

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	97.2	2.8	64.4	35.6	3.4	39.6	16.7	0.7	1.2	2.7	25.0	24.3	0.7	16.1	8.9	0.9	9.9	4.2	0.2	0.3	0.7	0.7	Employees' Zip Code Analysis	
Reasonable	95.2	4.8	37.3	62.7	6.4	27.1	1.6	0.6	0.1	1.4	50.0	47.6	2.4	18.6	31.4	3.2	13.6	0.8	0.3	0.1	0.7	0.7	National	
Reasonable	97.2	2.8	62.3	37.7	3.0	38.7	17.1	0.5	1.0	1.9	25.0	24.3	0.7	15.6	9.4	0.8	9.7	4.3	0.1	0.3	0.5	0.5	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>96.2</b>	<b>3.8</b>	<b>50.3</b>	<b>49.7</b>	<b>4.8</b>	<b>33.1</b>	<b>9.2</b>	<b>0.6</b>	<b>0.6</b>	<b>1.8</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	86.0	14.0	73.8	26.2	9.7	42.5	17.2	0.3	1.2	2.9	25.0	21.5	3.5	18.5	6.5	2.4	10.6	4.3	0.1	0.3	0.7	0.7	Employees' Zip Code Analysis	
Reasonable	85.6	14.4	45.8	54.2	13.5	27.9	1.9	0.8	0.2	1.4	50.0	42.8	7.2	22.9	27.1	6.8	13.9	1.0	0.4	0.1	0.7	0.7	National	
Reasonable	85.0	15.0	72.5	27.5	9.4	41.2	17.7	0.5	0.9	2.7	25.0	21.2	3.8	18.1	6.9	2.3	10.3	4.4	0.1	0.2	0.7	0.7	Bay Area	
<b>Final Availability (%)</b>												<b>100.0</b>	<b>85.6</b>	<b>14.4</b>	<b>59.4</b>	<b>40.6</b>	<b>11.5</b>	<b>34.9</b>	<b>9.7</b>	<b>0.6</b>	<b>0.6</b>	<b>2.1</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** B5 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	93.1	6.9	69.2	30.8	8.0	29.0	13.3	0.2	16.7	1.9	10.0	9.3	0.7	6.9	3.1	0.8	2.9	1.3	0.0	1.7	0.2	0.2	Employees' Zip Code Analysis	
Reasonable	95.3	4.7	26.7	73.3	9.4	13.1	2.0	0.7	0.2	1.2	10.0	9.5	0.5	2.7	7.3	0.9	1.3	0.2	0.1	0.0	0.1	0.1	National	
Reasonable	89.2	10.8	70.9	29.1	8.1	26.0	16.9	0.3	17.0	2.6	10.0	8.9	1.1	7.1	2.9	0.8	2.6	1.7	0.0	1.7	0.3	0.3	Bay Area	
<b>Internal Factors</b>																								
Feeders	96.7	3.3	60.0	40.0	3.3	26.7	26.7	0.0	3.3	0.0	70.0	67.7	2.3	42.0	28.0	2.3	18.7	18.7	0.0	2.3	0.0	0.0	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>95.4</b>	<b>4.6</b>	<b>58.7</b>	<b>41.3</b>	<b>4.9</b>	<b>25.5</b>	<b>21.9</b>	<b>0.1</b>	<b>5.7</b>	<b>0.6</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	98.1	1.9	73.8	26.2	1.5	27.6	40.2	0.1	1.3	3.0	25.0	24.5	0.5	18.4	6.6	0.4	6.9	10.1	0.0	0.3	0.8	0.8	Employees' Zip Code Analysis	
Reasonable	98.5	1.5	32.0	68.0	7.4	19.0	3.4	0.6	0.2	1.4	50.0	49.2	0.8	16.0	34.0	3.7	9.5	1.7	0.3	0.1	0.7	0.7	National	
Reasonable	96.7	3.3	71.0	29.0	1.3	25.5	40.0	0.1	1.1	3.0	25.0	24.2	0.8	17.7	7.3	0.3	6.4	10.0	0.0	0.3	0.8	0.8	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>97.9</b>	<b>2.1</b>	<b>52.2</b>	<b>47.8</b>	<b>4.4</b>	<b>22.8</b>	<b>21.8</b>	<b>0.3</b>	<b>0.7</b>	<b>2.2</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

Job Group: C1 - 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>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	11.4	88.6	49.8	50.2	7.3	15.2	23.0	0.2	0.9	3.2	10.0	1.1	8.9	5.0	5.0	0.7	1.5	2.3	0.0	0.1	0.3	0.3	Employees' Zip Code Analysis	
Reasonable	4.8	95.2	23.8	76.2	9.1	10.1	2.5	0.6	0.1	1.3	10.0	0.5	9.5	2.4	7.6	0.9	1.0	0.3	0.1	0.0	0.1	0.1	National	
Reasonable	11.9	88.1	47.9	52.1	7.0	15.3	21.5	0.2	0.8	3.1	10.0	1.2	8.8	4.8	5.2	0.7	1.5	2.2	0.0	0.1	0.3	0.3	Bay Area	
<b>Internal Factors</b>																								
Feeders	31.1	68.9	74.4	25.6	11.6	25.6	36.7	0.4	0.0	0.0	70.0	21.7	48.3	52.0	18.0	8.1	18.0	25.7	0.3	0.0	0.0	0.0	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>24.5</b>	<b>75.5</b>	<b>64.2</b>	<b>35.8</b>	<b>10.5</b>	<b>22.0</b>	<b>30.4</b>	<b>0.4</b>	<b>0.2</b>	<b>0.8</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** C3 - 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>																																				
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis						
Reasonable	10.8	89.2	49.4	50.6	7.3	15.0	22.8	0.2	0.9	3.2	10.0	1.1	8.9	4.9	5.1	0.7	1.5	2.3	0.0	0.1	0.3	0.3	1.1	8.9	4.8	5.2	0.7	1.5	2.1	0.0	0.1	0.3	Employees' Zip Code Analysis			
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	10.0	0.4	9.6	2.4	7.6	0.9	1.0	0.3	0.1	0.0	0.1	0.1	0.4	9.6	2.4	7.6	0.9	1.0	0.3	0.1	0.0	0.1	National			
Reasonable	11.2	88.8	47.6	52.4	7.0	15.1	21.4	0.2	0.8	3.0	10.0	1.1	8.9	4.8	5.2	0.7	1.5	2.1	0.0	0.1	0.3	0.3	1.1	8.9	4.8	5.2	0.7	1.5	2.1	0.0	0.1	0.3	Bay Area			
<b>Internal Factors</b>																																				
Feeders	26.9	73.1	61.4	38.6	6.1	13.1	40.8	0.0	0.7	0.7	70.0	18.9	51.1	43.0	27.0	4.2	9.2	28.5	0.0	0.5	0.5	0.5	18.9	51.1	43.0	27.0	4.2	9.2	28.5	0.0	0.5	0.5	Feeders			
<b>Final Availability (%)</b>												<b>100.0</b>	<b>21.5</b>	<b>78.5</b>	<b>55.0</b>	<b>45.0</b>	<b>6.6</b>	<b>13.2</b>	<b>33.2</b>	<b>0.1</b>	<b>0.7</b>	<b>1.3</b>														

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

Job Group: C6 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	21.8	78.2	72.9	27.1	20.8	4.2	44.1	0.0	2.9	1.0	25.0	5.5	19.5	18.2	6.8	5.2	1.0	11.0	0.0	0.7	0.2	0.2	Employees' Zip Code Analysis	
Reasonable	10.4	89.6	38.1	61.9	17.4	12.8	5.0	1.5	0.1	1.2	50.0	5.2	44.8	19.0	31.0	8.7	6.4	2.5	0.8	0.1	0.6	0.6	National	
Reasonable	23.0	77.0	66.2	33.8	21.3	7.9	34.6	0.0	1.2	1.3	25.0	5.7	19.3	16.5	8.5	5.3	2.0	8.6	0.0	0.3	0.3	0.3	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>16.4</b>	<b>83.6</b>	<b>53.8</b>	<b>46.2</b>	<b>19.2</b>	<b>9.4</b>	<b>22.2</b>	<b>0.8</b>	<b>1.1</b>	<b>1.2</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	69.8	30.2	86.8	13.2	9.0	49.0	27.3	0.3	0.3	0.9	10.0	7.0	3.0	8.7	1.3	0.9	4.9	2.7	0.0	0.0	0.1	0.1	Employees' Zip Code Analysis	
Reasonable	68.3	31.7	49.3	50.7	17.6	26.5	2.8	0.9	0.2	1.3	10.0	6.8	3.2	4.9	5.1	1.8	2.7	0.3	0.1	0.0	0.1	0.1	National	
Reasonable	71.8	28.2	85.8	14.2	8.6	50.1	25.7	0.2	0.2	0.9	10.0	7.2	2.8	8.6	1.4	0.9	5.0	2.6	0.0	0.0	0.1	0.1	Bay Area	
<b>Internal Factors</b>																								
Feeders	42.6	57.4	98.8	1.2	4.3	27.2	66.0	0.6	0.0	0.6	70.0	29.8	40.2	69.1	0.9	3.0	19.0	46.2	0.4	0.0	0.4	0.4	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>50.8</b>	<b>49.2</b>	<b>91.3</b>	<b>8.7</b>	<b>6.5</b>	<b>31.6</b>	<b>51.8</b>	<b>0.6</b>	<b>0.1</b>	<b>0.7</b>			



# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** E2 - ADMINISTRATOR II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	50.6	49.4	51.3	48.7	12.3	19.2	17.3	0.0	0.2	2.3	25.0	12.7	12.3	12.8	12.2	3.1	4.8	4.3	0.0	0.1	0.6	0.6	Employees' Zip Code Analysis	
Reasonable	55.9	44.1	34.4	65.6	16.2	12.6	2.5	1.1	0.2	1.8	50.0	28.0	22.0	17.2	32.8	8.1	6.3	1.3	0.6	0.1	0.9	0.9	National	
Reasonable	52.6	47.4	46.6	53.4	12.0	16.5	15.9	0.1	0.2	2.0	25.0	13.1	11.9	11.7	13.3	3.0	4.1	4.0	0.0	0.0	0.5	0.5	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>53.7</b>	<b>46.3</b>	<b>41.7</b>	<b>58.3</b>	<b>14.2</b>	<b>15.2</b>	<b>9.6</b>	<b>0.6</b>	<b>0.2</b>	<b>2.0</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** E3 - PUBLIC SAFETY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	52.0	48.0	54.5	45.5	5.5	26.9	12.2	0.3	7.3	2.2	25.0	13.0	12.0	13.6	11.4	1.4	6.7	3.1	0.1	1.8	0.6	0.6	Employees' Zip Code Analysis	
Reasonable	43.6	56.4	28.3	71.7	12.3	12.1	1.5	0.8	0.2	1.6	50.0	21.8	28.2	14.2	35.8	6.1	6.1	0.7	0.4	0.1	0.8	0.8	National	
Reasonable	44.9	55.1	49.1	50.9	4.5	24.8	9.9	0.5	7.4	2.0	25.0	11.2	13.8	12.3	12.7	1.1	6.2	2.5	0.1	1.9	0.5	0.5	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>46.0</b>	<b>54.0</b>	<b>40.1</b>	<b>59.9</b>	<b>8.6</b>	<b>19.0</b>	<b>6.3</b>	<b>0.6</b>	<b>3.8</b>	<b>1.8</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** F2 - RESRCH & DATA SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	69.9	30.1	53.0	47.0	2.2	7.6	40.5	0.0	0.5	2.1	25.0	17.5	7.5	13.3	11.7	0.6	1.9	10.1	0.0	0.1	0.5	0.5	Employees' Zip Code Analysis	
Reasonable	75.6	24.4	30.8	69.2	8.5	5.5	14.6	0.3	0.1	1.8	50.0	37.8	12.2	15.4	34.6	4.3	2.7	7.3	0.1	0.1	0.9	0.9	National	
Reasonable	70.1	29.9	49.2	50.8	2.8	5.6	38.1	0.1	0.6	2.1	25.0	17.5	7.5	12.3	12.7	0.7	1.4	9.5	0.0	0.1	0.5	0.5	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>72.8</b>	<b>27.2</b>	<b>40.9</b>	<b>59.1</b>	<b>5.5</b>	<b>6.0</b>	<b>27.0</b>	<b>0.2</b>	<b>0.3</b>	<b>1.9</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** F3 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE										
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+												
<b>External Factors</b>																																		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis					
Reasonable	77.7	22.3	44.4	55.6	4.8	6.8	28.4	0.1	0.7	3.7	10.0	7.8	2.2	4.4	5.6	0.5	0.7	2.8	0.0	0.1	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	Employees' Zip Code Analysis					
Reasonable	72.0	28.0	29.0	71.0	9.2	7.1	10.5	0.3	0.1	1.7	10.0	7.2	2.8	2.9	7.1	0.9	0.7	1.0	0.0	0.0	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	National					
Reasonable	78.3	21.7	42.4	57.6	4.6	6.0	27.2	0.5	0.6	3.5	10.0	7.8	2.2	4.2	5.8	0.5	0.6	2.7	0.0	0.1	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	Bay Area					
<b>Internal Factors</b>																																		
Feeders	61.6	38.4	67.8	32.2	1.8	6.5	59.6	0.0	0.0	0.0	70.0	43.1	26.9	47.4	22.6	1.2	4.5	41.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders					
<b>Final Availability (%)</b>												<b>100.0</b>	<b>65.9</b>	<b>34.1</b>	<b>59.0</b>	<b>41.0</b>	<b>3.1</b>	<b>6.5</b>	<b>48.3</b>	<b>0.1</b>	<b>0.1</b>	<b>0.9</b>												

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	94.2	5.8	62.3	37.7	5.8	16.7	36.5	0.1	0.6	2.7	25.0	23.5	1.5	15.6	9.4	1.4	4.2	9.1	0.0	0.1	0.7	0.7	Employees' Zip Code Analysis	
Reasonable	87.5	12.5	30.0	70.0	10.8	10.3	6.6	0.4	0.2	1.8	50.0	43.8	6.2	15.0	35.0	5.4	5.1	3.3	0.2	0.1	0.9	0.9	National	
Reasonable	93.9	6.1	61.8	38.2	6.0	16.4	37.2	0.1	0.2	2.0	25.0	23.5	1.5	15.5	9.5	1.5	4.1	9.3	0.0	0.0	0.5	0.5	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>90.8</b>	<b>9.2</b>	<b>46.0</b>	<b>54.0</b>	<b>8.3</b>	<b>13.4</b>	<b>21.7</b>	<b>0.3</b>	<b>0.3</b>	<b>2.1</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

Job Group: G1 - EXECUTIVE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	78.1	21.9	22.7	77.3	2.9	2.8	14.9	0.8	0.1	1.2	25.0	19.5	5.5	5.7	19.3	0.7	0.7	3.7	0.2	0.0	0.3	0.3	Employees' Zip Code Analysis	
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	50.0	38.9	11.1	6.8	43.2	1.7	2.3	2.2	0.2	0.0	0.5	0.5	National	
Reasonable	77.1	22.9	23.4	76.6	3.1	3.1	15.4	0.7	0.0	1.1	25.0	19.3	5.7	5.8	19.2	0.8	0.8	3.8	0.2	0.0	0.3	0.3	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>77.7</b>	<b>22.3</b>	<b>18.3</b>	<b>81.7</b>	<b>3.2</b>	<b>3.7</b>	<b>9.8</b>	<b>0.6</b>	<b>0.0</b>	<b>1.1</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** H1 - ADMINISTRATOR I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	36.9	63.1	55.2	44.8	4.8	8.5	39.3	0.0	0.1	2.4	10.0	3.7	6.3	5.5	4.5	0.5	0.9	3.9	0.0	0.0	0.2	0.2	Employees' Zip Code Analysis	
Reasonable	37.3	62.7	31.4	68.6	12.1	9.8	7.1	0.5	0.1	1.8	10.0	3.7	6.3	3.1	6.9	1.2	1.0	0.7	0.1	0.0	0.2	0.2	National	
Reasonable	38.4	61.6	54.3	45.7	5.5	8.8	37.1	0.0	0.1	2.6	10.0	3.8	6.2	5.4	4.6	0.5	0.9	3.7	0.0	0.0	0.3	0.3	Bay Area	
<b>Internal Factors</b>																								
Feeders	31.0	69.0	66.5	33.5	8.2	17.5	39.4	0.4	0.5	0.4	70.0	21.7	48.3	46.6	23.4	5.8	12.3	27.6	0.3	0.3	0.3	0.3	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>32.9</b>	<b>67.1</b>	<b>60.6</b>	<b>39.4</b>	<b>8.0</b>	<b>15.0</b>	<b>35.9</b>	<b>0.4</b>	<b>0.4</b>	<b>1.0</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	50.5	49.5	46.3	53.7	1.8	6.2	35.1	0.3	0.1	2.9	10.0	5.0	5.0	4.6	5.4	0.2	0.6	3.5	0.0	0.0	0.3	0.3	Employees' Zip Code Analysis	
Reasonable	54.9	45.1	27.4	72.6	7.5	7.3	9.9	0.7	0.1	1.8	10.0	5.5	4.5	2.7	7.3	0.8	0.7	1.0	0.1	0.0	0.2	0.2	National	
Reasonable	49.4	50.6	43.6	56.4	2.0	5.8	32.9	0.2	0.1	2.6	10.0	4.9	5.1	4.4	5.6	0.2	0.6	3.3	0.0	0.0	0.3	0.3	Bay Area	
<b>Internal Factors</b>																								
Feeders	37.7	62.3	40.4	59.6	3.5	9.6	23.7	1.8	0.0	1.8	70.0	26.4	43.6	28.2	41.8	2.5	6.8	16.6	1.2	0.0	1.2	1.2	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>41.9</b>	<b>58.1</b>	<b>40.0</b>	<b>60.0</b>	<b>3.6</b>	<b>8.7</b>	<b>24.4</b>	<b>1.3</b>	<b>0.0</b>	<b>2.0</b>			



# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	30.2	69.8	56.6	43.4	4.8	9.9	38.5	0.5	0.7	2.1	10.0	3.0	7.0	5.7	4.3	0.5	1.0	3.9	0.1	0.1	0.2	0.2	Employees' Zip Code Analysis	
Reasonable	27.8	72.2	25.3	74.7	8.0	7.8	7.8	0.4	0.1	1.2	10.0	2.8	7.2	2.5	7.5	0.8	0.8	0.8	0.0	0.0	0.1	0.1	National	
Reasonable	30.9	69.1	54.6	45.4	4.2	9.7	37.5	0.5	0.7	2.0	10.0	3.1	6.9	5.5	4.5	0.4	1.0	3.7	0.1	0.1	0.2	0.2	Bay Area	
<b>Internal Factors</b>																								
Feeders	26.9	73.1	61.4	38.6	6.1	13.1	40.8	0.0	0.7	0.7	70.0	18.9	51.1	43.0	27.0	4.2	9.2	28.5	0.0	0.5	0.5	0.5	Feeders	
<b>Final Availability (%)</b>												<b>100.0</b>	<b>27.7</b>	<b>72.3</b>	<b>56.6</b>	<b>43.4</b>	<b>5.9</b>	<b>11.9</b>	<b>36.9</b>	<b>0.2</b>	<b>0.7</b>	<b>1.0</b>		

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** H4 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	25.1	74.9	65.7	34.3	10.5	11.9	37.7	0.0	0.0	5.5	25.0	6.3	18.7	16.4	8.6	2.6	3.0	9.4	0.0	0.0	1.4	1.4	Employees' Zip Code Analysis	
Reasonable	36.7	63.3	32.8	67.2	15.8	7.0	7.1	0.4	0.2	2.2	50.0	18.3	31.7	16.4	33.6	7.9	3.5	3.6	0.2	0.1	1.1	1.1	National	
Reasonable	36.6	63.4	56.9	43.1	9.4	12.6	28.1	0.0	0.0	6.7	25.0	9.2	15.8	14.2	10.8	2.3	3.2	7.0	0.0	0.0	1.7	1.7	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>33.8</b>	<b>66.2</b>	<b>47.0</b>	<b>53.0</b>	<b>12.8</b>	<b>9.6</b>	<b>20.0</b>	<b>0.2</b>	<b>0.1</b>	<b>4.2</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** H6 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	34.1	65.9	36.1	63.9	9.1	6.9	16.3	0.0	0.0	3.7	25.0	8.5	16.5	9.0	16.0	2.3	1.7	4.1	0.0	0.0	0.9	0.9	Employees' Zip Code Analysis	
Reasonable	35.9	64.1	19.9	80.1	7.7	7.0	3.4	0.4	0.1	1.3	50.0	17.9	32.1	10.0	40.0	3.8	3.5	1.7	0.2	0.0	0.7	0.7	National	
Reasonable	31.9	68.1	30.3	69.7	5.9	7.5	14.0	0.0	0.0	2.9	25.0	8.0	17.0	7.6	17.4	1.5	1.9	3.5	0.0	0.0	0.7	0.7	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>34.4</b>	<b>65.6</b>	<b>26.6</b>	<b>73.4</b>	<b>7.6</b>	<b>7.1</b>	<b>9.3</b>	<b>0.2</b>	<b>0.0</b>	<b>2.3</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	48.1	51.9	59.0	41.0	13.3	17.3	25.8	0.0	1.8	0.8	25.0	12.0	13.0	14.8	10.2	3.3	4.3	6.5	0.0	0.5	0.2	0.2	Employees' Zip Code Analysis	
Reasonable	46.4	53.6	21.6	78.4	8.3	7.9	3.8	0.4	0.1	1.1	50.0	23.2	26.8	10.8	39.2	4.1	4.0	1.9	0.2	0.1	0.5	0.5	National	
Reasonable	41.5	58.5	55.0	45.0	12.5	16.4	24.4	0.1	0.8	0.8	25.0	10.4	14.6	13.7	11.3	3.1	4.1	6.1	0.0	0.2	0.2	0.2	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>45.6</b>	<b>54.4</b>	<b>39.3</b>	<b>60.7</b>	<b>10.6</b>	<b>12.4</b>	<b>14.4</b>	<b>0.3</b>	<b>0.7</b>	<b>1.0</b>			

## Affirmative Action Plan

Snapshot Date: 10/31/2015

### Availability Analysis

Plan Date: 07/01/2015

**Job Group:** H8 - 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>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	79.4	20.6	74.6	25.4	11.2	31.8	27.2	0.3	1.3	2.7	25.0	19.9	5.1	18.7	6.3	2.8	7.9	6.8	0.1	0.3	0.7	0.7	Employees' Zip Code Analysis	
Reasonable	72.1	27.9	40.6	59.4	16.3	19.0	2.7	0.8	0.3	1.6	50.0	36.1	13.9	20.3	29.7	8.1	9.5	1.4	0.4	0.1	0.8	0.8	National	
Reasonable	77.9	22.1	72.6	27.4	10.3	30.8	27.4	0.6	1.0	2.5	25.0	19.5	5.5	18.2	6.8	2.6	7.7	6.9	0.1	0.3	0.6	0.6	Bay Area	
<b>Final Availability (%)</b>												<b>100.0</b>	<b>75.4</b>	<b>24.6</b>	<b>57.1</b>	<b>42.9</b>	<b>13.5</b>	<b>25.1</b>	<b>15.0</b>	<b>0.6</b>	<b>0.7</b>	<b>2.1</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** I1 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	30.3	69.7	48.0	52.0	5.7	10.5	28.7	0.0	0.1	3.0	10.0	3.0	7.0	4.8	5.2	0.6	1.0	2.9	0.0	0.0	0.3	0.3	Employees' Zip Code Analysis	
Reasonable	33.6	66.4	27.7	72.3	9.3	6.6	9.8	0.5	0.1	1.4	10.0	3.4	6.6	2.8	7.2	0.9	0.7	1.0	0.1	0.0	0.1	0.1	National	
Reasonable	30.9	69.1	45.4	54.6	4.9	9.6	28.1	0.0	0.1	2.6	10.0	3.1	6.9	4.5	5.5	0.5	1.0	2.8	0.0	0.0	0.3	0.3	Bay Area	
<b>Internal Factors</b>																								
Feeders	33.8	66.2	69.7	30.3	11.0	17.9	39.3	1.4	0.0	0.0	70.0	23.7	46.3	48.8	21.2	7.7	12.6	27.5	1.0	0.0	0.0	0.0	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>33.1</b>	<b>66.9</b>	<b>60.9</b>	<b>39.1</b>	<b>9.7</b>	<b>15.2</b>	<b>34.2</b>	<b>1.0</b>	<b>0.0</b>	<b>0.7</b>			

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** I2 - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	7.2	92.8	75.2	24.8	9.1	36.4	24.4	1.1	2.1	2.2	25.0	1.8	23.2	18.8	6.2	2.3	9.1	6.1	0.3	0.5	0.5	0.5	Employees' Zip Code Analysis	
Reasonable	6.1	93.9	43.3	56.7	13.6	23.2	4.1	0.5	0.3	1.6	50.0	3.0	47.0	21.7	28.3	6.8	11.6	2.0	0.3	0.2	0.8	0.8	National	
Reasonable	8.1	91.9	72.2	27.8	9.5	34.8	23.1	1.0	1.1	2.7	25.0	2.0	23.0	18.1	6.9	2.4	8.7	5.8	0.2	0.3	0.7	0.7	Bay Area	
<b>Final Availability (%)</b>												<b>100.0</b>	<b>6.8</b>	<b>93.2</b>	<b>58.5</b>	<b>41.5</b>	<b>11.5</b>	<b>29.4</b>	<b>13.9</b>	<b>0.8</b>	<b>0.9</b>	<b>2.0</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** I4 - 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>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	26.0	74.0	62.6	37.4	11.5	16.8	30.1	0.4	1.5	2.3	25.0	6.5	18.5	15.6	9.4	2.9	4.2	7.5	0.1	0.4	0.6	0.6	Employees' Zip Code Analysis	
Reasonable	18.0	82.0	35.4	64.6	13.5	14.2	5.3	0.6	0.2	1.7	50.0	9.0	41.0	17.7	32.3	6.7	7.1	2.6	0.3	0.1	0.8	0.8	National	
Reasonable	26.6	73.4	61.7	38.3	10.8	18.2	28.1	0.4	1.3	2.7	25.0	6.6	18.4	15.4	9.6	2.7	4.6	7.0	0.1	0.3	0.7	0.7	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>22.1</b>	<b>77.9</b>	<b>48.8</b>	<b>51.2</b>	<b>12.3</b>	<b>15.8</b>	<b>17.2</b>	<b>0.5</b>	<b>0.8</b>	<b>2.1</b>			



# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** J1 - FACULTY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	51.1	48.9	34.6	65.4	3.5	7.9	19.8	0.1	0.3	3.1	10.0	5.1	4.9	3.5	6.5	0.4	0.8	2.0	0.0	0.0	0.3	0.3	Employees' Zip Code Analysis	
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	10.0	5.2	4.8	2.5	7.5	0.6	0.5	1.2	0.0	0.0	0.2	0.2	National	
Reasonable	51.4	48.6	33.0	67.0	3.1	7.9	19.0	0.0	0.2	2.8	10.0	5.1	4.9	3.3	6.7	0.3	0.8	1.9	0.0	0.0	0.3	0.3	Bay Area	
<b>Internal Factors</b>																								
Feeders	52.6	47.4	42.1	57.9	5.3	7.0	28.1	1.8	0.0	0.0	70.0	36.8	33.2	29.5	40.5	3.7	4.9	19.6	1.2	0.0	0.0	0.0	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>52.3</b>	<b>47.7</b>	<b>38.8</b>	<b>61.2</b>	<b>4.9</b>	<b>7.0</b>	<b>24.7</b>	<b>1.3</b>	<b>0.1</b>	<b>0.8</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

Job Group: J2 - FACULTY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE																			
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+																					
<b>External Factors</b>																																											
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis															
Reasonable	51.1	48.9	34.6	65.4	3.5	7.9	19.8	0.1	0.3	3.1	10.0	5.1	4.9	3.5	6.5	0.4	0.8	2.0	0.0	0.0	0.3	51.1	48.9	34.6	65.4	3.5	7.9	19.8	0.1	0.3	3.1	10.0	5.1	4.9	3.5	6.5	0.4	0.8	2.0	0.0	0.0	0.3	Employees' Zip Code Analysis
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	10.0	5.2	4.8	2.5	7.5	0.6	0.5	1.2	0.0	0.0	0.2	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	10.0	5.2	4.8	2.5	7.5	0.6	0.5	1.2	0.0	0.0	0.2	National
Reasonable	51.4	48.6	33.0	67.0	3.1	7.9	19.0	0.0	0.2	2.8	10.0	5.1	4.9	3.3	6.7	0.3	0.8	1.9	0.0	0.0	0.3	51.4	48.6	33.0	67.0	3.1	7.9	19.0	0.0	0.2	2.8	10.0	5.1	4.9	3.3	6.7	0.3	0.8	1.9	0.0	0.0	0.3	Bay Area
<b>Internal Factors</b>																																											
Feeders	45.3	54.7	34.6	65.4	5.7	7.3	19.8	1.0	0.3	0.6	70.0	31.7	38.3	24.2	45.8	4.0	5.1	13.9	0.7	0.2	0.4	45.3	54.7	34.6	65.4	5.7	7.3	19.8	1.0	0.3	0.6	70.0	31.7	38.3	24.2	45.8	4.0	5.1	13.9	0.7	0.2	0.4	Feeders
<b>Final Availability (%)</b>												<b>100.0</b>	<b>47.2</b>	<b>52.8</b>	<b>33.5</b>	<b>66.5</b>	<b>5.2</b>	<b>7.3</b>	<b>18.9</b>	<b>0.8</b>	<b>0.2</b>	<b>1.2</b>																					

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	28.2	71.8	30.1	69.9	3.4	11.0	14.3	0.3	0.0	1.1	25.0	7.0	18.0	7.5	17.5	0.9	2.7	3.6	0.1	0.0	0.3	0.3	Employees' Zip Code Analysis	
Reasonable	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	50.0	8.2	41.8	7.9	42.1	2.9	2.2	1.9	0.2	0.0	0.7	0.7	National	
Reasonable	28.9	71.1	30.3	69.7	4.1	12.1	13.0	0.3	0.0	0.8	25.0	7.2	17.8	7.6	17.4	1.0	3.0	3.3	0.1	0.0	0.2	0.2	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>22.5</b>	<b>77.5</b>	<b>23.0</b>	<b>77.0</b>	<b>4.8</b>	<b>8.0</b>	<b>8.7</b>	<b>0.4</b>	<b>0.0</b>	<b>1.2</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** M2 - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	39.0	61.0	62.2	37.8	3.5	15.8	35.8	0.0	0.0	7.1	25.0	9.7	15.3	15.6	9.4	0.9	4.0	8.9	0.0	0.0	1.8	1.8	Employees' Zip Code Analysis	
Reasonable	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	50.0	12.0	38.0	13.3	36.7	4.6	4.4	3.0	0.3	0.1	1.0	1.0	National	
Reasonable	36.8	63.2	53.4	46.6	2.7	9.3	35.3	0.0	0.7	5.4	25.0	9.2	15.8	13.3	11.7	0.7	2.3	8.8	0.0	0.2	1.3	1.3	Bay Area	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>30.9</b>	<b>69.1</b>	<b>42.2</b>	<b>57.8</b>	<b>6.1</b>	<b>10.6</b>	<b>20.8</b>	<b>0.3</b>	<b>0.3</b>	<b>4.1</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** O1 - 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>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	28.7	71.3	16.1	83.9	1.1	5.2	8.4	0.0	0.0	1.4	10.0	2.9	7.1	1.6	8.4	0.1	0.5	0.8	0.0	0.0	0.1	0.1	Employees' Zip Code Analysis	
Reasonable	32.4	67.6	14.4	85.6	4.9	5.7	2.5	0.2	0.0	1.1	10.0	3.2	6.8	1.4	8.6	0.5	0.6	0.3	0.0	0.0	0.1	0.1	National	
Reasonable	30.1	69.9	16.3	83.7	0.7	6.3	7.7	0.2	0.0	1.5	10.0	3.0	7.0	1.6	8.4	0.1	0.6	0.8	0.0	0.0	0.1	0.1	Bay Area	
<b>Internal Factors</b>																								
Feeders	29.4	70.6	69.5	30.5	10.3	18.0	39.8	1.0	0.2	0.2	70.0	20.5	49.5	48.6	21.4	7.2	12.6	27.9	0.7	0.1	0.1	0.1	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>29.7</b>	<b>70.3</b>	<b>53.3</b>	<b>46.7</b>	<b>7.9</b>	<b>14.3</b>	<b>29.7</b>	<b>0.7</b>	<b>0.1</b>	<b>0.5</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** O2 - ATHLETIC INSTRUCTIONAL SUPPORT

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	57.0	43.0	40.6	59.4	7.2	13.7	15.6	0.2	0.1	3.8	25.0	14.2	10.8	10.1	14.9	1.8	3.4	3.9	0.0	0.0	1.0	1.0	Employees' Zip Code Analysis	
Reasonable	64.3	35.7	22.4	77.6	9.1	7.7	2.8	0.5	0.1	2.2	50.0	32.2	17.8	11.2	38.8	4.5	3.9	1.4	0.2	0.1	1.1	1.1	National	
Reasonable	58.1	41.9	37.0	63.0	6.6	11.0	15.1	0.3	0.3	3.7	25.0	14.5	10.5	9.3	15.7	1.6	2.7	3.8	0.1	0.1	0.9	0.9	Bay Area	
<b>Final Availability (%)</b>												<b>100.0</b>	<b>60.9</b>	<b>39.1</b>	<b>30.6</b>	<b>69.4</b>	<b>8.0</b>	<b>10.0</b>	<b>9.1</b>	<b>0.4</b>	<b>0.2</b>	<b>3.0</b>		

# Affirmative Action Plan

## Availability Analysis

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

**Job Group:** P1 - 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>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	45.8	54.2	55.8	44.2	2.0	28.6	19.0	0.2	0.6	5.5	10.0	4.6	5.4	5.6	4.4	0.2	2.9	1.9	0.0	0.1	0.6	0.6	Employees' Zip Code Analysis	
Reasonable	50.6	49.4	32.7	67.3	9.0	15.7	5.5	0.7	0.2	1.7	10.0	5.1	4.9	3.3	6.7	0.9	1.6	0.6	0.1	0.0	0.2	0.2	National	
Reasonable	45.7	54.3	51.2	48.8	2.2	25.6	17.6	0.2	0.3	5.4	10.0	4.6	5.4	5.1	4.9	0.2	2.6	1.8	0.0	0.0	0.5	0.5	Bay Area	
<b>Internal Factors</b>																								
Feeders	62.2	37.8	43.9	56.1	4.9	13.4	23.2	1.2	1.2	0.0	70.0	43.5	26.5	30.7	39.3	3.4	9.4	16.2	0.9	0.9	0.0	0.0	Feeders	
<b>Final Availability (%)</b>											<b>100.0</b>	<b>57.7</b>	<b>42.3</b>	<b>44.7</b>	<b>55.3</b>	<b>4.7</b>	<b>16.4</b>	<b>20.4</b>	<b>1.0</b>	<b>1.0</b>	<b>1.3</b>			

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Availability Analysis

Plan Date: 07/01/2015

**Job Group:** R1 - ADMINISTRATOR I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicant's Zip Code Analysis	
Reasonable	61.3	38.7	33.7	66.3	2.4	8.7	19.3	0.1	0.2	3.1	10.0	6.1	3.9	3.4	6.6	0.2	0.9	1.9	0.0	0.0	0.3	0.3	Employees' Zip Code Analysis	
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	10.0	7.1	2.9	1.9	8.1	0.6	0.7	0.4	0.0	0.0	0.1	0.1	National	
Reasonable	62.8	37.2	31.6	68.4	2.2	7.8	18.3	0.1	0.2	3.0	10.0	6.3	3.7	3.2	6.8	0.2	0.8	1.8	0.0	0.0	0.3	0.3	Bay Area	
<b>Internal Factors</b>																								
Feeders	45.9	54.1	46.8	53.2	9.4	11.5	24.5	0.0	1.2	0.2	70.0	32.1	37.9	32.8	37.2	6.6	8.0	17.2	0.0	0.8	0.2	0.2	Feeders	
<b>Final Availability (%)</b>												<b>100.0</b>	<b>51.6</b>	<b>48.4</b>	<b>41.2</b>	<b>58.8</b>	<b>7.6</b>	<b>10.4</b>	<b>21.3</b>	<b>0.1</b>	<b>0.9</b>	<b>0.9</b>		



# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

Job Group: B2 - CRAFTS AND TRADES

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
13	1	6476	CARPENTER	4	3	1	1	3	0	0	1	0	0	0	
13	1	6533	ELECTRICIAN	7	7	0	4	3	2	2	0	0	0	0	
13	1	6532	LEAD ELECTRICIAN	1	1	0	0	1	0	0	0	0	0	0	
13	1	6643	LEAD LOCKSMITH	1	1	0	1	0	1	0	0	0	0	0	
13	1	6642	LOCKSMITH	3	3	0	2	1	1	1	0	0	0	0	
13	1	6526	PAINTER	17	17	0	7	10	0	7	0	0	0	0	
13	1	6549	PLUMBER	3	3	0	2	1	0	1	1	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>40</b>	<b>39</b>	<b>1</b>	<b>19</b>	<b>21</b>	<b>4</b>	<b>11</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>97.5</b>	<b>2.5</b>	<b>47.5</b>	<b>52.5</b>	<b>10.0</b>	<b>27.5</b>	<b>10.0</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: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

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

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
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	8	8	0	6	2	1	4	1	0	0	0
14	1	6223	LABORER	28	28	0	27	1	1	12	14	0	0	0
10	1	0726	LEAD GROUNDWORKER	6	6	0	5	1	0	4	1	0	0	0
10	1	0748	TREE TRIMMER II	1	1	0	1	0	0	1	0	0	0	0
<b>Total (#)</b>				<b>45</b>	<b>44</b>	<b>1</b>	<b>40</b>	<b>5</b>	<b>3</b>	<b>21</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>97.8</b>	<b>2.2</b>	<b>88.9</b>	<b>11.1</b>	<b>6.7</b>	<b>46.7</b>	<b>35.6</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: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** B5 - CRAFTS AND TRADES

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1	6699	AIR CONDITIONING/REFRIGERATION ME	1	1	0	1	0	0	1	0	0	0	0
14	1	6702	BUILDING SERVICE ENGINEER	7	7	0	4	3	0	1	2	0	1	0
14	1	6701	CERTIFIED BUILDING SERVICE ENGINE	2	2	0	2	0	1	1	0	0	0	0
13	1	6260	FACILITIES CONTROL SPECIALIST	2	2	0	0	2	0	0	0	0	0	0
13	1	6940	FACILITIES MAINTENANCE MECHANIC	9	8	1	8	1	0	4	4	0	0	0
13	1	6265	FACILITIES PROJECT SUPERVISOR	4	4	0	0	4	0	0	0	0	0	0
13	1	6251	FACILITIES WORKER II	4	4	0	3	1	0	1	2	0	0	0
14	1	6700	SUPERVISING BUILDING SERVICE ENGI	1	1	0	0	1	0	0	0	0	0	0
<b>Total (#)</b>				<b>30</b>	<b>29</b>	<b>1</b>	<b>18</b>	<b>12</b>	<b>1</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Total (%)</b>					<b>96.7</b>	<b>3.3</b>	<b>60.0</b>	<b>40.0</b>	<b>3.3</b>	<b>26.7</b>	<b>26.7</b>	<b>0.0</b>	<b>3.3</b>	<b>0.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

## Job Group Analysis

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

**EEO**

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

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** C1 - 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	82	18	64	63	19	11	18	33	1	0	0
12	1	1506	STOREKEEPER I	1	1	0	1	0	0	1	0	0	0	0
<b>Total (#)</b>				<b>83</b>	<b>19</b>	<b>64</b>	<b>64</b>	<b>19</b>	<b>11</b>	<b>19</b>	<b>33</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>22.9</b>	<b>77.1</b>	<b>77.1</b>	<b>22.9</b>	<b>13.3</b>	<b>22.9</b>	<b>39.8</b>	<b>1.2</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: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** C3 - 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	33	13	20	24	9	3	10	11	0	0	0
12	2	1170	CONFIDENTIAL OFFICE SUPPORT -12 M	4	0	4	3	1	1	0	2	0	0	0
<b>Total (#)</b>				<b>37</b>	<b>13</b>	<b>24</b>	<b>27</b>	<b>10</b>	<b>4</b>	<b>10</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>35.1</b>	<b>64.9</b>	<b>73.0</b>	<b>27.0</b>	<b>10.8</b>	<b>27.0</b>	<b>35.1</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: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** C6 - HEALTH CARE

**EEO**

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

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	1	1140	HEALTH INFORMATION TECHNICIAN	3	0	3	2	1	1	0	1	0	0	0
<b>Total (#)</b>				<b>3</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>0.0</b>	<b>100.0</b>	<b>66.7</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</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.

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

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

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1	2010	CUSTODIAN	149	62	87	148	1	5	38	103	1	0	1
10	1	2015	LEAD CUSTODIAN	13	7	6	12	1	2	6	4	0	0	0
<b>Total (#)</b>				<b>162</b>	<b>69</b>	<b>93</b>	<b>160</b>	<b>2</b>	<b>7</b>	<b>44</b>	<b>107</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>42.6</b>	<b>57.4</b>	<b>98.8</b>	<b>1.2</b>	<b>4.3</b>	<b>27.2</b>	<b>66.0</b>	<b>0.6</b>	<b>0.0</b>	<b>0.6</b>

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

**San Francisco State University**



# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** E2 - ADMINISTRATOR II

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1	8820	COMMUNITY SERVICE SPECIALIST -12 M	27	17	10	20	7	2	7	11	0	0	0	
10	0	8365	CORPORAL	5	5	0	4	1	0	2	1	0	1	0	
10	0	8350	POLICE OFFICER	9	8	1	4	5	0	2	2	0	0	0	
10	0	8354	SERGEANT	7	5	2	3	4	0	2	1	0	0	0	
<b>Total (#)</b>				<b>48</b>	<b>35</b>	<b>13</b>	<b>31</b>	<b>17</b>	<b>2</b>	<b>13</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>0</b>	
<b>Total (%)</b>					<b>72.9</b>	<b>27.1</b>	<b>64.6</b>	<b>35.4</b>	<b>4.2</b>	<b>27.1</b>	<b>31.3</b>	<b>0.0</b>	<b>2.1</b>	<b>0.0</b>	

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

## Job Group Analysis

**Job Group:** E3 - PUBLIC SAFETY

**EEO**

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

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1	8800	POLICE DISPATCHER -12 MONTH	4	3	1	0	4	0	0	0	0	0	0
<b>Total (#)</b>				<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>75.0</b>	<b>25.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</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.

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** F2 - RESRCH & DATA SUPPORT LEVEL II

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	2	0430	NETWORK ANALYST -12	9	7	2	3	6	0	1	2	0	0	0	
3	2	0410	OPERATING SYSTEMS ANALYST -12	11	9	2	8	3	1	0	7	0	0	0	
<b>Total (#)</b>				20	16	4	11	9	1	1	9	0	0	0	
<b>Total (%)</b>					80.0	20.0	55.0	45.0	5.0	5.0	45.0	0.0	0.0	0.0	

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** F3 - RESRCH & DATA SUPPORT LEVEL I

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	1	0400	ANALYST/PROGRAMMER -12	32	27	5	23	9	1	1	21	0	0	0	
3	1	0420	INFORMATION TECHNOLOGY CONSULT	82	58	24	42	40	2	8	32	0	0	0	
<b>Total (#)</b>				<b>114</b>	<b>85</b>	<b>29</b>	<b>65</b>	<b>49</b>	<b>3</b>	<b>9</b>	<b>53</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>74.6</b>	<b>25.4</b>	<b>57.0</b>	<b>43.0</b>	<b>2.6</b>	<b>7.9</b>	<b>46.5</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.

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

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

**EEO**

<b>Total</b>
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1	0440	EQUIPMENT SYSTEMS SPECIALIST -12	4	4	0	2	2	1	0	1	0	0	0
<b>Total (#)</b>				4	4	0	2	2	1	0	1	0	0	0
<b>Total (%)</b>					100.0	0.0	50.0	50.0	25.0	0.0	25.0	0.0	0.0	0.0

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** G1 - EXECUTIVE

**EEO**

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

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** H1 - ADMINISTRATOR I

				Total											
<b>EEO</b>	<b>Cat</b>	<b>Pay Grade</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>M</b>	<b>F</b>	<b>MIN</b>	<b>W</b>	<b>AA</b>	<b>H</b>	<b>A</b>	<b>NA</b>	<b>PI</b>	<b>2+</b>
	2	1	1038	ADMINISTRATIVE ANALYST/SPECIALIST -	381	101	280	234	147	23	50	155	0	3	3
	2	1	1176	CONFIDENTIAL ADMINISTRATIVE SUPPO	21	7	14	15	6	1	3	11	0	0	0
	4	1	5181	EXTENDED EDUCATION SPECIALIST I	3	0	3	1	2	0	0	1	0	0	0
	4	1	5182	EXTENDED EDUCATION SPECIALIST II	6	3	3	2	4	1	0	1	0	0	0
	12	1	1148	PRESIDENTIAL AIDE	1	0	1	1	0	0	1	0	0	0	0
<b>Total (#)</b>					<b>412</b>	<b>111</b>	<b>301</b>	<b>253</b>	<b>159</b>	<b>25</b>	<b>54</b>	<b>168</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>Total (%)</b>						<b>26.9</b>	<b>73.1</b>	<b>61.4</b>	<b>38.6</b>	<b>6.1</b>	<b>13.1</b>	<b>40.8</b>	<b>0.0</b>	<b>0.7</b>	<b>0.7</b>

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

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

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	5784	ASSOCIATE, ACADEMIC AND INSTITUTIO	8	0	8	4	4	1	0	2	1	0	0
2	1	5783	ASSOCIATE, ACADEMIC AND INSTITUTIO	21	8	13	12	9	0	1	10	1	0	0
2	1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIO	14	5	9	6	8	1	1	4	0	0	0
3	1	5683	RESEARCH TECHNICIAN I	52	21	31	18	34	2	8	8	0	0	0
3	1	5681	RESEARCH TECHNICIAN II	11	6	5	4	7	0	0	2	0	0	2
3	1	5680	RESEARCH TECHNICIAN III	8	3	5	2	6	0	1	1	0	0	0
<b>Total (#)</b>				<b>114</b>	<b>43</b>	<b>71</b>	<b>46</b>	<b>68</b>	<b>4</b>	<b>11</b>	<b>27</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>Total (%)</b>					<b>37.7</b>	<b>62.3</b>	<b>40.4</b>	<b>59.6</b>	<b>3.5</b>	<b>9.6</b>	<b>23.7</b>	<b>1.8</b>	<b>0.0</b>	<b>1.8</b>

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



## Affirmative Action Plan

Snapshot Date: 10/31/2015

### Job Group Analysis

Plan Date: 07/01/2015

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

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	1762	ACCOUNTANT I	9	3	6	8	1	0	0	8	0	0	0
2	1	4555	ACCOUNTANT II	4	0	4	4	0	0	0	4	0	0	0
2	1	4556	ACCOUNTANT III	3	2	1	3	0	0	0	3	0	0	0
12	1	1741	ACCOUNTING TECHNICIAN II	4	1	3	3	1	0	0	3	0	0	0
12	1	1740	ACCOUNTING TECHNICIAN III	8	4	4	7	1	0	1	6	0	0	0
<b>Total (#)</b>				<b>28</b>	<b>10</b>	<b>18</b>	<b>25</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>35.7</b>	<b>64.3</b>	<b>89.3</b>	<b>10.7</b>	<b>0.0</b>	<b>3.6</b>	<b>85.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** H4 - RESRCH & DATA SUPPORT LEVEL I

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	5284	SENIOR BUDGET ANALYST	3	1	2	3	0	0	0	3	0	0	0
<b>Total (#)</b>				3	1	2	3	0	0	0	3	0	0	0
<b>Total (%)</b>					33.3	66.7	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.

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

## Job Group Analysis

**Job Group:** H6 - RESRCH & DATA SUPPORT LEVEL I

**EEO**

<b>Total</b>													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	2	0800	PUBLIC AFFAIRS/COMMUNICATION SPE	7	4	3	0	7	0	0	0	0	0	0
<b>Total (#)</b>				7	4	3	0	7	0	0	0	0	0	0
<b>Total (%)</b>					57.1	42.9	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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

**San Francisco State University**

## Affirmative Action Plan

Snapshot Date: 10/31/2015

### Job Group Analysis

Plan Date: 07/01/2015

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

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	4792	BUYER II	1	1	0	1	0	0	0	1	0	0	0
2	1	4793	BUYER II - LEAD	1	0	1	1	0	0	0	1	0	0	0
2	0	4790	BUYER TRAINEE	1	1	0	1	0	0	0	1	0	0	0
<b>Total (#)</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>66.7</b>	<b>33.3</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

## Affirmative Action Plan

Snapshot Date: 10/31/2015

### Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** H8 - 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	1549	PROPERTY CLERK II	1	1	0	0	1	0	0	0	0	0	0
12	1	1502	SHIPPING AND RECEIVING ASSISTANT I	1	1	0	1	0	1	0	0	0	0	0
14	1	1508	WAREHOUSE WORKER	6	5	1	5	1	0	1	4	0	0	0
<b>Total (#)</b>				<b>8</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>87.5</b>	<b>12.5</b>	<b>75.0</b>	<b>25.0</b>	<b>12.5</b>	<b>12.5</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

Job Group: I1 - HEALTH CARE

				Total										
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1	8147	HEALTH EDUCATOR	5	1	4	3	2	0	1	1	1	0	0
9	1	8166	NURSE PRACTITIONER	4	0	4	1	3	0	0	1	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	7737	PHYSICIAN	6	2	4	4	2	0	1	3	0	0	0
9	1	8157	REGISTERED NURSE III	5	0	5	3	2	0	2	1	0	0	0
<b>Total (#)</b>				<b>22</b>	<b>4</b>	<b>18</b>	<b>13</b>	<b>9</b>	<b>0</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>18.2</b>	<b>81.8</b>	<b>59.1</b>	<b>40.9</b>	<b>0.0</b>	<b>18.2</b>	<b>36.4</b>	<b>4.5</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: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

Job Group: I2 - HEALTH CARE

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
10	1	8137	CLINICAL ASSISTANT	4	0	4	3	1	0	0	3	0	0	0	
10	1	8148	MEDICAL ASSISTANT	6	2	4	5	1	0	2	3	0	0	0	
<b>Total (#)</b>				<b>10</b>	<b>2</b>	<b>8</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>6</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>20.0</b>	<b>60.0</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.

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

Plan Date: 07/01/2015

## Job Group Analysis

**Job Group:** I4 - ADM. SUPPORT LEVEL II

**EEO**

<b>Total</b>
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1	5210	HEALTH SERVICES ASSISTANT	1	0	1	1	0	0	0	1	0	0	0
<b>Total (#)</b>				1	0	1	1	0	0	0	1	0	0	0
<b>Total (%)</b>					0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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

**San Francisco State University**



# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

Job Group: J1 - FACULTY

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	4	2481	DEPARTMENT CHAIR - 12 MONTH	57	30	27	24	33	3	4	16	1	0	0
<b>Total (#)</b>				<b>57</b>	<b>30</b>	<b>27</b>	<b>24</b>	<b>33</b>	<b>3</b>	<b>4</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>52.6</b>	<b>47.4</b>	<b>42.1</b>	<b>57.9</b>	<b>5.3</b>	<b>7.0</b>	<b>28.1</b>	<b>1.8</b>	<b>0.0</b>	<b>0.0</b>

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

Job Group: J2 - FACULTY

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	0	2388	GRANT-RELATED/SPECIALY FUNDED I	2	0	2	0	2	0	0	0	0	0	0	
5	0	2387	GRANT-RELATED/SPECIALY FUNDED I	1	0	1	0	1	0	0	0	0	0	0	
5	4	2361	INSTRUCTIONAL FACULTY - 12 MONTH	7	4	3	0	7	0	0	0	0	0	0	
5	3	2360	INSTRUCTIONAL FACULTY - ACADEMIC	588	299	289	241	347	33	42	151	9	0	6	
5	3	2399	INSTRUCTIONAL FACULTY - ACADEMIC	100	51	49	37	63	4	9	21	2	0	1	
5	2	2359	LECTURER - 12 MONTH	25	9	16	5	20	0	2	3	0	0	0	
5	1	2358	LECTURER - ACADEMIC YEAR	832	341	491	255	577	51	61	132	5	4	2	
5	5	2369	LECTURER, OVERSEAS CONTRACT ASS	1	1	0	1	0	0	0	1	0	0	0	
<b>Total (#)</b>				<b>1,556</b>	<b>705</b>	<b>851</b>	<b>539</b>	<b>1,017</b>	<b>88</b>	<b>114</b>	<b>308</b>	<b>16</b>	<b>4</b>	<b>9</b>	
<b>Total (%)</b>					<b>45.3</b>	<b>54.7</b>	<b>34.6</b>	<b>65.4</b>	<b>5.7</b>	<b>7.3</b>	<b>19.8</b>	<b>1.0</b>	<b>0.3</b>	<b>0.6</b>	

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

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	3	2919	LIBRARIAN - 10 MONTH	2	0	2	0	2	0	0	0	0	0	0
7	2	2920	LIBRARIAN - 12 MONTH	22	8	14	5	17	1	1	3	0	0	0
<b>Total (#)</b>				<b>24</b>	<b>8</b>	<b>16</b>	<b>5</b>	<b>19</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>33.3</b>	<b>66.7</b>	<b>20.8</b>	<b>79.2</b>	<b>4.2</b>	<b>4.2</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.

San Francisco State University

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** M2 - RESRCH & DATA SUPPORT LEVEL I

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1	2886	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
4	1	2887	LIBRARY SERVICES SPECIALIST II	13	7	6	7	6	0	2	5	0	0	0	
4	1	2888	LIBRARY SERVICES SPECIALIST III	7	3	4	3	4	0	1	2	0	0	0	
4	1	2889	LIBRARY SERVICES SPECIALIST IV	4	1	3	3	1	0	1	2	0	0	0	
<b>Total (#)</b>				<b>25</b>	<b>11</b>	<b>14</b>	<b>14</b>	<b>11</b>	<b>0</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>44.0</b>	<b>56.0</b>	<b>56.0</b>	<b>44.0</b>	<b>0.0</b>	<b>16.0</b>	<b>40.0</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.

**San Francisco State University**

## Affirmative Action Plan

Snapshot Date: 10/31/2015

### Job Group Analysis

Plan Date: 07/01/2015

Job Group: O1 - STUDENT SERVICES-LEVEL I

				Total											
EEO	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
	3	2	3079	STUDENT SERVICES PROFESSIONAL I	5	2	3	4	1	0	0	4	0	0	0
	3	8	3078	STUDENT SERVICES PROFESSIONAL I -	1	0	1	1	0	0	1	0	0	0	0
	3	1	3082	STUDENT SERVICES PROFESSIONAL II	57	21	36	39	18	6	6	26	1	0	0
	3	1	3084	STUDENT SERVICES PROFESSIONAL III	49	16	33	36	13	7	9	19	1	0	0
	3	1	3086	STUDENT SERVICES PROFESSIONAL IV	22	7	15	13	9	1	7	5	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	3	0	3	3	0	0	1	2	0	0	0
	3	0	3074	STUDENT SERVICES PROFESSIONAL, A	1	0	1	1	0	0	1	0	0	0	0
	3	0	3075	STUDENT SERVICES PROFESSIONAL, A	3	1	2	0	3	0	0	0	0	0	0
<b>Total (#)</b>					<b>145</b>	<b>49</b>	<b>96</b>	<b>101</b>	<b>44</b>	<b>16</b>	<b>26</b>	<b>57</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>						<b>33.8</b>	<b>66.2</b>	<b>69.7</b>	<b>30.3</b>	<b>11.0</b>	<b>17.9</b>	<b>39.3</b>	<b>1.4</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: 10/31/2015

### Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** O2 - ATHLETIC INSTRUCTIONAL SUPPORT

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
9	1	8185	ATHLETIC TRAINER II - 12 MONTH	2	1	1	2	0	0	1	0	1	0	0	
4	0	2378	COACH - ACADEMIC YEAR	6	3	3	0	6	0	0	0	0	0	0	
4	0	2384	COACHING ASSISTANT - ACADEMIC YEA	7	3	4	2	5	0	1	1	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>16</b>	<b>8</b>	<b>8</b>	<b>4</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>50.0</b>	<b>50.0</b>	<b>25.0</b>	<b>75.0</b>	<b>0.0</b>	<b>12.5</b>	<b>6.3</b>	<b>6.3</b>	<b>0.0</b>	<b>0.0</b>	

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

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** P1 - RESRCH & DATA SUPPORT LEVEL II

				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	4	2	2	2	2	1	1	0	0	0	0
	10	1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0
	4	0	0850	BROADCAST ENGINEER -12 MONTH	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	5	5	0	1	4	0	0	0	0	1	0
	13	1	7011	EQUIPMENT TECHNICIAN II, MECHANICA	1	1	0	1	0	0	0	1	0	0	0
	13	1	7014	EQUIPMENT TECHNICIAN II, SPECIALIZE	1	1	0	1	0	0	1	0	0	0	0
	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	6	6	0	3	3	0	3	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	10	5	5	3	7	0	2	1	0	0	0
	4	1	1577	INSTRUCTIONAL SUPPORT ASSISTANT	1	1	0	0	1	0	0	0	0	0	0
	4	1	1578	INSTRUCTIONAL SUPPORT ASSISTANT	3	2	1	2	1	0	1	1	0	0	0
	4	1	1579	INSTRUCTIONAL SUPPORT ASSISTANT	3	2	1	1	2	0	0	1	0	0	0
	4	1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN	2	1	1	2	0	0	0	2	0	0	0
	4	1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN	10	4	6	8	2	1	0	6	1	0	0
	4	1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN	10	7	3	3	7	2	0	1	0	0	0
	3	1	7888	LABORATORY ASSISTANT I	1	0	1	1	0	0	0	1	0	0	0
	3	1	7879	LABORATORY ASSISTANT II	9	1	8	4	5	0	2	2	0	0	0
	4	1	0810	MEDIA PRODUCTION SPECIALIST -12 MO	6	5	1	2	4	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	1	0	1	0	1	0	0	0	0	0	0
<b>Total (#)</b>					<b>82</b>	<b>51</b>	<b>31</b>	<b>36</b>	<b>46</b>	<b>4</b>	<b>11</b>	<b>19</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Total (%)</b>						<b>62.2</b>	<b>37.8</b>	<b>43.9</b>	<b>56.1</b>	<b>4.9</b>	<b>13.4</b>	<b>23.2</b>	<b>1.2</b>	<b>1.2</b>	<b>0.0</b>

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

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Job Group Analysis

Plan Date: 07/01/2015

**Job Group:** R1 - ADMINISTRATOR I

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	3318	ADMINISTRATOR I	9	2	7	5	4	1	1	3	0	0	0
1	1	3312	ADMINISTRATOR II	63	41	22	28	35	6	7	13	0	2	0
1	1	3306	ADMINISTRATOR III	49	26	23	15	34	7	4	4	0	0	0
1	1	3300	ADMINISTRATOR IV	27	11	16	12	15	2	4	6	0	0	0
<b>Total (#)</b>				<b>148</b>	<b>80</b>	<b>68</b>	<b>60</b>	<b>88</b>	<b>16</b>	<b>16</b>	<b>26</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>Total (%)</b>					<b>54.1</b>	<b>45.9</b>	<b>40.5</b>	<b>59.5</b>	<b>10.8</b>	<b>10.8</b>	<b>17.6</b>	<b>0.0</b>	<b>1.4</b>	<b>0.0</b>

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



# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Academic Affairs

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358	LECTURER - ACADEMIC YEAR	958.68	832	255	Male	341	248	13	26	50	3	1	0	
					Female	491	329	38	35	82	2	3	2	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	6,946.80	207	118	Male	46	25	1	5	15	0	0	0	
					Female	161	64	11	19	64	0	2	1	
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	8,507.52	8	4	Male	0	0	0	0	0	0	0	0	
					Female	8	4	1	0	2	1	0	0	
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	9,164.04	13	5	Male	5	3	1	0	1	0	0	0	
					Female	8	5	0	1	2	0	0	0	
2359	LECTURER - 12 MONTH	10,130.40	25	5	Male	9	8	0	1	0	0	0	0	
					Female	16	12	0	1	3	0	0	0	
7512	GLASSBLOWER	13,737.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	13,999.20	17	8	Male	6	4	0	0	2	0	0	0	
					Female	11	5	0	1	5	0	0	0	
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	14,796.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	17,562.00	3	2	Male	2	1	0	1	0	0	0	0	
					Female	1	0	0	0	1	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	17,904.00	21	14	Male	8	4	0	3	1	0	0	0	
					Female	13	3	1	5	4	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	18,666.00	51	37	Male	9	3	1	3	2	0	0	0	
					Female	42	11	4	8	18	1	0	0	
0820	GRAPHIC DESIGNER -12 MONTH	19,728.00	7	3	Male	3	1	0	1	1	0	0	0	
					Female	4	3	0	1	0	0	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH	20,664.00	57	24	Male	30	19	0	2	9	0	0	0	
					Female	27	14	3	2	7	1	0	0	
2361	INSTRUCTIONAL FACULTY - 12 MONTH	21,600.00	7	0	Male	4	4	0	0	0	0	0	0	
					Female	3	3	0	0	0	0	0	0	

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Academic Affairs

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
5683	RESEARCH TECHNICIAN I	21,858.00	52	18	Male	21	16	0	3	2	0	0	0	
					Female	31	18	2	5	6	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	23,160.00	10	8	Male	4	1	1	0	2	0	0	0	
					Female	6	1	0	0	4	1	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	23,322.00	3	2	Male	1	1	0	0	0	0	0	0	
					Female	2	0	0	0	2	0	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	25,314.00	2	2	Male	1	0	0	0	1	0	0	0	
					Female	1	0	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	25,704.00	19	14	Male	6	3	1	0	2	0	0	0	
					Female	13	2	1	4	6	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	26,520.00	9	4	Male	3	1	0	1	1	0	0	0	
					Female	6	4	0	2	0	0	0	0	0
7888	LABORATORY ASSISTANT I	27,248.00	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	0	1	0	0	0	0
7879	LABORATORY ASSISTANT II	27,788.80	9	4	Male	1	1	0	0	0	0	0	0	
					Female	8	4	0	2	2	0	0	0	0
2889	LIBRARY SERVICES SPECIALIST IV	28,458.00	4	3	Male	1	1	0	0	0	0	0	0	
					Female	3	0	0	1	2	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	28,674.00	46	19	Male	33	19	1	4	9	0	0	0	
					Female	13	8	0	1	4	0	0	0	0
5680	RESEARCH TECHNICIAN III	28,782.36	8	2	Male	3	2	0	1	0	0	0	0	
					Female	5	4	0	0	1	0	0	0	0
7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	29,514.00	2	0	Male	2	2	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
3078	STUDENT SERVICES PROFESSIONAL I - 10 MONTH	30,576.00	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	31,675.20	588	241	Male	299	186	17	20	69	5	0	2	
					Female	289	161	16	22	82	4	0	4	

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Academic Affairs

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	31,675.20	100	37	Male	51	35	3	4	7	1	0	1
					Female	49	28	1	5	14	1	0	0
2886	LIBRARY SERVICES SPECIALIST I	32,130.00	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
1506	STOREKEEPER I	32,916.00	1	1	Male	1	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	33,714.00	13	9	Male	3	1	0	0	2	0	0	0
					Female	10	3	0	2	5	0	0	0
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	34,308.00	6	2	Male	5	3	0	1	1	0	0	0
					Female	1	1	0	0	0	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	36,660.00	3	1	Male	3	2	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
2866	ACCOMPANIST II	38,064.00	4	2	Male	2	1	1	0	0	0	0	0
					Female	2	1	0	1	0	0	0	0
2920	LIBRARIAN - 12 MONTH	38,136.00	22	5	Male	8	8	0	0	0	0	0	0
					Female	14	9	1	1	3	0	0	0
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	38,640.00	3	1	Male	2	1	0	0	1	0	0	0
					Female	1	1	0	0	0	0	0	0
2887	LIBRARY SERVICES SPECIALIST II	39,096.00	13	7	Male	7	4	0	2	1	0	0	0
					Female	6	2	0	0	4	0	0	0
6223	LABORER	39,600.00	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
2628	CREDENTIAL ANALYST I	40,788.00	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
2888	LIBRARY SERVICES SPECIALIST III	41,256.00	7	3	Male	3	2	0	0	1	0	0	0
					Female	4	2	0	1	1	0	0	0
5681	RESEARCH TECHNICIAN II	44,075.20	11	4	Male	6	5	0	0	1	0	0	0
					Female	5	2	0	0	1	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Academic Affairs

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1741	ACCOUNTING TECHNICIAN II	45,288.00	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	47,277.00	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	47,280.00	3	1	Male	0	0	0	0	0	0	0	0	
					Female	3	2	0	0	1	0	0	0	
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	47,988.00	1	1	Male	1	0	0	1	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
1740	ACCOUNTING TECHNICIAN III	48,048.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
2369	LECTURER, OVERSEAS CONTRACT ASSIGNMENT - 12 MONTH	48,388.80	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
5182	EXTENDED EDUCATION SPECIALIST II	48,429.00	6	2	Male	3	1	1	0	1	0	0	0	
					Female	3	3	0	0	0	0	0	0	
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	49,836.00	5	1	Male	5	4	0	0	0	0	1	0	
					Female	0	0	0	0	0	0	0	0	
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	51,780.00	6	3	Male	6	3	0	3	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
7011	EQUIPMENT TECHNICIAN II, MECHANICAL	52,332.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
0840	PERFORMING ARTS TECHNICIAN -12 MONTH	53,136.00	3	0	Male	2	2	0	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
6251	FACILITIES WORKER II	55,308.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
2630	CREDENTIAL ANALYST II	55,548.00	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	0	1	0	0	0	
6951	PIANO TECHNICIAN II	55,752.00	1	0	Male	0	0	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: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Academic Affairs

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0400	ANALYST/PROGRAMMER -12	56,244.00	5	1	Male	4	3	0	1	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
7021	EQUIPMENT TECHNICIAN III, MECHANICAL	57,972.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
2919	LIBRARIAN - 10 MONTH	61,092.00	2	0	Male	0	0	0	0	0	0	0	0	
					Female	2	2	0	0	0	0	0	0	
0410	OPERATING SYSTEMS ANALYST -12	61,224.00	4	2	Male	4	2	0	0	2	0	0	0	
					Female	0	0	0	0	0	0	0	0	
6940	FACILITIES MAINTENANCE MECHANIC	62,628.00	1	1	Male	1	0	0	1	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	67,692.00	3	2	Male	0	0	0	0	0	0	0	0	
					Female	3	1	0	0	2	0	0	0	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	67,968.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	72,000.00	8	1	Male	4	4	0	0	0	0	0	0	
					Female	4	3	0	0	0	0	1	0	
6265	FACILITIES PROJECT SUPERVISOR	74,160.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
0430	NETWORK ANALYST -12	78,780.00	3	1	Male	2	1	0	1	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
2387	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL FACULTY - AY	87,832.80	1	0	Male	0	0	0	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
0850	BROADCAST ENGINEER -12 MONTH	89,436.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
3306	ADMINISTRATOR III	91,800.00	18	5	Male	8	5	1	2	0	0	0	0	
					Female	10	8	0	1	1	0	0	0	
3318	ADMINISTRATOR I	94,356.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Academic Affairs

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	ADMINISTRATOR IV	132,612.00	14	6	Male	5	1	1	1	2	0	0	0
					Female	9	7	1	1	0	0	0	0
2388	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL FACULTY - 12MO	156,780.00	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>2,297</b>	<b>905</b>	<b>Male #</b>	<b>993</b>	<b>653</b>	<b>44</b>	<b>89</b>	<b>193</b>	<b>9</b>	<b>2</b>	<b>3</b>
<b>Grand Total %</b>				<b>39.4</b>	<b>Male %</b>	<b>43.2</b>	<b>28.4</b>	<b>1.9</b>	<b>3.9</b>	<b>8.4</b>	<b>0.4</b>	<b>0.1</b>	<b>0.1</b>
					<b>Female #</b>	<b>1,304</b>	<b>739</b>	<b>81</b>	<b>124</b>	<b>334</b>	<b>11</b>	<b>6</b>	<b>9</b>
					<b>Female %</b>	<b>56.8</b>	<b>32.2</b>	<b>3.5</b>	<b>5.4</b>	<b>14.5</b>	<b>0.5</b>	<b>0.3</b>	<b>0.4</b>

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Administration & Finance

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	13,914.00	149	148	Male	62	1	4	12	44	0	0	1
					Female	87	0	1	26	59	1	0	0
6223	LABORER	17,604.00	27	27	Male	27	0	1	12	14	0	0	0
					Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	18,912.00	16	13	Male	5	3	0	0	2	0	0	0
					Female	11	0	2	4	5	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	19,728.00	118	88	Male	40	13	5	7	15	0	0	0
					Female	78	17	5	14	41	0	0	1
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	32,196.00	5	4	Male	3	1	1	0	1	0	0	0
					Female	2	0	0	1	1	0	0	0
0731	GROUNDWORKER	33,360.00	8	6	Male	8	2	1	4	1	0	0	0
					Female	0	0	0	0	0	0	0	0
2015	LEAD CUSTODIAN	34,200.00	13	12	Male	7	1	1	3	2	0	0	0
					Female	6	0	1	3	2	0	0	0
1508	WAREHOUSE WORKER	36,240.00	6	5	Male	5	1	0	1	3	0	0	0
					Female	1	0	0	0	1	0	0	0
0743	GARDENER	38,460.00	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
0726	LEAD GROUNDWORKER	38,976.00	6	5	Male	6	1	0	4	1	0	0	0
					Female	0	0	0	0	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	40,032.00	2	2	Male	0	0	0	0	0	0	0	0
					Female	2	0	0	0	2	0	0	0
0745	GARDENING SPECIALIST	40,644.00	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	1	0	0	0	0	0
4790	BUYER TRAINEE	40,704.00	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
1740	ACCOUNTING TECHNICIAN III	43,200.00	4	4	Male	2	0	0	0	2	0	0	0
					Female	2	0	0	0	2	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Administration & Finance

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1762	ACCOUNTANT I	44,844.00	7	6	Male	3	0	0	0	3	0	0	0
					Female	4	1	0	0	3	0	0	0
6701	CERTIFIED BUILDING SERVICE ENGINEER APPRENTICE	44,940.00	2	2	Male	2	0	1	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	44,952.00	5	2	Male	2	2	0	0	0	0	0	0
					Female	3	1	1	0	0	1	0	0
0748	TREE TRIMMER II	45,000.00	1	1	Male	1	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	45,888.00	23	14	Male	16	7	1	1	7	0	0	0
					Female	7	2	0	1	4	0	0	0
1502	SHIPPING AND RECEIVING ASSISTANT I	46,032.00	1	1	Male	1	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	50,424.00	2	1	Male	0	0	0	0	0	0	0	0
					Female	2	1	0	1	0	0	0	0
6251	FACILITIES WORKER II	51,756.00	3	2	Male	3	1	0	1	1	0	0	0
					Female	0	0	0	0	0	0	0	0
4792	BUYER II	51,900.00	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
1549	PROPERTY CLERK II	51,948.00	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	54,756.00	14	11	Male	7	3	0	1	3	0	0	0
					Female	7	0	1	1	5	0	0	0
6476	CARPENTER	54,900.00	4	1	Male	3	2	0	0	1	0	0	0
					Female	1	1	0	0	0	0	0	0
6526	PAINTER	54,900.00	17	7	Male	17	10	0	7	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	54,900.00	8	7	Male	7	0	0	3	4	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: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Administration & Finance

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0400	ANALYST/PROGRAMMER -12	55,116.00	26	21	Male	22	5	1	0	16	0	0	0	
					Female	4	0	0	0	4	0	0	0	
4793	BUYER II - LEAD	55,788.00	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	0	1	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	55,800.00	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	1	0	0	0	0	0	0
6642	LOCKSMITH	56,856.00	3	2	Male	3	1	1	1	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
5284	SENIOR BUDGET ANALYST	58,128.00	3	3	Male	1	0	0	0	1	0	0	0	
					Female	2	0	0	0	2	0	0	0	0
6533	ELECTRICIAN	58,356.00	7	4	Male	7	3	2	2	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
6702	BUILDING SERVICE ENGINEER	58,356.00	7	4	Male	7	3	0	1	2	0	1	0	
					Female	0	0	0	0	0	0	0	0	0
6549	PLUMBER	59,508.00	3	2	Male	3	1	0	1	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
4555	ACCOUNTANT II	59,580.00	4	4	Male	0	0	0	0	0	0	0	0	
					Female	4	0	0	0	4	0	0	0	0
6270	AUTOMOTIVE/EQUIPMENT MECHANIC	60,636.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
6643	LEAD LOCKSMITH	61,800.00	1	1	Male	1	0	1	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
6699	AIR CONDITIONING/REFRIGERATION MECHANIC	64,200.00	1	1	Male	1	0	0	1	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	65,016.00	28	14	Male	17	9	3	0	5	0	0	0	
					Female	11	5	0	2	4	0	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	65,028.00	1	1	Male	1	0	1	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Administration & Finance

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6260	FACILITIES CONTROL SPECIALIST	65,460.00	2	0	Male	2	2	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6532	LEAD ELECTRICIAN	66,012.00	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	66,744.00	3	0	Male	3	3	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6547	SUPERVISING PLUMBER	69,144.00	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6524	SUPERVISING PAINTER	69,216.00	2	1	Male	2	1	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
0430	NETWORK ANALYST -12	69,768.00	6	2	Male	5	3	0	0	2	0	0	0
					Female	1	1	0	0	0	0	0	0
6700	SUPERVISING BUILDING SERVICE ENGINEER	70,116.00	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6534	SUPERVISING ELECTRICIAN	72,732.00	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
4556	ACCOUNTANT III	73,440.00	2	2	Male	1	0	0	0	1	0	0	0
					Female	1	0	0	0	1	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	82,620.00	6	6	Male	4	0	1	0	3	0	0	0
					Female	2	0	0	0	2	0	0	0
3318	ADMINISTRATOR I	83,100.00	5	4	Male	1	0	0	1	0	0	0	0
					Female	4	1	1	0	2	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	88,284.00	2	2	Male	1	0	0	0	1	0	0	0
					Female	1	0	0	0	1	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	104,124.00	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
3306	ADMINISTRATOR III	115,572.00	13	5	Male	9	5	1	0	3	0	0	0
					Female	4	3	1	0	0	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

**Organizational Unit:** Administration & Finance

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	ADMINISTRATOR IV	163,128.00	4	3	Male	2	0	0	1	1	0	0	0
					Female	2	1	0	0	1	0	0	0
<b>Grand Total #</b>			<b>583</b>	<b>459</b>	<b>Male #</b>	<b>329</b>	<b>89</b>	<b>27</b>	<b>66</b>	<b>145</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Grand Total %</b>				<b>78.7</b>	<b>Male %</b>	<b>56.4</b>	<b>15.3</b>	<b>4.6</b>	<b>11.3</b>	<b>24.9</b>	<b>0.0</b>	<b>0.2</b>	<b>0.2</b>
					<b>Female #</b>	<b>254</b>	<b>35</b>	<b>15</b>	<b>53</b>	<b>148</b>	<b>2</b>	<b>0</b>	<b>1</b>
					<b>Female %</b>	<b>43.6</b>	<b>6.0</b>	<b>2.6</b>	<b>9.1</b>	<b>25.4</b>	<b>0.3</b>	<b>0.0</b>	<b>0.2</b>

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Office of the President

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	30,000.00	1	0	Male	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	58,560.00	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	64,092.00	2	2	Male	0	0	0	0	0	0	0	0	0
					Female	2	0	0	1	1	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	71,400.00	1	0	Male	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
1148	PRESIDENTIAL AIDE	74,004.00	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0	0
3306	ADMINISTRATOR III	146,160.00	1	0	Male	1	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	183,864.00	1	0	Male	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
2977	PRESIDENT	315,193.92	1	1	Male	1	0	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>			<b>9</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>55.6</b>	<b>Male %</b>	<b>22.2</b>	<b>11.1</b>	<b>0.0</b>	<b>0.0</b>	<b>11.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
					<b>Female #</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
					<b>Female %</b>	<b>77.8</b>	<b>33.3</b>	<b>0.0</b>	<b>22.2</b>	<b>22.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	12,516.00	27	20	Male	10	4	0	2	4	0	0	0
					Female	17	3	5	1	7	1	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	15,912.00	27	20	Male	17	5	2	4	6	0	0	0
					Female	10	2	0	3	5	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	18,300.00	14	12	Male	4	0	1	0	3	0	0	0
					Female	10	2	2	3	3	0	0	0
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	25,857.60	2	2	Male	2	0	2	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
8157	REGISTERED NURSE III	28,950.00	5	3	Male	0	0	0	0	0	0	0	0
					Female	5	2	0	2	1	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	33,768.00	4	4	Male	2	0	1	0	1	0	0	0
					Female	2	0	0	0	2	0	0	0
8137	CLINICAL ASSISTANT	34,848.00	4	3	Male	0	0	0	0	0	0	0	0
					Female	4	1	0	0	3	0	0	0
8148	MEDICAL ASSISTANT	36,924.00	6	5	Male	2	1	0	0	1	0	0	0
					Female	4	0	0	2	2	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	38,160.00	29	20	Male	4	0	0	0	4	0	0	0
					Female	25	9	0	3	11	0	1	1
3079	STUDENT SERVICES PROFESSIONAL I	39,636.00	2	2	Male	1	0	0	0	1	0	0	0
					Female	1	0	0	0	1	0	0	0
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	39,954.00	3	0	Male	1	1	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	40,200.00	2	1	Male	0	0	0	0	0	0	0	0
					Female	2	1	0	0	1	0	0	0
1140	HEALTH INFORMATION TECHNICIAN	40,980.00	3	2	Male	0	0	0	0	0	0	0	0
					Female	3	1	1	0	1	0	0	0
8800	POLICE DISPATCHER -12 MONTH	42,036.00	4	0	Male	3	3	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: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0820	GRAPHIC DESIGNER -12 MONTH	42,708.00	1	0	Male	1	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	44,452.80	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	0	1	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	44,952.00	39	28	Male	16	5	3	2	6	0	0	0	0
					Female	23	6	2	2	13	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	46,756.80	13	9	Male	4	2	0	2	0	0	0	0	0
					Female	9	2	1	2	4	0	0	0	0
5210	HEALTH SERVICES ASSISTANT	49,392.00	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
8185	ATHLETIC TRAINER II - 12 MONTH	54,192.00	1	1	Male	1	0	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0	0
8147	HEALTH EDUCATOR	55,080.00	5	3	Male	1	0	0	0	1	0	0	0	0
					Female	4	2	0	1	0	1	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	55,116.00	11	7	Male	7	2	0	0	5	0	0	0	0
					Female	4	2	0	1	1	0	0	0	0
3318	ADMINISTRATOR I	58,008.00	3	1	Male	0	0	0	0	0	0	0	0	0
					Female	3	2	0	0	1	0	0	0	0
8350	POLICE OFFICER	61,944.00	9	4	Male	8	5	0	1	2	0	0	0	0
					Female	1	0	0	1	0	0	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	68,988.00	1	0	Male	1	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	70,320.00	3	3	Male	0	0	0	0	0	0	0	0	0
					Female	3	0	0	1	2	0	0	0	0
3312	ADMINISTRATOR II	70,380.00	11	10	Male	8	1	1	3	2	0	1	0	0
					Female	3	0	1	1	1	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	78,804.00	1	0	Male	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3306	ADMINISTRATOR III	84,000.00	11	3	Male	5	4	1	0	0	0	0	0	0
					Female	6	4	1	1	0	0	0	0	0
8365	CORPORAL	85,632.00	5	4	Male	5	1	0	2	1	0	1	0	
					Female	0	0	0	0	0	0	0	0	0
0400	ANALYST/PROGRAMMER -12	87,324.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	88,860.00	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	0
8354	SERGEANT	96,408.00	7	3	Male	5	2	0	2	1	0	0	0	
					Female	2	2	0	0	0	0	0	0	0
8166	NURSE PRACTITIONER	101,832.00	4	1	Male	0	0	0	0	0	0	0	0	
					Female	4	3	0	0	1	0	0	0	0
7992	PHARMACIST I	111,048.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	112,776.00	6	2	Male	3	2	0	0	1	0	0	0	
					Female	3	2	0	0	1	0	0	0	0
7993	PHARMACIST II	116,604.00	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	0	1	0	0	0	0
7737	PHYSICIAN	136,812.00	6	4	Male	2	1	0	0	1	0	0	0	
					Female	4	1	0	1	2	0	0	0	0
<b>Grand Total #</b>			<b>275</b>	<b>183</b>	<b>Male #</b>	<b>115</b>	<b>41</b>	<b>11</b>	<b>18</b>	<b>42</b>	<b>1</b>	<b>2</b>	<b>0</b>	
<b>Grand Total %</b>				<b>66.5</b>	<b>Male %</b>	<b>41.8</b>	<b>14.9</b>	<b>4.0</b>	<b>6.5</b>	<b>15.3</b>	<b>0.4</b>	<b>0.7</b>	<b>0.0</b>	
					<b>Female #</b>	<b>160</b>	<b>51</b>	<b>13</b>	<b>26</b>	<b>65</b>	<b>3</b>	<b>1</b>	<b>1</b>	
					<b>Female %</b>	<b>58.2</b>	<b>18.5</b>	<b>4.7</b>	<b>9.5</b>	<b>23.6</b>	<b>1.1</b>	<b>0.4</b>	<b>0.4</b>	

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: UNIVERSITY

Job Code	JobTitle	Salary (\$)	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1740	ACCOUNTING TECHNICIAN III	21,840.00	3	2	Male	1	1	0	0	0	0	0	0	0
					Female	2	0	0	1	1	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	36,780.00	2	1	Male	0	0	0	0	0	0	0	0	
					Female	2	1	0	0	1	0	0	0	
1741	ACCOUNTING TECHNICIAN II	41,400.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
1762	ACCOUNTANT I	46,656.00	2	2	Male	0	0	0	0	0	0	0	0	
					Female	2	0	0	0	2	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	50,676.00	4	2	Male	3	1	0	1	1	0	0	0	
					Female	1	1	0	0	0	0	0	0	
4556	ACCOUNTANT III	76,668.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	78,648.00	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	106,344.00	2	1	Male	1	1	0	0	0	0	0	0	
					Female	1	0	1	0	0	0	0	0	
3306	ADMINISTRATOR III	144,624.00	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
<b>Grand Total #</b>			<b>17</b>	<b>10</b>	<b>Male #</b>	<b>9</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>				<b>58.8</b>	<b>Male %</b>	<b>52.9</b>	<b>29.4</b>	<b>0.0</b>	<b>5.9</b>	<b>17.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
					<b>Female #</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	
					<b>Female %</b>	<b>47.1</b>	<b>11.8</b>	<b>5.9</b>	<b>5.9</b>	<b>23.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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**San Francisco State University**



# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: University Advancement

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	26,538.00	22	6	Male	8	7	0	0	1	0	0	0
					Female	14	9	1	1	3	0	0	0
2384	COACHING ASSISTANT - ACADEMIC YEAR	30,198.00	7	2	Male	3	2	0	1	0	0	0	0
					Female	4	3	0	0	1	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	35,220.00	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	1	0	0	0	0	0
1513	ATHLETIC EQUIPMENT ATTENDANT II	40,944.00	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	41,208.00	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	44,448.00	5	0	Male	3	3	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	45,984.00	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	47,568.00	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	56,136.00	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
2378	COACH - ACADEMIC YEAR	61,320.00	6	0	Male	3	3	0	0	0	0	0	0
					Female	3	3	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	67,944.00	2	0	Male	1	1	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	72,348.00	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	86,712.00	14	2	Male	11	9	0	1	1	0	0	0
					Female	3	3	0	0	0	0	0	0
2375	HEAD COACH - ACADEMIC YEAR	97,428.00	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0

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**San Francisco State University**

# Affirmative Action Plan

Snapshot Date: 10/31/2015

## Workforce Analysis

Plan Date: 07/01/2015

Organizational Unit: University Advancement

Job Code	JobTitle	Salary (\$)	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	ADMINISTRATOR III	103,116.00	5	2	Male	2	1	1	0	0	0	0	0
					Female	3	2	1	0	0	0	0	0
3300	ADMINISTRATOR IV	178,608.00	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>72</b>	<b>20</b>	<b>Male #</b>	<b>36</b>	<b>27</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>				<b>27.8</b>	<b>Male %</b>	<b>50.0</b>	<b>37.5</b>	<b>1.4</b>	<b>4.2</b>	<b>6.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
					<b>Female #</b>	<b>36</b>	<b>25</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
					<b>Female %</b>	<b>50.0</b>	<b>34.7</b>	<b>4.2</b>	<b>5.6</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**San Francisco State University**