

State of Illinois Illinois Department of Central Management Services

# FY-2017 Affirmative Action Plan CENTRAL MANAGEMENT SERVICES

December 2016



# **FY-2017 Affirmative Action Plan CENTRAL MANAGEMENT SERVICES**

December 2016



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 ILLINOIS
 Bruce Rauner, Governor

 DEPARTMENT OF CENTRAL MANAGEMENT SERVICES
 Michael M. Hoffman, Acting Director

August 31, 2016

Ms. Susan Allen Department of Human Rights 222 South College Street Springfield, IL 62704

Dear Ms. Allen:

The following is the Department of Central Management Services FY 2017 Affirmative Action Plan.

Should you have any questions, please feel free to contact Fred Stewart at (217) 558-6713.

Sincerely,

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Michael M. Hoffman Acting Director

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Fred V. Stewart, II EEO/AA Officer

720 Stratton Office Building, 401 South Spring Street, Springfield, IL 62706 Primed on Recycled Paper

Central Management Services

# SECTION I

## EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM CERTIFICATION

NAME OF AGENCY: CENTRAL MANAGEMENT SERVICES

AGENCY DIRECTOR: Michael M. Hoffman (Acting)

ADDRESS: 715 STRATTON BUILDING, SPRINGFIELD, IL 62706

AGENCY EEO OFFICER: Fred V. Stewart, II

TELEPHONE NUMBER: (217) 558-6713 (866) 273-3684 (TTY)

This is to certify that the attached document represents the Equal Employment Opportunity/Affirmative Action Program of this agency.

N.M.K

MICHAEL M. HOFFMAN, ACTING DIRECTOR

DATE

DATE

## EEO/AA POLICY STATEMENT OF THE CHIEF EXECUTIVE OFFICER

The Equal Employment Opportunity (EEO)/Affirmative Action (AA) Policy of the Department of Central Management Services (CMS) states the following:

1. Decisions regarding recruitment, hiring, training, promotion, layoff and awarding of benefits will be made without regard to non-merit factors; including but not limited to age, ancestry, marital status, military status, pregnancy, race, color, religion, sex, sexual orientation, national origin, order of protection status, unfavorable discharge from the military service, and disabling condition, except when it is necessary to implement the Affirmative Action Program, or when it is a bona fide job qualification.

2. An Affirmative Action Program will be undertaken to correct underutilization of minorities, females and disabled individuals in all levels of employment within CMS.

3. CMS shall endeavor to provide reasonable accommodations to disabled employees, unless doing so causes undue hardship on the department.

4. All CMS executives, managerial and supervisory staff are expected to support and aid in the implementation of the department's EEO/AA Program.

5. There shall be no retaliation against any individual who exercises his/her right to file a complaint against CMS for alleged discrimination.

I support this Policy and regard it as essential to fulfill the Department of Central Management Services fiscal year 2017 Affirmative Action Plan.

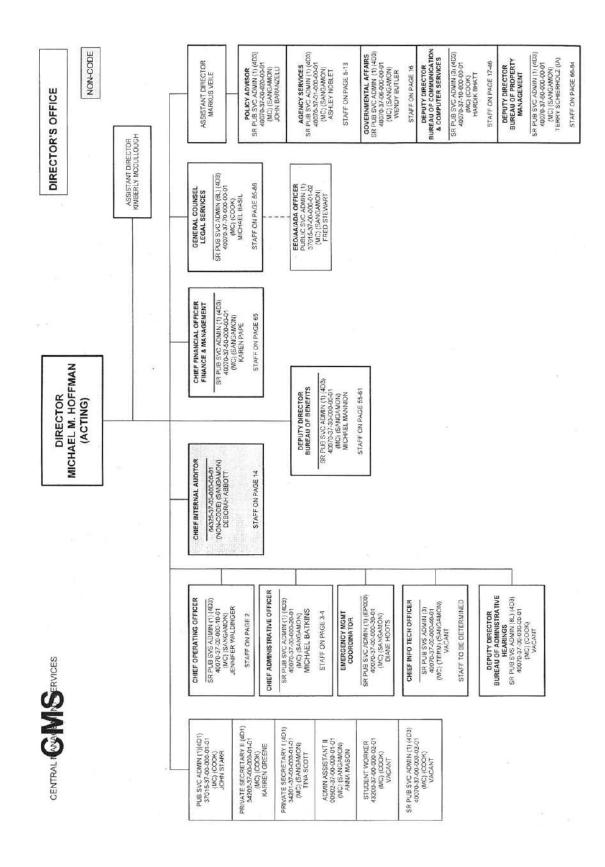
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MICHAEL M. HOFFMAN, ACTING DIRECTOR

DATE

FRED V. STEWART, II, EEO/AA OFFICER

DATE



Cost Savings Accountability	Transparency
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#### AGENCY PROFILE

The Department of Central Management Services (CMS) provides centralized administrative services to Illinois State and local governmental units in areas of purchasing, federal and surplus property, auditing, accounting control, data processing, building management and leasing, telecommunications services, personnel administration, insurance coverage, statewide examinations, auto fleet management, vehicle leasing and repair, forms management, and printing services.

The Department is organized into various Bureaus, Divisions and Offices including: Agency Services, Benefits, Business Enterprise Program, Communication and Computer Services, Finance and Management, Governmental Affairs, Illinois Office of Communication and Information, Internal Audits, Labor Relations, Legal Services, Personnel, Property Management, and Strategic Sourcing.

As of June 30, 2016, the Department's work force consisted of 1,401 representing all eight Equal Employment Opportunity Commission (EEOC) categories which consist of Officials and Administrators, Professionals, Technicians, Protective Service, Para-Professionals, Office/Clerical, Skilled Craft and Service Maintenance workers.

The compiled data represented in CMS's fiscal year 2016 Equal Employment Opportunity/Affirmative Action Plan has determined a total underutilization of 117 affirmative action employees; more specifically CMS employees who are female, Black or African American, Hispanic or Latino, and Asian. The highest concentration of CMS employees are in Regions 7 and 1 respectively. Thus Regions 1 and 7 suffer from the highest rates of underutilization. Region 1 which consists of Cook, DuPage, Grundy, Kane, Kendall, Lake, McHenry and Will counties, make up approximately 50 % of the underutilization. Region 7, which consists of Christian, DeWitt, Logan, Macon, Macoupin, Menard, Montgomery, Piatt and Sangamon counties, makes up approximately 42 % of the underutilizations. The remaining underutilizations are in Regions 8 and 10.

Underutilization of females is particularly high for Professionals and the Service-Maintenance categories. Those two categories make up 86 % of the total female underutilizations. Hispanics in the Skilled Craft Workers and the Service Maintenance categories make up approximately 100 % of the total CMS Hispanic underutilizations.

To reduce underutilizations, and to reach employment parity within CMS, targeted recruitment and outreach to females in the Professionals and Service-Maintenance areas and Hispanics particularly in the Skilled Craft Workers and Service-Maintenance areas will be accented. CMS will be actively attending job fairs and community events to further reduce underutilizations of Blacks or African Americans in the Skilled Craft and Service-Maintenance areas, and Asians in the Professionals category. Additionally, CMS will continue to improve the accessibility of the State employment exam with the Mobile Testing center traveling statewide.

Coordinated efforts between the EEO/AA and the Diversity Enrichment Programs will continue this fiscal year to enhance the cohesiveness of all CMS Employment-related programs and initiatives. Several CMS staff will continue to work through the Disabled Hiring Initiative Committee to evaluate barriers to entry to State employment that affect applicants with disabilities. These initiatives are significant to Personnel in general, but also to the EEO/AA Plan.

#### **Central Management Services**

## **IDENTIFICATION AND DUTIES OF EEO/AA OFFICER**

Fred V. Stewart, II CMS, EEO/AA Officer 720 Stratton Building Springfield, IL 62706 (217) 558-6713

Pursuant to Section 2-105 (B) (4) of the Human Rights Act and Section 2520.780(a) of the Department of Human Rights Rules, the Department of Central Management Services (CMS) is required to have a full time Equal Employment Opportunity (EEO)/Affirmative Action (AA) Officer as a part of the Director's administrative staff. In addition, Section 2520.780 (a & b) requires that the Director of CMS inform the Director of the Department of Human Rights when there is an interim or permanent change in the EEO Officer and obtain approval of this individual prior to the appointment. The EEO/AA Officer reports directly to the CEO (Section 2-105 (B) (4) (a), (b) and (d) of the Human Rights Act).

The duties of the CMS EEO Officer, relative to Affirmative Action (AA) are as follows:

- To advise the Director regarding the preparation of the EEO/AA Plan, and to recommend courses of action consistent with existing law in all matters concerning EEO and AA, including internal procedures and minority relations;
- To evaluate the numerical and programmatic progress of the EEO/AA Plan and report to the Director identifying problem areas and make recommendations to correct deficiencies, as needed;
- 3. To immediately notify the Director of CMS regarding any discriminatory practices, unintentional or not, inherent to Department policy;
- To report on and/or to analyze layoff reports [2520.770(f)], reorganization reports [2520.770(g)], hiring and promotion monitors [2520.770 (h)], and exit questionnaires [2520.770 (i)];
- To serve as a liaison between the agency and EEO enforcement authorities and to assist in the investigation of internal and external complaints of discrimination as specified in section 2520.790 (a & b) of these regulations;
- To evaluate tests, employment policies and practices and report to the agency director any such policies, practices and evaluation mechanisms that have adverse impact on minorities, women, and people with disabilities;
- 7. To assist in the recruitment of minorities, women and people with disabilities, and act as a liaison with any agency or organization established for the

placement of minority or protected class individuals in employment for which they are qualified;

- To act as liaison with groups or organizations which have as their basis the desire or mandate to promote, encourage, or disseminate information concerning the employment or well-being of people with disabilities;
- 9. To work with agencies in noncompliance, as described in section 2520.795. to develop programs for the preparation and promotion of the affirmative action group in question;
- To counsel aggrieved employees or applicants for employment who believe they have been discriminated against because of factors including but not limited to: race, ethnicity, religion, sex, sexual orientation, national origin, disability condition or age;
- 11. To regularly confer with managers, supervisors and employees to assure that the agency's EEO policies are observed.

#### **Central Management Services**

## METHODS OF DISSEMINATING THE CMS EEO/AA POLICY AND PLAN – FY 2017

#### POLICY

- The Equal Employment Opportunity/Affirmative Action (EEO/AA) Officer will supply copies of the EEO/AA Policy to CMS executives, managers and supervisors.
- CMS executives, managers and supervisors will be responsible for disseminating the CMS EEO/AA Policy to all employees under their direct or indirect supervision.
- The EEO/AA Officer will disseminate copies of the EEO/AA Policy to the Equal Employment Opportunity Commission, and the Illinois State Library.
- · The EEO/AA Policy will be posted online on the CMS Bulletin.
- Inclusion in new employee orientation information and other appropriate publications.
- EEO/AA posters should be posted in conspicuous locations.
- Communications will be sent to area minority groups and women's organizations and advocacy groups for persons with disabilities.
- The EEO/AA Officer will provide additional copies of the EEO/AA Policy as needed, upon request.

#### PLAN

- The EEO/AA Officer will disseminate the EEO/AA Plan to managerial and supervisory personnel.
- The EEO/AA Policy and Plan will be posted online on the CMS intranet for CMS employees to access.
- Include a link to the EEO/AA Plan in new employee orientation information.

# **SECTION II**

Central Management Services Cost Savings Accountability Transparency Summary of Workforce Analysis by Region

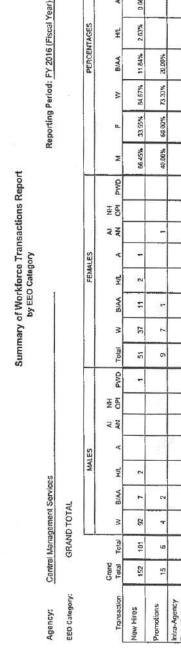
Agency: Central Management Services

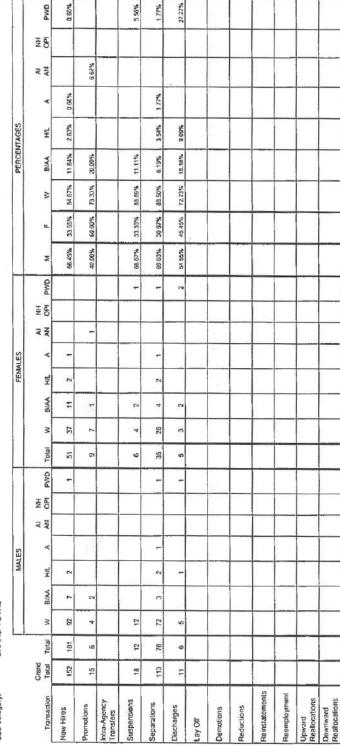
Grand Total

Reporting Period: FY 2016, 4th Quarter

	DWD	6.84%	8.46%	1,53%	\$606	201.36	13.51%	\$27.F	5.84%	7.28%	Γ
	I-CHN										
	AIJAN		0.45%					N65.0		029%	
AGES	A	2.93%	3.56%	XCOE				\$62.0	NC2.0	2.07%	
PERCENTAGES	н	3.26%	2.45%	3.03%		%60'6	8.11%	1.47%	2.19%	2.78%	
	BIAA	5.86%	10.91%	9.09%	9,60.6	20.00%	13.51%	2.65%	18.25%	8.85%	
	w	\$7.95%	82.63%	84.85%	%16.06	70.91%	78.38%	94.99%	78.83%	86.01%	196
	u.	35.18%	36.08% 8	51.52% 8	<u> </u>	76.36% 7	43.24% 7	0.88%	9.49% 7	26.98% 8	
	¥	64.82% 3	63.92%	48.48% 5	100.00%	23.64% 7	56.76% 4	99.12%	90.61%	73.02% 2	Total Minorities:
-	DWD	4	9 6	4	0 <sup>1</sup>	7 2	1	a.	6	23 7	Ĩ,
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	A	ß	5					-		80	
FEMALES	ЧЧ	4	5			4	6			14	378
3-	BIAA	8	23	4		6			4	48	Females:
	M	91	133	20		29	12	n	0	307	Fer
	Total	108	162	R		CJ	16	ಕಾ	13	378	
	DWD	17	29	4	-	N	4	15	2	52	23
No. 198	HN										1,023
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	A	4	14	-				٢	-	5	Aales:
MALES	H	9	80	~		-		s	e	25	2
	BIAA	10	26	2	-	2	S	6	21	76	
	M	179	238	27	10	10	16	319	66	898	
	Total	190	287	32	ť	13	21	336	124	1,023	
40 million and a second second	Total	307	449	66	11	55	37	339	137	1,401	:saavojo
	EEO Calagory	Officials / Administrators	Professionals	Technicians	Prolective Service	Para- professionals	Administrative Support	Skilled Craft	Service / Maintenance	TOTAL	Grand Total Employees:

102 PWD: W=White BIAA=Black or African American H/L=Hispanic or Latino A=Asian AUAN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Cisabilities HOPI 4 0.29% AIAN: 29 Asian: 39 2.78% Hispanic/Latino: 124 8.85% Btack/African American: 1,205 86.01% White:





W=White BIAA=Black or African American H/tt=Hispanic or Lahino A=Asian AlvAN=American Indian or Alsskan Native NHOPI=Native Havailian or Other Pacific Istander PWD=People with Disabilities

DHR-10 (Fev. Feb 2016)

Cost Savings

**Central Management Services** 

Accountability

Transparency

Category:	Central Management Officials/Administrator		Availabil	ity Percent Wo	or <b>kshee</b> t		Affirmative Action Group: WOMEN Region: 1 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	579,975	236,070	40.70%	90	36.63	U. S. Census Bureau / American Community Survey.
	promotable, trainable, grable in the region.	67	23	34.33%	10	3.43	Agency Workforce.
					100	32.05	Availability Percent.
	•						
AGENCY: Category:	Central Management Officials/Administrator			2			Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 1 Facility: 0
	FACTORS	A Grand Total	B Aff. Action Group	C Percentage Total	D Value Weight	E Weighted Factor	Paulas at Claticitas
		#	#	%	%	%	Source of Statistics
<ol> <li>Those h the region.</li> </ol>	aving requisite skills in	579,975	53,735	9.27%	90	8.34	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	67	25	37.31%	10	3.73	Agency Workforce.
					100	9.66	Availability Percent.
		8.941 engeneration					, y y
	Central Management Officials/Administrator						Affirmative Action Group: HISPANIC or LATINO Region: 1 Facility: 0
			-	С	D	E	
		A	B		20-2		
	FACTORS	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	FACTORS		Aff. Action	Percentage			Source of Statistics
	FACTORS	Grand Total	Aff. Action Group	Percentage Total	Weight	Factor	Source of Statistics U. S. Census Bureau / American Community Survey.
the region. 2. Those p		Grand Total #	Aff. Action Group #	Percentage Total %	Weight %	Factor %	U. S. Census Bureau /

			Availabil	ity Percent Wo	ricebool		
AGENCY: Calegory:	Central Management & Officials/Administrators		Avanabi	ny recent wo	ikanaar		Affirmative Action Group: ASIAN Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region	aving requisite skills in	579,975	36,110	6.23%	90	5.60	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	67	7	10.45%	10	1.04	Agency Workforce.
					100	5.32	Availability Percent
AGENCY: Category:	Central Management S Officials/Administrator:					9999), god (1000) 100 - Postor	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region,	aving requisite skills in	579,975	508	0.09%	90	0.08	U. S. Census Bureau / American Community Survey.
	promotable, trainable, trable in the region.	67	1	1.49%	10	0.15	Agency Workforce.
					100	0.18	Availability Percent.
AGENCY: Category:	Central Management Officials/Administrator						Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Welghted Factor %	Source of Statistics
1. Those h the region.	naving requisite skills in	579,975	190	0.03%	100	0.03	U. S. Census Bureau / American Community Survey.
	promotable, trainable, prable in the region.	67	0	0.00%	O	0.00	Agency Workforce.

Availability Percent.

100

0.03

DHR-S-AAP (Rev. Feb. 2015)

## **Central Management Services**

Cost Savings	Accountability	Transparency
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14

#### Availability Percent Worksheet

Category: Professionals	Services					Affirmative Action Group: WOMEN Region: 1 Facility:
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those having requisite skills in he region.	827,810	454,510	54.91%	90	49.41	U. S. Census Bureau / American Community Survey.
<ol> <li>Those promotable, trainable, and transferable in the region.</li> </ol>	12	10	83.33%	10	8.33	Agency Workforce.
	×			100	46.20	Availability Percent.
AGENCY: Central Management Category: Professionals	Services					BLACK or AFRICAN
						AMERICAN Region: 1 Facility: <sup>0</sup>
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Region: 1
1. Those having requisite skills in	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Region: 1 Facility: 0
FACTORS 1. Those having requisite skills in the region. 2. Those promotable, trainable, and transferable in the region.	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Region: 1 Facility: 0 Source of Statistics

Affirmative Action Group: HISPANIC or LATINO Region: 1 Facility: 0

AGENCY: Central Management Services Category: Professionals

FACTORS	A Grand Total	B Aff. Action Group	C Percentage Total	D Value Weight	E Weighted Factor	
	#	#	%	%	%	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	827,810	55.200	<b>6.67%</b>	90	6.00	U. S. Census Bure American Commun
2. Those promotable, trainable, and transferable in the region.	12	4	33.33%	10	3.33	Agency Workforce
				100	7.47	Availability Percent

CS

reau / unity Survey.

e.

Availability Percent.

#### DHR-S-AAP (Rev. Feb. 2016)

#### **Central Management Services**

			Availabil	ity Percent We	orksheet		
AGENCY: Category:	Central Management S Professionals	Services					Affirmative Action Group: ASIAN Region: 1 Facility: 0
	FACTORS	A Grand Total 	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those hat the region.</li> </ol>	aving requisite skills in	827,810	87,895	10.62%	100	10.62	U. S. Census Bureau / American Community Survey.
	omotable, trainable, able in the region.	12	0	0.00%	0	0.00	Agency Workforce.
					100	8.49	Availability Percent.
			0100-100 in 100-00-0-				
AGENCY: Category:	Central Management Professionals	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha the region.	aving requisite skills in	827,810	470	0.06%	100	0.06	U. S. Census Bureau / American Community Survey.
	omotable, trainable, able in the region.	12	0	0.00%	0	0.00	Agency Workforce,
					100	0.05	Availability Percent.
AGENCY: Category:	Central Management Professionals	Services					Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighled Factor %	Source of Statistics
1. Those hat the region.	aving requisite skills in	827,810	159	0.02%	100	0.02	U. S. Census Bureau / American Community Survey.
The second s	romotable, trainable, able in the region.	12	0	0.00%	0	0.00	Agency Workforce.

DHR-5-AAP (Rev. Feb. 2016)

#### **Central Management Services**

Cost Savings	Accountability	Transparencv

0.02

Availability Percent.

100

AGENCY: Category:	Central Management S Techniclans	Services	Availabil	ity Percent Wo	orksheet		Affirmative Action Group: WOMEN Region: 1 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those h the region.</li> </ol>	aving requisite skills in	101,330	54,275	53.56%	90	48.21	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	10	8	80.00%	10	8.00	Agency Workforce.
					100	44.97	Availability Percent.
AGENCY: Category:	Central Management S Technicians	Services		2			Affirmative Action Group; BLACK or AFRICAN AMERICAN Region: 1 Facility; 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those h the region.</li> </ol>	aving requisite skills in	101,330	15,940	15.73%	90	14.16	U. S. Census Bureau / American Community Survey.
	promotable, trainable, grable in the region.	10	5	50.00%	10	5.00	Agency Workforce.
					100	15.33	Availability Percent.
AGENCY: Category:	Central Management Technicians	Services					Affirmative Action Group; HISPANIC or LATINO Region: 1 Facility: <sup>0</sup>
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those I the region.	naving requisite skills in	101,330	10,109	9.98%	90	8.98	U. S. Census Bureau / American Community Survey.
	promotable, trainable, prable in the region.	10	4	40.00%	10	4.00	Agency Workforce.
					100	10.38	Availability Percent.
DHR-S-AAP (Re	v. Feb. 2016)						

Central Management Services Cost Savings Accountability Transparency

			Availabil	ity Percent Wo	orksheet		
AGENCY: Category:	Central Management S Technicians	Services					Affirmative Action Group: ASIAN Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those has the region.	aving requisite skills in	101,330	13,699	13.52%	100	13.52	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
					100	10.82	Availability Percent.
AGENCY: Category:	Central Management Technicians	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those has the region.	aving requisite skills in	101,330	123	D.12%	100	0.12	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
					100	0.10	Availability Percent.
AGENCY: Calegory:	Central Management - Technicians	Services				đ.	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	101,330	15	0.01%	100	0.01	U. S. Census Bureau / American Community Survey.

FACTORS	Grand Total	Group	Total	Weight	Factor	
	#	#	%	%	%	Source of Statistics
	•••••	**********			*****	
1. Those having requisite skills in						U. S. Census Bureau
the region.	101,330	15	0.01%	100	0.01	American Community
2. Those promotable, trainable,						
and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				100	0.01	Availability Percent

DHR S-AAP (Rev. Feb. 2016)

Cost Savings	Accountability	Transparency

			Availabil	ity Percent Wo	orksheet		Affirmative Action Group:	
GENCY: Category:	Central Management S Paraprofessionals	Services					ASIAN Region; 1 Facility: 0	
	FACTORS	A Grand Tolal #	B Aff. Action Group #	C Parcentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics	
I. Those ha he region.	wing requisite skills in	2,336	33	1.41%	100	1.41	U. S. EEOC	
	omotable, trainable, able in the region.	11	0	0,00%	0	0.00	Agency Workforce.	
					100	1.13	Availability Percent.	
AGENCY: Category:	Central Management S Paraprofessionals	Services		i La constante			Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 1 Facility: 0	
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics	
I. Those ha he region.	aving requisite skills in	2,336	11	0.47%	100	0.47	U. S. EEOC	
	omotable, trainable, able in the region.	11	o	0.00%	O	0.00	Agency Workforce.	
					100	0.38	Availability Percent.	
AGENCY: Category:	Central Management S Paraprofessionals	Services				-	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0	
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighled Factor %	Source of Statistics	
	aving requisite skills in	2,336	0	0.00%	0	0.00	U. S. EEOC	
he region. 2. Those pr	omotable, trainable, able in the region.	11	0	0.00%	0	0.00	Agency Workforce. Availability Percent.	

AGENCY:	Central Management S	Services	Availabil	lity Percent Wo	orksheet		Affirmative Action Group:
alegory:	Administrative Support						WOMEN Region: 1 Facility:
	FACTORS	A Grand Tola! #	B Aff. Action Group #-	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those h ne region.	aving requisite skills in	1,138,815	704,810	61.89%	100	61.89	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	49.51	Availability Percent.
	- <u></u>						
GENCY: ategory:	Central Management S Administrative Support						Affirmative Action Group; BLACK or AFRICAN AMERICAN Region; 1 Facility; 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those h ne region.	aving requisite skills in	1,138,815	170,555	14.98%	100	14.98	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
					100	11.98	Availability Percent.
GENCY: Category:	Central Management Administrative Suppor						Affirmative Action Group: HISPANIC or LATINO Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight	E Weighted Factor %	Source of Statistics
	aving requisite skills in	4 400 047	177,640	15.60%	100	15.60	U. S. Census Bureau / American Community Survey.
		1,138,815	111,010				
he region. 2. Those p		0	0	0.00%	0	0.00	Agency Workforce.

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Cost Savings Accountability T	ransparency
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			Availabil	ity Percent Wo	orksheet		Affrenting Anting Course	
AGENCY: Category:	Central Management S Administrative Support						Affirmative Action Group: ASIAN Region: 1 Facility: 0	
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total	D Value Weight %	E Weighted Factor %	Source of Statistics	
1. Those has the region.	aving requisite skills in	1,138,815	57,285	5.03%	100	5.03	U. S. Census Bureau / American Community Survey.	
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.	
					100	4.02	Availability Percent.	
							ž	
AGENCY: Category:	Central Management Administrative Suppor						Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 1 Facility: 0	
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Welght %	E Weighted Factor %	Source of Statistics	
1. Those h the region.	aving requisite skills in	1,138,815	1,005	0.09%	100	0.09	U. S. Census Bureau / American Community Survey.	
	romotable, trainable, rable in the region.	D	0	0.00%	D	0.00	Agency Workforce.	
					100	0.07	Availability Percent.	
Manala ta ta							Affirmative Action Group:	
AGENCY: Category:	Central Management Administrative Suppor						NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0	
	FACTORS	A Grand Total # 	B Aff, Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics	
<ol> <li>Those h the region.</li> </ol>	naving requisite skills in	1,138,815	315	0.03%	100	0.03	U. S. Census Bureau / American Community Survey.	
	promotable, trainable, prable in the region.	0	0	0.00%	0	0.00	Agency Workforce.	

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**Central Management Services** 

Cost Savings Accountability Transparency

Availability Percent.

GENCY: ategory:	Central Management S Skilled Craft Workers	Services	Availabii	ity Percent Wo	INSNEEL		Affirmative Action Group: WOMEN Region: 1
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Facility: Source of Statistics
1. Those ha	aving requisite skills in	317,550	20,320	6.40%	100	6.40	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	D	0.00%	0	0.00	Agency Warkforce.
					100	5,12	Availability Percent.
AGENCY: Category:	Central Management Skilled Craft Workers	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 1 Facility: <sup>0</sup>
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	317,550	25.080	7.90%	100	7.90	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	6.32	Availability Percent.
AGENCY: Category:	Central Management Skilled Craft Workers	Services					Affirmative Action Group: HI <b>SPANIC</b> or LATINO Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	317,550	76,295	24.03%	100	24.03	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
					100	19,22	Availability Percent.

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## **Central Management Services**

			Availabili				Affirmative Action Group:	
GENCY: alegory:	Central Management S Skilled Craft Workers	Services					ASIAN Region: 1 Facility: 0	
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Faclor %	Source of Statistics	
. Those ha	aving requisite skills in	317,550	8,079	2.54%	100	2.54	U. S. Census Bureau / American Community Survey.	
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.	
					100	2.04	Availability Percent.	
GENCY: Calegory:	Central Management Skilled Craft Workers	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 1 Facility: 0	
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics	
. Those ha	aving requisite skills in	317,550	330	0.10%	100	0.10	U. S. Census Bureau / American Community Survey.	
	romotable, trainable, rable in the region.	0	٥	0.00%	0	0.00	Agency Workforce.	
				5	100	0.08	Availability Percent,	
						1.0		
	Central Management Skilled Craft Workers	Services					Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0	
		A . Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1	
Lategory:	Skilled Craft Workers	A . Grand Total	Aff. Action Group	Percentage Total %	D Value Weight	Weighted Factor %	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0	
he region. 2. Those pi	Skilled Craft Workers	A . Grand Total #	Aff. Action Group #	Percentage Total %	D Value Weight %	Weighted Factor %	NATIVE HAWAIIAN or DTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics	

AGENCY: Category:	Central Management Service-Maintenance	Services	Availabii	ity Percent Wo	JFKSNOOL		Affirmative Action Group: WOMEN Region: 1 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	1,084,740	443,575	40.89%	100	40.89	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
	i e		12		100	32.71	Availability Percent,
AGENCY:	Central Management	Services					Affirmative Action Group: BLACK or AFRICAN
Category:	Service-Maintenance						AMERICAN Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	1,084,740	175,780	16.20%	100	16.20	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	12.96	Availability Percent.
AGENCY: Category:	Central Management Service-Maintenance	Services		Ì			Affirmative Action Group: HISPANIC or LATINO Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Stalistics
							U. S. Census Bureau /
	aving requisite skills in	1.084,740	389,105	35.87%	100	35.87	American Community Survey.
the region. 2. Those p		1.084,740 0	389,105 0	35.87% 0.00%	100 0	35.87	American Community Survey. Agency Workforce.

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Cost Savings	Accountability	Transparency
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			Availabil	ity Percent We	orksheet		
AGENCY: Calegory:	Central Management Service-Maintenance	Services					Affirmative Action Group: ASIAN Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those has the region.	aving requisite skilis in	1,084,740	50,230	4.63%	100	4.63	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	O	o	0.00%	0	0.00	Agency Workforce.
					100	3.70	Availability Percent.
AGENCY: Category:	Central Management Service-Maintenance	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	1,084,740	1,165	0.11%	100	0.11	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
					100	0.09	Availability Percent.
P							
AGENCY: Category:	Central Management Service-Maintenance	Services					Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Perceniage Toial %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	1,084,740	320	0.03%	100	0.03	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	o	o	0.00%	0	0.00	Agency Workforce.
					100	0.02	Availability Percent.
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Workforce Analysis by Region

Central Management Services Agency:

**Central Management Services** 

Region:

Accountability

Reporting Period: FY 2017

					MA	MALES							FEMALES	ES	And the state		-					PEF	PERCENTAGES	S		- 13
	Grand	-		100.00		-	Ald	ł								HN	_									
EEO Category	Total	Totat	M	BIAA	ч	<	AN	DPI P	PWD 1	Total	M	BLAA	HA	*	AN O	ONY 190	NO M	81_	-	W B	BIAA	HL	V	AVAN	NHOPI	DWD
Officials / Administrators	65	43	29	7	*	9		-	6	22	13	5	n	9			66.15%	33.85%	-	64.62% 15	15 38%	\$41.01	9.23%	0.00%	0.00%	6 15%
Professionals	65	44	21	1	4	<u>.</u> Þ.	-	-	ŝ	21	9	12	en		-	2	61.69%	32.31%		41.54% 35	35 38%	10.77%	10.77%	1.54%	0.00%	10.77%
Technicians	2	0						_		2		CN					0.00%	% 100.00%	_	0.00% 100	%00.001	%00.0	0.00%	0.00%	0.00%	0.00%
Protective Service	•	0								0							0.00%	% 0.00%	-	0.00% 0.	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0
Para- professionals	10	~~			-			-				5	6			14	2 20.00%		-		50.00%	40.00%	0.00%	0.00%	0.00%	20.00%
Administrativo Support	=	7	2	5				-	-	4	-		9			-	63.64%	1% 36.36%	* 27.27%			27.27%	0.00%	0.00%	0.00%	18.18%
Skilled Craft	134	134	125	s	ſ	-		-	8							-	100.00%	aria 0.00%	× 83.28×	-	3.73%	2.24%	0.75%	0.00%	0.00%	7.46%
Service / Maintenance	34	34	14	16	9	-			2	0							100.00%	0.00%	\$ 41.18%		47.06%	8.82%	2.94%	%00.0	0.00%	5.88%
TOTAL	321	264	192	44	\$	12	+	0	. 5	6	20	22	12	0	0	9 0	82.24%	Pk 17.76%	_	66.04% 20	20.56%	8.41%	4.67%	0.31%	0.00%	8.41%

Transparency

and Total Employees for Region 1:		Males:	264 82.24%		Females:	57 17.76%		Total Minorities;		109 33.96%					
White: 212	BIAA:	88		H/L:	27		Asian:	15	AVAN:	-	NHOPI	Û	PWD:	27	
66.04%		20.56%			8.41%			4.67%		0.31%		0.00%		8.41%	

PWD-People with Disabilities W=White BIAA-Black or African American Hut-Hispanic or Latino A=Asian AIAN-American Indian or Ataskan Native NHOPI=Native Hawaitan or Other Pacific Islander

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Cost Savings

#### **Utilization Analysis**

Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services				Region 1			
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance	
Present Number of Employees	65	65	2	0	10	11	134	34	
Availability Percent	32.05	46.20	44.97	0.00	46.37	49.51	5.12	32.71	
Number Needed for Parity	20	30	0	0	4	5	ô	11	
Number of Affirmative Action Group Members Already									
Employed	22	21	2	0	8	4	0	0	
Underutilization		9				1	6	11	
ondorbaneadori		0.00							
Agency: Affirmative Action Group:	Central Manage BLACK o	ement Services r AFRICAN AM				Region 1			

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number							(19202)	
of Employees	65	65	2	٥	10	11	134	34
Availability								
Percent	9.66	12.30	15.33	0.00	6.41	11.98	6.32	12.96
Number Needed for Parity	6	7	٥	0	o	1	8	4
Number of Affirmative								
Action Group								
Members					12.1	020	020	
Already Employed	10	23	2	0	5	5	5	16
1210 A.S. 5							3	
Underutilization							3	

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**Central Management Services** 

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Cost Savings Accountability Transparency

#### **Utilization Analysis**

Agency: Affirmative Action Group:	Central Manager HISPANIC C					Region 1		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	65	65	2	0	10	11	134	34
Availability Percent	6.65	7.47	10.38	0.00	4.37	12.48	19.22	28.70
Number Needed for Parity	4	4	0	0	0	1	25	9
Number of Affirmative Action Group Members Already Employed	7	7	0	0	4	3	3	3
Underutilization							22	6
		<i>x</i>						
je date								
2 + 1 d								
A	Central Manage	mont Convince					•	
Agency: Affirmative Action Group:	ASIAN	ment services				Region 1		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	65	65	2	0	10	11	134	34
Availability Percent	5.32	8,49	10.82	0.00	1.13	4.02	2.04	3.70
Number Needed for Parity	3	5	0	o	0	0	2	1
Number of Affirmative Action Group								
Members Already Employed	6	7	0	0	0	0	1	1
		102	-			4		
Underutilization		7	0	0	0	0	1	1
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**Central Management Services** 

#### **Utilization Analysis**

an an ann a' fheir ann an tha ann an thaoladachadhan ann 1898. I s	Central Manage AMERICAN IND	IAN or ALASK	AN NATIVE		1	Region 1		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	65	65	2	0	10	11	134	34
Availability Percent	0.18	0.05	0.10	0.00	0.38	0.07	0.08	0.09
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0 *	1	0	0	0	0	0	0
Underutilization								
		0: 1:						
								60
Agency: Affirmative Action Group:	Central Manage	ment Services IIAN or OTHEF	R PACIFIC ISI	ANDER		Region 1		
Agency: Affirmative Action Group:	Central Manage NATIVE HAWA Officials/ Administrators	IIAN or OTHE		Protective		Region 1 Admin Support	Skilled Craft	Service/ Maintenand
Affirmative Action Group: Present Number	Officials/	IIAN or OTHE		Protective	Para-	Admin		
Affirmative Action Group: Present Number of Employees Availability	Officials/ Administrators	IIAN or OTHEF Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Craft	Maintenand
Agency: Affirmative Action Group: Present Number of Employees Availability Percent Number Needed for Parity	Officials/ Administrators 65 0.03	IIAN or OTHEF Professionals 65	Technicians 2	Protective Service 0	Para- Professionals 10	Admin Support 11	Craft 134	Maintenano 34

Underutilization

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## **Central Management Services**

Workforce Analysis by Region

**Central Management Services** Agency:

**Central Management Services** 

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Region:

Accountability

Reporting Pariod: FY 2017

					MA	MALES				2010/01/01		No. of Concession, Name	FEM	FEMALES				the second s				đ	PERCENTAGES	ES		
0	Grand						AL!	H							ALS N	HN										
EEO Category 1	Total	Total	M	BUAA	HE	*	A.	HO	PWD	Total	M	BIAA	HUL	×	AN O	OPI PW	PWO A	M	Ľ	M	BIAA	ΉĽ	۲	AITAN	NHOPI	DWD
	2	2	2						-	0						-	100	100.00%	0.00%	100 00%	0.00%	0.00%	000%	0.00%	0.00%	50.00%
Professionals	+	0								-	-					-	0.0	0.00% 10	5400 001	100 00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Techniciens	0	¢								0						_	0.0	0.00% 0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protectiva Service	0	0								0							0.0	0 %00%	0.00%	0 0 00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para- professionals	0	0							atta atta da	0							0.0	0 %0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$00.0
Administrative Support	0	0								0							0.0	0.00% 0	0.00%	0.00%	0.00%	000%	0.00%	%00.0	0.00%	%00.0
Skilled Craft	-	-	-							0							100	100.00% 0	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	6.00%	9,00 0
Service / Maintenance	-	-	-							0							100	100.00% 0	%00.0	%00.001	0.00%	0.00%	0.00%	0.00%	0.00%	0 00%
TOTAL	s	4	*	0	0	0	¢	0	-	+	-	0	0	•	0	0	0 80.0	80.00% 20	20.00%	100.00%	0.00%	0.00%	0.00%	°%00 0	0.00%	20.00%

Transparency

1 20.00% PWD=People with Disabilities 0.00% W=Write BIAA=Black or African American HuL=Hisparic or Latino A=Asian AUAN=American Indian or Ataskan Native NHOPI=Native Hawaitan or Other Pacific Istander 0.00% 0 00% 0.00% 0.00%

:OWG

INHOPI:

AVAN:

Asian:

HIL

BIAA:

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White:

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Cost Savings

Agency: Affirmative Action Group:	Central Manage WOMEN	ment Services				Region 2		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number		1	0	0	o	0	1	1
of Employees	2	1	U	U	U	0	1	12
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parily	0	0	0	O	0	0	0	0
Number of Affirmative								
Action Group								
Members Already	-		<u></u>		-	20 - <u>19</u> 1		
Employed	0	1	0	0	0	0	0	0

Underutilization

Agency: Affirmative Action Group:	Central Management Services BLACK or AFRICAN AMERICAN			Region 2		
	Officials	Protective	Para.	Admin	Skilled	

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	2	1	o	0	0	0	i	1
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members								
Already Employed	0	0	0	0	0	0	0	0
11. S 199	v	~	~	u l	9	*	а.	-
Underutilization								

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Agency: Affirmative Action Group:	Central Manage HISPANIC					Region 2		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	2	1	0	0	0	o	1	1
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	o	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	D	0	D	0	0	٥	0	0

Underutilization

Agency: Central Management Services
Affirmative Action Group: ASIAN

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	2	1	O	0	0	0	1	1
Availability Percent	0.00	0.00	0.00	0.00	0_00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	o	O
Underutilization		0	٥	0	0	0	o	D

Region 2

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### **Central Management Services**

Cost Savings	Accountability	Transparency
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### **Utilization Analysis**

Agency: Affirmative Action Group:	Central Manage AMERICAN INI		AN NATIVE			Region 2		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenand
Present Number	-	a			12	-23		22
of Employees	2	1	O	0	0	0	1	1
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already								
Employed	0	0	D	0	0	0	0	0

Underutilization

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

Region 2

.e	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenan	
Present Number									
of Employees	2	1	0	0	0	0	1	1	
Availability								1.50	
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Number Needed for Parity	0	0	o	0	0	0	0	0	
Number of Affirmative Action Group									
Members Already									
Employed	0	0	0	0	0	0	0	0	
Underutilization									
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### **Central Management Services**

AGENCY: Category:	Central Management Skilled Craft Workers	Services	Availability	Percent Work	sheet		Affirmative Action Group: WOMEN Region: 3 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those ha	aving requisite skills in	19,885	990	4.98%	100	4.98	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	3.98	Availability Percent.
AGENCY: Calegory:	Central Management : Skilled Craft Workers	Services	-				Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 3 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those ha	aving requisite skills in	19,885	229	1.15%	100	1.15	U. S. Census Bureau / American Community Survey
	romotable, trainable, rable in the region.	0	O	0.00%	o	0.00	Agency Workforce.
					100	0.92	Availability Percent.
AGENCY; Category:	Central Management	Services			-		Affirmative Action Group: HISPANIC or LATINO Region: 3
							Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	19,885	1,033	5.19%	100	5.19	U. S. Census Bureau / American Community Survey
	romotable, trainable. rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	4.16	Availability Percent

### **Central Management Services**

			Availability	Percent Work	sheet		Affirmative Action Group:
AGENCY: Category:	Central Management Skilled Craft Workers	Services					ASIAN Region: 3 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those has he region.	aving requisite skills in	19,885	84	0.42%	100	0.42	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	0.34	Availability Percent.
							a a a a a a a a a a a a a a a a a a a
AGENCY: Calegory:	Central Management Skilled Craft Workers	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 3 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	19,885	23	0.12%	100	0.12	U, S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	0.09	Availability Percent.
AGENCY: Category:	Central Management Skilled Craft Workers	Services			1		Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 3
	FACTORS	A Grand Total	B Aff. Action	C Percentage	D Value	E Weighted	Facility: 0

FACTORS	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	19,885	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	o	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

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## **Central Management Services**

Workforce Analysis by Region

Agency: Central Management Services

**Central Management Services** 

3

Region:

Accountability

Reporting Period: FY 2017

					N.	WALES		00.00-00.00			0.00 m 0.00		FEM	FEMALES	1000							P	PERCENTAGES	3ES		
EEO Category	Grand Total	Total	M	BUM	H	٩	AN	HN IN	DWD	Totat	M	BVAA	TH	×	AN	NH HN	DWD	¥	ł	M	BIAA	HAL	*	AVAN	IdOHN	DWD
Officials / Administrators	0	0								0							00	0.00% 0.0	×00.0	0.00%	0.00%	\$,00%	0.00%	0.00%	0.00%	0.00%
Professionals	3	2	2							-	π					_	66.1	66.67% 33.	33.33% 1	100.00%	0.00%	9.00.0	0.00%	0.00%	0.00%	0.00%
Technicians	0	¢								0							0.0	0.00% 0.0	%00.0	%0010	0.00%	0.00%	0.00%	0.00%	0.00%	2000%
Protective Service	0	0								0							0.0	0.00% 0.0	%00.0	%000	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%
Para- professionals	0	0				ļ				0	- K.					-	0.0	0.00% 0.0	9600.0	0.00%	%00.0	0.00%	%00.0	0.00%	0.00%	0.00%
Administrative Support	1	٣	-						-	0							100	100.00% 0.0	0.00%	100.00%	%.00.0	0.00%	0.00%	0.00%	0.00%	100.00%
Skilled Craft	21	21	21						-	0						_	100.	0.0 %00.001	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0:00%	4.76%
Service / Maintenance	e L	ŝ	ŝ							-	-						83	91 %55 59	16.67% 1	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	31	29	29	0	•	0	0	0	3	2	5	0	0	0	0	0	0 93.4	93.55% 6.4	6.45% 1	100.00%	0.00%	0.00%	0 00%	0.00%	0.00%	6.45%
Grand Total Employees for Region 3:	mpioyae	s for Regi	an 3:		Ma	Males:	29 03 5542	29		Females:	les:	2 6.45%	701		F	otal Mi	Total Minorities:		0.00%							
							100	51 00				L'M	2						20 10							

Transparency

PWD=People with Disabilities NHOPI=Native Hawaiian or Other Pacific Islander At/AN=American Indian or Alaskan Native AuAsian W=White BIA=Black or African American H/L=Hispanic or Latino

2 6.45%

PWD:

0.00%

NHOPH

0.00%

ANAN:

0.00%

Asian:

0.00%

HAL

0.00%

BIAA:

31

White:

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# FY-2017 Affirmative Action Plan

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Cost Savings

Agency: Affirmative Action Group:	Central Manage WOMEN	ment Services		a		Region 3		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	3	o	0	0	1	21	6
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	3.98	0.00
Number Needed for Parity	O	0	· 0	0	0	0	0	0
Number of Affirmative Action Group Members Already								
Employed	0	1	0	0	٥	0	0	1
Underutilization								
	Ē.							
Agency: Affirmative Action Group:	Central Manage BLACK or	ment Services	ERICAN			Region 3		
					. S	-		2
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	3	0	0	0	1	21	6
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.92	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Aiready Employed	0	0	o	0	o	0	Ō	0
Underutilization								

Agency: Affirmative Action Group:	Central Manage HISPANIC					Region 3		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	3	o	0	O	1	21	6
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	4.16	0.00
Number Needed for Pari	y O	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already	-						ĥ	
Employed	0	0	0	0	0	0	0	0
Underutilization								
Agency:	Central Manage	ament Services						
Affirmative Action Group	ASIAN					Region 3		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	0	3	0	0	0	1	21	6
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.34	0.00
								10000000
Number Needed for Pari	ty O	0	0	0	0	0	0	0
Number of Affirmative Action Group								
Members Already	D	0	0	0	0	0	0	D
Employed	U	U	U	0	v	U	U	U
Underutilization								

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### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage AMERICAN (NI					Region 3		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	0	3	0	0	0	1	21	6
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.09	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already								
Employed	0	0	0	0	o	0	0	0
								1

Underutilization

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

Region 3

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance	
Present Number									
of Employees	0	3	0	0	σ	1	21	6	
Availability									
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Number Needed for Parity	0	ο	0	0	o	o	0	0	
Number of Affirmative Action Group Members Already									
Employed	0	0	0	0	0	0	0	0	

Underutilization

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Workforce Analysis by Region

Central Management Services Agency:

**Central Management Services** 

Region:

Accountability

Reporting Period: FY 2017

					MAI	MALES							FEMALES	LES			_					æ	PERCENTAGES	ES.		
	Grand						AI	HN	-						ALL N	HN	_									
EEO Calegory	Total	Total	M	BIAA	ш	۷	AN	d IdO	DWD 1	Total	M	BUAN	HL	<	NN O	NG 100	DWD	W	u.	M	BIAA	Ч	۷	AUAN	NHOPI	DWD
Officials / Administrators	-	-	-					-	-	0						$\vdash$	100	100.00%	0.00%	100.00%	0.00%	9:00:0	0.00%	0.00%	0.00%	%00.0
Professionals	0	0								0							0.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0							-	0						-	0.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0						-			0	-					-	0.0	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0
Para- professionals	0	0								0	-				-		0	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	%00.0	0.00%	\$,00%
Administrative Support	0	0						Η		0				$\square$			0.0	0.00% 0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	ĸ	ŝ	4				-			0							100	100.00% 0	0.00%	80.00%	%00.0	%00.0	0.00%	20.00%	0.00%	0.00%
Service / Mainlenance	6	e	n							0							100	100.00% 0	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0:00%	0.00%
TOTAL	6	6	Ø	0	0	0	-	0	0	0	0	0	0	0	0	0	0 100	100.00% 0	0.00%	88.89%	%00 0	0.00%	0.00%	11 11%	0.00%	0.00%
							ľ					1			ľ											
Grand Total Employees for Region 4:	uployees t	for Regid	in 4:		Males:		9000	10 eV.		Females	10	000	7		0	ital Mil	Total Minorities:		1 1100							
GIBRO I DIBI CI	uployees (	IOF Negk	-+ U		Inidia		100.00%	%00		LCING	ŝ	0.00%	2/4		2	101 101	nonuca		11.11%							

Transparency

0.00% PWD=People with Disabilities 0.00% NHOPI «Native Hawaiian or Other Pacific Islander 11.11% W=White BIAA=Black or African American HA=Hispanic or Latino A=Asian AllAM=American Indian or Alaskan Native 0.00% 0.00% 0.00% 88.89%

DWD

:HOHN

AI/AN:

Asian:

HAL:

BIAA:

White:

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Cost Savings

Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services				Region 4		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees		0	0	0	0	0	5	3
or Employees			v	Ŷ	0		•	5
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parily	0	0	0	0	0	0	0	o
Number of Affirmative								
Action Group								
Members Already								
Employed	0	0	0	0	0	0	0	0

### Underutilization

Agency: Affirmative Action Group:

Central Management Services BLACK or AFRICAN AMERICAN

Officials/

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	0	0	0	0	0	5	3
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members								
Already Employed	0	0	0	0	0	0	0	0

### Underutilization

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Region 4

Agency: Affirmative Action Group:	Central Manage HISPANIC					Region 4		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	1	0	0	0	0	0	5	3
Availability								
Percent	0.00	0.00	0.00	0.00	0,00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already						2		
Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: Central Management Services
Affirmative Action Group: ASIAN

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees		0	0	0	0	0	5	3
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	O	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	O

Region 4

Underutilization

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### **Central Management Services**

### **Utilization Analysis**

Affirmative Action Group:	AMERICAN INI	DIAN or ALASH	AN NATIVE			Region 4		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	1	0	0	0	0	0	5	3
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Aiready								
Employed	0	0	0	0	0	0	1	0

**Central Management Services** 

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

Underutilization

Agency:

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance	
Present Number of Employees	1	0	0	0	O	0	5	3	
or Employees	6 <b>.</b> 9.8	•		•	-	1.00	170		
Availability									
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Number Needed for Parity	0	0	D	0	0	0	0	0	
Number of Affirmative									
Action Group									
Members Already	•			•		•	•		
Employed	0	0	0	0	0	0	0	0	

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

Region 4

AGENCY: Category:	Central Management Skilled Craft Workers	Services	Availability	Percent Work	sheet		Affirmative Action Group: WOMEN Region: 5 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region,	aving requisite skills in	26,640	1,319	4.95%	100	4.95	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	O	0.00%	0	0.00	Agency Workforce.
	9 8				100	3.96	Availability Percent.
AGENCY: Category:	Central Management Skilled Craft Workers	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 5 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h he region.	aving requisite skills in	26,640	750	2.82%	100	2.82	U. S. Census Bureau / American Community Survey
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	2.25	Availability Percent.
AGENCY: Calegory:	Central Management Skilled Craft Workers	Services				4	Affirmative Action Group: HISPANIC or LATINO Region: 5 Facility: 0
		A Grand Total	B Aff. Action	C Percentage Total	D Value Weight	E Weighted Factor %	
	FACTORS	#	Group #	%	%	70	Source of Statistics
	FACTORS aving requisite skills in				 100	2.89	U. S. Census Bureau /
the region. 2. Those p		#		<u>%</u>			

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### **Central Management Services**

AGENCY: Calegory:	Central Management Skilled Craft Workers	Services	Availability	Percent Work	sheet		Affirmative Action Group: ASIAN Region: 5 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those ha he region.	aving requisite skills in	26,640	180	0.68%	100	0.68	U. S. Census Bureau / American Community Survey.
	omotable, trainable,	0	0	0.00%	0	0.00	Agency Workforce
and transfer	able in the region.	0					
				алонысцог. З	100	0.54	Availability Percent.
AGENCY:	able in the region. Central Management Skilled Craft Workers		50		100	0.54	
AGENCY:	Central Management		B Aff. Action Group #	C Percentage Total %	D Vatue Weight	0.54 E Weighted Factor %	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 5
AGENCY: Calegory:	Central Management Skilled Craft Workers	Services A Grand Total	Aff. Action Group	Percentage Total	D Value Weight	E Weighted Factor	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 5 Facility: 0
AGENCY: Calegory: 1. Those ha the region. 2. Those pr	Central Management Skilled Craft Workers FACTORS	Services A Grand Total #	Aff. Action Group #	Percentage Total %	D Vatue Weight %	E Weighted Factor %	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 5 Facility: 0 Source of Statistics

AGENCY: Central Management Services Category: Skilled Craft Workers

FACTORS	A Grand Total #	B Aff, Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	26,640	15	0.06%	100	0.06	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	o	o	0.00%	0	0.00	Agency Workforce.
			i.	100	0.05	Availability Percent.

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### **Central Management Services**

Affirmative Action Group: NATIVE HAWAIIAN or OTHER

PACIFIC ISLANDER Region: 5 Facility: 0

# Workforce Analysis by Region



Reporting Period: FY 2017

					MM	MALES			Г		1.1		FEMALES	NLES			_					-	PERCENTAGES	SES		
EEO Calegory	Grand	Total	*	BIN	¥	<	N N	Ŧ	DWD	Total	*	BIAA	ħ	*	AN O	NH INO	DWD	W	LL.	N	BIAA	Ħ	۲	AliAN	Ŧ	INHOPI
Officials / Administrators	1	-	-				18			•			D	1			100	100.00%	0.00%	100.00%	%00.0	\$00.0	0.00%	900%	0.00%	*
Professionats	3	2	2	-						-	-						99	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	%00.0	0.00%	
Technicians	0	0															6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	
Protective Service	•	•															0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	\$000	0.00%	
Para- professionals	-	•								-	-						0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Administrative Support	-	-	-							•					-	$\neg$	0F	100.00%	0.00%	%00.001	0.00%	0.00%	0.00%	%00.0	0.00%	
Skilled Craft	21	21	20		-				-	•					-	-	10	100.00%	0.00%	95.24%	0.00%	4.76%	0.00%	0.00%	0.00%	
Service / Maintenance	4	4	4						-	0							ě	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	N-00-0	0.00%	
TOTAL	æ	29	28	•	-	0	0	•	2	8	2	•	•	•	•	•	0 93	93.56%	6.45%	96.77%	0.00%	3.23%	0.00%	%000%	0.00%	

PWD=People with 0.00% n or Other Pacific Islande 0.00% NHOPI=Native Haw Indian or Alaskan Native 0.00% ANAN-J 3.23% A=Asian nic or Latino HA-Hispi 0.00% B/AA: B/AA=Black or African Amer evinite 30 %77%

PWD:

:HOHN

ANAN:

Asian:

Η̈́.

White:

DHR-9 (Rev Feb 2016)

FY-2017 Affirmative Action Plan

**Central Management Services** Cost Savings Accountability

Transparency

Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services			Region 5			
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	3	0	0	1	1	21	4
Availability Percant	0.00	0.00	0.00	0.00	0.00	0.00	3.96	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed Underutilization	0	1	0	0	1	0	0	0

Agency: Affirmative Action Group:	Central Manage BLACK or	ment Services	ERICAN			Region 5		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	3	0	0	1	1	21	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	2.25	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	٥	O	0	D D	O	0	o	0

Underutilization

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Agency: Affirmative Action Group:	Central Manage HISPANIC	ment Services or LATINO				Region 5		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	3	0	0	1	1	21	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	2.32	0.00
Number Needed for Parity	0	0	0	0.	0	0	0	0
Number of Affirmative Action Group Members Already Employed	D	0	0	O	O	0	1	0
Underutilization								
			•					
Agency: Affirmative Action Group:	Central Manage ASIAN	ement Services				Region 5		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	3	0	0	1	1	21	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.54	0.00
Number Needed for Parity	0	0	0	0	0	0	D	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	D	0	o

Underutilization

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### **Central Management Services**

Agency: Affirmative Action Group:	Central Management Services AMERICAN INDIAN or ALASKAN NATIVE Region 5							
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	3	0	0	1	1	21	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00
Number Needed for Parity	0	o	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
Underutilization								

### **Utilization Analysis**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	3	0	0	1	1	21	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	O	0	0	o	0	0	0

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

Underutilization

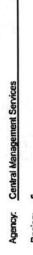
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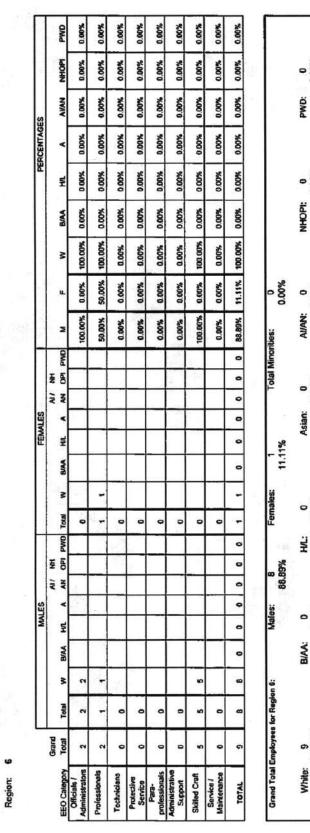
Region 5

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Workforce Analysis by Region

Reporting Period: FY 2017





0.00% PWD=People with Disabilitie 0.00% or Other Pacific Islands NHOPI=Native Hawailar 0.00% AI/AN: HL=Hispanic or Latino A=Asian Al/AN=American Indian or Alaskan Nalive 0.00% Asian: 0.00% HL 0.00% **BIAA-Black or Airican American** BIAA: W=White \$

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### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services				Region 6		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	2	2	0	0	0	0	5	0
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	o	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								- 121
Employed	0	1	0	0	0	0	0	0

Underutilization

Agency:	Central Management Services	
Affirmative Action Group:	BLACK or AFRICAN AMERICAN	Region 6

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	2	2	0	0	0	0	5	0
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	o	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

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Utilizat	ion /	Anal	ysi	s
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Agency: Affirmative Action Group:	Central Manage HISPANIC					Region 6		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	2	2	0	0	0	0	5	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	O

Underutilization

Agency: Affirmative Action Group:	Central Manage ASIAN	ement Services				Region 6		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	2	2	0	0	0	0	5	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	o	0	O	O	O	O	0

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Underutilization

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### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage AMERICAN INS		AN NATIVE			Region 6		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	2	2	0	0	0	0	5	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	o	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

### **Utilization Analysis**

Underutilization

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	2	2	0	0	ο	0	5	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	D	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	O	D	0	0

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

### Underutilization

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Central Management ServicesCost SavingsAccountabilityTransparency

Region 6

AGENCY: Calegory:	Central Management Officials/Administrator		Availability	/ Percent Wori	(sheet	÷ .	Affirmative Action Group: WOMEN Region: 7 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	28,960	11,365	39.24%	90	35.32	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	431	168	38.98%	10	3.90	Agency Workforce.
					100	31.37	Availability Percent.
AGENCY: Category:	Central Management Officials/Administrator						Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
1	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those has he region.	aving requisite skills in	28,960	844	2.91%	90	2.62	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	431	29	6.73%	10	0.67	Agency Workforce.
					100	2.64	Availability Percent.
AGENCY: Category:	Central Management Officials/Administrators			a,			Affirmative Action Group: HISPANIC or LATINO Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those ha	aving requisite skills in	28,960	389	1.34%	90	1.21	U. S. Census Bureau / American Community Survey.

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2. Those promotable, trainable, and transferable in the region.

### **Central Management Services**

Cost Savings	Accountability	Transparency
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431

6

1.39%

10

100

0.14

1.08

Agency Workforce.

Availability Percent.

Availability P	ercent Worksheet
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Affirmative Action Group: ASIAN Region: 7 Facility: 0

Affirmative Action Group: AMERICAN INDIAN or

Affirmative Action Group: NATIVE HAWAIIAN or OTHER

PACIFIC ISLANDER

Region: 7 Facility: 0

ALASKAN NATIVE Region: 7 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those having requisite skills in he region.	28,960	320	1.10%	90	0.99	U. S. Census Bureau / American Community Survey.
. Those promotable, trainable, nd transferable in the region.	431	11	2.55%	10	0.26	Agency Workforce.
A 4				100	1.00	Availability Percent.

AGENCY: Central Management Services Category: Officials/Administrators

AGENCY: Central Management Services

Category: Officials/Administrators

FACTORS	A Grand Total #	B Aff, Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	28,960	44	0.15%	90	0.14	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	431	1	0.23%	10	0.02	Agency Workforce.
				100	0.13	Availability Percent.

AGENCY: Central Management Services Category: Officials/Administrators

alegory:	Officials/Administrators	

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	28,960	o	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	431	o	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

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**Central Management Services** 

			Availability	Percent Work	sheet		
AGENCY: Category:	Central Management S Professionals	Services					Affirmative Action Group: WOMEN Region: 7 Facility:
	FACTORS	A Grand Total 	B Alf, Action Group #	C Percentage Total %	D Vatue Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	43,165	24,855	57.58%	90	51.82	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	117	64	54.70%	10	5.47	Agency Workforce.
	6				100	45.83	Availability Percent.

AGENCY: Central Management Services Category: Professionals Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	43,165	1,885	4.37%	90	3.93	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	117	11	9.40%	10	0.94	Agency Workforce.
				100	3.90	Availability Percent.

AGENCY: Central Management Services Category: Professionals Affirmative Action Group: HISPANIC or LATINO Region: 7 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	43,165	438	1.01%	90	0.91	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	117	3	2.55%	10	0.26	Agency Workforce.
				100	0.94	Availability Percent.

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### **Central Management Services**

			Availability	Percent Work	sheet		
GENCY: Calegory:	Central Management S Professionals	Services					Affirmative Action Group: ASIAN Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those have no region.	aving requisite skills in	43,165	1,305	3.02%	90	2.72	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	117	2	1.71%	10	0.17	Agency Workforce.
	1 k.	e - 12			100	2.31	Availability Percent.
						-	
GENCY; ategory:	Central Management Professionals	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those h le region.	aving requisite skills in	43,165	58	0.13%	100	0.13	U. S, Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	117	0	0.00%	0	0.00	Agency Workforce.
					100	0.11	Availability Percent.
GENCY: alegory:	Central Management Professionals	Services		3			Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those h le region.	aving requisite skills in	43,165	30	0.07%	100	0.07	U. S. Census Bureau / American Community Survey.
	romotable, trainable,						
	rable in the region.	117	0	0.00%	0	0.00	Agency Workforce.

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AGENCY: Calegory:	Central Management S Technicians	Services	Availability	Percent Work	sheet		Affirmative Action Group: WOMEN Region: 7 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
l. Those h he region.	aving requisite skills in	8,610	5,715	66.38%	90	59.74	U. S. Census Bureau / American Community Survey.
C. HILLING AND DESCRIPTION	romotable, trainable, rable in the region.	53	27	50.94%	10	5.09	Agency Workforce.
					100	51.87	Availability Percent.

AGENCY: Category:	Central Management Technicians	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those hat the region.	aving requisite skills in	8,610	265	3.08%	90	2.77	U. S. Census Bureau / Availability Percent.
	romotable, trainable, rable in the region.	53	7	13.21%	10	1.32	Agency Workforce.
					100	3.27	Availability Percent.

AGENCY: Central Management Services Category: Technicians Affirmative Action Group: HISPANIC or LATINO Region: 7 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	8,610	34	0.39%	90	0.36	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	53	1	1.89%	10	0.19	Agency Workforce.
				100	0,44	Availability Percent.

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### **Central Management Services**

Affirmative Action Group: ASIAN AGENCY: Central Management Services Category: Technicians Region: 7 Facility: 0 в С D Е A Percentage Grand Total Aff, Action Value Weighted FACTORS Total Weight Factor Group # Source of Statistics # % % % U. S. Census Bureau / 1. Those having requisite skills in the region. 8,610 160 1.86% 90 1.67 American Community Survey. 2. Those promotable, trainable, and transferable in the region. 53 1 1.89% 10 0.19 Agency Workforce. 100 1.49 Availability Percent.

AGENCY: Central Management Services Category: Technicians Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 7 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	8,610	35	0.41%	100	0.41	U. S. Census Bureau / Availability Percent.
2. Those promotable, trainable, and transferable in the region.	53	0	0.00%	0	0.00	Agency Workforce.
				100	0.33	Availability Percent.

AGENCY: Central Management Services Category: Technicians Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: 0

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FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	8,610	0	0.00%	o	0.00	U. S. Census Bureau / American Community Survey.
<ol> <li>Those promotable, trainable, and transferable in the region.</li> </ol>	53	o	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

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AGENCY: Central Management Category: Protective Service Wo		Avanapinty	Percent Work	brieet		Affirmative Action Group: WOMEN Region: 7 Facility:
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	5,489	926	16.87%	100	16.87	U. S. Census Bureau / American Community Survey.
<ol><li>Those promotable, trainable, and transferable in the region.</li></ol>	0	0	0.00%	0	0.00	Agency Workforce.
uuk T			1	100	13.50	Availability Percent.
				: - : <sub>-</sub>		
AGENCY: Central Management Category: Protective Service Wo			ti. H		÷	Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighled Factor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	5,489	335	6.10%	100	6.10	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	o	o	0.00%	0	0.00	Agency Workforce.
				100	4.88	Availability Percent.
AGENCY: Central Management Category: Protective Service We						Affirmative Action Group: HISPANIC or LATINO Region: 7 Facility: 0
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in	5,489	34	0.62%	100	0.62	U. S. Census Bureau / American Community Survey.
the region.	3,403	34	0.0270	100	0.02	Anterican community convey.

100

0.50

-

Availability Percent.

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### **Central Management Services**

GENCY:     Central Management Services     ASIAH Region 7 Facility: 0     ASIAH Region 7 Facility: 0       FACTORS     A. Acion B. Acio			Availability	Percent Work	sheet		Afferrative Action Course
Grand Total     Aff. Action     Percentage     Value     Weighted Weighted %     Source of Statistics       1. Those having requisite skills in the region.     5,489     35     0.64%     100     0.64     U.S. Census Bureau / American Community Survey.       2. Those promotable, trainable, and transferable in the region.     0     0     0.00%     0     0.00       100     0.51     Availability Percent.       AGENCY:     Central Management Services     Affirmative Action Group: ALEXANN NATIVE Region: 7 Pacifity: 0     Affirmative Action Group: ALEXANN NATIVE Region: 7 Pacifity: 0     Affirmative Action Group: ALEXANN NATIVE Region: 7 Pacifity: 0       1. Those having requisite skills in the region.     5,489     4     0.07%     100     0.07     American Community Survey.       2. Those promotable, trainable, and transferable in the region.     0     0     0.00%     0     0.00     American Community Survey.       1. Those having requisite skills in the region.     5,489     4     0.07%     100     0.07     American Community Survey.       2. Those promotable, trainable, and transferable in the region.     0     0.00%     0     0.00     Agency Workforce.       1. Those having requisite skills in the region.     5,489     0     0.00%     0     0.00     Agency Workforce.       AGENCY:     Central Management Services     <							Region: 7
Ateregion.       5,489       35       0.84%       100       0.64       American Community Survey.         2. Trose promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services       Affirmative Action Group: AMERICAN INDIAN or ALASIAN NATIVE Region: 7       Affirmative Action Group: AMERICAN INDIAN or ALASIAN NATIVE Region: 7       Affirmative Action Group: AMERICAN INDIAN or ALASIAN NATIVE Region: 7       Source of Statistics         I. Those having requisite skills in the region.       5,489       4       0.07%       100       0.07         2. Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00         1. Those having requisite skills in the region.       5,489       4       0.07%       100       0.07       American Community Survey.         2. Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services       Grand Total       Aff. Action       Percentage       Value       Value Weighted Total       Source of Statistics         AGENCY:       Central Management Services       Group       Total       Value       Weighted Yeighted	FACTORS	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of Statistics
Image: The second se	<ol> <li>Those having requisite skills in the region.</li> </ol>	5,489	35	0.64%	100	0.64	
AGENCY:       Central Management Services       Affirmative Action Group: AMERICAN INDIAN or ALASIAN NATIVE Region: 7 Facility: 0         AGENCY:       Central Management Services       A         FACTORS       A       B       C       D       E         FACTORS       A       B       C       D       E         1. Those having requisite skills in the region.       5,499       4       0.07%       100       0.07         2. Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services       A       B       C       D       Affirmative Action Group: NATIVE Heador         AGENCY:       Central Management Services       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services       A       B       C       D       Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC BLANDER Region: 7 Facility: 0         AGENCY:       Central Management Services       Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC BLANDER Region: 7 Facility: 0         AGENCY:       Central Management Services       D       Value You       E       O         AG		0	0	0.00%	0	0.00	Agency Workforce.
AGENCY:       Central Management Services       AMERICAN INDIAN or ALSKAN NATIVE Region: 7 Protective Service Workers         AGENCY:       Protective Service Workers       A Grand Total       Aff. Action #       Percentage Total       D Value Weighted %       E Weighted Factor %         1.       Those having requisite skills in the region.       5,489       4       0.07%       100       0.07         2.       Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services Category:       0       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services Category:       O       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services Category:       FACTORS       Grand Total Aff. Action #       Aff. Action Group Total       Percentage Total %       Value Weighted Factor %       Source of Statistics         1.       Those having requisite skills in the region.       5,489       0       0.00%       0       0.00       Agency Workforce.         2.       Those promotable, trainable, and transferable in the region.       0       0       0.000%       0       0.00       Agency Wo					100	0.51	Availability Percent.
AGENCY:       Central Management Services Category:       AMERICAN INDIAN or ALSKAN NATIVE Region: 7 Protective Service Workers         FACTORS <b>Grand Total</b> <b>Aff</b> . Action <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b> <b>FACTORS</b>			2				
FACTORS       Grand Total Broup       Aff. Action Group       Percentage Total       Value Weight %       Weighted Factor %       Source of Statistics         1. Those having requisite skills in the region.       5,489       4       0.07%       100       0.07       American Community Survey.         2. Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services Category:       Frotective Service Workers       Aff. Action Group       Percentage Total       D       0       0.00%       Availability Percent.         AGENCY:       Central Management Services Category:       Aff. Total       Aff. Action Group       Percentage Total       D       E         FACTORS       Grand Total 4       Aff. Action 4       Percentage Total       D       E       Value Weighted Total       Source of Statistics         1. Those having requisite skills in the region.       5,489       0       0.00%       0       0.00       American Community Survey.         2. Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       American Community Survey.							AMERICAN INDIAN or ALASKAN NATIVE Region: 7
the region. 5,489 4 0.07% 100 0.07 American Community Survey. 2. Those promotable, trainable, and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. AGENCY: Central Management Services Category: Protective Service Workers FACTORS A B C D E Value Weighted FACTORS A B C D E Value Weighted Factor # # # % % Source of Statistics 1. Those having requisite skills in the region. 5,489 0 0.00% 0 0.00 U. S. Census Bureau / American Community Survey. 2. Those promotable, trainable, and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. U. S. Census Bureau / American Community Survey. 2. Those promotable, trainable, and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.000 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.000 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.000 Agency Workforce. Additional data and transferable in the region. 0 0 0.00% 0 0.000 Agency Workforce. Additional data and transferable in the region. Additional data and transfera	FACTORS	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of Statistics
and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         AGENCY:       Central Management Services			4.	0.07%	100	0.07	
AGENCY:       Central Management Services         Category:       Protective Service Workers         AGENCY:       Central Management Services         Category:       Protective Service Workers         AGENCY:       Protective Service Workers         FACTORS       Grand Total Aff. Action         Aff: mative Action Group:       Protective Service Workers         Those having requisite skills in the region.       5,489         1.       Those promotable, trainable, and transferable in the region.       0         0       0.00%       0       0.00         0       0       0.00%       0       0.00         0       0       0.00%       0       0.00		o	0	0.00%	0	0.00	Agency Workforce.
AGENCY: Central Management Services Category: Protective Service Workers          AGENCY:       Central Management Services       NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: 0         FACTORS       A       B       C       D       E         FACTORS       A       B       C       D       E         Yalue       Weighted Group       Factor       Source of Statistics         #       #       %       Source of Statistics         1.       Those having requisite skills in the region.       5,489       0       0.00%       0       0.00       American Community Survey.         2.       Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         0       0       0.00%       0       0.00       Availability Percent.					100	0.06	Availability Percent.
AGENCY: Central Management Services Category: Protective Service Workers AGENCY: Protective Service Workers A B C D E Pacific ISLANDER Region: 7 Facility: 0 A B C D E Value Weighted FACTORS A B C D E Value Weighted Factor % Source of Statistics 1. Those having requisite skills in the region. 5,489 0 0.00% 0 0.00 2. Those promotable, trainable, and transferable in the region. 0 0 0.00% 0 0.00 A B C D E Value Weighted Factor % Source of Statistics U. S. Census Bureau / American Community Survey. 2. Those promotable, trainable, and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce. A B C D E Value Weighted Factor % Source of Statistics U. S. Census Bureau / American Community Survey. A C D O O O O O O O O O O O O O O O O O O	1						
FACTORS       Grand Total       Aff. Action       Percentage Total       Value       Weighted Factor       Source of Statistics         #       #       #       %       %       Source of Statistics         1. Those having requisite skills in the region.       5,489       0       0.00%       0       0.00       American Community Survey.         2. Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         0       0.00%       0       0.00       Availability Percent.	그 것 구성적 실패한 것이네. 또 그 가슴이 좀 잘 하면 봐요? 것 같아. 비행이 많이 좋아요? 것 같아? 것						NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7
#       #       %       %       %       Source of Statistics         1. Those having requisite skills in the region.       5,489       0       0.00%       0       0.00       American Community Survey.         2. Those promotable, trainable, and transferable in the region.       0       0       0.00%       0       0.00       Agency Workforce.         0       0.00       0.00       0.00       Availability Percent.	FACTORS	100 P	Aff. Action	Percentage	Value	Weighted	
the region. 5,489 0 0.00% 0 0.00 American Community Survey. 2. Those promotable, trainable, and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce.           0         0.00         Availability Percent.		#					Source of Statistics
and transferable in the region. 0 0 0.00% 0 0.00 Agency Workforce.			0	0.00%	O	0.00	이 것 같아요. "Called New York, "
		0	0	0.00%	o	0.00	Agency Workforce.
DHR-5-AAP (Ray, Feb. 2016)					0	0.00	Availability Percent.
	DHR-5-AAP (Rev. Feb. 2016)						

### **Central Management Services**

AGENCY: Calegory:	Central Management S Paraprofessionals	Services	Avaliability	Percent Work	sheet		Affirmative Action Group: WOMEN Region: 7 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	239	137	57.32%	90	51.59	U. S. EEOC
	romotable, trainable, rable in the region,	21	10	47.62%	10	4.76	Agency Workforce.
					100	45.08	Availability Percent.
	2 				á.		Affermative Action Conver
AGENCY: Calegory:	Central Management Paraprofessionals	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	239	36	15.06%	100	15.06	U. S. EEOC
	romotable, trainable, rable in the region.	21	O	0.00%	0	0.00	Agency Workforce.
					100	12.05	Availability Percent.
ç.		1					
AGENCY: Calegory:	Central Management Paraprofessionals	Services					Affirmative Action Group: HISPANIC or LATINO Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	239	O	0.00%	0	0.00	U. S. EEOC
	romotable, trainable, rable in the region.	21	o	0.00%	0	0.00	Agency Workforce.

0

0.00

Availability Percent.

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### **Central Management Services**

Cost Savings Accountability Transparency

AGENCY: Calegory:	Central Management S Paraprofessionals	Services	Availability	Percent Work	sheet	Affirmative Action Group: ASIAN Region: 7 Facility: 0	
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha	aving requisite skills in	239	0	0.00%	o	0.00	U. S. EEOC
	romotable, trainable, rable in the region.	21	o	0.00%	o	0.00	Agency Workforce.
					0	0.00	Availability Percent.
AGENCY: Category:	Central Management S Paraprofessionals	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	239	0	0.00%	0	0.00	U. S. EEOC
	romotable, trainable, rable in the region.	21	o	0.00%	0	0.00	Agency Workforce,
÷,					0	0.00	Availability Percent.
AGENCY: Category:	Central Management Paraprofessionals	Services					Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics

1. Those having requisite skills in

2. Those promotable, trainable, and transferable in the region.

239

21

0

0

0.00%

0.00%

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0.00

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the region.

### **Central Management Services**

Cost Savings Accountability Transparency

U. S. EEOC

Agency Workforce.

Availability Percent.

05101	o		Availability	Affirmative Action Group:			
AGENCY: Category:	Central Management S Administrative Support						Animative Action Group: WOMEN Region: 7 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha the region.	aving requisite skills in	68,310	46,865	68.61%	100	68.61	U. S. Census Bureau / American Community Survey.
	2. Those promotable, trainable, and transferable in the region.		0	0.00%	0	0.00	Agency Workforce.
					100	54.89	Availability Percent.
AGENCY: Category:	Central Management S Administrative Support						Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
	FACTORS	A Grand Total 	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those hat the region.	aving requisite skills in	68,310	4,299	6.29%	100	6.29	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	5.03	Availability Percent.
	÷			10.0.00		nt. 1917.	
AGENCY: Category:	Central Management Administrative Suppor						Affirmative Action Group: HISPANIC or LATINO Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
							U. S. Census Bureau /

0.00%

2. Those promotable, trainable, and transferable in the region.

Agency Workforce. Availability Percent.

0.00

1.12

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100

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### **Central Management Services**

Cost Savings Accountability Transparency

0

0

64

AGENCY: Central Management S Category: Administrative Suppor		Availability	Percent Work	sneet		Affirmative Action Group; ASIAN Region: 7 Facility: 0
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	68,310	334	0.49%	100	0.49	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
				100	0.39	Availability Percent.
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Facility: 0 Source of Statistics
						U. S. Census Bureau /
	68,310	65	0.10%	100	0.10	American Community Survey.
the region, 2. Those promotable, trainable,	68,310 0	65 0	0.10%	100 D	0.10	American Community Survey. Agency Workforce.
<ol> <li>Those having requisite skills in the region,</li> <li>Those promotable, trainable, and transferable in the region.</li> </ol>					-	

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Faclor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	68,310	14	0.02%	100	0.02	U, S. Census Bureau / American Community Survey.
<ol><li>Those promotable, trainable, and transferable in the region.</li></ol>	o	o	0.00%	0	0.00	Agency Workforce.
				100	0.02	Availability Percent.

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### **Central Management Services**

	Central Management S Skilled Craft Workers	Services	Avanaphity	Percent Work	Affirmative Action Group: WOMEN Region: 7 Facility:		
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha	wing requisite skills in	21,570	1,148	5.32%	100	5.32	U. S. Census Bureau / American Community Survey.
	omotable, trainable, able in the region.	0	0	0.00%	o	0.00	Agency Workforce.
				1	100	4.26	Availability Percent.
	Central Management Skilled Craft Workers	Gervices					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha the region.	aving requisite skills in	21,570	898	4.16%	100	4.16	U. S. Census Bureau / American Community Survey.
	omotable, trainable, able in the region.	o	0	0.00%	0	0.00	Agency Workforce.
					100	3.33	Availability Percent.
AGENCY:	Central Management	Services					Affirmative Action Group: HISPANIC or LATINO
Calegory:	Skilled Craft Workers	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Region: 7 Facility: 0 Source of Statistics
1. Those ha the region.	aving requisite skills in	21,570	492	2.28%	100	2.28	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.		0	0	0.00%	0	0.00	Agency Workforce.

Availability Percent.

100

1.82

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### **Central Management Services**

GENCY: Category:	Central Management S Skilled Craft Workers		Avanability	Percent Work			Affirmative Action Group: ASIAN Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those ha	iving requisite skills in	21,570	60	0.28%	100	0.28	U. S. Census Bureau / American Community Survey.
	omotable, trainable, able in the region.	o	0	0.00%	0	0.00	Agency Workforce,
			7	3	100	0.22	Availability Percent.
AGENCY: Calegory:	Central Management Skilled Craft Workers	A	в	_ C	D	E	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 7 Facility: 0
	FACTORS	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Source of Statistics
1. Those ha	aving requisite skills in	21,570	75	0.35%	100	0.35	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	D	0.00	Agency Workforce.
					100	0.28	Availability Percent.
AGENCY: Category:	Central Management Skilled Craft Workers						Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics

#	Group #	Total %	Weight %	Factor %	Source of Statistics
21,570	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
0	0	0.00%	0	0.00	Agency Workforce.
			0	0.00	Availability Percent.

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the region.

1. Those having requisite skills in

2. Those promotable, trainable,

and transferable in the region.

### **Central Management Services**

Accountability Cost Savings Transparency

COPAL COLO			Availability	Percent Work	Dilect		Allowed King Anti-
AGENCY: Calegory:	Central Management Service-Maintenance	Services					Affirmative Action Group: WOMEN Region: 7 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those has the region,	aving requisite skills in	72,070	31,655	43.92%	100	43.92	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	35.14	Availability Percent.
AGENCY: Category:	Central Management Service-Maintenance	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
		A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	BLACK or AFRICAN AMERICAN Region: 7
Category: 1. Those h	Service-Maintenance FACTORS aving requisite skills in	A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	BLACK or AFRICAN AMERICAN Region: 7 Facility: 0
Category: 1. Those h the region. 2. Those p	Service-Maintenance FACTORS aving requisite skills in	A Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	BLACK or AFRICAN AMERICAN Region: 7 Facility: 0 Source of Statistics

FACTORS	A Grand Total 	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	72,070	1,953	2.71%	100	2.71	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	o	0.00%	0	0.00	Agency Workforce.
				100	2.17	Availability Percent.

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### **Central Management Services**

	Central Management S	Services	Availability	Percent Work	Sheel		Affirmative Action Group: ASIAN
AGENCY: Calegory:	Service-Maintenance	Services					Region: 7 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those ha he region.	iving requisite skills in	72,070	430	0.60%	100	0.60	U. S. Census Bureau / American Community Survey.
	omotable, trainable, able in the region.	0	0	0.00%	0	0.00	Agency Workforce.
	4	12			100	0.48	Availability Percent.
AGENCY: Category:	Central Management Service-Maintenance	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE
							Region: 7 Facility: 0
maan 199 <b>4</b> 199 <b>4</b> 19	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	
1. Those ha	FACTORS aving requisite skills in	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Facility: 0
1. Those ha the region. 2. Those pr		Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Facility: 0 Source of Statistics 

FACTORS	A Grand Total	B Aff. Action Group	C Percentage Total	D Value Weight	E Weighted Factor	
PACIONS	#	#	%	%	%	Source of Statistics
1. Those having requisite skills in the region.	72,070	15	0.02%	100	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
				100	0.02	Availability Percent.

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### **Central Management Services**

Workforce Analysis by Region

Central Management Services Agency:

Accountability

**Central Management Services** 

Reporting Period: FY 2017

Grand         Total         Total         W         BAA         H           Total         Total         W         BIAA         H </th <th></th> <th></th> <th></th> <th></th> <th></th> <th>N</th> <th>MALES</th> <th></th> <th></th> <th>Γ</th> <th></th> <th></th> <th></th> <th>FEM</th> <th>FEMALES</th> <th></th> <th></th> <th>Η</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>PERCENTAGES</th> <th>GES</th> <th></th> <th></th>						N	MALES			Γ				FEM	FEMALES			Η						PERCENTAGES	GES		
Total         W         BM         HV.         A         MI         Data         MI		Grand						N				3				N		1		u	3	DIAA	5	•	ARAN	IGONN	DWD
367         231         206         14         7         24         15         11         7         62.94%         57.06%         68.3%         1.00%         2.45%         0.27%         0.00%	EEO Category Officials / Administrators	Total 228	Total	W 137	3 BIAN	5 H	-	N		2 2		4	2	- 1	( ~	Ę			2.72%	37.28%	93.86%	3.51%		-	0.00%	0.00%	6.58
64         32         27         2         1         3         29         2         1         3         2000X         600X         617.00X         6.25%         3.13%         0.00X	Professionals	367	231	206	14		-			24	136	122	=		2	-			2.94%	37.06%	89.37%	6.81%		-	0.27%	\$600	8.45
10         10         10         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         0004 <th< td=""><td>Technicians</td><td>13</td><td>R</td><td>27</td><td>~</td><td>~</td><td>-</td><td></td><td></td><td>-</td><td>32</td><td>29</td><td>2</td><td></td><td>۲</td><td>-</td><td></td><td></td><td>\$600.00</td><td>50.00%</td><td>87.50%</td><td>6.25%</td><td>-</td><td>-</td><td>0.00%</td><td>\$000</td><td>7,61</td></th<>	Technicians	13	R	27	~	~	-			-	32	29	2		۲	-			\$600.00	50.00%	87.50%	6.25%	-	-	0.00%	\$000	7,61
43       11       9       2       3       27       4       1       5       556%       7.47%       63.72%       1395%       2.33%       0.00%	Protective Service	10	10	6	-					-	0							-	00.00%	\$400.0	800.06%	10.00%	-	0.00%	1.00%	\$400.0	10.01
21     11     11     11     11     10     10     10     10     10     10     10     10     10     10     100%     0.00	Para- professionals	43	=	6	2					N	32	27	*					_	15.58%	74.42%	83.72%	13.95%	-	-	0.00%	\$400.0	16.28
67         65         61         4         -         -         2         2         2         2         2         97.01%         2.99%         94.03%         5.97%         0.00%	Administrative Support	21	Ħ	5						-	10	10							12.38%	47.62%	100.00%		0.00%	0.00%	0.00%	W00 0	4.76
50         44         40         4         2         6         5         1         1         1         66.00%         12.00%         80.00%         10.00%         0.00% <td>Skilled Craft</td> <td>19</td> <td>89</td> <td>61</td> <td>4</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>2</td> <td>2</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td>27.01%</td> <td>2.99%</td> <td>94 03%</td> <td>5.97%</td> <td>-</td> <td>-</td> <td>0.00%</td> <td>0.00%</td> <td>000</td>	Skilled Craft	19	89	61	4						2	2						-	27.01%	2.99%	94 03%	5.97%	-	-	0.00%	0.00%	000
640 547 500 30 8 9 0 0 46 303 272 23 2 5 1 0 16 64.35% 35.65% 90.82% 6.24% 1.16% 1.65% 0.12% 0.00%	Service / Maintenance	60	44	40	4					2	9	ŝ	-					-	8.00%	12.00%	\$00.06	10.00%	-	-	0.00%	0.00%	4.00'
	TOTAL	650	547	500	8	80	5	0	0	46	303	272	23	3	•	-	_		_	36.65%	90.82%	_		-	_	_	7.29
Table Provinces	Grand Total Employees for Region 7:	Employee	s for Reg	ion 7:		Ma	Males:	ю.	547		Females:	ales:	303	2			0 al	Total Minorities:	es:	82							

Transparency

PWD=People with Dis **Other Pacific Island** NHOPI=Native Hawa an or Ala AIIAN=A can H/L=Hispanic or Latino A=Asian **B/AA=Black or African Ameri** W=White

62

:OWD:

0.00%

**INHOPI:** 

0.12%

AIAN:

14 1.65%

Asian:

101.18%

Ë

53 6.24%

BIAA:

772 90.82%

While:

DHR-9 (Rev. Feb. 2010)

# FY-2017 Affirmative Action Plan

70

Cost Savings

Utilization Analysis	
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Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services				Region 7		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	228	367	64	10	43	21	67	50
Availability Percent	31.37	45.83	51.87	13.50	45.08	54.89	4.26	35.14
Number Needed for Parity	71	168	33	1	19	11	2	17
Number of Affirmative Action Group Members Already Employed	85	136	32	o	32	10	2	6
Underutilization		32	1	1	2	1		11

Agency:	Central Management Services
Affirmative Action Group:	BLACK or AFRICAN AMERICAN

4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	228	367	64	10	43	21	67	50
Availability					*			
Percent	2.64	3.90	3.27	4.88	12.05	5.03	3.33	7.37
Number Needed for Parity	6	14	2	0	5	1	2	3
Number of Affirmative								
Action Group Members								
Already Employed	8	25	4	1	6	0	4	5
Underutilization						1		

DHR-S-AAP (Rev. Feb. 2016)

Region 7

	Agency: Affirmative Action Group:	Central Manage HISPANIC	ement Services or LATINO				Region 7		
		Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
	Present Number of Employees	228	367	64	10	43	21	67	50
	Availability Percent	1.08	0.94	0.44	0.50	0.00	1.12	1.82	2.17
•	Number Needed for Parity	2	з	0	0	0	0	1	1
	Number of Affirmative Action Group Members Already Employed	3	4	2	0	,	0	0	0
	Underutilization							1	1

Agency: Central Ma Affirmative Action Group: ASIAN

Central Management Services ASIAN

Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	228	367	64	10	43	21	67	50
Availability								
Percent	1.00	2.31	1.49	0.51	0.00	0.39	0.22	0.48
Number Needed for Parity	2	8	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already Employed	3	9	2	0	0	0	0	0
Employed	3		2	v	0	v	0	0

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage AMERICAN INS		CAN NATIVE			Region 7		
	Officiats/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	228	367	64	10	43	21	67	50
Availability Percent	0.13	0.11	0.33	0.06	0.00	0.08	0.28	0.05
Number Needed for Parity	O	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	o	,	0	o	O	0	0	o

Underutilization

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	228	367	64	10	43	21	67	50
Availability Percent	0.00	0.06	0.00	0.00	0.00	0.02	0.00	0.02
Number Needed for Parity	0	0	0	0	0	0	0	O
Number of Affirmative Action Group Members Already								
Employed	0	0	0	0	0	0	0	0

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

ategory: Skilled Craft Workers						WOMEN Region: 8 Facility:	
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics	
Those having requisite skills in e region.	26,570	1,134	4.27%	100	4.27	U. S. Census Bureau / American Community Survey.	
Those promotable, trainable, and transferable in the region.	o	0	0.00%	O	0.00	Agency Workforce.	
				100	3.41	Availability Percent.	
				*			
GENCY: Central Management ategory: Skilled Craft Workers						Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 8 Facility: 0	
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics	
Those having requisite skills in e region.	26,570	1,155	4.35%	100	4.35	U. S. Census Bureau / American Community Survey.	
. Those promotable, trainable, nd transferable in the region.	0	o	0.00%	0	0.00	Agency Workforce.	
				100	3.48	Availability Percent.	
GENCY: Central Management ategory: Skilled Craft Workers					÷	Affirmative Action Group: HISPANIC or LATINO Region: 8 Facility: 0	
FACTORS	A Grand Total	Group	C Percentage Total	D Value Weight	E Weighted Factor		
. Those having requisite skills in	# 	 619	% 		2.33	Source of Statistics U. S. Census Bureau / American Community Survey,	

2.33%

0.00%

100

0

100

2.33 American Community Survey. 0.00

1.86

Agency Workforce.

Availability Percent.

DHR-S-AAP (Rev. Feb. 2016)

2. Those promotable, trainable, and transferable in the region.

the region.

### **Central Management Services**

Cost Savings	Accountability	Transparency
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26,570

0

619

0

•		Availability	Percent Works	sheet		Affirmative Action Group:
AGENCY: Central Management Category: Skilled Craft Workers						ASIAN Region: 8 Facility: 0
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those having requisite skills in he region.</li> </ol>	26,570	90	0.34%	100	0.34	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	o	0.00%	0	0.00	Agency Workforce.
ži st				100	0.27	Availability Percent.
AGENCY: Central Management Category: Skilled Craft Workers						Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 8 Facility: 0
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
<ol> <li>Those having requisite skills in the region.</li> </ol>	26,570	35	0.13%	100	0.13	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	o	o	0.00%	0	0.00	Agency Workforce,
				100	0.11	Availability Percent.
						2
AGENCY: Central Management Category: Skilled Craft Workers				2 e		Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 8 Facility: 0
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	26.570	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.

U. S. Census Bureau / American Community Survey.

Agency Workforce.

Availability Percent.

DHR-S-AAP (Rev. Feb. 2016)

2. Those promotable, trainable, and transferable in the region.

26,570

٥

0

0

0.00%

0.00%

0

0

0

0.00

0.00

0.00

the region.

### **Central Management Services**

Accountability Cost Savings Transparency

GENCY: ategory:	Central Management S Service-Maintenance	Services	Availability	Percent Work	sheet		Affirmative Action Group: WOMEN Region: 8 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those ha	aving requisite skills in	84,580	37,275	44.07%	100	44.07	U. S. Census Bureau / American Community Survey.
	omotable, trainable, able in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	35.26	Availability Percent.
					-		
AGENCY: Category:	Central Management Service-Maintenance	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 8 Facility: 0
N.	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those ha	aving requisite skills in	84,580	11,285	13.34%	100	13.34	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
					100	10.67	Availability Percent.
÷							1
GENCY: Calegory:	Central Management Service-Maintenance	Services					Affirmative Action Group: HISPANIC or LATINO Region: 8 Facility: <sup>0</sup>
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha	aving requisite skills in	84,580	2,604	3.08%	100	3.08	U. S. Census Bureau / American Community Survey,

0.00%

0

100

0.00

2.46

Agency Workforce.

Availability Percent.

0

2. Those promotable, trainable,

and transferable in the region.

DHR-SAAP (Rev. Feb. 2016)

### **Central Management Services**

Cost Savings Accountability Transparency

0

			Availability				Affirmative Action Group:
AGENCY: Category:	Central Management Service-Maintenance	Services					ASIAN Region; 8 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha the region,	aving requisite skills in	84,580	948	1.12%	100	1.12	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	O	0	0.00%	o	0.00	Agency Workforce.
			ň		100	0.90	Availability Percent.
AGENCY:	Central Management	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE
	Central Management : Service-Maintenance	Services					
		A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	AMERICAN INDIAN or ALASKAN NATIVE Region: 8
Calegory: 1. Those ha	Service-Maintenance	A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	AMERICAN INDIAN or ALASKAN NATIVE Region: 8 Facility: 0
Category: 1. Those ha the region. 2. Those pr	Service-Maintenance	A Grand Total #	Aff. Action Group #	Percentage Totai %	Value Weight %	Weighted Factor %	AMERICAN INDIAN or ALASKAN NATIVE Region: 8 Facility: 0 Source of Statistics
Category: 1. Those ha the region. 2. Those pr	Service-Maintenance FACTORS aving requisite skills in romotable, trainable,	A Grand Total  84,580	Aff. Action Group #	Percentage Total % 0.14%	Value Weight % 100	Weighted Factor % 0.14	AMERICAN INDIAN or ALASKAN NATIVE Region: 8 Facility: 0 Source of Statistics U. S. Census Bureau / American Community Survey.
Category: 1. Those ha the region. 2. Those pr	Service-Maintenance FACTORS aving requisite skills in romotable, trainable,	A Grand Total  84,580	Aff. Action Group #	Percentage Total % 0.14%	Value Weight % 100	Weighted Factor % 0.14 0.00	AMERICAN INDIAN or ALASKAN NATIVE Region: 8 Facility: 0 Source of Statistics U. S. Census Bureau / American Community Survey. Agency Workforce.

AGENCY: Central Management Services Category: Service-Maintenance

FACTORS	A Grand Total	B Aff. Action Group	C Percentage Total	D Value Weight	E Weighted Factor	
	#	#	%	%	%	Source of Statistics
1. Those having requisite skills in						U. S. Census Bureau /
the region.	84,580	10	0.01%	100	0.01	American Community Survey.
2. Those promotable, trainable,						
and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.01	Availability Percent.

DHR-S-AAP (Rev. Feb. 2016)

### **Central Management Services**

Cost Savings Accountability Transparency

PACIFIC ISLANDER Region: 8 Facility: 0

Workforce Analysis by Region

Agency: Central Management Services

**Central Management Services** 

8

Region:

Accountability

Reporting Period: FY 2017

					MAL	MALES			L			L.	FEMALES	s							8	PERCENTAGES	ES		
	Gand						Ĭ	Ŧ	_					iN					and a				1000		
EEO Category	Total	Total	M	BIAA	HAL	*	N	GW9 190	/D Total	M		BIAA H	HIL V	NV I	ido y	DWD	N	-	3	BIAA	Ŧ	~	AIAN	NHOPI	IMI
Officials / Administrators		2	2						-	-	_		-		_		66.67%	33.33%	100.00%	%00.0	0.00%	0.00%	0.00%	%00'0	\$000
Professionals	2	2	-	-				_	•		_	$\dashv$	-	+	$\dashv$		100.00%	%00'0	50.00%	\$0.00%	0.00%	0.00%	0.00%	0.00%	%00.0
Technicians	0	0					_	_	0		_	_	-	_		_	1,000	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%000
Protective Sentice	•	0							0		_		-	_	_		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0
Para- professionals	-	0						_	-	_				_			0.00%	100.00%	100.00%	%00 0	0.00%	0.00%	0.00%	0.00%	9,00%
Administrative Support	2	-	-					-	-	-	-	-	+	-	$\downarrow$		\$0.00%	\$0.00%	100.00%	8:00%	0.00%	0.00%	0.00%	0.00%	50.00%
Skilled Craft	30	38	æ						-	-	_	_	+	+	4	4	97.44%	2.56%	100.00%	0.00%	0.00%	0.00%	\$000	0.00%	5.13%
Service / Maintenance	21	5	14	-				-	1 2	2	-		+	-	_	-	88.24%	11.76%	94.12%	5.86%	0.00%	0.00%	0.00%	0.00%	11.76%
TOTAL	3	56	56	2	•	•	•	4	8	_	9	•	•	0 0	•	-	90 63%	9.36%	96.88%	3.13%	0.00%	0.00%	0.00%	1400.0	7.81%
							60		ů			c.			Toto	Min	Total Linnetiae						)+) 		
Grand Total Employees for Region 8:	Employees	for Regi	00 B:		Males:	:58	58	-	Ĺ	Females:		0 0			101		onues.	7 1 200							

Transparency

PWD=People with Disabilitie NHOPI=Native Hawaitan or Other Pacific Islander AVAN=American Indian or Alaskan Nati A=Asian H/L=Hispanic or Latino BIAA=Black or Africal W=White

PWD:

0.00%

SINHOPI

0.00%

AIAN:

0.00%

Asian:

0.00%

ΗĽ

3.13%

BIAA:

62 96.88%

White:

DHR-9 (Rev. Feb 2016)

# FY-2017 Affirmative Action Plan

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Cost Savings

Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services				Region 8		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	3 -	2	0	0	1	2	39	17
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	3.41	35.26
Number Needed for Parity	0	0	0	0	0	0	1	5
Number of Affirmative Action Group Members Already	°л а							
Employed	1	0	0	0	1	1	1	2
Underutilization								3

Agency: Affirmative Action Group:	Central Manage BLACK or	Ment Services				Region 8		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance

Present Number								
of Employees	3	2	0	0	1.	2	39	17
Availability					*			
Percent	0.00	0.00	0.00	0.00	0.00	0.00	3.48	10.67
Number Needed for Parity	0	0	o	0	0	0	1	1
Number of Affirmative Action Group								
Members Already Employed	0.	1	o	0	0	0	0	1
*								
Underutilization							1	

DHR-8-AAP (Rev. Feb. 2016)

Agency: Affirmative	Action Group:	Central Manage HISPANIC					Region 8		
		Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present N of Employ		3	2	0	0	1	2	39	17
Availability Percent	<b>/</b>	0.00	0.00	0.00	0.00	0.00	0.00	1.86	2.46
Number N	leeded for Parity	0	0	0	0	0	o	0	0
Number o Action Gro Members Employed	Already	O	0	0	0	0	0	0	0

### Underutilization

Agency:	Central Management Services
Affirmative Action Group:	ASIAN

Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	3	2	0	0	1	2	39	17
Avaitability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.27	0.90
Number Needed for Parity	o	o	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	o	o	0	0	o	0	0	0

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage AMERICAN INI		AN NATIVE			Region 8		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number			÷			-		47
of Employees	3	2	0	0	1	2	39	17
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.11	0.11
Number Needed for Parity	0	o	0	0	0	0	0	0
Number of Affirmative Action Group								
Members Already								
Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	3	2	0	0	1	2	39	17
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already	*							
Employed	0	0	0 .	0	0	0	0	0

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

	entral Management S ikilled Craft Workers	Services	Availability	Percent Work	sheel		Affirmative Action Group: WOMEN Region: 9 Facility:
F	ACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those havi the region.	ing requisite skills in	11,385	555	4.87%	100	4.87	U. S. Census Bureau / American Community Survey.
	notable, trainable, ble in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	3.90	Availability Percent.
- <b>-</b>							
	Central Management S Killed Craft Workers	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 9 Facility: 0
F	ACTORS	A Grand Total #	B Aff, Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those havi the region.	ing requisite skills in	11,385	59	0.52%	100	0.52	U. S. Census Bureau / American Community Survey.
	notable, trainable, ble in the region.	o	o	0.00%	0	0.00	Agency Workforce.
			a	cit (	100	0.41	Availability Percent.
Ξ <sub>γ</sub>							
	Central Management Skilled Craft Workers	Services				*	Affirmative Action Group: HISPANIC or LATINO Region: 9 Facility: <sup>0</sup>
F	ACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those havi he region.	ing requisite skills in	11,385	287	2.52%	100	2.52	U. S. Census Bureau / American Community Survey

0.00%

0

100

0.00

2.02

2. Those promotable, trainable, and transferable in the region.

Availability Percent.

Agency Workforce.

DHR-SAAP (Rev Feb. 2016)

### **Central Management Services**

Cost Savings Accountability Transparency

0

0

		,	Percent Work	alleer		Affirmative Action Group:
GENCY: Central Management ategory: Skilled Craft Workers	Services					ASIAN Region: 9 Facility: <sup>0</sup>
FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
. Those having requisite skills in he region.	11,385	29	0.25%	100	0.25	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
AGENCY: Central Management		×		100	0.20	Availability Percent. Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE
김 그는 정말 것 그 것을 같아. 그 것을 거야? 것을 것 같아? 가지 않는 것 같아. 것을 것 같아?				100	0.20	Affirmative Action Group: AMERICAN INDIAN or
		B Aff. Action Group #	C Percentage Total %	D Value Weight	0.20 E Weighted Factor %	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 9
Category: Skilled Craft Workers	A Grand Total	Aff. Action Group	Percentage Total	D Value Weight	E Weighted Factor	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 9 Facility: 0
Category: Skilled Craft Workers FACTORS 1. Those having requisite skills in	A Grand Total #	Aff. Action Group #	Percentage Total %	D Vəlue Weight %	E Weighted Factor %	Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 9 Facility: 0 Source of Statistics

AGENCY: Central Management Services Category: Skilled Craft Workers Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 9 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	11,385	10	0.09%	100	0.09	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	O	0	0.00%	0	0.00	Agency Workforce.
				100	0.07	Availability Percent.

DHR-S-AAP (Rev. Feb. 2016)

### **Central Management Services**

Workforce Analysis by Region



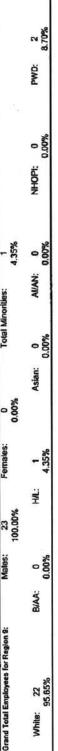
**Central Management Services** 

Accountability

Reporting Period: FY 2017

	-				MALES	ES			L			E	FEMALES	S							P	PERCENTAGES	ES		
	Grand						AI 1	HN						AL	HN /				9				(and the second s		13
EEO Calegory	Total	Total	M	BIAA	Ħ	4	AN	OM4 140	AD TOIR	W	BUNA	A HI	V 1	NA N	I OPI	PWD	W		M	BIAA	¥	<	ANAN	NHOPI	DWD
Officials / Administrators	4	¥						-	•								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	\$600.0	0.00%	25.00%
Professionals	9	0							0	_	_	_		_			0.00%	0.00%	0.00%	0.00%	\$00%	0.00%	0.00%	0.00%	0.00%
Technicians	•	0							•			-	_				0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	•	•						-	•			-	_				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para- professionals	•	0						-	•			_	-				0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	0.00%
Administrative Support	0	0						_	•					_			0.00%	N:00.0	0.00%	%000	0.00%	%00.0	%00:0	0.00%	0.00%
Skilled Craft	5	ţ	2		-				•		_	-	_	_			100.00%	0.00%	93.33%	0.00%	6.67%	0.00%	9,00.0	0.00%	0.00%
Service / Maintenance	4	4	4						•			_					100.00%	0.00%	100.001	9.00%	\$000	\$00.0	%.00.0	0.00%	25.00%
TUTAL	22	52	52	•	-	•	•	2	•	°	-	_	-	0	•	0	100.00%	0.00%	95.65%	200%	4.35%	0.00%	%0000	0.00%	8.70%

Transparency



PWD=People with Dis an or Other Pacific Islande NHOPI=Nalive or Alaskan ALAN-A A=Asian HALH BIAA=Black or Airi W=While

DHR-9 (Rav. Feb. 2016)

# FY-2017 Affirmative Action Plan

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Cost Savings

Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services				Region 9		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	4	o	0	0	o	0	15	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	3.90	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
of Employees Availability Percent Number Needed for Parity Number of Affirmative Action Group Members Already	0.00	0.00 0	0.00 0	0.00 0	0.00 D	0.00	3.90 0	0.00 0

Underutilization

Agency: Affirmative Action Group:

Central Management Services BLACK or AFRICAN AMERICAN

Region 9

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	4	o	o	0	O	0	15	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.41	0.00
Number Needed for Parity	0	0	0	0	Q	0	0	0
Number of Affirmative Action Group Members Already Employed	o	o	0	0	o	0	0	o

### Underutilization

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2

### **Utilization Analysis**

Agency: Affirmative Action Group:	Central Manage HISPANIC					Region 9					
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance			
Present Number of Employees	4	O	O	0	0	o	15	4			
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	2.02	0.00			
Number Needed for Parity	0	o	0	0	0	0	0	0'			
Number of Affirmalive Action Group Members Already Employed	0	o	0	0	0	o	1	0			

Underutilization

Agency: Centr Affirmative Action Group: A

Central Management Services ASIAN

Region 9

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	4	0	0	0	0	0	15	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.20	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	O	0	0	0

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage AMERICAN INC		(AN NATIVE			Region 9			
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance	
Present Number of Employees	4	0	0	D	o	0	15	4	
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Number Needed for Parity	0	0	0	0	0	o	0	0	
Number of Affirmative Action Group Members Already Employed	0	0	0	0	O	0	0	0	

Underutilization

Agency: Central Management Services
Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	4	o	0	0	o	0	15	4
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.07	0.00
Number Needed for Parity	0	o	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	O	O	O	0	O	0	0	O

### Underutilization

DHR-8-AAP (Rev. Feb. 2016)

Region 9

AGENCY: Category:	Central Management Skilled Craft Workers	Services	Availability	Percent Work	sheet		Affirmative Action Group: WOMEN Region: 10 Facëliy:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
I. Those h he region.	aving requisite skills in	14,245	685	4.81%	100	4.81	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	O	0	0.00%	0	0.00	Agency Workforce.
					100	3.85	Availability Percent,
AGENCY: Calegory:	Central Management Skilled Craft Workers	Services	<u>с</u>				Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 10 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	14,245	311	2.18%	100	2.18	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	O	0	0.00%	0	0.00	Agency Workforce.
					100	1.75	Availability Percent.
AGENCY: Category:	Central Management	Services					Affirmative Action Group: HISPANIC or LATINO Region: 10 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	14,245	223	1.57%	100	1.57	U. S. Census Bureau / American Community Survey.

Agency Workforce.

Availability Percent.

OHR-5-AAP (Rev. Feb. 2016)

### **Central Management Services**

2. Those promotable, trainable, and transferable in the region.

Cost Savings Accountability Transparency

0

0

0.00%

0

100

0.00

1.25

			Availability	Percent Work	sheet		Affirmative Action Group:
AGENCY: Category:	Central Management S Skilled Craft Workers	Services					ASIAN Region: 1C Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Vatue Weight %	E Weighted Factor %	Source of Statistics
I. Those ha	aving requisite skills in	14,245	54	0.38%	100	0.38	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	o	0.00	Agency Workforce.
	sad Z				100	0.30	Availability Percent.
AGENCY: Category:	Central Management Skilled Craft Workers	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 10 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those ha	aving requisite skills in	14,245	8	0.06%	100	0.06	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
					100	0.04	Availability Percent.
AGENCY: Category:	Central Management Skilled Craft Workers					-	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 10 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h	aving requisite skills in	11.515	•	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
the region.		14,245	0	0.00%	U	0.00	American Contributing Screey.

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**Central Management Services** 

Cost Savings Accountability Transparency

Availability Percent.

\_

0.00

0

AGENCY: Category:	Central Management Service-Maintenance	Services	Availability	Percent Work	sheet		Affirmative Action Group: <b>WOMEN</b> Region: 10 Facility:
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	49,290	21,720	44.07%	100	44.07	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
				12	100	35.25	Availability Percent.
AGENCY: Calegory:	Central Management Service-Maintenance	Services					Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 10 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	49,290	2,945	5. <del>9</del> 7%	100	5.97	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	o	0.00	Agency Workforce.
					100	4.78	Availability Percant.
AGENCY: Calegory:	Central Management Service-Maintenance	Services					Affirmative Action Group: HISPANIC or LATINO Region: 1C Facility: 0
		A Grand Total	B Aff. Action	C Percentage	D Value	E Weighted	

FACTORS	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Source of Statistics
	********					**************************************
1. Those having requisite skills in the region.	49,290	1,463	2.97%	100	2.97	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	O	0.00	Agency Workforce.
				100	2.37	Availability Percent.

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### **Central Management Services**

			Availability	Percent Work	sheet		
AGENCY: Category:	Central Management S Service-Maintenance	Services					Affirmative Action Group: ASIAN Region: 1C Facility: <sup>0</sup>
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
l. Those h he region.	aving requisite skills in	49,290	303	0.61%	100	0.61	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	o	0	0.00%	0	0.00	Agency Workforce.
	4 				100	0.49	Availability Percent.
AGENCY: Category:	Central Management Service-Maintenance	Services					Affirmative Action Group: AMERICAN INDIAN or ALASKAN NATIVE Region: 10 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those h the region.	aving requisite skills in	49,290	78	0.16%	100	0.16	U. S. Census Bureau / American Community Survey.
	romotable, trainable, rable in the region.	0	0	0.00%	o	0.00	Agency Workforce.
					100	0.13	Availability Percent.
AGENCY: Category:	Central Management Service-Maintenance	Services				<u>с</u>	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 10 Facility: 0
	FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those t	naving requisite skills in	49 290	39	0.08%	100	0.08	U. S. Census Bureau / American Community Survey.

100

0

100

0.08

0.00

0.06

### **Availability Percent Worksheet**

DHR-S-AAP (Rev. Feb. 2016)

2. Those promotable, trainable,

and transferable in the region.

the region.

49,290

0

39

0

0.08%

0.00%

### **Central Management Services**

American Community Survey.

Agency Workforce.

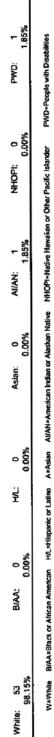
Availability Percent.

Workforce Analysis by Region

Agency: Central Management Services 9 Region:

Reporting Period: FY 2017

					MAL	NES			-				FEM	FEMALES								ď	PERCENTAGES	GES		
	Grand						Ì	Ŧ							Ĩ	ž										
EEO Category	Total	Total	w	BIAA	HAL	<	AN	Ы	PWD	Total	w	<b>B</b> /M	¥	<	ž	Ido	PWD	z	۳	3	BIM	¥	4	AIIAN	ILIOHN	PWD
Officials / Administrators		-	-															100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	¥00.0	0.00%
Professionals	9	5	s							-	-							83.33%	16.67%	100.00%	9.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	•	•																0.00%	0.00%	0.00%	%.00.0	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service		-	-												_			100.00%	0.00%	100.00%	9.00%	%00.0	0.00%	0.00%	0.00%	0.00%
Para- professionals	•	•								•								0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	0.00%	0.00%
Administralive Support	-	•								-	-							0.00%	100.00%	100.00%	9,00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	æ	31	90				-		-	0								100.00%	0.00%	96.77%	%00.0	%00.0	0.00%	3.23%	0.00%	3.23%
Service / Maintenance	14	1	14							0								100.00%	0.00%	100.00%	0.00%	9,000	0.00%	0.00%	0.00%	0.00%
TOTAL	54	52	51	0	0	0	-	0	-	2	3	•	٥	•	•	•	•	96.30%	3.70%	98.15%	0.00%	%00.0	0.00%	1.85%	0.00%	1.85%
Grand Total Employees for Region 10:	mployees	for Regio	n 18		Males:	::	52 96.30%	~ %		Females:	ies:	2 3.70%	%		r	Total Minorities:	Vinori	lies:	1.85%							



Al/AN=American Indian or Alaskan Native

A=Asian

H/L=Hispanic or Latino

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W=White

### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage WOMEN	ement Services				Region 10		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	6	0	1	0	1	31	14
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	3.85	35.25
Number Needed for Parity	0	0	0	0	0	0	1	4
Number of Affirmative Action Group Members Already Employed	0	1	0	0	0	1	0	0
Underutilization							1	4

Agency: Central Management Services
Affirmative Action Group: BLACK or AFRICAN AMERICAN Region 10

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	6	0	1	D	1	31	14
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	1.75	4.78
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	D	0	0	O	0	0	C

Underutilization

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Agency: Affirmative Action Group:	Central Manage HISPANIC					Region 10		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	6	D	1	O	1	31	14
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	1.25	2.37
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	O	o	0	0	0	0

.

Underutilization

Agency:	Central Management Services	
Affirmative Action Group:	ASIAN	Region 10

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	6	0	1	0	1	31	14
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.49
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	o	0	0	o	0	0	o

Underutilization

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### **Central Management Services**

Agency: Affirmative Action Group:	Central Manage AMERICAN IND		AN NATIVE			Region 10		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	6	D	1	0	1	31	14
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.13
Number Needed for Parity	0	o	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	O	O	0	0	0	0	1	0

Underutilization

Agency: Central Management Services Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER

Region 10

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	1	6	0	1	0	1	31	14
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	O	0	o	O	0	0	0

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

Cost Savings

# FY-2017 Affirmative Action Plan

# Underutilization Summary by Region

Management Services
Central
of Agency:
Name o

**Central Management Services** 

Accountability

Transparency

Fiscal Year: 2017

Region		Offici	als and A	Officials and Administrators	ators			-	Professionals	nals				,	Technicians	SUI			-	Protective Service Workers	Service	Worken		
	Women	B/AA	Η	4	AIJAN	INHOPI	Women	BIAA	ΗΓ	4	AI/AN	INHOPI	Women	BIAA	ΗΓ	٩	AI/AN	INHOPI	Women	B/AA	Å	٩	AVAN	NHOPI
1							6																	
2																								
<b>m</b> .																								
4																								
5																								
9																								
7							32						-						-					
8.																								
9																								
10																								
Total	•	0	0	0	0	0	41	0	0	0	0	0	-	0	0	0	0	0	-	0	0	0	0	0

Region			Paraprof	<b>Paraprofessionals</b>				Adm	Administrative Support	e Suppoi	t			Skill	ed Craft	Skilled Craft Workers				Sen	vice-Mair	Service-Maintenance		
	Women	BIAA	н	×	AI/AN	INHOPI	Women	BIAA	Н	A	AI/AN	INHOPI	Women	B/AA	НЛ	۷	AI/AN	INHOPI	Women	B/AA	НL	۷	AI/AN	INHOPI
1							-						9	3	22	٦			11		9			
5																								
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4																								
s,																								
9																								
~							-	-							۰				11		٢			
~														۰					3					
6																								
10													۲						4					
Total	0	0	0	0	0	0	2	٢	0	0	0	0	7	4	23	٢	0	0	29	0	7	0	0	0
otal un	Total underutilization for Women:	on for Wo	omen:	81			Total underutilization for Black or African American:	erutilizatic	In for Blac	ck or Afric	can Amer	ican:	2			Total underutilization for Hispanic or Latino:	erutilizatio	on for His	panic or L		8			
			·																					

0

Total underutilization for Native Hawaiian or Other Pacific Islander. ٥ Total underutilization for American Indian or Alaskan Native: -Total underutilization for Asian:

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than ten employees in the EEO calegory in that region, leave that box blank.

NHOPI= Native Hawaiian or Other Pacific Islander AI/AN = American Indian or Alaskan Native H/L = Hispanic or Latino A = Asian W= Women B/AA = Black or African American DHR 11-AAP (Rev. Feb. 2016)

# **SECTION III**

# Programmatic Goals FY 2017

ISSUE 1: 59.8 % of CMS' 117 underutilizations are females in the Professionals and Service Maintenance job categories

GOAL: To reach overall parity for all underutilized categories within CMS.

**OBJECTIVE:** Concentrate on recruitment and outreach to females and Hispanics in regions and job categories where those employees are needed.

**ISSUE 2**: 25.6 % of the underutilizations are Hispanics in the Skilled Craft Workers and Service-Maintenance job categories.

GOAL: To reach overall parity for all underutilized categories within CMS.

**OBJECTIVE:** Concentrate on recruitment and outreach to Females and Hispanics in the 4 regions where there are underutilizations.

Manifada

Action Item	<b>Responsibility</b>	Target Date	Monitoring Procedure
1. Attend Job Fairs (Min 4)	CMS EEO/AA Officer and 1 assistant, Personnel	FY 17	Resume/Sign in sheet.
2. Evaluate Job Candidate Test	CMS Director, Asst., Director, Legal, Personnel	FY 17	Milestones will be monitored by Director & CMS Leadership.
3. Investigate Testing Barriers	CMS Director, Asst. Director, Personnel, COO, EEO/AA Officer	FY 17	Notes outlining details from employment testing site visits & the employment plan councils.
4. Continue Mobile Testing	CMS Director, Asst. Director, COO, Personnel	FY 17	Milestones will monitored by Director & CMS Leadership
5. Host an Interview and Selection Training and Refresher course	Personnel, Legal	FY 17	Post to CMS Bulletin and CMS intranet. Record class attendance.

6.	Speak to diverse Organizations/Groups regarding State employment. (Minimum 3)	CMS EEO/AA Officer, Personnel, COO or other CMS senior leadership	FY 17	Post updates on CMS Bulletin. Collect a sign-in sheet for interested individuals.
7.	Evaluate specific hiring needs for underutilized job categories in each region and create a hiring plan with the appropriate supervisory personnel.	CMS EEO/AA Officer and Deputy Director of Personnel	FY 17	Comprehensive Plan
8.	Implement African American, Asian American and Hispanic Employment Plans.	CMS Diversity and Enrichment Program Coordinators, CMS Director and EEO/AA Officer.	FY 17	Committees meet quarterly to monitor implementation.
9.	Visit and recruit from junior colleges/technical schools for underutilized job categories.	EEO/AA Officer and CMS Personnel	FY 17	Memos and updates on progress to Assistant Director and COO.

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GOALS Region 1 page 1 of 6

ACTION ITEM HIRE / PROMOTE	ASSIGNMENT OF RESPONSIBILITY	COMPLETION TARGET DATE	MONITORING PROCEDURES
PROFESSIONALS			
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	12/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	12/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel

### **Central Management Services**

1 Female	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel
ADMINISTRATIVE SUPPORT			
1 Female	EEO Office and Hiring Office	12/31/2016	Review of hires/promotions by Personnel
SKILLED CRAFT WORKERS			
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Ofice and Hiring Office	12/31/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	12/31/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel
1 Black	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Black	EEO Office and Hiring Office	12/31/2016	Review of hires/promotions by Personnel
1 Black	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel

**Central Management Services** 

| Review of hires/promotions by<br>Personnel |
|--|--|--|--|--|--|--|--|--|--|--|--|
| 9/30/2016                                  | 9/30/2016                                  | 9/30/2016                                  | 9/30/2016                                  | 9/30/2016                                  | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 3/31/2017                                  |
| EEO Office and Hiring Office               |
| 1 Hispanic                                 |

# **Central Management Services**

Cost Savings Accountability Transparency

# FY-2017 Affirmative Action Plan

Review of hires/promotions by Personnel		Review of hires/promotions by Personnel										
3/31/2017	3/31/2017	3/31/2017	3/31/2017	3/31/2017	6/30/2017	6/30/2017	6/30/2017	6/30/2017	6/30/2017	9/30/2016	「「「「「「「」」」、「「」」、「」」、「」」、「」」、「」」、「」」、「」」	9/30/2016
EEO Office and Hiring Office		EEO Office and Hiring Office										
1 Hispanic	1 Asian	SERVICE-MAINTENANCE	1 Female									

Central Management Services

| Review of hires/promotions by<br>Personnel |
|--|--|--|--|--|--|--|--|--|--|--|--|
| 9/30/2016                                  | 9/30/2016                                  | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 3/31/2017                                  | 3/31/2017                                  | 3/31/2017                                  | 6/30/2017                                  | 6/30/2017                                  | 9/30/2016                                  | 9/30/2016                                  |
| EEO Office and Hiring Office               |
| 1 Female                                   | 1 Hispanic                                 | 1 Hispanic                                 |

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#### FY-2017 Affirmative Action Plan

#### **Central Management Services**

Review of hires/promotions by Personnel	Review of hires/promotions by Personnel	Review of hires/promotions by Personnel	Review of hires/rpomotions by Personnel
12/31/2016	12/31/2016	3/31/2017	6/30/2017
EEO Office and Hiring Office			
1 Hispanic	1 Hispanic	1 Hispanic	1 Hispanic

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GOALS Region 7 page 1 of 5

	MONITORING PROCEDURES		Review of hires/promotions by Personnel							
an and 2 Hispanics or Latinos. Ind 2 Hispanics in this region. d categories. See below.	COMPLETION TARGET DATE		9/30/2016	9/30/2016	9/30/2016	9/30/2016	9/30/2016	9/30/2016	9/30/2016	9/30/2016
Underutilization of 46 females, 1 Black or African American and 2 Hispanics or Latinos. To eliminate the underutilization of 46 females, 1 Black and 2 Hispanics in this region. As vacancies occur, hire and promote in the underutilized categories. See below.	ASSIGNMENT OF RESPONSIBILITY		EEO Office and Hiring Office	EEO Office and Hiriing Office	EEO Office and Hiriing Office	EEO Office and Hiriing Office	EEO Office and Hining Office	EEO Office and Hiriing Office	EEO Office and Hiriing Office	EEO Office and Hiriing Office
PROBLEM AREA: U Goal: T Objectives: A	ACTION ITEM HIRE / PROMOTE	PROFESSIONALS	1 Female							

#### **Central Management Services**

| Review of hires/promotions by<br>Personnel |
|--|--|--|--|--|--|--|--|--|--|--|--|
| 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 12/31/2016                                 | 3/31/2017                                  | 3/31/2017                                  | 3/31/2017                                  | 3/31/2017                                  |
| EEO Office and Hiring Office               |
|  |  |  |  |  |  |  |  | X  |  |  |  |
| 1 Female                                   |

**Central Management Services** 

| Review of hires/promotions by<br>Personnel |
|--|--|--|--|--|--|--|--|--|--|--|--|
| 3/31/2017                                  | 3/31/2017                                  | 3/31/2017                                  | 3/31/2017                                  | 6/30/2017                                  | 6/30/2017                                  | 6/30/2017                                  | 6/30/2017                                  | 6/30/2017                                  | 6/30/2107                                  | 6/30/2017                                  | 6/30/2017                                  |
| EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Ofice and Hiring Office                | EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Office and Hiring Office               | EEO Office and Hiring Office               |
| 1 Female                                   |

Cost Savings Accountability Transparency

#### FY-2017 Affirmative Action Plan

TECHNICIANS			
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
PROTECTIVE SERVICE WORKERS			
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
ADMINISTRATIVE SUPPORT			
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Black	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
SKILLED CRAFT WORKERS			
1 Hispanic .	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
SERVICE-MAINTENANCE			
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	12/31/2016	Review of hires/promotions by Personnel

Review of hires/promotions by Shared Services Personnel	Review of hires/promotions by Personnel						
12/31/2016	12/31/2016	3/31/2017	3/31/2017	3/31/2017	6/30/2017	6/30/2017	9/30/2016
EEO Office and Hiring Office	EEO Office and Hiring Office	EEO Office and Hiring Office	EEO Office and Hiring Office	EEO Office and Hiring Office	EEO Office and Hiring Office	EEO Office and Hiring Office	EEO Office and Hiring
1 Female	1 Female	1 Female	1 Female	1 Female	1 Female	1 Female	1 Hispanic

#### **Central Management Services**

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# GOALS Region 8 page 1 of 1

*	T MONITORING PROCEDURES		Review of hires/promotions by Personnel		Review of hires/promotions by Personnel	Review of hires/promotions by Personnel	Review of hires/promotions by Personnel
nerican. ack in the region. ced categories. See below.	COMPLETION TARGET DATE		12/31/2016		9/30/2016	12/31/2016	3/31/2017
Underutilization of 3 females and 1 Black or African American. To eliminate the underutilization of 3 females and 1 Black in the region. As vacancies occur, hire and promote in the underutilized categories. See below.	ASSIGNMENT OF RESPONSIBILITY	RS	EEO Office and Hiring Office		EEO Office and Hiring Office	EEO Office and Hiring Office	EEO Office and Hiring Office
PROBLEM AREA: Und GOAL: To 6 OBJECTIVES: As v	ACTION ITEM HIRE / PROMOTE	SKILLED CRAFT WORKERS	1 Black	SERVICE-MAINTENANCE	1 Female	1 Female	1 Female

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Cost Savings

#### FY-2017 Affirmative Action Plan

# NUMERICAL GOALS FY 2017 CENTRAL MANAGEMENT SERVICES

# GOALS Region 10, Page 1 of 1

**Central Management Services** 

Accountability

Transparency

~	COMPLETION TARGET MONITORING PROCEDURES DATE
region. tilized category. See belov	COMPLETION 1 DATE
Underutilization of 5 females. To eliminate the underutilization of 5 females in the region. As vacancies occur, hire and promote in the underutilized category. See below.	ASSIGNMENT OF RESPONSIBILITY
PROBLEM AREA: GOAL: OBJECTIVES:	ACTION ITEM HIRE / PROMOTE

SKILLED CRAFT WORKERS		A PARTY AND A PART	
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
SERVICE-MAINTENANCE			
1 Female	EEO Office and Hiring Office	9/30/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	12/31/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	12/31/2016	Review of hires/promotions by Personnel
1 Female	EEO Office and Hiring Office	3/31/2017	Review of hires/promotions by Personnel

# SECTION IV

#### DEPARTMENT OF CENTRAL MANAGEMENT SERVICES INTERNAL COMPLAINT PROCESS

It is the policy of the Department of Central Management Services (CMS) to comply with all equal employment opportunity (EEO) laws, regulations and executive orders to ensure fair and equitable treatment of employees. Decisions regarding recruitment, hiring, training, promotion, layoff and awarding of benefits will be made without regard to non-merit factors including, but not limited to, race, color, religion, sex, sexual orientation, national origin, disability condition or, except when it is necessary to implement the Affirmative Action Program, or when it is a bona fide job qualification.

In accordance with this Department's Statement of Policy relating to EEO/AA, it is our conviction that the establishment of an internal complaint procedure will promote the internal resolution of employee complaints of alleged discrimination in an expeditious manner at the lowest organizational level. To this end the EEO/AA Officer shall receive complaints of alleged discrimination. The EEO/AA Officer or the CMS General Counsel will investigate the complaint and make recommendations to resolve the dispute. The Director will make the final decision to resolve a complaint or the result of an investigation.

For Internal complaints, any employee who believes s/he has been aggrieved by a discriminatory practice may file a discrimination complaint within 90 days of the alleged discrimination. Filing a CMS internal complaint form does not preclude the right to file within an investigative agency, such as the Illinois Human Rights Department (within 180 days), U.S. Equal Employment Opportunity Commission (300 days) or similar agencies. Nor does the filing of the CMS internal complaint form alter the filing time limitations of those agencies.

The completed complaint form shall be submitted to the Department's EEO/AA Officer to be reviewed for timeliness, validity and thoroughness of the information submitted by the complaint.

Within a reasonable length of time after receiving the signed complaint, the EEO/AA Officer or the CMS General Counsel will conduct an impartial investigation of the alleged discrimination. The EEO/AA Officer or the CMS General Counsel shall interview all parties which the EEO/AA Officer or CMS General Counsel deems necessary including the complainant, supervisors, staff and other appropriate individuals and provide a report to the Director. Every effort will be made to resolve the complaint at the lowest possible level. The complaint, or any part of the complaint, may be withdrawn by the employee at any time.

If during the investigation of the complaint a settlement is reached between the complainant and the agency or its designee, complainant may withdraw the complaint by providing a written statement to the EEO/AA Officer or the CMS General Counsel. Upon receipt of that statement the EEO/AA Officer will consider the case closed.

#### Central Management Services

Central Managem Internal EEO Discrimi Filing this complaint form does not satisfy the time limits for filing with (see information)	ination Complaint h the Illinois Human Rights Act and the Civil Rights Act of 1964
Complainant:	Job Title:
Home Address:	City, State, Zip:
Home Phone:	Work Phone:
Work Location:	Bureau:
Supervisor:	
Basis of Alleged Discrimination	(Check Appropriate Box(es))
□Retaliation □ National Origin □ Sexual Orientation	□ Disability   □ Marital Status    □ Sex □Other:
Date(s) of alleged discrimination:	
Alleged Disci	riminator
Name: T	itle:
Work Location:	City:
Discriminator (Explain fully – Attach additio	
Relief Req	uested
	1
Note: You have 180 days from the date of the alleged act(s) of discrim Rights and 300 days to file charges with the Equal Employment Oppor with either entity or both: Illinois Department of Human Rights 222 S. College Rm. 101 Springfield, Illinois 62704 OR 100 Randolph, 3 Equal Employment Opportunity Commission 500 W. Madison Street, Suite 2800 Chicago, Illinois 60601	tunities Commission (EEOC). You have the right to file charges

Signature of Complainant

Date of Complaint

# SECTION V

#### REASONABLE ACCOMMODATION POLICY

In accordance with the law and regulations, it is the policy of the Department of Central Management Services (CMS) to inform employees and applicants about CMS policies and of the right to reasonable accommodations, and to provide any and all such reasonable accommodations in the most cost-effective manner available unless it would impose an "undue hardship."

This policy is not intended to create any legal or contractual rights or obligations. For the purpose of this policy, the term "employee" shall include "applicant" and "prospective employee."

The agency Equal Employment Opportunity Officer and Americans with Disabilities Coordinator: Fred V. Stewart, II, 720 Stratton Building, Springfield, IL., 217/558-6713, can provide further information about the Agency's policy in this area.

Michael M. Hoffman, Acting Director

DATE

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#### Labor Force Analysis for People with Disabilities

Agency:	Central Management Services		
Fiscal Year:	2017		
		2	
Total Employe	es:	1,401	
Percent of Peo	ople with		
Disabilities in I Force:	llinois Labor	4.95%	
FUICE.	8	25	
Labor Force N	umber:	69	
Number of Em	nlovees with		
Disabilities in A		102	
l Indon stilizatio	n ar Darih <i>u</i>	Р	
Underutilizatio	n or Failly.	<u>г</u>	

DHR 34-AAP (Rev. June 2013)

Central Management Services

#### EMPLOYMENT OF PERSONS WITH DISABILITIES

The Department of Central Management Service has reviewed the employment testing procedures to ensure they accommodate disabled applicants.

The following information appears on the CMS 100 application:

"Note: IF you are an individual with a disability and are in need of a reasonable accommodation to participate in the application process, place contact the testing center nearest you to schedule your examination. You may be asked to provide documentation in support of your request."

The following information is posted in all testing facilities:

#### SPECIAL NOTICE FOR PERSONS WITH DISABILITIES

The Illinois Department of Central Management Service provides testing arrangements for persons with disabilities. If you require special accommodations to complete the examining process, arrangements can be made to address your needs. Please contact:

> Jaci DeBrun Career Services Counselor Disabled Workers Program Coordinator Department of CMS Capital City Training Center 130 West Mason St. Springfield, IL 62709 (217) 785-1985 or (800) 526-0844 (TDD)

CMS does not use pre-employment screening to eliminate applicants with disabilities. Applicants may, if they wish, indicate they have a disability, on the application form.

If a disabled applicant observes or experiences any physical barriers in CMS offices, please call the number above and ask for assistance. An accessibility survey of all CMS facilities will be done, and any necessary changes will be made.

The EEO Officer will share with Emergency Response Coordinators, the Disability Survey Form, of those disabled employees who require assistance in the event of an emergency evacuation. The Emergency Response Coordinators will discuss evacuation needs with the employees with disabilities in question. The Disability Survey Form will not be shared with anyone else if the employee does not require assistance.



#### State of Illinois Reasonable Accommodation Request for Employees

Pursuant to the requirements of state and federal laws, a qualified individual with a disability has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to work site, work process or work schedule that would enable a person with a disability to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. The procedures for accommodation request appear on the back of this form. Completed accommodation request forms along with current medical documentation should be submitted to the agency's Equal Employment Opportunity Officer/ADA Coordinator and the original documents should be submitted to the immediate supervisor. The agency EEO Officer/ADA Coordinator can respond to questions about the accommodation process.

Name	Job Title	Division	Telephone Number
Functional Limitations	, <u>, </u> ,		

#### SPECIFY TYPE OF ACCOMMODATION NEEDED AND PROVIDE A DETAILED DESCRIPTION OF THE ITEM REQUESTED – PLEASE BE SPECIFIC

Purchase or modification of equipment or devices

Job restructuring or task modification\_\_\_\_

Provision of reader, sign language interpreter or personal assistant

Structural modification to work site or facility\_\_\_\_\_\_

Modification of work schedule or leave policy\_\_\_\_

Modification of examinations, training materials or personal assistant

Reassignment to vacant position

Other\_\_\_\_

#### Narrative Explanation

Describe how your functional limitation interferes with performance of a particular duty or participation in an activity sponsored by the employer. Explain how the requested accommodation would be used to enhance job performance or would allow you to participate in an employer-sponsored activity. (Use additional sheets if necessary)

Employee's Signature			Date
RAC Recommendation	Grant	Deny	Date
(RAC's initials)			Return for
Chief Executive Officer's Final Action	Grant	Deny	Date
(CEO's initials)			Return for
Remarks			

#### Accommodation Request Procedures for Employees

The following procedures should be followed in processing reasonable accommodation requests from employees. The agency EEO Officer/ADA Coordinator can provide guidance on the accommodation process.

- The employee shall submit a completed reasonable accommodation request form to his or her immediate supervisor and give a copy of the form and medical documentation, if requested, to the agency EEO Officer/ADA Coordinator. The employee should retain a copy of this information in his or her files.
- Once received, the supervisor shall review the request form for completeness, insure that all applicable documents have been included and make a recommendation, in writing, to the Division Manager within five (5) working days of receipt of a properly completed form.
- 3. The Division Manager shall review the supervisor's recommendation and make a recommendation to the Reasonable Accommodation Committee (RAC) within five (5) working days of receipt of the supervisor's recommendation. The Division Manager shall forward his/her recommendation along with the original reasonable accommodation request form and all documentation to the agency's EEO Officer/ADA Coordinator.
- 4. The EEO Officer/ADA Coordinator shall convene a meeting of the Reasonable Accommodation Committee within ten (10) working days of receipt of the Division Manager's recommendation. The RAC shall review the accommodation request. Once the Committee's review is complete, the Committee's recommendation shall be submitted to the Director within five (5) working days of the Committee's review for the Director's approval or denial.
- 5. The Director shall review the RAC's recommendation and shall render a decision of denial or approval within five (5) working days of receipt from the RAC.
- The EEO Officer/ADA Coordinator shall inform the employee in writing of the agency's decision to grant or deny the request within thirty (30) working days of receipt of the completed request form, including appropriate medical documentation, if requested. A copy of the response will also be sent to the supervisor.
- 7. If the Director approves the accommodation request, the agency shall take appropriate action to comply with the accommodation request. Approved accommodation requests shall be implemented as soon as possible. Please note: The agency may offer alternative suggestions providing an equally effective accommodation to remove the workplace barrier in question.
- 8. Reconsideration: If an employee wishes to ask the Director to reconsider a decision on a reasonable accommodation request, a written request shall be addressed to the Director within ten (10) working days of notification of the decision. The reconsideration request shall include the reasons that a reconsideration is being requested and, if appropriate, alternative suggestions for reasonable accommodation. After a complete review of the matter, a decision shall be made and the employee shall be notified. The Director's decision on this recommendation shall constitute the final internal action by the Department on the accommodation request.
- 9. An employee who has been denied accommodation has the right to file a complaint at the state level with the Illinois Department of Human Rights within 180 days of the denial of the request. An employee may also have the right to file a complaint with the U. S. Equal Employment Opportunity Commission (EEOC).
- 10. The EEO Officer/ADA Coordinator shall document any action taken on a reasonable accommodation request where indicated on the request form and shall retain completed accommodation request forms one year following final action in the matter.

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#### State of Illinois Reasonable Accommodation Request for Applicants

Pursuant to the requirements of state and federal laws, a qualified individual with a disability has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to application procedure, access to the work site, and adjustment to the work process or work schedule that would enable a person with a disability to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. The procedures for accommodation request appear on the back of this form. Completed accommodation request forms should be submitted to the interviewing officer. The agency EEO/AA Officer and/or the ADA Coordinator can respond to questions about the accommodation process.

I Limitations:

#### Type of Accommodation Needed

- Sign Language Interpreter for the Employment Interview
- Reader Service
- Accessible Interviewing Site
- Re-formatting of Examinations for Learning Disabled Applicant
- Examination Markers for Applicants with Limited Manual Dexterity
- Other (indicate type of accommodation needed)\_

#### Narrative Explanation

Describe how your functional limitation interferes with a portion of the preemployment process, e.g., applying, testing or interviewing. Explain how the requested accommodation would be used to enable you to complete the application process. (Use additional sheet if necessary).

Applicant's Signature:	Date:	
	Agency Action	
Interviewing Officer's Determination	Grant	Deny
Remarks (If denied, provide explanation)		
Fina	al Agency Approval	
Signature:	Date:	4

#### **Central Management Services**

#### Accommodation Request Procedures for Applicants

Qualified applicants and employees with disabilities have the right to request reasonable accommodation under the law. Applicants may request accommodation to any stage of the application process, including the employment application, examination procedure or interviewing process. Note that the Department of Central Management Services is responsible for accommodations to its testing procedures.

Once an individual with a disability has been hired, he or she has the right to request accommodation to the work site, work schedule or work process that would enable him or her to perform the job in question. Procedures for applicants to follow in making an accommodation request are listed below. The EEO/AA Officer and/or the ADA Coordinator can provide additional information about the accommodation process within their agencies.

#### Procedures:

- Applicants may request accommodations to the application process orally or in writing (either through correspondence or the use of the accommodation request form for applicants). If the request is made orally or through written correspondence, the agency EEO/AA Officer and/or the ADA Coordinator will complete accommodation request forms in the matter for purposes of processing and documenting the request.
- 2. Applicants shall submit accommodation requests to the interviewing officer. The interviewing officer should provide a copy of the form to the EEO/AA Officer and/or the ADA Coordinator. In cases where the EEO/AA Officer and/or the ADA Coordinator completes the form for the applicant with a disability, the EEO/AA Officer and/or the ADA Coordinator shall submit completed forms to the interviewing officer and retain a copy for him or herself.
- 3. A response to the request will be provided to the applicant within five days following receipt of the request by the interviewing officer.
- 4. If it is within the bounds of the authority of the interviewing officer to grant the request and he or she believes it to be reasonable, the accommodation will be provided. Information regarding the type of accommodation provided will be sent to the EEO/AA Officer and/or the ADA Coordinator.
- 5. If another official within the agency must be consulted in order for the accommodation to be provided, he or she will determine whether the agency will grant the request.
- 6. If the agency denies the request, the applicant has the right to file an internal complaint with the EEO/AA Officer and/or the ADA Coordinator and/or external complaint with the Illinois Department of Human Rights within 180 days of the denial. An applicant may also have the right to file a complaint with the U. S. Equal Employment Opportunity Commission (EEOC) within 300 days, or any appropriate government agency pursuant to their time frame.

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#### Physical Barriers

CMS's facility managers make assessments of its various buildings and facilities continually throughout the year. If/when we find any physical barriers that need to be resolved, we address the issue(s) as expediently as permitted.

#### PRE-EMPLOYMENT SCREENING

Currently, no pre-employment physical exams are given to job applicants. If the Personnel Officer becomes aware of such exams in the future s/he will be responsible for ensuring that the exam is job-related and that it is required of all applicants.

#### EMPLOYMENT CRITERIA AND JOB DESCRIPTION REVIEW

Employment criteria for all agency positions are based on the Department of Central Management Services (statewide) class specifications. If certain positions are found to have additional requirements which cannot be shown to be clearly job-related, and consistent with both efficiency and safety, the additional requirements will be eliminated.

#### EMPLOYMENT TESTING

Central Management Services, Division of Technical Services, in compliance with the "Uniform Guidelines on Employment Selection Procedure (1978)," reviews all merit exams on an annual basis to assess the degree of adverse impact prevalent in the statewide selection system. Examinations which are not in compliance with the "4/5ths rule" are identified and the race and / or sex groups which are adversely impacted are acknowledged.

Statistical analysis of each exam's text scores is performed to further measure the direction and magnitude of the adverse impact and to identify specific portions of the exam which may be particularly difficult or problematic for protected class members.

Once this information is secured, every effort is made to eliminate the adverse impact by modifying the selection procedure. If the revised examination continues to display an adverse impact in accordance with the "Uniform Guidelines," a technical report which outlines the specifics of the study and demonstrates the job relatedness of the exam (i.e. business necessity) is prepared and maintained on file.

#### Central Management Services

#### **IDENTIFICATION OF THE ADA COORDINATOR**

The Agency ADA Coordinator is Fred V. Stewart, II. He is located in the Stratton Office Building in room 720. He can be reached at (217) 558-6713 or (866) 273-3684 (TDD).

#### **EMERGENCY EVACUATION**

The ADA Coordinator will review the on-line disability surveys each quarter, to determine which employees need assistance in the event of an emergency evacuation. The respective building managers and section evacuation wardens will be alerted so the necessary aid will be provided.

# SECTION VI

#### **Applicable EEO Laws**

#### FEDERAL:

#### CIVIL RIGHTS ACT OF 1964, as amended.

Title VI prohibits discrimination on grounds of race, color, or national origin in federally assisted programs and includes all employment and training programs, whether contractual or grants-in-aid. The Assistant Secretary and the Regional Administrators for Employment and Training have enforcement authority of Title VI as it relates to employment and training programs. Regulations for implementing this Title are 29 CFR 31 for all ETA programs except those under 29 CFR 30.

Title VII prohibits discrimination on the grounds of race, color, religion, sex or national origin by employers or unions with 15 or more employees. The definition employer includes the government of the United States, corporations wholly owned by the United States, and State or political subdivisions thereof. It also provides that all State enforcement authority for Title VII is the responsibility of the Equal Employment Opportunity Commission (EEOC). ETA is responsible for working with EEOC to ensure compliance in State employment security agencies. Indians living on reservations are specifically exempt from coverage under Titles VI and VII.

#### EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972

This is an amendment to the Civil Rights Act of 1964 which adds sex and religion to the Title VII portion and extends Equal Employment Opportunity (EEO) to State, local and municipal organizations, all employment agencies (private and public) and to labor organizations. This Act empowers EEOC to bring civil action against any organization which is alleged to be practicing discrimination. The act also gives the right to an individual to take a complaint directly to a court of law.

#### **CIVIL RIGHTS ACT OF 1991**

The Civil Rights Act of 1991 expands the protections afforded individuals under the Civil Rights Act of 1964. It provides for damages for intentional discrimination and unlawful harassment in the workplace and codifies the concepts of "business necessity" and "job related" as enunciated in various Supreme Court decisions. Additionally, it confirms statutory authority and provides guidelines for disparate impact suits under Title VII of the Civil Rights Act of 1964 and in response to recent Supreme Court decisions, expands the scope of relevant civil rights statutes.

#### AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967

This Act prohibits arbitrary discrimination against persons age 40 and over. It applies to all State employment security agencies and to some ETA program contractors. Exempted from this Act are activities and programs which are designed for the long-term unemployed, the disabled, members of minority groups, older workers, or youth. The Wage and Hour Division, Employment Standards Administration (ESA), Department of Labor (DOL), has arranged for ETA to investigate complaints of age discrimination against State employment security agencies. Regulations for implementing this Act are 20 CFR, Parts 850 and 860.

#### **REHABILITATION ACT OF 1973**

This Act sets the standards for promoting, expanding, and assisting in employment opportunities for the disabled in all programs or activities receiving Federal financial assistance. Sections 503 and 504 prohibit discrimination against qualified disabled individuals. Although other Federal agencies, such as the Department of Health, Education and Welfare, have certain responsibilities for the program, Section 503 refers a claimant who alleges to have been discriminated against under a Federal contract to DOL for resources. ESA, Office of Federal Contract Compliance Programs, had enforcement authority, and it may be assisted by ETA Regional Administrators. Disabled persons who claim discrimination under a Federal grant administered by the Labor Department may file complaints with the Assistant Secretary for Administration and Management, DOL, under Section 504 of the Act. Regulations for implementing the Act are 29 CFR 32 and 41 CFR 60-741.

#### EQUAL PAY ACT OF 1963

This Act provides than an employer may not discriminate on the basis of sex by paying employees different wages for doing equal work on jobs requiring equal skill, effort, and responsibility, and which are performed under similar working conditions in the same establishment. The standards of "equal pay for equal work" set forth in this Act for determining what is lawful discrimination in compensation are applicable to Title VII of the Civil Rights Act of 1964. This Act applies to all State employment security agencies and to some ETA program contractors. This Act is enforced by EEOC. Regulations for implementing this Act are 29 CFR 800.

#### AMERICANS WITH DISABILITIES ACT OF 1990

Congress enacted the Americans with Disabilities Act of 1990 (the "ADA") to eliminate discrimination against individuals with disabilities in the areas of employment, housing, public accommodations, education, transportation, communications, recreation, institutionalization, health services, voting, and access to public service. Title I of the ADA prohibits discrimination in employment against individuals with disabilities and establishes the standards governing an employer's affirmative duty to accommodate an individual with a disability. Title III of the ADA prohibits discrimination against disabled individuals by private entities in places of public accommodation.

The Americans with Disabilities Act Amendment Act of 2008 became effective on January 1, 2009. This amendment expanded the scope of medical conditions protected by the law, and clarified the definition of "disability." The definition of disability must be construed in favor of "broad coverage of individuals ... to the maximum extent permitted" by statute. Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. Major life activities also include "operation of a "major bodily function" such as functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproduction functions. The law overturned a series of decisions by the U.S. Supreme Court under the Americans with Disabilities Act (ADA). The ADAAA also instructs the Equal Employment Opportunity Commission to revise its current regulations under the ADA to be consistent with the amendments, and to provide a lower standard for the definition of "substantially limits."

#### FAMILY MEDICAL LEAVE ACT

This Act requires employers to provide up to 12 weeks of unpaid jobprotected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours during the year preceding the start of the leave, and are employed at a worksite where the employer employs at least 50 employees within a 75-mile radius.

Reasons for taking leave:

Unpaid leave must be granted for any of the following reasons:

To care for the employee's child after birth, or placement for adoption or foster care;

To care for the employee's spouse, son or daughter, or parent who has a serious health condition; or

For a serious health condition that makes the employee unable to perform the employee's job.

#### UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. The U. S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.

#### **GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008**

This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history). The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

#### STATE:

#### **ILLINOIS HUMAN RIGHTS ACT OF 1980**

This Act prohibits discrimination because of race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental handicap, or unfavorable discharge from military service in connection with employment real estate transactions, access to financial credit, and the availability of public accommodations. Sexual preference was added in 2006. It provides Equal Opportunity and Affirmative Action as the policies of the State to eliminate the effects of past discrimination in the internal affairs of State Government and in its relations with the public.

### ILLINOIS RELIGIOUS FREEDOM PROTECTION AND CIVIL UNION ACT

This Act provides procedures for the certification and registration of a civil union and provides persons entering into a civil union with the obligations, responsibilities, protections, and benefits afforded or recognized by the law of Illinois to spouses.

# SECTION VII

#### **HIRING MONITOR**

Name of Agency: City / County: IDHR Region / (Facility): EEO Job Category: Title of Job to be filled:	Candidate's Name: Position Number: Bid Number: Date of Hire:
	es, indicate number for each group:
Women: Black or African American:	
Asian: American Indian or Alaskan I	
Native Hawaiian or Other Pacific Islander:	People with Disabilities
2. Indicate: Race of person selected: (Choose One)	
Sex: (Choose One)  Veteran: Yes	<ul> <li>Disability: Yes</li> </ul>
3. Number of individuals who applied or were on the list of el	igible(s)
Total by Category       # I        Women         Black or African American	nvited # Interviewed # Selected
Hispanic or Latino	
American Indian or Alaskan Native	
People with Disabilities	
4. If no candidates from any of the underutilized groups appeared of months to assist in the recruitment of candidates?	n the list, what efforts were made in the last six
5. If the category is underutilized and a member of an affirmative ad detailed explanation for the hiring decision.	ction group applied and was not hired, give a
6. Was the position posted? Yes	
7. Name and position of person(s) who interviewed candidate	es.
8. Name and position of person(s) who recommended the se	election of the candidate.
I have reviewed the eligibility list and: (Choose One) vit	h this hire. Remarks on reverse side.
EEO/AA Officer	Date
I approve of this hire	
Chief Executive Officer	Date
No appointment will be processed without this form. [DHR R	ules and Regulations Section 2520.770(h)]
DHR-19 (Rev. July 2015)	

#### **PROMOTION MONITOR**

City / County		s Name: Number:	
IDHR Region / (Facility) EEO Job Category: Title of Job to be filled:	Bid	Number:	
	s, indicate numbe		
Is the EEO category underutilized? No If yes     Women: Black or African American:     Asian: American Indian or Alaskan Na     Native Hawaiian or Other Pacific Islander:	His	panic or Latino	
2. Indicate the race and sex of person promoted: (Choose One)		•	(Choose One)
3. Number of individuals who applied or were on the list	of promotable(s	s):	_
Total by Category # Inv Women Black or African American Hispanic or Latino Asian	vited # Inte	erviewed	# Selected
Asian Asian American Indian or Alaskan Native			
<ol> <li>If the category is underutilized and a member of an affirmativ promoted give a detailed explanation.</li> </ol>	ve action group a	pplied and was	s not
<ol> <li>Name and position of person(s) who interviewed candidates</li> <li>Name and position of person(s) who recommended the sele</li> </ol>			verse side.
<ol> <li>Name and position of person(s) who interviewed candidates</li> <li>Name and position of person(s) who recommended the sele</li> </ol>	ction of the candi		verse side.
<ul> <li>7. Name and position of person(s) who interviewed candidates</li> <li>8. Name and position of person(s) who recommended the sele</li> <li>I have reviewed the eligibility list and: (Choose One) <ul> <li>with the tell</li> <li>With the tell</li> </ul></li></ul>	ction of the candi	emarks on rev	verse side.
<ul> <li>7. Name and position of person(s) who interviewed candidates</li> <li>8. Name and position of person(s) who recommended the sele</li> <li>I have reviewed the eligibility list and: (Choose One) <ul> <li>with the tell</li> <li>With the tell</li> </ul></li></ul>	ction of the candi	emarks on rev	verse side.
7. Name and position of person(s) who interviewed candidates 8. Name and position of person(s) who recommended the sele I have reviewed the eligibility list and: (Choose One) with the EEO/AA Officer I approve of this hire Chief Executive Officer	ction of the candi this promotion. R	Date	
7. Name and position of person(s) who interviewed candidates 8. Name and position of person(s) who recommended the sele I have reviewed the eligibility list and: (Choose One) vith the EEO/AA Officer I approve of this hire Chief Executive Officer No appointment will be processed without this form. [DHR Rule	ction of the candi this promotion. R	Date	
<ul> <li>7. Name and position of person(s) who interviewed candidates</li> <li>8. Name and position of person(s) who recommended the sele</li> <li>I have reviewed the eligibility list and: (Choose One) vith the sele</li> <li>EEO/AA Officer</li> <li>I approve of this hire</li> </ul>	ction of the candi this promotion. R	Date	

#### ILLINOIS DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

#### EXIT INTERVIEW

Each employee is asked to complete this questionnaire upon separation from the Department of Central Management Services (DCMS). Please complete the attached questionnaire and mail it to Central Management Services, EEO/AA Officer, Legal Division, 720 Stratton Office Building. The questionnaire will be kept in a confidential file for possible review by the Illinois Department of Human Rights and/or federal authorities. The completed questionnaire will not be placed in the employee's personnel file.

Name (Optional):		Title:			Office/Div	vision District:			
Bureau:		Telephone:		Age:	Sex: Race:		Race:		
Date Hired:	Separation	Date:	ate: Starting Sala		y: Ending Salary:		, Salary:		ry:
Reason for Leaving:									
Accept another state pos	ition 🗌	Accept a non-st	ate po	sition	Personal	Family	responsibility		
Other:									
State below any suggestions or comments that would have better assisted your bureau in developing you further as an employee (i.e., additional training, clarification of duties):									
State below any suggestions or comments that would have better assisted DCMS in developing you further as an employee:									

Rate your experience with DCMS:

The Job

	Excellent	Satisfied	Fair	Dissatisfied	Not Applicable		
1. Opportunity to use your abilities and skills							
2. Recognition for your work							
3. Amount of responsibility given							
4. Your sense of accomplishment							
5. Training opportunities							
6. Promotional opportunities							
7. Working conditions							
8. DCMS as a place to work							
Comments:							

#### ILLINOIS DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

#### EXIT INTERVIEW

#### Your Supervisor(s)

	Excellent	Satisfied	Fair	Dissatisfied	Not
					Applicable
1. Awareness and understanding of your problems					
2. Interest in your career development					
3. Your performance review					
4. Opportunity to talk with your supervisor(s)					
5. Overall performance of supervisor(s)					
Comments:					

#### Policies and Procedures

	Excellent	Satisfied	Fair	Dissatisfied	Not Applicable
1. Promotional					
2. Overtime					
3. Performance reviews					
4. Labor relations					
5. EEO/AA					
6. Benefits					
7. Salary plan					
8. Other (please specify):					
Comments:					

Additional comments:

Employee's signature (optional): \_\_\_\_\_ Date: \_\_\_\_\_

#### Please return to:

CMS- Legal Division ATTN: EEO/AA Officer 720 Stratton Office Building Springfield, IL 62706



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