

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: Academic Affairs

Job Code	JobTitle	Pay Grade	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	0	6	3	Male	4	2	0	0	2	0	0	0
					Female	2	1	0	0	0	0	0	1
2393	VISITING FACULTY - ACADEMIC YEAR	0	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
850	BROADCAST ENGINEER -12 MONTH	0	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
2387	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL FACULTY - AY	0	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
2388	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL FACULTY - 12MO	0	2	0	Male	1	1	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
7888	LABORATORY ASSISTANT I	1	13	13	Male	7	0	2	2	2	0	0	1
					Female	6	0	0	3	2	0	1	0
7879	LABORATORY ASSISTANT II	1	3	2	Male	1	1	0	0	0	0	0	0
					Female	2	0	0	2	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	13	9	Male	6	3	0	2	1	0	0	0
					Female	7	1	1	3	1	0	1	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	46	36	Male	8	3	0	3	2	0	0	0
					Female	38	7	2	10	19	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	225	136	Male	45	24	0	8	13	0	0	0
					Female	180	65	12	23	72	1	2	5
2866	ACCOMPANIST II	1	4	1	Male	3	2	1	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
860	VISUAL RESOURCE SPECIALIST -12 MONTH	1	2	2	Male	0	0	0	0	0	0	0	0
					Female	2	0	0	2	0	0	0	0
820	GRAPHIC DESIGNER -12 MONTH	1	5	1	Male	2	1	0	1	0	0	0	0
					Female	3	3	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	1	888	308	Male	381	259	13	37	68	2	1	1
					Female	507	321	36	45	97	3	2	3

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5683	RESEARCH TECHNICIAN I	1	43	17	Male	18	10	0	6	2	0	0	0
					Female	25	16	1	4	4	0	0	0
7512	GLASSBLOWER	1	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	1	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
5680	RESEARCH TECHNICIAN III	1	7	2	Male	2	1	0	1	0	0	0	0
					Female	5	4	0	0	1	0	0	0
2887	LIBRARY SERVICES SPECIALIST II	1	12	5	Male	7	5	0	1	1	0	0	0
					Female	5	2	0	0	3	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	15	6	Male	5	3	0	0	2	0	0	0
					Female	10	6	0	0	4	0	0	0
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	1	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	14	11	Male	5	1	1	0	3	0	0	0
					Female	9	2	0	2	5	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	9	8	Male	3	1	1	0	1	0	0	0
					Female	6	0	0	0	5	1	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	1	2	2	Male	1	0	0	0	1	0	0	0
					Female	1	0	0	0	1	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	17	14	Male	6	3	1	0	2	0	0	0
					Female	11	0	1	2	8	0	0	0
2889	LIBRARY SERVICES SPECIALIST IV	1	4	3	Male	0	0	0	0	0	0	0	0
					Female	4	1	0	1	2	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	36	16	Male	26	13	1	2	9	0	1	0
					Female	10	7	0	0	3	0	0	0
7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	2	0	Male	2	2	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0

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2886	LIBRARY SERVICES SPECIALIST I	1	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
1506	STOREKEEPER I	1	1	1	Male	1	0	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	2	0	Male	1	1	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
6223	LABORER	1	1	0	Male	1	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
5681	RESEARCH TECHNICIAN II	1	12	5	Male	4	2	0	1	1	0	0	0	0
					Female	8	5	0	0	1	0	0	0	2
2888	LIBRARY SERVICES SPECIALIST III	1	6	3	Male	3	2	0	0	1	0	0	0	0
					Female	3	1	0	1	1	0	0	0	0
2630	CREDENTIAL ANALYST II	1	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	1	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	4	2	Male	3	1	0	1	1	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	1	12	4	Male	7	5	1	0	1	0	0	0	0
					Female	5	3	1	0	1	0	0	0	0
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	1	Male	1	0	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
1740	ACCOUNTING TECHNICIAN III	1	1	1	Male	1	0	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
5182	EXTENDED EDUCATION SPECIALIST II	1	5	2	Male	2	0	1	0	1	0	0	0	0
					Female	3	3	0	0	0	0	0	0	0
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	1	4	1	Male	4	3	0	0	0	0	1	0	0
					Female	0	0	0	0	0	0	0	0	0

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440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	0	Male	1	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
5181	EXTENDED EDUCATION SPECIALIST I	1	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	1	7	3	Male	7	4	0	3	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
7011	EQUIPMENT TECHNICIAN II, MECHANICAL	1	1	1	Male	1	0	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
6951	PIANO TECHNICIAN II	1	1	0	Male	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
6251	FACILITIES WORKER II	1	1	1	Male	1	0	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
7021	EQUIPMENT TECHNICIAN III, MECHANICAL	1	1	1	Male	1	0	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	8	3	Male	3	1	0	1	1	0	0	0	0
					Female	5	4	0	0	1	0	0	0	0
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	1	2	1	Male	0	0	0	0	0	0	0	0	0
					Female	2	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	17	6	Male	6	3	1	1	1	0	0	0	0
					Female	11	8	0	1	2	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	1	1	1	Male	1	0	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	1	1	0	Male	1	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	6	2	Male	1	1	0	0	0	0	0	0	0
					Female	5	3	0	1	1	0	0	0	0
3312	ADMINISTRATOR II	1	11	3	Male	6	5	0	0	1	0	0	0	0
					Female	5	3	0	0	1	0	1	0	0

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5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	12	5	Male	6	4	1	0	1	0	0	0
					Female	6	3	0	1	2	0	0	0
3300	ADMINISTRATOR IV	1	14	6	Male	7	4	1	0	2	0	0	0
					Female	7	4	1	1	1	0	0	0
2359	LECTURER - 12 MONTH	2	23	5	Male	7	7	0	0	0	0	0	0
					Female	16	11	0	3	2	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	2	3	1	Male	2	2	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
2920	LIBRARIAN - 12 MONTH	2	20	5	Male	8	8	0	0	0	0	0	0
					Female	12	7	1	1	3	0	0	0
2919	LIBRARIAN - 10 MONTH	2	4	0	Male	0	0	0	0	0	0	0	0
					Female	4	4	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	3	3	Male	0	0	0	0	0	0	0	0
					Female	3	0	0	0	3	0	0	0
840	PERFORMING ARTS TECHNICIAN -12 MONTH	2	3	0	Male	2	2	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	2	6	1	Male	5	4	0	1	0	0	0	0
					Female	1	1	0	0	0	0	0	0
410	OPERATING SYSTEMS ANALYST -12	2	4	2	Male	4	2	0	0	2	0	0	0
					Female	0	0	0	0	0	0	0	0
430	NETWORK ANALYST -12	2	4	1	Male	3	2	0	1	0	0	0	0
					Female	1	1	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	608	253	Male	301	184	18	21	71	5	0	2
					Female	307	171	16	24	88	4	0	4
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	3	98	37	Male	48	33	3	4	6	1	0	1
					Female	50	28	2	5	14	1	0	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0

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2481	DEPARTMENT CHAIR - 12 MONTH	4	56	26	Male	27	15	2	2	8	0	0	0
					Female	29	15	3	3	7	1	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH	5	6	1	Male	3	2	0	0	1	0	0	0
					Female	3	3	0	0	0	0	0	0
3078	STUDENT SERVICES PROFESSIONAL I - 10 MONTH	8	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>			<b>2,351</b>	<b>988</b>	<b>Male #</b>	<b>1,019</b>	<b>641</b>	<b>48</b>	<b>102</b>	<b>212</b>	<b>8</b>	<b>3</b>	<b>5</b>
<b>Grand Total %</b>				<b>42.0</b>	<b>Male %</b>	<b>43.3</b>	<b>27.3</b>	<b>2.0</b>	<b>4.3</b>	<b>9.0</b>	<b>0.3</b>	<b>0.1</b>	<b>0.2</b>
					<b>Female #</b>	<b>1,332</b>	<b>722</b>	<b>78</b>	<b>140</b>	<b>359</b>	<b>11</b>	<b>7</b>	<b>15</b>
					<b>Female %</b>	<b>56.7</b>	<b>30.7</b>	<b>3.3</b>	<b>6.0</b>	<b>15.3</b>	<b>0.5</b>	<b>0.3</b>	<b>0.6</b>

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4790	BUYER TRAINEE	0	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	103	75	Male	36	14	3	6	13	0	0	0
					Female	67	14	4	13	34	0	0	2
2010	CUSTODIAN	1	126	125	Male	48	1	0	10	36	0	0	1
					Female	78	0	0	23	53	2	0	0
6223	LABORER	1	26	26	Male	26	0	1	12	13	0	0	0
					Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	12	12	Male	4	0	0	0	4	0	0	0
					Female	8	0	2	3	3	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	20	14	Male	13	4	2	1	6	0	0	0
					Female	7	2	0	1	4	0	0	0
2015	LEAD CUSTODIAN	1	15	14	Male	9	1	1	4	3	0	0	0
					Female	6	0	1	3	2	0	0	0
731	GROUNDWORKER	1	5	3	Male	4	1	0	3	0	0	0	0
					Female	1	1	0	0	0	0	0	0
1508	WAREHOUSE WORKER	1	6	5	Male	5	1	0	1	3	0	0	0
					Female	1	0	0	0	1	0	0	0
743	GARDENER	1	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
735	IRRIGATION SPECIALIST	1	1	1	Male	1	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	1	2	2	Male	0	0	0	0	0	0	0	0
					Female	2	0	0	0	2	0	0	0
1100	PAYROLL TECHNICIAN I	1	1	1	Male	1	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
745	GARDENING SPECIALIST	1	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	1	0	0	0	0	0

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726	LEAD GROUNDWORKER	1	5	4	Male	5	1	0	3	1	0	0	0
					Female	0	0	0	0	0	0	0	
1740	ACCOUNTING TECHNICIAN III	1	4	4	Male	2	0	0	0	2	0	0	0
					Female	2	0	0	0	2	0	0	0
1101	PAYROLL TECHNICIAN II	1	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	6	3	Male	2	2	0	0	0	0	0	0
					Female	4	1	1	0	1	1	0	0
748	TREE TRIMMER II	1	1	1	Male	1	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
5287	BUDGET ANALYST	1	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
1502	SHIPPING AND RECEIVING ASSISTANT I	1	1	1	Male	1	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
1762	ACCOUNTANT I	1	6	5	Male	3	0	0	0	3	0	0	0
					Female	3	1	0	0	2	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	2	2	Male	1	0	1	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
6251	FACILITIES WORKER II	1	2	1	Male	2	1	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	11	8	Male	4	2	0	1	1	0	0	0
					Female	7	1	1	2	3	0	0	0
4792	BUYER II	1	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
6536	CERTIFIED ELECTRICIAN APPRENTICE	1	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	1	1	1	Male	1	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0



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400	ANALYST/PROGRAMMER -12	1	26	23	Male	22	3	1	2	16	0	0	0
					Female	4	0	0	0	4	0	0	0
4793	BUYER II - LEAD	1	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
6476	CARPENTER	1	3	1	Male	3	2	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
6526	PAINTER	1	14	6	Male	14	8	0	6	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	1	6	5	Male	5	0	0	2	3	0	0	0
					Female	1	1	0	0	0	0	0	0
6642	LOCKSMITH	1	1	1	Male	1	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
5284	SENIOR BUDGET ANALYST	1	3	3	Male	1	0	0	0	1	0	0	0
					Female	2	0	0	0	2	0	0	0
6702	BUILDING SERVICE ENGINEER	1	7	3	Male	7	4	0	1	1	0	1	0
					Female	0	0	0	0	0	0	0	0
4555	ACCOUNTANT II	1	4	4	Male	0	0	0	0	0	0	0	0
					Female	4	0	0	0	4	0	0	0
6549	PLUMBER	1	3	2	Male	3	1	0	1	1	0	0	0
					Female	0	0	0	0	0	0	0	0
6533	ELECTRICIAN	1	6	3	Male	6	3	1	2	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6643	LEAD LOCKSMITH	1	3	2	Male	3	1	1	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6699	AIR CONDITIONING/REFRIGERATION MECHANIC	1	1	1	Male	1	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6260	FACILITIES CONTROL SPECIALIST	1	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: Administration & Finance

Job Code	JobTitle	Pay Grade	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6548	LEAD PLUMBER	1	1	1	Male	1	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	9	6	Male	4	3	0	1	0	0	0	0
					Female	5	0	1	1	3	0	0	0
6532	LEAD ELECTRICIAN	1	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	1	3	0	Male	3	3	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6547	SUPERVISING PLUMBER	1	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
6524	SUPERVISING PAINTER	1	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	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
1148	PRESIDENTIAL AIDE	1	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	26	12	Male	15	10	2	0	3	0	0	0
					Female	11	4	2	0	5	0	0	0
6534	SUPERVISING ELECTRICIAN	1	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
4556	ACCOUNTANT III	1	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	2	2	Male	1	0	0	0	1	0	0	0
					Female	1	0	0	0	1	0	0	0
3306	ADMINISTRATOR III	1	15	5	Male	7	4	1	0	2	0	0	0
					Female	8	6	0	1	0	1	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: Administration & Finance

Job Code	JobTitle	Pay Grade	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3300	ADMINISTRATOR IV	1	5	3	Male	4	1	0	1	2	0	0	0	
					Female	1	1	0	0	0	0	0		
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	3	3	Male	1	0	1	0	0	0	0		
					Female	2	0	0	1	1	0	0		
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	2	1	1	Male	0	0	0	0	0	0	0		
					Female	1	0	1	0	0	0	0		
440	EQUIPMENT SYSTEMS SPECIALIST -12	2	1	1	Male	1	0	1	0	0	0	0		
					Female	0	0	0	0	0	0	0		
430	NETWORK ANALYST -12	2	5	1	Male	4	3	0	0	1	0	0		
					Female	1	1	0	0	0	0	0		
410	OPERATING SYSTEMS ANALYST -12	2	8	7	Male	6	1	1	0	4	0	0		
					Female	2	0	0	0	2	0	0		
1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	2	1	1	Male	0	0	0	0	0	0	0		
					Female	1	0	1	0	0	0	0		
<b>Grand Total #</b>			<b>531</b>	<b>417</b>	<b>Male #</b>	<b>294</b>	<b>81</b>	<b>20</b>	<b>64</b>	<b>127</b>	<b>0</b>	<b>1</b>		
<b>Grand Total %</b>				<b>78.5</b>	<b>Male %</b>	<b>55.4</b>	<b>15.3</b>	<b>3.8</b>	<b>12.1</b>	<b>23.9</b>	<b>0.0</b>	<b>0.2</b>		
					<b>Female #</b>	<b>237</b>	<b>33</b>	<b>15</b>	<b>50</b>	<b>133</b>	<b>4</b>	<b>0</b>		
					<b>Female %</b>	<b>44.6</b>	<b>6.2</b>	<b>2.8</b>	<b>9.4</b>	<b>25.0</b>	<b>0.8</b>	<b>0.4</b>		

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: Office of the President

Job Code	JobTitle	Pay Grade	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2977	PRESIDENT	0	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	2	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	2	Male	0	0	0	0	0	0	0	0
					Female	2	0	0	1	1	0	0	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>			<b>9</b>	<b>5</b>	<b>Male #</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</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>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>22.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
					<b>Female #</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
					<b>Female %</b>	<b>77.8</b>	<b>44.4</b>	<b>0.0</b>	<b>11.1</b>	<b>22.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Pay Grade	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	0	1	1	Male	1	0	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
8350	POLICE OFFICER	0	9	4	Male	9	5	0	1	3	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	0	3	2	Male	0	0	0	0	0	0	0	0	
					Female	3	1	0	1	1	0	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	0	2	2	Male	0	0	0	0	0	0	0	0	
					Female	2	0	0	1	1	0	0	0	0
7930	PER DIEM NON-EXEMPT - HEALTHCARE	0	8	6	Male	0	0	0	0	0	0	0	0	
					Female	8	2	0	3	3	0	0	0	0
8365	CORPORAL	0	3	2	Male	3	1	0	2	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	0	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	0
3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	0	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	0
8354	SERGEANT	0	5	2	Male	3	1	0	1	1	0	0	0	
					Female	2	2	0	0	0	0	0	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	1	25	18	Male	19	5	4	6	4	0	0	0	
					Female	6	2	0	1	3	0	0	0	0
8800	POLICE DISPATCHER -12 MONTH	1	4	1	Male	1	1	0	0	0	0	0	0	
					Female	3	2	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	28	20	Male	10	4	0	2	4	0	0	0	
					Female	18	4	4	2	7	1	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	31	21	Male	7	1	0	1	4	0	0	1	
					Female	24	9	0	2	12	0	0	0	1
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	12	10	Male	3	0	0	0	3	0	0	0	
					Female	9	2	1	2	4	0	0	0	0

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Pay Grade	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8157	REGISTERED NURSE III	1	4	2	Male	0	0	0	0	0	0	0	0	0
					Female	4	2	0	1	1	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	3	3	Male	2	0	1	0	1	0	0	0	
					Female	1	0	0	0	1	0	0	0	
8148	MEDICAL ASSISTANT	1	6	5	Male	2	1	0	0	1	0	0	0	
					Female	4	0	0	3	1	0	0	0	
1140	HEALTH INFORMATION TECHNICIAN	1	3	2	Male	0	0	0	0	0	0	0	0	
					Female	3	1	1	0	1	0	0	0	
820	GRAPHIC DESIGNER -12 MONTH	1	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	1	40	30	Male	17	5	2	3	6	1	0	0	
					Female	23	5	3	4	11	0	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	1	11	9	Male	4	2	0	2	0	0	0	0	
					Female	7	0	1	2	4	0	0	0	
5210	HEALTH SERVICES ASSISTANT	1	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	0	1	0	0	0	
8147	HEALTH EDUCATOR	1	4	2	Male	1	0	0	0	1	0	0	0	
					Female	3	2	0	1	0	0	0	0	
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	13	10	Male	8	2	0	0	6	0	0	0	
					Female	5	1	0	2	1	0	1	0	
3318	ADMINISTRATOR I	1	4	2	Male	2	0	1	1	0	0	0	0	
					Female	2	2	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	11	10	Male	8	1	1	2	3	0	1	0	
					Female	3	0	1	1	1	0	0	0	
3306	ADMINISTRATOR III	1	13	4	Male	5	4	1	0	0	0	0	0	
					Female	8	5	2	1	0	0	0	0	
3300	ADMINISTRATOR IV	1	6	4	Male	3	1	0	0	2	0	0	0	
					Female	3	1	1	0	1	0	0	0	

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Pay Grade	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8166	NURSE PRACTITIONER	1	3	0	Male	0	0	0	0	0	0	0	0	0
					Female	3	3	0	0	0	0	0	0	0
7737	PHYSICIAN	1	6	3	Male	2	2	0	0	0	0	0	0	0
					Female	4	1	0	1	2	0	0	0	0
7992	PHARMACIST I	1	1	1	Male	1	0	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
7993	PHARMACIST II	1	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	2	3	2	Male	1	0	1	0	0	0	0	0	0
					Female	2	1	0	0	1	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	2	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	1	0	Male	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0
410	OPERATING SYSTEMS ANALYST -12	2	1	0	Male	1	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	2	1	Male	0	0	0	0	0	0	0	0	0
					Female	2	1	0	1	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	3	1	1	Male	1	0	0	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0
8137	CLINICAL ASSISTANT	6	3	3	Male	0	0	0	0	0	0	0	0	0
					Female	3	0	0	0	3	0	0	0	0
8185	ATHLETIC TRAINER II - 12 MONTH	6	1	1	Male	1	0	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	8	1	1	Male	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	0	1	0	0	0

# Affirmative Action Plan

2016

## Workforce Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Pay Grade	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
			Grand Total #	278	189	Male #	117	39	12	21	41	2	1	1
			Grand Total %		68.0	Male %	42.1	14.0	4.3	7.6	14.7	0.7	0.4	0.4
						Female #	161	50	14	30	63	2	1	1
						Female %	57.9	18.0	5.0	10.8	22.7	0.7	0.4	0.4



**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: UNIVERSITY

Job Code	JobTitle	Pay Grade	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1740	ACCOUNTING TECHNICIAN III	1	3	3	Male	0	0	0	0	0	0	0	0	0
					Female	3	0	0	1	2	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	2	1	Male	0	0	0	0	0	0	0	0	
					Female	2	1	0	0	1	0	0	0	
1741	ACCOUNTING TECHNICIAN II	1	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
1762	ACCOUNTANT I	1	3	2	Male	1	1	0	0	0	0	0	0	
					Female	2	0	0	0	2	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	3	1	Male	2	1	0	0	1	0	0	0	
					Female	1	1	0	0	0	0	0	0	
4555	ACCOUNTANT II	1	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	1	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	1	2	2	Male	2	0	0	1	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	2	1	Male	1	1	0	0	0	0	0	0	
					Female	1	0	1	0	0	0	0	0	
3306	ADMINISTRATOR III	1	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>19</b>	<b>12</b>	<b>Male #</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>				<b>63.2</b>	<b>Male %</b>	<b>52.6</b>	<b>26.3</b>	<b>0.0</b>	<b>5.3</b>	<b>21.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
					<b>Female #</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	
					<b>Female %</b>	<b>47.4</b>	<b>10.5</b>	<b>5.3</b>	<b>5.3</b>	<b>26.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: University Advancement

Job Code	JobTitle	Pay Grade	Total		Total								
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2379	COACHING SPECIALIST - 12 MONTH	0	3	2	Male	2	1	1	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
2384	COACHING ASSISTANT - ACADEMIC YEAR	0	5	1	Male	2	1	0	1	0	0	0	0
					Female	3	3	0	0	0	0	0	0
2378	COACH - ACADEMIC YEAR	0	6	1	Male	4	3	0	1	0	0	0	0
					Female	2	2	0	0	0	0	0	0
2375	HEAD COACH - ACADEMIC YEAR	0	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	19	6	Male	6	5	0	0	1	0	0	0
					Female	13	8	1	1	3	0	0	0
1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	1	Male	1	0	0	0	1	0	0	0
					Female	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	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	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	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
3318	ADMINISTRATOR I	1	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	1	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	21	6	Male	13	10	0	2	1	0	0	0
					Female	8	5	1	0	2	0	0	0
3306	ADMINISTRATOR III	1	4	2	Male	3	2	1	0	0	0	0	0
					Female	1	0	1	0	0	0	0	0
3300	ADMINISTRATOR IV	1	3	1	Male	1	0	0	1	0	0	0	0
					Female	2	2	0	0	0	0	0	0

**Affirmative Action Plan  
2016  
Workforce Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Organizational Unit: University Advancement

Job Code	JobTitle	Pay Grade	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	2	1	Male	0	0	0	0	0	0	0	0	0
					Female	2	1	0	0	1	0	0	0	
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	4	0	Male	3	3	0	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
820	GRAPHIC DESIGNER -12 MONTH	2	2	0	Male	1	1	0	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
<b>Grand Total #</b>			<b>78</b>	<b>25</b>	<b>Male #</b>	<b>40</b>	<b>28</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>				<b>32.1</b>	<b>Male %</b>	<b>51.3</b>	<b>35.9</b>	<b>2.6</b>	<b>6.4</b>	<b>6.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
					<b>Female #</b>	<b>38</b>	<b>25</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	
					<b>Female %</b>	<b>48.7</b>	<b>32.1</b>	<b>3.8</b>	<b>3.8</b>	<b>9.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	3	3	0	1	2	0	0	1	0	0	0	
13	1	6536	CERTIFIED ELECTRICIAN APPRENTICE	1	1	0	1	0	0	1	0	0	0	0	
13	1	6533	ELECTRICIAN	6	6	0	3	3	1	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	3	3	0	2	1	1	1	0	0	0	0	
13	1	6548	LEAD PLUMBER	1	1	0	1	0	0	1	0	0	0	0	
13	1	6642	LOCKSMITH	1	1	0	1	0	1	0	0	0	0	0	
13	1	6526	PAINTER	14	14	0	6	8	0	6	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>37</b>	<b>37</b>	<b>0</b>	<b>19</b>	<b>18</b>	<b>3</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>100.0</b>	<b>0.0</b>	<b>51.4</b>	<b>48.6</b>	<b>8.1</b>	<b>32.4</b>	<b>10.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	743	GARDENER	1	1	0	0	1	0	0	0	0	0	0	
13	1	745	GARDENING SPECIALIST	1	0	1	1	0	1	0	0	0	0	0	
10	1	731	GROUNDWORKER	5	4	1	3	2	0	3	0	0	0	0	
13	1	735	IRRIGATION SPECIALIST	1	1	0	1	0	0	1	0	0	0	0	
14	1	6223	LABORER	27	27	0	26	1	1	12	13	0	0	0	
10	1	726	LEAD GROUNDWORKER	5	5	0	4	1	0	3	1	0	0	0	
10	1	748	TREE TRIMMER II	1	1	0	1	0	0	1	0	0	0	0	
<b>Total (#)</b>				<b>41</b>	<b>39</b>	<b>2</b>	<b>36</b>	<b>5</b>	<b>2</b>	<b>20</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>95.1</b>	<b>4.9</b>	<b>87.8</b>	<b>12.2</b>	<b>4.9</b>	<b>48.8</b>	<b>34.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	3	4	0	1	1	0	1	0	
14	1	6701	CERTIFIED BUILDING SERVICE ENGINE	1	1	0	1	0	1	0	0	0	0	0	
13	1	6260	FACILITIES CONTROL SPECIALIST	1	1	0	0	1	0	0	0	0	0	0	
13	1	6940	FACILITIES MAINTENANCE MECHANIC	7	6	1	6	1	0	3	3	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	3	3	0	2	1	0	0	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>25</b>	<b>24</b>	<b>1</b>	<b>13</b>	<b>12</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	
<b>Total (%)</b>					<b>96.0</b>	<b>4.0</b>	<b>52.0</b>	<b>48.0</b>	<b>4.0</b>	<b>20.0</b>	<b>24.0</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	72	15	57	59	13	5	18	36	0	0	0
Total (#)				72	15	57	59	13	5	18	36	0	0	0
Total (%)					20.8	79.2	81.9	18.1	6.9	25.0	50.0	0.0	0.0	0.0

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	21	9	12	16	5	3	6	6	0	1	0
12	2	1170	CONFIDENTIAL OFFICE SUPPORT -12 M	5	1	4	4	1	2	0	2	0	0	0
<b>Total (#)</b>				<b>26</b>	<b>10</b>	<b>16</b>	<b>20</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Total (%)</b>					<b>38.5</b>	<b>61.5</b>	<b>76.9</b>	<b>23.1</b>	<b>19.2</b>	<b>23.1</b>	<b>30.8</b>	<b>0.0</b>	<b>3.8</b>	<b>0.0</b>



# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: C4 - 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	1100	PAYROLL TECHNICIAN I	1	1	0	1	0	0	1	0	0	0	0
12	1	1101	PAYROLL TECHNICIAN II	1	1	0	1	0	0	0	1	0	0	0
<b>Total (#)</b>				2	2	0	2	0	0	1	1	0	0	0
<b>Total (%)</b>					100.0	0.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: C6 - HEALTH CARE

EEO

				Total										
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>

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	126	48	78	125	1	0	33	89	2	0	1
10	1	2015	LEAD CUSTODIAN	15	9	6	14	1	2	7	5	0	0	0
<b>Total (#)</b>				<b>141</b>	<b>57</b>	<b>84</b>	<b>139</b>	<b>2</b>	<b>2</b>	<b>40</b>	<b>94</b>	<b>2</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>40.4</b>	<b>59.6</b>	<b>98.6</b>	<b>1.4</b>	<b>1.4</b>	<b>28.4</b>	<b>66.7</b>	<b>1.4</b>	<b>0.0</b>	<b>0.7</b>

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	25	19	6	18	7	4	7	7	0	0	0	
10	0	8365	CORPORAL	3	3	0	2	1	0	2	0	0	0	0	
10	0	8350	POLICE OFFICER	9	9	0	4	5	0	1	3	0	0	0	
10	0	8354	SERGEANT	5	3	2	2	3	0	1	1	0	0	0	
<b>Total (#)</b>				<b>42</b>	<b>34</b>	<b>8</b>	<b>26</b>	<b>16</b>	<b>4</b>	<b>11</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>81.0</b>	<b>19.0</b>	<b>61.9</b>	<b>38.1</b>	<b>9.5</b>	<b>26.2</b>	<b>26.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: E3 - PUBLIC SAFETY

EEO

				Total										
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	1	3	1	3	0	0	1	0	0	0
Total (#)				4	1	3	1	3	0	0	1	0	0	0
Total (%)					25.0	75.0	25.0	75.0	0.0	0.0	25.0	0.0	0.0	0.0

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	1	400	ANALYST/PROGRAMMER -12	33	28	5	25	8	1	3	21	0	0	0	
4	0	850	BROADCAST ENGINEER -12 MONTH	1	1	0	0	1	0	0	0	0	0	0	
3	2	1173	CONFIDENTIAL TECHNICAL SUPPORT -	1	0	1	1	0	1	0	0	0	0	0	
3	2	430	NETWORK ANALYST -12	9	7	2	2	7	0	1	1	0	0	0	
3	2	410	OPERATING SYSTEMS ANALYST -12	13	11	2	9	4	1	0	8	0	0	0	
<b>Total (#)</b>				<b>57</b>	<b>47</b>	<b>10</b>	<b>37</b>	<b>20</b>	<b>3</b>	<b>4</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>82.5</b>	<b>17.5</b>	<b>64.9</b>	<b>35.1</b>	<b>5.3</b>	<b>7.0</b>	<b>52.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	420	INFORMATION TECHNOLOGY CONSULT	71	49	22	42	29	3	6	31	0	2	0
Total (#)				71	49	22	42	29	3	6	31	0	2	0
Total (%)					69.0	31.0	59.2	40.8	4.2	8.5	43.7	0.0	2.8	0.0

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	440	EQUIPMENT SYSTEMS SPECIALIST -12	2	2	0	1	1	1	0	0	0	0	0
<b>Total (#)</b>				2	2	0	1	1	1	0	0	0	0	0
<b>Total (%)</b>					100.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0



# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: H1 - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1	1038	ADMINISTRATIVE ANALYST/SPECIALIST -	382	97	285	240	142	20	54	154	1	2	9	
2	1	1176	CONFIDENTIAL ADMINISTRATIVE SUPPO	19	4	15	14	5	1	5	8	0	0	0	
4	1	5181	EXTENDED EDUCATION SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
4	1	5182	EXTENDED EDUCATION SPECIALIST II	5	2	3	2	3	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>408</b>	<b>103</b>	<b>305</b>	<b>258</b>	<b>150</b>	<b>22</b>	<b>60</b>	<b>164</b>	<b>1</b>	<b>2</b>	<b>9</b>	
<b>Total (%)</b>					<b>25.2</b>	<b>74.8</b>	<b>63.2</b>	<b>36.8</b>	<b>5.4</b>	<b>14.7</b>	<b>40.2</b>	<b>0.2</b>	<b>0.5</b>	<b>2.2</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	2	0	2	1	1	1	0	0	0	0	0	
2	1	5783	ASSOCIATE, ACADEMIC AND INSTITUTIO	19	7	12	10	9	0	0	9	1	0	0	
2	1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIO	13	6	7	6	7	1	1	4	0	0	0	
3	1	5683	RESEARCH TECHNICIAN I	43	18	25	17	26	1	10	6	0	0	0	
3	1	5681	RESEARCH TECHNICIAN II	12	4	8	5	7	0	1	2	0	0	2	
3	1	5680	RESEARCH TECHNICIAN III	7	2	5	2	5	0	1	1	0	0	0	
<b>Total (#)</b>				<b>96</b>	<b>37</b>	<b>59</b>	<b>41</b>	<b>55</b>	<b>3</b>	<b>13</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>2</b>	
<b>Total (%)</b>					<b>38.5</b>	<b>61.5</b>	<b>42.7</b>	<b>57.3</b>	<b>3.1</b>	<b>13.5</b>	<b>22.9</b>	<b>1.0</b>	<b>0.0</b>	<b>2.1</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	4	5	7	2	0	0	7	0	0	0	
2	1	4555	ACCOUNTANT II	5	1	4	5	0	0	0	5	0	0	0	
2	1	4556	ACCOUNTANT III	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	
12	1	1740	ACCOUNTING TECHNICIAN III	8	3	5	8	0	0	1	7	0	0	0	
<b>Total (#)</b>				<b>27</b>	<b>9</b>	<b>18</b>	<b>24</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>33.3</b>	<b>66.7</b>	<b>88.9</b>	<b>11.1</b>	<b>0.0</b>	<b>3.7</b>	<b>85.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	5287	BUDGET ANALYST	1	0	1	1	0	0	0	1	0	0	0
2	1	5284	SENIOR BUDGET ANALYST	3	1	2	3	0	0	0	3	0	0	0
<b>Total (#)</b>				4	1	3	4	0	0	0	4	0	0	0
<b>Total (%)</b>					25.0	75.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	800	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

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	1502	SHIPPING AND RECEIVING ASSISTANT I	1	1	0	1	0	1	0	0	0	0	0
12	1	1506	STOREKEEPER I	1	1	0	1	0	0	1	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>7</b>	<b>1</b>	<b>1</b>	<b>2</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>87.5</b>	<b>12.5</b>	<b>12.5</b>	<b>25.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>



# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: I1 - HEALTH CARE

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1	8147	HEALTH EDUCATOR	4	1	3	2	2	0	1	1	0	0	0
9	1	8166	NURSE PRACTITIONER	3	0	3	0	3	0	0	0	0	0	0
9	0	7930	PER DIEM NON-EXEMPT - HEALTHCARE	8	0	8	6	2	0	3	3	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	3	3	0	1	2	0	0	0
9	1	8157	REGISTERED NURSE III	4	0	4	2	2	0	1	1	0	0	0
<b>Total (#)</b>				<b>27</b>	<b>4</b>	<b>23</b>	<b>15</b>	<b>12</b>	<b>0</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>14.8</b>	<b>85.2</b>	<b>55.6</b>	<b>44.4</b>	<b>0.0</b>	<b>22.2</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	6	8137	CLINICAL ASSISTANT	3	0	3	3	0	0	0	3	0	0	0
10	1	8148	MEDICAL ASSISTANT	6	2	4	5	1	0	3	2	0	0	0
<b>Total (#)</b>				<b>9</b>	<b>2</b>	<b>7</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>22.2</b>	<b>77.8</b>	<b>88.9</b>	<b>11.1</b>	<b>0.0</b>	<b>33.3</b>	<b>55.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: I4 - 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	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

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	56	27	29	26	30	5	5	15	1	0	0
Total (#)				56	27	29	26	30	5	5	15	1	0	0
Total (%)					48.2	51.8	46.4	53.6	8.9	8.9	26.8	1.8	0.0	0.0

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: J2 - FACULTY

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	0	2403	FT FACULTY UNIT - ADDITIONAL EMPLOY	6	4	2	3	3	0	0	2	0	0	1	
5	0	2388	GRANT-RELATED/SPECIALLY FUNDED I	2	1	1	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	5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	6	3	3	1	5	0	0	1	0	0	0	
5	3	2360	INSTRUCTIONAL FACULTY - ACADEMIC	608	301	307	253	355	34	45	159	9	0	6	
5	3	2399	INSTRUCTIONAL FACULTY - ACADEMIC	98	48	50	37	61	5	9	20	2	0	1	
5	2	2359	LECTURER - 12 MONTH	23	7	16	5	18	0	3	2	0	0	0	
5	1	2358	LECTURER - ACADEMIC YEAR	888	381	507	308	580	49	82	165	5	3	4	
5	0	2393	VISITING FACULTY - ACADEMIC YEAR	1	1	0	0	1	0	0	0	0	0	0	
<b>Total (#)</b>				<b>1,633</b>	<b>746</b>	<b>887</b>	<b>607</b>	<b>1,026</b>	<b>88</b>	<b>139</b>	<b>349</b>	<b>16</b>	<b>3</b>	<b>12</b>	
<b>Total (%)</b>					<b>45.7</b>	<b>54.3</b>	<b>37.2</b>	<b>62.8</b>	<b>5.4</b>	<b>8.5</b>	<b>21.4</b>	<b>1.0</b>	<b>0.2</b>	<b>0.7</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	2	2919	LIBRARIAN - 10 MONTH	4	0	4	0	4	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>				<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>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	12	7	5	5	7	0	1	4	0	0	0	
4	1	2888	LIBRARY SERVICES SPECIALIST III	6	3	3	3	3	0	1	2	0	0	0	
4	1	2889	LIBRARY SERVICES SPECIALIST IV	4	0	4	3	1	0	1	2	0	0	0	
<b>Total (#)</b>				<b>23</b>	<b>10</b>	<b>13</b>	<b>12</b>	<b>11</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>43.5</b>	<b>56.5</b>	<b>52.2</b>	<b>47.8</b>	<b>0.0</b>	<b>13.0</b>	<b>39.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: O1 - STUDENT SERVICES-LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1	2630	CREDENTIAL ANALYST II	1	0	1	1	0	0	1	0	0	0	0	
3	2	3079	STUDENT SERVICES PROFESSIONAL I	4	2	2	2	2	0	0	2	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	60	24	36	44	16	7	9	26	2	0	0	
3	1	3084	STUDENT SERVICES PROFESSIONAL III	49	17	32	37	12	7	8	21	1	0	0	
3	1	3086	STUDENT SERVICES PROFESSIONAL IV	19	7	12	12	7	1	5	6	0	0	0	
3	0	3070	STUDENT SERVICES PROFESSIONAL, A	3	0	3	2	1	0	1	1	0	0	0	
3	0	3071	STUDENT SERVICES PROFESSIONAL, A	1	1	0	1	0	1	0	0	0	0	0	
3	0	3072	STUDENT SERVICES PROFESSIONAL, A	2	0	2	2	0	0	1	1	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	1	1	0	0	1	0	0	0	0	0	0	
<b>Total (#)</b>				<b>142</b>	<b>52</b>	<b>90</b>	<b>103</b>	<b>39</b>	<b>16</b>	<b>27</b>	<b>57</b>	<b>3</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>36.6</b>	<b>63.4</b>	<b>72.5</b>	<b>27.5</b>	<b>11.3</b>	<b>19.0</b>	<b>40.1</b>	<b>2.1</b>	<b>0.0</b>	<b>0.0</b>	



# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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	4	2	1	5	0	1	0	0	0	0	
4	0	2384	COACHING ASSISTANT - ACADEMIC YEA	5	2	3	1	4	0	1	0	0	0	0	
4	0	2379	COACHING SPECIALIST - 12 MONTH	3	2	1	2	1	1	0	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>17</b>	<b>10</b>	<b>7</b>	<b>6</b>	<b>11</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
<b>Total (%)</b>					<b>58.8</b>	<b>41.2</b>	<b>35.3</b>	<b>64.7</b>	<b>5.9</b>	<b>17.6</b>	<b>5.9</b>	<b>5.9</b>	<b>0.0</b>	<b>0.0</b>	

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: P1 - ADM. 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	3	1	1	3	1	0	0	0	0	0
	10	1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	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	4	4	0	1	3	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	7	7	0	3	4	0	3	0	0	0	0
	3	1	7512	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0
	4	1	820	GRAPHIC DESIGNER -12 MONTH	8	4	4	1	7	0	1	0	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	1	1	0	0	1	0	0	0	0	0	0
	4	1	1579	INSTRUCTIONAL SUPPORT ASSISTANT	2	1	1	0	2	0	0	0	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	9	3	6	8	1	1	0	6	1	0	0
	4	1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN	12	7	5	4	8	2	0	2	0	0	0
	3	1	7888	LABORATORY ASSISTANT I	13	7	6	13	0	2	5	4	0	1	1
	3	1	7879	LABORATORY ASSISTANT II	3	1	2	2	1	0	2	0	0	0	0
	4	1	810	MEDIA PRODUCTION SPECIALIST -12 MO	4	3	1	2	2	0	1	1	0	0	0
	4	2	840	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
	12	1	860	VISUAL RESOURCE SPECIALIST -12 MO	2	0	2	2	0	0	2	0	0	0	0
<b>Total (#)</b>					<b>83</b>	<b>52</b>	<b>31</b>	<b>43</b>	<b>40</b>	<b>6</b>	<b>15</b>	<b>18</b>	<b>1</b>	<b>2</b>	<b>1</b>
<b>Total (%)</b>						<b>62.7</b>	<b>37.3</b>	<b>51.8</b>	<b>48.2</b>	<b>7.2</b>	<b>18.1</b>	<b>21.7</b>	<b>1.2</b>	<b>2.4</b>	<b>1.2</b>

# Affirmative Action Plan

2016

## Job Group Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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	23	10	13	12	11	2	5	5	0	0	0	
1	1	3312	ADMINISTRATOR II	71	43	28	32	39	8	5	17	0	2	0	
1	1	3306	ADMINISTRATOR III	51	22	29	17	34	7	4	5	1	0	0	
1	1	3300	ADMINISTRATOR IV	29	15	14	14	15	3	3	8	0	0	0	
<b>Total (#)</b>				<b>174</b>	<b>90</b>	<b>84</b>	<b>75</b>	<b>99</b>	<b>20</b>	<b>17</b>	<b>35</b>	<b>1</b>	<b>2</b>	<b>0</b>	
<b>Total (%)</b>					<b>51.7</b>	<b>48.3</b>	<b>43.1</b>	<b>56.9</b>	<b>11.5</b>	<b>9.8</b>	<b>20.1</b>	<b>0.6</b>	<b>1.1</b>	<b>0.0</b>	

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	96.2	3.8	64.8	35.2	3.1	29.2	28.9	0.3	1.9	1.4	10.00	9.6	0.4	6.5	3.5	0.3	2.9	2.9	0.0	0.2	0.1	Bay Area		
Reasonable	95.4	4.6	36.2	63.8	6.5	26.0	1.6	0.6	0.1	1.4	30.00	28.6	1.4	10.9	19.1	1.9	7.8	0.5	0.2	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	100.0	0.0	51.4	48.6	8.1	32.4	10.8	0.0	0.0	0.0	40.00	40.0	0.0	20.5	19.5	3.2	13.0	4.3	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>78.2</b>	<b>1.8</b>	<b>37.9</b>	<b>42.1</b>	<b>5.5</b>	<b>23.7</b>	<b>7.7</b>	<b>0.2</b>	<b>0.2</b>	<b>0.6</b>		

**Affirmative Action Plan**  
**2016**  
**Availability Analysis**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

**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>																								
Local	85.2	14.8	72.0	28.0	11.0	30.5	25.8	0.4	0.8	3.5	25.00	21.3	3.7	18.0	7.0	2.7	7.6	6.4	0.1	0.2	0.9	Bay Area		
Reasonable	85.2	14.8	45.4	54.6	13.8	27.2	2.0	0.8	0.2	1.4	40.00	34.1	5.9	18.2	21.8	5.5	10.9	0.8	0.3	0.1	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	95.1	4.9	87.8	12.2	4.9	48.8	34.1	0.0	0.0	0.0	0.00	0.0	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>100.00</b>	<b>55.4</b>	<b>9.6</b>	<b>36.2</b>	<b>28.8</b>	<b>8.3</b>	<b>18.5</b>	<b>7.2</b>	<b>0.4</b>	<b>0.3</b>	<b>1.4</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	83.2	16.8	76.0	24.0	9.8	11.5	18.5	0.2	36.0	0.0	25.00	20.8	4.2	19.0	6.0	2.4	2.9	4.6	0.0	9.0	0.0	Bay Area		
Reasonable	91.7	8.3	23.8	76.2	8.0	10.6	3.1	0.5	0.2	1.4	40.00	36.7	3.3	9.5	30.5	3.2	4.3	1.2	0.2	0.1	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	96.0	4.0	52.0	48.0	4.0	20.0	24.0	0.0	4.0	0.0	0.00	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>100.00</b>	<b>57.5</b>	<b>7.5</b>	<b>28.5</b>	<b>36.5</b>	<b>5.7</b>	<b>7.1</b>	<b>5.9</b>	<b>0.2</b>	<b>9.1</b>	<b>0.6</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	10.00	1.7	8.3	5.2	4.8	0.7	1.3	2.7	0.0	0.1	0.3	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	30.00	1.2	28.8	7.1	22.9	2.7	3.0	0.8	0.2	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	20.8	79.2	81.9	18.1	6.9	25.0	50.0	0.0	0.0	0.0	40.00	8.3	31.7	32.8	7.2	2.8	10.0	20.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>11.2</b>	<b>68.8</b>	<b>45.0</b>	<b>35.0</b>	<b>6.2</b>	<b>14.3</b>	<b>23.5</b>	<b>0.2</b>	<b>0.1</b>	<b>0.7</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	25.00	4.1	20.9	12.9	12.1	1.8	3.3	6.8	0.1	0.2	0.8	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	40.00	1.6	38.4	9.4	30.6	3.6	4.0	1.0	0.2	0.1	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	38.5	61.5	76.9	23.1	19.2	23.1	30.8	0.0	3.8	0.0	0.00	0.0	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>100.00</b>	<b>5.8</b>	<b>59.2</b>	<b>22.4</b>	<b>42.6</b>	<b>5.4</b>	<b>7.3</b>	<b>7.8</b>	<b>0.3</b>	<b>0.2</b>	<b>1.4</b>		



# Affirmative Action Plan

2016

## Availability Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: C4 - CLERICAL LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Local	40.0	60.0	65.5	34.5	0.0	23.6	41.8	0.0	0.0	0.0	25.00	10.0	15.0	16.4	8.6	0.0	5.9	10.5	0.0	0.0	0.0	Bay Area		
Reasonable	10.1	89.9	27.7	72.3	11.2	11.0	3.5	0.6	0.1	1.4	40.00	4.0	36.0	11.1	28.9	4.5	4.4	1.4	0.2	0.0	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	100.0	0.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.00	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>100.00</b>	<b>14.0</b>	<b>51.0</b>	<b>27.5</b>	<b>37.5</b>	<b>4.5</b>	<b>10.3</b>	<b>11.8</b>	<b>0.2</b>	<b>0.0</b>	<b>0.6</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	21.7	78.3	73.9	26.1	37.0	0.0	37.0	0.0	0.0	0.0	25.00	5.4	19.6	18.5	6.5	9.2	0.0	9.2	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	10.4	89.6	38.1	61.9	17.4	12.8	5.0	1.5	0.1	1.2	40.00	4.1	35.9	15.2	24.8	7.0	5.1	2.0	0.6	0.1	0.5	0.5	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis	
<b>Internal Factors</b>																								
Feeders	0.0	100.0	66.7	33.3	33.3	0.0	33.3	0.0	0.0	0.0	0.00	0.0	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>100.00</b>	<b>9.6</b>	<b>55.4</b>	<b>33.7</b>	<b>31.3</b>	<b>16.2</b>	<b>5.1</b>	<b>11.2</b>	<b>0.6</b>	<b>0.1</b>	<b>0.5</b>		

# Affirmative Action Plan

2016

## Availability Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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>																								
Local	85.6	14.4	51.9	48.1	0.0	3.8	28.8	0.0	19.2	0.0	25.00	21.4	3.6	13.0	12.0	0.0	1.0	7.2	0.0	4.8	0.0	Bay Area		
Reasonable	93.5	6.5	27.7	72.3	5.2	19.9	0.8	0.4	0.2	1.1	40.00	37.4	2.6	11.1	28.9	2.1	8.0	0.3	0.2	0.1	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	40.4	59.6	98.6	1.4	1.4	28.4	66.7	1.4	0.0	0.7	0.00	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>100.00</b>	<b>58.8</b>	<b>6.2</b>	<b>24.1</b>	<b>40.9</b>	<b>2.1</b>	<b>8.9</b>	<b>7.5</b>	<b>0.2</b>	<b>4.9</b>	<b>0.4</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	47.5	52.5	60.7	39.3	8.3	10.2	37.4	0.0	0.0	4.7	10.00	4.7	5.3	6.1	3.9	0.8	1.0	3.7	0.0	0.0	0.5	Bay Area		
Reasonable	47.9	52.1	38.8	61.2	19.6	13.9	2.5	1.0	0.2	1.6	30.00	14.4	15.6	11.7	18.3	5.9	4.2	0.8	0.3	0.1	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	81.0	19.0	61.9	38.1	9.5	26.2	26.2	0.0	0.0	0.0	40.00	32.4	7.6	24.8	15.2	3.8	10.5	10.5	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>51.5</b>	<b>28.5</b>	<b>42.5</b>	<b>37.5</b>	<b>10.5</b>	<b>15.7</b>	<b>15.0</b>	<b>0.3</b>	<b>0.1</b>	<b>0.9</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	55.4	44.6	50.6	49.4	0.0	26.6	7.5	0.0	13.5	3.0	10.00	5.5	4.5	5.1	4.9	0.0	2.7	0.7	0.0	1.3	0.3	Bay Area		
Reasonable	43.6	56.4	28.3	71.7	12.3	12.1	1.5	0.8	0.2	1.6	30.00	13.1	16.9	8.5	21.5	3.7	3.6	0.4	0.2	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	81.0	19.0	61.9	38.1	9.5	26.2	26.2	0.0	0.0	0.0	40.00	32.4	7.6	24.8	15.2	3.8	10.5	10.5	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>51.0</b>	<b>29.0</b>	<b>38.3</b>	<b>41.7</b>	<b>7.5</b>	<b>16.8</b>	<b>11.7</b>	<b>0.2</b>	<b>1.4</b>	<b>0.8</b>		

# Affirmative Action Plan

2016

## Availability Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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>																								
Local	75.8	24.2	36.8	63.2	1.0	4.3	27.5	0.0	0.1	3.8	25.00	18.9	6.1	9.2	15.8	0.2	1.1	6.9	0.0	0.0	0.9	Bay Area		
Reasonable	75.5	24.5	29.2	70.8	6.4	5.1	15.7	0.2	0.1	1.6	40.00	30.2	9.8	11.7	28.3	2.6	2.0	6.3	0.1	0.0	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	82.5	17.5	64.9	35.1	5.3	7.0	52.6	0.0	0.0	0.0	0.00	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>100.00</b>	<b>49.1</b>	<b>15.9</b>	<b>20.9</b>	<b>44.1</b>	<b>2.8</b>	<b>3.1</b>	<b>13.2</b>	<b>0.1</b>	<b>0.1</b>	<b>1.6</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	79.8	20.2	39.2	60.8	4.6	4.9	25.1	0.0	1.0	3.6	10.00	8.0	2.0	3.9	6.1	0.5	0.5	2.5	0.0	0.1	0.4	Bay Area		
Reasonable	70.6	29.4	29.2	70.8	10.8	8.1	8.0	0.4	0.2	1.8	30.00	21.2	8.8	8.8	21.2	3.3	2.4	2.4	0.1	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	47.1	52.9	61.2	38.8	4.8	11.6	41.9	0.1	1.7	1.1	40.00	18.9	21.1	24.5	15.5	1.9	4.6	16.8	0.0	0.7	0.4	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>48.0</b>	<b>32.0</b>	<b>37.2</b>	<b>42.8</b>	<b>5.6</b>	<b>7.5</b>	<b>21.7</b>	<b>0.2</b>	<b>0.8</b>	<b>1.3</b>		

**Affirmative Action Plan**  
**2016**  
**Availability Analysis**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

**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>																								
Local	96.1	3.9	70.1	29.9	6.4	16.7	44.7	0.0	0.0	2.4	25.00	24.0	1.0	17.5	7.5	1.6	4.2	11.2	0.0	0.0	0.6	Bay Area		
Reasonable	87.5	12.5	30.0	70.0	10.8	10.3	6.6	0.4	0.2	1.8	40.00	35.0	5.0	12.0	28.0	4.3	4.1	2.6	0.2	0.1	0.7	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	100.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0	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>100.00</b>	<b>59.0</b>	<b>6.0</b>	<b>29.5</b>	<b>35.5</b>	<b>5.9</b>	<b>8.3</b>	<b>13.8</b>	<b>0.2</b>	<b>0.1</b>	<b>1.3</b>			



**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	77.7	22.3	20.2	79.8	1.5	2.6	14.2	1.2	0.0	0.7	25.00	19.4	5.6	5.0	20.0	0.4	0.7	3.5	0.3	0.0	0.2	Bay Area		
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	40.00	31.1	8.9	5.4	34.6	1.3	1.8	1.7	0.2	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<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	0.00	0.0	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>100.00</b>	<b>50.6</b>	<b>14.4</b>	<b>10.5</b>	<b>54.5</b>	<b>1.7</b>	<b>2.5</b>	<b>5.3</b>	<b>0.5</b>	<b>0.0</b>	<b>0.5</b>			

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	36.4	63.6	55.4	44.6	3.1	4.6	44.5	0.0	0.0	3.1	10.00	3.6	6.4	5.5	4.5	0.3	0.5	4.5	0.0	0.0	0.3	Bay Area		
Reasonable	37.3	62.7	31.4	68.6	12.0	9.9	7.1	0.5	0.1	1.8	30.00	11.2	18.8	9.4	20.6	3.6	3.0	2.1	0.2	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	36.2	63.8	67.3	32.7	13.3	15.7	36.8	0.1	0.2	1.1	40.00	14.5	25.5	26.9	13.1	5.3	6.3	14.7	0.0	0.1	0.4	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>29.3</b>	<b>50.7</b>	<b>41.9</b>	<b>38.1</b>	<b>9.3</b>	<b>9.7</b>	<b>21.3</b>	<b>0.2</b>	<b>0.1</b>	<b>1.3</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	37.4	62.6	51.6	48.4	1.7	7.7	39.4	0.0	0.0	2.9	10.00	3.7	6.3	5.2	4.8	0.2	0.8	3.9	0.0	0.0	0.3	Bay Area		
Reasonable	44.2	55.8	30.9	69.1	10.2	9.3	8.5	0.8	0.2	1.9	30.00	13.3	16.7	9.3	20.7	3.1	2.8	2.6	0.2	0.1	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	38.5	61.5	42.7	57.3	3.1	13.5	22.9	1.0	0.0	2.1	40.00	15.4	24.6	17.1	22.9	1.3	5.4	9.2	0.4	0.0	0.8	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>32.4</b>	<b>47.6</b>	<b>31.5</b>	<b>48.5</b>	<b>4.5</b>	<b>9.0</b>	<b>15.7</b>	<b>0.7</b>	<b>0.1</b>	<b>1.7</b>		

# Affirmative Action Plan

2016

## Availability Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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>																								
Local	35.3	64.7	56.1	43.9	3.3	9.1	40.4	1.0	0.5	1.7	25.00	8.8	16.2	14.0	11.0	0.8	2.3	10.1	0.2	0.1	0.4	Bay Area		
Reasonable	27.3	72.7	25.2	74.8	8.0	7.8	7.7	0.5	0.1	1.2	40.00	10.9	29.1	10.1	29.9	3.2	3.1	3.1	0.2	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	33.3	66.7	88.9	11.1	0.0	3.7	85.2	0.0	0.0	0.0	0.00	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>100.00</b>	<b>19.8</b>	<b>45.2</b>	<b>24.1</b>	<b>40.9</b>	<b>4.0</b>	<b>5.4</b>	<b>13.2</b>	<b>0.4</b>	<b>0.2</b>	<b>0.9</b>		

# Affirmative Action Plan

2016

## Availability Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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>																								
Local	31.3	68.8	56.3	43.8	18.8	18.8	18.8	0.0	0.0	0.0	25.00	7.8	17.2	14.1	10.9	4.7	4.7	4.7	0.0	0.0	0.0	Bay Area		
Reasonable	36.7	63.3	32.8	67.2	15.8	7.0	7.1	0.4	0.2	2.2	40.00	14.7	25.3	13.1	26.9	6.3	2.8	2.9	0.2	0.1	0.9	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	25.0	75.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.00	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>100.00</b>	<b>22.5</b>	<b>42.5</b>	<b>27.2</b>	<b>37.8</b>	<b>11.0</b>	<b>7.5</b>	<b>7.5</b>	<b>0.2</b>	<b>0.1</b>	<b>0.9</b>		

# Affirmative Action Plan

2016

## Availability Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

**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>																								
Local	31.7	68.3	28.3	71.7	0.0	7.5	16.3	0.0	0.0	4.6	25.00	7.9	17.1	7.1	17.9	0.0	1.9	4.1	0.0	0.0	1.1	Bay Area		
Reasonable	35.9	64.1	19.9	80.1	7.7	7.0	3.4	0.4	0.1	1.3	40.00	14.3	25.7	8.0	32.0	3.1	2.8	1.4	0.2	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	57.1	42.9	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	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>100.00</b>	<b>22.3</b>	<b>42.7</b>	<b>15.1</b>	<b>49.9</b>	<b>3.1</b>	<b>4.7</b>	<b>5.4</b>	<b>0.2</b>	<b>0.0</b>	<b>1.7</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	46.3	53.8	66.9	33.1	18.8	22.5	25.6	0.0	0.0	0.0	25.00	11.6	13.4	16.7	8.3	4.7	5.6	6.4	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	46.4	53.6	21.6	78.4	8.3	7.9	3.8	0.4	0.1	1.1	40.00	18.5	21.5	8.6	31.4	3.3	3.2	1.5	0.2	0.1	0.4	0.4	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis	
<b>Internal Factors</b>																								
Feeders	66.7	33.3	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.00	0.0	0.0	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>100.00</b>	<b>30.1</b>	<b>34.9</b>	<b>25.4</b>	<b>39.6</b>	<b>8.0</b>	<b>8.8</b>	<b>7.9</b>	<b>0.2</b>	<b>0.1</b>	<b>0.4</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	85.7	14.3	81.0	19.0	11.0	27.2	37.8	0.6	0.8	3.7	25.00	21.4	3.6	20.3	4.7	2.8	6.8	9.4	0.1	0.2	0.9	Bay Area		
Reasonable	78.1	21.9	41.6	58.4	16.6	19.7	2.7	0.7	0.3	1.6	40.00	31.2	8.8	16.6	23.4	6.6	7.9	1.1	0.3	0.1	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	87.5	12.5	87.5	12.5	12.5	25.0	50.0	0.0	0.0	0.0	0.00	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>100.00</b>	<b>52.7</b>	<b>12.3</b>	<b>36.9</b>	<b>28.1</b>	<b>9.4</b>	<b>14.7</b>	<b>10.5</b>	<b>0.4</b>	<b>0.3</b>	<b>1.6</b>		



**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	33.7	66.3	50.5	49.5	2.1	22.8	22.5	0.0	0.1	3.1	25.00	8.4	16.6	12.6	12.4	0.5	5.7	5.6	0.0	0.0	0.8	Bay Area		
Reasonable	40.9	59.1	27.0	73.0	9.9	6.8	8.4	0.5	0.1	1.4	40.00	16.4	23.6	10.8	29.2	4.0	2.7	3.4	0.2	0.0	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	14.8	85.2	55.6	44.4	0.0	22.2	33.3	0.0	0.0	0.0	0.00	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>100.00</b>	<b>24.8</b>	<b>40.2</b>	<b>23.5</b>	<b>41.5</b>	<b>4.5</b>	<b>8.4</b>	<b>9.0</b>	<b>0.2</b>	<b>0.0</b>	<b>1.4</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	9.8	90.2	74.8	25.2	11.7	33.8	24.6	1.8	0.5	2.5	25.00	2.5	22.5	18.7	6.3	2.9	8.4	6.1	0.5	0.1	0.6	Bay Area		
Reasonable	6.1	93.9	43.3	56.7	13.6	23.2	4.1	0.5	0.3	1.6	40.00	2.4	37.6	17.3	22.7	5.4	9.3	1.6	0.2	0.1	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	22.2	77.8	88.9	11.1	0.0	33.3	55.6	0.0	0.0	0.0	0.00	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>100.00</b>	<b>4.9</b>	<b>60.1</b>	<b>36.0</b>	<b>29.0</b>	<b>8.4</b>	<b>17.7</b>	<b>7.8</b>	<b>0.7</b>	<b>0.3</b>	<b>1.2</b>		

**Affirmative Action Plan**  
**2016**  
**Availability Analysis**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

**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>																								
Local	43.7	56.3	96.4	3.6	6.4	7.7	75.8	0.0	3.9	2.6	25.00	10.9	14.1	24.1	0.9	1.6	1.9	19.0	0.0	1.0	0.6	Bay Area		
Reasonable	41.4	58.6	43.7	56.3	17.7	13.9	8.7	0.6	0.1	2.6	40.00	16.6	23.4	17.5	22.5	7.1	5.6	3.5	0.2	0.0	1.0	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis	
<b>Internal Factors</b>																								
Feeders	0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.00	0.0	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>100.00</b>	<b>27.5</b>	<b>37.5</b>	<b>41.6</b>	<b>23.4</b>	<b>8.7</b>	<b>7.5</b>	<b>22.4</b>	<b>0.2</b>	<b>1.0</b>	<b>1.7</b>		

# Affirmative Action Plan

2016

## Availability Analysis

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

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>																								
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	10.00	5.1	4.9	3.3	6.7	0.3	0.9	1.9	0.0	0.0	0.2	Bay Area		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	30.00	15.6	14.4	7.6	22.4	1.8	1.6	3.5	0.1	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	48.2	51.8	46.4	53.6	8.9	8.9	26.8	1.8	0.0	0.0	40.00	19.3	20.7	18.6	21.4	3.6	3.6	10.7	0.7	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>40.0</b>	<b>40.0</b>	<b>29.4</b>	<b>50.6</b>	<b>5.6</b>	<b>6.1</b>	<b>16.1</b>	<b>0.8</b>	<b>0.0</b>	<b>0.7</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	10.00	5.1	4.9	3.3	6.7	0.3	0.9	1.9	0.0	0.0	0.2	Bay Area		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	30.00	15.6	14.4	7.6	22.4	1.8	1.6	3.5	0.1	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	45.7	54.3	37.2	62.8	5.4	8.5	21.4	1.0	0.2	0.7	40.00	18.3	21.7	14.9	25.1	2.2	3.4	8.5	0.4	0.1	0.3	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>39.0</b>	<b>41.0</b>	<b>25.7</b>	<b>54.3</b>	<b>4.2</b>	<b>5.9</b>	<b>14.0</b>	<b>0.5</b>	<b>0.1</b>	<b>1.0</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	42.0	58.0	35.6	64.4	4.9	15.4	14.7	0.0	0.0	0.6	25.00	10.5	14.5	8.9	16.1	1.2	3.9	3.7	0.0	0.0	0.1	Bay Area		
Reasonable	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	40.00	6.6	33.4	6.3	33.7	2.3	1.8	1.5	0.2	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	33.3	66.7	20.8	79.2	4.2	4.2	12.5	0.0	0.0	0.0	0.00	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>100.00</b>	<b>17.1</b>	<b>47.9</b>	<b>15.2</b>	<b>49.8</b>	<b>3.5</b>	<b>5.6</b>	<b>5.2</b>	<b>0.2</b>	<b>0.0</b>	<b>0.7</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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>																								
Local	43.1	56.9	70.7	29.3	3.4	5.2	53.4	0.0	0.0	8.6	10.00	4.3	5.7	7.1	2.9	0.3	0.5	5.3	0.0	0.0	0.9	Bay Area		
Reasonable	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	30.00	7.2	22.8	8.0	22.0	2.7	2.6	1.8	0.2	0.0	0.6	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	43.5	56.5	52.2	47.8	0.0	13.0	39.1	0.0	0.0	0.0	40.00	17.4	22.6	20.9	19.1	0.0	5.2	15.7	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>28.9</b>	<b>51.1</b>	<b>35.9</b>	<b>44.1</b>	<b>3.1</b>	<b>8.3</b>	<b>22.8</b>	<b>0.2</b>	<b>0.0</b>	<b>1.5</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	34.9	65.1	52.0	48.0	7.4	19.8	20.5	0.0	0.1	4.1	10.00	3.5	6.5	5.2	4.8	0.7	2.0	2.1	0.0	0.0	0.4	Bay Area		
Reasonable	31.0	69.0	33.8	66.2	19.3	9.2	2.5	0.9	0.2	1.8	30.00	9.3	20.7	10.1	19.9	5.8	2.8	0.8	0.3	0.1	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	33.6	66.4	72.5	27.5	10.1	19.2	41.2	1.7	0.1	0.2	40.00	13.4	26.6	29.0	11.0	4.1	7.7	16.5	0.7	0.0	0.1	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>26.2</b>	<b>53.8</b>	<b>44.4</b>	<b>35.6</b>	<b>10.6</b>	<b>12.4</b>	<b>19.3</b>	<b>0.9</b>	<b>0.1</b>	<b>1.0</b>		



**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**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+		
<b>External Factors</b>																								
Local	59.0	41.0	39.2	60.8	9.0	6.3	21.3	0.0	0.0	2.5	25.00	14.7	10.3	9.8	15.2	2.3	1.6	5.3	0.0	0.0	0.6	Bay Area		
Reasonable	64.4	35.6	22.4	77.6	9.1	7.7	2.8	0.5	0.1	2.2	40.00	25.8	14.2	8.9	31.1	3.6	3.1	1.1	0.2	0.1	0.9	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	58.8	41.2	35.3	64.7	5.9	17.6	5.9	5.9	0.0	0.0	0.00	0.0	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>100.00</b>	<b>40.5</b>	<b>24.5</b>	<b>18.8</b>	<b>46.2</b>	<b>5.9</b>	<b>4.7</b>	<b>6.5</b>	<b>0.2</b>	<b>0.1</b>	<b>1.5</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

**Job Group:** P1 - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>External Factors</b>																								
Local	34.6	65.4	64.3	35.7	7.4	28.8	24.9	0.2	0.6	2.4	25.00	8.6	16.4	16.1	8.9	1.9	7.2	6.2	0.0	0.1	0.6	0.6	Bay Area	
Reasonable	47.8	52.2	33.4	66.6	9.9	15.8	5.3	0.7	0.2	1.7	40.00	19.1	20.9	13.4	26.6	4.0	6.3	2.1	0.3	0.1	0.7	0.7	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis	
<b>Internal Factors</b>																								
Feeders	62.7	37.3	51.8	48.2	7.2	18.1	21.7	1.2	2.4	1.2	0.00	0.0	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>100.00</b>	<b>27.8</b>	<b>37.2</b>	<b>29.4</b>	<b>35.6</b>	<b>5.8</b>	<b>13.5</b>	<b>8.3</b>	<b>0.3</b>	<b>0.2</b>	<b>1.3</b>		

**Affirmative Action Plan  
2016  
Availability Analysis**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

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>																								
Local	57.1	42.9	28.6	71.4	0.9	5.9	19.1	0.0	0.0	2.7	10.00	5.7	4.3	2.9	7.1	0.1	0.6	1.9	0.0	0.0	0.3	Bay Area		
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	30.00	21.2	8.8	5.7	24.3	1.8	2.2	1.2	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Employee's Zip Code Analysis		
<b>Internal Factors</b>																								
Feeders	43.8	56.2	47.7	52.3	7.2	11.8	26.8	0.5	0.8	0.5	40.00	17.5	22.5	19.1	20.9	2.9	4.7	10.7	0.2	0.3	0.2	Feeders		
<b>Final Availability (%)</b>												<b>100.00</b>	<b>44.5</b>	<b>35.5</b>	<b>27.6</b>	<b>52.4</b>	<b>4.7</b>	<b>7.5</b>	<b>13.8</b>	<b>0.3</b>	<b>0.4</b>	<b>0.9</b>		

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: B2 - CRAFTS AND TRADES

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	5	0	5	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	5	0	5	1	0	1	0	0	0
Asian	0	0	0	0	1	0	1	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	17	1	27	45									
<b>Total</b>	17	1	27	45	11	0	11	1	0	1	2	1	3
<b>Total Minority</b>	0	0	0	0	6	0	6	1	0	1	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	1	0	1
<b>Total Minority</b>	0	0	0	0	0	0	1	0	1

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: B4 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	1	0	1
Hispanic	0	0	0	0	9	0	9	0	0	0	2	0	2
Asian	0	0	0	0	4	0	4	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	43	2	48	93									
<b>Total</b>	43	2	48	93	15	1	16	0	0	0	4	0	4
<b>Total Minority</b>	0	0	0	0	14	0	14	0	0	0	4	0	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	0	1	0	0	0	0	0	0
<b>Total Minority</b>	1	0	1	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: B5 - CRAFTS AND TRADES

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	4	0	4	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	8	0	8	0	0	0	2	0	2
Asian	0	0	0	0	1	0	1	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	23	1	38	62									
<b>Total</b>	23	1	38	62	14	0	14	0	0	0	5	0	5
<b>Total Minority</b>	0	0	0	0	10	0	10	0	0	0	3	0	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

## Affirmative Action Plan

**2016**

### Personnel Transactions Summary

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: B6 - CRAFTS AND TRADES

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	9	0	3	12									
<b>Total</b>	9	0	3	12	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	1	0	1	0	0	0
<b>Total Minority</b>	0	0	0	1	0	1	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: C1 - CLERICAL LEVEL II

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	3	3	1	0	1	0	2	2
Afr. Amer.	0	0	0	0	1	2	3	0	0	0	1	1	2
Hispanic	0	0	0	0	4	8	12	0	0	0	0	3	3
Asian	0	0	0	0	2	12	14	0	0	0	0	6	6
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	148	289	335	772									
<b>Total</b>	148	289	335	772	7	25	32	1	0	1	1	12	13
<b>Total Minority</b>	0	0	0	0	7	22	29	0	0	0	1	10	11

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	0	1	1
Afr. Amer.	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	2	1	3	0	0	0	0	1	1
<b>Total Minority</b>	1	1	2	0	0	0	0	0	0



**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: C3 - CLERICAL LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	2	3	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	3	3	6	0	0	0	2	1	3
Asian	0	0	0	0	2	3	5	0	0	0	2	1	3
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	58	96	111	265									
<b>Total</b>	58	96	111	265	6	9	15	0	0	0	6	3	9
<b>Total Minority</b>	0	0	0	0	5	7	12	0	0	0	4	2	6

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: C4 - CLERICAL LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	9	1	10									
<b>Total</b>	0	9	1	10	1	0	1	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	1	0	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: C6 - HEALTH CARE

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: E1 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	4	0	4
Hispanic	0	0	0	0	1	2	3	0	0	0	1	1	2
Asian	0	0	0	0	1	11	12	0	1	1	4	4	8
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	6	32	43									
<b>Total</b>	5	6	32	43	2	13	15	0	1	1	9	5	14
<b>Total Minority</b>	0	0	0	0	2	13	15	0	1	1	9	5	14

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: E2 - ADMINISTRATOR II

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	3	0	3	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	2	0	2	0	0	0	0	0	0
Hispanic	0	0	0	0	5	0	5	0	0	0	2	0	2
Asian	0	0	0	0	3	0	3	0	0	0	3	0	3
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	62	11	49	122									
<b>Total</b>	62	11	49	122	13	0	13	0	0	0	5	0	5
<b>Total Minority</b>	0	0	0	0	10	0	10	0	0	0	5	0	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	1	0	0	0	1	0	1
<b>Total Minority</b>	0	1	1	0	0	0	1	0	1

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: E3 - PUBLIC SAFETY

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	1	1	0	0	0	3	0	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	37	23	42	102									
<b>Total</b>	37	23	42	102	0	1	1	0	0	0	3	0	3
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	1	1	0	0	0
<b>Total Minority</b>	0	0	0	0	1	1	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	3	0	3	1	0	1	3	0	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	2	0	2	0	0	0	1	0	1
Asian	0	0	0	0	3	1	4	0	0	0	3	0	3
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	31	12	54	97									
<b>Total</b>	31	12	54	97	8	1	9	1	0	1	7	0	7
<b>Total Minority</b>	0	0	0	0	5	1	6	0	0	0	4	0	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	2	3	0	0	0	3	2	5
Afr. Amer.	0	0	0	0	1	0	1	1	0	1	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	1	1	2
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	110	63	106	279									
<b>Total</b>	110	63	106	279	3	3	6	1	0	1	4	3	7
<b>Total Minority</b>	0	0	0	0	2	1	3	1	0	1	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	1	1	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	0	1	0	1	1	1	0	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0



**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	0	1	0	0	0	0	0	0
<b>Total Minority</b>	1	0	1	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: G1 - EXECUTIVE

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: H1 - ADMINISTRATOR I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	10	27	37	0	2	2	8	20	28
Afr. Amer.	0	0	0	0	0	7	7	0	0	0	1	3	4
Hispanic	0	0	0	0	3	11	14	0	0	0	1	5	6
Asian	0	0	0	0	5	11	16	2	0	2	6	8	14
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	5	6	0	0	0	0	0	0
Unknown (Race)	396	661	515	1572									
<b>Total</b>	396	661	515	1572	19	61	80	2	2	4	16	36	52
<b>Total Minority</b>	0	0	0	0	9	34	43	2	0	2	8	16	24

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	1	0	1	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	1	2	0	0	0	0	0	0
Asian	0	0	0	1	1	2	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	2	2	4	2	1	3	1	2	3
<b>Total Minority</b>	1	1	2	1	1	2	1	1	2

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	17	32	49	0	0	0	1	3	4
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	7	5	12	0	0	0	0	1	1
Asian	0	0	0	0	4	7	11	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	2	2	0	0	0	0	0	0
Unknown (Race)	40	50	108	198									
<b>Total</b>	40	50	108	198	28	47	75	0	0	0	1	7	8
<b>Total Minority</b>	0	0	0	0	11	15	26	0	0	0	0	4	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	1	0	0	0	0	1	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: H3 - ADM. SUPPORT LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	3	4	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	32	70	77	179									
<b>Total</b>	<b>32</b>	<b>70</b>	<b>77</b>	<b>179</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Affirmative Action Plan

**2016**

### Personnel Transactions Summary

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	2	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	8	6	15	29									
<b>Total</b>	<b>8</b>	<b>6</b>	<b>15</b>	<b>29</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	2	3	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	33	24	38	95									
<b>Total</b>	<b>33</b>	<b>24</b>	<b>38</b>	<b>95</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: H7 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0



**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: H8 - CLERICAL LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	0	3	5									
<b>Total</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: I1 - HEALTH CARE

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	3	4	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	1	1
Asian	0	0	0	0	0	3	3	0	0	0	2	1	3
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	34	137	60	231									
<b>Total</b>	34	137	60	231	1	7	8	0	0	0	2	3	5
<b>Total Minority</b>	0	0	0	0	0	4	4	0	0	0	2	3	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	1	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: I2 - HEALTH CARE

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	10	28	44	82									
<b>Total</b>	10	28	44	82	0	1	1	0	0	0	0	2	2
<b>Total Minority</b>	0	0	0	0	0	1	1	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: I4 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: J1 - FACULTY

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	3	5	8	7	3	10	1	1	2
Afr. Amer.	0	0	0	0	2	1	3	0	1	1	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	1	2	3	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	5	8	13	8	6	14	1	1	2
<b>Total Minority</b>	0	0	0	0	2	3	5	1	3	4	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	1	0	1
<b>Total Minority</b>	0	0	0	0	0	0	1	0	1

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: J2 - FACULTY

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	170	230	400	1	3	4	22	22	44
Afr. Amer.	0	0	0	0	15	28	43	0	0	0	3	1	4
Hispanic	0	0	0	0	29	41	70	0	0	0	3	0	3
Asian	0	0	0	0	58	89	147	0	2	2	2	4	6
Nat. Amer.	0	0	0	0	2	4	6	0	0	0	1	0	1
NHOPI	0	0	0	0	1	2	3	0	0	0	0	0	0
Two or More	0	0	0	0	0	4	4	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	275	398	673	1	5	6	31	27	58
<b>Total Minority</b>	0	0	0	0	105	168	273	0	2	2	9	5	14

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	13	7	20
Afr. Amer.	0	0	0	0	0	0	2	0	2
Hispanic	0	0	0	0	0	0	1	1	2
Asian	0	0	0	0	0	0	2	8	10
Nat. Amer.	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	19	16	35
<b>Total Minority</b>	0	0	0	0	0	0	6	9	15

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: M1 - LIBRARIAN INSTRUCTNL SUPPORT

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	1	1	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	0	1	1	0	0	0	1	1	2
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

## Affirmative Action Plan

**2016**

### Personnel Transactions Summary

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	3	5	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	32	43	16	91									
<b>Total</b>	<b>32</b>	<b>43</b>	<b>16</b>	<b>91</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>



**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
Plan Date: 07/01/2016

Job Group: O1 - STUDENT SERVICES-LEVEL I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	7	9	0	0	0	1	11	12
Afr. Amer.	0	0	0	0	1	1	2	0	0	0	2	1	3
Hispanic	0	0	0	0	2	11	13	0	0	0	0	6	6
Asian	0	0	0	0	2	12	14	0	0	0	3	8	11
Nat. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	510	844	922	2276									
<b>Total</b>	510	844	922	2276	8	31	39	0	0	0	6	26	32
<b>Total Minority</b>	0	0	0	0	6	24	30	0	0	0	5	15	20

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	1	0	1	0	0	0
Hispanic	0	1	1	0	1	1	0	1	1
Asian	0	0	0	0	0	0	2	4	6
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	1	1	1	2	2	5	7
<b>Total Minority</b>	0	1	1	1	1	2	2	5	7

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	4	1	5	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	1	0	1	0	0	0
Hispanic	0	0	0	0	2	0	2	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	6	2	8	1	0	1	1	0	1
<b>Total Minority</b>	0	0	0	0	2	1	3	1	0	1	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

## Affirmative Action Plan

**2016**

### Personnel Transactions Summary

Snapshot Date: 10/31/2016

Plan Date: 07/01/2016

Job Group: P1 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	7	4	11	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	2	0	2	0	0	0	0	0	0
Hispanic	0	0	0	0	3	7	10	0	0	0	0	0	0
Asian	0	0	0	0	2	3	5	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0	0
Unknown (Race)	20	10	20	50									
<b>Total</b>	20	10	20	50	15	15	30	0	0	0	2	0	2
<b>Total Minority</b>	0	0	0	0	8	11	19	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan**  
**2016**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2016  
 Plan Date: 07/01/2016

Job Group: R1 - ADMINISTRATOR I

Transaction Dates: 01/01/2016 To 12/31/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	10	11	21	0	2	2	8	6	14
Afr. Amer.	0	0	0	0	0	4	4	0	0	0	0	0	0
Hispanic	0	0	0	0	2	2	4	0	0	0	2	1	3
Asian	0	0	0	0	2	5	7	0	0	0	1	3	4
Nat. Amer.	0	0	0	0	0	1	1	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	470	433	564	1467									
<b>Total</b>	470	433	564	1467	14	23	37	0	2	2	12	10	22
<b>Total Minority</b>	0	0	0	0	4	12	16	0	0	0	4	4	8

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	2	3	5	3	1	4
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	1	1	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	3	4	7	3	2	5
<b>Total Minority</b>	0	0	0	1	1	2	0	1	1