

AGENDA

Equal Employment Opportunity Committee

Meeting Date

October 15, 2013

Time

11:00 A.M.

Location

Board Room (532)

CALL TO ORDER

Rev. Diane Lacey

ADOPTION OF MINUTES

Rev. Diane Lacey

JUNE 11, 2013

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams

REPORT ON THE COMPETITIVE
EDGE CONFERENCE
GOVERNORS M/WBE FORUM
SULLIVAN-HERNANDEZ AGENCY, INC.

Yolanda Sullivan
Jameelia Sullivan

CONDITIONAL CONTRACTORS

Paola Torres

SUNGARD AVAILABILITY SERVICES, LP
CABLEVISION LIGHTPATH, INC.
ARCADIS, US., INC.
MICROSOFT CORPORATION
HUNTER ROBERTS CONSTRUCTION GROUP, LLC

2013 CORPORATE AFFIRMATIVE ACTION
PLAN UPDATE REPORT

Gail Proto

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMITTEE**

MINUTES

Meeting Date
January 15, 2013

**BOARD OF
DIRECTORS**

**EQUAL EMPLOYMENT OPPORTUNITY
COMMITTEE MEETING**

A meeting of the Equal Employment Opportunity Committee of the HHC Board of Directors was held on January 15, 2013 in the Board Room at 125 Worth Street, New York City with Josephine Bolus, RN, presiding on behalf of the Committee Chair Rev. Diane Lacey.

COMMITTEE MEMBERS

Josephine Bolus, RN
Antonio D. Martin (Representing President Alan D. Aviles in a voting capacity)
Michael A. Stocker, MD

HHC STAFF

Ernest Baptiste, Kings County Hospital Center
Deborah Cates, Chairman's Office/Board Affairs
Chris Constantino, Elmhurst Hospital Center
Nelson Conde, Professional Services & Affiliations
Nancy Doyle, Workforce Planning & Development
Norma E. Irizarry, Affirmative Action/EEO
Barbara Keller, Legal Affairs
Patricia Lockhart, Chairman's Office
Lois Penn, South Manhattan Healthcare Network/Bellevue Hospital Center
Gail Proto, Affirmative Action/EEO
Jodi Savage, Southern Brooklyn and Staten Island Healthcare
Network/Coney Island Hospital
Jorge Vidro, Generations +/Northern Manhattan Health Network
Yvette Villanueva, Generations +/Northern Manhattan Health Network
Manasses C. Williams, Affirmative Action/EEO

OTHER ATTENDEES

Gillian Gibson, New York Blood Center
Michael J. Monahan, New York Blood Center
Laura Ronk, Agfa HealthCare Corporation
Klara Sussman, Agfa HealthCare Corporation
Sloane Wagstaff, 3M Company

AFFILIATE ATTENDEES

Guy R. Auguste, The Mount Sinai Hospital
Andrew Brotman, MD, New York University School of Medicine at Bellevue Hospital Center
Denise Dudley, New York University School of Medicine at Bellevue Hospital Center
Ken Feifer, Mt. Sinai School of Medicine at Queens Health Network
Doriane K. Gloria, Physician Affiliate Group of NY, P.C. (PAGNY)
Tanya E. Issacs, Mt. Sinai School of Medicine at Queens Health Network
Leo Johnson, State University of New York (SUNY) Health Science Center at Brooklyn Kings County Hospital Center
Tamiru Mammo, President's Office
Linda Maneggio, Physician Affiliate Group of NY, P.C. at North Bronx Healthcare Network
Jasmin Moshipur, MD, Mt. Sinai School of Medicine at Queens Health Network
Reginald Odom, New York University School of Medicine at Bellevue Hospital Center

CALL TO ORDER

Committee Member Josephine Bolus, RN serving as Chair called the meeting to order at 11:15 a.m. The minutes of the October 16, 2012 EEO Committee were adopted as submitted.

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams, Assistant Vice President, Affirmative Action/EEO, commenced his report by reporting that on October 25-27 2012, employees from the Office of Affirmative Action/EEO and the Department of Facilities Development represented HHC at the New York State M/WBE Forum in Albany, New York sponsored by Governor Andrew M. Cuomo. He further stated that over the three days of the conference, there were approximately 1,700 attendees.

CONDITIONAL APPROVALS

Mr. Williams stated that he would be presenting four conditionally approved contractors. He also stated that Allscripts Healthcare Solutions, Inc., was not presenting since they were reviewed and given a Certificate of Compliance by the Office of Federal Contract Compliance Programs (OFCCP) in October of 2012 and as is the HHC policy were given a certificate of approval by HHC based on the OFCCP approval. He stated that in 2011, New York Blood Center had three underutilizations in 2011, which were eliminated in 2012, in addition, in 2012, they gained three new underutilizations. Michael Monahan, Sr. Vice President and Chief Administrator Officer and Gillian Gibson, Sr. Human Resources Manager, represented New York Blood Center. Ms. Bolus asked Ms. Gibson where their office is located. Ms. Gibson stated that they have many locations throughout the New York City area. Mr. Monahan stated that in the report that they have submitted to the HHC AA/EEO office, they have indicated that in areas that they have underutilizations, they are short by one person or at the most by two. He also stated that they have a workforce that is 60% women and 60% minorities. He further stated that their Human Resources Department which is led by Ms. Gibson is 70% women and 70% minorities. He also stated that they have made a strong effort to address the concerns that were expressed previously. He continued by stating that they have recruited a female driver in their Long Island facility which was a very difficult task. He further stated that in April 2011, they took the action of having a voluntary separation program that resulted in the downsizing of nearly 100 individuals from their workforce and that they will continue to respond to any concerns regarding their underutilizations.

Mr. Williams stated that the second contractor presenting was 3M Company. He stated that in 2011, they had one underutilization in Sales Job Group 1 for minorities and that they had the same underutilizations for 2012. Sloane Wagstaff, Human Resources Manager, 3M Company was present. He stated that 3M is a Health IT software company and that in the last two years they have had significant growth in their technical positions as they have developed a new product offering for the Health IT customer base. He also stated that they have not hired significantly in the Sales Job Group during the two previous years as they have primarily been in development mode. He further stated that

in moving forward in 2013, they intend on increasing their sales team to address the identified underutilization in this group. He further stated that to ensure that they are effective in their effort, they have established the following practice. The 3M "Slate Review Process" is to ensure that 3M has interviewed a minimum of two candidates for each open position. At least one of those candidates must be diverse (by gender and/or minority status) before 3M approves an offer to be extended. He also stated that their division is anticipating significant growth in the next five years and that they intend on increasing their head count by 500. He further stated that they feel confident this growth as well as their Slate Review Process will ensure a healthy diverse population of new employees into the company. Also, they have currently added steps to the Slate Review for Sales including:

- Human Resources Manager should approve no external Sales candidate slate, unless there is a robust level of minority candidates on that slate or the Human Resources Manager has confirmed that a diligent search was performed and despite their outreach efforts, no well-qualified minority candidates applied.
- Human Resources Manager to review every sales hiring decision before official offer is made.

Mr. Williams stated that the final contractor he was presenting was Agfa Healthcare Solutions, Inc. He stated that there are two facilities, one in Carlstadt, New Jersey and one in Greenville, South Carolina. In Carlstadt, New Jersey, last year, they had five underutilizations, two minorities and three females. They eliminated the two minority underutilizations and the three female underutilizations remain. In Greenville, South Carolina, last year, they had four female underutilizations. They eliminated two female underutilizations in Sales Job Group 2 and in Service Job Group 1; however for 2012 they picked up an additional three underutilizations, these are in Sales Job Group 2, for minorities and Technicians Job Group 1 for females and minorities. Laura Ronk, Senior Human Resources Manager and Klara Sussman, Human Resources Manager, Agfa HealthCare Corporation were the representatives at the meeting. Ms. Sussman explained to the Board that based on their applicant pool, they have noticed a significant increase in minority and female applicants. She stated that in applicants they have 22% women and 27% minorities. Ms. Ronk stated that their outreach is more effective than it was in 2011. She also stated that since they are a Healthcare IT company, it is a very competitive industry, and that there are not too many people unemployed in that area. She also stated that they have many applicants, but not qualified applicants. She further explained that one of the ways they set up their AAP is that for Carlstadt, New Jersey and Greenville, South Carolina they have individuals from Wyoming feeding into Greenville and individuals from Idaho feeding into Greenville, therefore, the numbers are not exactly reflective of the Carlstadt, New Jersey metropolitan area or the Greenville, South Carolina metropolitan area.

2012 AFFILIATE AFFIRMATIVE ACTION PLAN UPDATE

Gail Proto, Senior Director, Affirmative Action/EEO reported on the Equal Employment Opportunity status on the four affiliates. The report showed that all four affiliate facilities Mount Sinai School of Medicine, New York School of Medicine, (NYU) Physician Affiliate Group of New York, P.C. (PAGNY) and State University of New York (SUNY) had job groups with no underutilizations.

There being no further business, the meeting was adjourned at 11:55 a.m.

ASSISTANT VICE PRESIDENT'S REPORT

COMPETITIVE EDGE CONFERENCE

The nineteenth Annual Competitive Edge Conference was held on Thursday, July 25, 2013 at Bank of New York Mellon, 101 Barclay Street, New York, New York.

The conference allows M/WBE's the opportunity to network with various procurement specialists, general contractors and key decision makers from state and city agencies and private partners. New vendors can also learn first-hand how to become certified M/WBEs. The event was attended by over 400 paying persons who registered on-line. The keynote speaker was Mr. Daniel Sung Park, founder and CEO of Eclaro International, Inc. Technical assistance sessions included, the M/WBE certification process, submitting a successful proposal retirement and succession planning and strategies to accelerate growth.

GOVERNOR'S M/WBE FORUM

On October 3-4 2013, the office of the Governor Andrew M. Cuomo and the New York State M/WBE team hosted the 2013 New York State M/WBE forum at the Empire State Plaza Convention Center in Albany, New York. HHC was represented at the forum by staff from the Office of Affirmative Action/EEO who participated in meet and greet with perspective contractors wishing to do business with the Corporation. There were about 1,800 exhibitors and contractors.

EEO OFFICER'S

Danielle Barrett	Central Brooklyn
Melissa Clitandre	North Brooklyn
Marva Langdon Dunn	Jacobi Medical Center
William Marshall	Lincoln Medical & Mental Health Center
Elyanne Mercado	Central Office

Assistant Vice President's Report

October 15, 2013

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Luz Nazario Metropolitan Hospital Center

Lois Penn South Manhattan

Tania Pierre Central Office

Julianne Yanez Queens Hospital Center

MCW:nei

CONDITIONALLY APPROVED

CONTRACTORS

CONDITIONALLY APPROVED CONTRACTORS

Annual Update

Sungard Availability Services, LP
(Wayne, PA)

Office of Information Technology Services
(Alternate Data Center, Contract Value: \$25.5 million dollars)

New

Cablevision Lightpath, Inc.
(Jericho, NY)

EITS IT Financial Administration
(Telecommunication, Contract Value: \$9,249,235.00)

Arcadis U.S., Inc.
(Highlands Ranch, CO)

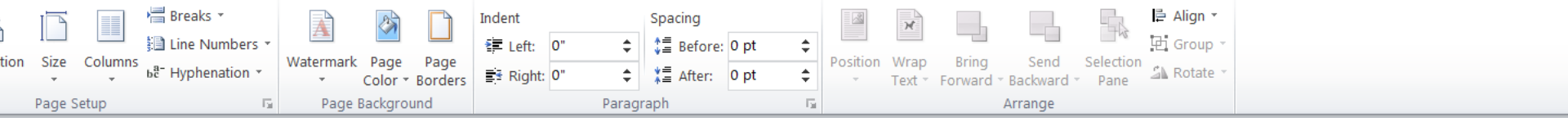
Materials Management
(Engineering and Architectural, Contract Value: \$5 million dollars)

Microsoft Corporation
(New York City, NY)

EITS IT Financial Administration
(Microsoft Premier Support, Contract Value: \$34 million dollars)

Hunter Roberts Construction Group, LLC
(New York City, NY)

Materials Management
(Construction Management, Contract Value: \$15 million dollars)



SUNGARD AVAILABILITY SERVICES, LP

COMPARISON OF 2012 ANALYSIS WITH 2013 UPDATE

	<u>2012</u>	<u>2013</u>	<u>DIFFERENCE</u>
Total # of Employees	299	294	5
Underutilized	YES	YES	-
# of Job Groups	14	17	3
# of Job Groups Underutilized	2	2	-
# of Underutilizations	2	2	-
# of Minority Underutilizations	1	1	-

SUNGARD AVAILABILITY SERVICES, LP

UNDERUTILIZATIONS

<u>JOB GROUP</u>	<u>2012</u>	<u>2013</u>
Clerical JG 4	Minorities	-
Clerical JG 5	-	Minorities
Professional JG 4	Females	-
Professional JG 3	-	Females

**Sungard (Wayne) 2013
Comparison of Incumbency to Availability**

Job Group: Clericals JG 5
Test: Standard Deviation
Total Employees: 12

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	8	0	12	0	0	0	0	0	0
Employees (%)	33.3	66.7	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	20.8	79.2	25.3	74.7	18.7	2.8	2.8	0.4	0.0	0.6
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO
	1.07	-1.07	-2.02	2.02	-1.66	-0.59	-0.58	-0.22	-0.04	-0.27
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	4	0	3	1	1	1	0	1

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**Sungard (Wayne) 2013
Comparison of Incumbency to Availability**

Job Group: Professionals JG 3
Test: Standard Deviation
Total Employees: 54

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	40	14	18	36	3	1	14	0	0	0
Employees (%)	74.1	25.9	33.3	66.7	5.6	1.9	25.9	0.0	0.0	0.0
Availability (%) Goal	60.2	39.8	19.9	80.1	10.6	2.3	6.1	0.1	0.0	0.8
Test: Standard Deviation	NO 2.09	YES -2.09	NO 2.48	YES -2.48	NO -1.20	NO -0.20	NO 6.06	NO -0.28	NO -0.05	NO -0.65
Add'l Needed to Eliminate Problem Area (#)	0	1	0	2	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	8	0	8	3	1	0	1	0	1

CABLEVISION LIGHTPATH, INC.

2013 ANALYSIS

2013

Total # of Employees 519

Underutilized YES

of Job Groups 10

of Job Groups Underutilized 5

of Underutilizations 7

of Minority Underutilizations 4

of Female Underutilizations 3

CABLEVISION LIGHTPATH, INC.

UNDERUTILIZATIONS

JOB GROUP

2013

Clerical JG 5

Minorities

Managers JG 1

Females/Minorities

Professionals JG 3

Females

Sales JG 4

Females/Minorities

Technicians JG 3

Minorities



**Cablevision Lightpath, Inc. 2013
Comparison of Incumbency to Availability**

Job Group: Clericals JG 5
Test: Standard Deviation
Total Employees: 50

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Am.
Employees (#)	5	45	18	32	13	3	2	
Employees (%)	10.0	90.0	36.0	64.0	26.0	6.0	4.0	
Availability (%) Goal	25.9	74.1	57.1	42.9	27.7	19.7	6.8	
Test: Standard Deviation	YES	NO	YES	NO	NO	YES	NO	
	-2.57	2.57	-3.02	3.02	-0.26	-2.43	-0.80	
Add'l Needed to Eliminate Problem Area (#)	2	0	4	0	0	1	0	
Add'l Needed to Reach Availability (#)	8	0	11	0	1	7	2	



**Cablevision Lightpath, Inc. 2013
Comparison of Incumbency to Availability**

Job Group: Managers JG 1
Test: Standard Deviation
Total Employees: 130

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	107	23	7	123	2	3	2	0
Employees (%)	82.3	17.7	5.4	94.6	1.5	2.3	1.5	0.0
Availability (%) Goal	58.6	41.4	36.5	63.5	13.2	11.2	9.2	0.3
Test: Standard Deviation	NO	YES	YES	NO	YES	YES	YES	NO
	5.49	-5.49	-7.37	7.37	-3.92	-3.21	-3.03	-0.64
Add'l Needed to Eliminate Problem Area (#)	0	20	30	0	8	4	4	0
Add'l Needed to Reach Availability (#)	0	31	41	0	16	12	11	1



**Cablevision Lightpath, Inc. 2013
Comparison of Incumbency to Availability**

Job Group: Professionals JG 3
Test: Standard Deviation
Total Employees: 11

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	9	2	7	4	5	2	0	0
Employees (%)	81.8	18.2	63.6	36.4	45.5	18.2	0.0	0.0
Availability (%) Goal	45.8	54.2	34.9	65.1	7.1	11.9	13.4	0.2
Test: Standard Deviation	NO 2.40	YES -2.40	NO 2.00	YES -2.00	NO 4.95	NO 0.64	NO -1.30	NO -0.16
Add'l Needed to Eliminate Problem Area (#)	0	1	0	1	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	4	0	0	2	1



**Cablevision Lightpath, Inc. 2013
Comparison of Incumbency to Availability**

Job Group: Sales JG 4
Test: Standard Deviation
Total Employees: 80

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	69	11	13	67	8	3	2	0
Employees (%)	86.3	13.8	16.3	83.8	10.0	3.8	2.5	0.0
Availability (%) Goal	65.6	34.4	32.7	67.3	11.4	12.3	6.7	0.2
Test: Standard Deviation	NO	YES	YES	NO	NO	YES	NO	NO
	3.88	-3.88	-3.14	3.14	-0.39	-2.33	-1.51	-0.39
Add'l Needed to Eliminate Problem Area (#)	0	8	5	0	0	1	0	0
Add'l Needed to Reach Availability (#)	0	17	14	0	2	7	4	1



**Cablevision Lightpath, Inc. 2013
Comparison of Incumbency to Availability**

Job Group: Technicians JG 3
Test: Standard Deviation
Total Employees: 106

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	94	12	38	68	23	13	2	0
Employees (%)	88.7	11.3	35.8	64.2	21.7	12.3	1.9	0.0
Availability (%) Goal	82.4	17.6	49.8	50.2	23.9	14.9	8.7	0.3
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	YES	NO
	1.70	-1.70	-2.87	2.87	-0.54	-0.76	-2.49	-0.55
Add'l Needed to Eliminate Problem Area (#)	0	0	5	0	0	0	2	0
Add'l Needed to Reach Availability (#)	0	7	15	0	3	3	8	1

ARCADIS U.S. INC.

2013 ANALYSIS

2013

Total # of Employees	320
Underutilized	YES
# of Job Groups	18
# of Job Groups Underutilized	2
# of Underutilizations	2
# of Minority Underutilizations	1
# of Female Underutilizations	1

ARCADIS U.S. INC.

UNDERUTILIZATIONS

JOB GROUP

2013

Managers JG 1

Females

Professionals JG 6

Minorities



Arcadis U.S. Inc. 2
Comparison of Incumbency to Availability

Job Group: Managers JG 1
Test: Standard Deviation
Total Employees: 23

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	22	1	3	20	0	3	0	0
Employees (%)	95.7	4.3	13.0	87.0	0.0	13.0	0.0	0.0
Availability (%) Goal	78.4	21.6	17.0	83.0	4.1	4.6	7.5	0.1
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO
	2.01	-2.01	-0.50	0.50	-0.99	1.95	-1.36	-0.18
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	1	0	1	0	2	1



Arcadis U.S. Inc. 2
Comparison of Incumbency to Availability

Job Group: Professionals JG 6
Test: Standard Deviation
Total Employees: 13

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	3	10	1	12	1	0	0	0
Employees (%)	23.1	76.9	7.7	92.3	7.7	0.0	0.0	0.0
Availability (%) Goal	44.2	55.8	33.9	66.1	14.5	12.5	5.3	0.2
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO
	-1.53	1.53	-1.99	1.99	-0.70	-1.37	-0.85	-0.17
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	4	0	1	2	1	1

MICROSOFT CORPORATION

2013 ANALYSIS

2013

Total # of Employees

611

Underutilized

YES

of Job Groups

15

of Job Groups Underutilized

1

of Underutilizations

1

of Minority Underutilizations

-

of Female Underutilizations

1

MICROSOFT CORPORATION

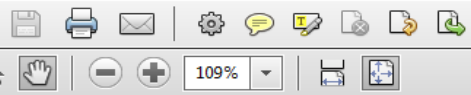
UNDERUTILIZATIONS

JOB GROUP

2013

Professionals JG 1

Females



**MICROSOFT NEW YORK 2013
Comparison of Incumbency to Availability**

Job Group: Professionals JG-1
Test: Standard Deviation
Total Employees: 64

	Total								
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHC
Employees (#)	59	5	17	47	3	2	10	0	0
Employees (%)	92.2	7.8	26.6	73.4	4.7	3.1	15.6	0.0	0
Availability (%) Goal	69.9	30.1	35.5	64.5	10.4	6.9	16.1	0.4	0
Test: Standard Deviation	NO 3.88	YES -3.88	NO -1.49	NO 1.49	NO -1.49	NO -1.19	NO -0.10	NO -0.51	N -0.
Add'l Needed to Eliminate Problem Area (#)	0	7	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	15	6	0	4	3	1	1	0

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HUNTER ROBERTS CONSTRUCTION GROUP, LLC

2013 ANALYSIS

2013

Total # of Employees	278
Underutilized	YES
# of Job Groups	6
# of Job Groups Underutilized	5
# of Underutilizations	5
# of Minority Underutilizations	5
# of Female Underutilizations	-

HUNTER ROBERTS CONSTRUCTION GROUP, LLC

UNDERUTILIZATIONS

<u>JOB GROUP</u>	<u>2013</u>
Clericals JG 1	Minorities
Managers JG 2	Minorities
Managers JG 3	Minorities
Professionals JG 1	Minorities
Sr. Managers JG 1	Minorities



Hunter Roberts Construction Group Comparison of Incumbency to Availability

Job Group: Clericals JG 1
Test: Standard Deviation
Total Employees: 94

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	51	43	28	66	10	12	6	0
Employees (%)	54.3	45.7	29.8	70.2	10.6	12.8	6.4	0.0
Availability (%) Goal	58.1	41.9	47.2	52.8	18.6	13.7	12.0	0.2
Test: Standard Deviation	NO	NO	YES	NO	YES	NO	NO	NO
	-0.75	0.75	-3.38	3.38	-1.98	-0.27	-1.67	-0.48
Add'l Needed to Eliminate Problem Area (#)	0	0	7	0	1	0	0	0
Add'l Needed to Reach Availability (#)	4	0	17	0	8	1	6	1



Hunter Roberts Construction Group Comparison of Incumbency to Availability

Job Group: Managers JG 2
Test: Standard Deviation
Total Employees: 43

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	39	4	3	40	1	2	0	0
Employees (%)	90.7	9.3	7.0	93.0	2.3	4.7	0.0	0.0
Availability (%) Goal	86.6	13.4	36.8	63.2	9.3	13.2	11.2	0.2
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	YES	NO
	0.78	-0.78	-4.06	4.06	-1.57	-1.66	-2.33	-0.31
Add'l Needed to Eliminate Problem Area (#)	0	0	7	0	0	0	1	0
Add'l Needed to Reach Availability (#)	0	2	13	0	3	4	5	1

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Hunter Roberts Construction Group Comparison of Incumbency to Availability

Job Group: Managers JG 3
Test: Standard Deviation
Total Employees: 87

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	81	6	9	78	4	3	2	0
Employees (%)	93.1	6.9	10.3	89.7	4.6	3.4	2.3	0.0
Availability (%) Goal	91.2	8.8	37.7	62.3	9.2	13.9	11.1	0.2
Test: Standard Deviation	NO	NO	YES	NO	NO	YES	YES	NO
	0.61	-0.61	-5.26	5.26	-1.48	-2.81	-2.62	-0.45
Add'l Needed to Eliminate Problem Area (#)	0	0	15	0	0	3	2	0
Add'l Needed to Reach Availability (#)	0	2	24	0	4	10	8	1



Hunter Roberts Construction Group Comparison of Incumbency to Availability

Job Group: Sr. Managers JG 1
Test: Standard Deviation
Total Employees: 25

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	22	3	2	23	1	1	0	0
Employees (%)	88.0	12.0	8.0	92.0	4.0	4.0	0.0	0.0
Availability (%) Goal	72.5	27.5	28.4	71.6	9.1	8.4	9.1	0.2
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO
	1.73	-1.73	-2.26	2.26	-0.88	-0.79	-1.59	-0.22
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	6	0	2	2	3	1



Hunter Roberts Construction Group Comparison of Incumbency to Availability

Job Group: Professionals JG 1
Test: Standard Deviation
Total Employees: 26

	Total							
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.
Employees (#)	20	6	4	22	2	1	1	0
Employees (%)	76.9	23.1	15.4	84.6	7.7	3.8	3.8	0.0
Availability (%) Goal	73.9	26.1	35.9	64.1	10.9	10.2	12.9	0.1
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO
	0.35	-0.35	-2.18	2.18	-0.52	-1.06	-1.37	-0.18
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	6	0	1	2	3	1

NEW YORK CITY HEALTH & HOSPITALS CORPORATION

AFFIRMATIVE ACTION PLAN 2013 UPDATE

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CORPORATE ANALYSIS

The Corporation's percentage of minority employees (82.9%) decreased by 0.2% as compared to 2012 while the percentage of women employees increased by 0.2 % from 68.3 % in 2012 to 68.5% in 2013.

Of the 44 job groups which characterize the corporate workforce, 13 or 30% indicate an underutilization of total minorities, specific minorities and women which is identical to 2012. This year, there are 19 instances of underutilizations which is one more than last year.

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CORPORATE WORKFORCE SUMMARIZED BY %

	<u>2012</u>		<u>2013</u>	<u>CHANGE</u>
Males	31.7%		31.5%	-0.2%
Females	68.3%		68.5%	+0.2%
Minorities	83.1%		82.9%	-0.2%
Whites	16.9%		17.1%	+0.2%
African Americans/Blacks	44.5%		44.2%	-0.3%
Hispanics	19.2%		19.1%	-0.1%
Asians	19.1%		19.4%	+0.3%
Native Americans	0.3%		0.3%	No Change

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CORPORATE ANALYSIS - SUMMARY

# of Underutilized Job Groups 2012	13
# of Underutilized Job Groups 2013	13
Comparison	No Change
# of Underutilizations 2012	18
# of Underutilizations 2013	19
Comparison	Increase of 1

AFFIRMATIVE ACTION PLAN 2013 UPDATE - CORPORATE ANALYSIS
UNDERUTILIZATIONS BY GENDER AND RACE/ETHNICITY

<u>GENDER/RACE/ETHNICITY</u>	<u>2012</u>	<u>2013</u>	<u>Difference</u>
FEMALES	7	7	0
TOTAL MINORITIES	4	4	0
AFRICAN AMERICANS	0	0	0
HISPANICS*	6	7	+1
ASIANS	1	1	0
NATIVE AMERICANS	0	0	0
TOTAL	18	19	0

***Please note that one additional Hispanic underutilization was added for 1A Senior Staff.**

AFFIRMATIVE ACTION PLAN 2013 UPDATE

COMPARISON OF JOB GROUPS WITH UNDERUTILIZATIONS 2012/2013

Corporation Underutilizations 2013				
<u>JOB GROUP</u>	<u>2012</u>	<u>CHANGE</u>	<u>2013</u>	<u>CATEGORY</u>
1A Senior Staff	Female	Hispanics Added	Hispanics/Females	Officials & Managers
2C Pharmacists	Hispanics	Same	Hispanics	Professionals
2E Therapists	Hispanics	Same	Hispanics	Professionals
6A Supervisors-Skilled Craft	Minority/Female	Same	Minority/Female	Craft Workers
6C Construction Trades	Minority/Female	Same	Minority/Female	Craft Workers
6D Precision Production Occupations	Minority/Female	Same	Minority/Female	Craft Workers
7A Motor Vehicle Operators	Hispanics	Same	Hispanics	Operatives
8A Helper Construction Trades	Minority	Same	Minority	Laborers & Helpers
8B Laborers	Asians/Female	Same	Asians/Female	Laborers & Helpers
9B Health Service Occupation	Hispanics	Same	Hispanics	Service Workers
9D Food Preparer	Hispanics	Same	Hispanics	Service Workers
9E Service Maintenance	Female	Same	Female	Service Workers
9F Cleaning & Building Services	Hispanics/Females	Same	Hispanics/Females	Service Workers
2012 13 Underutilized JG's		2013 13 Underutilized JG's		
2012 18 Underutilizations		2013 19 Underutilized JG's		
2012 7 Females, 4 Minority, 6 Hispanics, 1 Asian		2013 7 Females, 4 Minority, 7 Hispanics, 1 Asian		

Note: The same 13 Job Groups were Underutilized in the past two years. For Job Group, 1A -Senior Staff, a Hispanic Underutilization was added. The 7 Female Underutilizations are identical to last year as is the Job Groups for Minority and Asian.

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CORPORATE ANALYSIS

This year's analysis of the Corporation workforce again identified an overall underutilization of minorities for Supervisors Skilled Crafts, Construction Trades, Precision Production Occupations and Helpers Construction Trades.

STATUS OF JOB GROUPS WITH UNDERUTILIZATION OF MINORITIES

<u>Job Group</u>	<u>Underutilization</u>		<u>Representation Status</u>		<u>Representation Change</u>
	<u>2012</u>	<u>2013</u>	<u>2012</u>	<u>2013</u>	
6A Supervisors - Skilled Crafts	Yes	Yes	26 *94	21 *85	- 5 - 9
6C Construction Trades	Yes	Yes	84 *299	75 *277	- 9 - 22
6D Precision Production/ Occupations	Yes	Yes	110 *270	106 *257	- 4 -13
8A Helpers Construction Trades	Yes	Yes	8 *20	7 *18	- 1 - 2

*Total Employees in Job Group

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CORPORATE ANALYSIS

Women are underutilized in the same seven job groups as last year. Six of the job groups are traditionally dominated by males. These are Service Maintenance, Supervisor Skilled Crafts, Precision Production Occupations, Cleaning and Building Services, Construction Trades and Laborers. Females in Senior Staff remains the seventh underutilization.

STATUS OF JOB GROUPS WITH UNDERUTILIZATION OF WOMEN

<u>JOB GROUP</u>	<u>Utilization Status</u>		<u>Representation Status</u>		<u>Representation Change</u>
	<u>2012</u>	<u>2013</u>	<u>2012</u>	<u>2013</u>	
1A Senior Staff***	Yes	Yes	165 *358	162 *365	- 3 +7
6A Supervisor Skilled Crafts	Yes	Yes	0 *94	0 *85-	0 - 9
6C Construction Trades	Yes	Yes	2 *299	2 *277	0 - 22
6D Precision Production Occupations	Yes	Yes	5 *270	5 *257	0 - 13
8B Laborers	Yes	Yes	0 *49	0 *45	0 - 4
9E Service Maintenance	Yes	Yes	9 *24	9 *23	0 - 1
9F Cleaning and Building Services	Yes	Yes	956 *2,870	886 *2,675	- 70 -195
*Corporate (Total Workforce)					

*** Senior Staff underutilization in 2013 occurs primarily in Central Brooklyn.
Fifty-seven additional female Managers in Senior Staff positions would eliminate the underutilization.

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CORPORATE ANALYSIS

This year, Hispanics have seven underutilizations which is one more than 2012 and remains the highest number of the specific minority groups. Six of the underutilized job groups are identical to last year. Those six are Pharmacists, Therapists, Motor Vehicle Operators, Food Preparer, Cleaning and Building Services and Health Service Occupations. For 2013, one underutilization was added for Senior Staff.

AFFIRMATIVE ACTION PLAN 2013 UPDATE - CORPORATE ANALYSIS
STATUS OF JOB GROUPS WITH AN UNDERUTILIZATION OF HISPANICS (Cont'd)

<u>JOB GROUP</u>	<u>Utilization Status</u>		<u>Representation Status</u>		<u>Representation Change</u>
	<u>2012</u>	<u>2013</u>	<u>2012</u>	<u>2013</u>	
1A Senior Staff	No (Eliminated)	New	39 *358	36 *365	- 3 +7
2C Pharmacists	Yes	Yes	9 *432	9 *428	0 - 4
2E Therapists	New	Yes	47 465	43 458	- 4 - 7
7A Motor Vehicle Operators	Yes	Yes	36 *136	34 *136	-2 0
9B Health Service Occupation	Yes	Yes	584 *3924	559 *3797	- 25 -127
9D Food Preparers	Yes	Yes	14 * 92	14 *89	0 -3
9F Cleaning and Building Services	Yes	Yes	987 *2,870	919 *2,675	- 68 -195

***Corporate (Total Workforce)**

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CORPORATE ANALYSIS

Asians are underutilized in only one job group Laborers which is identical to last year.

STATUS OF JOB GROUPS WITH AN UNDERUTILIZATION OF ASIANS

<u>Job Group</u>	<u>Underutilization Status</u>		<u>Representation Status</u>		<u>Representation Change</u>
	<u>2012</u>	<u>2013</u>	<u>2012</u>	<u>2013</u>	
8B Laborers	Yes	Yes	0 *49	0 *45	0 - 4

* Corporate (Total Workforce)

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CONCLUSIONS

- 1. The Corporation's workforce continues to show a high level of representation of minorities (82.9%) and women (68.5%) at all levels of the organization with some pockets of underutilization that need to be addressed to reach full utilization.**
- 2. The Corporation continues to need to focus on improving the representation of women in Senior Staff; this year, their representation decreased by three (although seven additional new employees were hired) which resulted in a slight decrease of 2.06 in their representation percentage (from 46.1 percent in 2012 to 44.4 percent in 2013).**

AFFIRMATIVE ACTION PLAN 2013 UPDATE

CONCLUSIONS Continued

- 3. Minorities continue to be underutilized in Supervisors-Skilled Crafts, Construction Trades, Precision Production Occupations and Helpers Construction Trades.**
- 4. The underrepresentation of specific minorities, Hispanics and Asians, remains a priority of the Corporation.**

We will continue to build our outreach by having more concentrated and targeted outreach to these communities whenever vacancies are available in the underutilized job groups, as well as when any new hiring initiatives are undertaken.

AFFIRMATIVE ACTION PLAN 2013 PLAN

- **Continue to track and monitor applicant data by specific race/ethnic/gender groups and to measure effectiveness of outreach and availability using new established automated PeopleSoft system.**

THE END

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 1A - Senior Staff
Test: Standard Deviation
Total Employees: 365

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	203	162	178	187	99	36	40	3	0	0
Employees (%)	55.6	44.4	48.8	51.2	27.1	9.9	11.0	0.8	0.0	0.0
Availability (%) Goal	34.9	65.1	48.1	51.9	24.6	14.5	6.3	0.1	0.0	2.6
Test: Standard Deviation	NO	YES	NO	NO	NO	YES	NO	NO	NO	YES
	8.31	-8.31	0.27	-0.27	1.12	-2.50	3.71	5.30	-0.07	-3.15
Add'l Needed to Eliminate Problem Area (#)	0	58	0	0	0	4	0	0	0	4
Add'l Needed to Reach Availability (#)	0	76	0	3	0	17	0	0	0	10

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 2C - Pharmacists
Test: Standard Deviation
Total Employees: 428

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	169	259	332	96	61	9	260	2	0	0
Employees (%)	39.5	60.5	77.6	22.4	14.3	2.1	60.7	0.5	0.0	0.0
Availability (%) Goal	49.5	50.5	52.3	47.7	9.8	6.4	33.3	0.0	0.0	2.8
Test: Standard Deviation	YES	NO	NO	YES	NO	YES	NO	NO	NO	YES
	-4.15	4.15	10.46	-10.46	3.08	-3.65	12.07	0.00	0.00	-3.51
Add'l Needed to Eliminate Problem Area (#)	23	0	0	88	0	9	0	0	0	5
Add'l Needed to Reach Availability (#)	43	0	0	109	0	19	0	0	0	13

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 2E - Therapists
Test: Standard Deviation
Total Employees: 458

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	203	255	374	84	240	43	89	2	0	0
Employees (%)	44.3	55.7	81.7	18.3	52.4	9.4	19.4	0.4	0.0	0.0
Availability (%) Goal	49.3	50.7	67.9	32.1	33.4	14.0	17.4	0.0	0.0	3.2
Test: Standard Deviation	YES	NO	NO	YES	NO	YES	NO	NO	NO	YES
	-2.12	2.12	6.29	-6.29	8.64	-2.82	1.16	11.03	0.00	-3.91
Add'l Needed to Eliminate Problem Area (#)	2	0	0	43	0	6	0	0	0	7
Add'l Needed to Reach Availability (#)	23	0	0	63	0	21	0	0	0	15

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 6A - Supervisors-Skilled Craft

Test: Standard Deviation

Total Employees: 85

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	85	0	21	64	12	6	3	0	0	0
Employees (%)	100.0	0.0	24.7	75.3	14.1	7.1	3.5	0.0	0.0	0.0
Availability (%) Goal	88.4	11.6	49.1	50.9	17.4	23.2	3.8	0.3	0.0	4.4
Test: Standard Deviation	NO	YES	YES	NO	NO	YES	NO	NO	NO	YES
	3.34	-3.34	-4.50	4.50	-0.80	-3.52	-0.12	-0.48	0.00	-1.99
Add'l Needed to Eliminate Problem Area (#)	0	4	12	0	0	6	0	0	0	1
Add'l Needed to Reach Availability (#)	0	10	21	0	3	14	1	1	0	4

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 6C - Construction Trades
Test: Standard Deviation
Total Employees: 277

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	275	2	75	202	27	33	15	0	0	0
Employees (%)	99.3	0.7	27.1	72.9	9.7	11.9	5.4	0.0	0.0	0.0
Availability (%) Goal	97.3	2.7	51.7	48.3	18.8	24.7	4.5	0.2	0.0	3.4
Test: Standard Deviation	NO	YES	YES	NO	YES	YES	NO	NO	NO	YES
	2.05	-2.05	-8.20	8.20	-3.86	-4.93	0.70	-0.78	-0.10	-3.14
Add'l Needed to Eliminate Problem Area (#)	0	1	52	0	12	21	0	0	0	4
Add'l Needed to Reach Availability (#)	0	6	69	0	26	36	0	1	0	10

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 6D - Precision Production Occupations

Test: Standard Deviation

Total Employees: 257

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	252	5	106	151	61	21	22	2	0	0
Employees (%)	98.1	1.9	41.2	58.8	23.7	8.2	8.6	0.8	0.0	0.0
Availability (%) Goal	83.6	16.4	53.9	46.1	17.4	21.7	11.2	0.1	0.2	3.4
Test: Standard Deviation	NO	YES	YES	NO	NO	YES	NO	NO	NO	YES
	6.26	-6.26	-4.08	4.08	2.69	-5.25	-1.36	3.27	-0.69	-2.99
Add'l Needed to Eliminate Problem Area (#)	0	25	17	0	0	22	0	0	0	3
Add'l Needed to Reach Availability (#)	0	38	33	0	0	35	7	0	1	9

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 7A - Motor Vehicle Operators
Test: Standard Deviation
Total Employees: 136

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	126	10	108	28	62	34	12	0	0	0
Employees (%)	92.6	7.4	79.4	20.6	45.6	25.0	8.8	0.0	0.0	0.0
Availability (%) Goal	99.9	0.1	74.8	25.2	8.6	54.5	3.4	0.0	0.0	8.4
Test: Standard Deviation	YES	NO	NO	NO	NO	YES	NO	NO	NO	YES
	-32.23	32.23	1.24	-1.24	15.42	-6.90	3.51	0.00	0.00	-3.52
Add'l Needed to Eliminate Problem Area (#)	9	0	0	0	0	29	0	0	0	5
Add'l Needed to Reach Availability (#)	10	0	0	7	0	41	0	0	0	12

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 8A - Helpers Construction Trade
Test: Standard Deviation
Total Employees: 18

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	0	7	11	1	5	1	0	0	0
Employees (%)	100.0	0.0	38.9	61.1	5.6	27.8	5.6	0.0	0.0	0.0
Availability (%) Goal	96.7	3.3	67.9	32.1	16.0	43.5	3.7	0.0	0.0	4.8
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO
	0.78	-0.78	-2.63	2.63	-1.20	-1.34	0.42	0.00	0.00	-0.95
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	6	0	2	3	0	0	0	1

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 8B - Laborers
Test: Standard Deviation
Total Employees: 45

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	45	0	30	15	14	16	0	0	0	0
Employees (%)	100.0	0.0	66.7	33.3	31.1	35.6	0.0	0.0	0.0	0.0
Availability (%) Goal	84.5	15.5	73.3	26.7	27.4	34.4	8.0	0.1	0.0	3.4
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	YES	NO	NO	NO
	2.87	-2.87	-1.00	1.00	0.56	0.17	-1.98	-0.21	-0.08	-1.26
Add'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	0	7	3	0	0	0	4	1	0	2

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 9B - Health Service Occupations

Test: Standard Deviation

Total Employees: 3,797

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	1,087	2,710	3,577	220	2,437	559	572	9	0	0
Employees (%)	28.6	71.4	94.2	5.8	64.2	14.7	15.1	0.2	0.0	0.0
Availability (%) Goal	29.2	70.8	72.4	27.6	39.0	18.5	11.4	0.1	0.0	3.4
Test: Standard Deviation	NO	NO	NO	YES	NO	YES	NO	NO	NO	YES
	-0.77	0.77	30.01	-30.01	31.85	-5.97	7.05	1.50	-0.83	-11.56
Add'l Needed to Eliminate Problem Area (#)	0	0	0	772	0	96	0	0	0	107
Add'l Needed to Reach Availability (#)	22	0	0	827	0	143	0	0	0	130

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 9D - Food Prep
Test: Standard Deviation
Total Employees: 89

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	63	26	85	4	59	14	12	0	0	0
Employees (%)	70.8	29.2	95.5	4.5	66.3	15.7	13.5	0.0	0.0	0.0
Availability (%) Goal	70.8	29.2	75.8	24.2	19.4	35.8	17.6	0.1	0.0	2.9
Test: Standard Deviation	NO	NO	NO	YES	NO	YES	NO	NO	NO	NO
	-0.01	0.01	4.35	-4.35	11.20	-3.95	-1.01	-0.36	-0.07	-1.62
Add'l Needed to Eliminate Problem Area (#)	0	0	0	10	0	9	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	18	0	18	4	1	0	3

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 9E - Service Maint
Test: Standard Deviation
Total Employees: 23

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	9	22	1	13	5	4	0	0	0
Employees (%)	60.9	39.1	95.7	4.3	56.5	21.7	17.4	0.0	0.0	0.0
Availability (%) Goal	39.6	60.4	55.3	44.7	21.1	13.9	17.0	0.5	0.0	2.8
Test: Standard Deviation	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO
	2.08	-2.08	3.89	-3.89	4.16	1.09	0.05	-0.35	-0.05	-0.81
Add'l Needed to Eliminate Problem Area (#)	0	1	0	5	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	10	0	0	0	1	0	1

NEW YORK CITY HEALTH & HOSPITALS CORPORATION
2013 CORPORATE
Comparison of Incumbency to Availability

Job Group: 9F - Clean Bldg Srvc
Test: Standard Deviation
Total Employees: 2,675

Total										
	Males	Females	Total Min.	White	Black	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	1,789	886	2,510	165	1,387	919	203	1	0	0
Employees (%)	66.9	33.1	93.8	6.2	51.9	34.4	7.6	0.0	0.0	0.0
Availability (%) Goal	61.5	38.5	76.0	24.0	23.6	44.4	4.2	0.1	0.0	3.6
Test: Standard Deviation	NO	YES	NO	YES	NO	YES	NO	NO	NO	YES
	5.68	-5.68	21.64	-21.64	34.40	-10.45	8.85	-1.39	-0.66	-10.04
Add'l Needed to Eliminate Problem Area (#)	0	94	0	435	0	218	0	0	0	78
Add'l Needed to Reach Availability (#)	0	144	0	479	0	269	0	3	0	98