Affirmative Action Plan
01/01/2024 – 12/31/2024

Indiana Department of Health

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Affirmative Action Data Overview

Appendix Information

Contacts

Agency Contacts

JOB TITLE	NAME
Appointing Authority or Designee	Lindsay Weaver
Human Resources Director	Heather Whitaker

Indiana State Personnel Department Contacts

JOB TITLE	NAME
Agency Head	Matthew Brown
Chief of Staff	Jordan Bolden
Affirmative Action Primary Contact	Zachery Cramer

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 Agency Head is uniquely responsible for:

1. Acknowledging the affirmative action data, via signature, for their respective agency as it represents the trends of their agency, not necessarily the actions of the agency head.
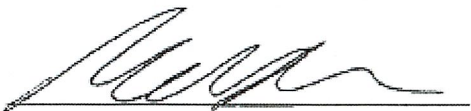
Each Agency Head, Agency Leadership Team, Supervisor, and Manager within each Agency is individually responsible for:

1. Ensuring equal opportunity for employees with regard to work assignments, trainings, transfers, advancement, and other conditions or privilege of employment.

2. Ensuring all employees under their direction are informed and periodically reminded to carry out personnel practices in a non-discriminatory manner.

3. Undertaking such affirmative action measures as may be appropriate under this AAP.

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

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

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

Matthew Brown, Agency Head
Indiana State Personnel Department

2/7/24

Date

Governor's Policy Statement

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

Eric J. Holcomb
Governor

GOVERNOR'S POLICY STATEMENT

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

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

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

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

Eric J. Holcomb, Governor

8-3-18

Date

Affirmative Action Outline

Affirmative Action Program Data:

- Staffing Report: The staffing report reflects the staff of an agency at a single point in time.
    - Data is pulled on 12/31/2023
- Recruiting Report: The recruiting report reflects the applicants and hires within a year.
    - Data is pulled from 1/1/2023 to 12/31/2023
- Monitoring Report: The monitoring report reflects the promotions, demotions, and terminations within a year.
    - Data is pulled from 1/1/2023 to 12/31/2023

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 CRF: 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 CRF: 60-300
    - A = Asian
    - B = Black
    - H = Hispanic or Latino
    - I = American Indian or Alaska Native
    - P = Native Hawaiian or Other Pacific Islander
    - W = White
    - T = Two or More Races

Adverse Impact Veterans:

- Agency will establish a placement rate goal using the national percentage of veterans in the civilian labor force. The agency will use the percentage in its next assessment of the effectiveness of the agency's outreach and recruitment efforts towards protected veterans. Unless otherwise noted, the agency will have a placement rate goal of 5.30% for veterans. 41 CRF: 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 CRF: 60-741.45

Job Group Narrative

	Job Group Narrative			
AA Group	AA Group Title	Job Title	Job Family	EE Count
1	Administrators & Executives	Agency Head I	ESM	1
		Assistant Director	ESM	9
		Attorney Associate	ESM	2
		Attorney Senior	ESM	6
		Attorney Senior Manager	ESM	2
		Broad Band Executive	ESM	1
		Chief Financial Officer I	ESM	1
		Chief of Staff I	ESM	1
		Communications Director	ESM	1
		Controller E6	ESM	6
		Dental Div Dir E2	ESM	1
		Department Director	ESM	5
		Deputy Dir/ Comm I	ESM	2
		Deputy/Asst IT Director	ESM	1
		Division Director	ESM	31
		Emergency Prep Director	PAT	2
		Epidemiologist Dir	ESM	7
		General Counsel I	ESM	1
		IT Director	ESM	1
		Laboratory Div Dir E6	ESM	6
		Legislative Director	ESM	1
		Med D E1-Cl Sr	ESM	1
		Tech Environmental Spec E7	ESM	1
2	Professionals	Accountant 1	PAT	8
		Accountant 2	PAT	1
		Accountant 3	PAT	4
		Accountant S3	SAMPAT	1
		Accountant S4	SAMPAT	1
		Appl Syst Analyst/Prog Int	PAT	5
		Appl Syst Analyst/Prog Manager	ESM	2
		Appl Syst Analyst/Prog Senior	PAT	1
		Appl Syst Analyst/Prog Speclst	PAT	2
		Application Developer - Senior	PAT	1
		Budget Analyst E6	ESM	1
		Bus Intel Dev Int	ESM	1
		Business Administrator 2	PAT	1
		Business Administrator 3	PAT	1
		Business Systems Cnslt Int	PAT	1
		Business Systems Cnslt Senior	PAT	2
		Controller E5	ESM	1
		Data Analyst Associate	PAT	1
		Data Analyst Intermediate	PAT	1
		Data Analyst Senior	PAT	1
		Data Architect	PAT	1
		Database Analyst Senior	PAT	1
		Financial Analyst	PAT	9
		Grant Coordinator 1	PAT	4
		Grant Coordinator E7	ESM	1
		Health Educator 2	PAT	1
		Health Physicist 1	PAT	1
		Help Desk Manager	ESM	1
		IT Project Manager Int	ESM	5
		IT Project Manager Senior	ESM	1
		Program Coordinator 3	PAT	24
		Program Coordinator 4	PAT	2
		Program Coordinator 5	PAT	25
		Program Director 1	PAT	20
		Program Director 2	PAT	17
		Program Director E7	ESM	58
		Purchasing Administrator 2	PAT	3
		Purchasing Administrator 3	PAT	1
		Senior Quality Assurance Anlst	PAT	3
		State Program Director E5	ESM	16
		State Program Director E6	ESM	15

		Audiologist	PAT	4
		Chief Nurse Consultant	PAT	10
		Education Consultant E7	ESM	7
		Health Information Cnslt 2	PAT	2
		Industrial Hygienist 2	PAT	2
		Medical Surveyor 3	PAT	38
		Medical Surveyor Sup 5	SAMPAT	4
3	Medical & Health Services	Nurse Consultant	PAT	6
		Nutritionist 2	PAT	4
		Public Health Administrator 1	PAT	56
		Public Health Administrator 2	PAT	26
		Public Health Administrator 3	PAT	2
		Public Health Investigator 2	PAT	4
		Public Health Nurse Surveyor	PAT	138
		Public Hlth Nurse Surveyor S5	SAMPAT	17
		Research Scientist 2	PAT	1
		Speech Pathologist 3	PAT	1
		Chemist 1	PAT	3
		Chemist 2	PAT	16
		Chemist 3	PAT	4
		Chemist Supv 3	SAMPAT	5
		Electronics Tech 1	LTC	1
		Environmental Engineer 1	PAT	2
		Environmental Engineer 2	PAT	2
		Environmental Engineer 3	PAT	5
		Environmental Engineer Sup 3	SAMPAT	1
		Environmental Manager 2	PAT	7
		Environmental Scientist 3	PAT	16
		Epidemiologist 1	PAT	9
		Epidemiologist E6	ESM	9
4	Health Sciences	Epidemiologist E7	ESM	41
		Fluoridation Consultant	PAT	1
		Food Scientist 2	PAT	17
		Food Scientist Sup 4	SAMPAT	3
		General Sanitarian Sup 4	SAMPAT	1
		Laboratory Tech 1	COMOT	8
		Laboratory Tech 2	COMOT	1
		Metrologist 1	PAT	3
		Micro-Biologist 2	PAT	30
		Micro-Biologist 3	PAT	2
		Micro-Biologist Sup 3	SAMPAT	5
		Micro-Biologist Sup 4	SAMPAT	5
		Senior Environment Manager	PAT	3
		Weights & Measures Inspector 3	PAT	6
		Weights & Measures Manager E7	ESM	1
		Administrative Assistant 1	PAT	1
		Administrative Assistant 2	PAT	1
		Administrative Assistant 3	PAT	6
		Administrative Assistant 4	PAT	3
		Administrative Assistant 5	PAT	19
5	Administrative Support	Clerical Assistant 1	COMOT	10
		Clerical Assistant 2	COMOT	5
		Customer Svc Rep 5	PAT	2
		Information Specialist 3	PAT	1
		Paralegal	PAT	1
		Warehouse Foreman 1	LTC	1

All Agency Analysis

Job Title	Job Code	Job Family	Female								Male								Grand Total	Non-POC	POC
			I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
Accountant 1	002RA1	PAT	0	2	4	0	0	2	0	8	0	0	0	0	0	0	0	0	8	2	6
Accountant 2	002RA2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Accountant 3	002RA3	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	0	0	0	4	4	0
Accountant S3	007RA3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Accountant S4	007RA4	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Administrative Assistant 1	002WN1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Administrative Assistant 2	002WN2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Administrative Assistant 3	002WN3	PAT	0	0	0	0	0	5	1	6	0	0	0	0	0	0	0	0	6	5	1
Administrative Assistant 4	002WN4	PAT	0	0	1	1	0	1	0	3	0	0	0	0	0	0	0	0	3	1	2
Administrative Assistant 5	002WN5	PAT	0	1	5	0	0	8	2	16	0	0	0	0	0	3	0	3	19	11	8
Agency Head I	00EXAH	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Appl Syst Analyst/Prog Int	001BC2	PAT	0	0	1	0	0	2	0	3	0	0	1	1	0	0	0	2	5	2	3
Appl Syst Analyst/Prog Manag..	00EAK6	ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	2	1	1
Appl Syst Analyst/Prog Senior	001BC1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Appl Syst Analyst/Prog Speclst	001BB1	PAT	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	2	0	2
Application Developer - Senior	001BA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Assistant Director	00EXAD	ESM	0	0	0	0	0	6	0	6	0	0	0	0	0	2	1	3	9	8	1
Attorney Associate	00EXAA	ESM	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
Attorney Senior	00EXSR	ESM	0	0	0	0	0	4	1	5	0	0	0	0	0	1	0	1	6	5	1
Attorney Senior Manager	00EXSM	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Audiologist	002FK3	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	4	4	0
Broad Band Executive	00EX8B	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Budget Analyst E6	00ERI6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Bus Intel Dev Int	00EBX7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Business Administrator 2	002TC2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Business Administrator 3	002TC3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Business Systems Cnslt Int	001BD2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Business Systems Cnslt Senior	001BD1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Chemist 1	001IB1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	3	0
Chemist 2	001IB2	PAT	0	2	0	1	0	5	0	8	0	2	0	0	0	6	0	8	16	11	5
Chemist 3	001IB3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	4	4	0
Chemist Supv 3	006IB3	SAMPAT	0	0	0	0	0	1	0	1	0	2	1	0	0	0	1	4	5	1	4
Chief Financial Officer I	00EXCF	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Chief Nurse Consultant	001QE2	PAT	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	10	10	0
Chief of Staff I	00EXCS	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Clerical Assistant 1	003LD1	COMOT	0	0	4	0	0	3	1	8	0	0	2	0	0	0	0	2	10	3	7
Clerical Assistant 2	003LD2	COMOT	0	0	2	0	0	3	0	5	0	0	0	0	0	0	0	0	5	3	2
Communications Director	00EXCD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Controller E5	00ERB5	ESM	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	1
Controller E6	00ERB6	ESM	0	0	0	0	0	3	0	3	0	0	0	1	0	2	0	3	6	5	1
Customer Svc Rep 5	002TM5	PAT	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	2
Data Analyst Associate	001YD3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Analyst Intermediate	001YD2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Data Analyst Senior	001YD1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Data Architect	001BQ1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Database Analyst Senior	001BF1	PAT	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	1
Dental Div Dir E2	00EFD2	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Department Director	00EXDT	ESM	0	1	0	0	0	1	0	2	0	0	0	0	0	3	0	3	5	4	1
Deputy Dir/ Comm I	00EXDC	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
Deputy/Asst IT Director	00EAJ5	ESM	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
Division Director	00EXDD	ESM	0	1	3	0	0	14	0	18	0	0	1	1	0	11	0	13	31	25	6
Education Consultant E7	00EHE7	ESM	0	0	0	0	0	6	0	6	0	0	0	0	0	0	0	0	6	6	0
Electronics Tech 1	004GA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Emergency Prep Director	002WE1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	2	0
Environmental Engineer 1	001DO1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Environmental Engineer 2	001DO2	PAT	0	1	0	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
Environmental Engineer 3	001DO3	PAT	0	0	0	0	0	0	0	0	0	0	2	0	0	3	0	5	5	3	2
Environmental Engineer Sup 3	006DO3	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Environmental Manager 2	001LS2	PAT	0	0	1	0	0	4	0	5	0	0	0	0	0	1	1	2	7	5	2
Environmental Scientist 3	001LS3	PAT	0	0	1	0	0	5	1	7	0	0	0	0	0	9	0	9	16	14	2
Epidemiologist 1	001FR1	PAT	0	0	1	0	0	5	1	7	0	1	0	0	0	1	0	2	9	6	3
Epidemiologist Dir	00EXED	ESM	0	0	0	0	0	4	0	4	0	0	0	0	0	3	0	3	7	7	0
Epidemiologist E6	00EFR6	ESM	0	0	2	0	0	4	0	6	0	0	0	0	0	3	0	3	9	7	2
Epidemiologist E7	00EFR7	ESM	0	2	3	0	0	31	1	37	0	0	0	0	0	3	1	4	41	34	7
Financial Analyst	002RJ1	PAT	0	1	1	0	0	4	1	7	0	1	1	0	0	0	0	2	9	4	5
Fluoridation Consultant	001LK3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Food Scientist 2	001NE2	PAT	0	0	0	0	0	10	0	10	0	0	0	0	0	7	0	7	17	17	0
Food Scientist Sup 4	006NE4	SAMPAT	0	0	1	0	0	1	0	2	0	0	0	0	0	1	0	1	3	2	1
General Counsel I	00EXGC	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
General Sanitarian Sup 4	006NF4	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Grant Coordinator 1	002TF1	PAT	0	1	1	0	0	1	1	4	0	0	0	0	0	0	0	0	4	1	3
Grant Coordinator E7	00ETC7	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Health Educator 2	002HG2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Health Information Cnslt 2	001QV2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Health Physicist 1	001TE1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Help Desk Manager	00EAN6	ESM	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	1
Industrial Hygienist 2	001NA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	2	0
Information Specialist 3	002LA3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
IT Director	00EAI4	ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	1
IT Project Manager Int	00EAU7	ESM	0	2	1	0	0	1	0	4	0	0	0	0	0	1	0	1	5	2	3
IT Project Manager Senior	00EAU6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laboratory Div Dir E6	00EDA6	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	4	0	4	6	6	0
Laboratory Tech 1	003BD1	COMOT	0	0	2	1	0	1	1	5	0	0	0	0	0	3	0	3	8	4	4
Laboratory Tech 2	003BD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Legislative Director	00EXLD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0

			I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
Med D E1-Cl Sr	00EFX1	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Medical Surveyor 3	001TB3	PAT	0	0	3	0	0	18	2	23	0	0	0	0	0	14	0	14	37	32	5
Medical Surveyor Sup 5	006TB5	SAMPAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	4	4	0
Metrologist 1	001IH1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	3	0
Micro-Biologist 2	001LB2	PAT	0	4	0	1	0	12	0	17	0	1	0	0	0	9	1	11	28	21	7
Micro-Biologist 3	001LB3	PAT	0	0	0	0	0	1	0	1	0	0	0	1	0	0	0	1	2	1	1
Micro-Biologist Sup 3	006LB3	SAMPAT	0	1	0	0	0	2	0	3	0	0	0	0	0	1	0	1	4	3	1
Micro-Biologist Sup 4	006LB4	SAMPAT	0	0	0	0	0	4	0	4	0	1	0	0	0	0	0	1	5	4	1
Nurse Consultant	001QO3	PAT	0	0	1	0	0	5	0	6	0	0	0	0	0	0	0	0	6	5	1
Nutritionist 2	001QK2	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	4	4	0
Paralegal	001VC3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Program Coordinator 3	002WM3	PAT	1	1	7	1	0	11	1	22	0	0	0	0	0	1	0	1	23	12	11
Program Coordinator 4	002WM4	PAT	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	2
Program Coordinator 5	002WM5	PAT	0	2	8	0	0	11	1	22	0	0	0	0	0	3	0	3	25	14	11
Program Director 1	002WM1	PAT	0	1	6	0	0	9	1	17	0	0	0	0	0	2	1	3	20	11	9
Program Director 2	002WM2	PAT	1	0	2	0	0	8	1	12	1	0	0	0	0	3	1	5	17	11	6
Program Director E7	00EUE7	ESM	1	1	5	1	0	35	0	43	0	1	0	0	0	13	1	15	58	48	10
Public Health Administrator 1	001QT1	PAT	0	0	2	2	0	35	5	44	0	1	1	0	0	8	1	11	55	43	12
Public Health Administrator 2	001QT2	PAT	0	0	1	1	0	15	1	18	0	1	0	0	0	7	0	8	26	22	4
Public Health Administrator 3	001QT3	PAT	0	0	1	0	0	0	1	2	0	0	0	0	0	0	0	0	2	0	2
Public Health Investigator 2	0017TA2	PAT	0	0	3	0	0	1	0	4	0	0	0	0	0	0	0	0	4	1	3
Public Health Nurse Surveyor	001TC3	PAT	0	0	3	2	0	118	3	126	1	1	0	0	0	7	0	9	135	125	10
Public Hlth Nurse Surveyor S5	006TC5	SAMPAT	0	0	0	0	0	15	0	15	0	0	0	0	0	1	0	1	16	16	0
Purchasing Administrator 2	002TA2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	3	0
Purchasing Administrator 3	002TA3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Research Scientist 2	001FS2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Senior Environment Manager	001LS1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	3	0
Senior Quality Assurance Anlst	001BL1	PAT	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	3	3	2	1
Speech Pathologist 3	002FG3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
State Program Director E5	00EUE5	ESM	0	0	3	0	0	8	0	11	0	0	0	0	0	4	1	5	16	12	4
State Program Director E6	00EUE6	ESM	0	0	0	0	0	8	0	8	0	0	1	0	0	6	0	7	15	14	1
Tech Environmental Spec E7	00EDG7	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Warehouse Foreman 1	004NA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Weights & Measures Inspector 3	001IL3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	5	0	5	6	6	0
Weights & Measures Manager ..	00EIL7	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Grand Total			3	26	88	11	0	510	27	665	2	16	13	5	0	190	10	236	901	700	201
			I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
%TOTAL			0.3%	2.9%	9.8%	1.2%	0.0%	56.6%	3.0%	73.8%	0.2%	1.8%	1.4%	0.6%	0.0%	21.1%	1.1%	26.2%	100.0%	77.7%	22.3%

Department Analysis

Department	People of Color	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
DOH - AC - Clerical Support	0	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
DOH - Acute & Continuing Care	3	0	0	0	0	0	14	2	16	0	1	0	0	0	3	0	4	20	17	3
DOH - Adminstrative Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
DOH - Advance Molecular Detect	4	0	1	0	0	0	3	0	4	0	1	0	0	0	1	1	3	7	4	3
DOH - Chemistry Laboratories	10	0	2	0	1	0	11	1	15	0	4	1	0	0	9	1	15	30	20	10
DOH - Children's Spec Hlth Car	14	0	0	9	1	0	10	2	22	0	0	2	0	0	0	0	2	24	10	14
DOH - Chronic Disease/PC/RH	4	0	1	2	1	0	11	0	15	0	0	0	0	0	3	0	3	18	14	4
DOH - Cntr for Deaf & HH Educ	3	0	0	0	1	0	15	1	17	0	0	0	0	0	1	0	1	18	16	2
DOH - Complaint & Incident Prg	3	0	0	3	0	0	3	0	6	0	0	0	0	0	1	0	1	7	4	3
DOH - Cons Svc & HC Reg Comm	1	0	0	0	0	0	0	1	1	0	0	0	0	0	2	0	2	3	2	1
DOH - Data & Analytics	0	0	0	0	0	0	3	0	3	0	0	0	0	0	2	0	2	5	5	0
DOH - Emergency Preparedness	9	1	0	1	0	0	15	2	19	1	0	0	1	0	11	2	15	34	26	8
DOH - Environmental Micro Lab	6	0	1	1	1	0	7	0	10	0	1	0	0	0	8	0	9	19	15	4
DOH - Environmental Public Hlt	2	0	1	1	0	0	9	0	11	0	0	0	0	0	18	0	18	29	27	2
DOH - Fatality Review/Prevent	1	0	0	1	0	0	7	0	8	0	0	0	0	0	0	0	0	8	7	1
DOH - Finance	18	0	4	7	0	0	15	2	28	0	1	2	1	0	8	0	12	40	23	17
DOH - Food Protection	4	0	1	2	0	0	11	1	15	0	0	0	0	0	8	0	8	23	19	4
DOH - Health & Human Services	1	0	1	0	0	0	1	0	2	0	0	0	0	0	1	0	1	3	2	1
DOH - Health Care Eng & Meas	2	0	0	0	0	0	0	0	0	0	0	2	0	0	4	0	6	6	4	2
DOH - HIV, STI, Viral Hep	14	0	1	7	0	0	27	1	36	0	2	1	0	0	25	1	29	65	52	13
DOH - Hlth Innov Partner/Prog	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
DOH - Home & Comm-Based Care	7	0	0	5	0	0	29	0	34	0	0	0	0	0	0	0	0	34	29	5
DOH - Immunization	3	0	1	0	0	0	18	0	19	0	0	0	0	0	3	1	4	23	21	2
DOH - IN Tobacco Prevention	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
DOH - Infect Disease Epi/Prev	10	0	1	3	1	0	30	1	36	0	2	1	0	0	8	1	12	48	38	10
DOH - Laboratory Admin	1	0	1	0	0	0	3	0	4	0	0	0	0	0	2	0	2	6	5	1
DOH - Lead & Healthy Homes	7	1	0	4	0	0	6	1	12	0	0	0	0	0	1	1	2	14	7	7
DOH - Legal Affairs	2	0	0	1	0	0	8	1	10	0	0	0	0	0	3	0	3	13	11	2
DOH - Local Health Services	0	0	0	0	0	0	10	0	10	0	0	0	0	0	1	0	1	11	11	0
DOH - Local Hlth Dept Outreach	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
DOH - LTC Enforcement	5	0	0	5	0	0	4	0	9	0	0	0	0	0	0	0	0	9	4	5
DOH - LTC Nursing Home Survey	10	0	0	2	2	0	91	3	98	1	0	0	0	0	7	0	8	106	98	8
DOH - LTC Survey - Admin	0	0	0	0	0	0	5	0	5	0	0	0	0	0	1	0	1	6	6	0
DOH - LTC Survey - ICF/IID	0	0	0	0	0	0	9	0	9	0	0	0	0	0	6	0	6	15	15	0
DOH - LTC Survey - Life Safety	1	0	0	0	0	0	2	0	2	0	0	0	0	0	8	0	8	10	10	0
DOH - Maternal & Child Health	12	0	0	8	0	0	23	4	35	0	0	0	0	0	1	0	1	36	24	12
DOH - MCH Women's Health	1	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	2	1	1
DOH - Minority Health	3	0	0	2	0	0	0	0	2	0	0	0	0	0	0	1	1	3	0	3
DOH - Nutrition & Physical Act	1	0	0	0	0	0	7	1	8	0	0	0	0	0	1	0	1	9	8	1
DOH - Office Of Public Affairs	0	0	0	0	0	0	7	0	7	0	0	0	0	0	1	0	1	8	8	0
DOH - Office of Tech & Complia	0	0	0		0	0	1	0	1	0	0			0	0	0	0	1	1	0
DOH - Office Of The Comm	1	0	0	0	0	0	8	0	8	0	0	0	0	0	3	1	4	12	11	1
DOH - Performance Excellence	1	0	0	1	0	0	3	0	4	0	0	0	0	0	0	0	0	4	3	1
DOH - Program Perf & Develop	4	0	0	4	0	0	13	0	17	0	0	0	0	0	0	0	0	17	13	4
DOH - Radiology/Wgts & Measure	0	0	0	0	0	0	5	0	5	0	0	0	0	0	9	0	9	14	14	0
DOH - Tech & Cybersecurity	16	0	3	3	0	0	4	0	10	0	4	3	2	0	7	0	16	26	11	15
DOH - Tobacco Prev & Cess	1	0	0	0	1	0	9	0	10	0	0	0	0	0	2	0	2	12	11	1
DOH - Trauma & Injury Preventi	0	0	0	0	0	0	5	0	5	0	0	0	0	0	3	0	3	8	8	0
DOH - Virology & Serology Labs	2	0	1	0	1	0	6	0	8	0	0	0	0	0	4	0	4	12	10	2
DOH - Vital Records	19	0	4	13	0	0	14	1	32	0	0	1	0	0	3	0	4	36	17	19
DOH - Women Infants & Children	4	1	0	1	1	0	16	1	20	0	0	0	0	0	3	0	3	23	19	4
DOH-Biological Prep Lab&Outrch	4	0	2	1	0	0	6	0	9	0	0	0	1	0	6	0	7	16	12	4
Grand Total		3	26	88	11	0	510	27	665	2	16	13	5	0	190	10	236	901	700	201
% TOTAL		0.3%	2.9%	9.8%	1.2%	0.0%	56.6%	3.0%	73.8%	0.2%	1.8%	1.4%	0.6%	0.0%	21.1%	1.1%	26.2%	100.0%	77.7%	22.3%

Job Group Analysis

Job Group Analysis

Administrators & Executives	Job Group #: 1

Job Title	Department	Job Code	Job Family	I	A	B	H	P	W	T	Total (F)	I	A	B	H	P	W	T	Total (M)	Grand Total	Non-POC	POC
				Female								Male											
Agency Head I	DOH - Office Of The Comm	00EXAH	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Assistant Director	DOH - Acute & Continuing Care	00EXAD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Emergency Preparedness	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Finance	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
	DOH - HIV, STI, Viral Hep	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Home & Comm-Based Care	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Immunization	00EXAD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	1
	DOH - LTC Survey - Admin	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Women Infants & Children	00EXAD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Attorney Associate	DOH - Legal Affairs	00EXAA	ESM	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
Attorney Senior	DOH - Legal Affairs	00EXSR	ESM	0	0	0	0	0	4	1	5	0	0	0	0	0	1	0	1	6	5	1
Attorney Senior Manager	DOH - Legal Affairs	00EXSM	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Broad Band Executive	DOH - Finance	00EXBB	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Chief Financial Officer I	DOH - Finance	00EXCF	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Chief of Staff I	DOH - Office Of The Comm	00EXCS	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
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	1	0
Controller E6	DOH - Finance	00ERB6	ESM	0	0	0	0	0	3	0	3	0	0	0	1	0	2	0	3	6	5	1
Dental Div Dir E2	DOH - Health & Human Services	00EFD2	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
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	1	0
	DOH - Health & Human Services	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Infect Disease Epi/Prev	00EXDT	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Laboratory Admin	00EXDT	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Office Of The Comm	00EXDT	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Deputy Dir/ Comm I	DOH - Office Of The Comm	00EXDC	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
Deputy/Asst IT Director	DOH - Tech & Cybersecurity	00EAJ5	ESM	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
Division Director	DOH - Acute & Continuing Care	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Children's Spec Hlth Car	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Chronic Disease/ PC/RH	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Cntr for Deaf & HH Educ	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Cons Svc & HC Reg Comm	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Data & Analytics	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Emergency Preparedness	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
	DOH - Environmental Public Hlt	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Fatality Review/Prevent	00EXDD	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Finance	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Food Protection	00EXDD	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - HIV, STI, Viral Hep	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Hlth Innov Partner/Prog	00EXDD	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Home & Comm-Based Care	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Immunization	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Local Health Services	00EXDD	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	3	0
	DOH - LTC Survey - Admin	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Maternal & Child Health	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Minority Health	00EXDD	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Nutrition & Physical Act	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Office Of Public Affairs	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Performance Excellence	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Program Perf & Develop	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Radiology/Wgts & Measure	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Tobacco Prev & Cess	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Trauma & Injury Preventi	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Vital Records	00EXDD	ESM	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	1
	DOH - Women Infants & Children	00EXDD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Emergency Prep Director	DOH - Emergency Preparedness	00ZWE1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	2	0
Epidemiologist Dir	DOH - HIV, STI, Viral Hep	00EXED	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Infect Disease Epi/Prev	00EXED	ESM	0	0	0	0	0	3	0	3	0	0	0	0	0	2	0	2	5	5	0
	DOH - Maternal & Child Health	00EXED	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
General Counsel I	DOH - Legal Affairs	00EXGC	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
IT Director	DOH - Tech & Cybersecurity	00EAI4	ESM	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	1
Laboratory Div Dir E6	DOH - Advance Molecular Detect	00EDA6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Chemistry Laboratories	00EDA6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Environmental Micro Lab	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Laboratory Admin	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Virology & Serology Labs	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH-Biological Prep Lab&Outrch	00EDA6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Legislative Director	DOH - Office Of The Comm	00EXLD	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Med D E1-CI Sr	DOH - Office Of The Comm	00EFX1	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Tech Environmental Spec E7	DOH - Environmental Public Hlt	00EDG7	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Grand Total				0	3	5	0	0	43	1	52	0	1	1	3	0	32	1	38	90	75	15

% TOTAL	I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
	0.0%	3.3%	5.6%	0.0%	0.0%	47.8%	1.1%	57.8%	0.0%	1.1%	1.1%	3.3%	0.0%	35.6%	1.1%	42.2%	100.0%	83.3%	16.7%

Job Group Analysis

Professionals   Job Group #   2

Job Title	Department	Job Code	Job Family	Female I	A	B	H	P	W	T	Total	Male I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
Accountant 1	DOH - Finance	002RA1	PAT	0	2	4	0	0	2	0	8	0	0	0	0	0	0	0	0	8	2	6
Accountant 2	DOH - Finance	002RA2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Accountant 3	DOH - Finance	002RA3	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	0	0	0	4	4	0
Accountant S3	DOH - Finance	007RA3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Accountant S4	DOH - Finance	007RA4	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Appl Syst Analyst/Prog Int	DOH - Office of Tech & Complia	001BC2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Tech & Cybersecurity	001BC2	PAT	0	0	1	0	0	1	0	2	0	0	0	1	1	0	0	2	4	1	3
Appl Syst Analyst/Prog Man..	DOH - Tech & Cybersecurity	009AK6	BSM	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	2	1	1
Appl Syst Analyst/Prog Senior	DOH - Tech & Cybersecurity	001BC1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Appl Syst Analyst/Prog Specl..	DOH - Tech & Cybersecurity	001BB1	PAT	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	2	0	2
Application Developer - Senior	DOH - Tech & Cybersecurity	001BA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Budget Analyst E6	DOH - Finance	008AI6	BSM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Bus Intel Dev Int	DOH - Data & Analytics	008EX7	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Business Administrator 2	DOH - Women Infants & Children	002TC2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Business Administrator 3	DOH - Women Infants & Children	002TC3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Business Systems Cnslt Int	DOH - Tech & Cybersecurity	001BD3	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Business Systems Cnslt Seni..	DOH - Tech & Cybersecurity	001BD1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Controller E5	DOH - Finance	008RB5	BSM	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	1
Data Analyst Associate	DOH - Immunization	001YD3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Analyst Intermediate	DOH - Immunization	001YD2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Data Analyst Senior	DOH - Data & Analytics	001YD1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Data Architect	DOH - Tech & Cybersecurity	001BQ1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Database Analyst Senior	DOH - Tech & Cybersecurity	001BF1	PAT	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	1
Financial Analyst	DOH - Finance	002PJ1	PAT	0	1	1	0	0	1	1	4	0	1	1	0	0	0	0	2	6	1	5
	DOH - Local Health Services	002PJ1	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
Grant Coordinator 1	DOH - Emergency Preparedness	002TF1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Finance	002TF1	PAT	0	1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	2	0	2
	DOH - Infect Disease Epi/Prev	002TF1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Grant Coordinator E7	DOH - Finance	002TC7	BSM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Health Educator 2	DOH - Lead & Healthy Homes	002HG2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Health Physicist 1	DOH - Radiology/Wgts & Measure	001TE1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Help Desk Manager	DOH - Tech & Cybersecurity	008AN6	BSM	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
IT Project Manager Int	DOH - Tech & Cybersecurity	008AU7	BSM	0	2	1	0	0	1	0	4	0	0	0	0	0	1	0	1	5	2	3
IT Project Manager Senior	DOH - Tech & Cybersecurity	008AU6	BSM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Program Coordinator 3	DOH - AC - Clerical Support	002WM3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - Children's Spec Hlth Car	002WM3	PAT	0	0	1	1	0	0	1	3	0	0	0	0	0	0	0	0	3	0	3
	DOH - Complaint & Incident Prg	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Emergency Preparedness	002WM3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - HIV, STI, Viral Hep	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Home & Comm-Based Care	002WM3	PAT	0	0	2	0	0	1	0	3	0	0	0	0	0	0	0	0	3	1	2
	DOH - Immunization	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Lead & Healthy Homes	002WM3	PAT	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Legal Affairs	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - LTC Survey - Admin	002WM3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Maternal & Child Health	002WM3	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Office Of Public Affairs	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Program Perf & Develop	002WM3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Vital Records	002WM3	PAT	0	1	3	0	0	0	0	4	0	0	0	0	0	0	0	0	4	0	4
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	0	1
	DOH - Lead & Healthy Homes	002WM4	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Program Coordinator 5	DOH - Vital Records	002WM5	PAT	0	2	8	0	0	11	1	22	0	0	0	0	0	3	0	3	25	14	11
Program Director 1	DOH - Children's Spec Hlth Car	002WM1	PAT	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	2
	DOH - Chronic Disease/PC/RH	002WM1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Emergency Preparedness	002WM1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	1
	DOH - HIV, STI, Viral Hep	002WM1	PAT	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Home & Comm-Based Care	002WM1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Immunization	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Lead & Healthy Homes	002WM1	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
	DOH - Local Hlth Dept Outreach	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - LTC Enforcement	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - MCH Women's Health	002WM1	PAT	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Office Of Public Affairs	002WM1	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	4	4	0
	DOH - Performance Excellence	002WM1	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
	DOH - Program Perf & Develop	002WM1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Women Infants & Children	002WM1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Program Director 2	DOH - Emergency Preparedness	002WM2	PAT	1	0	0	0	0	7	1	9	1	0	0	0	0	3	1	5	14	10	4
	DOH - Local Health Services	002WM2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - LTC Enforcement	002WM2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Vital Records	002WM2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Program Director E7	DOH - Administrative Services	008UE7	BSM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Children's Spec Hlth Car	008UE7	BSM	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	0
	DOH - Chronic Disease/PC/RH	008UE7	BSM	0	1	0	0	0	2	0	3	0	0	0	0	0	1	0	1	4	3	1
	DOH - Data & Analytics	008UE7	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Emergency Preparedness	008UE7	BSM	0	0	0	0	0	3	0	3	0	0	0	0	0	2	0	2	5	5	0
	DOH - Fatality Review/Prevent	008UE7	BSM	0	0	0	0	0	5	0	5	0	0	0	0	0	0	0	0	5	5	0
	DOH - HIV, STI, Viral Hep	008UE7	BSM	0	0	1	0	0	3	0	4	0	1	0	0	0	6	1	8	12	9	3
	DOH - Immunization	008UE7	BSM	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
	DOH - Infect Disease Epi/Prev	008UE7	BSM	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Laboratory Admin	008UE7	BSM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - Local Health Services	008UE7	BSM	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
	DOH - Maternal & Child Health	008UE7	BSM	0	0	2	0	0	4	0	6	0	0	0	0	0	0	0	0	6	4	2
	DOH - Nutrition & Physical Act	008UE7	BSM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - Office Of The Comm	008UE7	BSM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Performance Excellence	008UE7	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Trauma & Injury Prevent	008UE7	BSM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Vital Records	008UE7	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Women Infants & Children	008UE7	BSM	1	0	1	0	0	3	0	5	0	0	0	0	0	0	0	0	5	3	2
	DOH - Biological Prep Lab&Outrch	008UE7	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Purchasing Administrator 2	DOH - Finance	002TA2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	3	0
Purchasing Administrator 3	DOH - Finance	002TA3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Quality Assurance Anl..	DOH - Tech & Cybersecurity	001BL1	PAT	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	3	3	2	1
State Program Director E5	DOH - Cntr for Deaf & HH Educ	008UE5	BSM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - Data & Analytics	008UE5	BSM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - HIV, STI, Viral Hep	008UE5	BSM	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	1	2	1	1
	DOH - Immunization	008UE5	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Local Hlth Dept Outreach	008UE5	BSM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Maternal & Child Health	008UE5	BSM	0	0	2	0	0	2	0	4	0	0	0	0	0	0	0	0	4	2	2
	DOH - Office Of The Comm	008UE5	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	1	2	1	1
	DOH - Tobacco Prev & Cess	008UE5	BSM	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	3	0
State Program Director E6	DOH - Children's Spec Hlth Car	008UE6	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Chronic Disease/PC/RH	008UE6	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Emergency Preparedness	008UE6	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	3	0	3	4	4	0
	DOH - HIV, STI, Viral Hep	008UE6	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	3	0	3	4	4	0
	DOH - Infect Disease Epi Prev	008UE6	BSM	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	1
	DOH - Maternal & Child Health	008UE6	BSM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - Nutrition & Physical Act	008UE6	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Trauma & Injury Prevent	008UE6	BSM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Grand Total				3	12	44	2	0	114	6	181	1	5	6	1	0	44	4	61	242	158	84

				I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
% TOTAL				1.2%	5.0%	18.2%	0.8%	0.0%	47.1%	2.5%	74.8%	0.4%	2.1%	2.5%	0.4%	0.0%	18.2%	1.7%	25.2%	100.0%	65.3%	34.7%

Job Group Analysis

Medical & Health Services Job Group #: 3

Job Title	Department	Job Code	Job Family	Female I	A	B	H	P	W	T	Total	Male I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
Audiologist	DOH - Cntr for Deaf & HH Educ	002FK3	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	4	4	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	2	0
	DOH - Infect Disease Epi/Prev	001QE2	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
	DOH - Maternal & Child Health	001QE2	PAT	0	0	0	0	0	5	0	5	0	0	0	0	0	0	0	0	5	5	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	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	2	0
Industrial Hygienist 2	DOH - Environmental Public Hlt	001NA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	2	0
Medical Surveyor 3	DOH - Acute & Continuing Care	001TB3	PAT	0	0	0	0	0	0	1	1	0	0	0	0	0	1	0	1	2	1	1
	DOH - Complaint & Incident Prg	001TB3	PAT	0	0	3	0	0	1	0	4	0	0	0	0	0	0	0	0	4	1	3
	DOH - Home & Comm-Based Care	001TB3	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
	DOH - LTC Nursing Home Survey	001TB3	PAT	0	0	0	0	0	5	1	6	0	0	0	0	0	0	0	0	6	5	1
	DOH - LTC Survey - ICF/IID	001TB3	PAT	0	0	0	0	0	8	0	8	0	0	0	0	0	5	0	5	13	13	0
	DOH - LTC Survey - Life Safety	001TB3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	8	0	8	9	9	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	1	0
	DOH - Home & Comm-Based Care	006TB5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - LTC Survey - ICF/IID	006TB5	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - LTC Survey - Life Safety	006TB5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Nurse Consultant	DOH - Children's Spec Hlth Car	001QO3	PAT	0	0	1	0	0	5	0	6	0	0	0	0	0	0	0	0	6	5	1
Nutritionist 2	DOH - Women Infants & Children	001QK2	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	1	0	1	4	4	0
Public Health Administrator 1	DOH - Chronic Disease/PC/RH	001QT1	PAT	0	0	0	1	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
	DOH - Environmental Public Hlt	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - HIV, STI, Viral Hep	001QT1	PAT	0	0	1	0	0	7	0	8	0	0	1	0	0	6	0	7	15	13	2
	DOH - Immunization	001QT1	PAT	0	0	0	0	0	8	0	8	0	0	0	0	0	0	0	0	8	8	0
	DOH - Infect Disease Epi/Prev	001QT1	PAT	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	1
	DOH - Local Health Services	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Maternal & Child Health	001QT1	PAT	0	0	1	0	0	4	3	8	0	0	0	0	0	0	0	0	8	4	4
	DOH - MCH Women's Health	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Minority Health	001QT1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	1
	DOH - Nutrition & Physical Act	001QT1	PAT	0	0	0	0	0	2	1	3	0	0	0	0	0	1	0	1	4	3	1
	DOH - Tobacco Prev & Cess	001QT1	PAT	0	0	0	1	0	5	0	6	0	0	0	0	0	0	0	0	6	5	1
	DOH - Trauma & Injury Preventi	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
	DOH - Women Infants & Children	001QT1	PAT	0	0	0	0	0	4	1	5	0	0	0	0	0	0	0	0	5	4	1
Public Health Administrator 2	DOH - HIV, STI, Viral Hep	001QT2	PAT	0	0	0	0	0	6	0	6	0	1	0	0	0	4	0	5	11	10	1
	DOH - Immunization	001QT2	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	1	0	1	5	5	0
	DOH - LTC Enforcement	001QT2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Maternal & Child Health	001QT2	PAT	0	0	1	0	0	3	1	5	0	0	0	0	0	0	0	0	5	3	2
	DOH - Nutrition & Physical Act	001QT2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Tobacco Prev & Cess	001QT2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Women Infants & Children	001QT2	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	1	0	1	2	1	1
Public Health Administrator 3	DOH - Chronic Disease/PC/RH	001QT3	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Food Protection	001QT3	PAT	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	1
Public Health Investigator 2	DOH - HIV, STI, Viral Hep	001TA2	PAT	0	0	3	0	0	1	0	4	0	0	0	0	0	0	0	0	4	1	3
Public Health Nurse Surveyor	DOH - Acute & Continuing Care	001TC3	PAT	0	0	0	0	0	11	1	12	0	1	0	0	0	0	0	1	13	11	2
	DOH - Home & Comm-Based Care	001TC3	PAT	0	0	1	0	0	20	0	21	0	0	0	0	0	0	0	0	21	20	1
	DOH - LTC Nursing Home Survey	001TC3	PAT	0	0	2	2	0	77	2	83	1	0	0	0	0	7	0	8	91	84	7
	DOH - LTC Survey - Admin	001TC3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - LTC Survey - ICF/IID	001TC3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Program Perf & Develop	001TC3	PAT	0	0	0	0	0	7	0	7	0	0	0	0	0	0	0	0	7	7	0
Public Hlth Nurse Surveyor S5	DOH - Acute & Continuing Care	006TC5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Complaint & Incident Prg	006TC5	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Home & Comm-Based Care	006TC5	SAMPAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - LTC Nursing Home Survey	006TC5	SAMPAT	0	0	0	0	0	9	0	9	0	0	0	0	0	0	0	0	9	9	0
	DOH - Program Perf & Develop	006TC5	SAMPAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
Research Scientist 2	DOH - Advance Molecular Detect	001FS2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Speech Pathologist 3	DOH - Cntr for Deaf & HH Educ	002FG3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Grand Total				0	0	14	5	0	234	12	265	1	3	1	0	0	44	1	50	315	278	37
% TOTAL				0.0%	0.0%	4.4%	1.6%	0.0%	74.3%	3.8%	84.1%	0.3%	1.0%	0.3%	0.0%	0.0%	14.0%	0.3%	15.9%	100.0%	88.3%	11.7%

Job Group Analysis

Health Sciences   Job Group #: 4

Job Title	Department	Job Code	Job Family	Female I	A	B	H	P	W	T	Total	Male I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
Chemist 1	DOH - Chemistry Laboratories	001IB1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
	DOH - Laboratory Admin	001IB1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Chemist 2	DOH - Chemistry Laboratories	001IB2	PAT	0	2	0	1	0	5	0	8	0	2	0	0	0	6	0	8	16	11	5
Chemist 3	DOH - Chemistry Laboratories	001IB3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	4	4	0
Chemist Supv 3	DOH - Chemistry Laboratories	006IB3	SAMPAT	0	0	0	0	0	1	0	1	0	2	1	0	0	0	1	4	5	1	4
Electronics Tech 1	DOH-Biological Prep Lab&Outrch	004GA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Environmental Engineer 1	DOH - Environmental Public Hlt	001DO1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Health Care Eng & Meas	001DO1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Environmental Engineer 2	DOH - Environmental Public Hlt	001DO2	PAT	0	1	0	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
Environmental Engineer 3	DOH - Environmental Public Hlt	001DO3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Health Care Eng & Meas	001DO3	PAT	0	0	0	0	0	0	0	0	0	0	2	0	0	2	0	4	4	2	2
Environmental Engineer Su..	DOH - Health Care Eng & Meas	006DO3	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Environmental Manager 2	DOH - Environmental Public Hlt	001LS2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
	DOH - Lead & Healthy Homes	001LS2	PAT	0	0	1	0	0	3	0	4	0	0	0	0	0	0	1	1	5	3	2
Environmental Scientist 3	DOH - Environmental Public Hlt	001LS3	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	9	0	9	12	12	0
	DOH - Lead & Healthy Homes	001LS3	PAT	0	0	1	0	0	1	1	3	0	0	0	0	0	0	0	0	3	1	2
	DOH - Radiology/Wgts & Measure	001LS3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Epidemiologist 1	DOH - Chronic Disease/PC/RH	001FR1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - HIV, STI, Viral Hep	001FR1	PAT	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	2	1	1
	DOH - Infect Disease Epi/Prev	001FR1	PAT	0	0	1	0	0	1	0	2	0	1	0	0	0	1	0	2	4	2	2
	DOH - Vital Records	001FR1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
Epidemiologist E6	DOH - HIV, STI, Viral Hep	00EFR6	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Infect Disease Epi/Prev	00EFR6	ESM	0	0	1	0	0	2	0	3	0	0	0	0	0	2	0	2	5	4	1
	DOH - Maternal & Child Health	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Trauma & Injury Preventi	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Vital Records	00EFR6	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
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	1	0
	DOH - Fatality Review/Prevent	00EFR7	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - HIV, STI, Viral Hep	00EFR7	ESM	0	0	1	0	0	6	0	7	0	0	0	0	0	0	0	0	7	6	1
	DOH - Immunization	00EFR7	ESM	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Infect Disease Epi/Prev	00EFR7	ESM	0	1	1	0	0	18	1	21	0	0	0	0	0	2	1	3	24	20	4
	DOH - Maternal & Child Health	00EFR7	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Minority Health	00EFR7	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Tobacco Prev & Cess	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Trauma & Injury Preventi	00EFR7	ESM	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - Women Infants & Children	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	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	1	0
Food Scientist 2	DOH - Food Protection	001NE2	PAT	0	0	0	0	0	10	0	10	0	0	0	0	0	7	0	7	17	17	0
Food Scientist Sup 4	DOH - Food Protection	006NE4	SAMPAT	0	0	1	0	0	1	0	2	0	0	0	0	0	1	0	1	3	2	1
General Sanitarian Sup 4	DOH - Environmental Public Hlt	006NF4	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Laboratory Tech 1	DOH - Chemistry Laboratories	003BD1	COMOT	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	2	1	1
	DOH - Environmental Micro Lab	003BD1	COMOT	0	0	1	0	0	0	0	1	0	0	0	0	0	2	0	2	3	2	1
	DOH - Virology & Serology Labs	003BD1	COMOT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH-Biological Prep Lab&Outrch	003BD1	COMOT	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	1	2	1	1
Laboratory Tech 2	DOH - Environmental Micro Lab	003BD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Metrologist 1	DOH - Radiology/Wgts & Measure	001IH1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	3	0
Micro-Biologist 2	DOH - Advance Molecular Detect	001LB2	PAT	0	0	0	0	0	1	0	2	0	1	0	0	0	0	1	2	4	1	3
	DOH - Environmental Micro Lab	001LB2	PAT	0	1	0	1	0	3	0	5	0	0	0	0	0	5	0	5	10	8	2
	DOH - Virology & Serology Labs	001LB2	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	3	0	3	7	7	0
	DOH-Biological Prep Lab&Outrch	001LB2	PAT	0	2	0	0	0	4	0	6	0	0	0	0	0	1	0	1	7	5	2
Micro-Biologist 3	DOH - Virology & Serology Labs	001LB3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH-Biological Prep Lab&Outrch	001LB3	PAT	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
Micro-Biologist Sup 3	DOH - Advance Molecular Detect	006LB3	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	DOH - Environmental Micro Lab	006LB3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Virology & Serology Labs	006LB3	SAMPAT	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH-Biological Prep Lab&Outrch	006LB3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	2	0
Micro-Biologist Sup 4	DOH - Advance Molecular Detect	006LB4	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Environmental Micro Lab	006LB4	SAMPAT	0	0	0	0	0	2	0	2	0	1	0	0	0	0	0	1	3	2	1
	DOH - Virology & Serology Labs	006LB4	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Senior Environment Manager	DOH - Environmental Public Hlt	001LS1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	1	0	1	3	3	0
Weights & Measures Inspect..	DOH - Radiology/Wgts & Measure	001IL3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	5	0	5	6	6	0
Weights & Measures Manag..	DOH - Radiology/Wgts & Measure	00EIL7	ESM	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Grand Total				**0**	**10**	**11**	**3**	**0**	**96**	**4**	**124**	**0**	**7**	**3**	**1**	**0**	**65**	**4**	**80**	**204**	**161**	**43**

% TOTAL	I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
	0.00%	4.90%	5.39%	1.47%	0.00%	47.06%	1.96%	60.78%	0.00%	3.43%	1.47%	0.49%	0.00%	31.86%	1.96%	39.22%	100.00%	78.92%	21.08%

Job Group Analysis

Administrative Support   Job Group #: 5

Job Title	Department	Job Code	Job Family	Female								Male								Grand Total	Non-POC	POC
				I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
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	1	0
Administrative Assistant 2	DOH - IN Tobacco Prevention	002WN2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Administrative Assistant 3	DOH - Cntr for Deaf & HH Educ	002WN3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Cons Svc & HC Reg Comm	002WN3	PAT	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Health & Human Services	002WN3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Laboratory Admin	002WN3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Office Of The Comm	002WN3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Women Infants & Children	002WN3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	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	0	1
	DOH - Home & Comm-Based Care	002WN4	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Program Perf & Develop	002WN4	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
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	1	0
	DOH - Chronic Disease/PC/RH	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Cntr for Deaf & HH Educ	002WN5	PAT	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	2	1	1
	DOH - Emergency Preparedness	002WN5	PAT	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Environmental Public Hlt	002WN5	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
	DOH - Food Protection	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - HIV, STI, Viral Hep	002WN5	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	2	0
	DOH - Infect Disease Epi/Prev	002WN5	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
	DOH - LTC Enforcement	002WN5	PAT	0	0	2	0	0	1	0	3	0	0	0	0	0	0	0	0	3	1	2
	DOH - LTC Survey - Admin	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Maternal & Child Health	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Program Perf & Develop	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
	DOH - Radiology/Wgts & Measure	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Vital Records	002WN5	PAT	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Clerical Assistant 1	DOH - Children's Spec Hlth Car	003LD1	COMOT	0	0	4	0	0	2	1	7	0	0	2	0	0	0	0	2	9	2	7
	DOH - Complaint & Incident Prg	003LD1	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Clerical Assistant 2	DOH - AC - Clerical Support	003LD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - Emergency Preparedness	003LD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
	DOH - LTC Enforcement	003LD2	COMOT	0	0	2	0	0	1	0	3	0	0	0	0	0	0	0	0	3	1	2
Customer Svc Rep 5	DOH - Program Perf & Develop	002TM5	PAT	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	2
Information Specialist 3	DOH - Office Of Public Affairs	002LA3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0
Paralegal	DOH - Legal Affairs	001VC3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Warehouse Foreman 1	DOH - Emergency Preparedness	004NA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
Grand Total				0	1	14	1	0	23	4	43	0	0	2	0	0	5	0	7	50	28	22
				I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total	Grand Total	Non-POC	POC
% TOTAL				0.00%	2.00%	28.00%	2.00%	0.00%	46.00%	8.00%	86.00%	0.00%	0.00%	4.00%	0.00%	0.00%	10.00%	0.00%	14.00%	100.00%	56.00%	44.00%

Veterans & People with Disabilities

Veterans & People with Disabilities

VEVRRA

AA Group	AA Group Title	Meeting Benchmark	Number of Applicants	Self-Identified Protected Veteran Applicants	Other Applicants	Number of Hires	Protected Veteran Hires	Other Hires	Total EE Count	Protected Veterans EE Count	Total Protected Veteran Count (Hires+EE)	Protected Veteran Rate*	Benchmark*
1	Administrators & Executives	No	416	15	401	21	0	21	90	4	4	4.44%	5.30%
2	Professionals	No	1,647	48	1,599	62	3	59	242	4	7	2.89%	5.30%
3	Medical & Health Services	No	1,877	39	1,838	83	1	82	315	4	5	1.59%	5.30%
4	Health Sciences	No	778	12	766	46	0	46	204	3	3	1.47%	5.30%
5	Administrative Support	No	743	14	729	20	0	20	50	1	1	2.00%	5.30%
Grand Total			5,461	128	5,333	232	4	228	901	16	20	2.22%	5.30%

* VEVRAA: 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 5.30%, as its benchmark for 2024.

People with Disabilities

AA Group	AA Group Title	Meeting Benchmark	Number of Applicants	Applicant Who Self-identified as People with Disabilities	Other Applicants	Number of Hires	Number of People with Disabilities Hired	Other Applicants Hired	Total EE Count	Number of People with Disabilities in Workforce	Total Number of People with Disabilities (Workforce+Hired)	People with Disabilities Workforce Utilization Perce.	People with Disabilities Utilization Goal**
1	Administrators & Executives	No	416	39	377	21	0	21	90	5	5	5.56%	7.00%
2	Professionals	Yes	1,647	166	1,481	62	3	59	242	29	32	13.22%	7.00%
3	Medical & Health Services	Yes	1,877	174	1,703	83	8	75	315	36	44	13.97%	7.00%
4	Health Sciences	Yes	778	76	702	46	5	41	204	21	26	12.75%	7.00%
5	Administrative Support	Yes	743	77	666	20	2	18	50	5	7	14.00%	7.00%
Grand Total			5,461	532	4,929	232	18	214	901	96	114	12.65%	7.00%

** People with Disabilities: The Agency has adopted the national percentage of people with disabilities in the civilian labor force provided by the Office of Federal Contract Compliance Programs (OFCCP), currently at 7.00%, as its benchmark for 2024.

Staff Monitoring

Staff Monitoring

Applicants

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	2	17	54	11	0	157	9	250	2	19	23	10	0	107	5	166	416	264	152
2	Professionals	6	82	307	46	1	552	42	1,036	6	73	152	24	1	328	27	611	1,647	880	767
3	Medical & Health Services	3	56	347	55	2	1,005	77	1,545	4	30	72	14	1	203	8	332	1,877	1,208	669
4	Health Sciences	0	66	128	25	0	242	14	475	2	43	63	15	0	172	8	303	778	414	364
5	Administrative Support	1	34	224	26	1	295	29	610	2	8	34	11	0	68	10	133	743	363	380
Grand Total		12	255	1,060	163	4	2,251	171	3,916	16	173	344	74	2	878	58	1,545	5,461	3,129	2,332
% of Applicants		0.2%	4.7%	19.4%	3.0%	0.1%	41.2%	3.1%	71.7%	0.3%	3.2%	6.3%	1.4%	0.0%	16.1%	1.1%	28.3%	100.0%	57.3%	42.7%

Hires

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	0	1	0	0	0	11	0	12	0	1	1	1	0	6	0	9	21	17	4
2	Professionals	0	5	10	4	0	27	0	46	0	2	3	1	0	9	1	16	62	36	26
3	Medical & Health Services	0	0	8	2	0	59	5	74	1	0	0	1	0	7	0	9	83	66	17
4	Health Sciences	0	1	7	2	0	19	1	30	0	2	1	3	0	10	0	16	46	29	17
5	Administrative Support	0	1	6	3	0	10	0	20	0	0	0	0	0	0	0	0	20	10	10
Grand Total		0	8	31	11	0	126	6	182	1	5	5	6	0	32	1	50	232	158	74
% of Hires		0.0%	3.4%	13.4%	4.7%	0.0%	54.3%	2.6%	78.4%	0.4%	2.2%	2.2%	2.6%	0.0%	13.8%	0.4%	21.6%	100.0%	68.1%	31.9%

Promotions

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	0	0	1	0	0	8	0	9	0	0	1	0	0	2	0	3	12	10	2
2	Professionals	0	1	7	2	0	22	1	33	0	0	1	0	0	4	0	5	38	26	12
3	Medical & Health Services	0	0	0	0	0	4	0	4	0	0	0	0	0	2	0	2	6	6	0
4	Health Sciences	0	1	1	0	0	12	0	14	0	0	1	1	0	1	0	3	17	13	4
5	Administrative Support	0	0	4	1	0	2	0	7	0	0	0	0	0	0	0	0	7	2	5
Grand Total		0	2	13	3	0	48	1	67	0	0	3	1	0	9	0	13	80	57	23
% of Promotions		0.0%	2.5%	16.3%	3.8%	0.0%	60.0%	1.3%	83.8%	0.0%	0.0%	3.8%	1.3%	0.0%	11.3%	0.0%	16.3%	100.0%	71.3%	28.8%

Retirements

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
2	Professionals	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
3	Medical & Health Services	0	0	0	0	0	5	0	5	0	0	0	0	0	3	0	3	8	8	0
4	Health Sciences	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	3	0
5	Administrative Support	0	0	1	0	0	3	0	4	0	0	0	0	0	0	0	0	4	3	1
Grand Total		0	0	1	0	0	16	0	17	0	0	0	0	0	3	0	3	20	19	1
% of Retirements		0.0%	0.0%	5.0%	0.0%	0.0%	80.0%	0.0%	85.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.0%	0.0%	15.0%	100.0%	95.0%	5.0%

All Terminations

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	0	1	0	0	0	3	0	4	0	1	1	0	0	0	0	2	6	3	3
2	Professionals	0	0	5	0	0	14	1	20	0	0	1	0	0	5	0	6	26	19	7
3	Medical & Health Services	0	0	3	1	0	31	0	35	0	0	0	1	0	6	0	7	42	37	5
4	Health Sciences	0	2	0	0	0	9	1	12	0	0	0	0	0	6	0	6	18	15	3
5	Administrative Support	0	2	6	0	0	3	0	11	0	0	0	0	0	0	0	0	11	3	8
Grand Total		0	5	14	1	0	60	2	82	0	1	2	1	0	17	0	21	103	77	26
% of Terminations		0.0%	4.9%	13.6%	1.0%	0.0%	58.3%	1.9%	79.6%	0.0%	1.0%	1.9%	1.0%	0.0%	16.5%	0.0%	20.4%	100.0%	74.8%	25.2%

Involuntary Terminations

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	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	1	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	1
3	Medical & Health Services	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
4	Health Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Administrative Support	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	2
Grand Total		0	0	3	1	0	1	0	5	0	0	0	0	0	0	0	0	5	1	4
% of Invol. Terminations		0.0%	0.0%	60.0%	20.0%	0.0%	20.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	80.0%

Resignations

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	0	1	0	0	0	1	0	2	0	0	1	0	0	0	0	1	3	1	2
2	Professionals	0	0	2	0	0	10	1	13	0	0	1	0	0	5	0	6	19	15	4
3	Medical & Health Services	0	0	3	0	0	23	0	26	0	0	0	1	0	2	0	3	29	25	4
4	Health Sciences	0	2	0	0	0	5	1	8	0	0	0	0	0	6	0	6	14	11	3
5	Administrative Support	0	2	3	0	0	0	0	5	0	0	0	0	0	0	0	0	5	0	5
Grand Total		0	5	8	0	0	39	2	54	0	0	2	1	0	13	0	16	70	52	18
% of Resignations		0.0%	7.1%	11.4%	0.0%	0.0%	2.9%	55.7%	77.1%	0.0%	0.0%	2.9%	1.4%	0.0%	0.0%	18.6%	22.9%	100.0%	74.3%	25.7%

Involuntary Demotions

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Medical & Health Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Health Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% of Invol. Demotions																				

Demotions

AA Group	AA Group Title	Female								Male								Grand Total	Non-POC	POC
		I	A	B	H	P	W	T	Total	I	A	B	H	P	W	T	Total			
1	Administrators & Executives	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
2	Professionals	0	0	0	1	0	2	0	3	0	0	0	0	0	0	0	0	3	2	1
3	Medical & Health Services	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0
4	Health Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
5	Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total		0	0	0	1	0	4	0	5	0	0	0	0	0	2	0	2	7	6	1
% of Demotions		0.0%	0.0%	0.0%	14.3%	0.0%	57.1%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	28.6%	100.0%	85.7%	14.3%

Executive Summary

Affirmative Action Plan Executive Summary
Each agency, unless otherwise noted, will utilize the federal placement rate goals as targets for hiring, promoting, retaining, etc. staff of certain identities. The chart to the right outlines federal placement rate goals for Areas of Success; Opportunity; and Adverse Impact.   - Areas of Success are where the agency has met or exceeded the federal placement goal.   - Areas of Opportunity are where the agency is close to meeting the federal placement goal.   - Areas of Adverse Impact are where the agency metrics indicate potential adverse impact. Further analysis may be required.

Areas of Success

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

Adverse Impact - Recruitment

AA Group	AA Group Title	Women	People of Color	Veterans	People w/ Disabilities
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 Sciences		Adverse Impact	Adverse Impact	
5	Administrative Support			Adverse Impact	

Adverse Impact - Promotions

AA Group	AA Group Title	Women	People of Color
1	Administrators & Executives		Adverse Impact
2	Professionals		Adverse Impact
3	Medical & Health Services		Adverse Impact
4	Health Sciences		Adverse Impact
5	Administrative Support		

Adverse Impact - Terminations

AA Group	AA Group Title	Women	People of Color
1	Administrators & Executives		
2	Professionals		Adverse Impact
3	Medical & Health Services		Adverse Impact
4	Health Sciences		Adverse Impact
5	Administrative Support		

Adverse Impact - Demotions

AA Group	AA Group Title	Women	People of Color
1	Administrators & Executives	Adverse Impact	Adverse Impact
2	Professionals		Adverse Impact
3	Medical & Health Services		Adverse Impact
4	Health Sciences	Adverse Impact	Adverse Impact
5	Administrative Support		
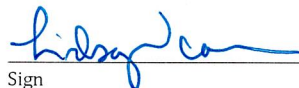
Agency Goals

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

INITIATIVE	DESCRIPTION	IMPACT & OUTCOME	AGENCY'S RESPONSIBLE PARTY	SPD'S COLLABORATIVE DIVISION	EVALUATION FREQUENCY
Ensure staff are knowledgeable and aware of bias and how it can impact the workforce.	Development & Education	Promote training opportunities that address unconscious bias, working in a diverse environment, as well as best practices for interviewing, hiring, and general management of staff.	Optional: OMH and/or HEC if available to present or share resources	IDOH HR, EIO, Talent Acquisition	annually
Continued engagement of staff to improve employee experience.	Inclusion & Opportunity	Promotion of WHOLE policy with added focus: "IDOH encourages professional development by allowing up to two (2) hours per week on average…"	People & Culture Pillar	IDOH HR	quarterly
Utilize career pathing/succession planning programming to provide equal opportunity for intentional development of all staff.	Hiring & Retention	By the end of 2024, IDOH will have at least 75% of People Profiles completed and 90% of Talent Assessments completed in an effort to begin work in Q2 2025 on the creation of unique career paths and development.	All Supervisors, All Employees, Sustaining Future Pillar	IDOH HR, WSP	Weekly
Improve visibility of IDOH employment opportunities to staff.	Hiring & Retention	Create and maintain method to provide regular updates to staff re: IDOH employment opportunities for consideration.	People & Culture Pillar	IDOH HR	semi-annually

By signing below, we agree to the agency goals and the implied responsibilities, unless otherwise stated.
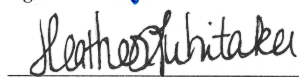
Lindsay M. Weaver, MD, FACEP
Appointing Authority or Designee – Print

Sign

8-29-24
Date

Heather Whitaker
Human Resource Director – Print
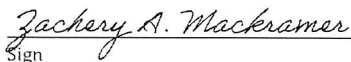
Sign

8/29/24
Date

Zachery Mackramer [Cramer]
Affirmative Action Primary Contact – Print

Sign

8/27/2024
Date

Appendix A Agency Goals for 2023

INITIATIVE	DESCRIPTION	IMPACT & OUTCOME	AGENCY'S RESPONSIBLE PARTY	SPD'S COLLABORATIVE DIVISION	EVALUATION FREQUENCY
Development	SPD to share AAP with IDOH workforce and provide resources for further development. Supervisors to take a proactive approach to learning.	1) SPD/IDOH HR will present AAP to Supervisors and Health Equity Council. Attendance or confirmation of completion of the subsequent recording of the presentation is required. Measurement: July 2023 deadline. 2) IDOH HR to identify and regularly promote EIO learning opportunities for supervisors to enhance their knowledge via HR/Supervisor Newsletters, meetings/trainings, email, etc. Measurement: Minimum of 10 resources shared by Dec 2023. 3) IDOH HR to share INSPD resources: Hiring Toolkit and Diverse Job Posting Toolkit. Measurement: December 2023 deadline 4) HEALTH EQUITY COUNCIL to identify and conduct agency EIO training opportunities. Partner with HRD to coordinate. Managers/Senior Leadership to monitor participation of workforce. Measurement: December 2023 deadline 5) SUPERVISORS to complete the following LinkedIn Learning courses by 12/1/2023: (1) Fair and Effective Interviewing for Diversity and Inclusion, (2) Diversity Recruiting. Managers/Senior Leadership to monitor participation of workforce. Measurement: December 2023 deadline. Compliance reports shared by IDOH HR monthly beginning in August.	IDOH HR Senior Leadership Managers Supervisors Health Equity Council	EIO Division	Various – see outcomes section

		1) HRD will add 2023 AAP and recording to The Nerve Center and send all agency email with updates/links. Measurement: August 2023 deadline 2) HEALTH EQUITY COUNCIL leadership to identify further data analysis needs following Supv/HEC presentation. Partner with INSPD EIO Director and IDOH HRD. Measurement: August 2023 deadline 3) IDOH HR to provide goal compliance rates via monthly HR/Supervisor newsletter. Measurement: percentage completion shared once per month. 4) SUPERVISORS will participate in timely and selective dispositioning of candidates on all job postings. Timeline will be shared via email and in HR/Supv newsletter. Measurement: Monthly average metrics shared via HR/Supv newsletter.	IDOH HR Health Equity Council Supervisors		
Transparency	IDOH HR to provide and/or request resources for further development.	5) SENIOR LEADERSHIP to incorporate HEC into e-staff meetings once per quarter. Measurement: Q3 and Q4 HEC participation	Senior Leadership	EIO Division	Various – see outcomes section
Additional Goals	IDOH to incorporate AAP and/or health equity goals.	MANAGERS to identify at least one goal for each of your supervisors related to affirmative action and/or health equity best practices. Add to 2024 goal plans. Measurement: IDOH HR will review all supervisor goal plans and share with Senior Leadership by April 2024.	Managers Senior Leadership	IDOH HR	Apr-24

Appendix B Graph Comparisons Actions

Appendix B Graph Comparisons Actions

Application Comparison (Race)
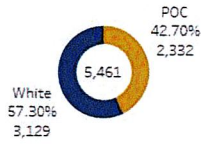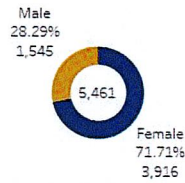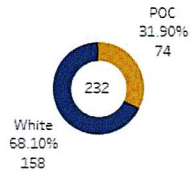
POC
42.70%
2,332

5,461

White
57.30%
3,129

Application Comparison (Gender)

Male
28.29%
1,545

5,461

Female
71.71%
3,916

Hired Comparison (Race)

POC
31.90%
74

232

White
68.10%
158

Hired Comparison (Gender)

Male
21.55%
50

232

Female
78.45%
182

Promotions Comparison (Race)

POC
28.75%
23

80

White
71.25%
57

Promotions Comparison (Gender)

Male
16.25%
13

80

Female
83.75%
67
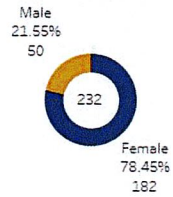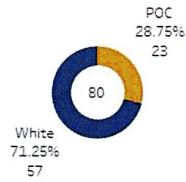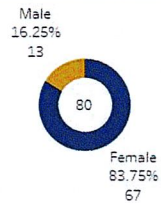
Appendix C Availability & Placement

Utilization Analysis: Determining Availability

	Raw Statistics							Gender		POC		Value Weight		Weighted Factors							Gender		POC	
	I	A	B	H	P	W	T	F	M	POC	Non-POC		I	A	B	H	P	W	T	F	M	POC	Non-POC
Factor 1	0.37%	2.37%	9.13%	7.81%	0.05%	73.83%	6.46%	52.00%	48.00%	26.19%	73.83%	95.00%	0.35%	2.25%	8.67%	7.42%	0.05%	70.14%	6.14%	49.40%	45.60%	24.88%	70.14%
Factor 2	0.55%	4.59%	11.04%	1.75%	0.00%	55.74%	4.04%	72.68%	25.79%	21.97%	76.50%	5.00%	0.03%	0.23%	0.55%	0.09%	0.00%	2.79%	0.20%	3.63%	1.29%	1.10%	3.83%
													0.38%	2.48%	9.23%	7.51%	0.05%	72.93%	6.34%	53.03%	46.89%	25.98%	73.96%

Adverse Impact

		Applicants	Hires	Hire %	4/5 Rule	Promotion %	4/5 Rule	Termination %	4/5 Rule	Demotion %	4/5 Rule
			Recruitment			Promotions		Terminations		Demotions	
1	Female	267	12	4.45%	88.38%	0.750	300.00%	0.500	100.00%	0.00%	0.00%
	Male	177	9	5.08%	88.38%	0.250	300.00%	0.500	100.00%	0.00%	0.00%
2	Female	1,104	49	4.44%	170.75%	0.872	680.00%	0.739	283.33%	100.00%	0.00%
	Male	654	17	2.60%	170.75%	0.128	680.00%	0.261	283.33%	0.00%	
3	Female	1,631	75	4.60%	148.40%	0.714	250.00%	0.872	680.00%	100.00%	0.00%
	Male	355	11	3.10%	148.40%	0.296	250.00%	0.128	680.00%	0.00%	
4	Female	501	31	6.19%	124.53%	0.833	500.00%	0.600	150.00%	0.00%	0.00%
	Male	322	16	4.97%	124.53%	0.167	500.00%	0.400	150.00%	100.00%	0.00%
5	Female	649	21	3.24%		1.000		1.000		0.00%	
	Male	138	0	0.00%		0.000		0.000		0.00%	

		Applicants	Hires	Hire %	4/5 Rule	Promotion %	4/5 Rule	Termination %	4/5 Rule	Demotion %	4/5 Rule
			Recruitment			Promotions		Terminations		Demotions	
1	POC	180	4	2.22%	30.30%	0.167	20.00%	0.750	300.00%	0.00%	0.00%
	White	264	17	6.44%	30.30%	0.833	20.00%	0.250	300.00%	100.00%	0.00%
2	POC	878	30	3.42%	79.40%	0.333	50.00%	0.904	43.75%	33.33%	50.00%
	White	880	36	4.09%	79.40%	0.667	50.00%	0.696	43.75%	66.67%	50.00%
3	POC	778	20	2.57%	54.90%	0.143	16.67%	0.256	34.48%	0.00%	0.00%
	White	1,208	66	5.46%	54.90%	0.857	16.67%	0.744	34.48%	100.00%	0.00%
4	POC	409	18	4.40%	64.49%	0.278	26.46%	0.200	25.00%	0.00%	0.00%
	White	414	29	7.00%	64.49%	0.722	38.46%	0.800	25.00%	100.00%	0.00%
5	POC	424	11	2.59%	90.27%	0.714	250.00%	1.000		0.00%	
	White	363	10	2.75%	90.27%	0.286	250.00%	0.000		0.00%	

		Applicants	Hires	Hire %	4/5 Rule
			Recruitment		
1	Protected Veteran	17	0	0.00%	0.00%
	N/A	427	21	4.92%	0.00%
2	Protected Veteran	52	4	7.69%	211.06%
	N/A	1,706	62	3.63%	211.06%
3	Protected Veteran	42	1	2.38%	49.13%
	N/A	1,944	85	4.37%	49.13%
4	Protected Veteran	14	0	0.00%	0.00%
	N/A	809	47	5.81%	0.00%
5	Protected Veteran	14	0	0.00%	0.00%
	N/A	773	21	2.72%	0.00%

		Applicants	Hires	Hire %	4/5 Rule
			Recruitment		
1	Person w/ a Disability	40	0	0.00%	0.00%
	N/A	404	21	5.20%	0.00%
2	Person w/ a Disability	171	3	1.75%	49.12%
	N/A	1,587	68	3.97%	49.12%
3	Person w/ a Disability	180	8	4.44%	96.09%
	N/A	1,806	78	4.32%	96.09%
4	Person w/ a Disability	82	5	6.10%	99.66%
	N/A	741	42	5.67%	99.66%
5	Person w/ a Disability	79	2	2.53%	91.45%
	N/A	708	19	2.68%	91.45%