



# Tallahassee Memorial HealthCare, Inc.

## **2017**

# **Affirmative Action Plan**

January 1, 2017

## **To: All Colleagues and Applicants for Employment**

### **EEO/Affirmative Action Policy Statement**

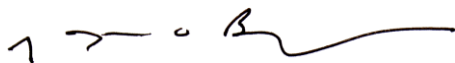
Tallahassee Memorial HealthCare is committed to equal employment opportunity for all qualified individuals without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, genetic information, disability, and veteran status. We support and will cooperate fully with all applicable laws, regulations and executive orders in all of our employment policies, practices and decisions. We will take affirmative action to assure equal opportunity for employment is provided with regard to all personnel actions, including but not limited to:

- All recruiting, hiring, and promotion programs in all job categories;
- Decisions regarding employment; and
- All personnel actions such as compensation, benefits, transfers, training, job opportunities, layoffs, recalls, education and other terms and conditions of employment.

We firmly believe that equal employment opportunity can only be achieved through demonstrated leadership and implementation of a viable Affirmative Action Plan. Our Plan sets forth specific affirmative action and equal employment opportunity responsibilities for managers, supervisors and all of our colleagues. All colleagues are expected to comply with this policy and our Affirmative Action Plan. We expect all colleagues to demonstrate respect for all other colleagues. It is imperative that all supervisors and managers make personnel and employment decisions in accordance with TMH policies, practices and procedures.

The Director Colleague Relations, Elissa Saavedra, serves as the TMH Equal Employment Opportunity Officer and has responsibility for assuring compliance with the Plan. Please communicate any questions or concerns that you have to her. A copy of the Plan is available for inspection upon a reasonable request to the Director Colleague Relations during normal business hours from 8:00 AM to 5:00 PM, Monday through Friday, except holidays, at 1623 Medical Drive, Tallahassee, FL 32308. She can be reached at 850-431-2049.

My personal commitment to this policy is complete. It is my deliberate intention that my actions and decisions will support the spirit of this policy and program. It is incumbent upon every colleague to do the same.



G. Mark O'Bryant  
President and Chief Executive Officer

## Designation of Responsibility for Implementation

### Responsibilities of the Equal Employment Opportunity Manager:

The Director of Colleague Relations has the responsibility for designing and ensuring the effective implementation of the Tallahassee Memorial HealthCare Affirmative Action Program. These responsibilities include, but are not limited to the following:

1. Developing Equal Employment Opportunity (EEO) policy statements, affirmative action programs and internal and external communication procedures;
2. Assisting in the identification of AAP/EEO problem areas;
3. Assisting management in arriving at effective solutions to AAP/EEO problems;
4. Designing and implementing an internal audit and reporting system that:
  - a. Measures the effectiveness of TMH's program;
  - b. Determines the degree to which AAP goals and objectives are met; and
  - c. Identifies the need for remedial action;
5. Keeping TMH's Chief Executive Officer informed of equal opportunity progress and reporting potential problem areas within the hospital through quarterly reports;
6. Reviewing the TMH's AAP for qualified minorities and women with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;
7. Auditing the contents of TMH's bulletin boards to ensure compliance information is posted and up-to-date; and
8. Serving as liaison between TMH and enforcement agencies.

### Responsibilities of all Managerial and Supervisory Staff to implement TMH's AAP

These responsibilities include, but are not limited to:

1. Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when necessary;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and

3. Reviewing the job performance of each colleague to assess whether personnel actions are justified based on the colleague's performance of his or her duties and responsibilities.

## Identification of Problem Areas

No problem areas at this time.

## **Action-Oriented Programs**

TMH has instituted action programs to eliminate identified problem areas and to help achieve specific affirmative action goals. These programs include:

1. Conducting annual analyses of job descriptions to ensure they accurately reflect job functions;
2. Reviewing job descriptions by department and job title using job performance criteria;
3. Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes;
4. Evaluating the total selection process to ensure freedom from bias through;
  - a. Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
  - b. Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity;
  - c. Training colleagues and management staff on proper interview techniques; and
  - d. Training in EEO for management and supervisory staff;
5. Using techniques to improve recruitment and increase the flow of minority and female applicants. TMH presently undertakes the following actions:
  - a. Include the phrase "Equal Opportunity/Affirmative Action Employer" in all printed employment advertisements;
  - b. Place help wanted advertisement, when appropriate, in local minority news media and women's interest media;
  - c. Disseminate information on job opportunities to organizations representing minorities, women and employment development agencies when job opportunities occur;
  - d. Encourage all employees to refer qualified applicants;
  - e. Actively recruit at secondary schools, junior colleges, colleges and universities with predominantly minority or female enrollments; and

- f. Request employment agencies to refer qualified minorities and women;
- 6. TMH performs a self-audit of its compensation practices; and
- 7. Ensures that all colleagues are given equal opportunity for promotion. This is achieved by:
  - a. Posting promotional opportunities;
  - b. Offering counseling to assist colleagues in identifying promotional opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and
  - c. Evaluating job requirements for promotion.

## **Internal Audit and Reporting System**

The Director Colleague Relations has the responsibility for developing and preparing the formal documents of the AAP. The Director Colleague Relations is responsible for the effective implementation of the AAP; however, responsibility is likewise vested with each department manager and supervisor. TMH's audit and reporting system is designed to:

- Measure the effectiveness of the AAP/EEO program;
- Document personnel activities;
- Identify problem areas where remedial action is needed; and
- Determine the degree to which TMH's AAP goals and objectives have been obtained.

The following personnel activities are reviewed to ensure nondiscrimination and equal employment opportunity for all individuals without regard to their race, color, gender, religion, or national origin:

- Recruitment, advertising, and job application procedures;
- Hiring, promotion, upgrading, award of tenure, layoff, recall from layoff;
- Rates of pay and any other forms of compensation including benefits;
- Job assignments, job classifications, job descriptions, and seniority lists;
- Sick leave, leaves of absence, or any other leave;
- Training, apprenticeships, attendance at professional meetings and conferences; and
- Any other term, condition, or privilege of employment.

The following documents are maintained as a component of TMH's internal audit process:

1. An applicant flow log showing the name, race, sex, date of application, job title, interview status and the action taken for all individuals applying for job opportunities;
2. Summary data of external job offers and hires, promotions, resignations, terminations, and layoffs by job group and by sex and minority group identification;
3. Summary data of applicant flow by identifying at least, total applicants, total minority applicants, and total female applicants for each position;
4. Maintenance of employment applications (not to exceed one year); and



5. Records pertaining to TMH's compensation system.

TMH's audit system includes a quarterly report documenting TMH's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. If problem areas arise, the manager or supervisor is to report problem areas immediately to the Director Colleague Relations. During quarterly reporting, the following occurs:

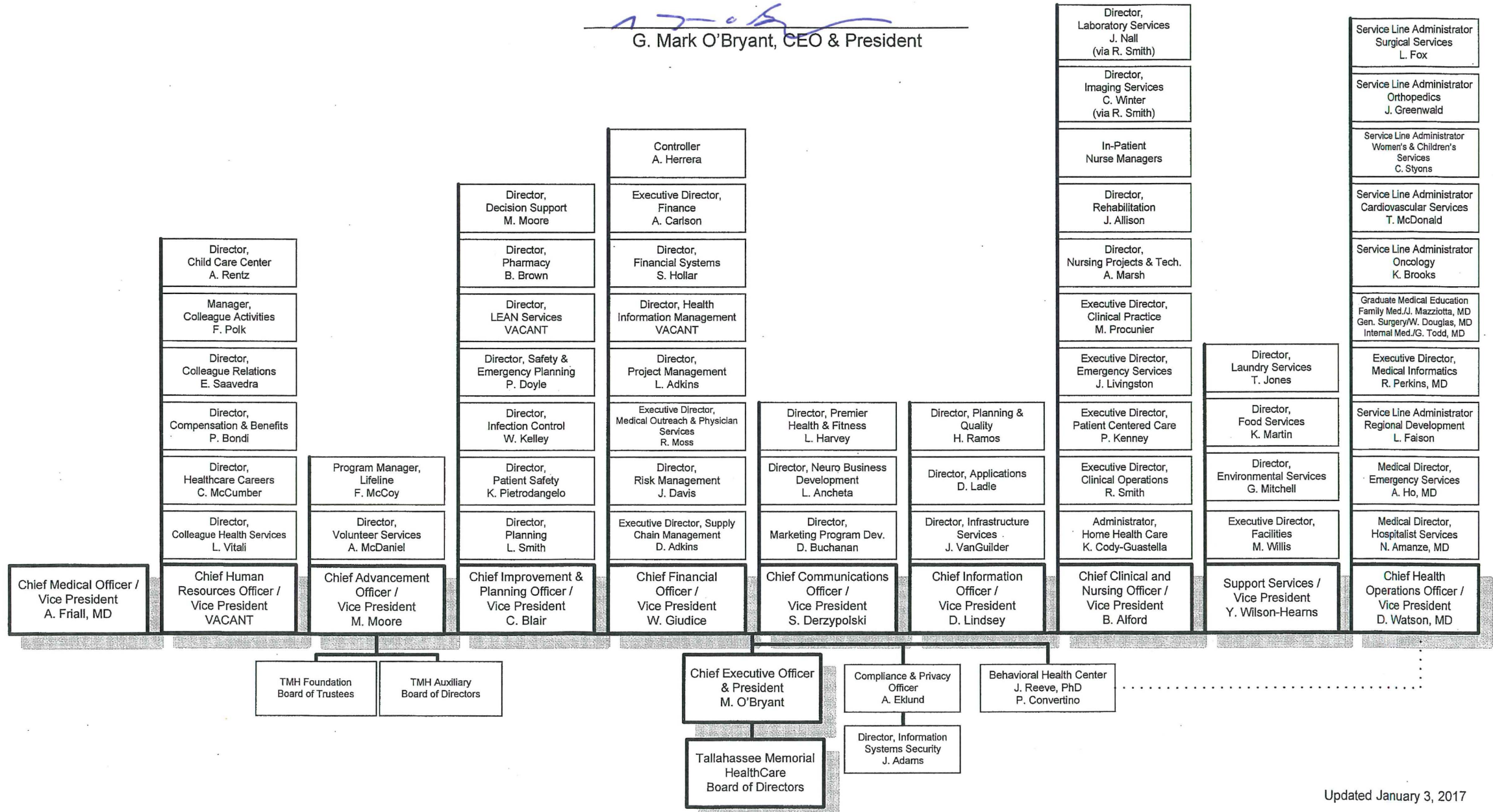
1. The Director Colleague Relations will discuss any problems relating to significant rejections ratio's, EEO charges, etc., with the CEO; and
2. The Director Colleague Relations will report the status of TMH's AAP goals and objectives to the CEO. The Director Colleague Relations will recommend remedial actions for the effective implementation of the AAP.

# Chart of Organization

# TALLAHASSEE MEMORIAL HEALTHCARE CHART OF ORGANIZATION

January 3, 2017

G. Mark O'Bryant, CEO & President





# **EEO-1 Reports**

CO= D140777

U= D140777

**EQUAL EMPLOYMENT OPPORTUNITY  
2016 EMPLOYER INFORMATION REPORT  
HEADQUARTERS REPORT - TYPE 3**

**SECTION B - COMPANY IDENTIFICATION**

1. TALLAHASSEE MEMORIAL HEALTHCARE  
1300 MICCOSUKEE RD  
TALLAHASSEE, FL 32308

2.a. TALLAHASSEE MEMORIAL HEALTHCARE  
1300 MICCOSUKEE RD  
TALLAHASSEE, FL 32308

LEON COUNTY  
c. Y

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-Y 3-Y DUNS NO.:079198594 EIN :591917016

**SECTION E - ESTABLISHMENT INFORMATION**

NAICS: 622110 General Medical and  
Surgical Hospitals

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	11	1	0	0	0	0	2	0	0	1	0	0	15
FIRST/MID OFFICIALS & MGRS	3	4	49	9	0	2	0	0	103	19	1	5	1	0	196
PROFESSIONALS	11	48	280	52	1	44	0	9	1097	223	3	108	3	28	1907
TECHNICIANS	10	14	149	67	1	2	1	6	277	130	0	5	0	5	667
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	7	13	29	37	0	2	0	2	252	327	0	11	0	7	687
CRAFT WORKERS	2	0	25	4	0	0	0	0	0	4	0	0	0	0	35
OPERATIVES	0	0	6	12	0	0	0	0	0	1	0	0	0	0	19
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	15	31	74	180	0	9	0	7	170	414	0	17	4	7	928
TOTAL	48	110	623	362	2	59	1	24	1901	1118	4	147	8	47	4454
PREVIOUS REPORT TOTAL	40	91	620	340	1	56	3	24	1823	1093	1	140	9	43	4284

**SECTION F - REMARKS**

CO= D140777

U= D140777

EQUAL EMPLOYMENT OPPORTUNITY
2016 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2

SECTION B - COMPANY IDENTIFICATION

1. TALLAHASSEE MEMORIAL HEALTHCARE
1300 MICCOSUKEE RD
TALLAHASSEE, FL 32308

2.a. TALLAHASSEE MEMORIAL HEALTHCARE
1300 MICCOSUKEE RD
TALLAHASSEE, FL 32308

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:079198594 EIN :591917016

SECTION E - ESTABLISHMENT INFORMATION

c. Y

NAICS:

SECTION D - EMPLOYMENT DATA

Table with columns for Job Categories, Hispanic or Latino (Male/Female), Not-Hispanic or Latino (Male/Female) broken down by race (White, Black or African American, Native Hawaiian or Pacific Islander, Asian, American Indian or Alaskan Native, Two or More Races), and Overall Totals.

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 08/07/2016 THRU 08/20/2016

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: ELISSA SAAVEDRA
EEO-1 REPORT CONTACT PERSON: NANCY J. SAMPSON
EMAIL: NANCY.SAMPSON@TMH.ORG

TITLE: DIRECTOR/COLLEAGUE RELATIONS
TITLE: HR SYSTEMS APPLICATION ANALYST
TELEPHONE NO: 8504315787
CERTIFIED DATE[EST]: 09/06/2016 03:02 PM

CO= D140777

U= I808733

**EQUAL EMPLOYMENT OPPORTUNITY  
2016 EMPLOYER INFORMATION REPORT  
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

**SECTION B - COMPANY IDENTIFICATION**

1. TALLAHASSEE MEMORIAL HEALTHCARE  
1300 MICCOSUKEE RD  
TALLAHASSEE, FL 32308

2.a. PREMIER HEALTH AND FITNESS CENTER  
3521 MACLAY BLVD S  
TALLAHASSEE, FL 32312

LEON COUNTY  
c. Y

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-Y 3-Y DUNS NO.:079198594 EIN :592471569

**SECTION E - ESTABLISHMENT INFORMATION**

NAICS: 713940 Fitness and Recreational  
Sports Centers

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
TECHNICIANS	0	1	21	5	0	0	0	0	44	6	0	1	0	0	0	78
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	3	4	1	0	0	0	14	3	0	0	0	0	0	25
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>28</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>59</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>109</b>
PREVIOUS REPORT TOTAL	1	2	36	8	1	0	0	0	75	10	0	2	0	0	0	135

**SECTION F - REMARKS**

CO= D140777

U= EV86582

**EQUAL EMPLOYMENT OPPORTUNITY  
2016 EMPLOYER INFORMATION REPORT  
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

**SECTION B - COMPANY IDENTIFICATION**

1. TALLAHASSEE MEMORIAL HEALTHCARE  
1300 MICCOSUKEE RD  
TALLAHASSEE, FL 32308

2.a. MEDICUS SELECT LLD  
1401 CENTERVILLE RD, SUITE 210  
TALLAHASSEE, FL 32308

LEON COUNTY  
c. Y

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-Y 3-Y DUNS NO.:079198594 EIN :452980306

**SECTION E - ESTABLISHMENT INFORMATION**

NAICS: 621111 Offices of Physicians (except  
Mental Health Specialists)

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3
PROFESSIONALS	0	1	6	1	0	0	0	1	89	37	0	2	0	1	138	
TECHNICIANS	0	0	5	0	0	0	0	0	8	7	0	0	0	0	20	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ADMINISTRATIVE SUPPORT	0	4	3	1	0	0	0	0	53	24	0	0	0	0	85	
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	0	5	15	2	0	0	0	1	152	68	0	2	0	1	246	
PREVIOUS REPORT TOTAL	0	2	12	1	0	0	0	1	150	56	0	2	0	0	224	

**SECTION F - REMARKS**



# **Comparing Incumbency to Availability**

## Comparing Incumbency to Availability and Establishing Placement Goals 2017

Job Group	Female Incumbency	Female Availability	Establish Goals?	If Yes, Goal for Females	Minority Incumbency	Minority Availability	Establish Goal?	If Yes, Goal for Minorities
1	65%	42.40%	No		69%	20.00%	No	
2	80%	61.88%	No		86%	26.36%	No	
3	64%	58.16%	No		77%	26.68%	No	
4	88%	75.16%	No		96%	33.60%	No	
5	8%	6%	No		27%	23.40%	No	
6	5%	21.68%	No		65%	41.56%	No	
7	68%	61.60%	No		91%	37.70%	No	

# Utilization Analysis

## Utilization Analysis: Determining Availability

Job Group: 1	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	20.00%	41.00%	90%	18.00%	36.90%	2010 Census Data	Historical recruitment/selection
2. Percentage of minorities or women among those promotable, transferable, and trainable within TMH.	69%	65%	10%	7%	6.50%		Historical recruitment/selection
TOTALS:				24.90%	43.40%		

## Utilization Analysis: Determining Availability

Job Group: 2	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	26.70%	56.60%	80%	21.36%	45.28%	2010 Census Data	Historical recruitment/selection
2. Percentage of minorities or women among those promotable, transferable, and trainable within TMH.	86%	80%	20%	17%	16.00%		Historical recruitment/selection
TOTALS:				38.56%	61.28%		

## Utilization Analysis: Determining Availability

Job Group: 3	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	26.60%	56.70%	80%	21.28%	45.36%	2010 Census Data	Historical recruitment/selection
2. Percentage of minorities or women among those promotable, transferable, and trainable within TMH.	77%	64%	20%	15%	12.80%		Historical recruitment/selection
TOTALS:				36.68%	58.16%		

## Utilization Analysis: Determining Availability

Job Group: 4	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	30.00%	75.20%	80%	24.00%	60.16%	2010 Census Data	Historical recruitment/selection
2. Percentage of minorities or women among those promotable, transferable, and trainable within TMH.	96%	88%	20%	19%	17.60%		Historical recruitment/selection
TOTALS:				43.20%	77.76%		

## Utilization Analysis: Determining Availability

Job Group: 5	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	22.00%	4.90%	80%	17.60%	3.92%	2010 Census Data	Historical recruitment/selection
2. Percentage of minorities or women among those promotable, transferable, and trainable within TMH.	27%	8%	20%	5%	1.60%		Historical recruitment/selection
TOTALS:				23.00%	5.52%		



## Utilization Analysis: Determining Availability

Job Group: 6	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	33.20%	24.60%	80%	26.56%	19.68%	2010 Census Data	Historical recruitment/selection
2. Percentage of minorities or women among those promotable, transferable, and trainable within TMH.	65%	5%	20%	13%	1.00%		Historical recruitment/selection
TOTALS:				39.56%	20.68%		

## Utilization Analysis: Determining Availability

Job Group: 7	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	36.80%	59.70%	80%	21.97%	47.76%	2010 Census Data	Historical recruitment/selection
2. Percentage of minorities or women among those promotable, transferable, and trainable within TMH.	91%	68%	20%	18%	13.60%		Historical recruitment/selection
TOTALS:				40.17%	61.36%		

# Job Group Analysis

Job Code	Job Code Description	EEO Class
005201	Chief HR Officer/VP	12
009801	CEO/Weems Memorial Hospital	12
000101	President/CEO	12
005101	President/Foundation	12
005301	Chief Communication Officer/VP	12
005401	Chief Financial Officer/VP	12
005501	Chief Medical Staff Officer/VP	12
005601	Chief Operating Officer/VP	12
005701	Chief Nursing Officer/VP	12
005801	Chief Improve/Plan Officer/VP	12
005901	Chief Information Officer/VP	12
008201	CEO/Doctors' Memorial Hospital	12
013101	CU President	12
007301	CCO/Doctors' Memorial Hospital	12
007701	CFO/Weems Memorial Hospital	12
026901	Supervisor/Accounts Payable	14
235901	Gift Shop Manager	14
234602	Director/Information Security	14
234502	Director/IT Application Svcs	14
232602	Director/Financial Systems	14
232502	Director/IT Planning & Quality	14
239701	CU Vice President Marketing	14
232301	Director/Emp Assist Program	14
036403	RN/Manager of Trauma Program	14
009601	Director/Lab Services	14
009502	SL Admin Women/Children Svcs	14
228702	Assistant Group Practice Admin	14
228301	Rehab Clinical Coordinator	14
232501	Assistant Controller	14
031501	RN/Manager Case Management	14
239702	CU Vice President Finance	14
241301	Director/IT Infrastructure Srv	14
035001	RN/Director Nursing Practice	14
033501	RN/Director Patient Flow	14
228201	RN/Dir Clinical Informatics	14
002501	TMHF/Annual Giving Officer	14
009402	SL Admin Ortho/Neuro/Rehab	14
027601	PE/Asst Dir Building Systems	14
010301	RN/Director Infection Control	14
030101	RN/Director Rehab	14
031001	RN/Nurse Manager	14
031301	RN/PERP Coordinator	14
247401	Manager/Med Imaging Systems	14
027301	Director/Purchasing	14
006201	Compliance and HIPAA Officer	14
003201	Director/Diabetes Care	14

Job Code	Job Code Description	EEO Class
004301	Practice Physician	14
004401	Family Med Practice Admin	14
006002	Executive Director/Finance	14
006101	Service Line Administrator	14
226301	Manager/Cafeteria	14
010601	Director/Rehabilitation	14
070106	CU Vice President Admin	14
006202	Associate Dir/Internal Med	14
006301	Exec Dir/Supply Chain Mgmt	14
006501	Physician/Family Med w/ OB	14
006502	Associate Director/Family Med	14
006601	Physician/Family Med w/o OB	14
006602	Exec Dir/Medical Informatics	14
006102	Executive Director/TMHPP	14
009202	SL Administrator Cardiology	14
227702	Executive Director/Support Svc	14
227501	Manager/Medical Records	14
227402	Director/Marketing Prog Dev	14
227401	System Manager	14
025002	Director/Chemical Dep Program	14
009501	SL Administrator EC Services	14
002601	TMHF/Development Officer	14
009302	SL Administrator Oncology Svcs	14
220401	Outpatient Rehab Manager	14
009201	RN/Exec Dir Nursing Operations	14
009102	SL Administrator BHC Svcs	14
009101	RN/Exec Dir/Pat Centered Care	14
008801	Exec Director/Facilities	14
008601	Director/Medical Imaging Svcs	14
228101	Manager/Medical Staff Services	14
031201	RN/Nursing Supervisor	14
019901	Director/Mgmt Engineering	14
016801	Physician Director/Family Med	14
018201	Director/Healthcare Careers	14
448302	IT/Service Desk Supervisor	14
018301	Director/Colleague Relations	14
018801	Director/Pastoral Care/CPE	14
022701	Director/Perfusion	14
022601	Manager/Research & Registry	14
019101	Director/Logistics	14
019501	Asst Dir Patient Acc/Fin Svcs	14
019601	RN/Director EC Operations	14
016401	Director/Project Management	14
019801	Dir/Charge Capture & Case Mgmt	14
018901	Director/TMH University	14
002401	Physician/OBGYN Inpatient	14

Job Code	Job Code Description	EEO Class
020401	Asst Dir Pharmacy Operations	14
020402	PMS/Dir Ambulatory Clin Svcs	14
020602	PMS/Dir Central Bus Office	14
020801	Asst Dir Pharmacy Clin Program	14
021101	Manager/A Woman's Place	14
021201	Dir/Strategic/Business Plan	14
021402	Director/Volunteer/Guest Svcs	14
021501	Manager/Diagnostic Imaging	14
660301	Supervisor/Medical Records	14
022101	Director/Colleague Wellness	14
019701	Director/Patient Safety	14
000901	Assoc Dir Clin Pharmacology	14
011101	Director/Laundry Services	14
011301	Director/Pharmacy	14
011801	Director/Comp and Benefits	14
012101	Dir/Respiratory/Cardiopul Svcs	14
019001	Director/Patient Advocacy	14
012301	Controller	14
016201	Director/Social Services/BHC	14
012401	Director/Radiation Therapy	14
012701	Assistant Director Laundry	14
012801	Director/Neurodiagnostics	14
002101	TMHF/Major Gifts Officer	14
002201	TMHF/Planned Giving Officer	14
013201	Director/Cardiovascular Labs	14
013401	Administrator Home Health Care	14
015301	Director/Safety/Emer Planning	14
016001	Corporate Risk Manager	14
015801	Director/Patient Acc/Fin Svcs	14
014801	Director/Medical Data Systems	14
014301	Director/Child Care Center	14
013501	Administrator Rehab Center	14
014001	RN/Director Psychiatry	14
021802	Physical Therapist	20
019201	RN Manager/Occupational Health	20
007601	Physician/Hem/Oncology	20
021601	Credentials Coordinator	20
021701	Med Lab Section Head/Perf Imp	20
021702	Pharmacist	20
039103	RN/Advanced Practitioner/UCC	20
021801	Mgr/Quality Measures/Outcomes	20
020201	RN/Director Surgery Operations	20
007402	Physician/Radiation Oncologist	20
038002	RN/Trauma Registrar	20
021902	Med Lab Technologist/Senior	20
037503	PM/Flex Staff Registered Nurse	20

Job Code	Job Code Description	EEO Class
037403	RN/Chest Pain Ctr Coordinator	20
038103	Physician Assistant/UCC	20
008101	Physician/General Surgeon	20
009401	Physician/Cardiologist	20
062706	Registrar/Data Analyst CV	20
066906	CU Vice President Member Svcs	20
020102	Accountant	20
008301	Physician/Rheumatologist	20
040202	Clinical Perfusionist	20
020502	PMS/Manager Quality Assurance	20
021401	Medical Lab Section Head	20
053602	Clinical Eng. Equip Technician	20
020902	PMS/Asst Dir Central Bus Off	20
036803	RN/Advanced Practitioner/Hosp	20
037303	PM/Assistant Nurse Manager	20
008501	Physician/Maternal-Fetal Med	20
042302	Occupational Therapist/Flex	20
018502	Manager/Colleague Activities	20
023502	Occupational Therapist HHC	20
028302	Speech Therapist HHC	20
028502	Team Leader/Phys Therapy HHC	20
028601	Payroll Supervisor	20
028802	Consultant/Construction	20
029102	Project Manager	20
029302	IT/Database Analyst	20
037103	PM/Clinical Registered Nurse	20
029602	Manager/Charge Capture	20
027802	Project Manager/Quality	20
030201	RHSC/RN Clinical Nurse	20
030303	RN/Assistant Nurse Manager	20
030403	RN/Assistant Mgr Case Mgt	20
030503	RN/Patient Advocacy	20
030803	RN/Clinical Nurse	20
023102	Med Lab Technologist	20
031103	RN/Advanced Practitioner/EC	20
029501	Practice Office Manager	20
026902	Cancer Registrar	20
025202	RN/Utilization Mgmt Analyst	20
025402	Speech Therapist	20
025602	Analyst/Financial/Cost	20
026002	Physicist	20
026102	Analyst/Reimbursement	20
026402	RN/Infection Control	20
026601	PE/Manager Constr Fac Planning	20
028202	Manager/Heart Cath Lab	20
024302	Analyst/Financial/Reimburse	20

Job Code	Job Code Description	EEO Class
027902	Pharmacist Clinical	20
024202	Music Therapist	20
027402	PR/Marketing Coordinator	20
024102	RN/Educator	20
027502	Analyst/Quality	20
027503	Analyst/Quality Infect Control	20
023902	Occupational Therapist	20
031403	RN/Advanced Practitioner	20
026802	Coordinator/Service Excellence	20
036103	RN/Certified Nurse Midwife	20
022602	Social Worker	20
022308	Resident II	20
035003	RN/Float Pool Tier II	20
035203	RN/Clinical Nurse Family Med	20
035503	RN/Improvement Advisor	20
035603	RN/Weekend	20
035703	RN/Float Pool Tier III	20
034703	RN/Advanced Practitioner/GP	20
035903	RN/Asst Nurse Manager Weekend	20
034603	Physician Assistant/GP	20
022208	Resident I	20
036602	RN/Clin Informatics Specialist	20
022002	Recreation Therapist	20
036702	RN/Cerner Training Manager	20
024601	Supervisor/Pharmacy	20
036903	RN/Clinical Education Coord	20
031203	Physician Assistant/EC	20
035802	RN/Reimbursement Analyst	20
033303	Coordinator/Neurovascular Lab	20
037203	RN/Navigator	20
022502	Physical Therapist HHC	20
031703	Coordinator/Cath Lab	20
031903	RN/Staff Nurse Psych Center	20
032003	RN/Flex Staff Nurse	20
032103	RN/Psych Nurse Clinician	20
032403	RN/Clinical Nurse Specialist	20
034903	RN/Float Pool Tier I	20
033203	RN/Program Mgr Transfer Center	20
022508	FMRP/Fellow	20
022408	Resident III	20
033503	RN/Community Educ Liaison HHC	20
033703	RN/IP Wound Care Program Coord	20
034003	RN/Clinical Nurse HHC	20
034202	RN/Coordinator of Admissions	20
034303	RN/Neuro Science Coordinator	20
034403	Physician Assistant/Hosp	20



Job Code	Job Code Description	EEO Class
032703	Coordinator/EP Lab	20
243501	IT/Application Programming Mgr	20
241402	IT/Helpdesk Support Technician	20
241602	IT/Manager Customer Support	20
241802	Social Worker/Clinical I	20
241902	Social Worker/Clinical II	20
242002	Social Worker/MSW	20
242501	IT/Quality Assurance Manager	20
245602	Manager/Surgery Supply	20
243402	Chief Physicist	20
240902	Analyst/Risk	20
243701	IT/Manager Infrastructure Ops	20
243802	Improvement Advisor	20
244302	Social Worker/Case Management	20
006902	Pediatrician	20
244802	RN/Case Management	20
231701	Manager/PatAcc&FinSvc Analysis	20
243401	IT/Operations & Support Mgr	20
237602	Patient Accounting System Mgr	20
231902	HR/Compensation Analyst	20
232002	HR/Senior PC Instructor	20
233002	RN/Lactation Consultant	20
235202	HR Systems Application Analyst	20
236502	Coord Memory Disorder Ctr MSW	20
237002	Psychotherapist	20
241302	Physician Recruiter	20
237401	Chief Therapist/Rad Oncology	20
241002	HR/Recruiter	20
237901	Histology Med Lab Section Head	20
239001	Manager/Patient Access	20
240101	Manager Business Office	20
240102	Supervisor/Sterile Processing	20
240302	Analyst/Contracts	20
240402	Resident Recruitment Coord	20
245802	Social Worker/MSW HHC	20
237202	EAP Specialist	20
674506	Transcriptionist/DiagnosticSrv	20
447202	IT/Webmaster	20
449402	Lead Sonographer Registered	20
449602	Lead/CT Special Procedure	20
449902	Lead EKG Technician	20
660506	CU Technology Officer	20
002402	Physician/Core Faculty IMRP	20
245402	Patient Advocate	20
671306	CU Member Services Rep III	20
441101	Manager/CT	20

Job Code	Job Code Description	EEO Class
002202	Physician/Clinical Genetics	20
001902	Physician/UCC	20
001901	Physician/EC	20
001401	Psychiatrist	20
000701	Chaplain	20
770302	EC Transfer Center Specialist	20
002302	Program Dir/Palliative Care MD	20
248702	TMHF/Fundraising Coordinator	20
246102	Social Worker/MSW/Team Leader	20
246502	Child Life Specialist	20
247001	Manager/Ultrasound	20
247002	HR/Consultant Serv Excellence	20
247502	HR/Leadership Dev Trainer	20
248002	Trauma Registrar	20
447102	IT/Application Analyst III	20
248502	HR/Colleague Dev Trainer	20
446802	IT/Technical Architect	20
248902	IT/Service Level Manager	20
249202	System Administrator/PACS	20
249302	System Admin/Ambulatory EHR	20
249402	Patient Advocate/Data Coord	20
249502	IT/Systems Administrator	20
440801	Supervisor Mammography	20
244702	Coordinator/Reg Readiness	20
248402	Materials Mgmt Systems Analyst	20
221202	Recreation Therapy Coordinator	20
225302	Speech Therapist/Flex	20
223902	RN/Employee Health Nurse	20
225402	Physical Therapist/Flex	20
225902	HR/Academic/Contract Liaison	20
221702	HR/Benefits Analyst	20
221502	Neuropsychologist	20
226202	Analyst/Decision Support	20
221002	Psychologist	20
230402	IT/Senior Systems Programmer	20
222002	Psychology Counselor PhD/FM	20
220802	Speech Therapy Team Leader	20
220402	Program Manager/Animal Therapy	20
006302	Physician/Endocrinologist	20
006402	Hospitalist/Neuro	20
006702	Anesthesiologist	20
006802	Hospitalist	20
244902	Resident/Pharmacy Licensed	20
230902	PE/Coordinator Interior Design	20
006901	Physician/Internal Medicine	20
229602	RN/Case Management Team Leader	20

Job Code	Job Code Description	EEO Class
441702	Cardiovascular Tech/Certified	30
441602	Patient Acc/FinSvc Analyst II	30
441502	Patient Acc/FinSvc Analyst I	30
441804	LPN/Program Coordinator	30
441202	CT/Special Procedure	30
445104	IT/Desktop Support Tech I	30
441102	Cardiovascular Technician	30
441002	IT/Desktop Support Tech II	30
440704	LPN Specialty Nurse	30
440502	Respiratory Ped/Neo CriticalCr	30
440302	Respiratory Critical Care RRT	30
440101	Radiology/Special Proc Supv	30
441302	Supervisor/CSR	30
447402	LPN/PRN Pool	30
770205	Emergency Care Technician II	30
770105	Emergency Care Technician I	30
450202	Pharmacy System Coordinator	30
449702	Endoscopy Technician	30
449302	Respiratory Care Coordinator	30
449202	Respiratory Therapist/Lead	30
448202	IT/Telecommunication Tech III	30
448102	IT/Telecommunication Tech II	30
448002	Sonographer Registered	30
442802	PM/Radiologic Technologist	30
447802	Respiratory Therapy/Preceptor	30
043002	Med Lab Technician	30
024802	Neuro Intraop Monitoring Tech	30
447002	IT/Application Analyst II	30
446702	IT/Network Analyst III	30
446302	Transport Paramedic	30
446202	Transport EMT	30
445502	IT/Network Analyst II	30
445202	Materials Manager/L and D	30
442102	Licensed Practical Nurse/GP	30
443902	Emergency Services Medic	30
442202	Radiologic Technologist/GP	30
447902	Sonographer	30
043402	Respiratory Therapist RRT	30
048704	Radiology Tech Aide	30
047902	Equipment Technician	30
047601	Manager/Nuclear Medicine	30
047102	IT/Network Analyst I	30
047002	Lead Sleep Technologist RPSGT	30
045902	Mammography Technologist	30
045704	PM/Medical Assistant	30
045602	Sleep Technologist RPSGT	30

Job Code	Job Code Description	EEO Class
045402	Quality Assurance Specialist	30
045302	Neurodiagnostic Technician II	30
049802	IT/Info Systems Analyst II	30
044702	Radiation Therapist	30
045802	Dosimetrist	30
040002	Nuclear Medicine Technologist	30
040102	Exercise Physiologist	30
043302	Radiology Tech Floor Supv	30
040802	Neurodiagnostic Technician I	30
040902	EKG Technician	30
041201	Transport Chief Paramedic	30
041402	Histology Technician	30
041502	Physical Therapy Assistant	30
442302	LPN/Supervisor	30
041702	Physical Therapy Assistant HHC	30
041602	Surgical Technologist/Cert	30
044802	Mental Health Associate	30
041704	Licensed Practical Nurse	30
042902	Radiology Tech Special Proc	30
042702	Radiologic Technologist I	30
042602	Occupation Therapy Assistant	30
043102	RHSC/Surgical Technician	30
042202	Surgical Technician	30
045604	Medical Assistant	30
041902	IT/Application Analyst I	30
034503	RN/Telephone Triage Nurse	30
669806	Patient Account Coordinator II	50
075705	Unit Assistant	50
070305	Research Coord MDC Grant	50
770005	Technician/Receiving	50
671106	CU Member Svcs Specialist I	50
670706	Fiscal Assistant III	50
673106	Pharmacy Inventory Specialist	50
671406	CU Accounting Specialist	50
673006	Supervisor/Guest Services/PBX	50
671506	CU Member Svcs Specialist III	50
669506	Monitor Technician I	50
669106	Payroll Specialist II	50
669006	Payroll Specialist I	50
667801	Insurance Billing Supervisor	50
667306	Front Office Supv/GP	50
666906	HR Assistant	50
670606	Fiscal Assistant II	50
675106	Office Coordinator/FM	50
674106	CU Financial Literacy Officer	50
666501	Supervisor/Receiving	50

Job Code	Job Code Description	EEO Class
077505	Coord/Animal Therapy TMHF	50
674606	PM/Office Coordinator	50
674806	PM/Patient Account Coord II	50
672206	Scheduler/Surgery	50
673206	Insurance Verification Special	50
675006	Office Coordinator/GP	50
660006	Accounting Specialist	50
675206	Office Coordinator	50
675306	Office Coordinator/Rehab	50
675706	CU Member Services Rep II	50
672806	Buyer	50
672506	Transcriptionist	50
673506	CU Member Services Manager	50
673306	Scheduling Coordinator	50
672106	Insurance Special/Pat Access	50
064306	Unit Secretary	50
069906	Technician/CSR	50
066406	TMHF/Funding Specialist	50
070606	Research Coord NNRRC Grant	50
065906	Patient Account Coordinator	50
770305	Scribe	50
060206	Administrative Coordinator	50
060706	Section Supervisor	50
060806	Department Secretary	50
221802	HR/FML Coordinator	50
064806	Coordinator/Imaging File Svcs	50
223802	Executive Assistant to the CEO	50
064006	Staffing Coordinator/Nursing	50
063606	Gift Shop Coordinator	50
063406	PBX Operator	50
063006	Medical Records Coordinator	50
061106	Medical Coding Technician	50
062406	CU Member Services Rep I	50
061806	PE/Work System Operator	50
061506	Patient Account Specialist	50
061206	Monitor Technician II	50
065406	Information Desk Receptionist	50
660306	Unit Secretary/PRN Pool	50
665901	Coordinator/Warehouse	50
665601	Manager/Warehouse	50
665006	Patient Acct Coord/Pat Acctg	50
664706	Transcriptionist/Lead	50
663906	Life Line Representative	50
663806	IT/MPI Integrity Coordinator	50
663406	Patient Account Assistant	50
663006	Technician/Return Repair	50

Job Code	Job Code Description	EEO Class
221501	Administrative Assistant	50
661406	Mailroom Specialist	50
665906	HR Comp/Retirement Assistant	50
246702	Post Mastectomy Fitter/Cert	50
069606	Medical Coding Specialist	50
068906	Information Systems Coord	50
067806	Medical Records Specialist	50
067706	Storekeeper	50
067506	Quality Analyst Assistant	50
238101	Office Manager	50
242202	Project Coordinator	50
224102	Executive Assistant to the CFO	50
661706	HR/Benefits Representative	50
052902	PE/Industrial Water Technician	60
053201	PE/Supervisor Painter	60
071707	Supervisor/Food Services	60
052801	PE/Supervisor Grounds	60
052402	PE/Supervisor HVAC	60
051402	PE/Supervisor Carpenter	60
051002	PE/Master Supv Electrician	60
050902	PE/Master Supervisor Plumber	60
050702	PE/Painter	60
050602	PE/Maintenance Mechanic	60
050501	PE/Supervisor Maintenance	60
050402	PE/Electrician	60
050302	PE/Carpenter	60
050102	PE/HVAC Mechanic	60
050802	PE/Plumber	60
074607	Floor Finisher	70
078007	PE/Support Technician	70
077907	PE/Maintenance Technician	70
081001	Supervisor/Security	90
080907	Security Officer/Transport	90
080607	Security Officer	90
079805	Sterile Supply Tech II	90
079705	Sterile Supply Tech I	90
079305	Sitter/PRN Pool	90
078901	Laundry Supervisor	90
078705	Pharmacy Technician II	90
081607	Law Enforcement Officer	90
079005	Sitter	90
442203	Orthopedic Technician	90
669401	Child Care Assistant Director	90
670106	Service Support Technician	90
670206	Courier	90
676006	Laundry Service Support Linen	90

Job Code	Job Code Description	EEO Class
676106	Laundry Service Support Dist	90
676306	Food Services/Cashier	90
676406	Food Services/Porter	90
676506	Food Services/Cafeteria Server	90
676606	Food Services/Trayline	90
676706	Food Services/Host	90
676206	Laundry Service Support Wash	90
073605	Child Care Provider	90
070205	Anesthesia Support Technician	90
070405	Phlebotomist	90
070505	Pharmacy Technician I	90
070907	Cook	90
071405	Nurse Extern	90
071605	Nurse Extern/PRN Pool	90
072105	Home Health Care Aide	90
072107	PE/Groundskeeper	90
072207	Team Leader/Environmental Svcs	90
075305	Patient Care Assistant	90
073405	Rehabilitation Technician	90
077805	Laboratory Assistant	90
073705	Surgical Support Technician	90
074205	Patient Transporter	90
074505	Concierge	90
029902	Child Care Specialist	90
075005	Psych Center Specialty Tech	90
053102	PE/Supervisor Parking Deck	90
075402	Phlebotomist/Lead	90
075905	Certified Nursing Assistant	90
077305	Patient Care Assistant/PRN	90
077405	Coordinator of Activities/ADC	90
072607	Team Leader/Food Services	90

# Workforce Analysis



## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Administration					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Nativ	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Nativ	Hispanic	TW	Minority Total (Female)
President/CEO	96	12	1	1	1	1						0							0
CU President	**	12	1	1	1	1						0							0
CCO/Doctors' Memorial Hospital	76	12	1	1	0							1		1					1
Chief Financial Officer/VP	**	12	1	1	1	1						0							0
Chief Improve/Plan Officer/VP	**	12	1	1	0							1	1						0
CEO/Doctor's Memorial Hospital		12	1	1	1	1						0							0
Chief HR Officer/VP		12	1	1	1		1					0							0
Compliance and Privacy Officer	**	14	1	1	0							1	1						0
CU Vice President Admin	**	14	1	1	0							1	1						0
CU Vice President Marketing	**	14	1	1	0							1	1						0
CU Vice President Finance	**	14	1	1	0							1	1						0
Director/Healthcare Careers	**	14	1	1	0							1	1						0
Director/Child Care Center	**	14	1	1	0							1	1						0
Director/Colleague Relations	**	14	1	1	0							1					1		1
Director/Info Security Officer	**	14	1	1	1	1						0							0
RN/Advanced Practitioner	042	20	2	1	0							1	1						0
CU Vice President Member Svcs		20	2	1	0							1	1						0
CU Member Services Rep IV		20	2	1	0							1		1					1
HR/Academic/Contract Liaison		20	2	1	0							1					1		1

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Administration					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Nativ	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Nativ	Hispanic	TW	Minority Total (Female)	
HR Recruiter		20	2	4	0							4	3	1						1
Manager/Colleague Activities		20	2	1	0							1	1							0
Director/Colleague Health Svcs		20	2	1	0							1	1							0
RN/Employee Health Nurse		20	2	6	0							6	6							0
Compliance and Privacy Coord.		20	2	1	0							1	1							0
RN/Clinical Nurse		20	2	1	1	1						0								0
Mental Health Associate	046	30	3	1	1	1						0								0
IT/Application Analyst I		30	3	1	1	1						0								0
Radiologic Technologist I		30	3	1	0							1	1							0
Administrative Coordinator		50	4	1	0							1	1							0
Executive Assistant to the CEO	**	50	4	1	0							1	1							0
Department Secretary	023	50	4	1	0							1	1	0						0
CU Member Services Rep I		50	4	1								1	1							0
CU Member Svcs Specialist I	**	50	4	5	0							5	3	2						2
CU Accounting Specialist III	**	50	4	1	0							1	1							0
CU Member Services Specialist III	**	50	4	1	0							1						1		1
CU Member Services Manager	**	50	4	3	0							3	3							0
CU Financial Literacy Officer		50	4	1	0							1	1							0
CU Member Services Rep II		50	4	1	0							1	1							0
HR Assistant		50	4	5	0							5	4	1						1

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Administration					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Female)	
																				HR/FML Coordinator
Executive Assistant to the VP		50	4	1	0							1	1							0
Technician/Records Destruction		50	4	1	1	1						0								0
Technician/Receiving		50	4	2	2	1	1					0								0
Child Care Provider		90	7	18	0							18	8	10						10
Child Care Specialist		90	7	5	0							5	1	4						4
Child Care Assistant Director		90	7	1	0							1	1							0
Service Support Technician		90	7	1	1	1						0								0
Public Safety/Security Officer		90	7	1	1	1						0								0
<b>DEPARTMENT TOTAL</b>				<b>88</b>	<b>14</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>74</b>	<b>50</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>24</b>	

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Finance					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Female)
CEO/Weems Memorial Hospital	095	12	1	1	1	1						0							0
CFO/Weems Memorial Hospital		12	1	1	1	1						0							0
Assistant Controller	063	14	1	1	0							1	1						0
Assistant Group Practice Admin	048	14	1	3	1	1						2	2						0
Controller	076	14	1	1	0							1			1				1
Corporate Risk Manager	072	14	1	1	0							1	1						0
Dir/Charge Capture & Case Mgmt	077	14	1	1	0							1	1						0
Director/Financial Systems	053	14	1	1	0							1	1						0
Director/Logistics	060	14	1	1	1	1						0							0
Director/Medical Data Systems	077	14	1	1	0							1	1						0
Director/Patient Acc/Fin Svcs	053	14	1	1	1	1						0							0
Director/Purchasing	077	14	1	1	1	1						0							0
Exec Dir/Supply Chain Mgmt		14	1	1	1	1						0							0
Manager/Medical Records	051	14	1	2	1		1					1		1					1
Practice Physician	043	14	1	18	6	5				1		12	9	1	2				3
RN/Manager Case Management		14	1	1	0							1	1						0

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Finance					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Female)	
System Manager	040	14	1	1	0							1	1							0
Asst Dir Patient Acc/Fin Svcs	060	14	1	1	1	1						0								0
RN/Nurse Manager	074	14	1	1	0							1	1							0
Director/Project Management	081	14	1	1	0							1	1							0
Director/Diabetes Care	063	14	1	1	0							1	1							0
PMS/Dir Ambulatory Clin Svcs		14	1	1	0							1	1							0
PMS/Dir Central Bus Office		14	1	1	1	1						0								0
Supervisor/Accounts Payable		14	1	1	0							1	1							0
Executive Director/Finance	040	14	1	1	1	1						0								0
Physician/GYN/Oncologist		14	1	1	1			1				1	1							0
Director/Comp and Benefits	040	14	1	1	1	1						0								0
Executive Director/TMHPP	040	14	1	1	1	1						0								0
Accountant	032	20	2	6	2	1		1				4	2	1			1			2
Analyst/Contracts		20	2	2	2	2						0								0
Analyst/Decision Support	048	20	2	1	0							1	1							0
Analyst/Risk	041	20	2	1	0							1	1							0

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Finance					MALES							FEMALES							
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Hospitalist	072	20	1	28	16	6	1	5		3	1	12	5		6		1		7
HR Systems Application Analyst	052	20	2	1	0							1	1						0
Manager Business Office	041	20	2	5	1	1						4	3	1					1
Manager/Charge Capture	048	20	2	2	0							2	2						0
Manager/PatAcc&FinSvc Analysis	037	20	2	1	0							1	1						0
Manager/Patient Access	036	20	2	2	1		1					1	1						0
Manager/Surgery Supply	047	20	2	1	0							1	1						0
Materials Mgmt Systems Analyst	067	20	2	1	0							1	1						0
Patient Accounting System Mgr		20	2	1	0							1	1						0
Payroll Supervisor		20	2	1	0							1						1	1
Physician Assistant/EC	124	20	2	11	6	4	1	1				5	5						0
Physician/Cardiologist	036	20	2	1	1	1						0							0
Physician/Internal Medicine	062	20	2	3	2	1		1				1			1				1
Physician/Maternal-Fetal Med	062	20	2	3	3	3						0							0
Practice Office Manager	N47	20	2	8	0							8	6	2					2
RN/Advanced Practitioner/GP	048	20	2	14	1	1						13	11	1			1		2

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RN/Case Management	053	20	2	19	1	1						18	10	6	2					8
RN/Reimbursement Analyst	043	20	2	4	0							4	4							0
Social Worker/Case Management		20	2	15	2	2						13	8	4				1		5
RHSC/RN Clinical Nurse		20	2	2	0							2	2							0
RN/Advanced Practitioner/EC		20	2	5	1	1						4	4							0
RN/Utilization Mgmt Analyst		20	2	1	0							1		1						1
Physician Assistant/Hosp		20	2	4	2	2						2	2							0
RN/Advanced Practitioner/Hosp		20	2	7	2	2						5	3	1				1		2
System Admin/Ambulatory EHR		20	2	1	0							1		1						1
RN/Assistant Mgr Case Mgt		20	2	1	0							1	1							0
Project Manager	029	20	2	5	3	3						2	2							0
RN/Assistant Nurse Manager	017	20	2	1	0							1	1							0
Physician Assistant/GP	040	20	2	4	2	2						2	1				1			1
Psychotherapist	044	20	2	1	0							1	1							0
PMS/Manager Quality Assurance	046	20	2	1	0							1	1							0
Hospitalist/Neuro		20	2	4	4	2		2				0								0

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Physician/Endocrinologist	051	20	2	2	1	1						1		1						1
PMS/Asst Dir Central Bus Off	055	20	2	1	0							1	1							0
RN/Case Management Team Leader		20	2	1	0							1		1						1
Physician/EC	025	20	2	25	22	18	1	1		2		3	3							0
Physician/General Surgeon	030	20	2	6	5	4				1		1	1							0
Physician/UCC	024	20	2	4	4	2	2					0								0
RN/Advanced Practitioner/UCC	034	20	2	7	2	2						5	4	1						1
Social Worker/MSWT/Team Leader		20	2	1	0							1	1							0
Credentials Coordinator		20	2	1	0							1	1							0
Project Manager/Quality		20	2	1	0							1	1							0
Physician/Rheumatologist		20	2	1	1			1				0								0
Physician/Radiation Oncologist		20	2	3	3	2		1				0								0
Physician/Hem/Oncology		20	2	7	4	2		2				3	2		1					1
Physician/Clinical/Genetics		20	2	1	0							1	1							0
Social Worker/MSW		20	2	1	0							1	1							0
Physician Assistant/UCC		20	2	2	1	1						1			1					1



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RN/CDI Assistant Manager		20	2	2	0							2	1	1						1
RN/Patient Educator		20	2	4	0							4	4							0
Analyst/Senior Financial		20	2	2	1	1						1			1					1
Physician/Vascular Surgeon		20	2	1	1		1					0								0
RN/Clinical Documentation Spec		20	2	5	1	1						4	4							0
HR/Benefits Analyst		20	2	1	0							1	1							0
Coord Memory Disorder Ctr. MSW		20	2	1	0							1	1							0
Anesthesiologist		20	2	1	1					1		0								0
Neuropsychologist		20	2	3	2	2						1			1					1
Licensed Practical Nurse/GP	029	30	3	26	0							26	20	5			1			6
Medical Assistant	020	30	3	17	1		1					16	8	7			1			8
Patient Acc/FinSvc Analyst I	017	30	3	4	1	1						3	3							0
Patient Acc/FinSvc Analyst II	023	30	3	3	1	1						2	1	1						1
Quality Assurance Specialist	019	30	3	1	0							1		1						1
Radiologic Technologist/GP	023	30	3	3	0							3	3							0
RN/Telephone Triage Nurse	023	30	3	3	0							3	2		1					1

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Sonographer Registered	014	30	3	4	0							4	4							0
Supervisor/CSR	035	30	3	4	3	1	2					1		1						1
Licensed Practical Nurse	031	30	3	8	1	1						7	7							0
Emergency Services Medic	016	30	3	3	3	2				1		0								0
LPN/Supervisor		30	3	1	0							1	1							0
Accounting Specialist	015	50	4	3	0							3	3							0
Administrative Assistant	013	50	4	2	0							2	1	1						1
Administrative Coordinator	023	50	4	12	0							12	7	4			1			5
Buyer	013	50	4	4	1	1						3	3							0
Coordinator/Warehouse	020	50	4	1	1		1					0								0
Department Secretary	025	50	4	2	0							2	1	1						1
Fiscal Assistant III	027	50	4	3	0							3	1	1	1					2
Front Office Supv/GP	027	50	4	2	0							2	1	1						1
Insurance Special/Pat Access	029	50	4	10	1		1					9		9						9
Insurance Verification Special	014	50	4	13	0							13	4	9						9
Mailroom Specialist	014	50	4	1	1	1						0								0

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Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Female)
Manager/Warehouse	014	50	4	1	1		1					0							0
Medical Coding Specialist	023	50	4	1	0							1	1	0					0
Medical Coding Technician		50	4	6	1	1						5		5					5
Medical Records Coordinator		50	4	5	0							5	1	4					4
Medical Records Specialist		60	4	22	3		3					19		17	1			1	19
Office Coordinator/GP	14	50	4	44	0							44	27	17					17
Patient Account Assistant		50	4	6	1		1					5	2	3					3
Patient Account Coordinator II		50	4	69	3	1	2					66	30	34	1			1	36
Patient Account Specialist		50	4	58	5	1	4					53	7	45				1	46
Patient Acct Coord/Pat Acctg		50	4	2	0							2		2					2
Payroll Specialist II		50	4	1	0							1						1	1
Scheduling Coordinator		50	4	1	1	1						0							0
Section Supervisor		50	4	5	0							5		5					5
Supervisor/Receiving		50	4	1	1		1					0							0
Technician/CSR		50	4	17	12	2	9			1		5	1	3			1		4
Technician/Receiving		50	4	3	2		2					1		1					1

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Technician/Return Repair		50	4	1	0							1		1						1
Transcriptionist		50	4	5	0							5	5							0
Office Manager		50	4	1	0							1	1							0
Project Coordinator		50	4	1	0							1	1							0
Office Coordinator		50	4	3	0							3	1	2						2
Scribe		50	4	23	12	9	1			2		11	7	1			3			4
Executive Assistant to the CFO		50	4	1	0							1	1							0
HR/Benefits representative		50	4	1	0							1	1							0
Research Coordinator		50	4	1	0							1	1							0
<b>DEPARTMENT TOTAL</b>				<b>710</b>	<b>177</b>	<b>111</b>	<b>37</b>	<b>16</b>	<b>0</b>	<b>12</b>	<b>1</b>	<b>533</b>	<b>290</b>	<b>205</b>	<b>20</b>	<b>0</b>	<b>11</b>	<b>7</b>	<b>243</b>	

## 2017 Nursing Workforce Analysis

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Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Female)	
Chief Nursing Officer/VP		12	1	1	0							1	1							0
Director/Patient Advocacy	060	14	1	1	0							1	1							0
RN/Director EC Operations		14	1	2	0							2	2							0
RN/Director Patient Flow	078	14	1	1	0							1		1						1
RN/Exec Dir Clinical Ops	063	14	1	1	1	1						0								0
RN/Nurse Manager		14	1	13	0							13	9	2	2					4
RN/Nursing Supervisor	085	14	1	9	2	1	1					7	5	2						2
RN/Director of Projects and Technology		14	1	1	0							1	1							0
RN/Exec Dir/EC Services		14	1	1	0							1	1							0
Administrator Home Health Care	038	14	1	1	0							1	1							0
RN/IP Wound Care Nursing Supv		14	1	1	0							1						1		1
RN/Exec Dir/Pat Centered Care		14	1	1	0							1	1							0
Director/Lab Services		14	1	1	0							1	1							0
Dir/Respiratory/Cardiopul Svcs		14	1	1	0							1	1							0
RN/Exec Dir/Clinical Practice		14	1	1	0							1					1			1
Director/Medical Imaging Svcs		14	1	1	0							1				1				1
Manager Diagnostic Imaging		14	1	1	0							1	1							0
Manager/Med Imaging Systems		14	1	1	0							1	1							0

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Rehab Clinical Coordinator		14	1	3	2	2						1		1						1
Director/Rehabilitation		14	1	1	0							1	1							0
Outpatient Rehab Manager		14	1	2	1		1					1		1						1
Director/Pastoral Care/CPE		14	1	1	1	1						0								0
Manager/Respiratory Care		14	1	1	0							1					1			1
EC Transfer Center Specialist	024	20	2	8	6	3		1			2	2	1	1						1
Patient Advocate	030	20	2	5	1	1						4	2	2						2
Patient Advocate/Data Coord	030	20	2	1	0							1	1							0
RN/Assistant Nurse Manager	051	20	2	25	4	4						21	16	5						5
RN/Asst Nurse Manager Weekend		20	2	2	1			1				1	1							0
RN/Clinical Education Coord	058	20	2	10	0							10	9	1						1
RN/Clinical Nurse	N47	20	2	369	62	44	7	9		1	1	307	201	43	40	5	10	8		106
RN/Clinical Nurse Specialist	061	20	2	1	0							1	1							0
RN/Flex Staff Nurse	N47	20	2	57	3	3						54	43	7	3		1			11
RN/Float Pool Tier I		20	2	2	0							2		2						2
RN/Float Pool Tier II		20	2	18	2	1					1	16	6	8			2			10
RN/Float Pool Tier III		20	2	4	1	1						3	2	1						1
RN/Trauma Registrar		20	2	3	0							3	3							0

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RN/Weekend	N45	20	2	96	21	15	2	3			1	75	40	11	17		5	2	35
RN/Improvement Advisor	033	20	2	1	0							1	1						0
Clinical Eng. Equip Technician		20	2	1	1	1						0							0
RN/Program Mgr Transfer Center		20	2	1	1	1						0							0
RN/Patient Advocacy		20	2	2	0							2	2						0
Lead Sonographer Registered		20	2	2	1	1						1	1						0
Lead EKG Technician		20	2	1	0							1		1					1
Social Worker/MSW		20	2	1	0							1	1						0
Program Dir/Animal Therapy		20	2	1	0							1	1						0
RN/Clinical Apps Educator		20	2	1	0							1	1						0
Lead/CT Special Procedure		20	2	4	0							4	4						0
Physical Therapist		20	2	24	8	6	1	1				16	9	4	3				7
Physical Therapist HHC		20	2	5	1		1					4	1	3					3
Occupational Therapist HHC		20	2	2	0							2	2						0
Speech Therapist HHC		20	2	1	0							1	1						0
RN/Clinical Nurse HHC		20	2	12	2	2						10	8	2					2
Social Worker/MSW HHC		20	2	1	0							1	1						0
Med Lab Section Head	041	20	2	6	3	2	1					3	2				1		1
Med Lab Section Head/Perf Imp	041	20	2	1	1	1						0							0
Med Lab Technologist/Senior	045	20	2	7	2	2						5	5						0
Coordinator/Service Excellence		20	2	1	0							1	1						0

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Histology Med Lab Section Head	051	20	2	1	0							1	1							0
Transcriptionist/DiagnosticSrv	051	20	2	7	0							7	7							0
Med Lab Technologist	041	20	2	42	11	6	3	2				31	22	4	3		2			9
HR/Senior PC Instructor	043	20	2	1	1	1						0								0
Hr/Consultant Serv Excellence		20	2	1	0							1		1						1
HR/Leadership Dev Trainer	020	20	2	1	0							1		1						1
HR/Colleague Dev Trainer		20	2	1	0							1		1						1
Music Therapist		20	2	1	0							1						1		1
RN/Nurse Residency Manager		20	2	1	0							1	1							0
RN/Dir Nursing Res and Magnet		20	2	1	0							1	1							0
Radiologic Technologist II		30	3	7	4	4						3	2	1						1
Manager/Ultrasound		30	3	1	1	1						0								0
System Administrator/PACS		30	3	1	1		1					0								0
Manager/CT		30	3	1	1	1						0								0
Occupational Therapist		20	2	9	1	1						8	8							0
Speech Therapist		20	2	6	1	1						5	5							0
Occupational Therapist/Flex		20	2	4	0							4	3	1						1
Speech Therapy Team Leader		20	2	1	1	1						0								0



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Physical Therapist/Flex		20	2	2	0							2	2							0
Rehab Team Leader		30	3	1	0							1	1							0
Chaplain	031	30	3	4	3	1	2					1	1							0
RN/Neuro Science Coordinator	031	30	3	1	0							1			1					1
Emergency Care Technician I		30	3	62	29	19	6			3	1	33	23	5			3	2		10
Emergency Care Technician II		30	3	13	8	1	6	1				5	5							0
Licensed Practical Nurse	018	30	3	4	0							4	3		1					1
Transport Chief Paramedic	033	30	3	1	1	1						0								0
Transport EMT	030	30	3	9	5	2	1			2		4	4							0
Transport Paramedic	032	30	3	14	13	12				1		1	1							0
Emergency Services Medic	016	30	3	31	22	19	1			2		9	9							0
Sonographer Registered		30	3	14	1			1				13	9	1	1		1	1		4
Respiratory Therapist RRT		30	3	28	6	4	2					22	10	10			2			12
Respiratory Therapist/Lead		30	3	5	1	1						4	3	1						1
Equipment Technician		30	3	3	3		3					0								0
Respiratory Critical Care RRT		30	3	30	14	8	5			1		16	10	5			1			6
Respiratory Ped/Neo Critical Care		30	3	11	6	5					1	5	5							0
Respiratory Care Coordinator		30	3	1	1	1						0								0

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Radiology Tech Aide		30	3	7	5	2	2			1		2	1				1		1
CT/Special Procedure		30	3	24	7	5	2					17	14	1	1			1	3
Medical Assistant		30	3	2	0							2	1	1					1
Transport EMT Trainee		30	3	2	2	1	1					0							0
Respiratory Care Edu Coord		30	3	1	0							1	1						0
Physical Therapy Assistant HHC		30	3	3	2	2						1	1						0
Occupational therapy Assistant HHC		30	3	1	0							1	1						0
Med Lab Technician		30	3	15	4	2	1				1	11	10	1					1
Histology Technician	033	30	3	5	1	1						4	3	1					1
Nuclear Medicine Technologist	044	30	3	8	6	5	1					2	2						0
Radiologic Technologist I		30	3	27	10	5	5					17	12	4				1	6
Radiology Tech Floor Supv	039	30	3	4	2	1		1				2	2						0
Manager/Nuclear Medicine	046	30	3	1	1	1						0							0
Radiology/QA Specialist		30	3	1	0							1	1						0
Occupation Therapy Assistant	045	30	3	1	0							1	1						0
Physical Therapy Assistant	049	30	3	2	0							2	2						0
Administrative Coordinator		50	4	5	0							5	5						0
Department Secretary	030	50	4	24	0							24	12	12					12

## 2017 Nursing Workforce Analysis

DEPARTMENT/WORK UNIT: Nursing					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Female)
Monitor Technician I	024	50	4	19	0							19	9	7	1		1	1	10
Monitor Technician II	020	50	4	25	11	4	5	1			1	14	4	6	2	1	1		10
Patient Account Specialist	018	50	4	11	0							11		11					11
Section Supervisor	022	50	4	2	1		1					1		1					1
Unit Secretary	035	50	4	46	4		2	1		1		42	15	20	4		3		27
Unit Secretary/PRN Pool	027	50	4	2	0							2		2					2
Staffing Coordinator/Nursing	006	50	4	1	0							1		1					1
Office Manager		50	4	1	0							1	1						0
Executive Assistant to the VP		50	4	2	0							2	2						0
Office coordinator/Rehab		50	4	6	0							6	3	3					3
Patient Account Coordinator		50	4	1	0							1		1					1
Coord/Animal Therapy		50	4	1	0							1	1						0
Insurance Billing Supervisor		50	4	1	0							1		1					1
Transcriptionist/Lead		50	4	1	0							1	1						0
Information Systems Coord		50	4	1	0							1		1					1
Nurse Extern		90	7	27	2	1	1					25	11	11			3		14
Patient Care Assistant		90	7	132	23	12	5	3		2	1	109	43	46	9		10	1	66
Patient Care Assistant/PRN	006	90	7	10	1		1					9	2	7					7
Patient Transporter		90	7	38	16	3	12				1	22	5	16				1	17
Sitter	010	90	7	4	0							4		4					4
Sitter/PRN Pool	012	90	7	26	2		2					24	2	21			1		22

## 2017 Nursing Workforce Analysis

DEPARTMENT/WORK UNIT: Nursing					MALES						FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Female)
Orthopedic Technician		90	7	1	1		1					0							0
Home Health Care Aide	006	90	7	1	0							1		1					1
Phlebotomist	006	90	7	16	0							16	4	12					12
Phlebotomist/Lead	006	90	7	1	0							1	1						0
Laboratory Assist	006	90	7	7	1		1					6		6					6
Rehabilitation Technician	006	90	7	6	2		2					4		4					4
<b>DEPARTMENT TOTAL</b>				<b>1562</b>	<b>365</b>	<b>233</b>	<b>83</b>	<b>26</b>	<b>0</b>	<b>13</b>	<b>10</b>	<b>1197</b>	<b>704</b>	<b>328</b>	<b>91</b>	<b>4</b>	<b>50</b>	<b>20</b>	<b>493</b>

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Medical Staffing					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Chief Medical Staff Officer/VP		12	1	1	0							1		1						1
SL Administrator Oncology Svcs		14	2	1	0							1	1							0
Manager/Medical Staff Services		14	2	1	0							1	1							0
Executive Assistant to VP		50	4	2	0							2	2							0
<b>DEPARTMENT TOTAL</b>				<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Medical Services					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Chief Operating Officer/VP		12	1	1	0							1		1						1
Director/Laundry Services	053	14	1	1	1		1					0								0
Exec Director/Facilities	075	14	1	1	1	1						0								0
PE/Asst Dir Bldg Systems	051	14	1	1	1	1						0								0
Executive Director/Support Svc	086	14	1	1	0							1		1						1
PE/Asst Dir Bldg Maintenance		14	1	1	1	1						0								0
PE/Asst Dir Facilities	098	14	1	1	1			1				0								0
Consultant/Construction		20	2	1	1	1	1					0								0
PE/Coordinator Interior Design	049	20	2	1	0							1	1							0
PE/Manager Constr Fac Planning	036	20	2	1	1	1						0								0
Administrative Coordinator		50	4	1	0							1	1							0
Department Secretary	023	50	4	1	0							1	1							0
PE/Work System Operator	032	50	4	2	1	1						1		1						1
Storekeeper	039	50	4	1	1	1						0								0
Executive Assistant to the VP	041	50	4	1	0							1	1							0
PE/Carpenter	043	60	5	10	10	10						0								0
PE/Electrician	035	60	5	3	3	1	1			1		0								0
PE/HVAC Mechanic	039	60	5	2	2	1	1					0								0

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Medical Services					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)
PE/Industrial Water Technician	026	60	5	1	1	1						0							0
PE/Maintenance Mechanic	018	60	5	4	4	4						0							0
PE/Master Supervisor Plumber	012	60	5	1	1	1						0							0
PE/Master Supv Electrician		60	5	1	1	1						0							0
PE/Painter	014	60	5	2	2	1	1					0							0
PE/Plumber	012	60	5	1	1	1						0							0
PE/Supervisor Carpenter	012	60	5	1	1	1						0							0
PE/Supervisor HVAC	014	60	5	1	1	1						0							0
PE/Supervisor Maintenance	014	60	5	1	1	1						0							0
PE/Supervisor Painter	009	60	5	1	1		1					0							0
Supervisor/Food Services	009	60	5	5	2		1			1		3		3					3
PE/Maintenance Technician	009	70	6	3	3	3						0							0
PE/Support Technician	009	70	6	6	5	1	4					1		1					1
Floor Finisher	009	70	6	10	10	2	8					0							0
Concierge	012	90	7	1	0							1		1					1
Cook	014	90	7	16	12	1	8			3		4	2	2					2
Courier	012	90	7	1	1		1					0							0
Food Services/Cafeteria Server		90	7	13	6		5	1				7	2	5					5

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Medical Services					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Food Services/Cashier	006	90	7	8	1		1					7		7						7
Food Services/Host	012	90	7	39	5		5					34	1	31			1	1		33
Food Services/Porter	010	90	7	12	12	1	11					0								0
Food Services/Trayline	012	90	7	21	3		3					18		18						18
Laundry Supervisor	039	90	7	1	0							1		1						1
PE/Groundskeeper	020	90	7	1	1	1						0								0
PE/Supervisor Parking Deck	016	90	7	1	1		1					0								0
Service Support Technician	011	90	7	187	56	4	45	5		1	1	131	6	114	3	2	6			125
Team Leader/Environmental Svcs	011	90	7	2	1		1					1		1						1
Team Leader/Food Services	011	90	7	4	2		2					2		2						2
Laundry Service Support Dist		90	7	9	9		9					0								0
Laundry Service Support Linen		90	7	1	1		1					0								0
<b>DEPARTMENT TOTAL</b>				<b>385</b>	<b>169</b>	<b>44</b>	<b>111</b>	<b>7</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>216</b>	<b>15</b>	<b>189</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>202</b>	



## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Foundation					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)
Chief Advance Officer/VP		12	1	1	1	1						0							0
Gift Shop Manager	049	14	1	2	0							2	1	1					1
TMHF/Major Gifts Officer	029	14	1	1	0							1	1						0
TMHF/Planned Giving Officer		14	1	1	0							1	1						0
TMHF/Development Officer		14	1	1	1	1						0							0
TMHF/Annual Giving Officer		14	1	1	0							1	1						0
Director/Volunteer/Guest Svcs		14	1	1	0							1	1						0
TMHF/Fundraising Coordinator		20	2	2	1	1						1	1						0
Program Manager/Lifeline Program		20	2	1	0							1		1					1
Department Secretary	020	50	4	1	0							1	1						0
Gift Shop Coordinator	010	50	4	7	0							7	5	2					2
Life Line Representative		50	4	1	0							1		1					1
Research Coordinator	031	50	4	1	0							1	1						0
<b>DEPARTMENT TOTAL</b>				<b>13</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>13</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Information Technology					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)
Chief Information Officer/VP		12	1	1	1	1						0							0
Director/IT Application Svcs	073	14	1	1	1	1						0							0
Director/IT Infrastructure Srv	078	14	1	1	1	1						0							0
Director/IT Planning & Quality	074	14	1	1	1					1		0							0
IT/Service Desk Supervisor	073	14	1	1	0							1	1						0
IT/Application Analyst III		20	2	3	1					1		2	1	1					1
IT/Database Analyst	052	20	2	1	0							1	1						0
IT/Helpdesk Support Technician	049	20	2	7	6	3	3					1			1				1
IT/Quality Assurance Manager	040	20	2	1	0							1	1						0
IT/Senior Systems Programmer	052	20	2	2	2	2						0							0
IT/Service Level Manager	061	20	2	1	1			1				0							0
IT/Technical Architect		20	2	3	3	2		1				0							0
IT/Application Programming Mgr		20	2	3	2	1		1				1	1						0
IT/Manager Infrastructure Ops		20	2	1	1	1						0							0
IT/Systems Administrator		20	2	3	3	3						0							0
IT/Operations Mgr/Service Imp		20	2	1	0							1	1						0
IT/Application Analyst I	059	30	3	4	2		1			1		2	1	1					1
IT/Application Analyst II		30	3	4	0							4	2	2					2

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Information Technology					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)
IT/Desktop Support Tech I		30	3	4	3	3						1	1						0
IT/Desktop Support Tech II		30	3	4	3	2	1					1	1						0
IT/Network Analyst II	048	30	3	6	5	4				1		1		1					1
IT/Network Analyst III	037	30	3	3	3	3						0							0
IT/Telecommunication Tech III	049	30	3	1	1					1		0							0
IT/Network Analyst I	053	30	3	2	2	2						0							0
IT/Integration Analyst II	053	30	3	1	0							1		1					1
Executive Assistant to the VP	056	50	4	1	0							1		1					1
IT/MPI Integrity Coordinator	052	50	4	2	0							2		2					2
<b>DEPARTMENT TOTAL</b>				<b>63</b>	<b>42</b>	<b>29</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>21</b>	<b>11</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Public Relations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Chief Communication Officer/VP		12	1	1	0							1	1							0
Director/Marketing Prog Dev		14	1	1	0							1	1							0
PM/Nurse Manager		14	1	1	1	1						0								0
Dir/Neuro Business Development		14	1	1	0							1	1							0
Physician Recruiter	044	20	2	1	1	1						0								0
PR/Marketing Coordinator	030	20	2	3	0							3	3							0
IT/Webmaster		20	2	1	0							1	1							0
PM/Clinical Registered Nurse	030	20	2	4	1	1						3	3							0
PM/Assistant Nurse Manager	030	20	2	1	0							1	1							0
PM/Flex Staff Registered Nurse	030	20	2	1	0							1	1							0
Executive Assistant to the VP		50	4	1	0							1	1							0
PM/Office Coordinator		50	4	1	0							1	1							0
PM/Insurance Verification Spec		50	4	1	0							1	1							0
PM/Patient Account Coord II		50	4	1	0							1	1							0
PM/Medical Assistant		30	3	1	0							1		1						1
PM/Radiologic Technologist		30	3	1	0							1	1							0
<b>DEPARTMENT TOTAL</b>				<b>21</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>17</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Improvement and Planning					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Director/Patient Safety	060	14	1	1	0							1	1							0
RN/Director Infection Control	060	14	1	1	1	1						0								0
Director/Safety/Emer Planning	060	14	1	1	1	1						0								0
Dir/Strategic/Business Plan	058	14	1	1	0							1	1							0
Director/Pharmacy	060	14	1	1	0							1			1					1
Asst Dir Pharmacy Operations		14	1	1	1		1					0								0
Asst Dir Pharmacy Clin Program	058	14	1	1	0							1		1						1
Director Decision Support	058	14	1	1	0							1	1							0
Deputy Chief/Public Safety	058	14	1	1	1	1						0								0
Coordinator/Reg Readiness	053	20	2	1	0							1			1					1
Improvement Advisor	N47	20	2	5	1		1					4	3	1						1
RN/Infection Control	038	20	2	3	0							3	3							0
Analyst/Quality Infect Control		20	2	1	1	1						0								0
Mgr/Quality Measures/Outcomes	030	20	2	1	0							1	1							0
RN/Improvement Advisor		20	2	10	0							10	9				1			1
Pharmacist	038	20	2	37	14	9	5					23	11	10			2			12
Supervisor/Pharmacy		20	2	2	1		1					1		1						1
Pharmacist Clinical	030	20	2	2	1		1					1	1							0

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Improvement and Planning					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
					Resident/Pharmacy Licensed		20	2	2	0							2	1	1	
Resident/Pharmacy Non Licensed		20	2	2	1						1	1		1						1
Pharmacy System Coordinator		30	2	1	0							1	1							0
Information Desk Receptionist		50	4	16	2	1	1					15	2	12				1		11
Supervisor/Guest Services/PBX		50	4	1	0							1		1						1
Administrative Coordinator		50	4	1	0							1	1							0
Pharmacy Inventory Specialist		50	4	1	0							1		1						1
Executive Assistant to the VP		50	4	1	0							1	1							0
Public Safety/Security Officer		90	7	35	32	13	15			1	3	3	1	2						2
Security Officer/Transport		90	7	1	1	1						0								0
Supervisor/Security		90	7	3	3	1	2					0								0
Law Enforcement Officer		90	7	20	17	13	4					3	2	1						1
Concierge		90	7	1	1		1					0								0
Pharmacy Technician		90	7	1	0							1		1						1
Pharmacy Technician/Certified		90	7	38	15	4	9			1	1	23	4	15	2		1	1		19
<b>DEPARTMENT TOTAL</b>				<b>195</b>	<b>93</b>	<b>46</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>102</b>	<b>44</b>	<b>48</b>	<b>4</b>		<b>4</b>	<b>2</b>		<b>58</b>

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Chief Health Ops Officer/VP		12	1	1	0							1	1							0
Chief Operating Officer/VP		12	1	1	1	1						0								0
Exec Dir/Medical Informatics		14	2	1	0							1	1							0
Associate Dir/Internal Med		14	2	1	1	1						0								0
Service Line Administrator		14	2	1	0							1	1							0
Assoc Dir Clin Pharmacology		14	2	1	1	1						0								0
Physician/OBGYN Inpatient		14	2	3	2		2					1					1			1
Family Med Practice Admin		14	2	2	1	1						1	1							0
Physician/Family Med w/ OB		14	2	3	3	1	1			1		0								0
Associate Director/Family Med		14	2	1	0							1	1							0
Physician/Family Med w/o OB		14	2	5	3	3						2	1	1						1
Physician Director/Family Med		14	2	1	1	1						0								0
RN/Nurse Manager		14	2	18	3	3						15	14	1						1
Assistant Group Practice Admin		14	2	2	0							2	2							0
RN/Mgr Clinical Informatics		14	2	1	0							1	1							0
SL Administrator Cardiology		14	2	1	0							1	1							0
SL Admin Ortho/Rehab		14	2	1	0							1	1							0
SL Admin Women/Children Svcs		14	2	1	0							1	1							0

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
SL Administrator Surgical Svcs		14	2	1	0							1	1							0
Director/Chemical Dep Program		14	2	1	1	1						0								0
Director/Cardiovascular Labs		14	2	1	0							1	1							0
System Manager		14	2	1	0							1		1						1
Director/Health Promotion		14	2	1	0							1	1							0
Director/Emp Assist Program		14	2	1	0							1	1							0
Director/Neurodiagnostics		14	2	1	0							1	1							0
Rehab Clinical Coordinator		14	2	1	0							1	1							0
Director/Perfusion		14	2	1	1	1						0								0
Practice Physician		14	2	3	2	2						1		1						1
RN/Director Psychiatry		14	2	1	0							1	1							0
Director/BHC Operations		14	2	1	0							1	1							0
Supervisor/Medical Records		14	2	1	0							1		1						1
Administrator Rehab Center		14	2	1	1		1					0								0
Outpatient Rehab Manager		14	2	1	0							1	1							0
RN/Director Rehab		14	2	1	0							1		1						1
RN/PERP Coordinator		14	2	1	0							1	1							0
Manager/A Woman's Place		14	2	1	0							1	1							0
Director/Social Services/BHC		14	2	1	0							1	1							0
Resident I		20	3	25	9	5	2	2				16	6	4	4		2			10
Resident II		20	3	20	8	2	1	3		1	1	12	3	1	4		3	1		9



## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Practice Office Manager		20	3	1	0							1	1							0
RN/Clin Informatics Specialist		20	3	6	0							6	5				1			1
Physician/Core Faculty IMRP		20	3	3	1					1		2		2						2
Resident III		20	3	20	10	4	1	5				10	5	3	2					5
Physician/Internal Medicine		20	3	1	1	1						0								0
Pediatrician		20	3	1	1	1						0								0
RN/Clinical Nurse Family Med		20	3	7	0							7	3	4						4
RN/Certified Nurse Midwife		20	3	4	0							4	4							0
Psychology Counselor PhD/FM		20	3	1	0							1	1							0
Resident Recruitment Coord		20	3	2	0							2	2							0
RN/Clinical Nurse		20	3	360	27	22	1	2	1		1	333	258	50	8	1	7	9		75
RN/Flex Staff Nurse		20	3	79	1	1						78	63	6	4	1	2	2		15
Cancer Registrar		20	3	4	0							4	1	2	1					3
RN/Navigator		20	3	6	0							6	6							0
Social Worker/Case Management		20	3	2	0	1						1	1							0
Physicist		20	3	3	3	3						0								0
Supervisor Mammography		20	3	1	0							1	1							0
FMRP/Manager Quality Assurance		20	3	1	0							1		1						1
Cancer Research Coordinator		20	3	1	0							1	1							1
Supervisor/Cancer Registry		20	3	1	0							1	1							0
RN/Assistant Nurse Manager		20	3	24	2	1					1	22	19	1	1		1			3

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)
					RN/Staff Nurse Psych Center		20	3	31	6	5	1					25	16	6
Psychotherapist		20	3	2	1	1						1	1						0
Social Worker/Clinical I		20	3	13	3	3						10	7	2	1				3
Social Worker/Clinical II		20	3	4	1	1						3	3						0
RN/Psych Nurse Clinician		20	3	4	0							4	3				1		1
Manager Business Office		20	3	1	0							1	1						0
Lead Sonographer Registered		20	3	2	1	1						1	1						0
Lead EKG Technician		20	3	1	0							1		1					1
Analyst/Reimbursement		20	3	1	0							1	1						0
RN/Reimbursement Analyst		20	3	1	0							1	1						0
RN/Clinical Education Coord		20	3	2	0							2		1			1		2
Registrar/Data Analyst CV		20	3	1	1	1						0							0
Improvement Advisor		20	3	1	0							1	1						0
EAP Specialist		20	3	2	1	1						1	1						0
RN/Weekend		20	3	21	5	4	1					16	14		1			1	2
RN/Lactation Consultant		20	3	3	0							3	2	1					1
Manager/Heart Cath Lab		20	3	1	0							1	1						0
RN/Coordinator/Cath Lab		20	3	1	0							1	1						0
Occupational Therapist		20	3	9	2	2						7	5	2					2
Speech Therapist		20	3	5	0							5	5						0
Occupational Therapist/Flex		20	3	5	1		1					4	2	2					2

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
					Speech Therapist/Flex		20	3	2	0							2	2		
Coord/Community Outreach		20	3	1	0							1	1							0
Program Dir/Palliative Care MD		20	3	1	1	1						0								0
RN/Advanced Practitioner		20	3	3	1	1						2	1				1			1
Social Worker/MSW		20	3	4	0							4	3	1						1
Child Life Specialist		20	3	1	0							1	1							0
Clinical Perfusionist		20	3	3	3	3						15								11
Psychiatrist		20	3	11	8	5	2	1				1	1		2					1
Psychologist		20	3	1	1	1						0								0
Chief Therapist/Rad Oncology		20	3	1	0							1	1							0
Recreation Therapist		20	3	3	0							1	3							0
Music Therapist		20	3	1	0							1					1			1
Recreation Therapy Manager		20	3	1	1	1						0								0
Physical Therapist		20	3	14	3	2	1					11	9	1			1			2
Physical Therapist/Flex		20	3	5	1	1						4	3	1						1
Supervisor/Sterile Processing		20	3	4	2		2					2	1	1						1
Manager/Sterile Processing		20	3	1	1	1						0								0
RN/Director Surgery Operations		20	3	1	0							1	1							0
RN/Improvement Advisor		20	3	1	0							1	1							0
Charge Capture Analyst		20	3	1	0							1		1						1
Materials Mgmt Systems Analyst		20	3	1	0							1	1							0

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
RN/Coordinator of Admissions		20	3	1	0							1		1						1
Recreation Therapy Coordinator		20	3	1	1	1						0								0
Licensed Practical Nurse/GP		30	4	11	0							11	2	9						9
Radiologic Technologist I		30	4	1	0							1	1							0
Medical Assistant		30	4	9	0							9	1	8						8
LPN Specialty Nurse		30	4	2	0							2	2							0
Radiation Therapist		30	4	9	3	3						6	6							0
Dosimetrist		30	4	4	2	1			1			2	2							0
Licensed Practical Nurse		30	4	15	2	1	1					13	5	8						8
Mental Health Associate		30	4	36	13		11			1	1	23	6	15	1		1			17
EKG Technician		30	4	16	5		5					11	1	9				1		10
Sonographer Registered		30	4	11	2	2						9	8		1					1
Cardiovascular Tech/Certified		30	4	10	4	4						6	5				1			1
Endoscopy Technician		30	4	8	5	1	3				1	3		3						3
Cardiovascular Technician		30	4	4	2	2						2	2							0
Surgical Technician		30	4	26	4	1	3					22	11	10				1		11
Materials Manager/L and D		30	4	1	1	1						0								0
LPN/Program Coordinator		30	4	1	0							1	1							0
Neuro Intraop Monitoring Tech		30	4	3	3	3						0								0
Neurodiagnostic Technician I		30	4	1	0							1	1							0
Neurodiagnostic Technician II		30	4	2	0							2	1	1						1

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
					Occupation Therapy Assistant		30	4	4	0							4	2	2	
Respiratory Therapist RRT		30	4	2	0							2	2							0
Respiratory Therapist/Lead		30	4	1	1		1					0								0
Physical Therapy Assistant		30	4	2	1						1	1	1							0
Mammography Technologist		30	4	2	0							2	2							0
Sleep Technologist RPSGT		30	4	9	2	1	1					7	3	4						4
Lead Sleep Technologist RPSGT		30	4	3	1	1						2		2						2
Radiology Tech Special Proc		30	4	3	0							3	3							0
Radiology/Special Proc Supv		30	4	1	1	1						0								0
Surgical Technologist/Cert		30	4	25	5	2	3					20	15	1	3			1		5
Equipment Technician		30	4	1	1	1						0								0
Office Coordinator		50	5	6	1	1						5	2	3						3
Administrative Coordinator		50	5	12	0							12	8	4						4
Medical Records Specialist		50	5	4	0							4	1	3						3
Patient Account Coordinator II		50	5	7	0							7	3	3			1			4
Office Coordinator/FM		50	5	10	0							10	3	7						7
Quality Analyst Assistant		50	5	4	0							4		3	1					4
Insurance Verification Special		50	5	3	0							3	2	1						1
Patient Account Specialist		50	5	7	1		1					6	1	5						5
Unit Secretary		50	5	42	3		2			1		39	13	25			1			26
Department Secretary		50	5	15	0							15	8	7						7

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES								
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)	
Medical Coding Technician		50	5	1	0							1	1							0
Scheduler		50	5	5	0							5		5						5
Office Manager		50	5	2	0							2	1	1						1
Administrative Assistant		50	5	2	0							2	1	1						1
Unit Assistant		50	5	2	0							2			1		1			2
Transcriptionist		50	5	2	0							2	2							0
Monitor Technician II		50	5	1	0							1		1						1
Monitor Technician I		50	5	2	1	1						1					1			1
Patient Account Coordinator		50	5	1	0							1	1							0
Office Coordinator/Rehab		50	5	16	2	1	1					15	1	1						11
Office Coordinator/GP		50	5	1	0							1		1						1
Post Mastectomy Fitter		50	5	1	0							1	1							0
Courier		90	7	3	0	1	1					1	1							1
Anesthesia Support Technician		90	7	15	9	2	5			1	1	6	4	1	1					2
Psych Center Specialty Tech		90	7	16	9	2	6				1	7	1	5					1	6
Patient Care Assistant		90	7	60	6	3	2			1		54	26	21	3		2	2		28
Nurse Extern		90	7	24	1						1	23	18	3					2	5
Surgical Support Technician		90	7	33	25	2	18	2		2	1	8	2	6						6
Certified Nursing Assistant		90	7	38	2		1			1		36	9	25		1	1			27
Coordinator of Activities/ADC		90	7	2	0							2	2							0
Rehabilitation Technician		90	7	6	1	1						5	1	4						4

## 2017 Workforce Analysis

DEPARTMENT/WORK UNIT: Health Operations					MALES							FEMALES							
Job Title	Wage Rate	EEO-1 Category	Job Group	Total Employees	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Total	White	Black/African American	Asian/Pacific Islander	American Indian/Alaskan Native	Hispanic	TW	Minority Total (Females)
Sterile Supply Tech I		90	7	8	2		2					6	1	4	1				5
Sterile Supply Tech II		90	7	14	4	1	3					10	4	6					6
<b>DEPARTMENT TOTAL</b>				<b>1387</b>	<b>257</b>	<b>134</b>	<b>86</b>	<b>15</b>	<b>2</b>	<b>10</b>	<b>10</b>	<b>1130</b>	<b>713</b>	<b>319</b>	<b>39</b>	<b>3</b>	<b>34</b>	<b>22</b>	<b>417</b>

# Personnel Activity



## 2016 Personnel Activity

OFCCP Category: Officials and Managers Job Group: 1	External Hires		External Applicants		Promotions Into Job Group		Promotions Within Job Group	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	1	1	0	0	0	0
Asian	0	0	3	10	0	0	0	0
Black/African American	2	1	89	39	2	1	0	0
Hispanic	0	0	12	13	0	0	0	0
Pacific Islander	0	0	0	1	0	0	0	0
Two or More Races	1	0	12	1	0	0	0	0
White	9	4	161	154	8	2	2	1
TOTAL	12	5	278	219	10	3	2	1
	Voluntary Terminations & Retirements		Involuntary Terminations		Layoffs		Recalls	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	0	0				
Asian	0	0	0	0				
Black/African American	1	0	2	1				
Hispanic	0	0	0	0				
Pacific Islander	0	0	0	0				
Two or More Races	0	0	0	0				
White	5	2	0	3				
TOTAL	6	2	2	4				

## 2016 Personnel Activity

OFCCP Category: Professionals Job Group: 2	External Hires		External Applicants		Promotions Into Job Group		Promotions Within Job Group	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	1	0	6	4	0	0	0	0
Asian	29	10	161	79	2	0	6	8
Black/African American	53	11	1,282	266	8	3	9	2
Hispanic	10	2	117	53	0	0	5	3
Pacific Islander	3	1	0	0	1	0	0	0
Two or More Races	14	3	83	15	0	0	1	0
White	209	51	1657	401	16	6	38	15
<b>TOTAL</b>	<b>319</b>	<b>78</b>	<b>3,306</b>	<b>818</b>	<b>27</b>	<b>9</b>	<b>59</b>	<b>28</b>
	Voluntary Terminations & Retirements		Involuntary Terminations		Layoffs		Recalls	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	1	0	0	0				
Asian	13	10	1	0				
Black/African American	33	8	10	2				
Hispanic	8	4	0	0				
Pacific Islander	0	0	0	0				
Two or More Races	10	3	0	0				
White	198	33	24	6				
<b>TOTAL</b>	<b>263</b>	<b>58</b>	<b>35</b>	<b>8</b>				

## 2016 Personnel Activity

OFCCP Category: Technicians Job Group: 3	External Hires		External Applicants		Promotions Into Job Group		Promotions Within Job Group	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	8	1	0	0	0	0
Asian	2	1	28	30	0	0	0	0
Black/African American	34	8	1,148	295	8	4	5	4
Hispanic	9	6	105	72	1	0	1	1
Pacific Islander	0	0	1	0	0	0	0	0
Two or More Races	6	2	59	20	0	1	1	0
White	71	42	753	295	6	4	11	9
<b>TOTAL</b>	<b>122</b>	<b>59</b>	<b>2,102</b>	<b>713</b>	<b>15</b>	<b>9</b>	<b>18</b>	<b>14</b>
	Voluntary Terminations & Retirements		Involuntary Terminations		Layoffs		Recalls	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	1	0	0				
Asian	0	1	0	0				
Black/African American	28	6	6	2				
Hispanic	4	1	0	0				
Pacific Islander	0	0	0	0				
Two or More Races	2	0	0	1				
White	44	34	8	4				
<b>TOTAL</b>	<b>78</b>	<b>43</b>	<b>14</b>	<b>7</b>				

## 2016 Personnel Activity

OFCCP Category: Administrative Support Job Group: 4	External Hires		External Applicants		Promotions Into Job Group		Promotions Within Job Group	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	26	15	1	0	0	0
Asian	4	1	167	59	0	0	2	0
Black/African American	101	11	12,809	1,350	23	1	21	3
Hispanic	8	5	697	159	2	1	0	0
Pacific Islander	0	0	5	0	0	0	0	0
Two or More Races	5	0	628	134	0	0	1	0
White	71	11	4,705	542	8	0	13	0
TOTAL	189	28	19,037	2,259	34	2	37	3
	Voluntary Terminations & Retirements		Involuntary Terminations		Layoffs		Recalls	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	0	0				
Asian	6	1	0	0				
Black/African American	85	13	28	1				
Hispanic	3	3	1	1				
Pacific Islander	0	0	0	0				
Two or More Races	2	2	0	0				
White	67	12	9	1				
TOTAL	163	31	38	3				

## 2016 Personnel Activity

<b>OFCCP Category:</b> Craft Workers <b>Job Group: 5</b>	External Hires		External Applicants		Promotions Into Job Group		Promotions Within Job Group	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	26	15	0	0	0	0
Asian	0	0	167	59	0	0	0	0
Black/African American	0	1	12809	1350	0	0	0	0
Hispanic	0	0	697	159	0	0	0	0
Pacific Islander	0	0	5	0	0	0	0	0
Two or More Races	0	0	628	134	0	0	0	0
White	0	1	4705	542	0	1	0	0
<b>TOTAL</b>	0	2	19037	2259	0	1	0	0
	Voluntary Terminations & Retirements		Involuntary Terminations		Layoffs		Recalls	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	0	0				
Asian	0	0	0	0				
Black/African American	0	0	1	0				
Hispanic	0	0	0	0				
Pacific Islander	0	0	0	0				
Two or More Races	0	0	0	0				
White	0	2	0	2				
<b>TOTAL</b>	0	2	1	2				

## 2016 Personnel Activity

OFCCP Category: Operatives Job Group: 6	External Hires		External Applicants		Promotions Into Job Group		Promotions Within Job Group	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	0	0	0	0	0	0
Asian	0	0	0	2	0	0	0	0
Black/African American	0	2	33	85	0	1	0	0
Hispanic	0	0	1	4	0	0	0	0
Pacific Islander	0	0	0	0	0	0	0	0
Two or More Races	0	0	1	6	0	0	0	0
White	0	0	1	24	0	0	0	0
TOTAL	0	2	36	121	0	1	0	0
	Voluntary Terminations & Retirements		Involuntary Terminations		Layoffs		Recalls	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	0	0	0	0				
Asian	0	0	0	0				
Black/African American	0	2	0	2				
Hispanic	0	0	0	0				
Pacific Islander	0	0	0	0				
Two or More Races	0	0	0	0				
White	0	1	0	0				
TOTAL	0	3	0	2				

## 2016 Personnel Activity

OFCCP Category: Service Workers Job Group: 7	External Hires		External Applicants		Promotions Into Job Group		Promotions Within Job Group	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	1	0	27	7	0	0	0	0
Asian	6	5	121	64	0	0	1	0
Black/African American	203	99	10,434	2,557	3	2	25	15
Hispanic	15	9	373	160	0	0	0	0
Pacific Islander	0	0	6	6	0	0	0	0
Two or More Races	8	6	386	137	0	0	0	1
White	117	31	2,268	636	0	0	9	4
<b>TOTAL</b>	<b>350</b>	<b>150</b>	<b>13,615</b>	<b>3,567</b>	<b>5</b>	<b>2</b>	<b>35</b>	<b>20</b>
	Voluntary Terminations & Retirements		Involuntary Terminations		Layoffs		Recalls	
	Female	Male	Female	Male	Female	Male	Female	Male
American Native	1	0	0	0				
Asian	4	1	0	0				
Black/African American	123	58	35	17				
Hispanic	15	6	1	0				
Pacific Islander	0	0	0	0				
Two or More Races	5	2	3	1				
White	73	32	5	2				
<b>TOTAL</b>	<b>221</b>	<b>99</b>	<b>44</b>	<b>20</b>				