

Affirmative Action Plan 01/01/2022 - 12/31/2022

Indiana Department of Health

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Agency Contacts

JOB TITLE	NAME
Commissioner	Dr. Kristina Box
Human Resources Director	Heather Whitaker

Indiana State Personnel Department Contacts

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

Designation of Responsibility

Designation of Responsibility

To ensure compliance with this policy statement, I, <u>Matthew Brown</u>, 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 Supervisor within each Agency is individually responsible for:

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

The Affirmative Action Program Director serves as the main AAP/EEO contact. Their responsibilities, as defined under Indiana Code 4-15-12-4 include, but are not limited to:

- 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 information about: Applicant Flow; Hires; Promotions; Transfers; Demotions; Layoffs; Recalls; & Terminations.
- 3. Preparing the annual AAP Statement for the Agency.
- 4. Identifying any areas of growth and recommending potential solutions.
- 5. Ensuring EEO policies are communicated to all levels within the Agency.

Complaint of discrimination or harassment of the basis of a protected class occur 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

4/18/2

Date

Governor's Policy Statement



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.
 - o Data is pulled on 12/31/2021
- Recruiting Report: The recruiting report reflects the applicants and hires within a year.
 - o Data is pulled from 1/1/2021 to 12/31/2021
- Monitoring Report: The monitoring report reflects the promotions, demotions, and terminations within a year.
 - o Data is pulled from 1/1/2021 to 12/31/2021

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
 - \circ A = Asian
 - \circ B = Black
 - H = Hispanic or Latino
 - I = American Indian or Alaska Native
 - o P = Native Hawaiian or Other Pacific Islander
 - \circ 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

1/1/2021 to 12/31/2021 Review Period 1/1/2022 to 12/31/2022

The following job groups are formulated based on a group of jobs/titles having similar content, wage rates, and opportunities.

• Similar Work content refers to the duties and responsibilities of the job titles which make up the job group.

- Similar rates of pay are reviewed in conjunction with job content.
 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.

Job Group	Job Category	Job Titles	Job Code or Job Family
		Agency Head	ESM
		Broad Band Executive	ESM
		Chief Financial Officer	ESM
		Chief of Staff	ESM
		Communications Director	ESM
1	Administrators & Executives	Department Director	ESM
		Deputy Director/Commissioner	ESM
		Epidemiologist Dir	ESM
		General Counsel	ESM
		IT Director	ESM
		Laboratory Div Dir E6	ESM
		Legislative Director	ESM
		Med D E1-Cl Sr	ESM
		Accountant 1	PAT
		Accountant 2	PAT
		Accountant 3	PAT
		Appl Syst Analyst/Prog Int	PAT
		Appl Syst Analyst/Prog Manager	ESM
		Appl Syst Analyst/Prog Senior	PAT
		Appl Syst Analyst/Prog SpecIst	PAT
		Application Developer - Int	PAT
		Application Developer - Senior	PAT
		Attorney E5	ESM
		Attorney E7	ESM
		Business Administrator 2	PAT
		Business Administrator 3	PAT
		Business Systems Cnslt Int	PAT
		Business Systems Cnslt Senior	PAT
		Controller E5	ESM
_		Data Architect	PAT
2	Professionals	Database Analyst Senior	PAT
		Grant Coordinator 1	PAT
		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 AnIst	PAT
		State Program Director E5	ESM
		State Program Director E6	ESM
		Audiologist	PAT
		Chief Nurse Consultant	PAT
		Education Consultant E7	ESM
		Health Information Cost 2	PAT
		Industrial Hygienist 2	PAT
		Medical Surveyor 3	PAT
		Medical Surveyor Sup 5	SAMPAT
		Nurse Consultant	PAT
3	Medical & Health Services	Nutritionist 2	PAT
J	modica, a floatili ocivides	Public Health Administrator 1	PAT
		Public Health Administrator 2	PAT
		Public Health Investigator 2	PAT
		Public Health Nurse Surveyor	PAT
		Public Health Nurse Surveyor S5	SAMPAT
		School Psychologist 1	PAT
		Speech Pathologist 3	PAT
		opeeun raululugist 3	FAI

		T	
r		Chemist 1	PAT
		Chemist 2	PAT
		Chemist 3	PAT
		Chemist Supv 3	SAMPAT
		Environmental Engineer 2	PAT
		Environmental Engineer 3	PAT
		Environmental Engineer Sup 3	SAMPAT
		Environmental Engineer 1	PAT
		Environmental Scientist 3	PAT
		Environmental Manager 2	PAT
		Epidemiologist 1	PAT
4	Health Science Professionals	Epidemiologist E6	ESM
4	nealth Science Professionals	Epidemiologist E7	ESM
		Fluoridation Consultant	PAT
		Food Scientist 2	PAT
		Food Scientist Sup 4	SAMPAT
		General Sanitarian Sup 4	SAMPAT
		Metrologist 1	PAT
		Micro-Biologist 2	PAT
		Micro-Biologist Sup 3	SAMPAT
		Senior Environment Manager	PAT
		Weights & Measures Inspector 3	PAT
		Weights & Measures Manager E7	ESM
		Electronics Tech 1	LTC
		Laboratory Tech 1	СОМОТ
5	Technicians	Laboratory Tech 2	СОМОТ
		Warehouse Foreman 1	LTC
		Administrative Assistant 1	PAT
		Administrative Assistant 2	PAT
		Administrative Assistant 3	PAT
	Admilionation Community	Administrative Assistant 4	PAT
6	Adminstrative Support	Administrative Assistant 5	PAT
		Clerical Assistant 1	COMOT
		Clerical Assistant 2	COMOT
	I.	_ I	

All Agency Analysis

											ALL AGENC	T AI	IALTO	13								
JOB TITLE	JOB CODE	JOB FAM	JOB CAT.		A	В	FEMAL H	E*	w	Т	Female Total	ı	l A	В	MALE	* P	w	Т	Male Total	Grand Total	People of Color Total	JOB TITLE
Agency Head	00EXAH		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Agency Head
Broad Band Executive	00EXBB		1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Broad Band Executive
Broad Band Executive Broad Band Executive	00EXBB		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	2	0	Broad Band Executive
Broad Band Executive	00EXBB		1	0	0	0	0	0	3	0	3	0	0	0	0	0	5	0	5	8	0	Broad Band Executive Broad Band Executive
Broad Band Executive	00EXBB		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Broad Band Executive
Broad Band Executive	00EXBB	ESM	1	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	Broad Band Executive
Broad Band Executive	00EXBB	ESM	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Broad Band Executive
Broad Band Executive	00EXBB	ESM	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Broad Band Executive
Broad Band Executive	00EXBB		1	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	Broad Band Executive
Broad Band Executive	00EXBB		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Broad Band Executive
Broad Band Executive Broad Band Executive	00EXBB		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	Broad Band Executive
Broad Band Executive Broad Band Executive	00EXBB		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Broad Band Executive Broad Band Executive
Broad Band Executive	00EXBB		1	0	0	1	0	0	1	0	2	0	0	0	0	0	1	0	1	3	1	Broad Band Executive
Broad Band Executive	00EXBB		1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	1	2	2	Broad Band Executive
Chief Financial Officer	00EXCF	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0	Chief Financial Officer
Chief of Staff	00EXCS	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Chief of Staff
Communications Director	00EXCD	ESM	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Communications Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director Department Director	00EXDT 00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director Department Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT	ESM	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT 00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director Department Director
Department Director			1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT	ESM	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Department Director
Department Director	00EXDT		1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Department Director
Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director	00EXDT		1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	Department Director
Department Director Department Director	00EXDT 00EXDT		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Department Director Department Director
Deputy Director/Commissioner	00EXDC		1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Deputy Director/Commissioner
Deputy Director/Commissioner	00EXDC		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Deputy Director/Commissioner
Deputy Director/Commissioner	00EXDC	ESM	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Deputy Director/Commissioner
Deputy Director/Commissioner	00EXDC	ESM	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Deputy Director/Commissioner
Deputy Director/Commissioner	00EXDC	ESM	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Deputy Director/Commissioner
Epidemiologist Dir	00EXED		1	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	10	0	Epidemiologist Dir
Epidemiologist Dir	00EXED		1	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	Epidemiologist Dir
Epidemiologist Dir General Counsel	00EXED 00EXGC		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	Epidemiologist Dir General Counsel
IT Director	00EAI4		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	IT Director
Laboratory Div Dir E6	00EDA6		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Laboratory Div Dir E6
Laboratory Div Dir E6	00EDA6	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Laboratory Div Dir E6
Laboratory Div Dir E6	00EDA6	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Laboratory Div Dir E6
Laboratory Div Dir E6	00EDA6	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Laboratory Div Dir E6
Legislative Director	00EXLD	ESM	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Legislative Director
Med D E1-CI Sr	00EFX1		1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Med D E1-Cl Sr
Accountant 1	002RA1		2	0	0	3	0	0	5	0	8	0	0	1	1	0	1	0	3	11	5	Accountant 1
Accountant 2 Accountant 3	002RA2 002RA3		2	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	Accountant 2 Accountant 3
Appl Syst Analyst/Prog Int	002RA3 001BC2		2	0	0	1	0	0	1	0	2	0	0	1	1	0	0	0	2	4	3	Appl Syst Analyst/Prog Int
Appl Syst Analyst/ Prog Int Appl Syst Analyst/Prog Manager	001BC2 00EAK6		2	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	2	1	Appl Syst Analyst/Prog Int Appl Syst Analyst/Prog Manager
Appl Syst Analyst/Prog Senior			2	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	1	2	1	Appl Syst Analyst/Prog Senior
Appl Syst Analyst/Prog Specist	001BB1		2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	Appl Syst Analyst/Prog Specist
Application Developer - Int	001BA3		2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	Application Developer - Int
Application Developer - Senior	001BA2		2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Application Developer - Senior
Attorney E5	00E0A5		2	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	0	Attorney E5
Attorney E7	00E0A7		2	0	0	0	0	0	4	0	4	0	0	0	0	0	1	0	1	5	0	Attorney E7
Business Administrator 2	002TC2		2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Business Administrator 2
Business Administrator 3	002TC3		2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Business Administrator 3
Business Systems Cost Int			2	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	2	1	Business Systems Cost Int
Business Systems Cnslt Senior Controller E5	001BD1 00ERB5		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	Business Systems Cnslt Senior Controller E5
Data Architect			2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Data Architect
Database Analyst Senior	001BQ1		2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	Database Analyst Senior
Grant Coordinator 1	002TF1		2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Grant Coordinator 1
Health Educator 2		PAT	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Health Educator 2
Health Physicist 1	001TE1	PAT	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Health Physicist 1
Help Desk Manager			2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1	Help Desk Manager
IT Project Manager Int	00EAU7		2	0	1	1	0	0	1	0	3	0	0	0	0	0	1	0	1	4	2	IT Project Manager Int
IT Project Manager Senior	00EAU6		2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	IT Project Manager Senior
Legal Analyst 3	001VA3		2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Legal Analyst 3
Program Coordinator 3			2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	Program Coordinator 3
Program Coordinator 3 Program Coordinator 3			2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	Program Coordinator 3
Program Coordinator 3 Program Coordinator 3	002WM3		2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Program Coordinator 3 Program Coordinator 3
Program Coordinator 3 Program Coordinator 3	002WM3 002WM3		2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Program Coordinator 3 Program Coordinator 3
Program Coordinator 3	002WM3		2	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	Program Coordinator 3
Program Coordinator 3	002WM3		2	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	3	3	Program Coordinator 3
			2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	.g 2201011101010

State Program Descript 65 ODELITS ERM 2																							
Marchander Month	Program Coordinator 3	002WM3	PAT	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Program Coordinator 3
September Sept																				_			
Marchanel Month Part P																							
Part Content			PAT	2	0	0			0	1		1	0	0	0		0	0	0	0	1	0	
Seminary Seminary			PAT																				
Montal M			PAT	2	0	0	0	0	0	1	0	1		0	0		0	0	0	0	1	0	
North Primer Morth Mark M			PAT	2	0	0	0	0	0	1	0	1		0	0			0	0	0	1		
Month Mont		002WM1	PAT	2	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	0	Program Director 1
Non-stand Standard Standard	Program Director 1	002WM1	PAT	2	1	0	0	0	0	9	0	10	1	0	0	0	0	6	0	7	17	2	Program Director 1
	Program Director 1	002WM1	PAT	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Program Director 1
Non-part Section Sec	Program Director 1	002WM1	PAT	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Program Director 1
Page	Program Director 1	002WM1	PAT	2	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	Program Director 1
Performed Secure Secure	Program Director 1	002WM1	PAT	2	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Program Director 1
Septembor Sept	Program Director 1	002WM1	PAT	2	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	2	Program Director 1
Page Maner Pag	Program Director 1	002WM1	PAT	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Program Director 1
Separation Sep	Program Director 1	002WM1	PAT	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Program Director 1
Page	Program Director 1	002WM1	PAT	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Program Director 1
Propriest Prop	Program Director 1	002WM1	PAT	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Program Director 1
Page 1 March Page 1 March Page 2 March Page 2 March Page 2 March Page 3 March Page	Program Director 1	002WM1	PAT	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Program Director 1
Page 1	Program Director 1	002WM1	PAT	2	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0	Program Director 1
Manufaction	Program Director 2	002WM2	PAT	2	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Program Director 2
Month Control Month Contro	Program Director 2	002WM2	PAT	2				0	0	0	0	0		0	0		0	1	0	1		0	Program Director 2
Month Property Mont	Program Director 2	002WM2	PAT	2	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	Program Director 2
Page	Program Director 2		PAT	2						0		1								0		1	Program Director 2
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Chemist 1 001IB1 PAT 4 0 0 0 0 0 0 0 0 0 0 0 1 0 1 1 0 Chemist 1		002EG2																				n	Speech Pathologist 2

Chemist 1	001IB1		4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Chemist 1
Chemist 2	001IB2	PAT	4	0	3	0	0	0	4	0	7	0	2	0	0	0	6	0	8	15		Chemist 2
Chemist 3	001IB3	PAT	4	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2		Chemist 3
Chemist Supv 3	006IB3	-	4	0	0	0	0	0	1	0	1	0	3	0	0	0	1	0	4	5		Chemist Supv 3
Environmental Engineer 2	001D02	PAT	4	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2		Environmental Engineer 2
Environmental Engineer 3	001D03	PAT	4	0	0	0	0	0	0	0	0	0	0	1	0	0	3	0	4	4		Environmental Engineer 3
Environmental Engineer 3	001D03	PAT	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	-	Environmental Engineer 3
Environmental Engineer Sup 3	006D03		4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1		Environmental Engineer Sup 3
Environmental Engineer 1	001D01 001D01	PAT	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1		Environmental Engineer 1
Environmental Engineer 1			4		-		-	-		-	0			-			1		1	1		Environmental Engineer 1
Environmental Scientist 3	001LS3	PAT	4	0	0	0	0	0	4	0	3	0	0	0	0	0	0 8	0	0 8	3		Environmental Scientist 3
Environmental Scientist 3	001LS3	PAT	4		0		-		1	-	1		0	0			0		0	12		Environmental Scientist 3
Environmental Scientist 3 Environmental Manager 2	001LS3 001LS2	PAT	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1		Environmental Scientist 3 Environmental Manager 2
Environmental Manager 2	001LS2	PAT	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1		Environmental Manager 2
		PAT	4	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1		
Epidemiologist 1 Epidemiologist 1	001FR1 001FR1	PAT	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Epidemiologist 1 Epidemiologist 1
Epidemiologist E6	00EFR6	ESM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Epidemiologist E6
Epidemiologist E6	00EFR6	FSM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2		Epidemiologist E6
Epidemiologist E6	00EFR6	ESM	4	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1		Epidemiologist E6
Epidemiologist E6	00EFR6	ESM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Epidemiologist E6
Epidemiologist E7	00EFR7	ESM	4	0	1	1	0	0	13	0	15	0	0	0	0	0	2	0	2	17		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	2		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	1	0	0	0	1	0	2	0	0	0	0	0	0	0	0	2		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	0	1	0	0	4	0	5	0	0	0	0	0	1	0	1	6		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Epidemiologist E7
Epidemiologist E7	00EFR7	ESM	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Epidemiologist E7
Fluoridation Consultant	001LK3	PAT	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	Fluoridation Consultant
Food Scientist 2	001NE2	PAT	4	0	0	0	0	0	4	0	4	0	0	0	0	0	3	0	3	7	0	Food Scientist 2
Food Scientist Sup 4	006NE4	SAMPAT	4	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Food Scientist Sup 4
General Sanitarian Sup 4	006NF4	SAMPAT	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	General Sanitarian Sup 4
Metrologist 1	001IH1	PAT	4	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	Metrologist 1
Micro-Biologist 2	001LB2	PAT	4	0	1	0	0	0	3	0	4	0	0	0	0	0	1	0	1	5	1	Micro-Biologist 2
Micro-Biologist 2	001LB2	PAT	4	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	4	0	Micro-Biologist 2
Micro-Biologist 2	001LB2	PAT	4	0	1	0	0	0	5	0	6	0	0	0	0	0	4	0	4	10	1	Micro-Biologist 2
Micro-Biologist 2	001LB2	PAT	4	0	2	0	0	0	4	0	6	0	0	0	0	0	1	0	1	7	2	Micro-Biologist 2
Micro-Biologist Sup 3	006LB3	SAMPAT	4	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	1	2	1	Micro-Biologist Sup 3
Micro-Biologist Sup 3	006LB3	SAMPAT	4	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2		Micro-Biologist Sup 3
Micro-Biologist Sup 3	006LB3	SAMPAT	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Micro-Biologist Sup 3
Senior Environment Manager	001LS1	PAT	4	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2		Senior Environment Manager
Weights & Measures Inspector 3	001IL3	PAT	4	0	0	0	0	0	1	0	1	0	0	0	0	0	5	0	5	6		Weights & Measures Inspector 3
Weights & Measures Manager E7	00EIL7	ESM	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1		Weights & Measures Manager E7
Electronics Tech 1	004GA1	LTC	5	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1		Electronics Tech 1
Laboratory Tech 1	003BD1		5	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1		Laboratory Tech 1
Laboratory Tech 1	003BD1		5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		Laboratory Tech 1
Laboratory Tech 1	003BD1		5	0	0	0	0	0	0	0	2	0	0	0	0	0	1	0	1	1		Laboratory Tech 1
Laboratory Tech 1	003BD1		5	0		0	0	0	0	0	1			0	0	0	1		1	2		Laboratory Tech 1
Laboratory Tech 2 Warehouse Foreman 1	003BD2 004NA1	COMOT	5	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1		Laboratory Tech 2 Warehouse Foreman 1
Administrative Assistant 1	004NA1	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Administrative Assistant 1
Administrative Assistant 2	002WN1	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 2
Administrative Assistant 3	002WN2	PAT	6	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 3
Administrative Assistant 3	002WN3	PAT	6	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 3
Administrative Assistant 3	002WN3	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Administrative Assistant 3
Administrative Assistant 3	002WN3	PAT	6	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Administrative Assistant 3
Administrative Assistant 3	002WN3	PAT	6	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 3
Administrative Assistant 4	002WN3	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 4
Administrative Assistant 4	002WN4	PAT	6	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 4
Administrative Assistant 4	002WN4	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Administrative Assistant 4
Administrative Assistant 5	002WN5	PAT	6	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	0	1	0	1	0	2	0	0	0	0	0	2	0	2	4	1	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	1	0	0	0	3	0	4	0	0	0	0	0	0	0	0	4	1	Administrative Assistant 5
Administrative Assistant 5	002WN5		6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1		Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	0	1	0	1	0	2	0	0	0	0	0	0	0	0	2	1	Administrative Assistant 5
Administrative Assistant 5	002WN5	PAT	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Administrative Assistant 5
Clerical Assistant 1	003LD1	сомот	6	0	0	7	1	0	2	0	10	0	0	1	0	0	0	0	1	11	9	Clerical Assistant 1
Clerical Assistant 2	003LD2	сомот	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Clerical Assistant 2
Clerical Assistant 2	003LD2	сомот	6	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	3	3	Clerical Assistant 2
Clerical Assistant 2	003LD2	сомот	6	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	Clerical Assistant 2
Clerical Assistant 2	003LD2	сомот	6	0	1	3	0	0	9	0	13	0	0	1	0	0	0	0	1	14	5	Clerical Assistant 2
Clerical Assistant 2	003LD2		6	0	0	2	0	0	2	0	4	0	0	0	0	0	0	0	0	4		Clerical Assistant 2
	003LD2		6	0	0	2	0	0	1	0	3	0	0	0	0	0	0	0	0	3		Clerical Assistant 2
Clerical Assistant 2		сомот	6	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	Clerical Assistant 2
Clerical Assistant 2 Clerical Assistant 2	003LD2																					
Clerical Assistant 2	003LD2																					
Clerical Assistant 2 WORKFORCE TOTAL	003LD2			4	20	73	12		450	4	563	1	15	11	5	0	166	2	200	763	147	
Clerical Assistant 2	003LD2			4 0.52%	20 2.62% A	73 9.57% B				4 0.52% T	563 73.79% Female Total	1 0.13%	15 1.97% A	11 1.44% B	5 0.66% H	0 0.00% P	166 21.76% W	2 0.26% T	200 26.21% Male Total	763 100.00% Grand Total	147 19.27% People of Color Total	

Department Analysis

									DEP/	ARTN	IENT .	ANAL	YSIS	3					
LOCATION / DEPARTMENT				FEMAL				Female Total				MALE				Male Total	Grand Total	People of Color Total	LOCATION / DEPARTMENT
LOCATION / DEPARTMENT	- 1	A	В	Н	P	W	Т		- 1	A	В	Н	P	W	Т	Male Iotal		reopie of Color Total	LOCATION / DEPARTMENT
DOH - AC - Clerical Support	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	DOH - AC - Clerical Support
DOH - AC Survey - ICF/IID	0	0	0	0	0	8	0	8	0	0	0	0	0	6	0	6	14	0	DOH - AC Survey - ICF/IID
DOH - Adminstrative Services	0	0	0	0	0	3	0	3	0	0	0	0	0	2	0	2	5	0	DOH - Adminstrative Services
DOH - BT/Clin Micro & Env Vir	0	0	0	0	0	5	0	5	0	0	0	0	0	5	0	5	10	0	DOH - BT/Clin Micro & Env Vir
DOH - Chemistry Laboratories	0	3	0	0	0	8	0	11	0	5	0	0	0	8	0	13	24	8	DOH - Chemistry Laboratories
DOH - Child Fatality Rev/Prev	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	DOH - Child Fatality Rev/Prev
DOH - Children's Spec Hlth Car	0	0	11	1	0	10	0	22	0	0	1	0	0	0	0	1	23	13	DOH - Children's Spec HIth Car
DOH - Chronic Disease/PC/RH	0	0	1	0	0	11	0	12	0	1	0	0	0	2	0	3	15	2	DOH - Chronic Disease/PC/RH
DOH - Clinical Microbiology	0	2	0	0	0	4	1	7	0	0	0	0	0	1	0	1	8	3	DOH - Clinical Microbiology
DOH - Cntr for Deaf & HH Educ	0	0	1	3	0	14	0	18	0	0	0	0	0	0	0	0	18	4	DOH - Cntr for Deaf & HH Educ
DOH - Complaint & Incident Prg	0	0	1	0	0	3	0	4	0	0	0	0	0	0	0	0	4	1	DOH - Complaint & Incident Prg
DOH - Cons Svc & HC Reg Comm	0	0	0	1	0	1	0	2	0	0	0	0	0	1	0	1	3	1	DOH - Cons Svc & HC Reg Comm
DOH - Emergency Preparedness	1	0	0	0	0	18	0	19	1	0	0	0	0	11	0	12	31	2	DOH - Emergency Preparedness
DOH - Environmental Microbiolo	0	1	2	0	0	8	0	11	0	0	0	0	0	7	0	7	18	3	DOH - Environmental Microbiolo
DOH - Environmental Public HIt	0	0	0	0	0	7	0	7	0	0	0	0	0	18	0	18	25	0	DOH - Environmental Public HIt
DOH - Epidemiology Res (ERC)	0	1	2	0	0	32	0	35	0	0	0	0	0	4	0	4	39	3	DOH - Epidemiology Res (ERC)
DOH - Finance	0	0	4	0	0	17	1	22	0	0	2	2	0	9	0	13	35	9	DOH - Finance
DOH - Food Protection	0	1	0	0	0	7	0	8	0	0	0	0	0	3	0	3	11	1	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	1	0	0	5	0	6	6	1	DOH - Health Care Eng & Meas
DOH - HIV/STD	0	0	7	1	0	24	1	33	0	2	2	2	0	21	1	28	61	16	DOH - HIV/STD
DOH - Home & Comm-Based Care	0	0	3	1	0	26	0	30	0	0	0	0	0	0	0	0	30	4	DOH - Home & Comm-Based Care
DOH - Immunization	1	0	2	0	0	20	0	23	0	0	0	0	0	2	0	2	25	3	DOH - Immunization
DOH - IN Lead & Healthy Homes	1	0	1	0	0	4	0	6	0	0	0	0	0	2	0	2	8	2	DOH - IN Lead & Healthy Homes
DOH - IN Tobacco Prevention	0	0	1	0	0	8	0	9	0	0	0	0	0	2	0	2	11	1	DOH - IN Tobacco Prevention
DOH - Laboratory Admin	0	1	1	0	0	2	0	4	0	0	0	0	0	2	0	2	6	2	DOH - Laboratory Admin
DOH - Legal Affairs	0	0	0	0	0	8	0	8	0	0	0	0	0	3	0	3	11	0	DOH - Legal Affairs
DOH - Local Hith Dept Outreach	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	DOH - Local Hith 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	3	0	0	8	0	12	0	0	0	0	0	0	0	0	12	4	DOH - LTC Enforcement
DOH - LTC Nursing Home Survey	0	0	2	3	0	88	1	94	0	0	0	0	0	6	0	6	100	6	DOH - LTC Nursing Home Survey
DOH - LTC Survey - Admin	0	0	1	0	0	3	0	4	0	0	0	0	0	1	0	1	5	1	DOH - LTC Survey - Admin
DOH - LTC Survey - Life Safety	0	0	0	0	0	1	0	1	0	0	0	0	0	7	0	7	8	0	DOH - LTC Survey - Life Safety
DOH - Maternal & Child Health	0	2	7	1	0	12	0	22	0	0	0	0	0	0	0	0	22	10	DOH - Maternal & Child Health
DOH - Minority Health	0	0	2	0	0	0	0	2	0	0	1	0	0	0	0	1	3	3	DOH - Minority Health
DOH - Millority 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 - 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 Public Affairs DOH - Office of Tech & Complia	0	1	3	0	0	4	0	8	0	6	3	1	0	8	0	18	26	14	DOH - Office of Public Affairs DOH - Office of Tech & Complia
DOH - Office of Tech & Compile DOH - Office Of The Comm	0	0	1	0	0	5	0	6	0	0	0	0	0	1	0	18	7	14	DOH - Office of Tech & Compila
DOH - Office Of The Comm DOH - Program Performance & De	0	0	5	0	0	11	0	16	0	0	0	0	0	0	0	0	16	5	DOH - Office Of The Comm DOH - Program Performance & De
		0	0	0	0	2	0	2	0	0	-	0	0	0	0	0	2	0	
DOH - Public Health Performanc	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0	DOH - Public Health Performanc
DOH - Survey Support/Guidance		-	-					-	-	-	-	0	0		_	3	6		DOH - Survey Support/Guidance
DOH - Trauma & Injury Preventi	0	1	0	0	0	2	0	3	0	0	0	-	-	3	0	-		1	DOH - Trauma & Injury Preventi
DOH - Virology	0	2	0	0	0	3	0	5	0	0	0	0	0	3	0	3	8	2	DOH - Virology
DOH - Vital Records	0	3	10	0	0	10	0	23	0	0	1	0	0	0	0	2	24	14	DOH - Vital Records
DOH - Women Infants & Children	1	0	1	1	0	14	0	17	0	0	0	0	0	2	0		19	3	DOH - Women Infants & Children
DOH - Women's Health	0	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	2	2	DOH - Women's Health
DOH -Acute & Continuing Care	0	0	0	0	0	13	0	13	0	1	0	0	0	6	0	7	20	1	DOH -Acute & Continuing Care
DOH-Office of Data & Analytics	0	0	0	0	0	3	0	3	0	0	0	0	0	3	1	4	7	1	DOH-Office of Data & Analytics
DOH-Radiology and Weights&Meas	0	0	0	0	0	5	0	5	0	0	0	0	0	8	0	8	13	0	DOH-Radiology and Weights&Meas
DEPARTMENT TOTAL	4	20	73	12	0	450	4	563	1	15	11	5	0	166	2	200	763	147	
% TOTAL	0.52%	2.62%	9.57%	1.57%	0.00%	58.98%	0.52%	73.79%	0.13%	1.97%	1.44%	0.66%	0.00	% 21.76%	0.26%	26.21%	100.00%	19.27%	
	- 1	Α	В	Н	Р	W	T	Female Total	- 1	Α	В	Н	Р	W	Т	Male Total	Grand Total	People of Color Total	

Job Group Analysis

Administrators & Executives		Job	Group #:	1																	
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE				ı	EMAL	*			Female Total				MALE:	+			Male Total	Grand Total	People of Color Total
	· ·			1	A	В	Н	Р	W	Т		_	A	В	Н	Р	W	Т			•
Agency Head	DOH - Office Of The Comm	00EXAH	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Broad Band Executive	DOH - Vital Records	00EXBB	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Broad Band Executive	DOH-Office of Data & Analytics	00EXBB	ESM	0	0	0	0	0	1	0	1	0	0	1	0	0	0	0	1	2	1
Broad Band Executive	DOH - Office Of The Comm	00EXBB	ESM		0	0		0	1	0	1	0	0	0	0	0	0	0	0	1	0
Broad Band Executive	DOH - Finance	00EXBB	ESM	0	0	0	0	0	3	0	3	0	0	0	0	0	5	0	5	8	0
Broad Band Executive	DOH -Acute & Continuing Care	00EXBB	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Broad Band Executive	DOH - Maternal & Child Health	00EXBB	ESM	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Broad Band Executive	DOH - Office Of Public Affairs	00EXBB	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Broad Band Executive	DOH - Home & Comm-Based Care	00EXBB	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Broad Band Executive	DOH - Immunization	00EXBB	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Broad Band Executive	DOH - Long-Term Care (LTC)	00EXBB	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Broad Band Executive	DOH - Emergency Preparedness	00EXBB	ESM	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0
Broad Band Executive	DOH - Trauma & Injury Preventi	00EXBB	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Broad Band Executive	DOH - Laboratory Admin	00EXBB	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Broad Band Executive	DOH - IN Tobacco Prevention	00EXBB	ESM	0	0	1	0	0	1	0	2	0	0	0	0	0	1	0	1	3	1
Broad Band Executive	DOH - HIV/STD	00EXBB	ESM	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0	1	2	2
Chief Financial Officer	DOH - Finance	00EXCF	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0
Chief of Staff	DOH - Office Of The Comm	00EXCS	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	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	1	0
Department Director	DOH-Office of Data & Analytics	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Nutrition & Physical Act	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Emergency Preparedness	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Epidemiology Res (ERC)	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Program Performance & De	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Chronic Disease/PC/RH	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Environmental Public HIt	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - IN Tobacco Prevention	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Women Infants & Children	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - IN Lead & Healthy Homes	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Immunization	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Child Fatality Rev/Prev	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Children's Spec Hlth Car	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Vital Records	00EXDT	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Department Director	DOH-Radiology and Weights&Meas	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Food Protection	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Trauma & Injury Preventi	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Cons Svc & HC Reg Comm	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Local Hith Dept Outreach	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - HIV/STD	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - LTC Survey - Admin	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH -Acute & Continuing Care	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Department Director	DOH - Women's Health	00EXDT	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Department Director	DOH - Cntr for Deaf & HH Educ	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Home & Comm-Based Care	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Minority Health	00EXDT	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Department Director	DOH - Public Health Performanc	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Department Director	DOH - Maternal & Child Health	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Deputy Director/Commissioner	DOH - Health & Human Services	00EXDC	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Deputy Director/Commissioner	DOH - Epidemiology Res (ERC)	00EXDC	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Deputy Director/Commissioner	DOH - Cons Svc & HC Reg Comm	00EXDC	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Deputy Director/Commissioner	DOH - Office Of The Comm	00EXDC	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Deputy Director/Commissioner	DOH - Laboratory Admin	00EXDC	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Epidemiologist Dir	DOH - Epidemiology Res (ERC)	00EXED	ESM	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	10	0
Epidemiologist Dir	DOH - Maternal & Child Health	00EXED	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Epidemiologist Dir	DOH - HIV/STD	00EXED	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0
General Counsel	DOH - Legal Affairs	00EXGC	ESM	0	0	0	0	0	1	0	1	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	0	0	1	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	1	0
Laboratory Div Dir E6	DOH - Virology	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Laboratory Div Dir E6	DOH - Environmental Microbiolo	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	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	0	1	0	1	1	0
Legislative Director	DOH - Office Of The Comm	00EXLD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Med D E1-Cl Sr	DOH - Office Of The Comm	00EFX1	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
				, ,	+ -		, J		-	-	1	U	0	U	U	J	U	U	U	1	U
		DEPART	MENT TOTAL	0	2	7	0	0	48	0	57	0	1	1	1	0	29	0	32	89	12
				0.00%	_	_		_	53.93%		64.04%	0.00%	1.12%		_	0.00%	32.58%	0.00%	35.96%	100.00%	13.48
			% TOTAL	0.00%	2.23%	1.0170	0.00%	0.00%	100.00%	10.0076	04.04%	U.UU76	1 1.1270		1.1470	0.00%	1 32.30%	10.00%			13.48

JOB TITLE Accountant 1	LOCATION / DEPARTMENT	JOB CODE	JOB FAM				EMALE		w	-	Female Total				MALE*				Male Total	Grand Total	People of Color Tota
						В	н	P					Α	В	н	P	w	T			Toopic or color rota
	DOH - Finance	002RA1	PAT	0	0	3	0	0	5	0	8	0	1	0	0	0	1	1	3	11	5
Accountant 2	DOH - Finance	002RA2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Accountant 3	DOH - Finance	002RA3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Appl Syst Analyst/Prog Int	DOH - Office of Tech & Complia	001BC2	PAT	0	0	1	0	0	1	0	2	0	1	0	0	0	0	1	2	4	3
Appl Syst Analyst/Prog Manager	DOH - Office of Tech & Complia	00EAK6	PAT PAT	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	1
Appl Syst Analyst/Prog Senior	DOH - Office of Tech & Complia DOH - Office of Tech & Complia	001BC1 001BB1	PAT	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	2	1
Appl Syst Analyst/Prog SpecIst Application Developer - Int	DOH - Office of Tech & Complia	001BB1	PAT	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1
Application Developer - Senior	DOH - Office of Tech & Complia	001BA3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0
Attorney E5	DOH - Legal Affairs	00E0A5	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	0
Attorney E7	DOH - Legal Affairs	00E0A7	ESM	0	0	0	0	0	4	0	4	0	0	0	0	0	1	0	1	5	0
Business Administrator 2	DOH - Women Infants & Children	002TC2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Business Administrator 3	DOH - Women Infants & Children	002TC3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Business Systems Cnslt Int	DOH - Office of Tech & Complia	001BD2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Business Systems Cnslt Senior	DOH - Office of Tech & Complia	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	0	0	1	1	1	1
Data Architect	DOH - Office of Tech & Complia	001BQ1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Database Analyst Senior	DOH - Office of Tech & Complia	001BF1	PAT	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1
Grant Coordinator 1	DOH - Finance	002TF1	PAT	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 and Weights&Meas	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 & Complia	OOEAN6	ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1
IT Project Manager Int IT Project Manager Senior	DOH - Office of Tech & Complia DOH - Office of Tech & Complia	00EAU7 00EAU6	ESM ESM	0	0	0	0	0	0	0	3	0	0	0	0	0	1	0	1	4	2
Legal Analyst 3	DOH - Unice of Tech & Compila DOH - Legal Affairs	001VA3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Program Coordinator 3	DOH - Complaint & Incident Prg	001VA3	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 - Program Performance & De	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	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Program Coordinator 3	DOH - Vital Records	002WM3	PAT	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	3	3
Program Coordinator 3	DOH - Adminstrative 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	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 Hlth Car	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
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 Program Director 1	DOH - IN Tobacco Prevention DOH - Local HIth 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	0	0	0	1	0
Program Director 1	DOH - Emergency Preparedness	002WM1	PAT	1	0	0	0	0	9	0	10	0	0	0	0	0	6	0	7	3 17	0 2
Program Director 1	DOH - Women's Health	002WM1	PAT	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 1	DOH - Maternal & Child Health	002WM1	PAT	0	0	0	1	0	0	0	1	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 - Program Performance & De	002WM1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 1	DOH - Children's Spec HIth 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 - Public Health Performanc	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director 1	DOH - Chronic Disease/PC/RH	002WM1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Program Director 1	DOH - Adminstrative Services	002WM1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
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 - IN Lead & Healthy Homes	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director 1	DOH - Finance	002WM1	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0
Program Director 2 Program Director 2	DOH - Home & Comm-Based Care	002WM2 002WM2	PAT	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Program Director 2	DOH - Women Infants & Children DOH - LTC Enforcement	002WM2	PAT	0	0	0	0	0	2	0	0	0	0	0	0	0	1	0	1	1	0
Program Director 2	DOH - Vital Records	002WM2	PAT	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0
Program Director E7	DOH - Maternal & Child Health	002WW2	ESM	0	2	2	0	0	1	0	5	0	0	0	0	0	0	0	0	5	4
Program Director E7	DOH - Finance	00EUE7	ESM	0	0	1	0	0	2	1	4	0	1	0	0	0	1	0	2	6	3
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	3	0	5	0	0	0	0	0	0	0	0	5	2
Program Director E7	DOH - Chronic Disease/PC/RH	00EUE7	ESM	0	0	0	0	0	3	0	3	0	0	0	1	0	0	0	1	4	1
Program Director E7	DOH-Office of Data & Analytics	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	2	0	2	0	0	0	0	0	0	0	0	2	0
Program Director E7	DOH - Laboratory Admin	00EUE7	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Program Director E7	DOH - HIV/STD	00EUE7	ESM	0	0	1	0	0	3	0	4	0	1	1	1	0	4	0	7	11	4
Program Director E7	DOH - Program Performance & De	00EUE7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Program Director E7	DOH - Immunization	00EUE7	ESM	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0
Program Director E7	DOH - Emergency Preparedness	00EUE7	ESM	0	0	0	0	0	3	0	3	0	0	0	0	0	2	0	2	5	0
Program Director E7 Senior Quality Assurance AnIst	DOH - Adminstrative Services	00EUE7	ESM	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0
State Program Director E5	DOH - Office of Tech & Complia DOH - HIV/STD	001BL1 00EUE5	PAT ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0	3	3	1
State Program Director E5	DOH - HIV/STD DOH - Cntr for Deaf & HH Educ	00EUE5	ESM	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0
State Program Director E6	DOH - Emergency Preparedness	00EUES	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	3	0	3	4	0
State Program Director E6	DOH - Trauma & Injury Preventi	00EUE6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
State Program Director E6	DOH - Maternal & Child Health	00EUE6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
State Program Director E6	DOH - Epidemiology Res (ERC)	00EUE6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
State Program Director E6	DOH - HIV/STD	00EUE6	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	4	0
State Program Director E6	DOH - Children's Spec Hlth Car	00EUE6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
State Program Director E6	DOH - Nutrition & Physical Act	00EUE6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
State Program Director E6	DOH - Chronic Disease/PC/RH	00EUE6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
				_																	
		DEPART	MENT TOTAL	3	4	22	1	0	91	1	122	1	6	1	7	0	37	3	55	177	49

Medical & Health Services		la!	b Group #:	9																	
				3			FEMALE	*							MALE*						
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	1	Α	В	Н	P	W	Т	Female Total		Α	В	Н	Р	w	Т	Male Total	Grand Total	People of Color Tota
Audiologist	DOH - Cntr for Deaf & HH Educ	002FK3	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Chief Nurse Consultant	DOH - Maternal & Child Health	001QE2	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0
Chief Nurse Consultant	DOH - Immunization	001QE2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	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	3	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	2	0
Education Consultant E7	DOH - Cntr for Deaf & HH Educ	00EHE7	ESM	0	0	0	0	0	6	0	6	0	0	0	0	0	0	0	0	6	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	2	0
Industrial Hygienist 2	DOH - Environmental Public HIt	001NA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0
Medical Surveyor 3	DOH - Home & Comm-Based Care	001TB3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Medical Surveyor 3	DOH - LTC Nursing Home Survey	001TB3	PAT	0	0	0	0	0	5	1	6	0	0	0	0	0	0	0	0	6	1
Medical Surveyor 3	DOH - LTC Survey - Life Safety	001TB3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	7	0	7	7	0
Medical Surveyor 3	DOH -Acute & Continuing Care	001TB3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	3	0
Medical Surveyor 3	DOH - Survey Support/Guidance	001TB3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Medical Surveyor 3	DOH - Complaint & Incident Prg	001TB3	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Medical Surveyor 3	DOH - AC Survey - ICF/IID	001TB3	PAT	0	0	0	0	0	7	0	7	0	0	0	0	0	5	0	5	12	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	1	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	1	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	1	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	6	1
Nutritionist 2	DOH - Women Infants & Children	001QK2	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	0	0	0	4	0
Public Health Administrator 1	DOH - Food Protection	001QT1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Public Health Administrator 1	DOH - Minority Health	001QT1	PAT	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1
Public Health Administrator 1	DOH - Epidemiology Res (ERC)	001QT1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
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	4	0
Public Health Administrator 1	DOH - IN Tobacco Prevention	001QT1	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	4	0
Public Health Administrator 1	DOH - Environmental Public HIt	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Public Health Administrator 1	DOH - Chronic Disease/PC/RH	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Public Health Administrator 1	DOH - Maternal & Child Health	001QT1	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Public Health Administrator 1	DOH - Immunization	001QT1	PAT	0	0	0	0	0	8	0	8	0	0	0	0	0	0	0	0	8	0
Public Health Administrator 1	DOH - HIV/STD	001QT1	PAT	0	0	2	0	0	7	1	10	0	0	0	0	0	3	2	5	15	5
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	2	0
Public Health Administrator 1	DOH - Trauma & Injury Preventi	001QT1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Public Health Administrator 2	DOH - Maternal & Child Health	001QT2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Public Health Administrator 2	DOH - LTC Enforcement	001QT2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Public Health Administrator 2	DOH - HIV/STD	001QT2	PAT	0	0	1	0	0	3	0	4	0	0	0	1	0	3	0	4	8	2
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
Public Health Investigator 2	DOH - HIV/STD	001Q12	PAT	0	0	1	0	0	2	0	3				0	0	2		2	5	1
Public Health Nurse Surveyor	DOH - Acute & Continuing Care	001TA2	PAT	0	0	0	0	0	10	0	10	0	0	0	1	0	1	0	2	12	1
Public Health Nurse Surveyor	DOH - Survey Support/Guidance	001TC3	PAT	0	0	0	0	0	2	0	2								0	2	
Public Health Nurse Surveyor	DOH - LTC Nursing Home Survey	001TC3	PAT	0	0	2	3	0	73	0	78	0	0	0	0	0	6	0	6	84	0
Public Health Nurse Surveyor	DOH - Program Performance & De	001TC3	PAT	0	0	0	0	0	5	0	78 5	0	0	0	0	0	0	0	0	5	0
Public Health Nurse Surveyor	DOH - Frogram Performance & De	001TC3	PAT	0	0	0	1	0	15	0	16	0	0	0	0	0		0	0		1
Public Health Nurse Surveyor	DOH - AC Survey - ICF/IID	001TC3	PAT	0	0	0	0	0	1	0		0		0	0	0	0	0		16	0
Public Health Nurse Surveyor	DOH - AC Survey - Admin	001TC3	PAT	0	0	0	0	0	1	0	1		0		-		0		0	1	
Public HIth Nurse Surveyor S5	DOH - Home & Comm-Based Care	001TC5	SAMPAT	0	0	0	0	0	5	0	5	0	0	0	0	0	0	0	0	5	0
Public Hith Nurse Surveyor S5 Public Hith Nurse Surveyor S5	DOH - Home & Commissased Care DOH - LTC Nursing Home Survey	006TC5	SAMPAT	0	0	0	0	0	10	0		0	0	0	0	0	0	0		-	-
Public Hith Nurse Surveyor S5 Public Hith Nurse Surveyor S5	DOH - Clic Nursing Home Survey DOH - Complaint & Incident Prg	006TC5	SAMPAT	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	10	0
Public Hith Nurse Surveyor S5 Public Hith Nurse Surveyor S5	DOH - Complaint & incident Frg DOH - Program Performance & De	006TC5	SAMPAT	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	1	0
•	-				0	0	0	0		0	2	0	0	0	0	0	0	0	0	2	0
Public Hith Nurse Surveyor S5	DOH -Acute & Continuing Care	006TC5 002AB1	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
School Psychologist 1	DOH - Cntr for Deaf & HH Educ			0	0		0	0			1	0	0	0	0	0	0	0	0	1	0
Speech Pathologist 3	DOH - Cntr for Deaf & HH Educ	002FG3	PAT	U	U	0	U	U	1	0	1	0	0	0	0	0	0	0	0	1	0
		DEDAG	TMENT TOTAL																		
		DEPAR	IMENI TOTAL	0	0	14	4	0	209	2	229	0	1	0	2	0	38	2	43	272	25
			% TOTAL	0.00%	0.00%	5.15%	1.47%	0.00%	76.84%	0.74%	84.19%	0.00%	0.37%	0.00%	0.74%	0.00%	13.97%	0.74%	15.81%	100.00%	9.1
				1	Α	В	Н	P	W	T	Female Total	1	A	В	Н	Р	W	T	Male Total	Grand Total	People of Color Total

							J	OB GR	OUP AI	NALYS	IS										
Health Science Professionals			b Group #:	4			FEMALE								MALE ⁴						
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	-	A	В	FEMALE H	.T P	w	т	Female Total		A	В	MALE.	P	w	т	Male Total	Grand Total	People of Color Total
Chemist 1	DOH - Laboratory Admin	001IB1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Chemist 1	DOH - Chemistry Laboratories	001IB1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Chemist 2	DOH - Chemistry Laboratories	001IB2	PAT	0	3	0	0	0	4	0	7	0	0	0	2	0	6	0	8	15	5
Chemist 3	DOH - Chemistry Laboratories	001IB3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Chemist Supv 3	DOH - Chemistry Laboratories	006IB3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	3	0	1	0	4	5	3
Environmental Engineer 2	DOH - Environmental Public HIt	001D02	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Environmental Engineer 3	DOH - Health Care Eng & Meas	001D03	PAT	0	0	0	0	0	0	0	0	0	1	0	0	0	3	0	4	4	1
Environmental Engineer 3	DOH - Environmental Public HIt	001D03	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	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
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
Environmental Engineer 1	DOH - Environmental Public HIt	001D01	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Environmental Scientist 3	DOH - IN Lead & Healthy Homes	001LS3	PAT	0	0	1	0	0	2	0	3	0	0	0	0	0	0	0	0	3	1
Environmental Scientist 3	DOH - Environmental Public HIt	001LS3	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	8	0	8	12	0
Environmental Scientist 3	DOH-Radiology and Weights&Meas	001LS3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Environmental Manager 2	DOH - Environmental Public HIt	001LS2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Environmental Manager 2	DOH - IN Lead & Healthy Homes	001LS2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Epidemiologist 1	DOH - Immunization	001FR1	PAT	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Epidemiologist 1	DOH - Epidemiology Res (ERC)	001FR1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Epidemiologist E6	DOH - HIV/STD	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Epidemiologist E6	DOH - Epidemiology Res (ERC)	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Epidemiologist E6	DOH - Vital Records	00EFR6	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Epidemiologist E6	DOH - Maternal & Child Health	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Epidemiologist E7	DOH - Epidemiology Res (ERC)	00EFR7	ESM	0	1	1	0	0	13	0	15	0	0	0	0	0	2	0	2	17	2
Epidemiologist E7	DOH - Vital Records	00EFR7	ESM	0	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	2	2
Epidemiologist E7	DOH - Chronic Disease/PC/RH	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Epidemiologist E7	DOH - Minority Health	00EFR7	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Epidemiologist E7	DOH - Trauma & Injury Preventi	00EFR7	ESM	0	1	0	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Epidemiologist E7	DOH - HIV/STD	00EFR7	ESM	0	0	1	0	0	4	0	5	0	0	0	0	0	1	0	1	6	1
Epidemiologist E7	DOH-Office of Data & Analytics	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	0
Epidemiologist E7	DOH - Maternal & Child Health	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Epidemiologist E7	DOH - IN Tobacco Prevention	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Epidemiologist E7	DOH - Women Infants & Children	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Fluoridation Consultant	DOH - Environmental Public Hlt	001LK3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Food Scientist 2	DOH - Food Protection	001NE2	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	3	0	3	7	0
Food Scientist Sup 4	DOH - Food Protection	006NE4	SAMPAT	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
General Sanitarian Sup 4	DOH - Environmental Public HIt	006NF4	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Metrologist 1	DOH-Radiology and Weights&Meas	001IH1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Micro-Biologist 2	DOH - Virology	001LB2	PAT	0	1	0	0	0	3	0	4	0	0	0	0	0	1	0	1	5	1
Micro-Biologist 2	DOH - BT/Clin Micro & Env Vir	001LB2	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	4	0
Micro-Biologist 2	DOH - Environmental Microbiolo	001LB2	PAT	0	1	0	0	0	5	0	6	0	0	0	0	0	4	0	4	10	1
Micro-Biologist 2	DOH - Clinical Microbiology	001LB2	PAT	0	2	0	0	0	4	0	6	0	0	0	0	0	1	0	1	7	2
Micro-Biologist Sup 3	DOH - Virology	006LB3	SAMPAT	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	1	2	1
Micro-Biologist Sup 3	DOH - Environmental Microbiolo	006LB3	SAMPAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Micro-Biologist Sup 3	DOH - BT/Clin Micro & Env Vir	006LB3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Senior Environment Manager	DOH - Environmental Public HIt	001LS1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Weights & Measures Inspector 3	DOH-Radiology and Weights&Meas	001IL3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	5	0	5	6	0
Weights & Measures Manager E7	DOH-Radiology and Weights&Meas	00EIL7	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
		1			<u> </u>	-			<u> </u>	<u> </u>						-	-	-			
		DEPAR	TMENT TOTAL	1	12	6	0	0	66	0	85	0	1	0	5	0	55	0	61	146	25
				0.68%	8.229	4.11%	0.00%	0.00%	45.21%	0.00%	58.22%	0.00%	0.68%	0.00%	3.42%	0.00%	37.67%	0.00%	41.78%	100.00%	17.12
			% TOTAL	0.00%	0.22%	4.1170	0.00%	3.00%	40.2170	0.00%	36.22%	0.00%	0.00%	0.00%	3.42%	0.00%	37.07%	0.00%	41.70%	100.00%	17.12

								JO	B GRO	UP AN	ALYSIS										
Technicians		Jol	b Group #:	5																	
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	IOR FAM			F	EMALE:	t .			Female Total				MALE:	•			Male Total	Grand Total	People of Color Total
JOD IIILL	LOCATION / DEPARTMENT	JOB GODE	JOB I AM	- 1	Α	В	Н	P	W	Т	Tomale Total	- 1	Α	В	Н	P	W	T	maie iotai	diana iotai	reopie of color rotal
Electronics Tech 1	DOH - BT/Clin Micro & Env Vir	004GA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
Laboratory Tech 1	DOH - Clinical Microbiology	003BD1	COMOT	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1
Laboratory Tech 1	DOH - Chemistry Laboratories	003BD1	COMOT	0	0	0	0	0	0	0	0	0	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	0	1	0	1	1	0
Laboratory Tech 1	DOH - Environmental Microbiolo	003BD1	COMOT	0	0	2	0	0	0	0	2	0	0	0	0	0	1	0	1	3	2
Laboratory Tech 2	DOH - Environmental Microbiolo	003BD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0
Warehouse Foreman 1	DOH - Adminstrative Services	004NA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0
		DEPAR	TMENT TOTAL	0	0	2	0	0	1	1	4	0	0	0	0	0	5	0	5	9	3
		% TOTAL	0.00%	0.00%	22.22%	0.00%	0.00%	11.11%	11.11%	44.44%	0.00%	0.00%	0.00%	0.00%	0.00%	55.56%	0.00%	55.56%	100.00%	33.339	
				- 1	A	В	Н	P	W	T	Female Total	- 1	A	В	Н	P	W	T	Male Total	Grand Total	People of Color Total

								JOB (ROUP.	ANAL	/SIS										
Adminstrative Support		Jo	b Group #:	6																	
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM				FEMALE	*			Female Total				MALE*				Male Total	Grand Total	People of Color Total
					A	В	H	P	W	T			A	В	H	P	W	T			
Administrative Assistant 1	DOH - Office Of The Comm	002WN1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 2	DOH - IN Tobacco Prevention	002WN2		0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 3	DOH - Cons Svc & HC Reg Comm	002WN3	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 3	DOH - Cntr for Deaf & HH Educ	002WN3	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 3	DOH - Health & Human Services	002WN3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 3	DOH - Women Infants & Children	002WN3	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 3	DOH - Laboratory Admin	002WN3	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 4	DOH - Emergency Preparedness	002WN4	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 4	DOH - Cntr for Deaf & HH Educ	002WN4	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 4	DOH - Program Performance & De	002WN4	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - Epidemiology Res (ERC)	002WN5	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
Administrative Assistant 5	DOH - Children's Spec Hlth Car	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH - Chronic Disease/PC/RH	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - LTC Survey - Admin	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH-Radiology and Weights&Meas	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - HIV/STD	002WN5	PAT	0	0	0	1	0	1	0	2	0	0	0	0	0	2	0	2	4	1
Administrative Assistant 5	DOH - Maternal & Child Health	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH - Program Performance & De	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH - LTC Enforcement	002WN5	PAT	0	1	0	0	0	3	0	4	0	0	0	0	0	0	0	0	4	1
Administrative Assistant 5	DOH - Vital Records	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - Immunization	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - Cntr for Deaf & HH Educ	002WN5	PAT	0	0	0	1	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Administrative Assistant 5	DOH -Acute & Continuing Care	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Clerical Assistant 1	DOH - Children's Spec HIth Car	003LD1	COMOT	0	0	7	1	0	2	0	10	0	1	0	0	0	0	0	1	11	9
Clerical Assistant 2	DOH - Adminstrative Services	003LD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Clerical Assistant 2	DOH - Program Performance & De	003LD2	COMOT	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	3	3
Clerical Assistant 2	DOH - LTC Survey - Admin	003LD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0
Clerical Assistant 2	DOH - Vital Records	003LD2	COMOT	0	1	3	0	0	9	0	13	0	1	0	0	0	0	0	1	14	5
Clerical Assistant 2	DOH - LTC Enforcement	003LD2	COMOT	0	0	2	0	0	2	0	4	0	0	0	0	0	0	0	0	4	2
Clerical Assistant 2	DOH - Home & Comm-Based Care	003LD2	сомот	0	0	2	0	0	1	0	3	0	0	0	0	0	0	0	0	3	2
Clerical Assistant 2	DOH - AC - Clerical Support	003LD2	COMOT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0
											2	-	-	3	- 3	,	,	,			
		DEPAR	RTMENT TOTAL	0	2	22	7	0	35	0	66	0	2	0	0	0	2	0	4	70	33
			% TOTAL	0.00%	2.86%	31.43%	10.00%	0.00%	50.00%	0.00%	94.29%	0.00%	2.86%	0.00%	0.00%	0.00%	2.86%	0.00%	5.71%	100.00%	47.149
			N TO THE	- 1	А	В	н	Р	W	Т	Female Total	- 1	A	В	Н	Р	W	Т	Male Total	Grand Total	People of Color Total

Veterans & People with Disabilities

Self-Identified: Protected Veterans and People with Disabilities

	VEVRRA		APPLICANTS			HIRED			NUMBER OF EMP	PLOYEES	UTILIZ	ATION & BENC	HMARK
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	301	24	277	18	1	17	91	3	4	4.40%	5.50%	NO
2	Professionals	1175	79	1096	60	3	57	182	2	5	2.75%	5.50%	NO
3	Medical & Health Services	1633	39	1594	74	0	74	283	2	2	0.71%	5.50%	NO
4	Health Science Professionals	718	17	701	38	0	38	149	1	1	0.67%	5.50%	NO
5	Technicians	135	1	134	1	0	1	10	1	1	10.00%	5.50%	YES
6	Adminstrative Support	543	8	535	15	0	15	71	3	3	4.23%	5.50%	NO
	Total	4505	168	4337	206	4	202	786	12	16	2.04%		

* VEVRRA: 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 2022. 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.

P	eople with Disabilities		APPLICANTS			HIRED			NUMBER OF EMP	LOYEES	UTILIZAT	ION & UTILIZA	ATION 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	301	28	273	18	1	17	91	N/A	N/A	N/A	N/A	N/A
2	Professionals	1175	102	1073	60	6	54	182	N/A	N/A	N/A	N/A	N/A
3	Medical & Health Services	1633	138	1495	74	7	67	283	N/A	N/A	R/A	A7/A	R/A
4	Health Science Professionals	718	54	664	38	0	38	149	N/A	N/A	N/A	N/A	N/A
5	Technicians	135	9	126	1	0	1	10	N/A	N/A	R/A	A7/A	R/A
6	Adminstrative Support	543	49	494	15	1	14	71	N/A	N/A	N/A	N/A	N/A
	Total	4505	380	4125	206	15	191	786	N/A	1978	N/A	AND C	A-A

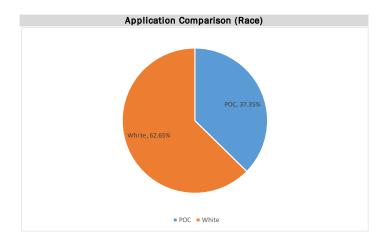
* People with Disabilities: The Agency has adopted the national percentage of veterans in the civilian labor force provided by the Office of Federal Contract Compliance Programs (OFCCP), currently at 7.00%, as its hiring benchmark for 2022. In its AAP update for APP period, the Agency will analyze its 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.

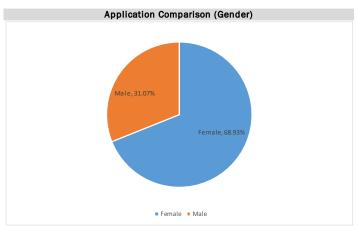
Staff Monitoring

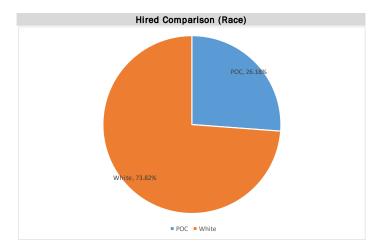
							ST	AFF N	VONI.	TORIN	NG									
	Job Group			F	EMALE*							MALE*				GENDE	R TOTAL	RACE TOT	AL	O 4 T-4-1
A	PPLICANTS	ı	Α	В	Н	Р	W	Т	I	Α	В	Н	Р	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	1	12	27	1	0	126	11	2	10	16	6	0	77	3	178	114	89	203	292
2	Professionals	3	33	154	25	0	394	19	1	43	74	23	0	333	13	628	487	388	727	1115
3	Medical & Health Services	1	42	281	52	1	811	47	1	24	51	12	0	180	13	1235	281	525	991	1516
4	Health Science Professionals	3	42	58	30	0	239	12	2	63	35	12	0	168	7	384	287	264	407	671
5	Technicians	0	10	26	2	0	39	8	0	8	8	0	0	25	2	85	43	64	64	128
6	Adminstrative Support	2	12	161	22	0	199	14	1	13	20	3	1	63	3	410	104	252	262	514
Number of Applicat	nts	10	151	707	132	1	1808	111	7	161	204	56	1	846	41	2920	1316	1582	2654	4236
% of Applicants		0.24%	3.56%	16.69%	3.12%	0.02%	42.68%	2.62%	0.17%	3.80%	4.82%	1.32%	0.02%	19.97%	0.97%	68.93%	31.07%	37.35%	62.65%	100.00%
																				<u>_</u>
	HIRES		Α	В	Н	P	W	Т		Α	В	Н	P	W	Т	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	1	0	0	0	8	0	0	0	0	2	0	6	1	9	9	4	14	18
2	Professionals	1	2	7	1	0	26	1	0	1	2	1	0	14	0	38	18	16	40	56
3	Medical & Health Services	0	1	6	3	0	44	0	0	1	1	1	0	10	0	54	13	13	54	67
4	Health Science Professionals	2	3	2	0	0	16	0	0	3	0	0	0	8	0	23	11	10	24	34
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1	1
6	Adminstrative Support	0	0	4	3	0	7	0	0	0	0	0	0	1	0	14	1	7	8	15
Number of Hires		3	7	19	7	0	101	1	0	5	3	4	0	40	1	138	53	50	141	191
% of Hires		1.57%	3.66%	9.95%	3.66%	0.00%	52.88%	0.52%	0.00%	2.62%	1.57%	2.09%	0.00%	20.94%	0.52%	72.25%	27.75%	26.18%	73.82%	100.00%
Hire Yields (Hires/	Applicants)	30.00%	4.64%	2.69%	5.30%	0.00%	5.59%	0.90%	0.00%	3.11%	1.47%	7.14%	0.00%	4.73%	2.44%	4.73%	4.03%	3.16%	5.31%	4.51%
PI	ROMOTIONS	I	A	В	Н	P	W	T	ı	A	В	Н	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	1	0	0	0	6	0	0	0	0	1	0	5	0	7	6	2	11	13
2	Professionals	0	1	2	0	0	9	0	0	1	0	0	0	3	0	12	4	4	12	16
3	Medical & Health Services	0	0	0	0	0	3	1	0	0	0	0	0	1	0	4	1	1	4	5
4	Health Science Professionals	0	0	0	0	0	4	0	0	2	0	0	0	4	0	4	6	2	8	10
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Adminstrative Support	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	1	1	2
Number of Promoti	ons	0	2	2	1	0	23	1	0	3	0	1	0	13	0	29	17	10	36	46
% of Promotions		0.00%	4.35%	4.35%	2.17%	0.00%	50.00%	2.17%	0.00%	6.52%	0.00%	2.17%	0.00%	28.26%	0.00%	63.04%	36.96%	21.74%	78.26%	100.00%
RI	ETIREMENTS		Α	В	Н	P	W	Т		Α	В	Н	Р	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	0	1	0	0	0	0	0	0	0	0	0	2	0	1	2	1	2	3
2	Professionals	0	0	1	0	0	4	0	0	1	0	0	0	3	0	5	4	2	7	9
3	Medical & Health Services	0	0	0	0	0	7	0	0	0	0	0	0	1	0	7	1	0	8	8
4	Health Science Professionals	0	0	0	0	0	0	0	0	1	0	0	0	3	0	0	4	1	3	4
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Adminstrative Support	0	0	2	0	0	8	0	0	0	0	0	0	0	0	10	0	2	8	10
Number of Retirem	ents	0	0	4	0	0	19	0	0	2	0	0	0	9	0	23	11	6	28	34
% of Retirements		0.00%	0.00%	11.76%	0.00%	0.00%	55.88%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	26.47%	0.00%	67.65%	32.35%	17.65%	82.35%	100.00%

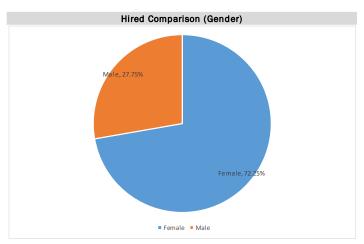
1	MINATIONS	ı	A	В	Н	P	W	T	- 1	A	В	Н	Р	W	T	Female	Male	People of Color	Non-POC	Total
	Administrators & Executives	0	0	0	0	0	6	0	0	0	0	1	0	5	0	6	6	1	11	12
2	Professionals	0	0	3	0	0	12	1	0	1	1	1	0	7	0	16	10	7	19	26
3	Medical & Health Services	0	1	8	2	0	37	1	0	0	2	0	0	7	0	49	9	14	44	58
4	Health Science Professionals	0	3	2	2	0	15	0	0	0	0	1	0	13	0	22	14	8	28	36
5	Technicians	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
6	Adminstrative Support	0	0	0	0	0	5	1	0	0	0	0	0	0	0	6	0	1	5	6
Number of All Term	ninations	0	4	13	4	0	76	3	0	1	3	3	0	32	0	100	39	31	108	139
% of All Terminatio	ins	0.00%	2.88%	9.35%	2.88%	0.00%	54.68%	2.16%	0.00%	0.72%	2.16%	2.16%	0.00%	23.02%	0.00%	71.94%	28.06%	22.30%	77.70%	100.00%
	TARY TERMINATIONS	ı	A	В	Н	P	W	T	I	A	В	Н	P	W	Т	Female	Male	People of Color		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	1	0	1	0	0	0	1	0	0	0	0	2	1	2	1	3
3	Medical & Health Services	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1	1
4	Health Science Professionals	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Adminstrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Invol. To		0	0	0	1	0	2	0	0	0	1	0	0	1	0	3	2	2	3	5
% of Invol. Termina	ations	0.00%	0.00%	0.00%	20.00%	0.00%	40.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	20.00%	0.00%	60.00%	40.00%	40.00%	60.00%	100.00%
INVOLU	NTARY DEMOTIONS	ı	A	В	Н	P	W	T	- 1	A	В	Н	P	W	Т	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 Science Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Adminstrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Invol. D	emotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% of Invol. Demotic	ons	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	DEMOTIONS	ı	Α	В	H	P	W	T	- 1	A	В	н	P	w	T	Female	Male	People of Color		Total
1	Administrators & Executives	0	0													· oiliaio	maio	reopie oi coloi	Non-POC	Iotai
			-	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	Non-POC	1
2	Professionals	0	0	0	0	0	0	0	0	0	0				0					
2 3	Professionals Medical & Health Services	0	-	_	_	-	_	-	-	-	-	0	0	1	_	0	1	0	1	1
		_	0	0	0	0	1	0	0	0	0	0	0	1	0	0	1	0	1 2	1 2
3	Medical & Health Services	0	0	0	0	0	1 0	0	0	0	0	0 0	0 0	1 1 0	0	0 1 0	1 1 0	0 0 0	1 2 0	1 2 0
3 4	Medical & Health Services Health Science Professionals	0	0 0	0 0	0 0	0 0	1 0 1	0 0	0 0	0 0	0 0	0 0 0	0 0 0	1 1 0 0	0 0	0 1 0 1	1 1 0 0	0 0 0	1 2 0 1	1 2 0 1
3 4 5	Medical & Health Services Health Science Professionals Technicians Adminstrative Support	0 0	0 0 0	0 0 0	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 0 0	0 0 0 0	1 1 0 0	0 0 0	0 1 0 1	1 1 0 0	0 0 0 0	1 2 0 1 0	1 2 0 1
3 4 5 6	Medical & Health Services Health Science Professionals Technicians Adminstrative Support	0 0 0	0 0 0 0	0 0 0 0	0 0 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	0 0 0 0 0	0 0 0 0 0	1 0 0 0	0 0 0 0	0 1 0 1 0 2	1 0 0 0 0	0 0 0 0 0	1 2 0 1 0	1 2 0 1 0 2
3 4 5 6 Number of Demotions	Medical & Health Services Health Science Professionals Technicians Adminstrative Support ons	0 0 0 0	0 0 0 0 0	0 0 0 0 1	0 0 0 0 0	0 0 0 0	1 0 1 0 1 3	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	1 0 0 0 0	0 0 0 0	0 1 0 1 0 2	1 0 0 0 0 0	0 0 0 0 0 0 1	1 2 0 1 0 1 5	1 2 0 1 0 2 6
3 4 5 6 Number of Demotlors	Medical & Health Services Health Science Professionals Technicians Adminstrative Support ons ESIGNATIONS	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 1 1 16.67%	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0.00%	1 0 1 0 1 3 50.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 0 0 2 33.33%	0 0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67%	1 0 0 0 0 2 33.33%	0 0 0 0 0 0 1	1 2 0 1 0 1 5 83.33%	1 2 0 1 0 2 6 100.00%
3 4 5 6 Number of Demotions	Medical & Health Services Health Science Professionals Technicians Adminstrative Support ons	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 1 1 16.67%	0 0 0 0 0 0 0	0 0 0 0 0 0 0	1 0 1 0 1 3 50.00%	0 0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 0 2 33.33%	0 0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67%	1 0 0 0 0 0 2 33.33%	0 0 0 0 0 0 1 1 16.67%	1 2 0 1 0 1 5 83.33% Non-POC	1 2 0 1 0 2 6 100.00%
3 4 5 6 Number of Demotlors	Medical & Health Services Health Science Professionals Technicians Adminstrative Support ons ESIGNATIONS	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 1 1 16.67%	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0.00%	1 0 1 0 1 3 50.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 0 0 2 33.33%	0 0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67%	1 0 0 0 0 2 33.33%	0 0 0 0 0 0 1 1 16.67%	1 2 0 1 0 1 5 83.33%	1 2 0 1 0 2 6 100.00%
3 4 5 6 Number of Demotions RI	Medical & Health Services Health Science Professionals Technicians Adminstrative Support ons ESIGNATIONS Administrators & Executives	0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 1 1 16.67%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	1 0 1 0 1 3 50.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0 0.00%	1 0 0 0 0 2 33.33%	0 0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67%	1 0 0 0 0 2 33.33%	0 0 0 0 0 1 1 16.67%	1 2 0 1 0 1 5 83.33% Non-POC	1 2 0 1 0 2 6 100.00%
3 4 5 6 Number of Demotions RI 1 2	Medical & Health Services Health Science Professionals Technicians Adminstrative Support ONS ESIGNATIONS Administrators & Executives Professionals	0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 1 1 16.67%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	1 0 1 0 1 3 50.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 2 33.33% W 5	0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67% Female 6	1 0 0 0 0 2 33.33% Male 6	0 0 0 0 0 1 1 16.67%	1 2 0 1 0 1 5 83.33% Non-POC 11 19	1 2 0 1 0 2 6 100.00%
3 4 5 6 Number of Demotions Ri 1 2 3	Medical & Health Services Health Science Professionals Technicians Adminstrative Support ONS ESIGNATIONS Administrators & Executives Professionals Medical & Health Services	0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 1 1 16.67%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	1 0 1 0 1 3 50.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 2 33.33% W 5 7	0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67% Female 6 16	1 0 0 0 0 2 33.33% Male 6 10 9	0 0 0 0 0 1 1 16.67%	1 2 0 1 0 1 5 83.33% Non-POC 11 19	1 2 0 1 1 0 2 6 100.00% Total 12 26 58
3 4 5 6 Number of Demotions Ri 1 2 3 4 5 6	Medical & Health Services Health Science Professionals Technicians Administrative Support ONS ESIGNATIONS Administrators & Executives Professionals Medical & Health Services Health Science Professionals Technicians Administrative Support	0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 1 1 16.67% B 0 3 8	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	1 0 1 0 1 3 50.00% W 6 12 37 15	0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00% H 1 1	0 0 0 0 0 0 0 0.00%	1 1 0 0 0 2 33.33% W 5 7 7	0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67% Female 6 16 49 22	1 1 0 0 0 2 33.33% Male 6 10 9	0 0 0 0 0 1 1 16.67% People of Color 7 14	1 2 0 1 1 5 83.33% Non-POC 11 19 44 28	1 2 0 0 1 0 0 2 6 6 100.00% Total 12 2 6 5 8 3 6
3 4 5 6 Number of Demotions RI 1 2 3 4 5	Medical & Health Services Health Science Professionals Technicians Administrative Support ONS ESIGNATIONS Administrators & Executives Professionals Medical & Health Services Health Science Professionals Technicians Administrative Support	0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 1 1 16.67% B 0 3 8 2	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	1 0 1 0 1 3 50.00% W 6 12 37 15 1	0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0 0.00%	0 0 0 0 0 0 0 0.00% H 1 1 0	0 0 0 0 0 0 0 0 0.00%	1 1 0 0 0 2 33.33% W 5 7 7 13	0 0 0 0 0 0 0 0.00%	0 1 0 1 0 2 4 66.67% Female 6 16 49 22	1 1 0 0 0 2 33.33% Male 6 10 9 14	0 0 0 0 0 1 1 16.67% People of Color 7 14 8	1 2 0 0 1 1 0 5 83.33% Non-POC 11 1 19 44 4 28 1	1 2 0 1 0 2 6 100.00% Total 12 26 58 36 1

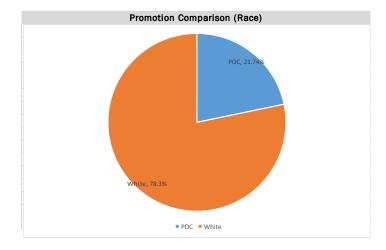
Graph Comparisons

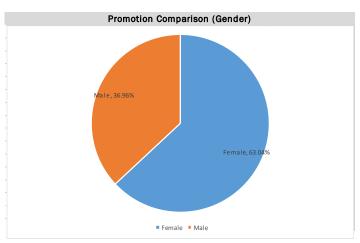


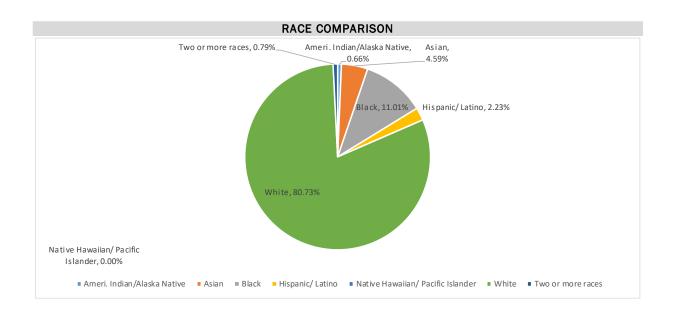


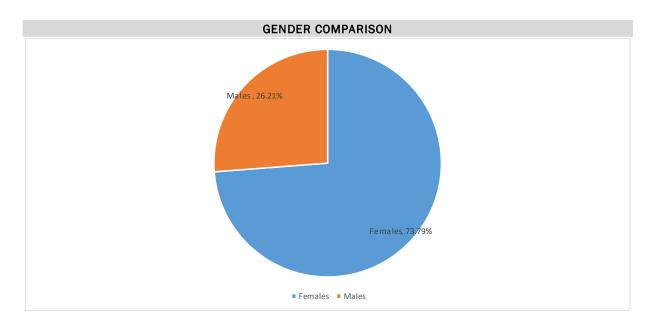


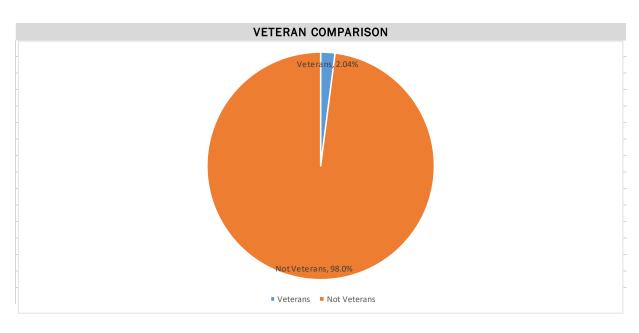












Availability & Placement Goals

											UT	ILIZATION A	NALY	SIS:	DETI	ERMIN	NING	AVAII	LABILI	ITY					
						RAW ST	TATISTIC	S									W	EIGHTE	D FACTO	ORS					
FACTOR				Race	*			Gene	der	POC	Non-POC	VALUE WEIGHT				Race*				Gend	der	POC	Non-POC	SOURCE OF STATISTIC	REASON FOR VALUE WEIGHT
	- 1	Α	В	Н	P	W	Т	Female	Male	FOC	NUII-FUC			A	В	Н	Р	W	Т	Female	Male	PUC	Non-Poc		
1	0.379	6 2.379	9.139	6 7.81	6 0.059	73.83%	6.46%	52.00%	48.00%	26.19%	73.83%	95.00%	0.35%	2.25%	8.67%	7.42%	0.05%	70.149	6.14%	49.40%	45.60%	24.88%	70.14%	1	Some are hired from outside.
2 0.00% 3.37% 8.99% 1.12% 0.00% 86.52% 0.00% 64.04% 35.96% 13.46% 86.52% 5.00% 0.00% 0.17% 0.45% 0.06% 0.00% 4.33% 0.00% 3.20% 1.80% 0.67% 4.33% 2 Some are promoted or transferred																									
	2 1000% 3.51% 639% 1.12% 1000% 63.52% 1000% 64.0% 3.55% 13.46% 65.52% 50.00% 000% 1.7% 0.45% 0.05% 74.66% 63.52% 1000% 0.05% 74.66% 63.52% 1000% 0.05% 74.66% 63.52% 1000% 0.05% 74.66% 63.52% 1000% 0.05% 74.66% 63.52% 1000% 0.05% 74.66% 63.52% 1000% 0.05% 74.66% 63.52% 1000% 0.05% 74.66% 63.52% 1000% 1000% 0.05% 74.66% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000% 1000%																								
FACTOR K	eys																								
 Percer 	tage o	f People	of Cold	rand w	omen wi	thin the St	tate of Ir	ndiana.																	
Percer	tage o	f People	of Cold	r and w	omen ar	nong thos	e promo	table or tra	nsferable	within fa	cility.														
SOURCE O	F STA	TISTIC	keys																						
 Source 	: U.S. 0	Census	Bureau,	2015-2	020 Am	erican Co	mmunity	Survey																	
2. Derive	d from	Corresi	onding	Job Gro	un																				

Job Grp #	Jah Orang Basadatian					ADILITI	AIND LO	TABLISHING	a i LAOL	INIENT GOA	Lo				
D doL			Number in	Percent In	Availability in	Under-	Number	Number	Turnover	Percent of		Adverse I	mpact Percent		Placement Goals for
	Job Group Description	Race	Workforce		Market (Goal)	utilized?	of New Hires	of All Terminations	Rates	New Hires	Hires	Promo- tions	Involuntary Terminations	Involuntary Demotions	Current AAP Period
		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	3.37%	2.42%	NO	1	0	25.00%	5.56%	1	1	0	0	N/A
		Black	8	8.99% 1.12%	9.12% 7.48%	YES YES	2	0	0.00%	0.00% 11.11%	0 2	0	0	0	9.12% 7.48%
1		Native Hawaiian or Other Pacific Islander	0	0.00%	0.05%	YES	0	0	66.67% 0.00%	0.00%	0	0	0	0	0.05%
1 7		White	77	86.52%			14	13	15.38%	77.78%	14	11	0	0	
1	Administrators & Executives	2 or more races	0	0.00%	6.14%	YES	1	0	100.00%	5.56%	1	0	0	0	6.14%
		Total	89	11.66%			18	14	16.82%		0	0	0	0	
		Females Females Impact Ratio	57	64.04%	52.60%	NO	9	7	13.64%	50.00%	9	7 65.50%	0	0	N/A
		Males	32	35.96%			9	7	21.95%	50.00%	9	6	0	0	=
		People of Color	0	13.48%	25.55%	YES	4	1	91.75%	22.22%	4	2	0	0	25.55%
		People of Color Impact Ratio							\sim		65.17%	116.67%			\sim
_		The section of the se	1 4	0.000/	0.25%	NO.			00.00%	4.700/		_			NI/A
		American Indian or Alaska Native Asian	10	2.26% 5.65%	0.35% 2.42%	NO NO	3	0	20.00%	1.79% 5.36%	3	0 2	0	0	N/A N/A
		Black	23	12.99%	9.12%	NO	9	5	28.13%	16.07%	9	2	1	0	N/A
		Hispanic	8	4.52%	7.48%	YES	2	0	20.00%	3.57%	2	0	1	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%
_	Drefession - 1-	White	128	72.32%	74.46%	VEC	40	27	23.81%	71.43%	40	12	1	0	6 4 407
2	Professionals	2 or more races Total	177	2.26%	6.14%	YES	1 56	0 32	20.00%	1.79%	0	0	0	0	6.14%
		Females	122	68.93%	52.60%	NO	38	20	23.75%	67.86%	38	12	2	0	N/A
		Females Impact Ratio									163.71%	12200.00%	112.28%		
		Males	55	31.07%			18	12	24.66%	32.14%	18	4	1	0	><
		People of Color	49	27.68%	25.55%	NO	16	5	24.62%	28.57%	16	4	2	0	N/A
ш		People of Color Impact Ratio							\sim		74.95%	213.89%	1283.33%		
		American Indian or Alaska Native	0	0.00%	0.35%	YES	0	0	0.00%	0.00%	0	0	0	0	0.35%
		Asian	1	0.37%	2.42%	YES	2	0	66.67%	2.99%	2	0	0	0	2.42%
		Black	14	5.15%	9.12%	YES	7	10	33.33%	10.45%	7	0	0	0	9.12%
		Hispanic	6	2.21%	7.48%	YES	4	3	40.00%	5.97%	4	0	0	0	7.48%
		Native Hawaiian or Other Pacific Islander White	0 247	0.00%	0.05% 74.46%	YES	0	0	0.00%	0.00%	0	0 4	0	0	0.05%
3	Medical & Health Services	2 or more races	4	90.81%	6.14%	YES	54 0	56 0	17.94%	80.60% 0.00%	54 0	1	0	0	6.14%
-		Total	272	35.65%	Ç		67	69	19.76%	0.00%	0	0	0	0	
		Females	229	84.19%	52.60%	NO	54	59	19.08%	80.60%	54	4	0	0	N/A
		Females Impact Ratio							><		94.51%	224.56%	0.00%		\geq
		Males	43 25	15.81%	25.55%	YES	13 13	10 13	23.21%	19.40%	13 13	1	0	0	25.55%
		People of Color Impact Ratio	25	9.19%	25.55%	TES	13	13	34.21%	19.40%	45.44%	1 160.42%	0.00%	0	25.55%
ш															
\Box		American Indian or Alaska Native	1	0.68%	0.35%	NO	2	0	66.67%	5.88%	2	0	0	0	N/A
		Asian	13	8.90%	2.42% 9.12%	NO NEO	6	0	31.58%	17.65%	6	2	0	0	N/A 9.12%
		Black Hispanic	5	4.11% 3.42%	7.48%	YES YES	0	2	25.00% 0.00%	5.88%	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	121	82.88%	74.46%		24	31	16.55%	70.59%	24	8	1	0	
4	Health Science Professionals		0	0.00%	6.14%	YES	0	0	0.00%	0.00%	0	0	0	0	6.14%
		Total	146	19.13%	E2 60%	NO	34	35	18.89%	07.05%	0	0 4	0	0	NI/A
		Females Females Impact Ratio	85	58.22%	52.60%	NO	23	19	21.30%	67.65%	23 156.27%	37.43%	1	0	N/A
		Males	61	41.78%			11	16	15.28%	32.35%	11	6	0	0	
		People of Color	25	17.12%	25.55%	YES	10	4	28.57%	29.41%	10	2	0	0	25.55%
Ш		People of Color Impact Ratio							\sim		64.24%	160.42%	0.00%		
_		American Indian or Alaska Native	0	0.00%	0.35%	YES	0	0	0.00%	0.00%	0	0	0	0	0.35%
		Asian	0	0.00%	2.42%	YES	0	0	0.00%	0.00%	0	0	0	0	2.42%
		Black	2	22.22%	9.12%	NO NO	0	0	0.00%	0.00%	0	0	0	0	N/A
		Hispanic	0	0.00%	7.48%	YES	0	0	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%
5	Technicians	White 2 or more races	6	66.67% 11.11%	74.46% 6.14%	NO	0	0	14.29% 0.00%	100.00% 0.00%	0	0	0	0	N/A
٦	recinitians	2 or more races Total	9	1.11%	0.14/0	140	1	1	10.00%	0.00%	0	0	0	0	11/1
		Females	4	44.44%	52.60%	YES	0	1	0.00%	0.00%	0	0	0	0	52.60%
		Females Impact Ratio							> <		0.00%				><
		Males	5	55.56%	05.550/	110	1	0	16.67%	100.00%	1	0	0	0	N.
		People of Color People of Color Impact Ratio	3	33.33%	25.55%	NO	0	0	0.00%	0.00%	0.00%	0	0	0	N/A
		r copie di Coloi impact Ratio			l	L	1	l			0.00%	I	l	l	
Ш		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	5.71%	2.42%	NO	0	0	0.00%	0.00%	0	0	0	0	N/A
	i .	Black	22	31.43%	9.12%	NO NO	4	2	15.38%	26.67%	4	0	0	0	N/A
		Hispanic	7	10.00%	7.48% 0.05%	NO YES	0	0	30.00%	20.00%	3	0	0	0	N/A 0.05%
						150	8	13	17.78%	53.33%	8	1	0	0	0.0376
		Native Hawaiian or Other Pacific Islander White		52,86%	74.46%										
6	Adminstrative Support	White 2 or more races	37 0	52.86% 0.00%	74.46% 6.14%	YES	0	0	0.00%	0.00%	0	0	0	0	6.14%
6	Adminstrative Support	White	37 0 70	0.00% 9.17%	6.14%		0 15	0 15	17.65%		0	0	0	0	\sim
6	Adminstrative Support	White 2 or more races Total Females	37 0	0.00%		YES NO	0	0		93.33%	0 0 14	0 2	0		6.14% N/A
6	Adminstrative Support	White 2 or more races Total Females Females Impact Ratio	37 0 70 66	0.00% 9.17% 94.29%	6.14%		0 15 14	0 15 15	17.65% 17.50%	93.33%	0 0 14 72.38%	0 2 0.00%	0 0	0	\sim
6	Adminstrative Support	White 2 or more races Total Females	37 0 70	0.00% 9.17%	6.14%		0 15	0 15	17.65%		0 0 14	0 2	0	0	\sim

					ADVERSE IN	MPACT				
		Re	ecruitment		Promot	ions	Terminations		Demotions	
Gender	Applicants	Hires	Hire %	4/5 Rule	Promotions %	4/5 Rule	Term. %	4/5 Rule	Dem. %	4/5 Rule
1 Females	178	9	5.06%	64.049	700.00%	116.67%	0.00%	#DIV/0!	0.00%	#DIV/0!
Males	114	9	7.89%	N/A	600.00%	N/A	0.00%	N/A	100.00%	N/A
2 Females	628	38	6.05%	163.71	6 1200.00%	300.00%	200.00%	50.00%	100.00%	100.00%
Males	487	18	3.70%	N/A	400.00%	N/A	100.00%	N/A	100.00%	N/A
3 Females	1235	54	4.37%	94.51	400.00%	400.00%	0.00%	#DIV/0!	0.00%	#DIV/0!
Males	281	13	4.63%	N/A	100.00%	N/A	100.00%	N/A	0.00%	N/A
4 Females	384	23	5.99%	156.27	400.00%	66.67%	100.00%	0.00%	100.00%	0.00%
Males	287	11	3.83%	N/A	600.00%	N/A	0.00%	N/A	0.00%	N/A
5 Females	85	0	0.00%	0.009	6 0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!
Males	43	1	2.33%	N/A	0.00%	N/A	0.00%	N/A	0.00%	N/A
6 Females	410	14	3.41%	355.129	6 200.00%	#DIV/0!	0.00%	#DIV/0!	200.00%	0.00%
Males	104	1	0.96%	N/A	0.00%	N/A	0.00%	N/A	0.00%	N/A
Race							-			•
1 People of Color	89	4	4.49%	65.179	6 200.00%	18.18%	0.00%	#DIV/0!	0.00%	#DIV/0!
White	203	14	6.90%	N/A	1100.00%	N/A	0.00%	N/A	100.00%	N/A
2 People of Color	388	16	4.12%	74.959	400.00%	33.33%	200.00%	50.00%	0.00%	#DIV/0!
White	727	40	5.50%	N/A	1200.00%	N/A	100.00%	N/A	200.00%	N/A
3 People of Color	525	13	2.48%	45.449	6 100.00%	25.00%	0.00%	#DIV/0!	0.00%	#DIV/0!
White	991	54	5.45%	N/A	400.00%	N/A	100.00%	N/A	0.00%	N/A
4 People of Color	264	10	3.79%	64.249	6 200.00%	25.00%	0.00%	#DIV/0!	0.00%	#DIV/0!
White	407	24	5.90%	N/A	800.00%	N/A	100.00%	N/A	100.00%	N/A
5 People of Color	64	0	0.00%	0.009	6 0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!
White	64	1	1.56%	N/A	0.00%		0.00%	N/A	0.00%	N/A
6 People of Color	252	7	2.78%	90.97	6 100.00%	100.00%	0.00%	#DIV/0!	100.00%	100.00%
White	262	8	3.05%	N/A	100.00%	N/A	0.00%		100.00%	N/A
Veteran Status					N/A	N/A	N/A	N/AC	N/A	N/A
1 Protected Veteran	24	1	4.17%	67.899	6 N/A	N/A	N/A	N/A	N/A	N/A
N/A	277	17	6.14%	N/A	N/A	N/A	N/A		N/A	N/A
2 Protected Veteran	79	3	3.80%	73.029	6 N/A	N/A	N/A	N/A	N/A	N/A
N/A	1096	57	5.20%	N/A	N/A	N/A	N/A		N/A	N/A
3 Protected Veteran	39	0	0.00%	0.009	6 N/A	N/A	N/A	N/A	N/A	N/A
N/A	1594	74	4.64%	N/A	N/A	N/A	N/A		N/A	N/A
4 Protected Veteran	17	0	0.00%	0.009	6 N/A	N/A	N/A		N/A	
N/A	701	38	5.42%	N/A	N/A	N/A	N/A		N/A	N/A
5 Protected Veteran	1	0	0.00%	0.009	6 N/A	N/A	N/A	SH/A	N/A	N/A
N/A	134	1	0.75%	N/A	N/A	N/A	N/A	SHA S	N/A	N/A
6 Protected Veteran	8	0	0.00%	0.009	6 N/A	N/A	N/A	SH/AC	N/A	N/A
N/A	535	15	2.80%	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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 some work is needed.
- Areas of Adverse Impact are where the agency is not close to meeting the federal placement goal significant work is needed.

	Areas of Success	Women	People of Color	Veterans
	1 Administrators & Executives	Area of Success		
	2 Professionals	Area of Success	Area of Success	
	3 Medical & Health Services	Area of Success		
ſ	4 Health Science Professionals	Area of Success		
ſ	5 Technicians	Area of Success	Area of Success	Area of Success
	6 Adminstrative Support	Area of Success	Area of Success	

Areas of Opportunity	Women	People of Color	Veterans
1 Administrators & Executives		Area of Opportunity	Area of Opportunity
2 Professionals			Area of Opportunity
3 Medical & Health Services		Area of Opportunity	Area of Opportunity
4 Health Science Professionals		Area of Opportunity	Area of Opportunity
5 Technicians			
6 Adminstrative Support			Area of Opportunity

Adverse Impact - Recruitment	Women	People of Color	Veterans
1 Administrators & Executives	Adverse Impact	Adverse Impact	Adverse Impact
2 Professionals		Adverse Impact	Adverse Impact
3 Medical & Health Services		Adverse Impact	Adverse Impact
4 Health Science Professionals		Adverse Impact	Adverse Impact
5 Technicians	Adverse Impact	Adverse Impact	Adverse Impact
6 Adminstrative Support			Adverse Impact

Adv	erse Impact - Promotions	Women	People of Color	Veterans
1	Administrators & Executives		Adverse Impact	
2	Professionals		Adverse Impact	
3	Medical & Health Services		Adverse Impact	
4	Health Science Professionals	Adverse Impact	Adverse Impact	
5	Technicians			
6	Adminstrative Support			

	Adve	rse Impact - Terminations	Women	People of Color	Veterans
	1	Administrators & Executives			
	2	Professionals	Adverse Impact	Adverse Impact	
	3	Medical & Health Services			
	4	Health Science Professionals	Adverse Impact		
	5	Technicians			
	6	Adminstrative Support			
- 1					

	Adverse Impact - Demotions	Women	People of Color	Veterans
	1 Administrators & Executives			
	2 Professionals			
Г	3 Medical & Health Services			
	4 Health Science Professionals	Adverse Impact		
	5 Technicians			
	6 Adminstrative Support	Adverse Impact		

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			

Self-Audit

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

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

Establishing Benchmarks for Hiring					
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP	
Adverse Impact Women: Agency will		N/A	N/A	N/A	
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.					
Adverse Impact People of Color: Agency	N/A		N/A	N/A	
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					
women.					
Unless otherwise noted, the agency will have					
a placement rate goal of 20.00% for People of					
Color.					
Adverse Impact Veterans: Agency will	N/A	N/A		N/A	
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.					
Adverse Impact Disabilities: Agency will	N/A	N/A	N/A		
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.					

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	SPD'S COLLABORATIVE	EVALUATION
			RESPONSIBLE PARTY	DIVISION	FREQUENCY
IDOH	SPD to present AAP	 a. HEC/Supv presentation will include education 	IDOH HR	EIO Division	Revisit goal on
Presentations	to IDOH Health	details such as: What is an AAP? Why is it important?		-	11/1/2022
&	Equity Council	What is the responsibility of a supervisor?			
Transparency	(HEC), supervisors,	 b. HEC/Supv presentation will include a discussion 			
	and via Town Hall.	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 Further	IDOH HR Team will	a. identify and provide Interview/Selection training	IDOH HR	EIO Division	12/1/2022
Development	work to provide	via LinkedIn Learning to all supervisors by November			
	more resources and	1, 2022 and will strongly encourage E-Staff to make			
	information for	this mandatory.			
	further	b. post the AAP, reference documents, and the			
	development.	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 Goal	IDOH HR Team and	a. Goals from AAP will be reflected in the future	IDOH E-Staff	IDOH HR	12/1/2022
Incorporation	E-Staff will align	strategic plans			, -,
-	goals into Strategic	• •			
	Plan				

Bristina Willer

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

Agency Head - Print

Sign

Date

Affirmative Action Program Director - Print	Sign	Date
Zachery Cramer	Zachery Cramer	9/29/2022
Human Resource Director - Print	Sign Sign	9/27/2022 Date
	is a hard	Date
Additional Agency Contact - Print	D. Draw Yorkellet	180 Sept. 2022