.1	0.1	1.2	Bay Area		
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	40.0	28.3	11.7	7.6	32.4	2.3	2.9	1.6	0.2	0.0	0.5	National		
<b>Internal Factors</b>																								
Feeders	42.9	57.1	46.4	53.6	7.1	14.3	25.0	0.0	0.0	0.0	20.0	8.6	11.4	9.3	10.7	1.4	2.9	5.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>62.7</b>	<b>37.3</b>	<b>30.4</b>	<b>69.6</b>	<b>5.3</b>	<b>9.8</b>	<b>13.3</b>	<b>0.2</b>	<b>0.2</b>	<b>1.7</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	64.6	35.4	33.8	66.2	3.8	9.9	16.7	0.1	0.3	3.0	40.0	25.8	14.2	13.5	26.5	1.5	4.0	6.7	0.1	0.1	1.2	Bay Area		
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	40.0	28.3	11.7	7.6	32.4	2.3	2.9	1.6	0.2	0.0	0.5	National		
<b>Internal Factors</b>																								
Feeders	44.8	55.2	44.8	55.2	9.4	7.3	28.1	0.0	0.0	0.0	20.0	9.0	11.0	9.0	11.0	1.9	1.5	5.6	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>63.1</b>	<b>36.9</b>	<b>30.1</b>	<b>69.9</b>	<b>5.7</b>	<b>8.4</b>	<b>13.9</b>	<b>0.2</b>	<b>0.2</b>	<b>1.7</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	66.6	33.4	35.3	64.7	4.5	10.5	16.7	0.1	0.4	3.1	40.0	26.6	13.4	14.1	25.9	1.8	4.2	6.7	0.1	0.2	1.2	Bay Area		
Reasonable	72.3	27.7	20.1	79.9	6.6	7.9	3.8	0.5	0.1	1.3	40.0	28.9	11.1	8.0	32.0	2.6	3.2	1.5	0.2	0.0	0.5	National		
<b>Internal Factors</b>																								
Feeders	34.8	65.2	71.4	28.6	6.0	10.5	53.4	0.8	0.4	0.3	20.0	7.0	13.0	14.3	5.7	1.2	2.1	10.7	0.2	0.1	0.1	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>62.5</b>	<b>37.5</b>	<b>36.5</b>	<b>63.5</b>	<b>5.6</b>	<b>9.5</b>	<b>18.9</b>	<b>0.4</b>	<b>0.3</b>	<b>1.8</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	36.1	63.9	39.8	60.2	5.9	12.7	17.5	0.2	0.6	3.0	40.0	14.4	25.6	15.9	24.1	2.4	5.1	7.0	0.1	0.2	1.2	Bay Area		
Reasonable	37.4	62.6	21.3	78.7	7.4	8.7	3.3	0.5	0.1	1.3	40.0	15.0	25.0	8.5	31.5	3.0	3.5	1.3	0.2	0.0	0.5	National		
<b>Internal Factors</b>																								
Feeders	31.1	68.9	70.1	29.9	8.7	16.8	41.7	1.9	0.5	0.4	20.0	6.2	13.8	14.0	6.0	1.7	3.4	8.3	0.4	0.1	0.1	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>35.6</b>	<b>64.4</b>	<b>38.4</b>	<b>61.6</b>	<b>7.1</b>	<b>11.9</b>	<b>16.6</b>	<b>0.7</b>	<b>0.4</b>	<b>1.8</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	59.5	40.5	39.0	61.0	3.2	5.0	28.6	0.0	0.0	2.2	40.0	23.8	16.2	15.6	24.4	1.3	2.0	11.5	0.0	0.0	0.9	Bay Area		
Reasonable	67.6	32.4	31.0	69.0	4.9	5.8	18.6	0.2	0.0	1.5	40.0	27.0	13.0	12.4	27.6	2.0	2.3	7.4	0.1	0.0	0.6	National		
<b>Internal Factors</b>																								
Feeders	50.0	50.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	20.0	10.0	10.0	10.0	10.0	0.0	0.0	10.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>60.8</b>	<b>39.2</b>	<b>38.0</b>	<b>62.0</b>	<b>3.2</b>	<b>4.3</b>	<b>28.9</b>	<b>0.1</b>	<b>0.0</b>	<b>1.5</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

Job Group: 2A - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Local	17.3	82.7	59.3	40.7	8.3	20.6	26.9	0.3	0.8	2.4	40.0	6.9	33.1	23.7	16.3	3.3	8.2	10.8	0.1	0.3	0.9	Bay Area		
Reasonable	17.3	82.7	33.4	66.6	12.5	13.1	5.5	0.7	0.2	1.4	40.0	6.9	33.1	13.4	26.6	5.0	5.2	2.2	0.3	0.1	0.6	National		
<b>Internal Factors</b>																								
Feeders	8.0	92.0	75.0	25.0	0.0	21.0	49.0	5.0	0.0	0.0	20.0	1.6	18.4	15.0	5.0	0.0	4.2	9.8	1.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>15.4</b>	<b>84.6</b>	<b>52.1</b>	<b>47.9</b>	<b>8.3</b>	<b>17.7</b>	<b>22.8</b>	<b>1.4</b>	<b>0.4</b>	<b>1.5</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	51.7	48.3	33.3	66.7	3.9	7.6	18.2	0.1	0.2	3.2	40.0	20.7	19.3	13.3	26.7	1.6	3.0	7.3	0.1	0.1	1.3	Bay Area		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	40.0	20.8	19.2	10.1	29.9	2.4	2.2	4.7	0.1	0.0	0.7	National		
<b>Internal Factors</b>																								
Feeders	60.5	39.5	15.9	84.1	2.3	3.2	9.5	0.6	0.0	0.2	20.0	12.1	7.9	3.2	16.8	0.5	0.6	1.9	0.1	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>53.6</b>	<b>46.4</b>	<b>26.6</b>	<b>73.4</b>	<b>4.5</b>	<b>5.8</b>	<b>13.9</b>	<b>0.3</b>	<b>0.1</b>	<b>2.0</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

**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	52.4	47.6	34.6	65.4	6.5	15.3	7.9	0.3	0.0	4.7	40.0	21.0	19.0	13.8	26.2	2.6	6.1	3.1	0.1	0.0	1.9	Bay Area		
Reasonable	65.2	34.8	22.1	77.9	8.9	7.6	2.7	0.4	0.1	2.2	40.0	26.1	13.9	8.8	31.2	3.5	3.1	1.1	0.2	0.1	0.9	National		
<b>Internal Factors</b>																								
Feeders	61.9	38.1	9.5	90.5	0.0	4.8	4.8	0.0	0.0	0.0	20.0	12.4	7.6	1.9	18.1	0.0	1.0	1.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>59.4</b>	<b>40.6</b>	<b>24.6</b>	<b>75.4</b>	<b>6.1</b>	<b>10.1</b>	<b>5.2</b>	<b>0.3</b>	<b>0.1</b>	<b>2.8</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

**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	22.1	77.9	28.3	71.7	3.4	10.7	12.6	0.7	0.0	1.0	40.0	8.8	31.2	11.3	28.7	1.4	4.3	5.0	0.3	0.0	0.4	Bay Area		
Reasonable	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	40.0	6.6	33.4	6.3	33.7	2.3	1.8	1.5	0.2	0.0	0.5	National		
<b>Internal Factors</b>																								
Feeders	34.8	65.2	21.7	78.3	4.3	4.3	13.0	0.0	0.0	0.0	20.0	7.0	13.0	4.3	15.7	0.9	0.9	2.6	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>22.3</b>	<b>77.7</b>	<b>22.0</b>	<b>78.0</b>	<b>4.5</b>	<b>6.9</b>	<b>9.1</b>	<b>0.4</b>	<b>0.0</b>	<b>0.9</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	32.2	67.8	47.2	52.8	14.7	16.3	12.4	0.0	0.3	3.5	40.0	12.9	27.1	18.9	21.1	5.9	6.5	4.9	0.0	0.1	1.4	Bay Area		
Reasonable	31.1	68.9	33.1	66.9	18.8	9.1	2.5	0.8	0.2	1.8	40.0	12.5	27.5	13.2	26.8	7.5	3.6	1.0	0.3	0.1	0.7	National		
<b>Internal Factors</b>																								
Feeders	32.9	67.1	63.2	36.8	10.3	16.8	35.0	0.5	0.4	0.3	20.0	6.6	13.4	12.6	7.4	2.1	3.4	7.0	0.1	0.1	0.1	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>31.9</b>	<b>68.1</b>	<b>44.8</b>	<b>55.2</b>	<b>15.4</b>	<b>13.5</b>	<b>13.0</b>	<b>0.4</b>	<b>0.3</b>	<b>2.2</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

**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	32.5	67.5	49.6	50.4	13.1	17.4	14.1	0.0	0.5	4.6	40.0	13.0	27.0	19.9	20.1	5.2	6.9	5.6	0.0	0.2	1.8	Bay Area				
Reasonable	30.3	69.7	33.1	66.9	18.3	9.2	2.7	0.9	0.2	1.8	40.0	12.1	27.9	13.2	26.8	7.3	3.7	1.1	0.4	0.1	0.7	National				
<b>Internal Factors</b>																										
Feeders	44.4	55.6	51.9	48.1	3.7	22.2	25.9	0.0	0.0	0.0	20.0	8.9	11.1	10.4	9.6	0.7	4.4	5.2	0.0	0.0	0.0	Feeders				
<b>Final Availability (%)</b>												<b>100.0</b>	<b>34.0</b>	<b>66.0</b>	<b>43.5</b>	<b>56.5</b>	<b>13.3</b>	<b>15.1</b>	<b>11.9</b>	<b>0.4</b>	<b>0.3</b>	<b>2.5</b>				

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	26.5	73.5	49.5	50.5	11.0	7.7	27.5	0.0	2.3	0.9	40.0	10.6	29.4	19.8	20.2	4.4	3.1	11.0	0.0	0.9	0.4	Bay Area		
Reasonable	15.8	84.2	33.4	66.6	14.5	11.8	4.2	1.1	0.3	1.6	40.0	6.3	33.7	13.4	26.6	5.8	4.7	1.7	0.4	0.1	0.6	National		
<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	20.0	0.0	20.0	20.0	0.0	0.0	10.0	10.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>16.9</b>	<b>83.1</b>	<b>53.2</b>	<b>46.8</b>	<b>10.2</b>	<b>17.8</b>	<b>22.7</b>	<b>0.4</b>	<b>1.0</b>	<b>1.0</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

**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	73.6	26.4	81.6	18.4	10.6	51.4	17.5	0.3	0.5	1.4	40.0	29.4	10.6	32.7	7.3	4.2	20.6	7.0	0.1	0.2	0.6	Bay Area		
Reasonable	72.3	27.7	48.2	51.8	16.8	26.3	2.6	0.9	0.2	1.4	40.0	28.9	11.1	19.3	20.7	6.7	10.5	1.0	0.4	0.1	0.5	National		
<b>Internal Factors</b>																								
Feeders	71.5	28.5	89.3	10.7	0.7	44.8	43.6	0.0	0.0	0.3	20.0	14.3	5.7	17.9	2.1	0.1	9.0	8.7	0.0	0.0	0.1	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>72.6</b>	<b>27.4</b>	<b>69.8</b>	<b>30.2</b>	<b>11.1</b>	<b>40.0</b>	<b>16.8</b>	<b>0.5</b>	<b>0.3</b>	<b>1.2</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	94.9	5.1	67.1	32.9	2.9	47.8	12.2	0.4	1.2	2.7	40.0	38.0	2.0	26.9	13.1	1.1	19.1	4.9	0.1	0.5	1.1	Bay Area		
Reasonable	94.3	5.7	38.3	61.7	7.8	26.2	2.1	0.6	0.2	1.4	40.0	37.7	2.3	15.3	24.7	3.1	10.5	0.8	0.2	0.1	0.6	National		
<b>Internal Factors</b>																								
Feeders	97.3	2.7	52.1	47.9	5.5	27.4	19.2	0.0	0.0	0.0	20.0	19.5	0.5	10.4	9.6	1.1	5.5	3.8	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>95.1</b>	<b>4.9</b>	<b>52.6</b>	<b>47.4</b>	<b>5.4</b>	<b>35.1</b>	<b>9.6</b>	<b>0.4</b>	<b>0.5</b>	<b>1.6</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	9.1	90.9	46.4	53.6	8.2	15.8	18.4	0.2	0.9	2.9	40.0	3.7	36.3	18.6	21.4	3.3	6.3	7.4	0.1	0.4	1.1	Bay Area		
Reasonable	5.5	94.5	24.0	76.0	9.2	10.3	2.6	0.6	0.1	1.3	40.0	2.2	37.8	9.6	30.4	3.7	4.1	1.0	0.2	0.1	0.5	National		
<b>Internal Factors</b>																								
Feeders	33.3	66.7	73.3	26.7	15.6	26.7	31.1	0.0	0.0	0.0	20.0	6.7	13.3	14.7	5.3	3.1	5.3	6.2	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>12.5</b>	<b>87.5</b>	<b>42.8</b>	<b>57.2</b>	<b>10.1</b>	<b>15.8</b>	<b>14.6</b>	<b>0.3</b>	<b>0.4</b>	<b>1.7</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	7.8	92.2	45.8	54.2	8.1	15.3	18.4	0.2	0.9	2.9	40.0	3.1	36.9	18.3	21.7	3.2	6.1	7.4	0.1	0.4	1.1	Bay Area		
Reasonable	4.2	95.8	23.7	76.3	9.1	10.0	2.6	0.6	0.1	1.3	40.0	1.7	38.3	9.5	30.5	3.6	4.0	1.0	0.2	0.1	0.5	National		
<b>Internal Factors</b>																								
Feeders	26.2	73.8	69.7	30.3	10.6	22.6	35.6	0.6	0.2	0.1	20.0	5.2	14.8	13.9	6.1	2.1	4.5	7.1	0.1	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>10.1</b>	<b>89.9</b>	<b>41.7</b>	<b>58.3</b>	<b>9.0</b>	<b>14.7</b>	<b>15.5</b>	<b>0.4</b>	<b>0.4</b>	<b>1.7</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	15.8	84.2	50.0	50.0	6.6	14.6	25.6	0.5	0.7	2.1	40.0	6.3	33.7	20.0	20.0	2.6	5.8	10.2	0.2	0.3	0.8	Bay Area		
Reasonable	11.4	88.6	23.2	76.8	7.7	9.3	4.2	0.6	0.1	1.2	40.0	4.6	35.4	9.3	30.7	3.1	3.7	1.7	0.2	0.1	0.5	National		
<b>Internal Factors</b>																								
Feeders	20.0	80.0	80.0	20.0	0.0	0.0	80.0	0.0	0.0	0.0	20.0	4.0	16.0	16.0	4.0	0.0	0.0	16.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>14.9</b>	<b>85.1</b>	<b>45.3</b>	<b>54.7</b>	<b>5.7</b>	<b>9.5</b>	<b>27.9</b>	<b>0.4</b>	<b>0.3</b>	<b>1.3</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	24.1	75.9	51.6	48.4	8.7	15.0	24.6	0.3	0.9	2.0	40.0	9.6	30.4	20.6	19.4	3.5	6.0	9.8	0.1	0.4	0.8	Bay Area		
Reasonable	21.6	78.4	23.9	76.1	8.4	9.3	4.2	0.5	0.1	1.2	40.0	8.6	31.4	9.6	30.4	3.4	3.7	1.7	0.2	0.1	0.5	National		
<b>Internal Factors</b>																								
Feeders	57.1	42.9	85.7	14.3	0.0	14.3	71.4	0.0	0.0	0.0	20.0	11.4	8.6	17.1	2.9	0.0	2.9	14.3	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>29.7</b>	<b>70.3</b>	<b>47.3</b>	<b>52.7</b>	<b>6.8</b>	<b>12.6</b>	<b>25.8</b>	<b>0.3</b>	<b>0.4</b>	<b>1.3</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

Job Group: 7E - SECURITY MAINTENANCE

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	29.9	70.1	52.7	47.3	13.4	24.3	13.1	0.1	0.3	1.5	40.0	12.0	28.0	21.1	18.9	5.3	9.7	5.2	0.0	0.1	0.6	Bay Area		
Reasonable	34.7	65.3	36.9	63.1	18.2	12.6	2.7	1.4	0.2	1.9	40.0	13.9	26.1	14.8	25.2	7.3	5.0	1.1	0.6	0.1	0.8	National		
<b>Internal Factors</b>																								
Feeders	66.7	33.3	60.6	39.4	6.1	21.2	33.3	0.0	0.0	0.0	20.0	13.3	6.7	12.1	7.9	1.2	4.2	6.7	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>39.2</b>	<b>60.8</b>	<b>48.0</b>	<b>52.0</b>	<b>13.8</b>	<b>19.0</b>	<b>13.0</b>	<b>0.6</b>	<b>0.2</b>	<b>1.4</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	82.8	17.2	47.9	52.1	10.8	15.2	16.8	0.1	1.2	3.7	40.0	33.1	6.9	19.2	20.8	4.3	6.1	6.7	0.0	0.5	1.5	Bay Area		
Reasonable	85.2	14.8	29.2	70.8	12.4	12.5	2.0	0.7	0.2	1.6	40.0	34.1	5.9	11.7	28.3	4.9	5.0	0.8	0.3	0.1	0.6	National		
<b>Internal Factors</b>																								
Feeders	100.0	0.0	80.0	20.0	0.0	40.0	20.0	0.0	20.0	0.0	20.0	20.0	0.0	16.0	4.0	0.0	8.0	4.0	0.0	4.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>87.2</b>	<b>12.8</b>	<b>46.9</b>	<b>53.1</b>	<b>9.3</b>	<b>19.1</b>	<b>11.5</b>	<b>0.3</b>	<b>4.6</b>	<b>2.1</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	52.3	47.7	49.0	51.0	3.5	18.3	21.9	0.2	0.5	4.5	40.0	20.9	19.1	19.6	20.4	1.4	7.3	8.8	0.1	0.2	1.8	Bay Area		
Reasonable	49.7	50.3	30.5	69.5	9.1	12.9	5.9	0.6	0.2	1.7	40.0	19.9	20.1	12.2	27.8	3.6	5.2	2.4	0.3	0.1	0.7	National		
<b>Internal Factors</b>																								
Feeders	70.0	30.0	30.0	70.0	20.0	0.0	10.0	0.0	0.0	0.0	20.0	14.0	6.0	6.0	14.0	4.0	0.0	2.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>54.8</b>	<b>45.2</b>	<b>37.8</b>	<b>62.2</b>	<b>9.1</b>	<b>12.5</b>	<b>13.1</b>	<b>0.3</b>	<b>0.3</b>	<b>2.5</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

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	61.6	38.4	67.5	32.5	1.4	43.3	16.4	0.0	0.5	5.8	40.0	24.6	15.4	27.0	13.0	0.6	17.3	6.6	0.0	0.2	2.3	Bay Area		
Reasonable	60.2	39.8	37.9	62.1	10.7	21.4	3.4	0.7	0.2	1.6	40.0	24.1	15.9	15.2	24.8	4.3	8.5	1.4	0.3	0.1	0.6	National		
<b>Internal Factors</b>																								
Feeders	70.0	30.0	30.0	70.0	20.0	0.0	10.0	0.0	0.0	0.0	20.0	14.0	6.0	6.0	14.0	4.0	0.0	2.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.0</b>	<b>62.7</b>	<b>37.3</b>	<b>48.2</b>	<b>51.8</b>	<b>8.8</b>	<b>25.9</b>	<b>9.9</b>	<b>0.3</b>	<b>0.3</b>	<b>2.9</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

**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	47.6	52.4	53.6	46.4	5.7	9.7	35.3	0.2	0.2	2.5	40.0	19.0	21.0	21.4	18.6	2.3	3.9	14.1	0.1	0.1	1.0	Bay Area		
Reasonable	45.4	54.6	30.5	69.5	10.8	9.1	8.3	0.5	0.1	1.8	40.0	18.2	21.8	12.2	27.8	4.3	3.6	3.3	0.2	0.0	0.7	National		
<b>Internal Factors</b>																								
Feeders	29.7	70.3	64.8	35.2	6.8	14.1	42.5	0.3	0.6	0.5	20.0	5.9	14.1	13.0	7.0	1.4	2.8	8.5	0.1	0.1	0.1	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>43.1</b>	<b>56.9</b>	<b>46.6</b>	<b>53.4</b>	<b>7.9</b>	<b>10.3</b>	<b>25.9</b>	<b>0.4</b>	<b>0.2</b>	<b>1.8</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2014

Plan Date: 07/01/2014

**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	53.2	46.8	44.0	56.0	4.0	6.8	29.9	0.2	0.3	2.9	40.0	21.3	18.7	17.6	22.4	1.6	2.7	11.9	0.1	0.1	1.2	Bay Area		
Reasonable	55.7	44.3	26.9	73.1	8.7	6.6	9.5	0.4	0.1	1.6	40.0	22.3	17.7	10.8	29.2	3.5	2.6	3.8	0.2	0.0	0.7	National		
<b>Internal Factors</b>																								
Feeders	32.5	67.5	57.3	42.7	7.2	13.1	35.6	0.0	0.8	0.6	20.0	6.5	13.5	11.5	8.5	1.4	2.6	7.1	0.0	0.2	0.1	Feeders		
<b>Final Availability (%)</b>											<b>100.0</b>	<b>50.1</b>	<b>49.9</b>	<b>39.8</b>	<b>60.2</b>	<b>6.5</b>	<b>8.0</b>	<b>22.8</b>	<b>0.2</b>	<b>0.3</b>	<b>2.0</b>			