

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	15	6	Male	8	5	1	1	1	0	0	0
				Female	7	4	1	1	0	1	0	0
2393	VISITING FACULTY - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2387	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	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	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	48	35	Male	11	6	0	4	1	0	0	0
				Female	37	7	3	11	16	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	7	4	Male	2	1	0	1	0	0	0	0
				Female	5	2	1	1	0	0	0	1
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	230	148	Male	51	26	1	8	16	0	0	0
				Female	179	56	11	30	74	2	1	5
0420	INFORMATION TECHNOLOGY CONSULTANT -12	43	19	Male	28	13	1	2	11	0	1	0
				Female	15	11	0	1	3	0	0	0
2866	ACCOMPANIST II	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	14	5	Male	3	1	0	0	2	0	0	0
				Female	11	8	0	0	3	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	28	14	Male	11	7	0	1	3	0	0	0
				Female	17	7	0	4	4	0	0	2
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	13	4	Male	9	7	1	0	1	0	0	0
				Female	4	2	1	0	1	0	0	0

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7512	GLASSBLOWER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5683	RESEARCH TECHNICIAN I	29	13	Male	12	7	0	4	1	0	0	0
				Female	17	9	0	7	1	0	0	0
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5681	RESEARCH TECHNICIAN II	16	6	Male	6	4	0	0	2	0	0	0
				Female	10	6	1	2	1	0	0	0
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	9	7	Male	3	1	1	0	1	0	0	0
				Female	6	1	0	0	5	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	12	9	Male	3	0	1	0	2	0	0	0
				Female	9	3	0	3	3	0	0	0
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	6	3	Male	5	2	0	1	2	0	0	0
				Female	1	1	0	0	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
6951	PIANO TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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5680	RESEARCH TECHNICIAN III	8	2	Male	3	1	1	1	0	0	0	0
				Female	5	5	0	0	0	0	0	
7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2886	LIBRARY SERVICES SPECIALIST I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
2887	LIBRARY SERVICES SPECIALIST II	8	5	Male	4	2	0	2	0	0	0	
				Female	4	1	0	0	3	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	14	9	Male	5	2	1	0	2	0	0	
				Female	9	3	0	3	3	0	0	
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2888	LIBRARY SERVICES SPECIALIST III	7	3	Male	3	2	0	0	1	0	0	
				Female	4	2	0	1	1	0	0	
2630	CREDENTIAL ANALYST II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
1741	ACCOUNTING TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
1740	ACCOUNTING TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2889	LIBRARY SERVICES SPECIALIST IV	5	2	Male	2	1	0	0	1	0	0	
				Female	3	2	0	1	0	0	0	
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	6	3	Male	6	3	0	3	0	0	0	
				Female	0	0	0	0	0	0	0	

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5182	EXTENDED EDUCATION SPECIALIST II	5	3	Male	1	0	0	0	1	0	0	0
				Female	4	2	0	1	1	0	0	
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	
7021	EQUIPMENT TECHNICIAN III, MECHANICAL	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	
3312	ADMINISTRATOR II	15	8	Male	7	5	0	0	2	0	0	0
				Female	8	2	0	0	5	0	1	
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	12	5	Male	7	5	0	1	1	0	0	0
				Female	5	2	0	1	2	0	0	
3306	ADMINISTRATOR III	19	5	Male	5	3	1	1	0	0	0	0
				Female	14	11	0	3	0	0	0	
3300	ADMINISTRATOR IV	14	6	Male	6	3	0	0	3	0	0	0
				Female	8	5	0	0	2	1	0	
0860	VISUAL RESOURCE SPECIALIST -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	953	356	Male	400	252	18	54	71	1	1	3
				Female	553	345	42	42	97	8	4	15
2359	LECTURER - 12 MONTH	23	9	Male	7	6	0	0	1	0	0	0
				Female	16	8	1	4	3	0	0	
2920	LIBRARIAN - 12 MONTH	21	4	Male	9	9	0	0	0	0	0	0
				Female	12	8	1	0	3	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	

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0840	PERFORMING ARTS TECHNICIAN -12 MONTH	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2919	LIBRARIAN - 10 MONTH	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
0400	ANALYST/PROGRAMMER -12	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
0430	NETWORK ANALYST -12	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	607	263	Male	279	167	14	18	74	4	0	2
				Female	328	177	14	27	97	4	0	9
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	92	35	Male	49	34	3	3	7	1	0	1
				Female	43	23	2	3	14	1	0	0
2481	DEPARTMENT CHAIR - 12 MONTH	57	22	Male	23	13	2	3	5	0	0	0
				Female	34	22	3	3	5	1	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH	10	3	Male	4	2	0	1	1	0	0	0
				Female	6	5	0	0	0	0	0	1
Grand Total #		2,421	1,044	Male #	1,009	616	48	112	219	6	2	6
Grand Total %			43.1	Male %	41.7	25.4	2.0	4.6	9.0	0.2	0.1	0.2
				Female #	1,412	761	83	153	358	18	6	33
				Female%	58.3	31.4	3.4	6.3	14.8	0.7	0.2	1.4

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4790	BUYER TRAINEE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	92	75	Male	29	8	2	6	13	0	0	0
				Female	63	9	3	15	34	0	0	2
2010	CUSTODIAN	152	152	Male	56	0	4	11	41	0	0	0
				Female	96	0	0	24	70	2	0	0
6223	LABORER	28	27	Male	28	1	2	13	12	0	0	0
				Female	0	0	0	0	0	0	0	0
1100	PAYROLL TECHNICIAN I	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2015	LEAD CUSTODIAN	12	12	Male	6	0	1	2	3	0	0	0
				Female	6	0	0	4	2	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	13	12	Male	5	1	0	1	3	0	0	0
				Female	8	0	2	3	3	0	0	0
1508	WAREHOUSE WORKER	6	5	Male	5	1	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
0731	GROUNDWORKER	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	3	3	Male	1	0	0	0	0	0	0	1
				Female	2	0	0	0	2	0	0	0
0735	IRRIGATION SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0745	GARDENING SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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0748	TREE TRIMMER II	3	2	Male	3	1	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0		
6536	CERTIFIED ELECTRICIAN APPRENTICE	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4791	BUYER I	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0726	LEAD GROUNDWORKER	6	5	Male	6	1	0	4	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1740	ACCOUNTING TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
0420	INFORMATION TECHNOLOGY CONSULTANT -12	21	16	Male	16	4	2	2	8	0	0	0	
				Female	5	1	0	1	2	0	1	0	
5287	BUDGET ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1762	ACCOUNTANT I	8	7	Male	3	1	0	0	2	0	0	0	
				Female	5	0	0	1	4	0	0	0	
4792	BUYER II	2	2	Male	1	0	1	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
6251	FACILITIES WORKER II	4	2	Male	4	2	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1102	PAYROLL TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6476	CARPENTER	3	1	Male	3	2	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6526	PAINTER	9	4	Male	9	5	0	4	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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6940	FACILITIES MAINTENANCE MECHANIC	8	8	Male	8	0	0	5	3	0	0	0
				Female	0	0	0	0	0	0	0	
6642	LOCKSMITH	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4555	ACCOUNTANT II	6	6	Male	3	0	0	0	3	0	0	0
				Female	3	0	0	0	3	0	0	0
3318	ADMINISTRATOR I	10	7	Male	5	1	1	1	2	0	0	0
				Female	5	2	1	1	1	0	0	0
6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	ELECTRICIAN	5	4	Male	5	1	1	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702	BUILDING SERVICE ENGINEER	5	2	Male	5	3	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6549	PLUMBER	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6643	LEAD LOCKSMITH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4794	BUYER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
6532	LEAD ELECTRICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6644	SUPERVISING LOCKSMITH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6260	FACILITIES CONTROL SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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6548	LEAD PLUMBER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6474	SUPERVISING CARPENTER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6524	SUPERVISING PAINTER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	26	15	Male	14	7	2	2	3	0	0	0
				Female	12	4	1	1	6	0	0	
5284	SENIOR BUDGET ANALYST	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
6265	FACILITIES PROJECT SUPERVISOR	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
6547	SUPERVISING PLUMBER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6700	SUPERVISING BUILDING SERVICE ENGINEER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6534	SUPERVISING ELECTRICIAN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3306	ADMINISTRATOR III	15	7	Male	8	6	1	0	1	0	0	0
				Female	7	2	1	1	2	1	0	
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
3300	ADMINISTRATOR IV	5	2	Male	3	2	0	0	1	0	0	0
				Female	2	1	1	0	0	0	0	

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1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	7	6	Male	2	0	0	1	1	0	0	0
				Female	5	1	2	0	2	0	0	
0400	ANALYST/PROGRAMMER -12	26	24	Male	22	2	2	1	17	0	0	0
				Female	4	0	0	0	4	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	10	7	Male	8	3	1	0	4	0	0	0
				Female	2	0	0	0	2	0	0	0
0430	NETWORK ANALYST -12	8	3	Male	7	4	0	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		536	443	Male #	295	70	23	67	134	0	0	1
Grand Total %			82.6	Male %	55.0	13.1	4.3	12.5	25.0	0.0	0.0	0.2
				Female #	241	23	13	51	148	3	1	2
				Female%	45.0	4.3	2.4	9.5	27.6	0.6	0.2	0.4

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2380	COACHING SPECIALIST - 10 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2383	COACHING ASSISTANT - 10 MONTH	10	5	Male	7	3	2	1	1	0	0	0
				Female	3	2	0	0	1	0	0	0
2377	COACH - 10 MONTH	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	0	0	0	1
2977	PRESIDENT	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8185	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	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	4	1	Male	1	0	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		33	16	Male #	16	6	2	3	5	0	0	0
Grand Total %			48.5	Male %	48.5	18.2	6.1	9.1	15.2	0.0	0.0	0.0
				Female #	17	11	0	2	3	0	0	1
				Female%	51.5	33.3	0.0	6.1	9.1	0.0	0.0	3.0

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	8	4	Male	2	2	0	0	0	0	0	0
				Female	6	2	0	1	3	0	0	0
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8350	POLICE OFFICER	7	5	Male	7	2	0	0	5	0	0	0
				Female	0	0	0	0	0	0	0	0
8365	CORPORAL	4	1	Male	4	3	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7930	PER DIEM NON-EXEMPT - HEALTHCARE	12	9	Male	1	0	0	0	1	0	0	0
				Female	11	3	0	1	7	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
8354	SERGEANT	5	2	Male	4	2	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	32	29	Male	22	3	2	8	9	0	0	0
				Female	10	0	0	5	5	0	0	0
9687	HEAD RESIDENT II	17	13	Male	4	0	2	0	0	0	0	2
				Female	13	4	5	1	1	0	0	2
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	40	26	Male	9	5	0	0	4	0	0	0
				Female	31	9	1	5	14	0	0	2
8148	MEDICAL ASSISTANT	7	5	Male	2	1	0	0	1	0	0	0
				Female	5	1	0	2	2	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	8	6	Male	3	0	1	0	2	0	0	0
				Female	5	2	1	1	1	0	0	0
1140	HEALTH INFORMATION TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	40	32	Male	16	3	3	5	5	0	0	0
				Female	24	5	3	2	13	0	1	0
3084	STUDENT SERVICES PROFESSIONAL III	25	19	Male	10	4	2	2	2	0	0	0
				Female	15	2	4	2	6	0	0	1
8147	HEALTH EDUCATOR	6	3	Male	1	0	0	0	1	0	0	0
				Female	5	3	0	0	2	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	14	11	Male	5	2	0	2	1	0	0	0
				Female	9	1	1	2	5	0	0	0
3318	ADMINISTRATOR I	13	6	Male	4	2	1	1	0	0	0	0
				Female	9	5	0	1	3	0	0	0
8157	REGISTERED NURSE III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	8	5	Male	5	2	0	0	3	0	0	0
				Female	3	1	0	1	1	0	0	0
3312	ADMINISTRATOR II	13	10	Male	5	0	1	1	2	1	0	0
				Female	8	3	0	2	2	1	0	0

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3306	ADMINISTRATOR III	13	7	Male	9	4	3	1	0	0	1	0	
				Female	4	2	1	1	0	0	0		
8166	NURSE PRACTITIONER	5	2	Male	0	0	0	0	0	0	0	0	
				Female	5	3	0	1	1	0	0		
7750	PHYSICIAN - SPECIALTY SERVICES	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
3300	ADMINISTRATOR IV	7	6	Male	4	1	0	1	2	0	0	0	
				Female	3	0	1	0	2	0	0		
7992	PHARMACIST I	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
7993	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
7737	PHYSICIAN - PRIMARY CARE	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	0	2	0	0		
8800	POLICE DISPATCHER -12 MONTH	4	2	Male	2	1	0	0	1	0	0	0	
				Female	2	1	0	0	1	0	0		
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	2	2	Male	1	0	1	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	1		
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
8137	CLINICAL ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	0	3	0	0		
8185	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0		

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
		Grand Total #	317	226	Male #	126	40	17	22	42	2	1	2
		Grand Total %		71.3	Male %	39.7	12.6	5.4	6.9	13.2	0.6	0.3	0.6
					Female #	191	51	18	30	83	2	2	5
					Female%	60.3	16.1	5.7	9.5	26.2	0.6	0.6	1.6

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	15	9	Male	1	1	0	0	0	0	0	0
				Female	14	5	1	3	5	0	0	
3318	ADMINISTRATOR I	6	1	Male	1	1	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	
3312	ADMINISTRATOR II	16	6	Male	8	5	0	3	0	0	0	0
				Female	8	5	0	0	3	0	0	
3306	ADMINISTRATOR III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	1	0
3300	ADMINISTRATOR IV	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	1	0	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	5	2	Male	4	2	0	0	2	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		52	24	Male #	19	11	0	4	4	0	0	0
Grand Total %			46.2	Male %	36.5	21.2	0.0	7.7	7.7	0.0	0.0	0.0
				Female #	33	17	2	4	9	0	1	0
				Female%	63.5	32.7	3.8	7.7	17.3	0.0	1.9	0.0

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1740	ACCOUNTING TECHNICIAN III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	
1741	ACCOUNTING TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	12	7	Male	5	1	1	0	3	0	0	
				Female	7	4	0	0	3	0	0	
1762	ACCOUNTANT I	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
4555	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
4556	ACCOUNTANT III	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
1148	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	3	2	Male	2	1	0	1	0	0	0	
				Female	1	0	0	0	1	0	0	
3312	ADMINISTRATOR II	3	1	Male	2	1	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3306	ADMINISTRATOR III	4	1	Male	2	1	0	0	1	0	0	
				Female	2	2	0	0	0	0	0	
3300	ADMINISTRATOR IV	3	1	Male	2	2	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
0400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	

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Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	35	20	Male #	16	7	2	1	6	0	0	0
	Grand Total %		57.1	Male %	45.7	20.0	5.7	2.9	17.1	0.0	0.0	0.0
				Female #	19	8	1	2	8	0	0	0
				Female%	54.3	22.9	2.9	5.7	22.9	0.0	0.0	0.0

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**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: B2 - CRAFTS AND TRADES

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
13	1 - 1	6476	CARPENTER	3	3	0	1	2	0	0	1	0	0	0	
13	1 - 1	6536	CERTIFIED ELECTRICIAN APPRENTICE	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6533	ELECTRICIAN	5	5	0	4	1	1	3	0	0	0	0	
13	1 - 1	6532	LEAD ELECTRICIAN	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6643	LEAD LOCKSMITH	1	1	0	1	0	0	1	0	0	0	0	
13	1 - 1	6548	LEAD PLUMBER	1	1	0	1	0	0	1	0	0	0	0	
13	1 - 1	6642	LOCKSMITH	2	2	0	1	1	1	0	0	0	0	0	
13	1 - 1	6526	PAINTER	9	9	0	4	5	0	4	0	0	0	0	
13	1 - 1	6549	PLUMBER	3	3	0	2	1	0	1	1	0	0	0	
13	1 - 1	6474	SUPERVISING CARPENTER	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6534	SUPERVISING ELECTRICIAN	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	6644	SUPERVISING LOCKSMITH	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6524	SUPERVISING PAINTER	2	2	0	0	2	0	0	0	0	0	0	
13	1 - 1	6547	SUPERVISING PLUMBER	1	1	0	0	1	0	0	0	0	0	0	
Total (#)				32	32	0	15	17	2	10	3	0	0	0	
Total (%)					100.0	0.0	46.9	53.1	6.3	31.3	9.4	0.0	0.0	0.0	

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Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 1	0745	GARDENING SPECIALIST	1	0	1	1	0	1	0	0	0	0	0	
10	1 - 1	0731	GROUNDWORKER	3	3	0	2	1	0	2	0	0	0	0	
13	1 - 1	0735	IRRIGATION SPECIALIST	1	1	0	1	0	0	1	0	0	0	0	
14	1 - 1	6223	LABORER	28	28	0	27	1	2	13	12	0	0	0	
10	1 - 1	0726	LEAD GROUNDWORKER	6	6	0	5	1	0	4	1	0	0	0	
10	1 - 1	0748	TREE TRIMMER II	3	3	0	2	1	0	1	1	0	0	0	
Total (#)				42	41	1	38	4	3	21	14	0	0	0	
Total (%)					97.6	2.4	90.5	9.5	7.1	50.0	33.3	0.0	0.0	0.0	

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Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: B5 - CRAFTS AND TRADES

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
14	1 - 1	6702	BUILDING SERVICE ENGINEER	5	5	0	2	3	1	1	0	0	0	0
13	1 - 1	6260	FACILITIES CONTROL SPECIALIST	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	6940	FACILITIES MAINTENANCE MECHANIC	8	8	0	8	0	0	5	3	0	0	0
13	1 - 1	6265	FACILITIES PROJECT SUPERVISOR	3	2	1	0	3	0	0	0	0	0	0
13	1 - 1	6251	FACILITIES WORKER II	4	4	0	2	2	0	0	2	0	0	0
14	1 - 1	6700	SUPERVISING BUILDING SERVICE ENGINEER	1	1	0	0	1	0	0	0	0	0	0
Total (#)				22	21	1	12	10	1	6	5	0	0	0
Total (%)					95.5	4.5	54.5	45.5	4.5	27.3	22.7	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: B6 - CRAFTS AND TRADES

EEO

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

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 2	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	71	19	52	54	17	7	20	27	0	0	0
Total (#)				71	19	52	54	17	7	20	27	0	0	0
Total (%)					26.8	73.2	76.1	23.9	9.9	28.2	38.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 2	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	10	2	8	6	4	1	2	2	0	0	1	
12	2 - 3	1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	3	1	2	3	0	2	0	1	0	0	0	
Total (#)				13	3	10	9	4	3	2	3	0	0	1	
Total (%)					23.1	76.9	69.2	30.8	23.1	15.4	23.1	0.0	0.0	7.7	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 1	1100	PAYROLL TECHNICIAN I	3	2	1	3	0	0	2	1	0	0	0	
12	1 - 1	1102	PAYROLL TECHNICIAN III	1	1	0	1	0	0	0	1	0	0	0	
Total (#)				4	3	1	4	0	0	2	2	0	0	0	
Total (%)					75.0	25.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: C6 - HEALTH CARE

EEO

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

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 1	2010	CUSTODIAN	152	56	96	152	0	4	35	111	2	0	0
10	1 - 1	2015	LEAD CUSTODIAN	12	6	6	12	0	1	6	5	0	0	0
Total (#)				164	62	102	164	0	5	41	116	2	0	0
Total (%)					37.8	62.2	100.0	0.0	3.0	25.0	70.7	1.2	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: E2 - ADMINISTRATOR II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 2	8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	32	22	10	29	3	2	13	14	0	0	0	
10	0 - 0	8365	CORPORAL	4	4	0	1	3	0	0	1	0	0	0	
10	0 - 0	8350	POLICE OFFICER	7	7	0	5	2	0	0	5	0	0	0	
10	0 - 0	8354	SERGEANT	5	4	1	2	3	0	1	1	0	0	0	
Total (#)				48	37	11	37	11	2	14	21	0	0	0	
Total (%)					77.1	22.9	77.1	22.9	4.2	29.2	43.8	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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	2 - 2	8800	POLICE DISPATCHER -12 MONTH	4	2	2	2	2	0	0	2	0	0	0
Total (#)				4	2	2	2	2	0	0	2	0	0	0
Total (%)					50.0	50.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	2 - 2	1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	0	1	1	0	0	0	1	0	0	0	
3	2 - 3	0430	NETWORK ANALYST -12	12	10	2	4	8	0	1	3	0	0	0	
3	2 - 3	0410	OPERATING SYSTEMS ANALYST -12	14	12	2	9	5	1	0	8	0	0	0	
Total (#)				27	22	5	14	13	1	1	12	0	0	0	
Total (%)					81.5	18.5	51.9	48.1	3.7	3.7	44.4	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

EEO

Cat	Pay Grade	Job Code	Job Title	Total											
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	2 - 3	0400	ANALYST/PROGRAMMER -12	32	26	6	24	8	2	1	21	0	0	0	
3	1 - 3	0420	INFORMATION TECHNOLOGY CONSULTANT -12	74	51	23	42	32	3	7	30	0	2	0	
Total (#)				106	77	29	66	40	5	8	51	0	2	0	
Total (%)					72.6	27.4	62.3	37.7	4.7	7.5	48.1	0.0	1.9	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

EEO

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

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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	0-0	2977	PRESIDENT	1	1	0	1	0	0	0	1	0	0	0
Total (#)				1	1	0	1	0	0	0	1	0	0	0
Total (%)					100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H1 - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 4	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	393	96	297	266	127	20	67	167	2	1	9	
2	1 - 3	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	15	3	12	13	2	2	4	7	0	0	0	
4	1 - 1	5182	EXTENDED EDUCATION SPECIALIST II	5	1	4	3	2	0	1	2	0	0	0	
12	1 - 1	1148	PRESIDENTIAL AIDE	1	0	1	1	0	0	1	0	0	0	0	
Total (#)				414	100	314	283	131	22	73	176	2	1	9	
Total (%)					24.2	75.8	68.4	31.6	5.3	17.6	42.5	0.5	0.2	2.2	

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

**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 1	5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	3	0	3	2	1	1	0	1	0	0	0	
2	1 - 8	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	17	5	12	8	9	0	0	7	1	0	0	
2	1 - 1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	13	7	6	6	7	0	2	4	0	0	0	
3	1 - 1	5683	RESEARCH TECHNICIAN I	29	12	17	13	16	0	11	2	0	0	0	
3	1 - 6	5681	RESEARCH TECHNICIAN II	16	6	10	6	10	1	2	3	0	0	0	
3	1 - 1	5680	RESEARCH TECHNICIAN III	8	3	5	2	6	1	1	0	0	0	0	
Total (#)				86	33	53	37	49	3	16	17	1	0	0	
Total (%)					38.4	61.6	43.0	57.0	3.5	18.6	19.8	1.2	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 1	1762	ACCOUNTANT I	10	3	7	9	1	0	1	8	0	0	0
2	1 - 1	4555	ACCOUNTANT II	7	3	4	7	0	0	0	7	0	0	0
2	1 - 1	4556	ACCOUNTANT III	1	1	0	1	0	0	0	1	0	0	0
12	1 - 1	1741	ACCOUNTING TECHNICIAN II	5	1	4	4	1	0	0	3	0	0	1
12	1 - 1	1740	ACCOUNTING TECHNICIAN III	4	1	3	4	0	0	1	3	0	0	0
Total (#)				27	9	18	25	2	0	2	22	0	0	1
Total (%)					33.3	66.7	92.6	7.4	0.0	7.4	81.5	0.0	0.0	3.7

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 1	5287	BUDGET ANALYST	1	0	1	1	0	0	0	1	0	0	0
2	1 - 1	5284	SENIOR BUDGET ANALYST	2	0	2	2	0	0	0	2	0	0	0
Total (#)				3	0	3	3	0	0	0	3	0	0	0
Total (%)					0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

EEO

Total														
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1 - 3	0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	11	6	5	6	5	1	0	4	0	1	0
Total (#)				11	6	5	6	5	1	0	4	0	1	0
Total (%)					54.5	45.5	54.5	45.5	9.1	0.0	36.4	0.0	9.1	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 1	4791	BUYER I	1	1	0	1	0	0	0	1	0	0	0	
2	1 - 1	4792	BUYER II	2	1	1	2	0	1	0	1	0	0	0	
2	1 - 1	4794	BUYER III	1	0	1	1	0	0	0	1	0	0	0	
2	0 - 0	4790	BUYER TRAINEE	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				5	2	3	5	0	1	0	4	0	0	0	
Total (%)					40.0	60.0	100.0	0.0	20.0	0.0	80.0	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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+
14	1 - 1	1508	WAREHOUSE WORKER	6	5	1	5	1	0	1	4	0	0	0
Total (#)				6	5	1	5	1	0	1	4	0	0	0
Total (%)					83.3	16.7	83.3	16.7	0.0	16.7	66.7	0.0	0.0	0.0

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

**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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 - 6	8147	HEALTH EDUCATOR	6	1	5	3	3	0	0	3	0	0	0
9	1 - 1	8166	NURSE PRACTITIONER	5	0	5	2	3	0	1	1	0	0	0
9	1 - 1	7992	PHARMACIST I	1	1	0	1	0	0	0	1	0	0	0
9	1 - 1	7993	PHARMACIST II	1	0	1	1	0	0	0	1	0	0	0
9	1 - 8	7737	PHYSICIAN - PRIMARY CARE	3	0	3	2	1	0	0	2	0	0	0
9	1 - 1	7750	PHYSICIAN - SPECIALTY SERVICES	1	1	0	0	1	0	0	0	0	0	0
9	1 - 6	8157	REGISTERED NURSE III	2	0	2	1	1	0	0	1	0	0	0
Total (#)				19	3	16	10	9	0	1	9	0	0	0
Total (%)					15.8	84.2	52.6	47.4	0.0	5.3	47.4	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 6	8137	CLINICAL ASSISTANT	3	0	3	3	0	0	0	3	0	0	0	
10	1 - 6	8148	MEDICAL ASSISTANT	7	2	5	5	2	0	2	3	0	0	0	
9	0 - 0	7930	PER DIEM NON-EXEMPT - HEALTHCARE	12	1	11	9	3	0	1	8	0	0	0	
Total (#)				22	3	19	17	5	0	3	14	0	0	0	
Total (%)					13.6	86.4	77.3	22.7	0.0	13.6	63.6	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 5	2481	DEPARTMENT CHAIR - 12 MONTH	57	23	34	22	35	5	6	10	1	0	0	
5	4 - 4	2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				58	23	35	23	35	5	6	11	1	0	0	
Total (%)					39.7	60.3	39.7	60.3	8.6	10.3	19.0	1.7	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: J2 - FACULTY

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	0 - 0	2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	16	8	8	7	9	2	2	2	1	0	0	
5	0 - 0	2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	2	1	1	0	2	0	0	0	0	0	0	
5	0 - 0	2387	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - AY	1	0	1	0	1	0	0	0	0	0	0	
5	5 - 5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	10	4	6	3	7	0	1	1	0	0	1	
5	3 - 5	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	607	279	328	263	344	28	45	171	8	0	11	
5	3 - 5	2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	92	49	43	35	57	5	6	21	2	0	1	
5	2 - 5	2359	LECTURER - 12 MONTH	23	7	16	9	14	1	4	4	0	0	0	
5	2 - 5	2358	LECTURER - ACADEMIC YEAR	953	400	553	356	597	60	96	168	9	5	18	
5	0 - 0	2393	VISITING FACULTY - ACADEMIC YEAR	1	0	1	0	1	0	0	0	0	0	0	
Total (#)				1,705	748	957	673	1,032	96	154	367	20	5	31	
Total (%)					43.9	56.1	39.5	60.5	5.6	9.0	21.5	1.2	0.3	1.8	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 4	2919	LIBRARIAN - 10 MONTH	3	0	3	0	3	0	0	0	0	0	0	
7	2 - 5	2920	LIBRARIAN - 12 MONTH	21	9	12	4	17	1	0	3	0	0	0	
Total (#)				24	9	15	4	20	1	0	3	0	0	0	
Total (%)					37.5	62.5	16.7	83.3	4.2	0.0	12.5	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1 - 1	2886	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0
4	1 - 1	2887	LIBRARY SERVICES SPECIALIST II	8	4	4	5	3	0	2	3	0	0	0
4	1 - 1	2888	LIBRARY SERVICES SPECIALIST III	7	3	4	3	4	0	1	2	0	0	0
4	1 - 1	2889	LIBRARY SERVICES SPECIALIST IV	5	2	3	2	3	0	1	1	0	0	0
Total (#)				21	9	12	11	10	0	4	7	0	0	0
Total (%)					42.9	57.1	52.4	47.6	0.0	19.0	33.3	0.0	0.0	0.0

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

**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: O1 - STUDENT SERVICES-LEVEL I

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 1	2630	CREDENTIAL ANALYST II	1	0	1	1	0	0	1	0	0	0	0	
10	1 - 1	9687	HEAD RESIDENT II	17	4	13	13	4	7	1	1	0	0	4	
3	1 - 2	3079	STUDENT SERVICES PROFESSIONAL I	5	1	4	3	2	0	2	1	0	0	0	
3	1 - 1	3082	STUDENT SERVICES PROFESSIONAL II	52	19	33	41	11	7	10	23	0	1	0	
3	1 - 6	3084	STUDENT SERVICES PROFESSIONAL III	54	21	33	34	20	6	9	16	0	0	3	
3	1 - 1	3086	STUDENT SERVICES PROFESSIONAL IV	28	10	18	20	8	2	7	11	0	0	0	
3	0 - 0	3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	8	2	6	4	4	0	1	3	0	0	0	
3	0 - 0	3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	1	0	1	0	1	0	0	0	0	0	
3	0 - 0	3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	1	1	0	0	1	0	0	0	0	0	0	
3	0 - 0	3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	2	0	2	2	0	0	1	1	0	0	0	
3	0 - 0	3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				170	59	111	120	50	23	32	57	0	1	7	
Total (%)					34.7	65.3	70.6	29.4	13.5	18.8	33.5	0.0	0.6	4.1	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
9	1 - 6	8185	ATHLETIC TRAINER II - 12 MONTH	2	1	1	2	0	0	1	0	1	0	0	
4	0 - 0	2377	COACH - 10 MONTH	4	2	2	2	2	0	1	0	0	0	1	
4	0 - 0	2383	COACHING ASSISTANT - 10 MONTH	10	7	3	5	5	2	1	2	0	0	0	
4	0 - 0	2380	COACHING SPECIALIST - 10 MONTH	2	2	0	0	2	0	0	0	0	0	0	
Total (#)				18	12	6	9	9	2	3	2	1	0	1	
Total (%)					66.7	33.3	50.0	50.0	11.1	16.7	11.1	5.6	0.0	5.6	

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

Affirmative Action Plan
2018
Job Group Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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 - 1	2866	ACCOMPANIST II	3	2	1	1	2	1	0	0	0	0	0	
10	1 - 1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	2	2	0	2	0	0	1	1	0	0	0	
13	1 - 1	7021	EQUIPMENT TECHNICIAN III, MECHANICAL	2	2	0	2	0	0	0	2	0	0	0	
13	1 - 1	7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	6	6	0	3	3	0	3	0	0	0	0	
3	1 - 1	7512	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0	
4	1 - 3	0820	GRAPHIC DESIGNER -12 MONTH	8	5	3	1	7	0	1	0	0	0	0	
4	1 - 1	1577	INSTRUCTIONAL SUPPORT ASSISTANT I	2	2	0	1	1	1	0	0	0	0	0	
4	1 - 1	1578	INSTRUCTIONAL SUPPORT ASSISTANT II	3	3	0	0	3	0	0	0	0	0	0	
4	1 - 1	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	1	0	1	0	0	0	0	0	0	
4	1 - 1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	0	2	2	0	0	0	2	0	0	0	
4	1 - 1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	9	3	6	7	2	1	0	6	0	0	0	
4	1 - 1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	13	9	4	4	9	2	0	2	0	0	0	
3	1 - 1	7888	LABORATORY ASSISTANT I	1	1	0	0	1	0	0	0	0	0	0	
4	1 - 3	0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	6	5	1	3	3	0	1	2	0	0	0	
4	2 - 3	0840	PERFORMING ARTS TECHNICIAN -12 MONTH	3	1	2	0	3	0	0	0	0	0	0	
13	1 - 1	6951	PIANO TECHNICIAN II	1	1	0	0	1	0	0	0	0	0	0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: P1 - 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	2 - 2	0860	VISUAL RESOURCE SPECIALIST -12 MONTH	2	2	0	0	2	0	0	0	0	0	0
Total (#)				67	47	20	27	40	5	6	16	0	0	0
Total (%)					70.1	29.9	40.3	59.7	7.5	9.0	23.9	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

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 - 2	3318	ADMINISTRATOR I	38	13	25	17	21	3	7	7	0	0	0	
1	1 - 6	3312	ADMINISTRATOR II	73	36	37	40	33	5	9	23	2	1	0	
1	1 - 6	3306	ADMINISTRATOR III	54	24	30	21	33	7	7	4	1	2	0	
1	1 - 1	3300	ADMINISTRATOR IV	34	17	17	17	17	4	2	10	1	0	0	
Total (#)				199	90	109	95	104	19	25	44	4	3	0	
Total (%)					45.2	54.8	47.7	52.3	9.5	12.6	22.1	2.0	1.5	0.0	

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

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	97.4	2.6	59.4	40.6	3.4	49.4	4.0	0.5	0.3	1.9	20.00	19.5	0.5	11.9	8.1	0.7	9.9	0.8	0.1	0.1	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	97.5	2.5	62.1	37.9	3.9	35.1	18.0	0.8	1.4	2.9	20.00	19.5	0.5	12.4	7.6	0.8	7.0	3.6	0.2	0.3	0.6	Employee Zipcode Analysis		
Reasonable	95.8	4.2	34.6	65.4	6.4	24.4	1.5	0.7	0.1	1.4	20.00	19.2	0.8	6.9	13.1	1.3	4.9	0.3	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	100.0	0.0	46.9	53.1	6.3	31.3	9.4	0.0	0.0	0.0	30.00	30.0	0.0	14.1	15.9	1.9	9.4	2.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	88.1	1.9	45.3	44.7	4.6	31.2	7.5	0.4	0.4	1.2		

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	85.7	14.3	75.9	24.1	5.8	61.7	5.5	0.4	0.6	1.9	20.00	17.1	2.9	15.2	4.8	1.2	12.3	1.1	0.1	0.1	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	86.4	13.6	73.8	26.2	10.1	41.2	18.0	0.3	1.2	3.0	20.00	17.3	2.7	14.8	5.2	2.0	8.2	3.6	0.1	0.2	0.6	Employee Zipcode Analysis		
Reasonable	85.4	14.6	45.1	54.9	14.0	26.7	2.0	0.8	0.2	1.5	20.00	17.1	2.9	9.0	11.0	2.8	5.3	0.4	0.2	0.0	0.3	National		
Internal Factors																								
Feeders	97.6	2.4	90.5	9.5	7.1	50.0	33.3	0.0	0.0	0.0	30.00	29.3	0.7	27.1	2.9	2.1	15.0	10.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	80.8	9.2	66.1	23.9	8.1	40.9	15.1	0.3	0.4	1.3			

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	92.5	7.5	46.3	53.7	5.1	27.9	9.9	0.4	0.8	2.2	20.00	18.5	1.5	9.3	10.7	1.0	5.6	2.0	0.1	0.2	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	88.1	11.9	56.9	43.1	8.7	17.7	15.6	0.1	13.6	1.2	20.00	17.6	2.4	11.4	8.6	1.7	3.5	3.1	0.0	2.7	0.2	Employee Zipcode Analysis		
Reasonable	90.7	9.3	23.7	76.3	7.6	10.4	3.6	0.4	0.2	1.4	20.00	18.1	1.9	4.7	15.3	1.5	2.1	0.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	95.5	4.5	54.5	45.5	4.5	27.3	22.7	0.0	0.0	0.0	30.00	28.6	1.4	16.4	13.6	1.4	8.2	6.8	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	82.9	7.1	41.7	48.3	5.7	19.4	12.6	0.2	2.9	1.0			

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: B6 - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
Local	98.4	1.6	64.3	35.7	2.6	47.8	11.4	0.4	0.4	1.7	20.00	19.7	0.3	12.9	7.1	0.5	9.6	2.3	0.1	0.1	0.3	Bay Area		
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 Zip Code Analysis		
Reasonable	98.1	1.9	74.0	26.0	1.5	27.6	40.4	0.1	1.3	3.0	20.00	19.6	0.4	14.8	5.2	0.3	5.5	8.1	0.0	0.3	0.6	Employee Zipcode Analysis		
Reasonable	98.5	1.5	32.0	68.0	7.4	19.0	3.4	0.6	0.2	1.4	20.00	19.7	0.3	6.4	13.6	1.5	3.8	0.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	30.0	0.0	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	89.0	1.0	64.0	26.0	2.3	18.9	41.0	0.2	0.4	1.2		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	6.1	93.9	46.1	53.9	6.1	26.8	10.0	0.4	0.5	2.2	20.00	1.2	18.8	9.2	10.8	1.2	5.4	2.0	0.1	0.1	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	10.9	89.1	49.5	50.5	7.4	15.0	22.9	0.2	0.9	3.2	20.00	2.2	17.8	9.9	10.1	1.5	3.0	4.6	0.0	0.2	0.6	Employee Zipcode Analysis		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	20.00	0.8	19.2	4.7	15.3	1.8	2.0	0.5	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	26.8	73.2	76.1	23.9	9.9	28.2	38.0	0.0	0.0	0.0	30.00	8.0	22.0	22.8	7.2	3.0	8.5	11.4	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	12.2	77.8	46.7	43.3	7.5	18.8	18.5	0.2	0.3	1.4		

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	6.1	93.9	46.1	53.9	6.1	26.8	10.0	0.4	0.5	2.2	20.00	1.2	18.8	9.2	10.8	1.2	5.4	2.0	0.1	0.1	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	10.9	89.1	49.5	50.5	7.4	15.0	22.9	0.2	0.9	3.2	20.00	2.2	17.8	9.9	10.1	1.5	3.0	4.6	0.0	0.2	0.6	Employee Zipcode Analysis		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	20.00	0.8	19.2	4.7	15.3	1.8	2.0	0.5	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	23.1	76.9	69.2	30.8	23.1	15.4	23.1	0.0	0.0	7.7	30.00	6.9	23.1	20.8	9.2	6.9	4.6	6.9	0.0	0.0	2.3	Feeders		
Final Availability (%)												100.00	11.1	78.9	44.6	45.4	11.4	15.0	14.0	0.2	0.3	3.7		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	12.1	87.9	53.7	46.3	6.6	29.8	14.5	0.2	0.2	2.4	20.00	2.4	17.6	10.7	9.3	1.3	6.0	2.9	0.0	0.0	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	27.6	72.4	67.5	32.5	7.7	18.6	40.2	0.0	0.0	1.1	20.00	5.5	14.5	13.5	6.5	1.5	3.7	8.0	0.0	0.0	0.2	Employee Zipcode Analysis		
Reasonable	10.1	89.9	27.7	72.3	11.2	11.0	3.5	0.6	0.1	1.4	20.00	2.0	18.0	5.5	14.5	2.2	2.2	0.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	75.0	25.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	30.00	22.5	7.5	30.0	0.0	0.0	15.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	32.5	57.5	59.8	30.2	5.1	26.9	26.6	0.2	0.1	1.0			

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	17.8	82.2	64.9	35.1	10.1	31.8	20.4	0.7	0.5	1.4	20.00	3.6	16.4	13.0	7.0	2.0	6.4	4.1	0.1	0.1	0.3	Bay Area		
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 Zip Code Analysis		
Reasonable	21.6	78.4	72.8	27.2	21.2	4.3	43.7	0.0	2.7	1.0	20.00	4.3	15.7	14.6	5.4	4.2	0.9	8.7	0.0	0.5	0.2	Employee Zipcode Analysis		
Reasonable	10.4	89.6	38.1	61.9	17.4	12.8	5.0	1.5	0.1	1.2	20.00	2.1	17.9	7.6	12.4	3.5	2.6	1.0	0.3	0.0	0.2	National		
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	15.0	0.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	9.9	80.1	65.2	24.8	24.7	9.8	28.8	0.4	0.7	0.7		

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	71.1	28.9	78.0	22.0	6.7	61.9	7.5	0.5	0.3	1.1	20.00	14.2	5.8	15.6	4.4	1.3	12.4	1.5	0.1	0.1	0.2	Bay Area		
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 Zip Code Analysis		
Reasonable	69.9	30.1	86.8	13.2	9.1	48.8	27.5	0.3	0.3	0.9	20.00	14.0	6.0	17.4	2.6	1.8	9.8	5.5	0.1	0.1	0.2	Employee Zipcode Analysis		
Reasonable	68.3	31.7	49.3	50.7	17.6	26.5	2.8	0.9	0.2	1.3	20.00	13.7	6.3	9.9	10.1	3.5	5.3	0.6	0.2	0.0	0.3	National		
Internal Factors																								
Feeders	37.8	62.2	100.0	0.0	3.0	25.0	70.7	1.2	0.0	0.0	30.00	11.3	18.7	30.0	0.0	0.9	7.5	21.2	0.4	0.0	0.0	Feeders		
Final Availability (%)												100.00	53.2	36.8	72.8	17.2	7.6	34.9	28.8	0.7	0.2	0.7		

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Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	50.5	49.5	50.9	49.1	9.7	29.4	8.1	0.6	0.8	2.2	20.00	10.1	9.9	10.2	9.8	1.9	5.9	1.6	0.1	0.2	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	44.7	55.3	51.4	48.6	13.1	19.9	16.0	0.0	0.2	2.1	20.00	8.9	11.1	10.3	9.7	2.6	4.0	3.2	0.0	0.0	0.4	Employee Zipcode Analysis		
Reasonable	50.5	49.5	35.4	64.6	16.9	12.6	2.6	1.2	0.2	1.8	20.00	10.1	9.9	7.1	12.9	3.4	2.5	0.5	0.2	0.0	0.4	National		
Internal Factors																								
Feeders	77.1	22.9	77.1	22.9	4.2	29.2	43.8	0.0	0.0	0.0	30.00	23.1	6.9	23.1	6.9	1.2	8.7	13.1	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	52.3	37.7	50.7	39.3	9.2	21.1	18.5	0.4	0.2	1.2		

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Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	44.3	55.7	51.4	48.6	8.1	35.0	4.9	0.5	0.4	2.5	20.00	8.9	11.1	10.3	9.7	1.6	7.0	1.0	0.1	0.1	0.5	Bay Area		
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 Zip Code Analysis	
Reasonable	51.9	48.1	54.6	45.4	5.7	26.8	12.2	0.3	7.3	2.3	20.00	10.4	9.6	10.9	9.1	1.1	5.4	2.4	0.1	1.5	0.5	Employee Zipcode Analysis		
Reasonable	43.6	56.4	28.3	71.7	12.3	12.1	1.5	0.8	0.2	1.6	20.00	8.7	11.3	5.7	14.3	2.5	2.4	0.3	0.2	0.0	0.3	National		
Internal Factors																								
Feeders	75.0	25.0	75.0	25.0	3.8	26.9	44.2	0.0	0.0	0.0	30.00	22.5	7.5	22.5	7.5	1.2	8.1	13.3	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	50.4	39.6	49.4	40.6	6.4	22.9	17.0	0.3	1.6	1.3		

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Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	75.1	24.9	47.3	52.7	3.7	9.7	30.8	0.2	0.6	2.3	20.00	15.0	5.0	9.5	10.5	0.7	1.9	6.2	0.0	0.1	0.5	0.5	Bay Area	
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 Zip Code Analysis	
Reasonable	70.3	29.7	52.9	47.1	2.2	7.5	40.4	0.0	0.6	2.1	20.00	14.1	5.9	10.6	9.4	0.4	1.5	8.1	0.0	0.1	0.4	0.4	Employee Zipcode Analysis	
Reasonable	76.0	24.0	30.6	69.4	8.5	5.5	14.4	0.3	0.1	1.8	20.00	15.2	4.8	6.1	13.9	1.7	1.1	2.9	0.1	0.0	0.4	0.4	National	
Internal Factors																								
Feeders	81.5	18.5	51.9	48.1	3.7	3.7	44.4	0.0	0.0	0.0	30.00	24.4	5.6	15.6	14.4	1.1	1.1	13.3	0.0	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	68.7	21.3	41.7	48.3	4.0	5.7	30.5	0.1	0.3	1.2		

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Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	76.5	23.5	46.5	53.5	5.0	12.8	25.1	0.2	0.7	2.8	20.00	15.3	4.7	9.3	10.7	1.0	2.6	5.0	0.0	0.1	0.6	Bay Area		
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 Zip Code Analysis		
Reasonable	77.7	22.3	44.3	55.7	4.8	6.7	28.4	0.1	0.7	3.7	20.00	15.5	4.5	8.9	11.1	1.0	1.3	5.7	0.0	0.1	0.7	Employee Zipcode Analysis		
Reasonable	72.1	27.9	28.9	71.1	9.0	7.1	10.7	0.3	0.1	1.7	20.00	14.4	5.6	5.8	14.2	1.8	1.4	2.1	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	38.2	61.8	64.1	35.9	5.5	14.8	41.4	0.3	0.5	1.5	30.00	11.4	18.6	19.2	10.8	1.6	4.4	12.4	0.1	0.2	0.5	Feeders		
Final Availability (%)												100.00	56.7	33.3	43.2	46.8	5.4	9.8	25.2	0.2	0.4	2.1		

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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+		
External Factors																								
Local	90.3	9.7	53.6	46.4	8.1	21.8	20.3	0.2	0.8	2.4	20.00	18.1	1.9	10.7	9.3	1.6	4.4	4.1	0.0	0.2	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	94.1	5.9	62.6	37.4	5.9	16.6	36.8	0.1	0.6	2.7	20.00	18.8	1.2	12.5	7.5	1.2	3.3	7.4	0.0	0.1	0.5	Employee Zipcode Analysis		
Reasonable	87.5	12.5	30.0	70.0	10.8	10.3	6.6	0.4	0.2	1.8	20.00	17.5	2.5	6.0	14.0	2.2	2.1	1.3	0.1	0.0	0.4	National		
Internal Factors																								
Feeders	100.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	30.00	30.0	0.0	15.0	15.0	15.0	0.0	0.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	84.4	5.6	44.2	45.8	20.0	9.7	12.7	0.1	0.3	1.4		

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Snapshot Date: 10/31/2018
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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+		
External Factors																								
Local	77.6	22.4	23.9	76.1	2.8	7.5	11.7	0.4	0.0	1.3	20.00	15.5	4.5	4.8	15.2	0.6	1.5	2.3	0.1	0.0	0.3	Bay Area		
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 Zip Code Analysis		
Reasonable	78.0	22.0	22.8	77.2	2.9	2.8	15.0	0.8	0.0	1.2	20.00	15.6	4.4	4.6	15.4	0.6	0.6	3.0	0.2	0.0	0.2	Employee Zipcode Analysis		
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	20.00	15.6	4.4	2.7	17.3	0.7	0.9	0.9	0.1	0.0	0.2	National		
Internal Factors																								
Feeders	81.0	19.0	92.1	7.9	1.3	4.4	85.6	0.1	0.1	0.5	30.00	24.3	5.7	27.6	2.4	0.4	1.3	25.7	0.0	0.0	0.2	Feeders		
Final Availability (%)												100.00	71.0	19.0	39.7	50.3	2.2	4.3	31.9	0.4	0.0	0.9		

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Snapshot Date: 10/31/2018
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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+		
External Factors																								
Local	40.7	59.3	51.9	48.1	6.9	20.0	21.9	0.4	0.1	2.6	20.00	8.1	11.9	10.4	9.6	1.4	4.0	4.4	0.1	0.0	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	37.1	62.9	55.3	44.7	4.8	8.4	39.5	0.0	0.1	2.3	20.00	7.4	12.6	11.1	8.9	1.0	1.7	7.9	0.0	0.0	0.5	Employee Zipcode Analysis		
Reasonable	37.4	62.6	31.4	68.6	12.1	9.9	7.1	0.5	0.1	1.8	20.00	7.5	12.5	6.3	13.7	2.4	2.0	1.4	0.1	0.0	0.4	National		
Internal Factors																								
Feeders	24.5	75.5	69.5	30.5	6.4	19.1	41.4	0.4	0.2	2.0	30.00	7.3	22.7	20.8	9.2	1.9	5.7	12.4	0.1	0.1	0.6	Feeders		
Final Availability (%)												100.00	30.4	59.6	48.6	41.4	6.7	13.4	26.1	0.3	0.1	2.0		

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Snapshot Date: 10/31/2018
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Job Group: H2 - 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+		
External Factors																								
Local	54.2	45.8	44.5	55.5	3.3	15.2	22.0	0.8	0.5	2.7	20.00	10.8	9.2	8.9	11.1	0.7	3.0	4.4	0.2	0.1	0.5	0.5	Bay Area	
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 Zip Code Analysis	
Reasonable	50.6	49.4	46.1	53.9	1.8	6.1	34.9	0.3	0.1	2.9	20.00	10.1	9.9	9.2	10.8	0.4	1.2	7.0	0.1	0.0	0.6	0.6	Employee Zipcode Analysis	
Reasonable	54.9	45.1	27.3	72.7	7.5	7.3	9.9	0.7	0.1	1.8	20.00	11.0	9.0	5.5	14.5	1.5	1.5	2.0	0.1	0.0	0.4	0.4	National	
Internal Factors																								
Feeders	38.4	61.6	43.0	57.0	3.5	18.6	19.8	1.2	0.0	0.0	30.00	11.5	18.5	12.9	17.1	1.0	5.6	5.9	0.3	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.00	43.4	46.6	36.5	53.5	3.6	11.3	19.3	0.7	0.1	1.5		

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Availability Analysis**

Snapshot Date: 10/31/2018
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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+		
External Factors																								
Local	28.9	71.1	49.1	50.9	4.6	15.8	26.1	0.3	0.4	1.9	20.00	5.8	14.2	9.8	10.2	0.9	3.2	5.2	0.1	0.1	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	32.3	67.7	56.9	43.1	4.9	9.1	39.6	0.5	0.7	2.2	20.00	6.5	13.5	11.4	8.6	1.0	1.8	7.9	0.1	0.1	0.4	Employee Zipcode Analysis		
Reasonable	30.5	69.5	25.6	74.4	8.0	7.5	8.3	0.4	0.1	1.2	20.00	6.1	13.9	5.1	14.9	1.6	1.5	1.7	0.1	0.0	0.2	National		
Internal Factors																								
Feeders	33.3	66.7	92.6	7.4	0.0	7.4	81.5	0.0	0.0	3.7	30.00	10.0	20.0	27.8	2.2	0.0	2.2	24.4	0.0	0.0	1.1	Feeders		
Final Availability (%)												100.00	28.3	61.7	54.1	35.9	3.5	8.7	39.3	0.2	0.2	2.2		

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Snapshot Date: 10/31/2018
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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+		
External Factors																								
Local	33.4	66.6	46.0	54.0	10.4	11.4	20.7	0.2	0.7	2.6	20.00	6.7	13.3	9.2	10.8	2.1	2.3	4.1	0.0	0.1	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	25.2	74.8	65.4	34.6	10.6	12.0	37.1	0.0	0.0	5.7	20.00	5.0	15.0	13.1	6.9	2.1	2.4	7.4	0.0	0.0	1.1	Employee Zipcode Analysis		
Reasonable	36.7	63.3	32.8	67.2	15.8	7.0	7.1	0.4	0.2	2.2	20.00	7.3	12.7	6.6	13.4	3.2	1.4	1.4	0.1	0.0	0.4	National		
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	19.1	70.9	58.8	31.2	7.4	6.1	43.0	0.1	0.2	2.1		

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Snapshot Date: 10/31/2018
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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+		
External Factors																								
Local	35.2	64.8	31.5	68.5	5.4	14.0	8.9	0.4	0.3	2.5	20.00	7.0	13.0	6.3	13.7	1.1	2.8	1.8	0.1	0.1	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	34.1	65.9	35.8	64.2	8.9	7.0	16.2	0.0	0.0	3.7	20.00	6.8	13.2	7.2	12.8	1.8	1.4	3.2	0.0	0.0	0.7	Employee Zipcode Analysis		
Reasonable	35.9	64.1	19.9	80.1	7.7	7.0	3.4	0.4	0.1	1.3	20.00	7.2	12.8	4.0	16.0	1.5	1.4	0.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	54.5	45.5	54.5	45.5	9.1	0.0	36.4	0.0	9.1	0.0	30.00	16.4	13.6	16.4	13.6	2.7	0.0	10.9	0.0	2.7	0.0	Feeders		
Final Availability (%)												100.00	37.4	52.6	33.8	56.2	7.1	5.6	16.6	0.2	2.8	1.5		

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Snapshot Date: 10/31/2018
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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+		
External Factors																								
Local	45.6	54.4	45.6	54.4	6.9	20.7	15.1	0.3	0.7	1.8	20.00	9.1	10.9	9.1	10.9	1.4	4.1	3.0	0.1	0.1	0.4	Bay Area		
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 Zip Code Analysis		
Reasonable	47.8	52.2	59.2	40.8	13.5	17.4	25.8	0.0	1.7	0.9	20.00	9.6	10.4	11.8	8.2	2.7	3.5	5.2	0.0	0.3	0.2	Employee Zipcode Analysis		
Reasonable	46.4	53.6	21.6	78.4	8.3	7.9	3.8	0.4	0.1	1.1	20.00	9.3	10.7	4.3	15.7	1.7	1.6	0.8	0.1	0.0	0.2	National		
Internal Factors																								
Feeders	27.3	72.7	74.7	25.3	8.3	14.1	50.0	0.4	0.2	1.7	30.00	8.2	21.8	22.4	7.6	2.5	4.2	15.0	0.1	0.1	0.5	Feeders		
Final Availability (%)												100.00	36.1	53.9	47.7	42.3	8.2	13.4	23.9	0.3	0.6	1.3		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	81.8	18.2	72.0	28.0	7.8	53.9	6.8	0.4	0.7	2.4	20.00	16.4	3.6	14.4	5.6	1.6	10.8	1.4	0.1	0.1	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	86.2	13.8	76.9	23.1	11.5	36.4	24.0	0.4	1.3	3.3	20.00	17.2	2.8	15.4	4.6	2.3	7.3	4.8	0.1	0.3	0.7	Employee Zipcode Analysis		
Reasonable	81.9	18.1	41.6	58.4	16.8	19.7	2.4	0.8	0.3	1.6	20.00	16.4	3.6	8.3	11.7	3.4	3.9	0.5	0.2	0.1	0.3	National		
Internal Factors																								
Feeders	83.3	16.7	83.3	16.7	0.0	16.7	66.7	0.0	0.0	0.0	30.00	25.0	5.0	25.0	5.0	0.0	5.0	20.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	75.0	15.0	63.1	26.9	7.2	27.0	26.6	0.3	0.5	1.5		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	32.5	67.5	46.3	53.7	6.2	14.6	22.3	0.2	0.3	2.6	20.00	6.5	13.5	9.3	10.7	1.2	2.9	4.5	0.0	0.1	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	28.6	71.4	47.2	52.8	6.4	12.1	25.6	0.0	0.1	3.0	20.00	5.7	14.3	9.4	10.6	1.3	2.4	5.1	0.0	0.0	0.6	Employee Zipcode Analysis		
Reasonable	32.5	67.5	27.8	72.2	10.0	7.1	8.5	0.6	0.1	1.5	20.00	6.5	13.5	5.6	14.4	2.0	1.4	1.7	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	15.8	84.2	52.6	47.4	0.0	5.3	47.4	0.0	0.0	0.0	30.00	4.7	25.3	15.8	14.2	0.0	1.6	14.2	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	23.5	66.5	40.1	49.9	4.5	8.3	25.5	0.2	0.1	1.4		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	34.1	65.9	57.8	42.2	6.1	35.9	12.1	0.4	0.7	2.6	20.00	6.8	13.2	11.6	8.4	1.2	7.2	2.4	0.1	0.1	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	28.8	71.2	61.1	38.9	6.3	34.5	17.3	0.5	1.2	1.3	20.00	5.8	14.2	12.2	7.8	1.3	6.9	3.5	0.1	0.2	0.3	Employee Zipcode Analysis		
Reasonable	34.5	65.5	33.2	66.8	12.0	15.0	3.8	0.7	0.2	1.6	20.00	6.9	13.1	6.6	13.4	2.4	3.0	0.8	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	13.6	86.4	77.3	22.7	0.0	13.6	63.6	0.0	0.0	0.0	30.00	4.1	25.9	23.2	6.8	0.0	4.1	19.1	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	23.6	66.4	53.6	36.4	4.9	21.2	25.7	0.3	0.4	1.1		

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	51.6	48.4	32.5	67.5	4.1	9.9	15.9	0.2	0.1	2.4	20.00	10.3	9.7	6.5	13.5	0.8	2.0	3.2	0.0	0.0	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	51.2	48.8	34.5	65.5	3.5	7.9	19.7	0.1	0.3	3.0	20.00	10.2	9.8	6.9	13.1	0.7	1.6	3.9	0.0	0.1	0.6	Employee Zipcode Analysis		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	20.00	10.4	9.6	5.0	15.0	1.2	1.1	2.3	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	39.7	60.3	39.7	60.3	8.6	10.3	19.0	1.7	0.0	0.0	30.00	11.9	18.1	11.9	18.1	2.6	3.1	5.7	0.5	0.0	0.0	Feeders		
Final Availability (%)												100.00	42.8	47.2	30.3	59.7	5.3	7.7	15.2	0.6	0.1	1.4		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	51.6	48.4	32.5	67.5	4.1	9.9	15.9	0.2	0.1	2.4	20.00	10.3	9.7	6.5	13.5	0.8	2.0	3.2	0.0	0.0	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	51.2	48.8	34.5	65.5	3.5	7.9	19.7	0.1	0.3	3.0	20.00	10.2	9.8	6.9	13.1	0.7	1.6	3.9	0.0	0.1	0.6	Employee Zipcode Analysis		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	20.00	10.4	9.6	5.0	15.0	1.2	1.1	2.3	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	43.9	56.1	39.5	60.5	5.6	9.0	21.5	1.2	0.3	1.8	30.00	13.2	16.8	11.8	18.2	1.7	2.7	6.5	0.4	0.1	0.5	Feeders		
Final Availability (%)											100.00	44.1	45.9	30.3	59.7	4.4	7.4	15.9	0.5	0.2	2.0			

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	18.4	81.6	30.2	69.8	3.7	12.2	11.0	0.4	0.1	2.8	20.00	3.7	16.3	6.0	14.0	0.7	2.4	2.2	0.1	0.0	0.6	Bay Area		
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 Zip Code Analysis		
Reasonable	28.5	71.5	30.3	69.7	3.5	11.2	14.2	0.3	0.0	1.0	20.00	5.7	14.3	6.1	13.9	0.7	2.2	2.8	0.1	0.0	0.2	Employee Zipcode Analysis		
Reasonable	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	20.00	3.3	16.7	3.1	16.9	1.1	0.9	0.8	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	37.5	62.5	16.7	83.3	4.2	0.0	12.5	0.0	0.0	0.0	30.00	11.2	18.8	5.0	25.0	1.2	0.0	3.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	23.9	66.1	20.3	69.7	3.8	5.6	9.5	0.2	0.0	1.0		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	29.7	70.3	47.8	52.2	4.6	22.5	16.7	0.0	0.5	3.5	20.00	5.9	14.1	9.6	10.4	0.9	4.5	3.3	0.0	0.1	0.7	Bay Area		
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 Zip Code Analysis		
Reasonable	39.3	60.7	61.9	38.1	3.4	15.5	36.0	0.0	0.0	7.1	20.00	7.9	12.1	12.4	7.6	0.7	3.1	7.2	0.0	0.0	1.4	Employee Zipcode Analysis		
Reasonable	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	20.00	4.8	15.2	5.3	14.7	1.8	1.7	1.2	0.1	0.0	0.4	National		
Internal Factors																								
Feeders	42.9	57.1	52.4	47.6	0.0	19.0	33.3	0.0	0.0	0.0	30.00	12.9	17.1	15.7	14.3	0.0	5.7	10.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	31.4	58.6	43.0	47.0	3.4	15.1	21.7	0.1	0.1	2.5		

Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

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+		
External Factors																								
Local	32.3	67.7	48.4	51.6	13.2	22.8	8.5	0.8	0.3	2.8	20.00	6.5	13.5	9.7	10.3	2.6	4.6	1.7	0.2	0.1	0.6	Bay Area		
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 Zip Code Analysis		
Reasonable	31.6	68.4	49.8	50.2	11.1	19.3	15.7	0.1	0.2	3.5	20.00	6.3	13.7	10.0	10.0	2.2	3.9	3.1	0.0	0.0	0.7	Employee Zipcode Analysis		
Reasonable	31.6	68.4	33.8	66.2	19.5	8.8	2.6	0.9	0.2	1.9	20.00	6.3	13.7	6.8	13.2	3.9	1.8	0.5	0.2	0.0	0.4	National		
Internal Factors																								
Feeders	31.3	68.7	70.6	29.4	11.1	19.5	36.2	0.1	0.4	3.2	30.00	9.4	20.6	21.2	8.8	3.3	5.8	10.9	0.0	0.1	1.0	Feeders		
Final Availability (%)												100.00	28.5	61.5	47.6	42.4	12.1	16.0	16.2	0.4	0.3	2.6		

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	62.8	37.2	35.5	64.5	6.7	17.4	6.9	0.3	0.3	3.9	20.00	12.6	7.4	7.1	12.9	1.3	3.5	1.4	0.1	0.1	0.8	Bay Area		
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 Zip Code Analysis		
Reasonable	57.2	42.8	40.4	59.6	7.3	13.2	15.8	0.2	0.1	3.9	20.00	11.4	8.6	8.1	11.9	1.5	2.6	3.2	0.0	0.0	0.8	Employee Zipcode Analysis		
Reasonable	64.4	35.6	22.4	77.6	9.1	7.7	2.8	0.5	0.1	2.2	20.00	12.9	7.1	4.5	15.5	1.8	1.5	0.6	0.1	0.0	0.4	National		
Internal Factors																								
Feeders	66.7	33.3	50.0	50.0	11.1	16.7	11.1	5.6	0.0	5.6	30.00	20.0	10.0	15.0	15.0	3.3	5.0	3.3	1.7	0.0	1.7	Feeders		
Final Availability (%)												100.00	56.9	33.1	34.7	55.3	8.0	12.7	8.4	1.9	0.1	3.7		

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	48.1	51.9	46.6	53.4	5.4	25.8	12.3	0.3	0.3	2.4	20.00	9.6	10.4	9.3	10.7	1.1	5.2	2.5	0.1	0.1	0.5	Bay Area		
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 Zip Code Analysis		
Reasonable	51.6	48.4	45.3	54.7	3.3	16.5	18.5	0.2	0.6	6.2	20.00	10.3	9.7	9.1	10.9	0.7	3.3	3.7	0.0	0.1	1.2	Employee Zipcode Analysis		
Reasonable	46.2	53.8	28.3	71.7	8.8	12.4	4.7	0.7	0.1	1.6	20.00	9.2	10.8	5.7	14.3	1.8	2.5	0.9	0.1	0.0	0.3	National		
Internal Factors																								
Feeders	56.2	43.8	48.8	51.2	8.6	11.3	27.5	0.1	0.0	1.2	30.00	16.9	13.1	14.6	15.4	2.6	3.4	8.3	0.0	0.0	0.4	Feeders		
Final Availability (%)												100.00	46.0	44.0	38.7	51.3	6.1	14.3	15.4	0.3	0.2	2.4		

**Affirmative Action Plan
2018 Affirmative Action Plan
Availability Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

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+		
External Factors																								
Local	69.1	30.9	34.7	65.3	4.1	15.4	12.1	0.3	0.3	2.5	20.00	13.8	6.2	6.9	13.1	0.8	3.1	2.4	0.1	0.1	0.5	Bay Area		
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	20.00	14.2	5.8	3.8	16.2	1.2	1.5	0.8	0.1	0.0	0.3	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 Zip Code Analysis		
Reasonable	61.3	38.7	33.7	66.3	2.5	8.6	19.2	0.1	0.2	3.1	20.00	12.3	7.7	6.7	13.3	0.5	1.7	3.8	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	45.2	54.8	47.7	52.3	9.5	12.6	22.1	2.0	1.5	0.0	30.00	13.6	16.4	14.3	15.7	2.9	3.8	6.6	0.6	0.5	0.0	Feeders		
Final Availability (%)												100.00	53.8	36.2	31.8	58.2	5.3	10.0	13.7	0.8	0.6	1.4		

Affirmative Action Plan
2018 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Francisco, California	1,471	43.43	49.20
San Mateo, California	676	19.96	22.61
Alameda, California	595	17.57	19.90
Contra Costa, California	248	7.32	8.29
Total:	2,990	88.28	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Marin, California	124	3.66	0.00
Santa Clara, California	97	2.86	0.00
Sonoma, California	45	1.33	0.00
Solano, California	28	0.83	0.00
Sacramento, California	13	0.38	0.00
Santa Cruz, California	12	0.35	0.00
San Joaquin, California	11	0.32	0.00
Napa, California	8	0.24	0.00
Los Angeles, California	6	0.18	0.00
Orange, California	4	0.12	0.00
Yolo, California	4	0.12	0.00
Monterey, California	3	0.09	0.00
Riverside, California	3	0.09	0.00
Placer, California	3	0.09	0.00
Merced, California	3	0.09	0.00
San Diego, California	2	0.06	0.00
Stanislaus, California	2	0.06	0.00

Affirmative Action Plan
2018 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Multnomah, Oregon	2	0.06	0.00
El Dorado, California	2	0.06	0.00
Middlesex, Massachusetts	2	0.06	0.00
Shasta, California	2	0.06	0.00
San Bernardino, California	2	0.06	0.00
Travis, Texas	2	0.06	0.00
Arapahoe, Colorado	1	0.03	0.00
Mendocino, California	1	0.03	0.00
Hawaii (county), Hawaii	1	0.03	0.00
Union, New Jersey	1	0.03	0.00
Madera, California	1	0.03	0.00
Ventura, California	1	0.03	0.00
Tulare, California	1	0.03	0.00
Fresno, California	1	0.03	0.00
New York (county), New York	1	0.03	0.00
Cuyahoga, Ohio	1	0.03	0.00
Monroe, New York	1	0.03	0.00
Orange, North Carolina	1	0.03	0.00
Boulder, Colorado	1	0.03	0.00
Maricopa, Arizona	1	0.03	0.00
Kings, New York	1	0.03	0.00
Kootenai, Idaho	1	0.03	0.00
Colusa+Lake, California	1	0.03	0.00
Total:	397	11.72	0.00

San Francisco State University

Affirmative Action Plan
2018 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Data Used: Employee

Included and Excluded Total:	3,387	100.00	100.00
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Affirmative Action Plan
2018 Affirmative Action Plan
Job Group Analysis Summary

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
B2 - CRAFTS AND TRADES	32	32	0	15	17	2	10	3	0	0	0
B4 - MAINTENANCE AND OPERATIONS	42	41	1	38	4	3	21	14	0	0	0
B5 - CRAFTS AND TRADES	22	21	1	12	10	1	6	5	0	0	0
B6 - CRAFTS AND TRADES	1	1	0	1	0	0	0	1	0	0	0
C1 - CLERICAL LEVEL II	71	19	52	54	17	7	20	27	0	0	0
C3 - CLERICAL LEVEL I	13	3	10	9	4	3	2	3	0	0	1
C4 - CLERICAL LEVEL I	4	3	1	4	0	0	2	2	0	0	0
C6 - HEALTH CARE	2	0	2	2	0	1	0	1	0	0	0
E1 - MAINTENANCE AND OPERATIONS	164	62	102	164	0	5	41	116	2	0	0
E2 - ADMINISTRATOR II	48	37	11	37	11	2	14	21	0	0	0
E3 - PUBLIC SAFETY	4	2	2	2	2	0	0	2	0	0	0
F2 - RESRCH & DATA SUPPORT LEVEL II	27	22	5	14	13	1	1	12	0	0	0
F3 - RESRCH & DATA SUPPORT LEVEL I	106	77	29	66	40	5	8	51	0	2	0
F4 - TECHNICAL SUPPORT LEVEL I	2	2	0	1	1	1	0	0	0	0	0
G1 - EXECUTIVE	1	1	0	1	0	0	0	1	0	0	0
H1 - ADMINISTRATOR I	414	100	314	283	131	22	73	176	2	1	9
H2 - RESRCH & DATA SUPPORT LEVEL II	86	33	53	37	49	3	16	17	1	0	0
H3 - ADM. SUPPORT LEVEL I	27	9	18	25	2	0	2	22	0	0	1
H4 - RESRCH & DATA SUPPORT LEVEL I	3	0	3	3	0	0	0	3	0	0	0
H6 - RESRCH & DATA SUPPORT LEVEL I	11	6	5	6	5	1	0	4	0	1	0
H7 - ADM. SUPPORT LEVEL II	5	2	3	5	0	1	0	4	0	0	0
H8 - CLERICAL LEVEL I	6	5	1	5	1	0	1	4	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Job Group Analysis Summary

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Total											
Job Group	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
I1 - HEALTH CARE	19	3	16	10	9	0	1	9	0	0	0
I2 - HEALTH CARE	22	3	19	17	5	0	3	14	0	0	0
J1 - FACULTY	58	23	35	23	35	5	6	11	1	0	0
J2 - FACULTY	1,705	748	957	673	1,032	96	154	367	20	5	31
M1 - LIBRARIAN INSTRUCTNAL SUPPORT	24	9	15	4	20	1	0	3	0	0	0
M2 - RESRCH & DATA SUPPORT LEVEL I	21	9	12	11	10	0	4	7	0	0	0
O1 - STUDENT SERVICES-LEVEL I	170	59	111	120	50	23	32	57	0	1	7
O2 - ATHLETIC INSTRUCTIONAL SUPPORT	18	12	6	9	9	2	3	2	1	0	1
P1 - ADM. SUPPORT LEVEL II	67	47	20	27	40	5	6	16	0	0	0
R1 - ADMINISTRATOR I	199	90	109	95	104	19	25	44	4	3	0
Total (#)	3,394	1,481	1,913	1,773	1,621	209	451	1,019	31	13	50
Total (%)		43.6	56.4	52.2	47.8	6.2	13.3	30.0	0.9	0.4	1.5

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis Summary

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
Academic Affairs	2,421	1,009	1,412	1,044	616	48	112	219	6	2	6	761	83	153	358	18	6	33		
Administration & Finance	536	295	241	443	70	23	67	134	0	0	1	23	13	51	148	3	1	2		
Office of the President	33	16	17	16	6	2	3	5	0	0	0	11	0	2	3	0	0	1		
Stdnt Affrs & Enroll Mgmt	317	126	191	226	40	17	22	42	2	1	2	51	18	30	83	2	2	5		
University Advancement	52	19	33	24	11	0	4	4	0	0	0	17	2	4	9	0	1	0		
University Enterprises	35	16	19	20	7	2	1	6	0	0	0	8	1	2	8	0	0	0		
Total (#)	3,394	1,481	1,913	1,773	750	92	209	410	8	3	9	871	117	242	609	23	10	41		
Total (%)		43.6	56.4	52.2	22.1	2.7	6.2	12.1	0.2	0.1	0.3	25.7	3.4	7.1	17.9	0.7	0.3	1.2		

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: B2 - CRAFTS AND TRADES

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	2	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	8	0	8	0	0	0	1	0	1
Asian	0	0	0	0	1	0	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	1	0	1	0	0	0	1	0	1
Unknown (Race)	97	3	41	141									
Total	97	3	41	141	12	0	12	0	0	0	4	0	4
Total Minority	0	0	0	0	10	0	10	0	0	0	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	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: B4 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	1	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	4	0	4	1	0	1	0	0	0
Asian	0	0	0	0	3	0	3	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)	89	7	35	131									
Total	89	7	35	131	9	0	9	1	0	1	2	0	2
Total Minority	0	0	0	0	8	0	8	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: B5 - CRAFTS AND TRADES

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	10	0	10	0	0	0	0	0	0
Asian	0	0	0	0	3	0	3	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)	134	6	57	197									
Total	134	6	57	197	16	0	16	0	0	0	0	0	0
Total Minority	0	0	0	0	14	0	14	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: B6 - CRAFTS AND TRADES

Transaction Dates: 01/01/2018 To 12/31/2018

	<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									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: C1 - CLERICAL LEVEL II

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	0	0	0	3	3
Afr. Amer.	0	0	0	0	0	4	4	0	0	0	0	1	1
Hispanic	0	0	0	0	3	14	17	0	0	0	0	3	3
Asian	0	0	0	0	3	5	8	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)	195	349	110	654									
Total	195	349	110	654	9	28	37	0	0	0	0	9	9
Total Minority	0	0	0	0	6	23	29	0	0	0	0	6	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	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	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
Total	1	1	2	0	1	1	0	0	0
Total Minority	1	0	1	0	1	1	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: C3 - CLERICAL LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	2	2	1	0	1	0	1	1
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	1	1
Hispanic	0	0	0	0	0	3	3	0	0	0	1	0	1
Asian	0	0	0	0	0	2	2	0	1	1	0	1	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	1	1	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	60	127	53	240									
Total	60	127	53	240	0	9	9	1	2	3	1	3	4
Total Minority	0	0	0	0	0	7	7	0	2	2	1	2	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.	1	0	1	0	0	0	0	0	0
Hispanic	0	2	2	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	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	3	4	0	0	0	0	0	0
Total Minority	1	3	4	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: C4 - CLERICAL LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	2	0	2	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									
Total	0	0	0	0	2	0	2	0	0	0	0	0	0
Total Minority	0	0	0	0	2	0	2	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	1	0	1	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
Total	1	0	1	0	0	0	0	0	0
Total Minority	1	0	1	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: C6 - HEALTH CARE

Transaction Dates: 01/01/2018 To 12/31/2018

	<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									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: E1 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	3	0	3	1	0	1	1	0	1
Hispanic	0	0	0	0	4	7	11	0	0	0	2	0	2
Asian	0	0	0	0	16	37	53	0	0	0	1	3	4
Nat. Amer.	0	0	0	0	0	1	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)	56	54	82	192									
Total	56	54	82	192	23	45	68	1	0	1	4	3	7
Total Minority	0	0	0	0	23	45	68	1	0	1	4	3	7

	<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	1	1
Asian	0	0	0	0	0	0	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
Total	0	0	0	0	0	0	1	2	3
Total Minority	0	0	0	0	0	0	1	2	3

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: E2 - ADMINISTRATOR II

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	4	1	5
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	4	4	8	2	0	2	4	0	4
Asian	0	0	0	0	10	1	11	0	0	0	5	0	5
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)	115	28	29	172									
Total	115	28	29	172	18	5	23	2	0	2	13	1	14
Total Minority	0	0	0	0	15	5	20	2	0	2	9	0	9

	<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	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	2	0	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
Total	0	1	1	0	0	0	2	0	2
Total Minority	0	1	1	0	0	0	2	0	2

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: E3 - PUBLIC SAFETY

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	3	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	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)	29	57	18	104									
Total	29	57	18	104	1	3	4	0	0	0	0	3	3
Total Minority	0	0	0	0	0	1	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	1	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									
Total	0	0	0	0	1	0	1	0	0	0	0	0	0
Total Minority	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	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
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	6	8	0	0	0	3	1	4
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	2	2	0	0	0	0	0	0
Asian	0	0	0	0	1	1	2	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	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)	273	144	111	528									
Total	273	144	111	528	3	9	12	0	0	0	5	2	7
Total Minority	0	0	0	0	1	3	4	0	0	0	2	1	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	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
Total	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: G1 - EXECUTIVE

Transaction Dates: 01/01/2018 To 12/31/2018

	<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									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: H1 - ADMINISTRATOR I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	24	34	1	1	2	4	8	12
Afr. Amer.	0	0	0	0	2	6	8	0	0	0	1	0	1
Hispanic	0	0	0	0	5	14	19	0	0	0	4	5	9
Asian	0	0	0	0	6	16	22	0	0	0	1	6	7
Nat. Amer.	0	0	0	0	1	0	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	1	4	5	0	0	0	0	1	1
Unknown (Race)	905	1,183	414	2502									
Total	905	1183	414	2502	25	64	89	1	1	2	11	20	31
Total Minority	0	0	0	0	15	40	55	0	0	0	7	12	19

	<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	1	1	0	3	3
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	2	2	4	1	2	3
Asian	0	1	1	1	4	5	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
Total	0	3	3	3	7	10	1	6	7
Total Minority	0	2	2	3	6	9	1	3	4

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL II

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	16	30	46	0	0	0	0	4	4
Afr. Amer.	0	0	0	0	1	1	2	0	0	0	0	0	0
Hispanic	0	0	0	0	6	10	16	0	0	0	1	0	1
Asian	0	0	0	0	8	5	13	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	1	0	1	0	0	0	0	0	0
Unknown (Race)	46	54	13	113									
Total	46	54	13	113	32	46	78	0	0	0	1	4	5
Total Minority	0	0	0	0	16	16	32	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	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
Total	0	1	1	0	0	0	0	0	0
Total Minority	0	1	1	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: H3 - ADM. SUPPORT LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	0
Asian	0	0	0	0	1	2	3	1	0	1	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	1	0	1	0	0	0	0	0	0
Unknown (Race)	113	131	72	316									
Total	113	131	72	316	2	3	5	1	0	1	1	0	1
Total Minority	0	0	0	0	2	2	4	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	2	2	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
Total	0	2	2	0	0	0	0	0	0
Total Minority	0	2	2	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	1	1	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	1	2	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)	19	19	17	55									
Total	19	19	17	55	1	2	3	0	0	0	0	1	1
Total Minority	0	0	0	0	1	2	3	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: H7 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	1	0	1	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)	7	5	5	17									
Total	7	5	5	17	1	0	1	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: H8 - CLERICAL LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: I1 - HEALTH CARE

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	1	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	1	1	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)	44	236	71	351									
Total	44	236	71	351	1	5	6	0	1	1	0	1	1
Total Minority	0	0	0	0	0	2	2	0	1	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: I2 - HEALTH CARE

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	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	1	1
Asian	0	0	0	0	1	7	8	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)	7	37	5	49									
Total	7	37	5	49	1	10	11	0	0	0	0	1	1
Total Minority	0	0	0	0	1	7	8	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: J1 - FACULTY

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	9	12	5	1	6	2	0	2
Afr. Amer.	0	0	0	0	0	1	1	0	1	1	0	1	1
Hispanic	0	0	0	0	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	3	1	4	3	2	5	2	1	3
Nat. Amer.	0	0	0	0	0	0	0	0	1	1	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									
Total	0	0	0	0	7	11	18	8	5	13	4	2	6
Total Minority	0	0	0	0	4	2	6	3	4	7	2	2	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	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
Total	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: J2 - FACULTY

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	272	387	659	2	1	3	13	21	34
Afr. Amer.	0	0	0	0	20	40	60	0	0	0	3	7	10
Hispanic	0	0	0	0	61	58	119	0	3	3	2	0	2
Asian	0	0	0	0	90	126	216	1	1	2	3	6	9
Nat. Amer.	0	0	0	0	2	7	9	0	0	0	1	0	1
NHOPI	0	0	0	0	0	4	4	0	0	0	0	0	0
Two or More	0	0	0	0	4	19	23	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	449	641	1090	3	5	8	22	34	56
Total Minority	0	0	0	0	177	254	431	1	4	5	9	13	22

	<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	3	3	6
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	3	3
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
Total	0	0	0	0	0	0	3	7	10
Total Minority	0	0	0	0	0	0	0	4	4

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	2	5	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	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									
Total	0	0	0	0	3	3	6	0	0	0	1	0	1
Total Minority	0	0	0	0	0	1	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	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
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	2	2	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)	16	27	8	51									
Total	16	27	8	51	0	2	2	0	0	0	0	0	0
Total Minority	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: O1 - STUDENT SERVICES-LEVEL I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	11	16	0	0	0	1	5	6
Afr. Amer.	0	0	0	0	4	7	11	0	0	0	2	0	2
Hispanic	0	0	0	0	5	8	13	0	0	0	4	5	9
Asian	0	0	0	0	2	13	15	0	1	1	2	10	12
Nat. Amer.	0	0	0	0	0	0	0	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	2	2	0	0	0	0	0	0
Unknown (Race)	1,009	1,560	401	2970									
Total	1009	1560	401	2970	16	41	57	0	1	1	10	20	30
Total Minority	0	0	0	0	11	30	41	0	1	1	9	15	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	0	0	0	0	0	0	1	3	4
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	1	0	1	0	0	0	1	3	4
Asian	0	2	2	0	0	0	0	2	2
Nat. Amer.	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	1	1	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	3	4	0	1	1	3	8	11
Total Minority	1	3	4	0	1	1	2	5	7

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	0	2	0	0	0	1	1	2
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	0	0	0
Asian	0	0	0	0	1	0	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	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	5	1	6	0	0	0	1	1	2
Total Minority	0	0	0	0	3	1	4	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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
 Plan Date: 07/01/2018

Job Group: P1 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	11	4	15	0	0	0	3	2	5
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	2	0	0	0	1	2	3
Asian	0	0	0	0	5	2	7	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	1	0	1	0	0	0	0	0	0
Unknown (Race)	148	96	81	325									
Total	148	96	81	325	19	7	26	0	0	0	5	4	9
Total Minority	0	0	0	0	8	3	11	0	0	0	2	2	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	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
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Affirmative Action Plan
2018 Affirmative Action Plan
Personnel Transactions Summary

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: R1 - ADMINISTRATOR I

Transaction Dates: 01/01/2018 To 12/31/2018

	<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	9	11	20	3	2	5	8	11	19
Afr. Amer.	0	0	0	0	1	2	3	0	0	0	0	5	5
Hispanic	0	0	0	0	2	2	4	0	0	0	2	1	3
Asian	0	0	0	0	4	2	6	0	0	0	4	2	6
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)	627	494	265	1386									
Total	627	494	265	1386	17	17	34	3	2	5	14	19	33
Total Minority	0	0	0	0	8	6	14	0	0	0	6	8	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	1	1	2	1	3
Afr. Amer.	0	0	0	1	1	2	0	2	2
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	2	2	0	2	2
Nat. Amer.	0	0	0	0	1	1	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
Total	0	0	0	1	5	6	2	5	7
Total Minority	0	0	0	1	4	5	0	4	4