# Utilization Analysis and, Hiring and Promotion Goals Section 46a-68-85

## **Utilization Analysis (UA)**

In order to determine if protected groups are fully and fairly utilized in the University's workforce, the number of protected class persons in the workforce of the University must be compared to the availability of such persons for employment. Comparisons between the University's workforce and the availability bases calculated in the preceding section have been conducted by occupational category and significant position classifications for each relevant labor market.

"Utilization Analysis" is a comparison between the race/sex composition of the workforce, by occupational category or job title, and the availability base of such persons in the relevant labor market area. This analysis compares the University's internal distribution of minorities and females to their incidence in the external labor market to determine whether the University is at parity.

"Parity" is a condition where the percentage of the representation of a protected class in the workforce equals the percentage of such persons in the availability base.

"Underutilization" is a condition where the percentage of representation of a protected class in the workforce is less than the percentage of such persons in the availability base for that class.

The University has conducted the utilization analysis for each labor market area on UA Form provided by the "Regulations Concerning Affirmative Action by State Government." Line E of each form yields a conclusion that protected class persons are over utilized, underutilized or at parity, when compared to the availability base of such persons for employment.

## **Hiring and Promotional Goals**

The University has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment, and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A **goal** is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated.

The University has set its goals to be meaningful, measurable, and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights, and union contracts relating to transfers from other agencies are in effect, and the University must consider those candidates for specific vacancies if they qualify.

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <a href="http://www.ccsu.edu/Diversity">http://www.ccsu.edu/Diversity</a>. However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

**Notes:** After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (coaching). A separate analysis was conducted in all numerical sections of the plan.

When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013, the instructor category has been consolidated into the Assistant Professor category.

In the 2013 AAP review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, Utilization Analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the Administrative Assistant analysis into the Clerical All Titles category. For the past four submissions there have been fewer than twenty-five (25) Administrative Assistant positions. In the 2016 submission, there were less than twenty (20). It is unlikely this rank will reach the twenty-five (25) titles or more to warrant a separate analysis.

### HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40**, **Utilization Analysis**, the University has established the following hiring and promotional goals for the period of August 1, 2018 through July 31, 2019.

## **EXECUTIVE/ADMINISTRATIVE**

Hiring	Promotional
4 White Females	1 White Female
2 Black Females	
1 AAIANHNPI <sup>1</sup> Male	
1 AAIANHNPI Female	

### PROFESSOR

Hiring	Promotional
1 White Female	14 White Females
	3 Hispanic Females
1 AAIANHNPI Male	5 AAIANHNPI Males

### ASSOCIATE PROFESSOR

Hiring	Promotional
2 Black Females	1 Black Female
1 Hispanic Male	1 Hispanic Male
	1 Hispanic Female
2 AAIANHNPI Males	1 AAIANHNPI Male
2 AAIANHNPI Females	1 AAIANHNPI Female

<sup>&</sup>lt;sup>1</sup> AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

### ASSISTANT PROFESSOR

Hiring	Promotional
5 White Males	None
1 White Female	
1 Black Male	
1 Hispanic Male	
1 AAIANHNPI Female	

### **COACHING**

Hiring	Promotional
1 Black Male	None
2 Black Females	
1 Hispanic Male	
1 Hispanic Female	
1 AAIANHNPI Male	

### PROFESSIONAL/NON-FACULTY

Hiring	Promotional
5 AAIANHNPI Males	None
5 AAIANHNPI Females	

### SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring	Promotional
3 White Males	
2 Hispanic Females	1 Hispanic Female
1 AAIANHNPI Female	

### **SECRETARIAL CLERICAL/SECRETARY 2**

Hiring	Promotional
1 White Male	None
3 Black Females	
1 Hispanic Male	

### **TECHNICAL/PARAPROFESSIONAL**

Hiring	Promotional
3 White Females	None
1 Black Male	
1 Hispanic Female	

### PROTECTIVE SERVICES

Hiring	Promotional
2 White Males	None
1 Black Female	
1 Hispanic Female	

### SKILLED CRAFTS

Hiring	Promotional
1 Black Male	None
2 Hispanic Males	

## SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring	Promotional
1 White Female	1 White Female
1 Black Male	
1 Hispanic Male	1 Hispanic Male
1 AAIANHNPI Male	

### **SERVICE MAINTENANCE/CUSTODIANS**

Hiring	Promotional
3 Black Males	None
3 Black Females	
1 Hispanic Male	
1 AAIANHNPI Male	

#### UTILIZATION ANALYSIS

AGENCY:	CCSU	<b>REPORTING DATE:</b>	7/31/2018
CATEGORY OR CLASS:	EEO1 - Executive Administrative	LABOR MARKET AREA:	STATEWIDE/NATIONAL
POSITION CLASSIFICATION (25+):	OFFICIAL ADMINISTRATOR (ALL TITLES)		

		GRAND	TOTAL	TOTAL	WI	HITE	BL	ACK	HISP	ANIC	AAIAA	NHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	Е %	100.0%	61.5%	38.5%	38.5%	23.1%	19.2%	0.0%	3.8%	15.4%	0.0%	0.0%
FINAL AVAIL	FINAL AVAILABILITY BASE %		46.1	53.9	37.0	41.3	3.9	6.3	2.8	3.7	2.4	2.7
WORKFORC	E NUMBERS	26	16	10	10	6	5	0	1	4	0	0
WORKFORC	E PARITY NUMBERS		12.0	14.0	9.6	10.7	1.0	1.6	0.7	1.0	0.6	0.7
NET UTILIZA	ATION (+/-)		4.0	-4.0	0.4	-4.7	4.0	-1.6	0.3	3.0	-0.6	-0.7
	JTILIZATION***		3.7	-3.7	0.6	-3.7	3.7	-1.0	0.1	1.8	-0.8	-0.8
*** Enter line E fro	om previous filing	_	-		-							
RING GO	PREVIOUS PLAN GOALS	6	1	5	0	3	0	1	0	0	1	1
	CURRENT PLAN HIRES	2	1	1	1	0	0	0	0	1	0	0
	CURRENT PLAN GOALS	8	1	7	0	4	0	2	0	0	1	1
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0
MOTI GOAI	CURRENT PLAN PROMOTIONS	1	1	0	1	0	0	0	0	0	0	0
PROI	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
P C M	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
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UTILIZATION ANALYSIS

AGENCY:	CCSU	REPORTING DATE:	7/31/2018
CATEGORY OR CLASS:	EEO2 - FACULTY	LABOR MARKET AREA:	STATEWIDE/NATIONAL
POSITION CLASSIFICATION (25+):	PROFESSOR		

		GRAND	TOTAL	TOTAL	WI	HITE	BL/	ACK	HISP	ANIC	AAIAN	IHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	Е %	100.0%	61.7%	38.3%	45.9%	30.6%	3.6%	2.6%	5.6%	1.5%	6.6%	3.6%
WORKFORC	ORKFORCE PARITY %		53.2	46.8	40.3	38.1	2.4	2.4	0.9	3.1	9.6	3.1
WORKFORC	E NOS.	196	121	75	90	60	7	5	11	3	13	7
	E PARITY NOS.		6.1	18.8	6.1							
NET UTILIZA			16.7	-16.7	11.0	-14.7	2.3	0.3	9.2	-3.1	-5.8	0.9
PREVIOUS U			9.6	-9.6	4.1	-13.2	4.9	1.9	8.3	1.3	-7.8	0.4
*** Enter line E fro	om previous filing											
og gy CURRE	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	1	1	0	1	0	0	0	0	1	0
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	20	8	12	0	12	0	0	0	0	8	0
GOA	CURRENT PLAN PROMOTIONS	10	6	4	4	4	0	0	1	0	1	0
PRO L	CURRENT PLAN GOALS	22	5	17	0	14	0	0	0	3	5	0
λ L L L L L L L L L L L L L L L L L L L	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
IOTE:												

UTILIZATION ANALYSIS

AGENCY: CATEGORY OR CLASS: POSITION CLASSIFICATION (25+): CCSU EEO2 - FACULTY ASSOCIATE PROFESSOR REPORTING DATE: LABOR MARKET AREA: 7/31/2018 STATEWIDE/NATIONAL

		GRAND	то	TAL	W	HITE	BL	ACK	HISF	PANIC	AAIANHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	52.4%	47.6%	39.5%	38.7%	2.4%	2.4%	0.8%	3.2%	9.7%	3.2%
WORKFORCE PARITY %		100.0	49.2	50.8	32.0	36.1	2.5	5.1	2.5	4.1	12.3	5.6
WORKFORCE NOS.		124	65	59	49	48	3	3	1	4	12	4
VORKFORC	E PARITY NOS.		61.0	63.0	39.7	44.8	3.1	6.3	3.1	5.1	15.3	6.9
	TION (+/-)		4.0	-4.0	9.3	3.2	-0.1	-3.3	-2.1	-1.1	-3.3	-2.9
	ITILIZATION		6.6	-6.7	9.8	3.4	-1.9	-4.0	-0.9	-4.7	-0.4	-1.7
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Ö	PREVIOUS PLAN GOALS	10	3	7	0	0	2	3	1	3	0	1
	CURRENT PLAN HIRES	1	1	0	0	0	0	0	1	0	0	0
HIRI	CURRENT PLAN GOALS	7	3	4	0	0	0	2	1	0	2	2
ONA .S	PREVIOUS PLAN GOALS	4	0	4	0	0	0	1	0	2	0	1
PROMOTIONA L GOALS	CURRENT PLAN PROMOTIONS	14	4	10	1	6	1	1	0	3	2	0
PROI L	CURRENT PLAN GOALS	5	2	3	0	0	0	1	1	1	1	1
∂~≿	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
A S Q G	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
TE:		•								- -		<u>.</u>

UTILIZATION ANALYSIS

AGENCY: CATEGORY OR CLASS: POSITION CLASSIFICATION (25+):

EEO2 -FACULTY ASSISTANT PROFESSOR (including Instructor)

CCSU

REPORTING DATE: LABOR MARKET AREA: 7/31/2018 STATEWIDE/NATIONAL

		GRAND	TOTAL	TOTAL	W	HITE	BL	АСК	HISP	ANIC	AAIAN	NHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	Е %	100.0%	47.0%	53.0%	27.7%	36.1%	2.4%	6.0%	2.4%	4.8%	14.5%	6.0%
WORKFORC	E PARITY %	100.0	45.8	54.2	33.6	37.8	3.1	5.7	3.2	4.2	6.0	6.7
WORKFORC	E NOS.	83	39	44	23	30	2	5	2	4	12	5
WORKFORC	E PARITY NOS.		38.0	45.0	27.9	31.4	2.6	4.7	2.7	3.5	5.0	5.6
NET UTILIZA	ATION (+/-)		1.0	-1.0	-4.9	-1.4	-0.6	0.3	-0.7	0.5	7.0	-0.6
PREVIOUS U	JTILIZATION		3.0	-3.0	-1.2	-3.7	0.4	0.1	-1.8	1.4	5.7	-1.1
** Enter line E fro	om previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	8	3	5	1	4	0	0	2	0	0	1
	CURRENT PLAN HIRES	13	5	8	1	5	0	1	1	2	3	0
HIRII	CURRENT PLAN GOALS	9	7	2	5	1	1	0	1	0	0	1
ONA .S	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONA L GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROI	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
ò~≿.	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
a s g g	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
OTE:		•				l.			1			

### UTILIZATION ANALYSIS

POSITION CLASSIFICATION (25+):	COACHING				
	EEO2 - FACULT		 LABOR WARKET AREA:	STATEWIDE/	INATIONAL
		1	LABOR MARKET AREA:		
AGENCY:	CCSU		<b>REPORTING DATE:</b>	7/31/2018	

		GRAND	то	TAL	WHITE		BL	ACK	HISPANIC		AAIANHNPI*		
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE	E %	100.0%	78.6%	21.4%	64.3%	21.4%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	А
WORKFORCE PARITY %		100.1	74.7	25.4	53.5	18.2	16.0	5.5	2.6	0.9	2.6	0.9	в
WORKFORCE	WORKFORCE NOS.		22	6	18	6	4	0	0	0	0	0	с
WORKFORCE	E PARITY NOS.		20.9	7.1	15.0	5.1	4.5	1.5	0.7	0.3	0.7	0.3	D
	TION (+/-)		1.1	-1.1	3.0	0.9	-0.5	-1.5	-0.7	-0.3	-0.7	-0.3	E
PREVIOUS U	TILIZATION		-1.8	1.8	1.4	3.2	-1.8	-0.6	-0.7	-0.2	-0.7	-0.5	F
*** Enter line E fror	m previous filing	-				-						-	1
RING GO	PREVIOUS PLAN GOALS	6	4	2	0	0	2	1	1	0	1	1	G
	CURRENT PLAN HIRES	4	4	0	2	0	2	0	0	0	0	0	н
	CURRENT PLAN GOALS	6	3	3	0	0	1	2	1	1	1	0	]L
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
MOTI GOAL	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	к
PROI	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	ŀ
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
an C M	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	о
NOTE: Collective g	goal established for HF												]

UTILIZATION ANALYSIS

LABOR MARKET AREA:

**REPORTING DATE:** 

7/31/2018 STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+):

CATEGORY OR CLASS:

AGENCY:

		GRAND	то	TAL	WI	HITE	BL	ACK	HISP	ANIC	AAIAN	NHNPI*	1
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	E %	100.0%	39.7%	60.3%	32.1%	44.6%	3.6%	7.1%	3.1%	6.7%	0.9%	1.8%	1
WORKFORCE PARITY %		100.1	40.3	59.8	31.3	43.6	3.4	7.0	2.7	5.1	2.9	4.1	E
WORKFORCE NOS.		224	89	135	72	100	8	16	7	15	2	4	0
WORKFORC	E PARITY NOS.		90.3	134.0	70.1	97.7	7.6	15.7	6.0	11.4	6.5	9.2	1
NET UTILIZA	TION (+/-)		-1.3	1.0	1.9	2.3	0.4	0.3	1.0	3.6	-4.5	-5.2	1
PREVIOUS U	-		1.3	-1.6	3.3	0.8	-0.7	-0.3	3.1	3.2	-4.3	-5.0	F
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RING GO	PREVIOUS PLAN GOALS	10	5	5	0	0	1	0	0	0	4	5	0
	CURRENT PLAN HIRES	15	4	11	3	8	1	2	0	1	0	0	I
	CURRENT PLAN GOALS	10	5	5	0	0	0	0	0	0	5	5	1
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
MOTI GOAI	CURRENT PLAN PROMOTIONS	2	1	1	1	1	0	0	0	0	0	0	
PRO L	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	1
ARD EER ALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	I
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	1
5020	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	
NOTE:	IAN, AMERICAN INDIAN, ALASKA NATIVE, HAWA												]

CCSU

ALL TITLES

**EEO3 - PROFESSIONAL NON-FACULTY** 

#### UTILIZATION ANALYSIS

AGENCY:

CCSU

EEO4 - CLERICAL

**REPORTING DATE:** 

LABOR MARKET AREA:

7/31/2018 HARTFORD COUNTY

**POSITION CLASSIFICATION (25+):** 

CATEGORY OR CLASS:

ALL TITLES EXCEPT SECRETARY 2

		GRAND	TOTAL	TOTAL		HITE		АСК	_	ANIC		NHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	14.9%	85.1%	4.3%	57.4%	4.3%	21.3%	4.3%	6.4%	2.1%	0.0%
WORKFORC	E PARITY %	100.1	15.6	84.5	10.7	55.9	2.6	14.4	1.6	11.7	0.7	2.4
WORKFORC	E NOS.	47	7	40	2	27	2	10	2	3	1	0
WORKFORC	E PARITY NOS.		7.3	39.7	5.0	26.3	1.2	6.8	0.8	5.5	0.3	1.1
NET UTILIZA	TION (+/-)		-0.3	0.3	-3.0	0.7	0.8	3.2	1.2	-2.5	0.7	-1.1
PREVIOUS U	ITILIZATION		-0.5	0.5	-3.9	1.3	0.5	3.1	2.2	-2.7	0.5	-1.2
** Enter line E fro	om previous filing	-										
DALS	PREVIOUS PLAN GOALS	6	3	3	3	0	0	0	0	2	0	1
HIRING GOALS	CURRENT PLAN HIRES	1	0	1	0	0	0	1	0	0	0	0
HIRII	CURRENT PLAN GOALS	6	3	3	3	0	0	0	0	2	0	1
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	2	1	1	1	0	0	0	0	1	0	0
MOTI	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROI	CURRENT PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0
		-										
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
OTE:	-	-	-		-	•	•	•	•	•		

UTILIZATION ANALYSIS

AGENCY:	CCSU	REPORTING DATE:	7/31/2018
CATEGORY OR CLASS:	EEO4 - CLERICAL	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	SECRETARY 2		

		GRAND		TAL		HITE		АСК	-	ANIC		NHNPI*
		TOTAL	MALE	FEMALE								
WORKFORC	E %	100.0%	2.4%	97.6%	2.4%	70.7%	0.0%	9.8%	0.0%	14.6%	0.0%	2.4%
WORKFORC	E PARITY %	100.0	6.6	93.4	4.6	61.2	0.8	16.5	1.0	14.5	0.1	1.3
WORKFORC	E NOS.	41	1	40	1	29	0	4	0	6	0	1
WORKFORC	E PARITY NOS.		2.7	38.3	1.9	25.1	0.3	6.8	0.4	5.9	0.0	0.5
NET UTILIZA	<b>NTION (+/-)</b>		-1.7	1.7	-0.9	3.9	-0.3	-2.8	-0.4	0.1	0.0	0.5
PREVIOUS U	JTILIZATION*		-1.0	0.9	-0.6	-0.3	-0.2	-1.4	-0.2	2.2	0.0	0.4
** Enter line E fro	om previous filing						•			•		
DALS	PREVIOUS PLAN GOALS	2	1	1	1	0	0	1	0	0	0	0
HIRING GOALS	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0
HIRII	CURRENT PLAN GOALS	5	2	3	1	0	0	3	1	0	0	0
ONA .S	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0
PROMOTIONA L GOALS	CURRENT PLAN PROMOTIONS	1	0	1	0	1	0	0	0	0	0	0
PROI L	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Ξ Ŭ Ž Ū	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
OTE: Collective	Goal for HM established											

### UTILIZATION ANALYSIS

AGENCY:
CATEGORY OR CLASS:

CCSU EEO5 - TECHNICAL PARAPROFESSIONAL

ALL TITLES

REPORTING DATE:

LABOR MARKET AREA:

7/31/2018 HARTFORD COUNTY

POSITION CLASSIFICATION (25+):

		GRAND	то	TAL	WI	HITE	BL	АСК	HISP	ANIC	AAIAA	NHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	Е %	100.0%	41.2%	58.8%	29.4%	29.4%	0.0%	11.8%	11.8%	5.9%	0.0%	11.8%	A
WORKFORC	E PARITY %	100.0	28.0	72.0	19.5	47.5	4.4	13.2	2.8	8.2	1.4	3.0	В
WORKFORC	E NOS.	17	7	10	5	5	0	2	2	1	0	2	с
WORKFORC	E PARITY NOS.		4.8	12.2	3.3	8.1	0.7	2.2	0.5	1.4	0.2	0.5	D
NET UTILIZA	TION (+/-)		2.2	-2.2	1.7	-3.1	-0.7	-0.2	1.5	-0.4	-0.2	1.5	Ε
PREVIOUS U			2.2	-2.2	0.6	-3.2	-0.7	-0.2	2.6	-0.3	-0.3	1.5	F
*** Enter line E fro	om previous filing												
GOALS	PREVIOUS PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0	G
NG GC	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	н
HIRING	CURRENT PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0	L
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
MOTI GOAI	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	к
PRO L	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
) Ĵªr F °	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	N
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
5 2 2	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	о
NOTE: Collective	goal established for HF												

UTILIZATION ANALYSIS

AGENCY:	CCSU			REPORTING DATE:	7/31/2018	
CATEGORY OR CLASS:	PROTECTIVE	SERVICE		LABOR MARKET AREA:	HARTFORD C	COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES					
	GRAND	WHITE	WHITE	BLACK	HISPANIC	AAIANHNPI*

		GRAND	WHITE		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMAL
WORKFORC	E %	100.0%	85.0%	15.0%	40.0%	10.0%	15.0%	5.0%	30.0%	0.0%	0.0%	0.0%
WORKFORC	ORKFORCE PARITY %		77.2	22.8	50.7	10.3	15.6	5.8	10.2	6.3	0.7	0.5
WORKFORC	VORKFORCE NOS.		17	3	8	2	3	1	6	0	0	0
WORKFORC	E PARITY NOS.		15.4	4.6	10.1	2.1	3.1	1.2	2.0	1.3	0.1	0.1
NET UTILIZA	ATION (+/-)		1.6	-1.6	-2.1	-0.1	-0.1	-0.2	4.0	-1.3	-0.1	-0.1
	JTILIZATION		1.2	-1.2	-4.2	-0.7	1.9	0.4	3.7	-0.8	-0.2	-0.1
** Enter line E fro	om previous filing											
DALS	PREVIOUS PLAN GOALS	6	4	2	4	1	0	0	0	1	0	0
HIRING GOALS	CURRENT PLAN HIRES	3	2	1	1	1	0	0	1	0	0	0
HIRI	CURRENT PLAN GOALS	4	2	2	2	0	0	1	0	1	0	0
				•	-							<u>.</u>
				1								
ONA S.	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTIONA GOALS	PREVIOUS PLAN GOALS CURRENT PLAN PROMOTIONS	0	0 0	0	0	0	0	0	0	0	0	0
PROMOTIONA L GOALS		-	-	-		-	-	_	-			
PROMOTIONA L GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER PROMOTIONA MOBILITY L GOALS GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0

### UTILIZATION ANALYSIS

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AGENCY:	CCSU	REPORTING DATE:	7/31/2018
CATEGORY OR CLASS:	EEO6 - SKILLED CRAFT WORKERS	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES		

		GRAND	то	TAL	WI	HITE	BL	ACK	HISPANIC		AAIANHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	Е %	100.0%	90.9%	9.1%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
VORKFORCE PARITY %		100.0	97.8	2.2	69.3	1.3	12.4	0.4	14.3	0.5	1.8	0.1
NORKFORC	E NOS.	11	10	1	10	1	0	0	0	0	0	0
VORKFORC	E PARITY NOS.		10.8	0.2	7.6	0.1	1.4	0.0	1.6	0.1	0.2	0.0
NET UTILIZA	ATION (+/-)		-0.8	0.8	2.4	0.9	-1.4	0.0	-1.6	-0.1	-0.2	0.0
	JTILIZATION		-0.7	0.7	2.3	0.8	-1.3	0.0	-1.5	0.0	-0.3	0.0
* Enter line E fro	om previous filing											
DALS	PREVIOUS PLAN GOALS	3	3	0	0	0	1	0	2	0	0	0
HIRING GOALS	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0
HIRI	CURRENT PLAN GOALS	3	3	0	0	0	1	0	2	0	0	0
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTI GOAI	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PRO L	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
		_										
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
N H B C					0	0	0	0	0	0	0	0

### UTILIZATION ANALYSIS

AGENCY:	CCSU	REPORTING DATE:	7/31/2018
CATEGORY OR CLASS:	EEO7 - SERVICE/MAINTENANCE	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES EXCEPT CUSTODIANS		

	GRAND TOTAL	TO MALE	TAL FEMALE	WI MALE	HITE FEMALE	BL/ MALE	ACK FEMALE	HISP MALE	ANIC FEMALE	AAIAN MALE	HNPI* FEMALE
E %	100.0%	94.4%	5.6%	77.8%	2.8%	8.3%	0.0%	8.3%	2.8%	0.0%	0.0%
E PARITY %	100.0	89.0	11.0	64.7	7.2	9.2	0.4	13.4	3.3	1.7	0.1
E NOS.	36	34	2	28	1	3	0	3	1	0	0
E PARITY NOS.		32.0	4.0	23.3	2.6	3.3	0.1	4.8	1.2	0.6	0.0
TION (+/-)		2.0	-2.0	4.7	-1.6	-0.3	-0.1	-1.8	-0.2	-0.6	0.0
TILIZATION		1.8	-1.8	5.6	-1.5	-0.7	-0.1	-2.4	-0.1	-0.7	0.0
m previous filing											
PREVIOUS PLAN GOALS	4	3	1	0	1	1	0	1	0	1	0
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS	4	3	1	0	1	1	0	1	0	1	0
PREVIOUS PLAN GOALS	2	1	1	0	1	0	0	1	0	0	0
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS	2	1	1	0	1	0	0	1	0	0	0
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0
	PARITY % NOS. NOS. PARITY NOS. PARITY NOS. PARITY NOS. PARITY NOS. PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS PREVIOUS PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS PREVIOUS PLAN GOALS	TOTAL         70 TAL         100.0%         PARITY %         100.0         NOS.         36         PARITY NOS.         TION (+/-)         TILIZATION         m previous filing         PREVIOUS PLAN GOALS         4         CURRENT PLAN HIRES         0         CURRENT PLAN GOALS         4         PREVIOUS PLAN GOALS         2         CURRENT PLAN GOALS         2         PREVIOUS PLAN GOALS         2         PREVIOUS PLAN GOALS         2	TOTAL         MALE           TOTAL         MALE           *%         100.0%         94.4%           PARITY %         100.0         89.0           NOS.         36         34           PARITY NOS.         32.0         32.0           TION (+/-)         2.0         11           TILIZATION         1.8         1.8           m previous filing         0         0           CURRENT PLAN GOALS         4         3           PREVIOUS PLAN GOALS         4         3           PREVIOUS PLAN GOALS         4         3           PREVIOUS PLAN GOALS         2         1           CURRENT PLAN HIRES         0         0           CURRENT PLAN GOALS         2         1           PREVIOUS PLAN GOALS         2         1           PREVIOUS PLAN GOALS         2         1	TOTAL         MALE         FEMALE           %         100.0%         94.4%         5.6%           PARITY %         100.0         89.0         11.0           NOS.         36         34         2           PARITY NOS.         36         34         2           PARITY NOS.         36         34         2           PARITY NOS.         32.0         4.0           TION (+/-)         2.0         -2.0           TILIZATION         1.8         -1.8           m previous filing         1.8         -1.8           PREVIOUS PLAN GOALS         4         3         1           CURRENT PLAN HIRES         0         0         0           CURRENT PLAN GOALS         2         1         1           PREVIOUS PLAN GOALS         2         1         1           PREVIOUS PLAN GOALS         2         1         1           PREVIOUS PLAN GOALS         2         1         1	TOTAL         MALE         FEMALE         MALE           **         100.0%         94.4%         5.6%         77.8%           **         100.0%         94.4%         5.6%         77.8%           **         100.0%         94.4%         5.6%         77.8%           **         100.0         89.0         11.0         64.7           **         36         34         2         28           **         PARITY NOS.         32.0         4.0         23.3           **         TILIZATION         1.8         -1.8         5.6           **         revious filing         1.8         -1.8         5.6           **         PREVIOUS PLAN GOALS         4         3         1         0           CURRENT PLAN HIRES         0         0         0         0         0           PREVIOUS PLAN GOALS         2         1         1         0         0           CURRENT PLAN GOALS         2         1         1         0         0         0           PREVIOUS PLAN GOALS         2         1         1         0         0         0	TOTAL         MALE         FEMALE         MALE         FEMALE           %         100.0%         94.4%         5.6%         77.8%         2.8%           PARITY %         100.0         89.0         11.0         64.7         7.2           NOS.         36         34         2         28         1           PARITY NOS.         36         34         2         28         1           ION (+/-)         2.0         -2.0         4.7         -1.6           TILIZATION         1.8         -1.8         5.6         -1.5           m previous filing         0         0         0         0           PREVIOUS PLAN GOALS         4         3         1         0         1           CURRENT PLAN HIRES         0         0         0         0         0           PREVIOUS PLAN GOALS         2         1         1         0         1           CURRENT PLAN GOALS         2         1         1         0         1           PREVIOUS PLAN GOALS         2         1         1         0         1           PREVIOUS PLAN GOALS         2         1         1         0         1	TOTAL         MALE         FEMALE         MALE         FEMALE         MALE           %         100.0%         94.4%         5.6%         77.8%         2.8%         8.3%           PARITY %         100.0         89.0         11.0         64.7         7.2         9.2           NOS.         36         34         2         28         1         3           PARITY NOS.         36         34         2         28         1         3           ION (+/-)         2.0         -2.0         4.7         1.6         -0.3           TILIZATION         1.8         -1.8         5.6         -1.5         -0.7           m previous filing         0         0         0         0         0         0           PREVIOUS PLAN GOALS         4         3         1         0         1         1           CURRENT PLAN HIRES         0         0         0         0         0         0         0           PREVIOUS PLAN GOALS         2         1         1         0         1         0           CURRENT PLAN GOALS         2         1         1         0         1         0           VURENT PLAN GOALS <td>TOTAL         MALE         FEMALE         MALE         FEMALE         MALE         FEMALE         MALE         FEMALE         MALE         FEMALE         State         State<td>TOTAL         MALE         FEMALE         MALE</td><td>TOTAL         MALE         FEMALE         MALE         TEMALE         MALE         TEMALE         MALE</td><td>TOTAL         MALE         FEMALE         MALE         TEMALE         MALE         TEMALE         MALE         TEMAL         MALE         T</td></td>	TOTAL         MALE         FEMALE         MALE         FEMALE         MALE         FEMALE         MALE         FEMALE         MALE         FEMALE         State         State <td>TOTAL         MALE         FEMALE         MALE</td> <td>TOTAL         MALE         FEMALE         MALE         TEMALE         MALE         TEMALE         MALE</td> <td>TOTAL         MALE         FEMALE         MALE         TEMALE         MALE         TEMALE         MALE         TEMAL         MALE         T</td>	TOTAL         MALE         FEMALE         MALE	TOTAL         MALE         FEMALE         MALE         TEMALE         MALE         TEMALE         MALE	TOTAL         MALE         FEMALE         MALE         TEMALE         MALE         TEMALE         MALE         TEMAL         MALE         T

### UTILIZATION ANALYSIS

7/31/2018

HARTFORD COUNTY

AGENCY:	CCSU	REPORTING DATE:
CATEGORY OR CLASS:	EEO 7 - SERVICE/MAINTENANCE	LABOR MARKET AREA:
POSITION CLASSIFICATION (25+):	CUSTODIANS	

Y % Y NOS. -/-) 10N	TOTAL           100.0%           100.0           29	MALE           58.6%           67.5           17           19.6	FEMALE           41.4%           32.5           12	MALE 37.9% 32.6	<b>FEMALE</b> 27.6% 9.4	<b>MALE</b> 3.4%	<b>FEMALE</b> 0.0%	<b>MALE</b> 17.2%	<b>FEMALE</b> 13.8%	<b>MALE</b> 0.0%	FEMALE
Y NOS. :/-) 10N	100.0	67.5 17	32.5	32.6			0.0%	17.2%	13.8%	0.0%	0.0%
Y NOS. :/-) 10N		17			9.4				13.070	0.0%	0.0%
·/-)	29		12		5.4	12.5	9.0	20.6	12.8	1.8	1.2
·/-)		19.6		11	8	1	0	5	4	0	0
ION			9.4	9.5	2.7	3.6	2.6	6.0	3.7	0.5	0.3
		-2.6	2.6	1.5	5.3	-2.6	-2.6	-1.0	0.3	-0.5	-0.3
s filing		-1.3	1.3	1.9	3.2	-2.3	-1.7	-0.3	0.1	-0.7	-0.2
OUS PLAN GOALS	6	4	2	0	0	2	2	1	0	1	0
ENT PLAN HIRES	4	1	3	0	2	0	0	1	1	0	0
ENT PLAN GOALS	8	5	3	0	0	3	3	1	0	1	0
OUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
ENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
ENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
OUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
ENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
OUS PI	LAN GOALS	LAN GOALS 0 AN PROMOTIONS 0	LAN GOALS 0 0 AN PROMOTIONS 0 0	LAN GOALS         0         0         0           AN PROMOTIONS         0         0         0	LAN GOALS         0         0         0         0           AN PROMOTIONS         0         0         0         0         0	LAN GOALS         0	LAN GOALS         0	LAN GOALS         0	LAN GOALS         0	LAN GOALS         0	LAN GOALS         0