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 http://www.ccsu.edu/Diversity. For future Affirmative Action Plans, a newly formed Office of Equity and Inclusion will handle these plan responsibilities. 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, 2019 through July 31, 2020.

EXECUTIVE/ADMINISTRATIVE

Hiring	Promotional
3 White Females	1 White Female
1 Black Female	
1 AAIANHNPI Female	

FACULTY

PROFESSOR

Hiring	Promotional
1 White Female	16 White Females
	3 Hispanic Females
1 AAIANHNPI Male	13 AAIANHNPI Males
	2 AAIANHNPI Females

ASSOCIATE PROFESSOR

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

ASSISTANT PROFESSOR

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

COACHING

Hiring	Promotional
None	None

PROFESSIONAL/NON-FACULTY

Hiring	Promotional
4 Black Males	
5 AAIANHNPI Males	None
5 AAIANHNPI Females	

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

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

SECRETARIAL CLERICAL/SECRETARY 2

Hiring	Promotional
2 White Males	None
1 Black Males	
2 Black Females	
1 Hispanic Male	

TECHNICAL/PARAPROFESSIONAL

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

PROTECTIVE SERVICES

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

SKILLED CRAFTS

Hiring	Promotional
2 Black Males	None
1 Hispanic Male	

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

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

SERVICE MAINTENANCE/CUSTODIANS

Hiring	Promotional
4 White Males	None
2 Black Males	
3 Black Females	
1 AAIANHNPI Male	

^{*}AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY: CCSU REPORTING DATE: 7/31/2019

CATEGORY OR CLASS: EEO1 - Executive Administrative LABOR MARKET AREA: STATEWIDE/NATIONAL POSITION CLASSIFICATION (25+): OFFICIAL ADMINISTRATOR (ALL TITLES)

		GRAND	TOTAL	TOTAL	WI	HITE	BL	BLACK		HISPANIC		NHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE]
WORKFORG	CE %	100.0%	62.5%	37.5%	40.6%	28.1%	15.6%	3.1%	3.1%	6.3%	3.1%	0.0%	1
FINAL AVAI	LABILITY BASE %	100.0	45.7	54.3	36.3	41.2	4.0	6.4	3.0	4.0	2.4	2.7	E
WORKFORG	CE NUMBERS	32	20	12	13	9	5	1	1	2	1	0	ļ
WORKFORG	CE PARITY NUMBERS		14.6	17.4	11.6	13.2	1.3	2.0	1.0	1.3	0.8	0.9	ŀ
NET UTILIZA	ATION (+/-)		5.4	-5.4	1.4	-4.2	3.7	-1.0	0.0	0.7	0.2	-0.9	ı
	UTILIZATION***		4.0	-4.0	0.4	-4.7	4.0	-1.6	0.3	3.0	-0.6	-0.7	F
*** Enter line E fro	om previous filing												
OALS	PREVIOUS PLAN GOALS	8	1	7	0	4	0	2	0	0	1	1	_
HIRING GOALS	CURRENT PLAN HIRES	8	5	3	4	3	0	0	0	0	1	0	l
불	CURRENT PLAN GOALS	5	0	5	0	3	0	1	0	0	0	1	ı
													1
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	ا
MOTI	CURRENT PLAN PROMOTIONS	2	0	2	0	1	0	1	0	0	0	0	
PRO L	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	L
													1
) « 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	ſ
5 ° 5 °	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	7
NOTE:	-	-	-		-	•		•		•		-	1

^{*}AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY:	CCSU	REPORTING DATE:	7/31/2019
CATEGORY OR CLASS:	EEO2 - FACULTY	LABOR MARKET AREA:	STATEWIDE/NATIONAL
POSITION CLASSIFICATION (25+):	PROFESSOR		

		GRAND	TOTAL	TOTAL	WI	HITE	BL	ACK	HISP	ANIC	AAIAA	NHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	CE %	100.0%	61.4%	38.6%	47.2%	30.5%	3.6%	3.0%	5.1%	1.5%	5.6%	3.6%	4
WORKFORC	CE PARITY %	100.0	51.7	48.3	34.3	38.8	3.0	2.3	1.5	3.0	12.7	4.4	B
WORKFORC	CE NOS.	197	121	76	93	60	7	6	10	3	11	7	C
WORKFORC	E PARITY NOS.		101.8	95.2	67.6	76.4	5.9	4.5	3.0	5.9	25.0	8.7	þ
NET UTILIZA			19.2	-19.2	25.4	-16.4	1.1	1.5	7.0	-2.9	-14.0	-1.7	E
	JTILIZATION		16.7	-16.7	11.0	-14.7	2.3	0.3	9.2	-3.1	-5.8	0.9	F
*** Enter line E fro	om previous filing												
OALS	PREVIOUS PLAN GOALS	2	1	1	0	1	0	0	0	0	1	0	G
HIRING GOALS	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	J
HIRI	CURRENT PLAN GOALS	2	1	1	0	1	0	0	0	0	1	0	L
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	22	5	17	0	14	0	0	0	3	5	0	J
MOTI	CURRENT PLAN PROMOTIONS	11	7	4	6	2	0	1	0	1	1	0	K
PRO L	CURRENT PLAN GOALS	34	13	21	0	16	0	0	0	3	13	2	L
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	١
_0 ~ ₹ .v						1		1	1	1	I	1	
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	١

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY: CCSU REPORTING DATE: 7/31/2019
CATEGORY OR CLASS: EE02 - FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL

ASSOCIATE PROFESSOR

		GRAND	то	TAL	WI	HITE	BLACK		HISPANIC		AAIANHNPI*		
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE]
WORKFORCE	E %	100.0%	50.8%	49.2%	33.3%	39.4%	3.0%	2.3%	1.5%	3.0%	12.9%	4.5%	Α
WORKFORCE	E PARITY %	100.0	49.9	50.1	34.1	35.9	4.2	4.3	2.6	4.1	9.1	5.8	В
WORKFORCE	E NOS.	132	67	65	44	52	4	3	2	4	17	6	c
WORKFORCE	E PARITY NOS.		65.9	66.1	45.0	47.4	5.5	5.7	3.4	5.4	12.0	7.7	D
NET UTILIZAT	TION (+/-)		1.1	-1.1	-1.0	4.6	-1.5	-2.7	-1.4	-1.4	5.0	-1.7	E
PREVIOUS U	TILIZATION		4.0	-4.0	9.3	3.2	-0.1	-3.3	-2.1	-1.1	-3.3	-2.9	F
*** Enter line E fror	m previous filing												1
ALS	PREVIOUS PLAN GOALS	7	3	4	0	0	0	2	1	0	2	2	G
HIRING GOALS	CURRENT PLAN HIRES	5	3	2	0	1	0	0	0	0	3	1	Н
HR	CURRENT PLAN GOALS	3	1	2	0	0	1	1	0	0	0	1]L
													1
ONA .S	PREVIOUS PLAN GOALS	5	2	3	0	0	0	1	1	1	1	1],
PROMOTIONA L GOALS	CURRENT PLAN PROMOTIONS	19	9	10	2	7	1	1	1	1	5	1	к
PRO L	CURRENT PLAN GOALS	7	3	4	1	0	1	2	1	1	0	1][
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
5 J ž O	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	70

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

POSITION CLASSIFICATION (25+):

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU REPORTING DATE: 7/31/2019

CATEGORY OR CLASS: EE02 -FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+): ASSISTANT PROFESSOR (including Instructor)

		GRAND	TOTAL	TOTAL	WI	HITE	BL	ACK	HISPANIC		AAIAN	NHNPI*	1
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE	E %	100.0%	48.1%	51.9%	30.9%	35.8%	4.9%	4.9%	2.5%	4.9%	9.9%	6.2%	
WORKFORCE	E PARITY %	100.0	46.5	53.5	32.2	36.5	5.2	6.4	3.1	4.0	6.0	6.8	
WORKFORCE	E NOS.	81	39	42	25	29	4	4	2	4	8	5	
WORKFORCE	E PARITY NOS.		37.7	43.3	26.1	29.6	4.2	5.2	2.5	3.2	4.9	5.5	
NET UTILIZA	TION (+/-)		1.3	-1.3	-1.1	-0.6	-0.2	-1.2	-0.5	0.8	3.1	-0.5	
PREVIOUS U	TILIZATION		1.0	-1.0	-4.9	-1.4	-0.6	0.3	-0.7	0.5	7.0	-0.6]
** Enter line E froi	m previous filing												
ALS	PREVIOUS PLAN GOALS	9	7	2	5	1	1	0	1	0	0	1	
HIRING GOALS	CURRENT PLAN HIRES	18	10	8	5	6	3	0	1	1	1	1	
H	CURRENT PLAN GOALS	5	2	3	1	1	0	1	1	0	0	1	
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	
MOTI	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	
<u></u>	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	
ع م ق	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	٦,

^{*}AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

			(CENTRAL CON	NECTICUT S	TATE UNIVER	RSITY					
	<u></u>			TU	ILIZATION A	NALYSIS						
AGENCY:		CCSU					REPORTING	DATE:		7/31/2019		
CATEGORY O	R CLASS:	EEO2 - FACU	LTY				LABOR MAR	RKET AREA:		STATEWIDE/	NATIONAL	
POSITION CLA	ASSIFICATION (25+):	COACHING										
		GRAND		TAL		HITE	+	ACK		PANIC		IHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	73.3%	26.7%	53.3%	23.3%	20.0%	3.3%	0.0%	0.0%	0.0%	0.0%
WORKFORC	E PARITY %	100.0	74.1	25.9	53.3	18.8	16.1	5.3	1.9	1.0	2.9	0.8
WORKFORC	E NOS.	30	22	8	16	7	6	1	0	0	0	0
WORKFORC	E PARITY NOS.		22.2	7.8	16.0	5.6	4.8	1.6	0.6	0.3	0.9	0.2
NET UTILIZA	TION (+/-)		20.9	7.1	15.0	5.1	4.5	1.5	0.7	0.3	0.7	0.3
PREVIOUS U	JTILIZATION		1.1	-1.1	3.0	0.9	-0.5	-1.5	-0.7	-0.3	-0.7	-0.3
*** Enter line E fro	om previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	6	3	3	0	0	1	2	1	1	1	0
NG G	CURRENT PLAN HIRES	4	2	2	0	1	2	1	0	0	0	0
Ħ H	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTI	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
RP/SITY	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
NOTE:												
AAIANHNPI = ASI	IAN, AMERICAN INDIAN, ALASKA NATIVE, HAW	AIIAN NATIVE, PACI	FIC ISLANDER									

AGENCY: CCSU	REPORTING DATE:	7/31/2019
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CATEGORY OR CLASS: EEO3 - PROFESSIONAL NON-FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+): ALL TITLES

	GRAND	то	TAL	WI	HITE	BL	ACK	HISP	ANIC	AAIANHNPI*		
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
: %	100.0%	36.7%	63.3%	30.5%	47.3%	2.2%	7.1%	3.5%	7.1%	0.4%	1.8%	
PARITY %	100.1	39.5	60.6	30.3	44.2	3.9	7.1	2.7	5.4	2.5	3.9	
NOS.	226	83	143	69	107	5	16	8	16	1	4	
PARITY NOS.		89.3	137.0	68.5	99.9	8.8	16.0	6.1	12.2	5.7	8.8	
TION (+/-)		-6.3	6.0	0.5	7.1	-3.8	0.0	1.9	3.8	-4.7	-4.8	
TILIZATION		-1.3	1.0	1.9	2.3	0.4	0.3	1.0	3.6	-4.5	-5.2	
m previous filing												
PREVIOUS PLAN GOALS	10	5	5	0	0	0	0	0	0	5	5	
CURRENT PLAN HIRES	19	4	15	3	13	0	1	1	1	0	0	
CURRENT PLAN GOALS	14	9	5	0	0	4	0	0	0	5	5	
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	
CURRENT PLAN PROMOTIONS	2	0	2	0	1	0	0	0	1	0	0	
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	ا
												1
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	
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	
	PARITY % NOS. PARITY NOS. FION (+/-) TILIZATION PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS PREVIOUS PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS CURRENT PLAN GOALS	TOTAL 1 % 100.0% PARITY % 100.1 NOS. 226 PARITY NOS. TION (+/-) TILIZATION PREVIOUS PLAN GOALS 10 CURRENT PLAN HIRES 19 CURRENT PLAN GOALS 14 PREVIOUS PLAN GOALS 0 CURRENT PLAN PROMOTIONS 2 CURRENT PLAN GOALS 0 PREVIOUS PLAN GOALS 0 CURRENT PLAN PROMOTIONS 2 CURRENT PLAN GOALS 0 CURRENT PLAN GOALS 0	TOTAL MALE 100.0% 36.7% 100.1 39.5 100. 226 83 PARITY NOS. 226 83 PARITY NOS. 89.3 FION (+/-) -6.3 TILIZATION -1.3 PREVIOUS PLAN GOALS 10 5 CURRENT PLAN HIRES 19 4 CURRENT PLAN GOALS 14 9 PREVIOUS PLAN GOALS 0 0 CURRENT PLAN PROMOTIONS 2 0 CURRENT PLAN GOALS 0 0	TOTAL MALE FEMALE	TOTAL MALE FEMALE MALE 19% 100.0% 36.7% 63.3% 30.5% PARITY % 100.1 39.5 60.6 30.3 NOS. 226 83 143 69 PARITY NOS. 89.3 137.0 68.5 FION (+/-)	TOTAL MALE FEMALE MALE FEMALE FEMALE MALE FEMALE MALE FEMALE MALE MAL	TOTAL MALE FEMALE MALE FEMALE MALE 100.0% 36.7% 63.3% 30.5% 47.3% 2.2% 100.01 39.5 60.6 30.3 44.2 3.9 100.5 226 83 143 69 107 5 100.1 39.5 60.6 30.3 44.2 3.9 100.1 39.5 60.6 30.3 44.2 3.9 100.5 PARITY NOS. 89.3 137.0 68.5 99.9 8.8 100.1(+/-)	TOTAL MALE FEMALE MALE FEMALE FEMALE	TOTAL MALE FEMALE FEMALE MALE FEMALE F	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE 100.0% 36.7% 63.3% 30.5% 47.3% 2.2% 7.1% 3.5% 7.1% 100.1 39.5 60.6 30.3 44.2 3.9 7.1 2.7 5.4 100.5 226 83 143 69 107 5 16 8 16 100.0% -6.3 6.0 0.5 7.1 -3.8 0.0 1.9 3.8 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 3.6 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 3.6 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 3.6 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 1.9 2.3 0.4 0.3 1.0 0.0 100.0% -1.3 1.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	TOTAL MALE FEMALE F	TOTAL MALE FEMALE MALE

^{*}AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY:	CCSU	REPORTING DATE:	7/31/2019
CATEGORY OR CLASS:	EEO4 - CLERICAL	LABOR MARKET AREA:	HARTFORD COUNTY

POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT SECRETARY 2

	GRAND	TOTAL	TOTAL	WI	HITE	BL	BLACK HISPANIC			AAIANHNPI*		
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	1
E %	100.0%	14.3%	85.7%	4.8%	59.5%	2.4%	21.4%	4.8%	4.8%	2.4%	0.0%	Δ
E PARITY %	100.1	21.8	78.3	14.0	53.3	4.4	13.3	2.8	9.4	0.7	2.3	В
E NOS.	42	6	36	2	25	1	9	2	2	1	0	c
E PARITY NOS.		9.2	32.9	5.9	22.4	1.8	5.6	1.2	3.9	0.3	1.0	D
TION (+/-)		-3.2	3.1	-3.9	2.6	-0.8	3.4	0.8	-1.9	0.7	-1.0	E
TILIZATION		-0.5	0.3	-3.0	0.7	0.8	3.2	1.2	-2.5	0.7	-1.1	F
m previous filing												
PREVIOUS PLAN GOALS	6	3	3	3	0	0	0	0	2	0	1	G
CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0	ŀ
CURRENT PLAN GOALS	6	4	2	3	0	1	0	0	1	0	1	L
PREVIOUS PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0	J
CURRENT PLAN PROMOTIONS	1	0	1	0	1	0	0	0	0	0	0	K
CURRENT PLAN GOALS	2	1	1	1	0	0	0	0	1	0	0	L
												1
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	١
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
												1
	E PARITY % E NOS. E PARITY NOS. TION (+/-) TILIZATION m previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS PREVIOUS PLAN GOALS CURRENT PLAN GOALS	TOTAL E % 100.0% E PARITY % 100.1 E NOS. E PARITY NOS. TION (+/-) TILIZATION m previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES 1 CURRENT PLAN GOALS 6 PREVIOUS PLAN GOALS 1 CURRENT PLAN GOALS 2 PREVIOUS PLAN GOALS 1 CURRENT PLAN GOALS 2	TOTAL MALE 100.0% 14.3% 100.1 21.8 NOS. 42 6 PARITY NOS. 9.2 TION (+/-) -3.2 TILIZATION -0.5 PREVIOUS PLAN GOALS 6 3 CURRENT PLAN HIRES 1 0 CURRENT PLAN GOALS 6 4 PREVIOUS PLAN GOALS 1 0 CURRENT PLAN GOALS 2 1	TOTAL MALE FEMALE 100.0% 14.3% 85.7% E PARITY % 100.1 21.8 78.3 E NOS. 42 6 36 E PARITY NOS. 9.2 32.9 TION (+/-) -3.2 3.1 TILIZATION -0.5 0.3 m previous filing PREVIOUS PLAN GOALS 6 3 3 CURRENT PLAN HIRES 1 0 1 CURRENT PLAN GOALS 6 4 2 PREVIOUS PLAN GOALS 1 0 1 CURRENT PLAN PROMOTIONS 1 0 1 CURRENT PLAN GOALS 2 1 1 PREVIOUS PLAN GOALS 2 1 1	TOTAL MALE FEMALE MALE ### MALE ### MALE ### MALE ### MALE ### MALE ### MALE ### MALE ### MALE ###	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE FEMALE NALE FEMALE FEMALE NALE FEMALE FEMALE NALE FEMALE FEMALE FEMALE NALE FEMALE FEM	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE E% 100.0% 14.3% 85.7% 4.8% 59.5% 2.4% 21.4% E PARITY % 100.1 21.8 78.3 14.0 53.3 4.4 13.3 E NOS. 42 6 36 2 25 1 9 E PARITY NOS. 9.2 32.9 5.9 22.4 1.8 5.6 TION (+/-) -3.2 3.1 -3.9 2.6 -0.8 3.4 TILIZATION -0.5 0.3 -3.0 0.7 0.8 3.2 PREVIOUS PLAN GOALS 6 3 3 3 3 0 0 0 0 CURRENT PLAN HIRES 1 0 1 0 1 0 0 CURRENT PLAN GOALS 6 4 2 3 0 1 0 PREVIOUS PLAN GOALS 6 4 2 0 3 0 1 0 CURRENT PLAN GOALS 6 4 0 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 1 0 0 0 0 0 CURRENT PLAN GOALS 2 1 1 1 0 0 0 0 PREVIOUS PLAN GOALS 2 1 1 1 0 0 0 0 0 PREVIOUS PLAN GOALS 1 0 0 0 0 0 0 0 0 0 0 0 0	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FMALE FEMALE MALE FEMALE MALE FMALE FEMALE MALE FEMALE MALE FMALE FEMALE MALE FMALE FEMALE MALE FEMALE FEMALE MALE FEMALE FEMALE MALE FEMALE 1.8% 5.6 1.2 TO O O O O O O O O O O O O	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE FEMALE	TOTAL MALE FEMALE FEM	TOTAL MALE FEMALE MALE MALE FEMALE MALE FEMALE MALE MALE FEMALE MALE MALE MALE MALE MALE MALE MALE

^{*}AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY:	CCSU	REPORTING DATE:	7/31/2019
CATEGORY OR CLASS:	EEO4 - CLERICAL	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	SECRETARY 2		

		GRAND	то	TAL	WI	HITE	BL	ACK	HISF	PANIC	AAIAN	NHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	Œ %	100.0%	5.1%	94.9%	5.1%	69.2%	0.0%	10.3%	0.0%	12.8%	0.0%	2.6%
WORKFORCE PARITY %		100.0	16.5	83.5	9.8	57.3	4.5	14.6	2.0	10.5	0.1	1.2
WORKFORCE NOS.		39	2	37	2	27	0	4	0	5	0	1
WORKFORCE PARITY NOS.			6.4	32.6	3.8	22.3	1.8	5.7	0.8	4.1	0.0	0.5
NET UTILIZATION (+/-)			-4.4	4.4	-1.8	4.7	-1.8	-1.7	-0.8	0.9	0.0	0.5
PREVIOUS UTILIZATION*			-1.7	1.7	-0.9	3.9	-0.3	-2.8	-0.4	0.1	0.0	0.5
* Enter line E fro	om previous filing											
ALS	PREVIOUS PLAN GOALS	5	2	3	1	0	0	3	1	0	0	0
HIRING GOALS	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0
HIRI	CURRENT PLAN GOALS	7	5	2	2	0	2	2	1	0	0	0
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTI	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
٠. ٢ × و	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
5 2 ₹ 6	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
OTE:				1		1						

AGENCY:	CCSU	REPORTING DATE:	7/31/2019

CATEGORY OR CLASS: EEO5 - TECHNICAL PARAPROFESSIONAL LABOR MARKET AREA: HARTFORD COUNTY

POSITION CLASSIFICATION (25+): ALL TITLES

		GRAND	то	GRAND TOTAL		WHITE BLA		ACK	HISPANIC		AAIANHNPI*		
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE	E %	100.0%	40.0%	60.0%	26.7%	40.0%	0.0%	13.3%	13.3%	0.0%	0.0%	6.7%	⅃ℴ
WORKFORCE	E PARITY %	100.0	28.6	71.4	19.4	47.3	5.3	12.6	2.6	8.5	1.4	2.8	В
WORKFORCE	E NOS.	15	6	9	4	6	0	2	2	0	0	1	С
WORKFORCE	E PARITY NOS.		4.3	10.7	2.9	7.1	0.8	1.9	0.4	1.3	0.2	0.4	D
NET UTILIZA	TION (+/-)		1.7	-1.7	1.1	-1.1	-0.8	0.1	1.6	-1.3	-0.2	0.6	E
PREVIOUS U	TILIZATION		2.2	-2.2	1.7	-3.1	-0.7	-0.2	1.5	-0.4	-0.2	1.5	F
*** Enter line E fro	m previous filing												
RING GO	PREVIOUS PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0	G
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0	Н
	CURRENT PLAN GOALS	3	1	2	0	1	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	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
) a Ł s	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	м
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
5 0 ≥ 0	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	o

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY:	CCSU	REPORTING DATE:	7/31/2019
CATEGORY OR CLASS:	EEO6 - SKILLED CRAFT WORKERS	LABOR MARKET AREA:	HARTFORD COUNTY

POSITION CLASSIFICATION (25+): ALL TITLES

	GRAND	TO	TOTAL		HITE	BL	ACK	HISP	ANIC	IAIAA	NHNPI*	1
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
E %	100.0%	90.9%	9.1%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4
E PARITY %	100.0	97.3	2.7	71.1	1.5	13.6	0.7	10.8	0.4	1.7	0.1	E
E NOS.	11	10	1	10	1	0	0	0	0	0	0	
E PARITY NOS.		10.7	0.3	7.8	0.2	1.5	0.1	1.2	0.0	0.2	0.0	[
NET UTILIZATION (+/-)		-0.7	0.7	2.2	0.8	-1.5	-0.1	-1.2	0.0	-0.2	0.0	E
TILIZATION		-0.8	0.8	2.4	0.9	-1.4	0.0	-1.6	-0.1	-0.2	0.0	F
m previous filing												1
PREVIOUS PLAN GOALS	3	3	0	0	0	1	0	2	0	0	0	G
CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	F
CURRENT PLAN GOALS	3	3	0	0	0	2	0	1	0	0	0	L
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	ر[
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0] _L
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	N
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	1
	E PARITY % E NOS. E PARITY NOS. FION (+/-) TILIZATION IN previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS PREVIOUS PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS PREVIOUS PLAN GOALS	TOTAL 19% 100.0% 100.0% 100.0 100.0 100.0 100.0 100.0 11 11 11 11 11 11 11 11 11 11 11 11 11	TOTAL MALE 100.0% 90.9% PARITY % 100.0 97.3 NOS. 11 10 PARITY NOS. 10.7 TION (+/-) -0.7 TILIZATION -0.8 PREVIOUS PLAN GOALS 3 3 CURRENT PLAN HIRES 1 1 CURRENT PLAN GOALS 3 3 PREVIOUS PLAN GOALS 0 0 CURRENT PLAN GOALS 0 0 CURRENT PLAN GOALS 0 0 CURRENT PLAN GOALS 0 0 PREVIOUS PLAN GOALS 0 0 CURRENT PLAN GOALS 0 0 CURRENT PLAN GOALS 0 0 PREVIOUS PLAN GOALS 0 0	TOTAL MALE FEMALE 100.0% 90.9% 9.1% 100.0 97.3 2.7 100.0 97.3 2.7 100.0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	TOTAL MALE FEMALE MALE 100.0% 90.9% 9.1% 90.9% PARITY % 100.0 97.3 2.7 71.1 NOS. 11 10 1 10 PARITY NOS. 10.7 0.3 7.8 FION (+/-) -0.7 0.7 2.2 TILIZATION -0.8 0.8 2.4 IN previous filing PREVIOUS PLAN GOALS 3 3 0 0 CURRENT PLAN HIRES 1 1 0 1 CURRENT PLAN GOALS 3 3 0 0 PREVIOUS PLAN GOALS 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 PREVIOUS PLAN GOALS 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0	TOTAL MALE FEMALE MALE FEMALE SW 100.0% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9% 9.1% 90.9%	TOTAL MALE FEMALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE FEMALE MALE FEMALE F	TOTAL MALE FEMALE MALE FEMALE FEMALE	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE **M	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE FEMALE	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE MALE	NAILE FEMALE MALE FEMA

^{*}AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY:	CCSU	REPORTING DATE:	7/31/2019
CATEGORY OR CLASS:	EEO 7 - SERVICE/MAINTENANCE	LABOR MARKET AREA:	HARTFORD COUNTY

POSITION CLASSIFICATION (25+): CUSTODIANS

Y % Y NOS. /-) ION filing DUS PLAN GOALS ENT PLAN HIRES	100.0% 100.0 36	MALE 63.9% 67.9 23 24.4 -1.4 -1.3	FEMALE 36.1% 32.1 13 11.6 1.4 1.3	MALE 25.0% 36.5 9 13.1 -4.1 1.9	9.5 7 3.4 3.6 3.2	MALE 8.3% 14.2 3 5.1 -2.1 -2.3	0.0% 6.9 0 2.5 -2.5	MALE 30.6% 14.6 11 5.3 5.7 -0.3	FEMALE 16.7% 14.4 6 5.2 0.8 0.1	0.0% 2.6 0 0.9 -0.9	0.0% 1.2 0 0.4 -0.4 -0.2
Y NOS. /-) ION filing DUS PLAN GOALS	100.0	67.9 23 24.4 -1.4 -1.3	32.1 13 11.6 1.4 1.3	36.5 9 13.1 -4.1 1.9	9.5 7 3.4 3.6 3.2	14.2 3 5.1 -2.1 -2.3	6.9 0 2.5 - 2.5	14.6 11 5.3 5.7	14.4 6 5.2 0.8	2.6 0 0.9 -0.9	1.2 0 0.4 -0.4
Y NOS. /-) ION filing DUS PLAN GOALS	6	23 24.4 -1.4 -1.3	13 11.6 1.4 1.3	9 13.1 - 4.1 1.9	7 3.4 3.6 3.2	3 5.1 -2.1 -2.3	0 2.5 -2.5	11 5.3 5.7	6 5.2 0.8	0 0.9 - 0.9	0 0.4 -0.4
ON filing DUS PLAN GOALS	6	24.4 -1.4 -1.3	11.6 1.4 1.3	13.1 -4.1 1.9	3.4 3.6 3.2	5.1 -2.1 -2.3	2.5 - 2.5	5.3 5.7	5.2 0.8	0.9 - 0.9	0.4 - 0.4
ON filing DUS PLAN GOALS		-1.4 -1.3	1.4	-4.1 1.9	3.6 3.2	-2.1 -2.3	-2.5	5.7	0.8	-0.9	-0.4
ON filing OUS PLAN GOALS		-1.3	1.3	1.9	3.2	-2.3	-				
DUS PLAN GOALS		4		<u>'</u>			-1.7	-0.3	0.1	-0.7	-0.2
OUS PLAN GOALS			2	0	0				ı		
			2	0	0					1	
NT PLAN HIRES	10	Q			U	2	2	1	0	1	0
		٥	2	0	0	2	0	6	2	0	0
NT PLAN GOALS	10	7	3	4	0	2	3	0	0	1	0
OUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
NT 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
NT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
INT DIAN COALS	0	0	0	0	0	0	0	0	0	0	0
IN:	T PLAN PROMOTIONS T PLAN GOALS IS PLAN GOALS	T PLAN PROMOTIONS 0 T PLAN GOALS 0 T PLAN GOALS 0 T PLAN PROMOTIONS 0	T PLAN PROMOTIONS 0 0 T PLAN GOALS 0 0 T PLAN GOALS 0 0 T PLAN PROMOTIONS 0 0	T PLAN PROMOTIONS 0 0 T PLAN GOALS 0 0 0 IS PLAN GOALS 0 0 0 T PLAN PROMOTIONS 0 0 0	T PLAN PROMOTIONS 0 0 0 T PLAN GOALS 0 0 0 0 IS PLAN GOALS 0 0 0 0 T PLAN PROMOTIONS 0 0 0 0	T PLAN PROMOTIONS 0 0 0 0 T PLAN GOALS 0 0 0 0 0 IS PLAN GOALS 0 0 0 0 0 T PLAN PROMOTIONS 0 0 0 0 0	T PLAN PROMOTIONS 0 0 0 0 0 T PLAN GOALS 0 0 0 0 0 0 IS PLAN GOALS 0 0 0 0 0 0 T PLAN PROMOTIONS 0 0 0 0 0 0	T PLAN PROMOTIONS 0 0 0 0 0 0 T PLAN GOALS 0 0 0 0 0 0 0 IS PLAN GOALS 0 0 0 0 0 0 0 T PLAN PROMOTIONS 0 0 0 0 0 0 0	T PLAN PROMOTIONS 0 0 0 0 0 0 0 T PLAN GOALS 0 0 0 0 0 0 0 0 IS PLAN GOALS 0 0 0 0 0 0 0 0 T PLAN PROMOTIONS 0 0 0 0 0 0 0	T PLAN PROMOTIONS 0 0 0 0 0 0 0 0 T PLAN GOALS 0 0 0 0 0 0 0 0 0 IS PLAN GOALS 0 0 0 0 0 0 0 0 0 T PLAN PROMOTIONS 0 0 0 0 0 0 0 0	T PLAN PROMOTIONS 0

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY:	CCSU	REPORTING DATE:	7/31/2019

CATEGORY OR CLASS: EEO7 - SERVICE/MAINTENANCE LABOR MARKET AREA: HARTFORD COUNTY

POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT CUSTODIANS

			TOTAL		WHITE		BLACK	HISPANIC		AAIAN	IHNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
%	100.0%	93.5%	6.5%	80.4%	4.3%	6.5%	0.0%	6.5%	2.2%	0.0%	0.0%
WORKFORCE PARITY %		89.7	10.3	63.1	5.8	10.8	0.6	14.2	3.8	1.7	0.2
WORKFORCE NOS.		43	3	37	2	3	0	3	1	0	0
WORKFORCE PARITY NOS.		41.3	4.7	29.0	2.7	5.0	0.3	6.5	1.7	0.8	0.1
NET UTILIZATION (+/-)		1.7	-1.7	8.0	-0.7	-2.0	-0.3	-3.5	-0.7	-0.8	-0.1
PREVIOUS UTILIZATION		1.8	-1.8	5.6	-1.5	-0.7	-0.1	-2.4	-0.1	-0.7	0.0
previous filing											
PREVIOUS PLAN GOALS	4	3	1	0	1	1	0	1	0	1	0
CURRENT PLAN HIRES	9	9	0	9	0	0	0	0	0	0	0
CURRENT PLAN GOALS	7	5	2	0	1	1	0	3	1	1	0
PREVIOUS PLAN GOALS	2	1	1	0	1	0	0	1	0	0	0
CURRENT PLAN PROMOTIONS	3	2	1	2	1	0	0	0	0	0	0
CURRENT PLAN GOALS	2	2	0	0	0	1	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
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	PARITY NOS. PARITY NOS. ON (+/-) LIZATION previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS CURRENT PLAN GOALS	PARITY NOS. ON (+/-) LIZATION previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES PREVIOUS PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN GOALS O CURRENT PLAN GOALS O CURRENT PLAN PROMOTIONS O CURRENT PLAN PROMOTIONS O CURRENT PLAN PROMOTIONS O	ANOS. 46 43 PARITY NOS. 41.3 ON (+/-) 1.7 LIZATION 1.8 PREVIOUS PLAN GOALS 4 3 CURRENT PLAN HIRES 9 9 CURRENT PLAN GOALS 7 5 PREVIOUS PLAN GOALS 2 1 CURRENT PLAN PROMOTIONS 3 2 CURRENT PLAN GOALS 2 2 PREVIOUS PLAN GOALS 0 0 CURRENT PLAN PROMOTIONS 0 0	ARITY NOS. PARITY NOS. PARITY NOS. ON (+/-) LIZATION 1.8 -1.8 PREVIOUS PLAN GOALS CURRENT PLAN HIRES PREVIOUS PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN GOALS 2 1 CURRENT PLAN PROMOTIONS 3 2 1 CURRENT PLAN GOALS 2 0 CURRENT PLAN GOALS 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 0 0 0	NOS. 46 43 3 37	ANOS. 46 43 3 3 37 2 PARITY NOS. 41.3 4.7 29.0 2.7 ON (+/-) 1.7 -1.7 8.0 -0.7 LIZATION 1.8 -1.8 5.6 -1.5 PREVIOUS PLAN GOALS 4 3 1 0 1 CURRENT PLAN HIRES 9 9 0 9 0 CURRENT PLAN GOALS 7 5 2 0 1 CURRENT PLAN GOALS 2 1 1 0 1 CURRENT PLAN PROMOTIONS 3 2 1 2 1 CURRENT PLAN GOALS 2 2 0 0 0 CURRENT PLAN GOALS 2 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0	ANOS. 46 43 3 3 37 2 3 PARITY NOS. 41.3 4.7 29.0 2.7 5.0 ON (+/-) 1.7 -1.7 8.0 -0.7 -2.0 LIZATION 1.8 -1.8 5.6 -1.5 -0.7 PREVIOUS PLAN GOALS 4 3 1 0 1 1 CURRENT PLAN HIRES 9 9 0 9 0 0 CURRENT PLAN GOALS 7 5 2 0 1 1 PREVIOUS PLAN GOALS 2 1 1 0 1 0 CURRENT PLAN PROMOTIONS 3 2 1 2 1 0 CURRENT PLAN GOALS 2 2 0 0 0 1 CURRENT PLAN GOALS 2 0 0 0 0 1 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 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 0 0 0 0 0 0 0 0	AOS. 46 43 3 37 2 3 0 PARITY NOS. 41.3 4.7 29.0 2.7 5.0 0.3 ON (+/-) 1.7 -1.7 8.0 -0.7 -2.0 -0.3 LIZATION 1.8 -1.8 5.6 -1.5 -0.7 -0.1 PREVIOUS PLAN GOALS 4 3 1 0 1 1 0 CURRENT PLAN HIRES 9 9 9 0 9 0 0 0 0 CURRENT PLAN GOALS 7 5 2 0 1 1 0 PREVIOUS PLAN GOALS 2 1 1 0 0 CURRENT PLAN PROMOTIONS 3 2 1 2 1 0 0 CURRENT PLAN GOALS 2 2 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 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 0 0 0 0 0 0 0 0	AOS. 46 43 3 37 2 3 0 3 PARITY NOS. 41.3 4.7 29.0 2.7 5.0 0.3 6.5 ON (+/-) 1.7 -1.7 8.0 -0.7 -2.0 -0.3 -3.5 LIZATION 1.8 -1.8 5.6 -1.5 -0.7 -0.1 -2.4 PREVIOUS PLAN GOALS 4 3 1 0 1 1 0 1 CURRENT PLAN HIRES 9 9 0 9 0 9 0 0 0 0 0 CURRENT PLAN GOALS 7 5 2 0 1 1 0 3 PREVIOUS PLAN GOALS 2 1 1 0 1 0 0 1 CURRENT PLAN PROMOTIONS 3 2 1 2 1 0 0 0 1 CURRENT PLAN GOALS 2 1 1 0 1 0 0 1 CURRENT PLAN GOALS 2 1 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	NOS.	NOS. 46 43 3 3 37 2 3 0 3 1 0 PARITY NOS. 41.3 4.7 29.0 2.7 5.0 0.3 6.5 1.7 0.8 ON (+/-) 1.7 -1.7 8.0 -0.7 -2.0 -0.3 -3.5 -0.7 -0.8 LIZATION 1.8 -1.8 5.6 -1.5 -0.7 -0.1 -2.4 -0.1 -0.7 PREVIOUS PLAN GOALS 4 3 1 0 1 1 0 1 0 1 CURRENT PLAN HIRES 9 9 9 0 9 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 7 5 2 0 1 1 0 0 0 1 CURRENT PLAN GOALS 2 1 1 0 1 0 0 0 0 0 CURRENT PLAN GOALS 2 1 1 0 0 0 0 0 0 0 CURRENT PLAN GOALS 2 1 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 2 1 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 2 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 0 0 CURRENT PLAN GOALS 0 0 0 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 0 0 0 0 0 0 0 0

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

AGENCY:	CCSU	REPORTING DATE:	7/31/2019
CATEGORY OR CLASS:	PROTECTIVE SERVICE	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES		

		GRAND	WI	HITE	WI	HITE	BL	ACK	HISP	ANIC	AAIAI	NHNPI*	1
		TOTAL	MALE	FEMALE									
WORKFORC	E %	100.0%	84.2%	15.8%	42.1%	10.5%	10.5%	5.3%	31.6%	0.0%	0.0%	0.0%	Α
WORKFORC	E PARITY %	100.0	75.6	24.4	55.6	10.9	11.9	7.7	7.0	5.2	1.1	0.7	Е
WORKFORC	E NOS.	19	16	3	8	2	2	1	6	0	0	0	c
WORKFORC	E PARITY NOS.		14.4	4.6	10.6	2.1	2.3	1.5	1.3	1.0	0.2	0.1	
NET UTILIZA	NET UTILIZATION (+/-)		1.6	-1.6	-2.6	-0.1	-0.3	-0.5	4.7	-1.0	-0.2	-0.1	E
PREVIOUS U	JTILIZATION		1.2	-1.2	-4.2	-0.7	1.9	0.4	3.7	-0.8	-0.2	-0.1	F
*** Enter line E fro	om previous filing												
RING GO	PREVIOUS PLAN GOALS	6	4	2	4	1	0	0	0	1	0	0	G
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0]
	CURRENT PLAN GOALS	6	4	2	3	0	1	1	0	1	0	0	L
PROMOTIONA L GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
MOTI	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
PRO L	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
R 77 ₹ 2	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
UPV CA MO	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	c

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