



**Affirmative Action Plan  
01/01/2023 - 12/31/2023**

**Indiana Department of Health**

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## Agency Contacts

### Agency Contacts

<b>JOB TITLE</b>	<b>NAME</b>
Commissioner	Dr. Lindsay Weaver
Human Resources Director	Heather Whitaker

### Indiana State Personnel Department Contacts

<b>JOB TITLE</b>	<b>NAME</b>
Agency Head	Matthew Brown
Chief of Staff	Jordan Bolden
Director of Equity, Inclusion, and Opportunity	Zachery Cramer

## Designation of Responsibility

To ensure compliance with this policy statement, I, Matthew Brown, hereby designate the following duties related to affirmative action:

As the State Personnel Director, I acknowledge I have overall responsibility for Equal Employment Opportunity ("EEO") and Affirmative Action Plan ("AAP") implementation as defined under Indiana Code 4-15-12-6.

Each Agency Head is uniquely responsible for:

1. Acknowledging the affirmative action data, via signature, for their respective agency as it represents the trends of their agency, not necessarily the actions of the agency head.

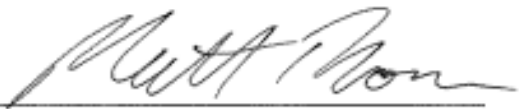
Each Agency Head, Agency Leadership Team, Supervisor, and Manager within each Agency is individually responsible for:

1. Ensuring equal opportunity for employees with regard to work assignments, trainings, transfers, advancement, and other conditions or privilege of employment.
2. Ensuring all employees under their direction are informed and periodically reminded to carry out personnel practices in a non-discriminatory manner.
3. Undertaking such affirmative action measures as may be appropriate under this AAP.

The Affirmative Action Program Director serves as the main AAP/EEO contact and is individually responsible for:

1. Monitoring agency employment actions for compliance with this EEO policy statement.
2. Accessing the necessary data to monitor the AAP, including but not limited to:
  - a. Applicant Flow; Hires; Promotions; Transfers; Demotions; Layoffs; & Terminations.
3. Preparing the annual AAP for the agency.
4. Identifying any areas of growth and recommending potential solutions.

Complaint of discrimination or harassment on the basis of a protected class will be promptly and thoroughly investigated. If appropriate, remedial action will be taken including disciplinary action up to and including dismissal.



Matthew Brown, Agency Head  
Indiana State Personnel Department

1/24/23

Date

# Governor's Policy Statement



STATE OF INDIANA  
OFFICE OF THE GOVERNOR  
State House, Second Floor  
Indianapolis, Indiana 46204

Eric J. Holcomb  
*Governor*

## GOVERNOR'S POLICY STATEMENT

The State of Indiana is committed to recruit, select, develop, and promote employees based on individual ability and job performance. Our policy is to provide equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, creed, religion, sex, national origin, ancestry, age, sexual orientation or gender identity, physical or mental disability, or veteran status. We will comply with the spirit as well as the letter of all applicable state and federal laws.

Accordingly, we commit ourselves, the member(s) of the executive staff, the agency heads, and the entire management team throughout state government, to move toward ever more progressive affirmative action in state employment. Employment decisions will be made in a manner that will advance the principles of equal employment opportunity and affirmative action.

It is also our policy that all state employees have the right to work in an environment free from all forms of discrimination and conduct which are harassing or coercive, and the working environment should be characterized by mutual respect, safety, and civility. We will strive, at all times, to maintain a working environment free of sexual harassment and intimidation, and, as part of our commitment, we will provide regular and robust training for all state employees in order to prevent and eliminate this offensive conduct. Workplace harassment is unacceptable and will not be tolerated.

In order to ensure that the foregoing expectations are carried out, I direct all appointing authorities to place affirmative action and workplace harassment prevention on their list of agency priorities. In addition, I charge the Director of the Indiana State Personnel Department to develop and maintain the necessary programs, record, and reports to comply with laws and regulations, the goals and objectives of equal employment opportunity and affirmative action programs, and workplace harassment prevention.

Eric J. Holcomb, Governor

8-3-18

Date

## Affirmative Action Outline

### Affirmative Action Program Data:

- Staffing Report: The staffing report reflects the staff of an agency at a single point in time.
  - Data is pulled on 12/31/2022
- Recruiting Report: The recruiting report reflects the applicants and hires within a year.
  - Data is pulled from 1/1/2022 to 12/31/2022
- Monitoring Report: The monitoring report reflects the promotions, demotions, and terminations within a year.
  - Data is pulled from 1/1/2022 to 12/31/2022

### Adverse Impact Women:

- Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of women. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to women. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for women. 41 CFR: 60-300

### Adverse Impact People of Color:

- Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of People of Color. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to People of Color. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for People of Color. 41 CFR: 60-300
  - A = Asian
  - B = Black
  - H = Hispanic or Latino
  - I = American Indian or Alaska Native
  - P = Native Hawaiian or Other Pacific Islander
  - W = White
  - T = Two or More Races

### Adverse Impact Veterans:

- Agency will establish a placement rate goal using the national percentage of veterans in the civilian labor force. The agency will use the percentage in its next assessment of the effectiveness of the agency's outreach and recruitment efforts towards protected veterans. Unless otherwise noted, the agency will have a placement rate goal of 5.50% for veterans. 41 CFR: 60-300.45

### Adverse Impact People with Disabilities:

- Agency will establish a placement rate goal using the utilization analysis under EO 11246 with the 7.00% rate. The agency will take steps to determine if there are impediments to equal employment opportunity when the percentage of individuals with disabilities of the job group is less than the 7.00% utilization goal. 41 CFR: 60-741.45

# Job Group Narrative

JOB GROUP NARRATIVE			
Indiana Department of Health			
Review Period	1/1/2022	to	12/31/2022
AAP Period	1/1/2023	to	12/31/2023
<p>The following job groups are formulated based on a group of jobs/titles having similar content, wage rates, and opportunities.</p> <ul style="list-style-type: none"> <li>• Similar Work content refers to the duties and responsibilities of the job titles which make up the job group.</li> <li>• Similar rates of pay are reviewed in conjunction with job content.</li> <li>• Similar opportunities within a job group refers to the ability to take advantage of training opportunities, transfers, promotions, mobility to desirable wage of salary situations and other employment benefits.</li> </ul>			
Job Group	Job Category	Job Titles	Job Code or Job Family
1	Administrators & Executives	Agency Head I	ESM
		Assistant Director	ESM
		Attorney Associate	ESM
		Attorney Senior	ESM
		Attorney Senior Manager	ESM
		Broad Band Executive	ESM
		Chief of Staff I	ESM
		Communications Director	ESM
		Controller E6	ESM
		Dental Div Dir E2	ESM
		Department Director	ESM
		Deputy Dir/ Comm I	ESM
		Division Director	ESM
		Epidemiologist Dir	ESM
		General Counsel I	ESM
		IT Director	ESM
		Laboratory Div Dir E6	ESM
		Legislative Director	ESM
Med D E1-CI Sr	ESM		
Strategic Equity Officer	ESM		
Tech Environmental Spec E7	ESM		
2	Professionals	Accountant 1	PAT
		Accountant 2	PAT
		Accountant 3	PAT
		Accountant S3	SAMPAT
		Appl Syst Analyst/Prog Int	PAT
		Appl Syst Analyst/Prog Manager	ESM
		Appl Syst Analyst/Prog Senior	PAT
		Appl Syst Analyst/Prog Speclst	PAT
		Application Developer - Senior	PAT
		Business Administrator 2	PAT
		Business Administrator 3	PAT
		Business Systems Cnslt Int	PAT
		Business Systems Cnslt Senior	PAT
		Controller E5	ESM
		Data Architect	PAT
		Grant Coordinator 1	PAT
		Grant Coordinator E7	ESM
		Health Educator 2	PAT
		Health Physicist 1	PAT
		Help Desk Manager	ESM
		IT Project Manager Int	ESM
		IT Project Manager Senior	ESM
		Legal Analyst 3	PAT
		Program Coordinator 3	PAT
		Program Coordinator 4	PAT
		Program Director 1	PAT
		Program Director 2	PAT
		Program Director E7	ESM
		Senior Quality Assurance Anlst	PAT
		State Program Director E5	ESM
State Program Director E6	ESM		





# All Agency Analysis

ALL AGENCY ANALYSIS																					
JOB TITLE	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total	JOB TITLE
			I	A	B	H	P	W	T		I	A	B	H	P	W	T				
Accountant 1	002RA1	PAT	0	2	4	0	0	3	0	9	0	0	0	0	0	1	0	1	10	6	Accountant 1
Accountant 2	002RA2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	Accountant 2
Accountant 3	002RA3	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	0	0	4	0	Accountant 3	
Accountant S3	007RA3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Accountant S3	
Administrative Assistant 1	002WN1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Administrative Assistant 1	
Administrative Assistant 2	002WN2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Administrative Assistant 2	
Administrative Assistant 3	002WN3	PAT	0	1	0	1	0	1	1	4	0	0	0	0	0	0	0	4	3	Administrative Assistant 3	
Administrative Assistant 4	002WN4	PAT	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	2	1	Administrative Assistant 4	
Administrative Assistant 5	002WN5	PAT	0	1	6	0	0	7	1	15	0	0	0	0	0	4	0	19	8	Administrative Assistant 5	
Agency Head I	00EAXH	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Agency Head I	
Appl Syst Analyst/Prog Int	001BC2	PAT	0	0	1	0	0	2	0	3	0	0	1	1	0	0	0	2	5	Appl Syst Analyst/Prog Int	
Appl Syst Analyst/Prog Manager	00EAK6	ESM	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	2	1	Appl Syst Analyst/Prog Manager	
Appl Syst Analyst/Prog Senior	001BC1	PAT	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	1	2	Appl Syst Analyst/Prog Senior	
Appl Syst Analyst/Prog Speclst	001BB1	PAT	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	2	Appl Syst Analyst/Prog Speclst	
Application Developer - Senior	001BA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	Application Developer - Senior	
Assistant Director	00EXAD	ESM	0	1	0	0	0	8	0	9	0	0	1	0	0	2	0	12	2	Assistant Director	
Attorney Associate	00EXAA	ESM	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	2	1	Attorney Associate	
Attorney Senior	00EXSR	ESM	0	0	0	0	0	4	1	5	0	0	0	0	0	0	0	5	1	Attorney Senior	
Attorney Senior Manager	00EXSM	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	Attorney Senior Manager	
Audiologist	002FK3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Audiologist	
Broad Band Executive	00EXBB	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	Broad Band Executive	
Business Administrator 2	002TC2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	Business Administrator 2	
Business Administrator 3	002TC3	PAT	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	Business Administrator 3	
Business Systems Cnslt Int	001BD2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	Business Systems Cnslt Int	
Business Systems Cnslt Senior	001BD1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	2	0	Business Systems Cnslt Senior	
Chemist 1	001B1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	Chemist 1	
Chemist 2	001B2	PAT	0	2	0	1	0	4	0	7	0	2	0	0	0	6	0	8	15	Chemist 2	
Chemist 3	001B3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	Chemist 3	
Chemist Supv 3	006B3	SAMPAT	0	0	0	0	0	1	0	1	0	2	0	0	0	0	1	3	4	Chemist Supv 3	
Chief Nurse Consultant	001QE2	PAT	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	10	0	Chief Nurse Consultant	
Chief of Staff I	00EXCS	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	Chief of Staff I	
Clerical Assistant 1	003LD1	COMOT	0	1	5	1	0	4	0	11	0	0	2	0	0	0	0	2	13	9	Clerical Assistant 1
Clerical Assistant 2	003LD2	COMOT	0	1	10	0	0	15	0	26	0	0	0	0	0	1	0	1	27	11	Clerical Assistant 2
Communications Director	00EXCD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Communications Director	
Controller E5	00ERB5	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	Controller E5	
Controller E6	00ERB6	ESM	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	2	2	Controller E6	
Data Architect	001BQ1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	Data Architect	
Dental Div Dir E2	00EFD2	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Dental Div Dir E2
Department Director	00EXDT	ESM	0	1	0	0	0	1	0	2	0	0	0	0	0	1	0	1	3	1	Department Director
Deputy Dir/ Comm I	00EXDC	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	Deputy Dir/ Comm I	
Division Director	00EXDD	ESM	0	1	2	0	0	9	0	12	0	0	0	0	0	10	0	10	22	3	Division Director
Education Consultant E7	00EH7	ESM	0	0	0	0	0	7	0	7	0	0	0	0	0	0	0	7	0	Education Consultant E7	
Electronics Tech 1	004GA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	Electronics Tech 1	
Environmental Engineer 2	001D02	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	Environmental Engineer 2	
Environmental Engineer 3	001D03	PAT	0	0	0	0	0	0	0	0	0	2	0	0	3	0	5	2	2	Environmental Engineer 3	
Environmental Engineer Sup 3	006D03	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Environmental Engineer Sup 3	
Environmental Engineer 1	001D01	PAT	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0	Environmental Engineer 1	
Environmental Scientist 3	001LS3	PAT	0	0	2	0	0	7	0	9	0	0	0	0	0	8	0	8	17	2	Environmental Scientist 3
Environmental Manager 2	001LS2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	Environmental Manager 2
Epidemiologist 1	001FR1	PAT	0	0	0	0	0	6	1	7	0	1	0	0	0	2	0	3	10	2	Epidemiologist 1
Epidemiologist Dir	00EXED	ESM	0	0	0	0	0	8	0	8	0	0	0	0	0	4	0	4	12	0	Epidemiologist Dir
Epidemiologist E6	00EFR6	ESM	0	0	2	0	0	4	0	6	0	0	0	0	0	3	0	3	9	2	Epidemiologist E6
Epidemiologist E7	00EFR7	ESM	0	3	2	0	0	31	1	37	0	0	0	0	0	3	1	4	41	7	Epidemiologist E7
Food Scientist 2	001NE2	PAT	0	0	0	0	0	8	0	8	0	0	0	0	0	6	0	6	14	0	Food Scientist 2
Food Scientist Sup 4	006NE4	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	0	Food Scientist Sup 4
General Counsel I	00EXGC	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	General Counsel I	
General Sanitarian Sup 4	006NF4	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	General Sanitarian Sup 4	
Grant Coordinator 1	002TF1	PAT	0	1	0	0	0	3	1	5	0	0	0	0	0	0	0	5	2	Grant Coordinator 1	
Grant Coordinator E7	00ETC7	ESM	0	0	1	0	0	2	0	3	0	0	0	0	0	0	0	3	1	Grant Coordinator E7	
Health Educator 2	002HG2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Health Educator 2	
Health Information Cnslt 2	001QV2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	Health Information Cnslt 2
Health Physicist 1	001TE1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Health Physicist 1	
Help Desk Manager	00EAN6	ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1	Help Desk Manager	
Industrial Hygienist 2	001NA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0	Industrial Hygienist 2	
IT Director	00EA4	ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	IT Director	
IT Project Manager Int	00EAJ7	ESM	1	1	1	0	0	1	0	4	0	0	0	0	0	1	0	1	5	3	IT Project Manager Int
IT Project Manager Senior	00EAJ8	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	IT Project Manager Senior
Laboratory Div Dir E6	00EAB5	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	4	0	4	6	0	Laboratory Div Dir E6
Laboratory Tech 1	003BD1	COMOT	0	0	1	0	0	1	0	2	0	0	0	0	1	0	2	3	5	2	Laboratory Tech 1
Laboratory Tech 2	003BD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	Laboratory Tech 2
Legal Analyst 3	001VA3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	Legal Analyst 3	
Legislative Director	00EXLD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Legislative Director	
Med D E1-C1 Sr	00EFX1	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Med D E1-C1 Sr	
Medical Surveyor 3	001TB3	PAT	0	0	3	0	0	17	2	22	0	0	0	0	0	15	0	15	37	5	Medical Surveyor 3
Medical Surveyor Sup 5	006TB5	SAMPAT	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	0	Medical Surveyor Sup 5
Metrologist 1	001H1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	0	Metrologist 1
Micro-Biologist 2	001LB2	PAT	0	4	0	0	0	16	0	20	0	1	0	0	0	10	0	11	31	5	Micro-Biologist 2
Micro-Biologist 3	001LB3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Micro-Biologist 3	
Micro-Biologist Sup 3	006LB3	SAMPAT	0	1	0	0	0	2	0	3	0	0	0	0	0	1	0	1	4	1	Micro-Biologist Sup 3
Micro-Biologist Sup 4	006LB4	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Micro-Biologist Sup 4	
Nurse Consultant	001Q03	PAT	0	0	1	0	0	5	0	6	0	0	0	0	0	0	0	6	1	Nurse Consultant	
Nutritionist 2	001QK2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	Nutritionist 2	
Program Coordinator 3	002WM3	PAT	1	1	5	0	0	8	1	16	0	0	0	0	0	2	0	2	18	8	Program Coordinator 3
Program Coordinator																					

# Department Analysis

DEPARTMENT ANALYSIS																				
LOCATION / DEPARTMENT	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total	LOCATION / DEPARTMENT	
	I	A	B	H	P	W	T		I	A	B	H	P	W	T					
DOH - Program Perf & Develop	0	0	5	1	0	17	0	23	0	0	0	0	0	0	0	0	0	23	6	DOH - Program Perf & Develop
DOH - Women's Health	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	2	1	DOH - Women's Health
DOH - AC - Clerical Support	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	2	0	DOH - AC - Clerical Support
DOH - AC Survey - ICF/IID	0	0	0	0	0	9	0	9	0	0	0	0	0	6	0	0	6	15	0	DOH - AC Survey - ICF/IID
DOH - Acute & Continuing Care	0	0	0	0	0	12	2	14	0	1	0	0	0	3	0	4	18	3	DOH - Acute & Continuing Care	
DOH - Administrative Services	0	0	0	0	0	3	0	3	0	0	0	0	0	1	1	2	5	1	DOH - Administrative Services	
DOH - Advance Molecular Detect	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	DOH - Advance Molecular Detect	
DOH - BT/Clin Micro & Env Vir	0	2	0	0	0	7	0	9	0	0	0	1	0	6	0	7	16	3	DOH - BT/Clin Micro & Env Vir	
DOH - Chemistry Laboratories	0	2	0	1	0	9	0	12	0	4	0	0	0	7	1	12	24	8	DOH - Chemistry Laboratories	
DOH - Children's Spec Hlth Car	0	1	11	1	0	12	1	26	0	0	2	0	0	0	0	2	28	16	DOH - Children's Spec Hlth Car	
DOH - Chronic Disease/PC/RH	0	0	1	1	0	10	0	12	0	0	0	0	0	2	0	2	14	2	DOH - Chronic Disease/PC/RH	
DOH - Cntr for Deaf & HH Educ	0	1	0	0	0	14	1	16	0	0	0	0	0	0	0	0	16	2	DOH - Cntr for Deaf & HH Educ	
DOH - Complaint & Incident Prg	0	0	3	0	0	4	0	7	0	0	0	0	0	0	0	0	7	3	DOH - Complaint & Incident Prg	
DOH - Cons Svc & HC Reg Comm	0	0	0	0	0	0	1	1	0	0	0	0	0	1	0	1	2	1	DOH - Cons Svc & HC Reg Comm	
DOH - Emergency Preparedness	1	0	0	0	0	15	2	18	1	0	0	0	0	12	0	13	31	4	DOH - Emergency Preparedness	
DOH - Environmental Microbiolo	0	2	1	0	0	10	0	13	0	1	0	0	0	8	0	9	22	4	DOH - Environmental Microbiolo	
DOH - Environmental Public Hlt	0	0	1	0	0	8	0	9	0	0	0	0	0	17	0	17	26	1	DOH - Environmental Public Hlt	
DOH - Epidemiology Res (ERC)	0	1	2	0	0	37	2	42	0	2	1	0	0	8	1	12	54	9	DOH - Epidemiology Res (ERC)	
DOH - Fatality Review/Prevent	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	DOH - Fatality Review/Prevent	
DOH - Finance	0	3	7	0	0	16	2	28	0	0	1	1	0	8	0	10	38	14	DOH - Finance	
DOH - Food Protection	0	1	1	0	0	9	0	11	0	0	0	0	0	8	0	8	19	2	DOH - Food Protection	
DOH - Health & Human Services	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	DOH - Health & Human Services	
DOH - Health Care Eng & Meas	0	0	0	0	0	0	0	0	0	0	2	0	0	4	0	6	6	2	DOH - Health Care Eng & Meas	
DOH - Health Issues & Challeng	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	DOH - Health Issues & Challeng	
DOH - HIV, STD, Viral Hep	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	DOH - HIV, STD, Viral Hep	
DOH - HIV/STD	0	1	7	0	0	24	0	32	0	2	3	1	0	24	2	32	64	16	DOH - HIV/STD	
DOH - Home & Comm-Based Care	0	0	2	0	0	21	0	23	0	0	0	0	0	0	0	0	23	2	DOH - Home & Comm-Based Care	
DOH - Immunization	0	1	1	0	0	18	0	20	0	0	0	0	0	3	0	3	23	2	DOH - Immunization	
DOH - IN Lead & Healthy Homes	1	0	2	0	0	6	0	9	0	0	0	0	0	1	0	1	10	3	DOH - IN Lead & Healthy Homes	
DOH - IN Tobacco Prevention	0	0	0	1	0	10	0	11	0	0	0	0	0	2	0	2	13	1	DOH - IN Tobacco Prevention	
DOH - Infect Disease Epi/Prev	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	DOH - Infect Disease Epi/Prev	
DOH - Laboratory Admin	0	1	0	0	0	2	0	3	0	0	0	0	0	2	0	2	5	1	DOH - Laboratory Admin	
DOH - Legal Affairs	0	0	1	0	0	8	1	10	0	0	0	0	0	2	0	2	12	2	DOH - Legal Affairs	
DOH - Local Hlth Dept Outreach	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	DOH - Local Hlth Dept Outreach	
DOH - Long-Term Care (LTC)	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	DOH - Long-Term Care (LTC)	
DOH - LTC Enforcement	0	1	5	0	0	3	0	9	0	0	0	0	0	0	0	0	9	6	DOH - LTC Enforcement	
DOH - LTC Survey - Admin	0	0	1	0	0	2	0	3	0	0	0	0	0	1	0	1	4	1	DOH - LTC Survey - Admin	
DOH - LTC Survey - ICF/IID	0	0	2	1	0	88	1	92	0	0	0	0	0	6	0	6	98	4	DOH - LTC Survey - ICF/IID	
DOH - LTC Survey - Life Safety	0	0	0	0	0	1	0	1	0	0	0	0	0	9	0	9	10	0	DOH - LTC Survey - Life Safety	
DOH - Maternal & Child Health	0	0	9	0	0	19	1	29	0	0	0	0	0	0	0	0	29	10	DOH - Maternal & Child Health	
DOH - Minority Health	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	2	DOH - Minority Health	
DOH - Nutrition & Physical Act	0	0	0	0	0	5	0	5	0	0	0	0	0	1	0	1	6	0	DOH - Nutrition & Physical Act	
DOH - Office Of Public Affairs	0	0	0	0	0	4	0	4	0	0	0	0	0	1	0	1	5	0	DOH - Office Of Public Affairs	
DOH - Office of Tech & Complia	1	2	3	0	0	5	0	11	0	4	3	1	0	7	0	15	26	14	DOH - Office of Tech & Complia	
DOH - Office Of The Comm	0	1	0	0	0	8	0	9	0	0	0	0	0	1	1	2	11	2	DOH - Office Of The Comm	
DOH - Public Health Performanc	0	0	1	0	0	3	0	4	0	0	0	0	0	0	0	0	4	1	DOH - Public Health Performanc	
DOH - RADIOLOGY & WGTS/MEASURE	0	0	0	0	0	5	0	5	0	0	0	0	0	9	0	9	14	0	DOH - RADIOLOGY & WGTS/MEASURE	
DOH - Trauma & Injury Preventi	0	1	0	0	0	4	0	5	0	0	0	0	0	3	0	3	8	1	DOH - Trauma & Injury Preventi	
DOH - Virology	0	1	0	0	0	5	0	6	0	0	0	0	0	4	0	4	10	1	DOH - Virology	
DOH - Vital Records	0	3	9	0	0	13	0	25	0	0	0	0	0	1	0	1	26	12	DOH - Vital Records	
DOH - Women Infants & Children	1	0	1	1	0	13	0	16	0	0	0	0	0	2	0	2	18	3	DOH - Women Infants & Children	
DOH Office of Data & Analytics	0	0	0	0	0	4	0	4	0	0	0	0	0	3	0	3	7	0	DOH Office of Data & Analytics	
<b>DEPARTMENT TOTAL</b>	<b>4</b>	<b>25</b>	<b>80</b>	<b>7</b>	<b>0</b>	<b>472</b>	<b>15</b>	<b>603</b>	<b>1</b>	<b>14</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>176</b>	<b>6</b>	<b>213</b>	<b>816</b>	<b>168</b>		
<b>% TOTAL</b>	<b>0.49%</b>	<b>3.06%</b>	<b>9.80%</b>	<b>0.86%</b>	<b>0.00%</b>	<b>57.84%</b>	<b>1.84%</b>	<b>73.90%</b>	<b>0.12%</b>	<b>1.72%</b>	<b>1.47%</b>	<b>0.49%</b>	<b>0.00%</b>	<b>21.57%</b>	<b>0.74%</b>	<b>26.10%</b>	<b>100.00%</b>	<b>20.59%</b>		
	I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total		

# Job Group Analysis

JOB GROUP ANALYSIS																							
Administrators & Executives																							
Job Group #: 1																							
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total		
				I	A	B	H	P	W	T		I	A	B	H	P	W	T					
Agency Head I	DOH - Office Of The Comm	00EXAH	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Director	DOH - Emergency Preparedness	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Director	DOH - Acute & Continuing Care	00EXAD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	1	0	0
Assistant Director	DOH - Women Infants & Children	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Director	DOH - Finance	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	1	2	0
Assistant Director	DOH - Long-Term Care (LTC)	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Director	DOH - Public Health Performanc	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Director	DOH - Home & Comm-Based Care	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Director	DOH - Vital Records	00EXAD	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
Assistant Director	DOH - HIV/STD	00EXAD	ESM	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1	1
Assistant Director	DOH - Nutrition & Physical Act	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Director	DOH - Children's Spec Hlth Car	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Attorney Associate	DOH - Legal Affairs	00EXAA	ESM	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	2	1
Attorney Senior	DOH - Legal Affairs	00EXSR	ESM	0	0	0	0	0	4	1	5	0	0	0	0	0	0	0	0	0	0	5	1
Attorney Senior Manager	DOH - Legal Affairs	00EXSM	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0	0
Broad Band Executive	DOH - Finance	00EXBB	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0
Chief of Staff I	DOH - Office Of The Comm	00EXCS	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0
Communications Director	DOH - Office Of Public Affairs	00EXCD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Controller E6	DOH - Finance	00ERB6	ESM	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	2	2	2	2
Dental Div Dir E2	DOH - Office Of The Comm	00EFD2	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
Department Director	DOH - Laboratory Admin	00EXDT	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
Department Director	DOH - Health & Human Services	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Department Director	DOH - Office Of The Comm	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Deputy Dir/ Comm I	DOH - Office Of The Comm	00EXDC	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	2	0
Division Director	DOH - Fatality Review/Prevent	00EXDD	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
Division Director	DOH - LTC Survey - Admin	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Division Director	DOH - Trauma & Injury Preventl	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - IN Lead & Healthy Homes	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Cntr for Deaf & HH Educ	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Division Director	DOH - Program Perf & Develop	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Division Director	DOH - Food Protection	00EXDD	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
Division Director	DOH Office of Data & Analytics	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Chronic Disease/PC/RH	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Division Director	DOH - Cons Svc & HC Reg Comm	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Infect Disease Epi/Prev	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Home & Comm-Based Care	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	
Division Director	DOH - Maternal & Child Health	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Division Director	DOH - IN Tobacco Prevention	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Division Director	DOH - HIV/STD	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Environmental Public Hlt	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - RADIOLOGY & WGTS/MEASURE	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Women Infants & Children	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Division Director	DOH - Acute & Continuing Care	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Health Issues & Challeng	00EXDD	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
Division Director	DOH - Immunization	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	
Division Director	DOH - Office Of Public Affairs	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Epidemiologist Dir	DOH - HIV/STD	00EXED	ESM	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0	2	0	0
Epidemiologist Dir	DOH - Epidemiology Res (ERC)	00EXED	ESM	0	0	0	0	0	8	0	8	0	0	0	0	0	2	0	2	10	0	0	0
General Counsel I	DOH - Legal Affairs	00EXGC	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
IT Director	DOH - Office of Tech & Complia	00EAI4	ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1
Laboratory Div Dir E6	DOH - Chemistry Laboratories	00EDA6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Laboratory Div Dir E6	DOH - Virology	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	0
Laboratory Div Dir E6	DOH - Environmental Microbiolo	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	0
Laboratory Div Dir E6	DOH - BT/Clin Micro & Env Vir	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	0
Laboratory Div Dir E6	DOH - Laboratory Admin	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	0
Laboratory Div Dir E6	DOH - Advance Molecular Detect	00EDA6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Legislative Director	DOH - Office Of The Comm	00EXLD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Med D E1-CI Sr	DOH - Office Of The Comm	00EXF1	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Strategic Equity Officer	DOH - Minority Health	00EXEI	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
Tech Environmental Spec E7	DOH - Environmental Public Hlt	00EDG7	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
DEPARTMENT TOTAL				0	4	5	0	0	41	1	51	0	1	2	1	0	24	0	28	79	14		
% TOTAL				0.00%	5.06%	6.33%	0.00%	0.00%	51.90%	1.27%	64.56%	0.00%	1.27%	2.53%	1.27%	0.00%	30.38%	0.00%	35.44%	100.00%	17.72%		
				I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total		

JOB GROUP ANALYSIS																					
Professionals																					
Job Group #: 2																					
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total
				I	A	B	H	P	W	T		I	A	B	H	P	W	T			
Accountant 1	DOH - Finance	002RA1	PAT	0	2	4	0	0	3	0	9	0	0	0	0	0	1	0	1	10	6
Accountant 2	DOH - Finance	002RA2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Accountant 3	DOH - Finance	002RA3	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	0	0	0	4	0
Accountant S3	DOH - Finance	007RA3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Appl Syst Analyst/Prog Int	DOH - Office of Tech & Compla	001BC2	PAT	0	0	1	0	0	2	0	3	0	0	1	1	0	0	0	2	5	3
Appl Syst Analyst/Prog Manager	DOH - Office of Tech & Compla	00EAK6	ESM	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	2	2	1
Appl Syst Analyst/Prog Senior	DOH - Office of Tech & Compla	001BC1	PAT	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	1	2	1
Appl Syst Analyst/Prog Spectst	DOH - Office of Tech & Compla	001BB1	PAT	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	2	2
Application Developer - Senior	DOH - Office of Tech & Compla	001BA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Business Administrator 2	DOH - Women Infants & Children	002TC2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Business Administrator 3	DOH - Women Infants & Children	002TC3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Business Systems Cnslt Int	DOH - Office of Tech & Compla	001BD2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1
Business Systems Cnslt Senior	DOH - Office of Tech & Compla	001BD1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Controller E5	DOH - Finance	00ERB5	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Data Architect	DOH - Office of Tech & Compla	001BQ1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Grant Coordinator 1	DOH - Finance	002TF1	PAT	0	1	0	0	0	1	1	3	0	0	0	0	0	0	0	0	3	2
Grant Coordinator 1	DOH - Emergency Preparedness	002TF1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Grant Coordinator 1	DOH - Epidemiology Res (ERC)	002TF1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Grant Coordinator E7	DOH - Finance	00ETC7	ESM	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Grant Coordinator E7	DOH - Emergency Preparedness	00ETC7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Health Educator 2	DOH - IN Lead & Healthy Homes	002HG2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Health Physicist 1	DOH - RADIOLOGY & WGTS/MEASURE	001TE1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Help Desk Manager	DOH - Office of Tech & Compla	00EAN6	ESM	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1
IT Project Manager Int	DOH - Office of Tech & Compla	00EAU7	ESM	1	1	1	0	0	1	0	4	0	0	0	0	0	1	0	1	5	3
IT Project Manager Senior	DOH - Office of Tech & Compla	00EAU6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Legal Analyst 3	DOH - Legal Affairs	001VA3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0
Program Coordinator 3	DOH - Complaint & Incident Prg	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Coordinator 3	DOH - Maternal & Child Health	002WM3	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Coordinator 3	DOH - Home & Comm-Based Care	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Coordinator 3	DOH - Legal Affairs	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Coordinator 3	DOH - Immunization	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Program Coordinator 3	DOH - Vital Records	002WM3	PAT	0	1	3	0	0	0	0	4	0	0	0	0	0	0	0	0	4	4
Program Coordinator 3	DOH - Program Perf & Develop	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Coordinator 3	DOH - Administrative Services	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Coordinator 3	DOH - HIV/STD	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Coordinator 3	DOH - LTC Survey - Admin	002WM3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	
Program Coordinator 3	DOH - IN Lead & Healthy Homes	002WM3	PAT	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Coordinator 3	DOH - Children's Spec Hth Car	002WM3	PAT	0	0	1	0	0	1	1	3	0	0	0	0	0	0	0	0	3	2
Program Coordinator 4	DOH - Chronic Disease/PC/RH	002WM4	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 1	DOH - Local Hth Dept Outreach	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director 1	DOH - Office Of Public Affairs	002WM1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	0
Program Director 1	DOH - Home & Comm-Based Care	002WM1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0
Program Director 1	DOH - Emergency Preparedness	002WM1	PAT	1	0	0	0	0	7	1	9	1	0	0	0	0	6	0	7	16	3
Program Director 1	DOH - Women's Health	002WM1	PAT	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1
Program Director 1	DOH - Maternal & Child Health	002WM1	PAT	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	1	1
Program Director 1	DOH - Women Infants & Children	002WM1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Program Director 1	DOH - Children's Spec Hth Car	002WM1	PAT	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	2
Program Director 1	DOH - HIV/STD	002WM1	PAT	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 1	DOH - Public Health Performanc	002WM1	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Program Director 1	DOH - Chronic Disease/PC/RH	002WM1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Program Director 1	DOH - Administrative Services	002WM1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1
Program Director 1	DOH - LTC Enforcement	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director 1	DOH - Program Perf & Develop	002WM1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 1	DOH - IN Lead & Healthy Homes	002WM1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Program Director 1	DOH - Finance	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Program Director 2	DOH - Home & Comm-Based Care	002WM2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 2	DOH - Women Infants & Children	002WM2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Program Director 2	DOH - LTC Enforcement	002WM2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 2	DOH - Vital Records	002WM2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director E7	DOH - Maternal & Child Health	00EUE7	ESM	0	0	3	0	0	4	0	7	0	0	0	0	0	0	0	0	7	3
Program Director E7	DOH - Finance	00EUE7	ESM	0	0	1	0	0	2	1	4	0	0	0	0	0	1	0	1	5	2
Program Director E7	DOH - Office Of The Comm	00EUE7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director E7	DOH - Women Infants & Children	00EUE7	ESM	1	0	1	0	0	4	0	6	0	0	0	0	0	0	0	0	6	2
Program Director E7	DOH - Chronic Disease/PC/RH	00EUE7	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Program Director E7	DOH - Vital Records	00EUE7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director E7	DOH - Program Perf & Develop	00EUE7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director E7	DOH - Fatality Review/Prevent	00EUE7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director E7	DOH - BT/Clin Micro & Env Vir	00EUE7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director E7	DOH - Laboratory Admin	00EUE7	ESM	0	0	0	0	0	2	0	2										

JOB GROUP ANALYSIS																														
Medical & Health Services																														
Job Group #: 3																														
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total									
				I	A	B	H	P	W	T		I	A	B	H	P	W	T												
Audiologist	DOH - Cntr for Deaf & HH Educ	002FK3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Chief Nurse Consultant	DOH - Maternal & Child Health	001QE2	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0		
Chief Nurse Consultant	DOH - Epidemiology Res (ERC)	001QE2	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0		
Chief Nurse Consultant	DOH - Immunization	001QE2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
Chief Nurse Consultant	DOH - Chronic Disease/PC/RH	001QE2	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0		
Education Consultant E7	DOH - Cntr for Deaf & HH Educ	00EH7	ESM	0	0	0	0	0	7	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	7	0	0	0		
Health Information Cnslt 2	DOH - Chronic Disease/PC/RH	001QV2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	1	0	1	2	0	0	0	0		
Industrial Hygienist 2	DOH - Environmental Public Hlt	001NA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2	0	2	2	0	0	0	0		
Medical Surveyor 3	DOH - Acute & Continuing Care	001TB3	PAT	0	0	0	0	0	0	1	1	0	0	0	0	0	1	0	1	0	1	0	1	2	1	0	0	0		
Medical Surveyor 3	DOH - LTC Survey - Life Safety	001TB3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	9	0	9	0	9	0	9	9	0	0	0	0		
Medical Surveyor 3	DOH - Program Perf & Develop	001TB3	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0		
Medical Surveyor 3	DOH - LTC Survey - ICF/IID	001TB3	PAT	0	0	0	0	0	5	1	6	0	0	0	0	0	0	0	0	0	0	0	0	6	1	0	0	0		
Medical Surveyor 3	DOH - Complaint & Incident Prg	001TB3	PAT	0	0	3	0	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4	3	0	0	0		
Medical Surveyor 3	DOH - AC Survey - ICF/IID	001TB3	PAT	0	0	0	0	0	8	0	8	0	0	0	0	0	5	0	5	0	5	0	13	0	0	0	0	0		
Medical Surveyor Sup 5	DOH - LTC Survey - Life Safety	006TB5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
Medical Surveyor Sup 5	DOH - Acute & Continuing Care	006TB5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
Medical Surveyor Sup 5	DOH - AC Survey - ICF/IID	006TB5	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	0	0	0	0	0	0	
Nurse Consultant	DOH - Children's Spec Hlth Car	001Q03	PAT	0	0	1	0	0	5	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6	1	0	0	0	0	
Nutritionist 2	DOH - Women Infants & Children	001KQ2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Public Health Administrator 1	DOH - Nutrition & Physical Act	001QT1	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	0	1	0	1	4	0	0	0	0	0	
Public Health Administrator 1	DOH - IN Tobacco Prevention	001QT1	PAT	0	0	0	1	0	5	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6	1	0	0	0	0	
Public Health Administrator 1	DOH - Epidemiology Res (ERC)	001QT1	PAT	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	2	2	0	0	0	0	
Public Health Administrator 1	DOH - Women's Health	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Public Health Administrator 1	DOH - Environmental Public Hlt	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Public Health Administrator 1	DOH - Chronic Disease/PC/RH	001QT1	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	
Public Health Administrator 1	DOH - Maternal & Child Health	001QT1	PAT	0	0	1	0	0	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	
Public Health Administrator 1	DOH - Immunization	001QT1	PAT	0	0	0	0	0	8	0	8	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0	
Public Health Administrator 1	DOH - HIV/STD	001QT1	PAT	0	0	1	0	0	7	0	8	0	0	1	1	0	7	1	10	18	4	0	0	0	0	0	0	0	0	
Public Health Administrator 1	DOH - Women Infants & Children	001QT1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	
Public Health Administrator 1	DOH - Trauma & Injury Preventi	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0	
Public Health Administrator 2	DOH - IN Tobacco Prevention	001QT2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	0	0	0	0	0	0	
Public Health Administrator 2	DOH - Maternal & Child Health	001QT2	PAT	0	0	1	0	0	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	
Public Health Administrator 2	DOH - LTC Enforcement	001QT2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Public Health Administrator 2	DOH - HIV/STD	001QT2	PAT	0	0	1	0	0	5	0	6	0	1	0	0	0	3	0	4	10	2	0	0	0	0	0	0	0	0	
Public Health Administrator 2	DOH - Immunization	001QT2	PAT	0	0	1	0	0	4	0	5	0	0	0	0	0	1	0	1	6	1	0	0	0	0	0	0	0	0	
Public Health Investigator 2	DOH - HIV/STD	001TA2	PAT	0	0	2	0	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4	2	0	0	0	0	
Public Health Nurse Surveyor	DOH - Acute & Continuing Care	001TC3	PAT	0	0	0	0	0	9	1	10	0	1	0	0	0	0	0	1	11	2	0	0	0	0	0	0	0	0	
Public Health Nurse Surveyor	DOH - LTC Survey - ICF/IID	001TC3	PAT	0	0	2	1	0	73	0	76	0	0	0	0	0	6	0	6	82	3	0	0	0	0	0	0	0	0	
Public Health Nurse Surveyor	DOH - Home & Comm-Based Care	001TC3	PAT	0	0	0	0	0	15	0	15	0	0	0	0	0	0	0	0	15	0	0	0	0	0	0	0	0	0	
Public Health Nurse Surveyor	DOH - AC Survey - ICF/IID	001TC3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
Public Health Nurse Surveyor	DOH - Program Perf & Develop	001TC3	PAT	0	0	0	1	0	6	0	7	0	0	0	0	0	0	0	0	7	1	0	0	0	0	0	0	0	0	
Public Hlth Nurse Surveyor S5	DOH - Home & Comm-Based Care	006TC5	SAMPAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	
Public Hlth Nurse Surveyor S5	DOH - LTC Survey - ICF/IID	006TC5	SAMPAT	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0
Public Hlth Nurse Surveyor S5	DOH - Complaint & Incident Prg	006TC5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Public Hlth Nurse Surveyor S5	DOH - Acute & Continuing Care	006TC5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Public Hlth Nurse Surveyor S5	DOH - Program Perf & Develop	006TC5	SAMPAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
School Psychologist 1	DOH - Cntr for Deaf & HH Educ	002AB1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Speech Pathologist 3	DOH - Cntr for Deaf & HH Educ	002FG3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL				0	0	14	4	0	212	3	233	0	3	1	1	0	39	1	45	278	27									
% TOTAL				0.00%	0.00%	5.04%	1.44%	0.00%	76.26%	1.08%	83.81%	0.00%	1.08%	0.36%	0.36%	0.00%	14.03%	0.36%	16.19%	100.00%	9.71%									
				I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total									

JOB GROUP ANALYSIS																													
Health Sciences																													
Job Group #: 4																													
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total								
				I	A	B	H	P	W	T		I	A	B	H	P	W	T											
Chemist 1	DOH - Laboratory Admin	001IB1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Chemist 1	DOH - Chemistry Laboratories	001IB1	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemist 2	DOH - Chemistry Laboratories	001IB2	PAT	0	2	0	1	0	4	0	7	0	2	0	0	0	0	6	0	8	15	5	0	0	0	0	0	0	0
Chemist 3	DOH - Chemistry Laboratories	001IB3	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0
Chemist Supv 3	DOH - Chemistry Laboratories	006IB3	SAMPAT	0	0	0	0	0	0	1	0	1	0	2	0	0	0	0	1	3	4	3	0	0	0	0	0	0	0
Electronics Tech 1	DOH - BT/Clin Micro & Env Vir	004GA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0
Environmental Engineer 2	DOH - Environmental Public Hlt	001D02	PAT	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Environmental Engineer 3	DOH - Health Care Eng & Meas	001D03	PAT	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	0	4	4	2	0	0	0	0	0	0	0
Environmental Engineer 3	DOH - Environmental Public Hlt	001D03	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Environmental Engineer Sup 3	DOH - Health Care Eng & Meas	006D03	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Environmental Engineer 1	DOH - Health Care Eng & Meas	001D01	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Environmental Engineer 1	DOH - Environmental Public Hlt	001D01	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Environmental Scientist 3	DOH - IN Lead & Healthy Homes	001LS3	PAT	0	0	2	0	0	3	0	5	0	0	0	0	0	0	0	0	5	2	0	0	0	0	0	0	0	0
Environmental Scientist 3	DOH - RADIOLOGY & WGTS/MEASURE	001LS3	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Environmental Scientist 3	DOH - Environmental Public Hlt	001LS3	PAT	0	0	0	0	0	0	3	0	3	0	0	0	0	0	8	0	8	11	0	0	0	0	0	0	0	0
Environmental Manager 2	DOH - Environmental Public Hlt	001LS2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0
Epidemiologist 1	DOH - Epidemiology Res (ERC)	001FR1	PAT	0	0	0	0	0	0	2	1	3	0	1	0	0	0	2	0	3	6	2	0	0	0	0	0	0	0
Epidemiologist 1	DOH Office of Data & Analytics	001FR1	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist 1	DOH - Chronic Disease/PC/RH	001FR1	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist 1	DOH - Vital Records	001FR1	PAT	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Epidemiologist E6	DOH - HIV/STD	00EFR6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Epidemiologist E6	DOH - Vital Records	00EFR6	ESM	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist E6	DOH - Maternal & Child Health	00EFR6	ESM	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist E6	DOH - Epidemiology Res (ERC)	00EFR6	ESM	0	0	1	0	0	0	3	0	4	0	0	0	0	0	2	0	6	1	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH Office of Data & Analytics	00EFR7	ESM	0	0	0	0	0	0	1	0	1	0	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - Chronic Disease/PC/RH	00EFR7	ESM	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - Minority Health	00EFR7	ESM	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - Trauma & Injury Preventi	00EFR7	ESM	0	1	0	0	0	0	2	0	3	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - HIV, STD, Viral Hep	00EFR7	ESM	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - HIV/STD	00EFR7	ESM	0	0	1	0	0	0	5	0	6	0	0	0	0	0	0	0	6	1	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - Epidemiology Res (ERC)	00EFR7	ESM	0	1	0	0	0	0	18	1	20	0	0	0	0	0	2	1	3	23	3	0	0	0	0	0	0	0
Epidemiologist E7	DOH - Maternal & Child Health	00EFR7	ESM	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - IN Tobacco Prevention	00EFR7	ESM	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - Immunization	00EFR7	ESM	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Epidemiologist E7	DOH - Women Infants & Children	00EFR7	ESM	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Food Scientist 2	DOH - Food Protection	001NE2	PAT	0	0	0	0	0	0	8	0	8	0	0	0	0	0	6	0	6	14	0	0	0	0	0	0	0	0
Food Scientist Sup 4	DOH - Food Protection	006NE4	SAMPAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	0	0	0	0	0	0	0	0
General Sanitarian Sup 4	DOH - Environmental Public Hlt	006NF4	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Laboratory Tech 1	DOH - Chemistry Laboratories	003BD1	COMOT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Laboratory Tech 1	DOH - BT/Clin Micro & Env Vir	003BD1	COMOT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	1	0	0	0	0	0	0	0
Laboratory Tech 1	DOH - Environmental Microbiolo	003BD1	COMOT	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	1	2	1	0	0	0	0	0	0	0
Laboratory Tech 2	DOH - Environmental Microbiolo	003BD2	COMOT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0
Metrologist 1	DOH - RADIOLOGY & WGTS/MEASURE	001IH1	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	0	0	0	0	0	0	0	0
Micro-Biologist 2	DOH - Virology	001LB2	PAT	0	0	0	0	0	0	5	0	5	0	0	0	0	0	3	0	3	8	0	0	0	0	0	0	0	0
Micro-Biologist 2	DOH - BT/Clin Micro & Env Vir	001LB2	PAT	0	2	0	0	0	0	5	0	7	0	0	0	0	0	2	0	2	9	2	0	0	0	0	0	0	0
Micro-Biologist 2	DOH - Environmental Microbiolo	001LB2	PAT	0	2	0	0	0	0	6	0	8	0	1	0	0	0	5	0	6	14	3	0	0	0	0	0	0	0
Micro-Biologist 3	DOH - Environmental Microbiolo	001LB3	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Micro-Biologist Sup 3	DOH - Virology	006LB3	SAMPAT	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Micro-Biologist Sup 3	DOH - Environmental Microbiolo	006LB3	SAMPAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Micro-Biologist Sup 3	DOH - BT/Clin Micro & Env Vir	006LB3	SAMPAT	0	0	0	0	0	0	1	0	1	0	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0
Micro-Biologist Sup 4	DOH - Environmental Microbiolo	006LB4	SAMPAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Senior Environment Manager	DOH - Environmental Public Hlt	001LS1	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0
Weights & Measures Inspector 3	DOH - RADIOLOGY & WGTS/MEASURE	001IL3	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	5	0	5	6	0	0	0	0	0	0	0	0
Weights & Measures Manager E7	DOH - RADIOLOGY & WGTS/MEASURE	00EIL7	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL				0	10	7	1	0	92	2	112	0	6	2	1	0	64	2	75	187	31								
% TOTAL				0.00%	5.35%	3.74%	0.53%	0.00%	49.20%	1.07%	59.89%	0.00%	3.21%	1.07%	0.53%	0.00%	34.22%	1.07%	40.11%	100.00%	16.58%								
				I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total								



# Veterans & People with Disabilities

VEVRA		APPLICANTS			HIRED			NUMBER OF EMPLOYEES			UTILIZATION & BENCHMARK		
Job Group	Description	Total Number of Applicants	Applicants Who Self-identified as Protected Veterans	Other Applicants	Total Number Hired	Number of Protected Veterans Hired	Other Applicants Hired	Total Number of Employees	Number of Protected Veteran in Workforce	Total Number of Protected Veteran (Workforce + Hired)	Protected Veteran Utilization Rate*	Hiring Benchmark*	Meeting Benchmark?
1	Administrators & Executives	336	5	331	16	0	16	79	3	3	3.80%	5.50%	NO
2	Professionals	1303	39	1264	76	4	72	207	6	10	4.83%	5.50%	NO
3	Medical & Health Services	1589	22	1567	95	2	93	285	2	4	1.40%	5.50%	NO
4	Health Sciences	1372	20	1352	78	2	76	189	2	4	2.12%	5.50%	NO
5	Administrative Support	1104	6	1098	41	1	40	68	3	4	5.88%	5.50%	YES
Total		5704	92	5612	306	9	297	828	16	25	3.02%		

\* **VEVRA:** The Agency has adopted the national percentage of veterans in the civilian labor force provided by the Office of Federal Contract Compliance Programs (OFCCP), currently at 5.50%, as its hiring benchmark for 2023. In its AAP update for APP period, the Agency will analyze its success in hiring protected veterans during the course of this AAP year based on this benchmark and use that analysis as one of the criteria in its assessment of the effectiveness of its outreach and recruitment efforts.

People with Disabilities		APPLICANTS			HIRED			NUMBER OF EMPLOYEES			UTILIZATION & UTILIZATION GOAL		
Job Group	Description	Total Number of Applicants	Applicants Who Self-identified as People with Disabilities	Other Applicants	Total Number Hired	Number of People with Disabilities Hired	Other Applicants Hired	Total Number of Employees	Number of People with Disabilities in Workforce	Total Number of People with Disabilities (Workforce + Hired)	People with Disabilities Workforce Utilization Percent	People with Disabilities Utilization Goal**	Meeting Utilization Goal?***
1	Administrators & Executives	336	27	309	16	0	16	79	4	4	5.06%	7.00%	NO
2	Professionals	1303	113	1190	76	7	69	207	21	28	13.53%	7.00%	YES
3	Medical & Health Services	1589	101	1488	95	6	89	285	29	35	12.28%	7.00%	YES
4	Health Sciences	1372	95	1277	78	5	73	189	17	22	11.64%	7.00%	YES
5	Administrative Support	1104	114	990	41	6	35	68	10	16	23.53%	7.00%	YES
Total		5704	450	5254	306	24	282	828	81	105	12.68%		

\*\* **People with Disabilities:** The Agency has adopted the national percentage of people with disabilities in the civilian labor force provided by the Office of Federal Contract Compliance Programs (OFCCP), currently at 7.00%, as its hiring benchmark for 2023. In its AAP update for APP period, the Agency will analyze its success in hiring people with disabilities during the course of this AAP year based on this benchmark and use that analysis as one of the criteria in its assessment of the effectiveness of its outreach and recruitment efforts.



# Staff Monitoring

STAFF MONITORING																				
Job Group		FEMALE*						MALE*						GENDER TOTAL		RACE TOTAL		Grand Total		
APPLICANTS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male		People of Color	Non-POC
1	Administrators & Executives	0	17	37	8	0	119	11	1	8	22	12	0	81	5	192	129	121	200	321
2	Professionals	3	55	243	31	0	476	41	6	30	85	7	0	242	24	849	394	525	718	1243
3	Medical & Health Services	4	37	240	50	0	879	35	0	19	45	9	0	135	15	1245	223	454	1014	1468
4	Health Sciences	3	82	161	25	0	450	24	0	80	97	54	0	311	19	745	561	545	761	1306
5	Administrative Support	1	49	366	53	0	396	36	1	14	35	6	0	74	7	901	137	568	470	1038
<b>Number of Applicants</b>		<b>11</b>	<b>240</b>	<b>1047</b>	<b>167</b>	<b>0</b>	<b>2320</b>	<b>147</b>	<b>8</b>	<b>151</b>	<b>284</b>	<b>88</b>	<b>0</b>	<b>843</b>	<b>70</b>	<b>3932</b>	<b>1444</b>	<b>2213</b>	<b>3163</b>	<b>5376</b>
<b>% of Applicants</b>		<b>0.20%</b>	<b>4.46%</b>	<b>19.48%</b>	<b>3.11%</b>	<b>0.00%</b>	<b>43.15%</b>	<b>2.73%</b>	<b>0.15%</b>	<b>2.81%</b>	<b>5.28%</b>	<b>1.64%</b>	<b>0.00%</b>	<b>15.68%</b>	<b>1.30%</b>	<b>73.14%</b>	<b>26.86%</b>	<b>41.16%</b>	<b>58.84%</b>	<b>100.00%</b>
HIRES		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	2	3	0	0	6	0	0	0	0	2	0	2	1	11	5	8	8	16
2	Professionals	0	4	13	0	0	30	5	0	1	2	0	0	14	0	52	17	25	44	69
3	Medical & Health Services	0	1	7	5	0	63	1	0	0	1	0	0	11	0	77	12	15	74	89
4	Health Sciences	0	2	3	3	0	38	0	0	3	1	1	0	24	2	46	31	15	62	77
5	Administrative Support	0	3	19	1	0	9	2	0	0	1	0	0	5	0	34	6	26	14	40
<b>Number of Hires</b>		<b>0</b>	<b>12</b>	<b>45</b>	<b>9</b>	<b>0</b>	<b>146</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>56</b>	<b>3</b>	<b>220</b>	<b>71</b>	<b>89</b>	<b>202</b>	<b>291</b>
<b>% of Hires</b>		<b>0.00%</b>	<b>4.12%</b>	<b>15.46%</b>	<b>3.09%</b>	<b>0.00%</b>	<b>50.17%</b>	<b>2.75%</b>	<b>0.00%</b>	<b>1.37%</b>	<b>1.72%</b>	<b>1.03%</b>	<b>0.00%</b>	<b>19.24%</b>	<b>1.03%</b>	<b>75.60%</b>	<b>24.40%</b>	<b>30.58%</b>	<b>69.42%</b>	<b>100.00%</b>
PROMOTIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	2	2	0	0	6	0	0	0	0	0	0	4	0	10	4	4	10	14
2	Professionals	0	1	6	0	0	10	1	0	0	1	0	0	4	0	18	5	9	14	23
3	Medical & Health Services	0	0	3	1	0	10	0	0	0	0	0	0	2	0	14	2	4	12	16
4	Health Sciences	0	0	0	0	0	6	0	0	0	0	0	0	7	0	6	7	0	13	13
5	Administrative Support	0	1	3	1	0	1	0	0	0	1	0	0	1	0	6	2	6	2	8
<b>Number of Promotions</b>		<b>0</b>	<b>4</b>	<b>14</b>	<b>2</b>	<b>0</b>	<b>33</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>54</b>	<b>20</b>	<b>23</b>	<b>51</b>	<b>74</b>
<b>% of Promotions</b>		<b>0.00%</b>	<b>5.41%</b>	<b>18.92%</b>	<b>2.70%</b>	<b>0.00%</b>	<b>44.59%</b>	<b>1.35%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>2.70%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>24.32%</b>	<b>0.00%</b>	<b>72.97%</b>	<b>27.03%</b>	<b>31.08%</b>	<b>68.92%</b>	<b>100.00%</b>
RETIREMENTS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
2	Professionals	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	0	2	2
3	Medical & Health Services	0	0	0	0	0	7	0	0	0	0	0	0	0	0	7	0	0	7	7
4	Health Sciences	0	0	1	0	0	0	0	0	1	0	0	0	1	0	1	2	2	1	3
5	Administrative Support	0	0	1	0	0	2	0	0	0	0	0	0	0	0	3	0	1	2	3
<b>Number of Retirements</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>2</b>	<b>3</b>	<b>13</b>	<b>16</b>
<b>% of Retirements</b>		<b>0.00%</b>	<b>0.00%</b>	<b>12.50%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>75.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>6.25%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>6.25%</b>	<b>0.00%</b>	<b>87.50%</b>	<b>12.50%</b>	<b>18.75%</b>	<b>81.25%</b>	<b>100.00%</b>

ALL TERMINATIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	1	0	0	9	0	0	0	0	0	0	4	1	10	5	2	13	15
2	Professionals	0	2	2	1	0	15	0	0	1	2	1	0	7	0	20	11	9	22	31
3	Medical & Health Services	0	0	6	2	0	31	2	0	0	1	0	0	6	0	41	7	11	37	48
4	Health Sciences	1	1	1	0	0	6	1	0	2	0	0	0	7	0	10	9	6	13	19
5	Administrative Support	0	0	2	3	0	6	0	0	0	0	0	0	1	0	11	1	5	7	12
<b>Number of All Terminations</b>		<b>1</b>	<b>3</b>	<b>12</b>	<b>6</b>	<b>0</b>	<b>67</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>25</b>	<b>1</b>	<b>92</b>	<b>33</b>	<b>33</b>	<b>92</b>	<b>125</b>
<b>% of All Terminations</b>		<b>0.80%</b>	<b>2.40%</b>	<b>9.60%</b>	<b>4.80%</b>	<b>0.00%</b>	<b>53.60%</b>	<b>2.40%</b>	<b>0.00%</b>	<b>2.40%</b>	<b>2.40%</b>	<b>0.80%</b>	<b>0.00%</b>	<b>20.00%</b>	<b>0.80%</b>	<b>73.60%</b>	<b>26.40%</b>	<b>26.40%</b>	<b>73.60%</b>	<b>100.00%</b>
INVOLUNTARY TERMINATIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Professionals	0	0	0	0	0	3	0	0	0	0	0	0	1	0	3	1	0	4	4
3	Medical & Health Services	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
4	Health Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Number of Invol. Terminations</b>		<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>5</b>
<b>% of Invol. Terminations</b>		<b>0.00%</b>	<b>0.00%</b>	<b>20.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>60.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>20.00%</b>	<b>0.00%</b>	<b>80.00%</b>	<b>20.00%</b>	<b>20.00%</b>	<b>80.00%</b>	<b>100.00%</b>
INVOLUNTARY DEMOTIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Medical & Health Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Health Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Number of Invol. Demotions</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>% of Invol. Demotions</b>		<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>
DEMOTIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
2	Professionals	0	0	1	0	0	0	1	0	0	0	0	0	1	0	2	1	2	1	3
3	Medical & Health Services	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	1	1	2
4	Health Sciences	0	0	0	0	0	5	0	0	0	0	0	0	0	0	5	0	0	5	5
5	Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Number of Demotions</b>		<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>11</b>
<b>% of Demotions</b>		<b>0.00%</b>	<b>0.00%</b>	<b>9.09%</b>	<b>9.09%</b>	<b>0.00%</b>	<b>63.64%</b>	<b>9.09%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>9.09%</b>	<b>0.00%</b>	<b>90.91%</b>	<b>9.09%</b>	<b>27.27%</b>	<b>72.73%</b>	<b>100.00%</b>
RESIGNATIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	1	0	0	9	0	0	0	0	0	0	4	1	10	5	2	13	15
2	Professionals	0	2	2	1	0	12	0	0	1	2	1	0	6	0	17	10	9	18	27
3	Medical & Health Services	0	0	5	2	0	31	2	0	0	1	0	0	6	0	40	7	10	37	47
4	Health Sciences	1	1	1	0	0	6	1	0	2	0	0	0	7	0	10	9	6	13	19
5	Administrative Support	0	0	2	3	0	6	0	0	0	0	0	0	1	0	11	1	5	7	12
<b>Number of Resignations</b>		<b>1</b>	<b>3</b>	<b>11</b>	<b>6</b>	<b>0</b>	<b>64</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>24</b>	<b>1</b>	<b>88</b>	<b>32</b>	<b>32</b>	<b>88</b>	<b>120</b>
<b>% of Resignations</b>		<b>0.83%</b>	<b>2.50%</b>	<b>9.17%</b>	<b>5.00%</b>	<b>0.00%</b>	<b>53.33%</b>	<b>2.50%</b>	<b>0.00%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>0.83%</b>	<b>0.00%</b>	<b>20.00%</b>	<b>0.83%</b>	<b>73.33%</b>	<b>26.67%</b>	<b>26.67%</b>	<b>73.33%</b>	<b>100.00%</b>

# Executive Summary

## Affirmative Action Plan Executive Summary

Each agency, unless otherwise noted, will utilize the federal placement rate goals as targets for hiring, promoting, retaining, etc. staff of certain identities. The chart to the right outlines federal placement rate goals for Areas of Success; Opportunity; and Adverse Impact.

- Areas of Success are where the agency has met or exceeded the federal placement goal.

- Areas of Opportunity are where the agency is close to meeting the federal placement goal.

- Areas of Adverse Impact are where the agency metrics indicate potential adverse impact. Further analysis may be required.

Areas of Success	Women	People of Color	Veterans	People w/ Disabilities
1 Administrators & Executives	Area of Success			
2 Professionals	Area of Success	Area of Success		Area of Success
3 Medical & Health Services	Area of Success			Area of Success
4 Health Sciences	Area of Success			Area of Success
5 Administrative Support	Area of Success	Area of Success	Area of Success	Area of Success

Areas of Opportunity	Women	People of Color	Veterans	People w/ Disabilities
1 Administrators & Executives		Area of Opportunity	Area of Opportunity	Area of Opportunity
2 Professionals			Area of Opportunity	
3 Medical & Health Services		Area of Opportunity	Area of Opportunity	
4 Health Sciences		Area of Opportunity	Area of Opportunity	
5 Administrative Support				

Adverse Impact - Recruitment	Women	People of Color	Veterans	People w/ Disabilities
1 Administrators & Executives			Adverse Impact	Adverse Impact
2 Professionals		Adverse Impact		
3 Medical & Health Services		Adverse Impact		
4 Health Sciences		Adverse Impact		
5 Administrative Support				

Adverse Impact - Promotions	Women	People of Color	Veterans	People w/ Disabilities
1 Administrators & Executives		Adverse Impact		
2 Professionals		Adverse Impact		
3 Medical & Health Services		Adverse Impact		
4 Health Sciences		Adverse Impact		
5 Administrative Support				

Adverse Impact - Terminations	Women	People of Color	Veterans	People w/ Disabilities
1 Administrators & Executives				
2 Professionals	Adverse Impact			
3 Medical & Health Services	Adverse Impact	Adverse Impact		
4 Health Sciences				
5 Administrative Support				

Adverse Impact - Demotions	Women	People of Color	Veterans	People w/ Disabilities
1 Administrators & Executives	Adverse Impact			
2 Professionals	Adverse Impact	Adverse Impact		
3 Medical & Health Services	Adverse Impact			
4 Health Sciences	Adverse Impact			
5 Administrative Support				

## Hiring Benchmarks

Identity	Success	Opportunity	Adverse
Women	Above 20.00%	Below 20.00%	Varies per 4/5 Rule
People of Color	Above 20.00%	Below 20.00%	Varies per 4/5 Rule
Veterans	Above 5.50%	Below 5.50%	Varies per 4/5 Rule
People w/ Disabilities	Above 7.00%	Below 7.00%	Varies per 4/5 Rule

## Agency Goals

The agency goals are a collaboration between the agency's executive leadership, human resources team, equity liaison (if applicable), and the affirmative action program director. Agency goals may take into consideration the following aspects of talent management: Compensation, Employee Relations, Equity & Inclusion, Learning & Development, Performance Management, Talent Acquisition, and more, along with the affirmative action data provided.

Each agency will set a minimum of two goals to target areas of growth.

INITIATIVE	DESCRIPTION	IMPACT & OUTCOME	AGENCY'S RESPONSIBLE PARTY	SPD'S COLLABORATIVE DIVISION	EVALUATION FREQUENCY
Development	SPD to share AAP with IDOH workforce and provide resources for further development. Supervisors to take a proactive approach to learning.	1) SPD/IDOH HR will present AAP to Supervisors and Health Equity Council. Attendance or confirmation of completion of the subsequent recording of the presentation is required. Measurement: July 2023 deadline. 2) IDOH HR to identify and regularly promote EIO learning opportunities for supervisors to enhance their knowledge via HR/Supervisor Newsletters, meetings/trainings, email, etc. Measurement: Minimum of 10 resources shared by Dec 2023. 3) IDOH HR to share INSPD resources: Hiring Toolkit and Diverse Job Posting Toolkit. Measurement: December 2023 deadline 4) HEALTH EQUITY COUNCIL to identify and conduct agency EIO training opportunities. Partner with HRD to coordinate. Managers/Senior Leadership to monitor participation of workforce. Measurement: December 2023 deadline 5) SUPERVISORS to complete the following LinkedIN Learning courses by 12/1/2023: (1) Fair and Effective Interviewing for Diversity and Inclusion, (2) Diversity Recruiting. Managers/Senior Leadership to monitor participation of workforce. Measurement: December 2023 deadline. Compliance reports shared by IDOH HR monthly beginning in August.	IDOH HR  Senior Leadership  Managers  Supervisors  Health Equity Council	EIO Division	Various – see outcomes section
Transparency	IDOH HR to provide and/or request resources for further development.	1) HRD will add 2023 AAP and recording to The Nerve Center and send all agency email with updates/links. Measurement: August 2023 deadline 2) HEALTH EQUITY COUNCIL leadership to identify further data analysis needs following Supv/HEC presentation. Partner with INSPD EIO Director and IDOH HRD. Measurement: August 2023 deadline 3) IDOH HR to provide goal compliance rates via monthly HR/Supervisor newsletter. Measurement: percentage completion shared once per month. 4) SUPERVISORS will participate in timely and selective dispositioning of candidates on all job postings. Timeline will be shared via email and in HR/Supv newsletter. Measurement: Monthly average metrics shared via HR/Supv newsletter.	IDOH HR  Health Equity Council  Supervisors  Senior Leadership	EIO Division	Various – see outcomes section

		4) SENIOR LEADERSHIP to incorporate HEC into e-staff meetings once per quarter. Measurement: Q3 and Q4 HEC participation			
Additional Goals	IDOH to incorporate AAP and/or health equity goals.	MANAGERS to identify at least one goal for each of your supervisors related to affirmative action and/or health equity best practices. Add to 2024 goal plans. Measurement: IDOH HR will review all supervisor goal plans and share with Senior Leadership by April 2024.	Managers  Senior Leadership	IDOH HR	April 2024

By signing below, we are agreeing to the agency goals and the implied responsibilities, unless otherwise stated.

\_\_\_\_\_  
Agency Head – Print

\_\_\_\_\_  
Sign

\_\_\_\_\_  
Date

\_\_\_\_\_  
Human Resource Director – Print

\_\_\_\_\_  
Sign

\_\_\_\_\_  
Date

Zachery Cramer  
Affirmative Action Program Director – Print

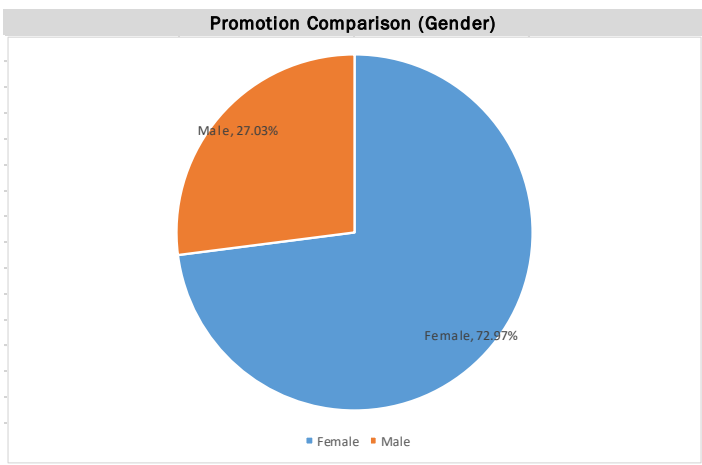
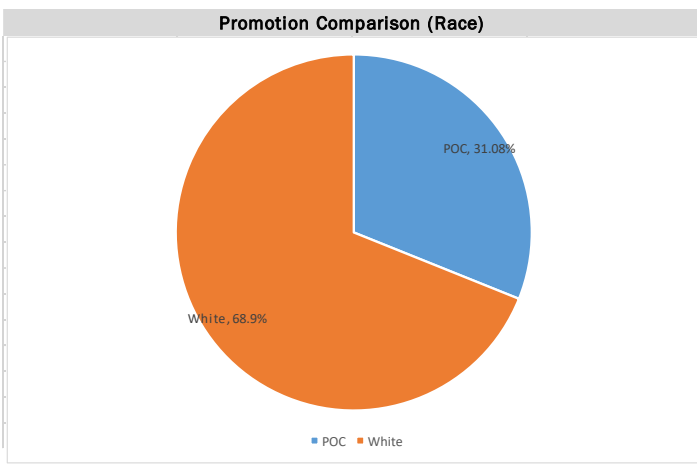
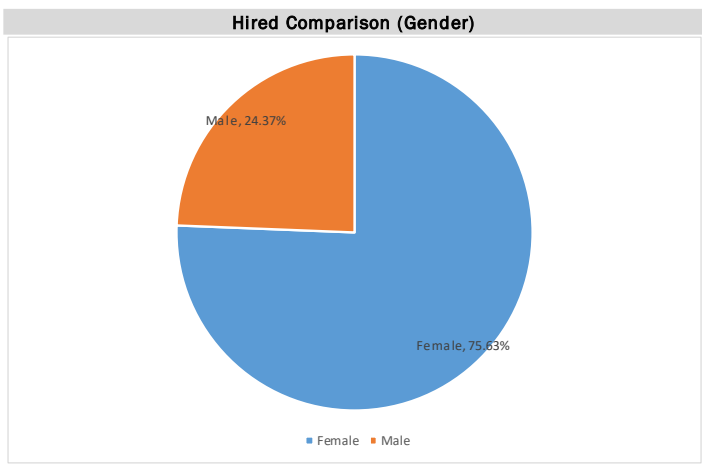
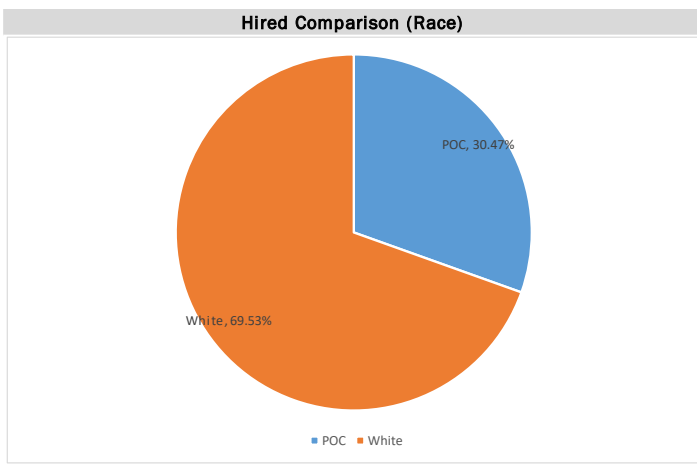
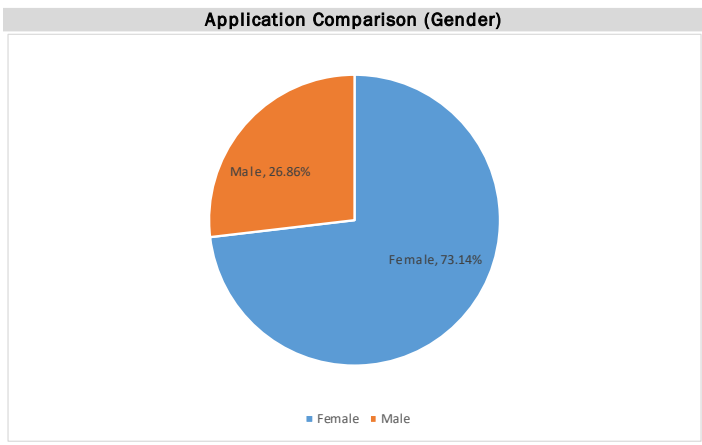
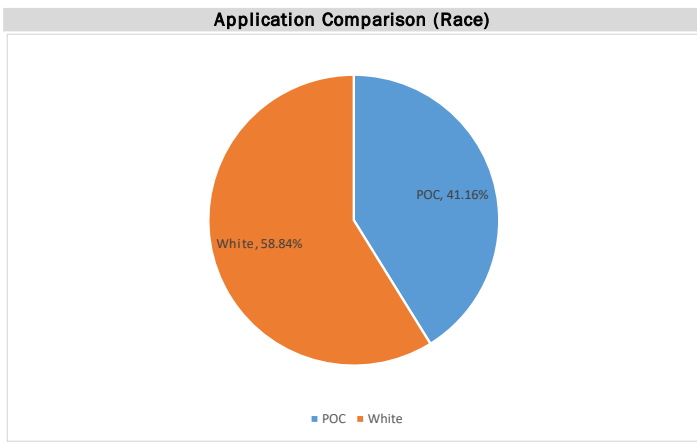
*Zachery A. Cramer*  
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Sign

6/28/2023  
\_\_\_\_\_  
Date

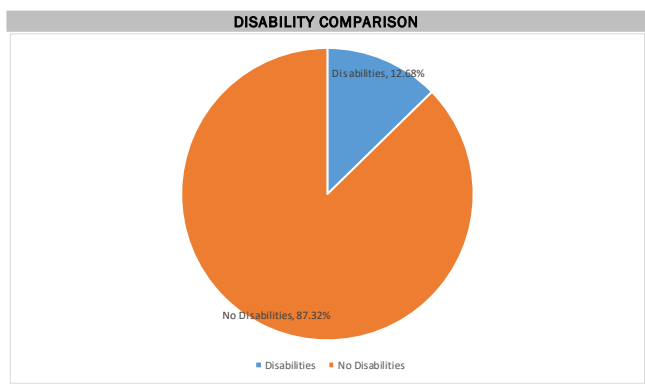
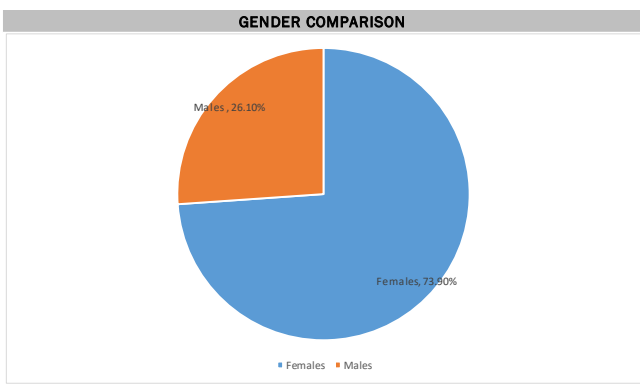
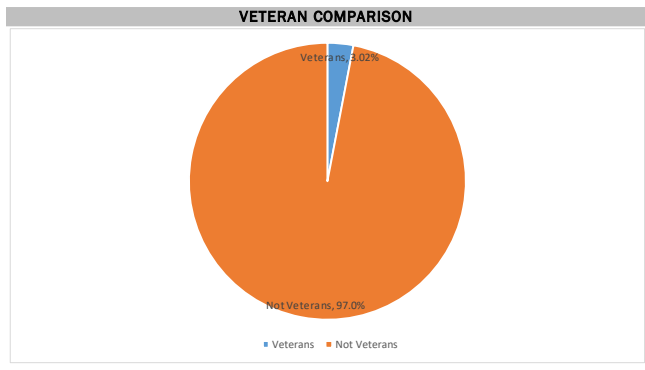
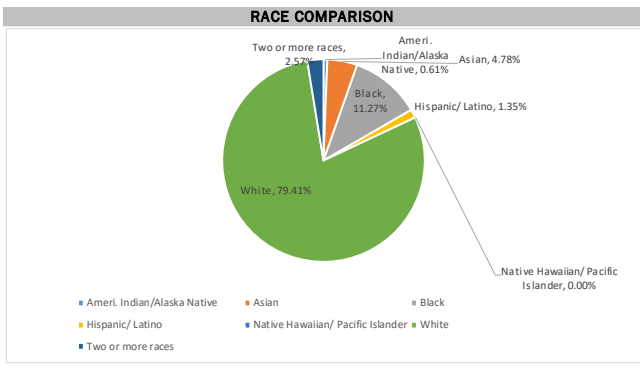
## Appendix A Agency Goals for 2022

INITIATIVE	DESCRIPTION	IMPACT & OUTCOME	AGENCY'S RESPONSIBLE PARTY	SPD'S COLLABORATIVE DIVISION	EVALUATION FREQUENCY
IDOH Presentations & Transparency	SPD to present AAP to IDOH Health Equity Council (HEC), supervisors, and via Town Hall.	a. HEC/Supv presentation will include education details such as: What is an AAP? Why is it important? What is the responsibility of a supervisor? b. HEC/Supv presentation will include a discussion about the importance of proper candidate dispositioning during the hiring process. IDOH HR will send follow up email with disposition codes and definitions. TA Consultant and/or IDOH HR will monitor and remind supervisors of this requirement for all requisitions. c. HEC/Supv presentation will include encouragement for supervisors to create their own goals.	IDOH HR	EIO Division	Revisit goal on 11/1/2022
IDOH Further Development	IDOH HR Team will work to provide more resources and information for further development.	a. identify and provide Interview/Selection training via LinkedIn Learning to all supervisors by November 1, 2022 and will strongly encourage E-Staff to make this mandatory. b. post the AAP, reference documents, and the recorded presentation link to The Nerve Center by December 1, 2022. c. include this topic in the November or December editions of The Pulse and HR newsletter.	IDOH HR	EIO Division	12/1/2022
IDOH Goal Incorporation	IDOH HR Team and E-Staff will align goals into Strategic Plan	a. Goals from AAP will be reflected in the future strategic plans	IDOH E-Staff	IDOH HR	12/1/2022

## Appendix B Graph Comparisons Actions



# Appendix C Graph Comparisons Demographic Information





## Appendix D Availability & Placement Goals

UTILIZATION ANALYSIS: DETERMINING AVAILABILITY																											
FACTOR	RAW STATISTICS												WEIGHTED FACTORS								SOURCE OF STATISTIC	REASON FOR VALUE WEIGHT					
	Race*								Gender		POC	Non-POC	VALUE WEIGHT	Race*									Gender		POC	Non-POC	
	I	A	B	H	P	W	T	Female	Male	I				A	B	H	P	W	T	Female			Male				
1	0.37%	2.37%	9.13%	7.81%	0.05%	73.83%	6.46%	52.00%	48.00%	26.19%	73.83%	95.00%	0.35%	2.25%	8.67%	7.42%	0.05%	70.14%	6.14%	49.40%	45.60%	24.88%	70.14%	1	Some are hired from outside.		
2	0.00%	6.33%	8.86%	1.27%	0.00%	82.28%	1.27%	64.56%	35.44%	17.72%	82.28%	5.00%	0.00%	0.32%	0.44%	0.06%	0.00%	4.11%	0.06%	3.23%	1.77%	0.89%	4.11%	2	Some are promoted or transferred		
(This MUST equal 100.00%) >>												100.00%	0.35%	2.57%	9.12%	7.48%	0.05%	74.25%	6.20%	52.63%	47.37%	25.77%	74.25%	<< Final availability (percentage)			

**FACTOR Keys**  
 1. Percentage of People of Color and women within the State of Indiana.  
 2. Percentage of People of Color and women among those promotable or transferable within facility.

**SOURCE OF STATISTICS keys**  
 1. Source: U.S. Census Bureau, 2015-2020 American Community Survey  
 2. Derived from Corresponding Job Group

COMPARING INCUMBENCY TO AVAILABILITY AND ESTABLISHING PLACEMENT GOALS															
Job Grp #	Job Group Description	Race	Number In Workforce	Percent In Workforce	Availability In Market (Goal)	Under-utilized?	Number of New Hires	Number of All Terminations	Turnover Rates	Percent of New Hires	Adverse Impact Percent				Placement Goals for Current AAP Period
											Hires	Promotions	Involuntary Terminations	Involuntary Demotions	
1	Administrators & Executives	American Indian or Alaska Native	0	0.00%	0.35%	YES	0	0	0.00%	0.00%	0	0	0	0	0.35%
		Asian	5	6.33%	2.57%	NO	2	0	28.57%	12.50%	2	2	0	0	N/A
		Black	7	8.86%	9.12%	YES	3	1	30.00%	18.75%	3	2	0	0	9.12%
		Hispanic	1	1.27%	7.48%	YES	2	0	66.67%	12.50%	2	0	0	0	7.48%
		Native Hawaiian or Other Pacific Islander	0	0.00%	0.05%	YES	0	0	0.00%	0.00%	0	0	0	0	0.05%
		White	65	82.28%			8	13	10.96%	50.00%	8	10	0	0	
		2 or more races	1	1.27%	6.20%	YES	1	1	50.00%	6.25%	1	0	0	0	6.20%
		<b>Total</b>	<b>79</b>	<b>9.88%</b>			<b>16</b>	<b>15</b>	<b>16.84%</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		Females	51	64.56%	52.63%	NO	11	10	17.74%	68.75%	11	10	0	0	N/A
		Females Impact Ratio										137.25%			
		Males	28	35.44%			5	5	15.15%	31.25%	5	4	0	0	
		People of Color	0	17.72%	25.77%	YES	8	2	95.76%	50.00%	8	4	0	0	25.77%
		People of Color Impact Ratio									165.29%	185.71%			
2	Professionals	American Indian or Alaska Native	5	2.45%	0.35%	NO	0	0	0.00%	0.00%	0	0	0	0	N/A
		Asian	11	5.39%	2.57%	NO	5	3	31.25%	7.25%	5	1	0	0	N/A
		Black	38	18.63%	9.12%	NO	15	4	28.30%	21.74%	15	7	0	0	N/A
		Hispanic	1	0.49%	7.48%	YES	0	2	0.00%	0.00%	0	0	0	0	7.48%
		Native Hawaiian or Other Pacific Islander	0	0.00%	0.05%	YES	0	0	0.00%	0.00%	0	0	0	0	0.05%
		White	140	68.63%	74.25%		44	22	23.91%	63.77%	44	14	4	0	
		2 or more races	9	4.41%	6.20%	YES	5	0	35.71%	7.25%	5	1	0	0	6.20%
		<b>Total</b>	<b>204</b>	<b>25.00%</b>			<b>69</b>	<b>31</b>	<b>25.27%</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		Females	147	72.06%	52.63%	NO	52	20	26.13%	75.36%	52	18	3	0	N/A
		Females Impact Ratio									141.95%	14700.00%	164.71%		
		Males	57	27.94%			17	11	22.97%	24.64%	17	5	1	0	
		People of Color	64	31.37%	25.77%	NO	25	9	28.09%	36.23%	25	9	0	0	N/A
		People of Color Impact Ratio									77.71%	298.47%	0.00%		
3	Medical & Health Services	American Indian or Alaska Native	0	0.00%	0.35%	YES	0	0	0.00%	0.00%	0	0	0	0	0.35%
		Asian	3	1.08%	2.57%	YES	1	0	25.00%	1.12%	1	0	0	0	2.57%
		Black	15	5.40%	9.12%	YES	8	7	34.78%	8.99%	8	3	1	0	9.12%
		Hispanic	5	1.80%	7.48%	YES	5	2	50.00%	5.62%	5	1	0	0	7.48%
		Native Hawaiian or Other Pacific Islander	0	0.00%	0.05%	YES	0	0	0.00%	0.00%	0	0	0	0	0.05%
		White	251	90.29%	74.25%		74	37	22.77%	83.15%	74	12	0	0	
		2 or more races	4	1.44%	6.20%	YES	1	2	20.00%	1.12%	1	0	0	0	6.20%
		<b>Total</b>	<b>278</b>	<b>34.07%</b>			<b>89</b>	<b>48</b>	<b>24.25%</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		Females	233	83.81%	52.63%	NO	77	41	24.84%	86.52%	77	14	1	0	N/A
		Females Impact Ratio									114.93%	384.31%			
		Males	45	16.19%			12	7	21.05%	13.48%	12	2	0	0	
		People of Color	27	9.71%	25.77%	YES	15	11	35.71%	16.85%	15	4	1	0	25.77%
		People of Color Impact Ratio									45.27%	154.76%			
4	Health Sciences	American Indian or Alaska Native	0	0.00%	0.35%	YES	0	1	0.00%	0.00%	0	0	0	0	0.35%
		Asian	16	8.56%	2.57%	NO	5	3	23.81%	6.49%	5	0	0	0	N/A
		Black	9	4.81%	9.12%	YES	4	1	30.77%	5.19%	4	0	0	0	9.12%
		Hispanic	2	1.07%	7.48%	YES	4	0	66.67%	5.19%	4	0	0	0	7.48%
		Native Hawaiian or Other Pacific Islander	0	0.00%	0.05%	YES	0	0	0.00%	0.00%	0	0	0	0	0.05%
		White	156	83.42%	74.25%		62	13	28.44%	80.52%	62	13	0	0	
		2 or more races	4	2.14%	6.20%	YES	2	1	33.33%	2.60%	2	0	0	0	6.20%
		<b>Total</b>	<b>187</b>	<b>22.92%</b>			<b>77</b>	<b>19</b>	<b>29.17%</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		Females	112	59.89%	52.63%	NO	46	10	29.11%	59.74%	46	6	0	0	N/A
		Females Impact Ratio									111.74%	47.06%			
		Males	75	40.11%			31	9	29.25%	40.26%	31	7	0	0	
		People of Color	31	16.58%	25.77%	YES	15	6	32.61%	19.48%	15	0	0	0	25.77%
		People of Color Impact Ratio									33.78%	0.00%			
5	Administrative Support	American Indian or Alaska Native	0	0.00%	0.35%	YES	0	0	0.00%	0.00%	0	0	0	0	0.35%
		Asian	4	5.88%	2.57%	NO	3	0	42.86%	7.50%	3	1	0	0	N/A
		Black	23	33.82%	9.12%	NO	20	2	46.51%	50.00%	20	4	0	0	N/A
		Hispanic	2	2.94%	7.48%	YES	1	3	33.33%	2.50%	1	1	0	0	7.48%
		Native Hawaiian or Other Pacific Islander	0	0.00%	0.05%	YES	0	0	0.00%	0.00%	0	0	0	0	0.05%
		White	36	52.94%	74.25%		14	7	28.00%	35.00%	14	2	0	0	
		2 or more races	3	4.41%	6.20%	YES	2	0	40.00%	5.00%	2	0	0	0	6.20%
		<b>Total</b>	<b>68</b>	<b>8.33%</b>			<b>40</b>	<b>12</b>	<b>37.04%</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		Females	60	88.24%	52.63%	NO	34	11	36.17%	85.00%	34	6	0	0	N/A
		Females Impact Ratio									86.16%	164.71%			
		Males	8	11.76%			6	1	42.86%	15.00%	6	2	0	0	
		People of Color	32	47.06%	25.77%	NO	26	5	44.83%	65.00%	26	6	0	0	N/A
		People of Color Impact Ratio									153.67%	1392.86%			



## Appendix E Self-Audit

<b>Invitation to Self-Identify</b>				
<b>AAP Component</b>	<b>Women AAP</b>	<b>POC AAP</b>	<b>Veterans AAP</b>	<b>Disabilities AAP</b>
<b>Pre-Offer:</b> Applicants are invited to voluntarily self-identify during the employment application process. 41 CRF: 60-300.42 (a)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Post-Offer:</b> New hires are invited to voluntarily self-identify during the employment enrollment process. 41 CRF: 60-741.42 (b)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Periodic Invitation:</b> Current employees are invited to voluntarily self-identify on an annual cycle.	Compliant – Action Needed in Summer of 2022	Compliant – Action Needed in Summer of 2022	Compliant – Action Needed in Summer of 2022	Compliant – Action Needed in Summer of 2022
<b>Review of Relevant Policies</b>				
<b>AAP Component</b>	<b>Women AAP</b>	<b>POC AAP</b>	<b>Veterans AAP</b>	<b>Disabilities AAP</b>
<b>Governor’s Policy Statement:</b> Affirmative Action Program Director will review and update on an annual basis. I 4-15-12	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>EEO Policy Statement and Assignment of Responsibility:</b> Affirmative Action Program Director will review and update on an annual basis. 41 CRF: 60-741.44, 60-300.44 (a)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Review of Personnel Processes:</b> Agency will review and update on an annual basis. 41 CRF: 60.741.44 (b)				
<b>Reasonable Qualifications and Accommodations</b>				
<b>AAP Component</b>	<b>Women AAP</b>	<b>POC AAP</b>	<b>Veterans AAP</b>	<b>Disabilities AAP</b>
<b>Physical and Mental Qualifications:</b> Agency will review and update physical and mental qualifications on an annual basis. Qualifications must be proven to be job-related and consistent with business needs. 41CRF: 60-741.44(c), 60-300.44(c)	N/A	N/A		
<b>Reasonable Accommodations:</b> Agency will provide reasonable accommodations for employees to complete job functions unless the accommodation would impose an undue hardship on the business operation. 41 CRF: 60-300.44 (d)	N/A	N/A		

Availability of Policies				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<b>Harassment:</b> Agency will provide workplace harassment prevention statement. Statement must be easy to access for all employees. EO 112467; 41 CRF: 60-741.44 (e)				
<b>Internal Dissemination of Policy:</b> Agency will provide affirmative action plan information. Plan information must be accessible for all employees, upon request. 41 CRF: 60-741.44 (g)				
<b>External Outreach &amp; Recruitment:</b> Agency will both undertake and review appropriate outreach and recruitment activities that are reasonably designed to effectively recruit people with marginalized identities. 41 CRF: 60-741.44 (f)				
Validating & Analyzing Data				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<b>Auditing &amp; Reporting:</b> The Affirmative Action Program Director will measure the effectiveness, indicate remedial actions, determine areas of success, measure the compliance, and document actions taken by agencies. 41 CRF: 60-741.44, 300.44 (h)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Responsibility for Implementation:</b> The Affirmative Action Program Director will be responsible for managing all aspects of the program. Supervisors and executive leaders will be responsible for upholding the expectations of the program. 41 CRF: 60-741.44 (i)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Training:</b> The affirmative action program director will train all relevant personnel on all aspects of the program, from implementation to analysis. EO 11246; 41 CRF: 60-300.44 (j)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Data Collection Analysis:</b> Indiana State Personnel Department will maintain all computation and comparisons related to the program for a minimum of three years. 41 CRF: 60-300.44 (k)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed

Establishing Benchmarks for Hiring				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<p><b>Adverse Impact Women:</b> Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of women. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to women. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for women.</p>		N/A	N/A	N/A
<p><b>Adverse Impact People of Color:</b> Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of People of Color. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to POC. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for POC.</p>	N/A		N/A	N/A
<p><b>Adverse Impact Veterans:</b> Agency will establish a placement rate goal using the national percentage of veterans in the civilian labor force. The agency will use the percentage in its next assessment of the effectiveness of the agency's outreach and recruitment efforts towards veterans. Unless otherwise noted, the agency will have a placement rate goal of 5.50% for veterans.</p>	N/A	N/A		N/A
<p><b>Adverse Impact Disabilities:</b> Agency will establish a placement rate goal using the utilization analysis under EO 11246 with the 7.00% rate. The agency will take steps to determine if there are impediments to equal employment opportunity when the percentage of individuals with disabilities I the job group is less than the 7.00% utilization goal.</p>	N/A	N/A	N/A	