

IRP@FHDA

MIS Employee Submission Report, Fall 2020

Introduction

This document provides a summary of the data submitted by the Foothill-De Anza Community College District (FHDA CCD) to the California Community Colleges Chancellor's Office (CCCCO) in the MIS employee reports (EB, EJ) for the academic period of fall 2020. The purpose of the document is to give data custodians at the FHDA CCD the opportunity to review the information submitted and identify any data validity issues in the reports.

Data in this document include employee characteristics (e.g., headcount by employee category, EE06 occupational activity, gender, age, race/ethnic group or employee status) and job assignment attributes (e.g., average hourly rate for overload or part-time assignments, full-time equivalent employee by TOP code and ASA code). Tables in this document show the data for the reporting academic period (fall 2020) disaggregated by institution (Central Services, De Anza College, Foothill College, FHDA CCD) and compared to that for the prior two academic years (fall 2018 and fall 2019). Data highlights point to some of the key findings.

Data Highlights

- The MIS employee reports include data for administrators, faculty, and classified employees with a job assignment or on leave (e.g., sabbatical, sick leave) during the reporting fall term. Data for faculty who were not employees of the District (e.g., apprenticeship instructors at Foothill College) are not included. The data presented here are intended to provide an overview of employee activity during the reporting fall term after considering similar data for prior fall terms.
- Employee headcount by institution and fall term are shown in Table 1. In this table, the data show a total of 1,846 employees at the FHDA CCD in fall

2020—a decline of 1% over the prior year. The data also show that over the last three years, or fall terms, (a) more than half of all FHDA CCD employees were assigned to De Anza College; and, (b) Foothill College had the largest drop in employee headcount (6% in fall 2018, 2% in fall 2019).

- Data in Table 2 show employee headcount by institution, employee category and fall term. In this table, headcounts for *Educational Administrator* and *Classified Administrator* are not comparable across fall terms because of recent changes to the report. To better describe employee classification, in fall 2020 employees classified as *Educational Administrator* in Banner-PEAEMPL (group code equal 'A') were reported as *Classified Administrator* in the MIS employee reports (EB08) if they had a class code equal to 'A3' (Administrator-Program).
- A modified version of Table 2 is Table 2.A, where the employee categories for *Educational Administrator* and *Classified Administrator* have been combined into one group, *Administrators*, to make headcounts comparable over time. Data in Table 2.A show that the *Academic Temporary* (i.e., part-time, or adjunct faculty) has been the largest group of employees at the District (43% to 45%) during the last three fall terms. The data also show significant differences between the colleges regarding percentage counts for two employee groups: *Academic Temporary* and *Classified Support*. During the last three fall terms, the percentage of *Academic Temporary* employees has been about 10 points higher at Foothill College (e.g., 53% in fall 2020), when compared with De Anza College (e.g., 43% in fall 2020).¹ For the *Classified Support* group, the data show the opposite: 10 percentage points higher at De Anza College (e.g., 20% in fall 2020), when compared with Foothill College (e.g., 10% in fall 2020).
- Table 2.B shows faculty headcount by *Employee Group* (*Tenured/Tenure Track* or *Temporary Faculty*) and institution during the last three fall terms. Data in this table show De Anza College with a higher percentage of *Tenured/Tenure Track* faculty (about 5 percentage points higher), when compared with Foothill College.

¹ Apprenticeship instructors are not included in the analyses.

- Table 3 show employee headcount by institution, EE06 occupational activity and fall term. Data in this table show that faculty members accounted for about two-thirds of all employees at the FHDA CCD during the last three years/fall terms. The faculty is also the group that has experienced the most significant drop in headcount, especially at Foothill College: a drop in headcount of 35 or 6% in fall 2019 and 24 or 4% in fall 2020, when compared with the prior fall term.
- Table 4 and Table 5 show data disaggregated by gender. In Table 4, data for the last three fall terms show that about 57% of all FHDA CCD employees were females. Data in Table 4 also show differences across institutions regarding headcount changes for gender: at Central Services, the number of female employees increased an average of 5%, while the number for males declined an average of 7%; at Foothill College, the number of female employees declined an average of 7%, while males declined an average of 2%. (See *2 Year Avg Percent Change* in Table 4.)
- In addition to institution and fall term, gender data in Table 5 are disaggregated by EE06 occupational activity. Data in Table 5 show that when considering gender and occupational activity, female faculty make up the largest employee group at the District (37% of all FHDA CCD employees in fall 2020), followed by male faculty (29% in fall 2020). Data in this table also show differences within and across institutions based on employee group and gender. At De Anza College, male faculty had the largest decline in headcount: an average annual decline of 4%, compared with a drop of 1% for female faculty. At Foothill College, female faculty had the largest decline in headcount: an average annual drop of 7%, compared with a drop of 2% for male faculty. (See *2 Year Avg Percent Change* in Table 5.)
- Data for age are shown in Table 6 and Table 7. In Table 6, data for the FHDA CCD show that largest decline in headcount among employees aged 60 to 64, a drop in headcount of 33 or 13% in fall 2019 and 9 or 4% in fall 2020, when compared with the prior fall term. Employees aged 35 to 40 also show a consistent drop in headcount; data for this group show a 6% drop in headcount in fall 2019 and fall 2020, when compared with the headcount of the prior fall term. Specific to changes over the last three years in the median (midpoint of the distribution) age for any group, data in Table 7 show only

significant changes for *Clerical/Secretarial* employees at Central Services: a median of 50 in fall 2020, compared to 47 in the prior years.

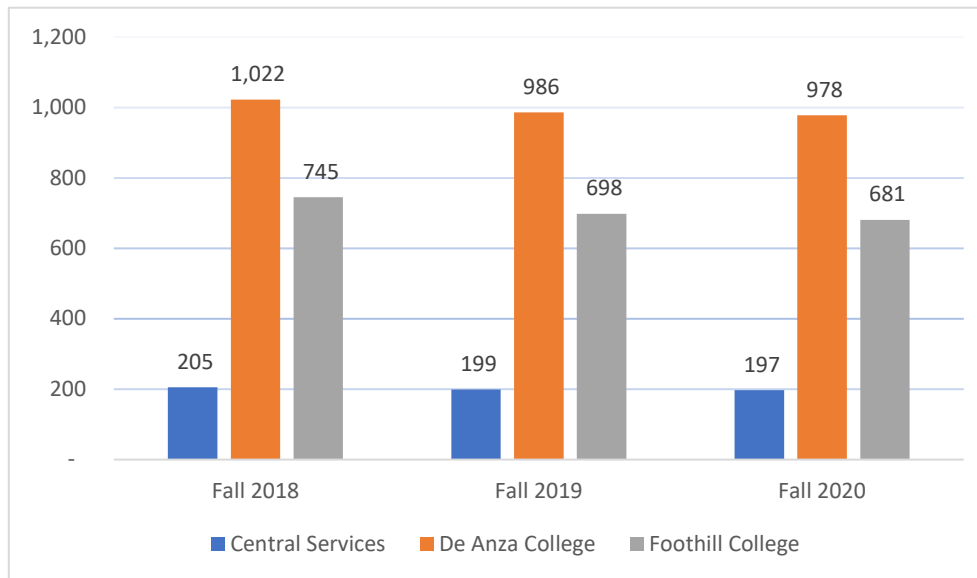
- Table 8, Table 8.A, and Table 8.B show data disaggregated by employee race/ethnic group, institution and fall term. Data in Table 8 for the FHDA CCD show that *Whites*, *Asians*, and *Hispanics* are the predominant groups at the District, accounting for about 50%, 22%, and 17% of all employees, respectively. The data also show that among race/ethnic groups with a headcount equal or higher than 20 at the District, only the *Hispanic* and the *Two or more races* groups show an increase in headcount in fall 2020; a 7% and 9%, respectively.
- Data in Table 8.A, where headcounts are disaggregated by EE06 Occupational Activity, show that the number of *African American/Black* managers at the FHDA CCD dropped by about 25% in fall 2019 and fall 2020, when compare to the prior fall term. For race/ethnic groups with at least 25 employees, data in this table show that the largest drop in headcount was for the *White* faculty—about 3% (23) and 6% (42) in fall 2019 and fall 2020, respectively.
- Data in Table T8.B show FHDA CCD headcount percentages by race/ethnic group within each EE06 Occupational Activity. Data in this table show that despite a 1% decline in headcount during the last two fall terms, faculty at the District are predominantly white (e.g., 57% in fall 2020).
- Table 9 and Table 9.A show data for employment status (e.g., new, continuing, reclassified). In fall 2020 the status for retiree employees was added to the report (i.e., new retiree, continuing retiree); thus, headcounts across terms are not comparable.
- Table 10 show data for average annual salary disaggregated by institution, EE06 Occupational Activity and fall term. In the MIS employee reports, annual salary is only reported for full-time employees. Data in Table 10 show increases in average annual salary across groups. The top increases in salary were for managers in Central Services: 3% in fall 2019 and 8% in fall 2020.
- Data in Table 11 show average hourly rate for part-time faculty or overload assignments. Data in this table show a significant drop in the average hourly

rate paid for these assignments in fall 2020, compared with related figures for fall 2019.

- Table 12 shows FTE (full-time equivalent) employee data disaggregated by EE06 Occupational Activity, TOP (Taxonomy of Programs) code and fall term for the FHDA CCD. In the MIS employee reports, TOP codes are used to identify assignments that relate to classroom instruction or direct instructional support. Under faculty, the programs with the top FTE figures are Mathematics and English with 109 and 101 in fall 2020, respectively.
- Table 13 show FTE employee data for ASA or administrative support codes by EE06 Occupational Activity and fall term for the FHDA CCD. Data in this table show that the administrative support areas with the highest FTE in fall 2020 were (1) management information systems under *Professional, Non-Faculty* with 41 FTE and (2) custodian services under *Service/Maintenance* with 32 FTE.
- Table 14 summarizes FTE employee data by institution, EE06 Occupational Activity and fall term. At FHDA CCD, most employee groups show a decline in FTE in fall 2019 and an increase in fall 2020, when compared with related figures for the prior fall term. The *Executive, Administrative, Management* group is the only one showing an increase in FTE during the same period.
- Table 15 summarizes FTE employee data by institution and fall term. Data in this table show that in fall 2020 De Anza College accounted for about 54% of the total FTE for all employees at the FHDA CCD, an increase of 4% over the prior fall term.

Table 1. Employee Headcount by Institution and Fall Term

Institution	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services	205	199	197	(6)	(2)	-3%	-1%	-2%
De Anza College	1,022	986	978	(36)	(8)	-4%	-1%	-3%
Foothill College	745	698	681	(47)	(17)	-6%	-2%	-4%
FHDA CCD	1,964	1,870	1,846	(94)	(24)	-5%	-1%	-3%



Note: Data source, MIS Employee (EB, EJ) Reports

Table 2. Employee Headcount by Institution, Employee Category and Fall Term

Employee Category	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Educational Administrator	29	29	8	-	(21)	0%	-72%	-36%
Academic Temporary	-	-	2	-	-	0%	0%	0%
Classified Administrator	5	4	24	(1)	20	-20%	500%	240%
Classified Professional	73	71	69	(2)	(2)	-3%	-3%	-3%
Classified Support	98	95	94	(3)	(1)	-3%	-1%	-2%
De Anza College								
Educational Administrator	21	25	19	4	(6)	19%	-24%	-3%
Academic Tenured/Tenure Tr	266	243	256	(23)	13	-9%	5%	-2%
Academic Temporary	463	459	437	(4)	(22)	-1%	-5%	-3%
Classified Administrator	5	5	10	-	5	0%	100%	50%
Classified Professional	57	56	58	(1)	2	-2%	4%	1%
Classified Support	210	198	198	(12)	-	-6%	0%	-3%
Foothill College								
Educational Administrator	30	29	17	(1)	(12)	-3%	-41%	-22%
Academic Tenured/Tenure Tr	179	167	170	(12)	3	-7%	2%	-3%
Academic Temporary	412	389	362	(23)	(27)	-6%	-7%	-7%
Classified Administrator	3	2	16	(1)	14	-33%	700%	334%
Classified Professional	43	43	48	-	5	0%	12%	6%
Classified Support	78	68	68	(10)	-	-13%	0%	-7%
FHDA CCD								
Educational Administrator	80	83	44	3	(39)	4%	-47%	-22%
Academic Tenured/Tenure Tr	445	408	426	(37)	18	-8%	4%	-2%
Academic Temporary	867	838	792	(29)	(46)	-3%	-5%	-4%
Classified Administrator	13	11	50	(2)	39	-15%	355%	170%
Classified Professional	173	170	174	(3)	4	-2%	2%	0%
Classified Support	386	360	360	(26)	-	-7%	0%	-4%

Note: Headcounts for educational and classified administrators in fall 2020 reflect changes to the report. For fall 2020, employee class equal to 'A3' (program

administrator) was used to identify classified administrators, previously based on employee group only ('P').

Table 2.A Headcount by Institution, Employee Group and Fall Term

Employee Group	Year 1 - Fall 2018		Year 2 - Fall 2019		Year 3 - Fall 2020	
	Count	Percent	Count	Percent	Count	Percent
Central Services						
Administrator	34	17%	33	17%	32	16%
Academic Temporary	-	0%	-	0%	2	1%
Classified Professional	73	36%	71	36%	69	35%
Classified Support	98	48%	95	48%	94	48%
Total	205	100%	199	100%	197	100%
De Anza College						
Administrator	26	3%	30	3%	29	3%
Academic Tenured/Tenure Track	266	26%	243	25%	256	26%
Academic Temporary	463	45%	459	47%	437	45%
Classified Professional	57	6%	56	6%	58	6%
Classified Support	210	21%	198	20%	198	20%
Total	1,022	100%	986	100%	978	100%
Foothill College						
Administrator	33	4%	31	4%	33	5%
Academic Tenured/Tenure Track	179	24%	167	24%	170	25%
Academic Temporary	412	55%	389	56%	362	53%
Classified Professional	43	6%	43	6%	48	7%
Classified Support	78	10%	68	10%	68	10%
Total	745	100%	698	100%	681	100%
FHDA CCD						
Administrator	93	5%	94	5%	94	5%
Academic Tenured/Tenure Track	445	23%	408	22%	426	23%
Academic Temporary	867	44%	838	45%	792	43%
Classified Professional	173	9%	170	9%	174	9%
Classified Support	386	20%	360	19%	360	20%
Total	1,964	100%	1,870	100%	1,846	100%

Table 2.B Faculty Headcount by Institution, Employee Group and Fall Term

Employee Group	Year 1 - Fall 2018		Year 2 - Fall 2019		Year 3 - Fall 2020	
	Count	Percent	Count	Percent	Count	Percent
De Anza College						
Academic Tenured/Tenure Track	266	36%	243	35%	256	37%
Academic Temporary	463	64%	459	65%	437	63%
Total Faculty	729	100%	702	100%	693	100%
Foothill College						
Academic Tenured/Tenure Track	179	30%	167	30%	170	32%
Academic Temporary	412	70%	389	70%	362	68%
Total Faculty	591	100%	556	100%	532	100%
FHDA CCD						
Academic Tenured/Tenure Track	445	34%	408	33%	426	35%
Academic Temporary	867	66%	838	67%	792	65%
Total Faculty	1,312	100%	1,246	100%	1,218	100%

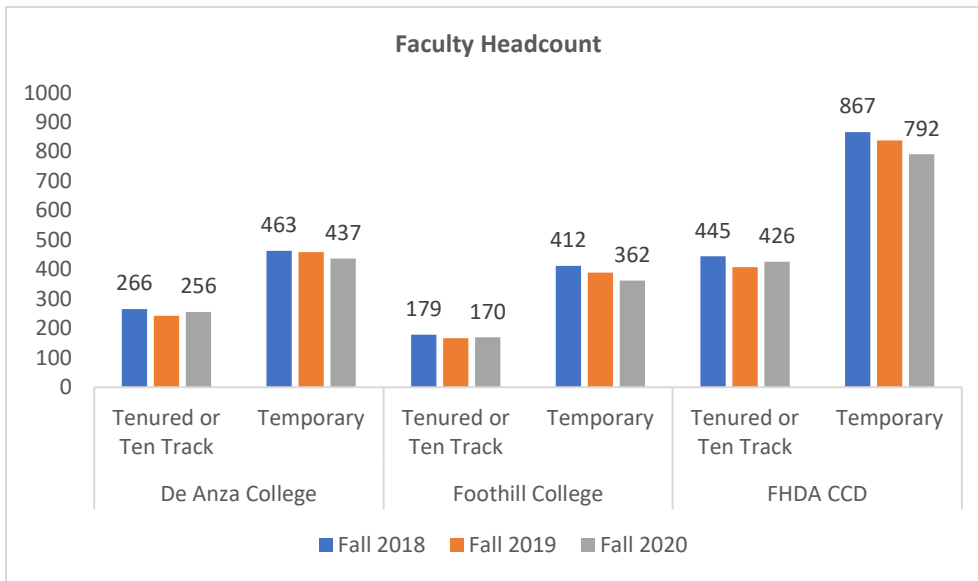


Table 3. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Executive, Adm, or Manag	34	33	32	(1)	(1)	-3%	-3%	-3%
Faculty	-	-	2	-	-	0%	0%	0%
Professional, Non-Faculty	73	71	69	(2)	(2)	-3%	-3%	-3%
Clerical/Secretarial	19	16	16	(3)	-	-16%	0%	-8%
Technical/Paraprofessional	16	18	21	2	3	13%	17%	15%
Skilled Crafts	16	14	14	(2)	-	-13%	0%	-7%
Service/Maintenance	47	47	43	-	(4)	0%	-9%	-5%
De Anza College								
Executive, Adm, or Manag	26	30	29	4	(1)	15%	-3%	6%
Faculty	729	702	693	(27)	(9)	-4%	-1%	-3%
Professional, Non-Faculty	57	56	58	(1)	2	-2%	4%	1%
Clerical/Secretarial	64	62	62	(2)	-	-3%	0%	-2%
Technical/Paraprofessional	110	102	100	(8)	(2)	-7%	-2%	-5%
Service/Maintenance	36	34	36	(2)	2	-6%	6%	0%
Foothill College								
Executive, Adm, or Manag	33	31	33	(2)	2	-6%	6%	0%
Faculty	591	556	532	(35)	(24)	-6%	-4%	-5%
Professional, Non-Faculty	43	43	48	-	5	0%	12%	6%
Clerical/Secretarial	33	29	32	(4)	3	-12%	10%	-1%
Technical/Paraprofessional	43	39	35	(4)	(4)	-9%	-10%	-10%
Service/Maintenance	2	-	1	-	-	0%	0%	0%

Table 3. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
FHDA CCD								
Executive, Adm, or Manag	93	94	94	1	-	1%	0%	1%
Faculty	1,312	1,246	1,218	(66)	(28)	-5%	-2%	-4%
Professional, Non-Faculty	173	170	174	(3)	4	-2%	2%	0%
Clerical/Secretarial	116	107	110	(9)	3	-8%	3%	-3%
Technical/Paraprofessional	169	158	156	(11)	(2)	-7%	-1%	-4%
Skilled Crafts	16	14	14	(2)	-	-13%	0%	-7%
Service/Maintenance	85	81	80	(4)	-1	-1%	0%	-1%

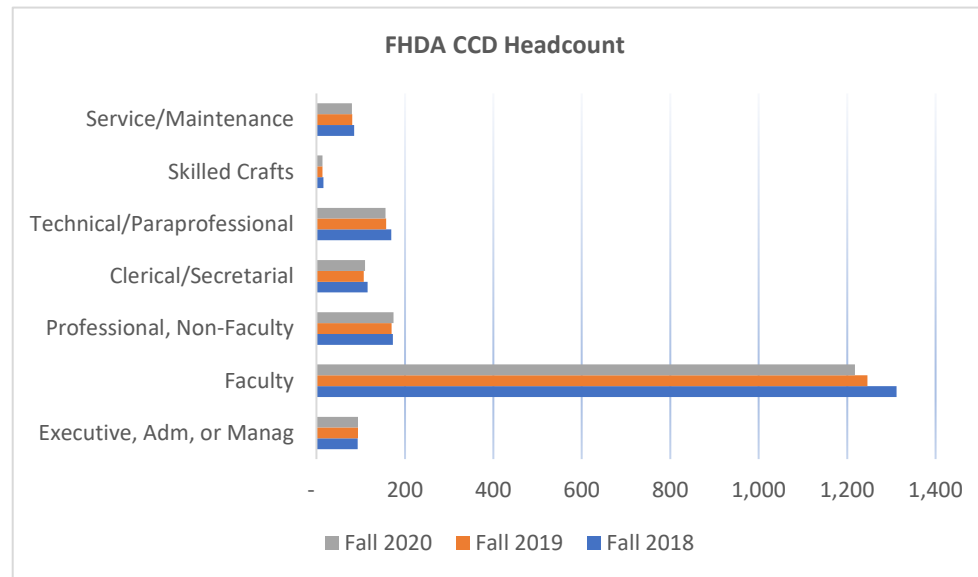


Table 4. Employee Headcount by Institution, Gender and Fall Term

Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Female	80	85	88	5	3	6%	4%	5%
Male	125	114	109	(11)	(5)	-9%	-4%	-7%
De Anza College								
Female	607	589	586	(18)	(3)	-3%	-1%	-2%
Male	415	397	392	(18)	(5)	-4%	-1%	-3%
Foothill College								
Female	449	406	394	(43)	(12)	-10%	-3%	-7%
Male	296	292	287	(4)	(5)	-1%	-2%	-2%
FHDA CCD								
Female	1,131	1,071	1,061	(60)	(10)	-5%	-1%	-3%
Male	833	799	785	(34)	(14)	-4%	-2%	-3%

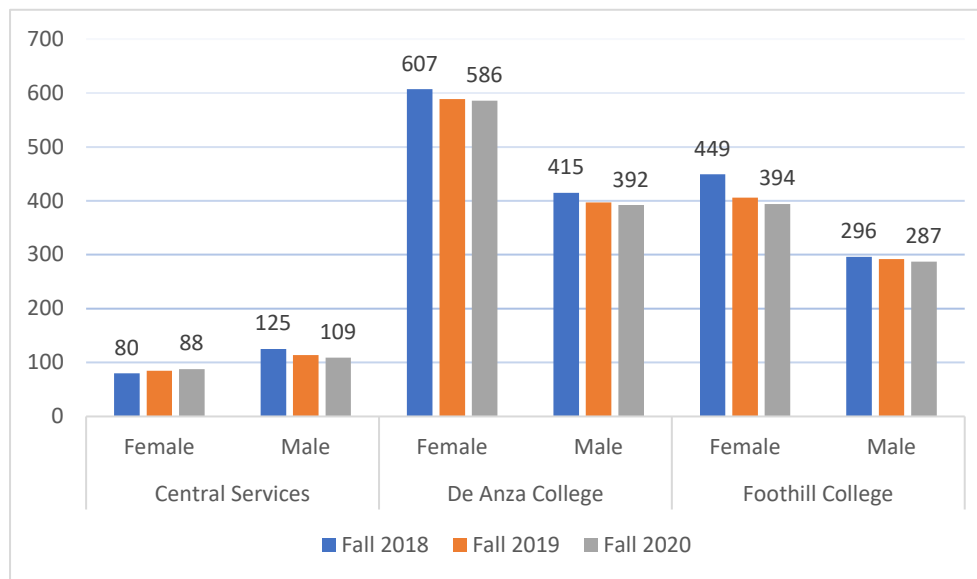


Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services									
Executive, Adm, or Manag	Female	18	21	20	3	(1)	17%	-5%	6%
	Male	16	12	12	(4)	-	-25%	0%	-13%
Faculty	Female	-	-	2	-	-	0%	0%	0%
	Male	34	33	34	(1)	1	-3%	3%	0%
Professional, Non-Faculty	Female	39	38	35	(1)	(3)	-3%	-8%	-6%
	Male	15	14	14	(1)	-	-7%	0%	-4%
Clerical/Secretarial	Female	4	2	2	(2)	-	-50%	0%	-25%
	Male	6	9	9	3	-	50%	0%	25%
Technical/Paraprofessional	Female	10	9	12	(1)	3	-10%	33%	12%
	Male	-	1	1	-	-	0%	0%	0%
Skilled Crafts	Female	16	13	13	(3)	-	-19%	0%	-10%
	Male	7	7	8	-	1	0%	14%	7%
Service/Maintenance	Female	40	40	35	-	(5)	0%	-13%	-7%
	Male	De Anza College							
Executive, Adm, or Manag	Female	17	18	15	1	(3)	6%	-17%	-6%
	Male	9	12	14	3	2	33%	17%	25%
Faculty	Female	406	396	395	(10)	(1)	-2%	0%	-1%
	Male	323	306	298	(17)	(8)	-5%	-3%	-4%
Professional, Non-Faculty	Female	43	41	42	(2)	1	-5%	2%	-2%
	Male	14	15	16	1	1	7%	7%	7%
Clerical/Secretarial	Female	55	52	53	(3)	1	-5%	2%	-2%
	Male	9	10	9	1	(1)	11%	-10%	1%
Technical/Paraprofessional	Female	71	68	66	(3)	(2)	-4%	-3%	-4%
	Male	39	34	34	(5)	-	-13%	0%	-7%
Service/Maintenance	Female	15	14	15	(1)	1	-7%	7%	0%
	Male	21	20	21	(1)	1	-5%	5%	0%

Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Foothill College									
Executive, Adm, or Manag	Female	22	19	19	(3)	-	-14%	0%	-7%
	Male	11	12	14	1	2	9%	17%	13%
Faculty	Female	343	311	295	(32)	(16)	-9%	-5%	-7%
	Male	248	245	237	(3)	(8)	-1%	-3%	-2%
Professional, Non-Faculty	Female	29	27	32	(2)	5	-7%	19%	6%
	Male	14	16	16	2	-	14%	0%	7%
Clerical/Secretarial	Female	27	27	30	-	3	0%	11%	6%
	Male	6	2	2	(4)	-	-67%	0%	-34%
Technical/Paraprofessional	Female	28	22	18	(6)	(4)	-21%	-18%	-20%
	Male	15	17	17	2	-	13%	0%	7%
Service/Maintenance	Male	2	0	1	0	0	0	0	

Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
FHDA CCD									
Executive, Adm, or Manag	Female	57	58	54	1	(4)	2%	-7%	-3%
	Male	36	36	40	-	4	0%	11%	6%
Faculty	Female	744	698	685	(46)	(13)	-6%	-2%	-4%
	Male	568	548	533	(20)	(15)	-4%	-3%	-4%
Professional, Non-Faculty	Female	106	101	108	(5)	7	-5%	7%	1%
	Male	67	69	66	2	(3)	3%	-4%	-1%
Clerical/Secretarial	Female	97	93	97	(4)	4	-4%	4%	0%
	Male	19	14	13	(5)	(1)	-26%	-7%	-17%
Technical/Paraprofessional	Female	105	99	93	(6)	(6)	-6%	-6%	-6%
	Male	64	59	63	(5)	4	-8%	7%	-1%
Skilled Crafts	Female	-	1	1	-	-	0%	0%	0%
	Male	16	13	13	(3)	-	-19%	0%	-10%
Service/Maintenance	Female	22	21	23	(1)	2	-5%	10%	3%
	Male	63	60	57	(3)	(3)	-5%	-5%	-5%

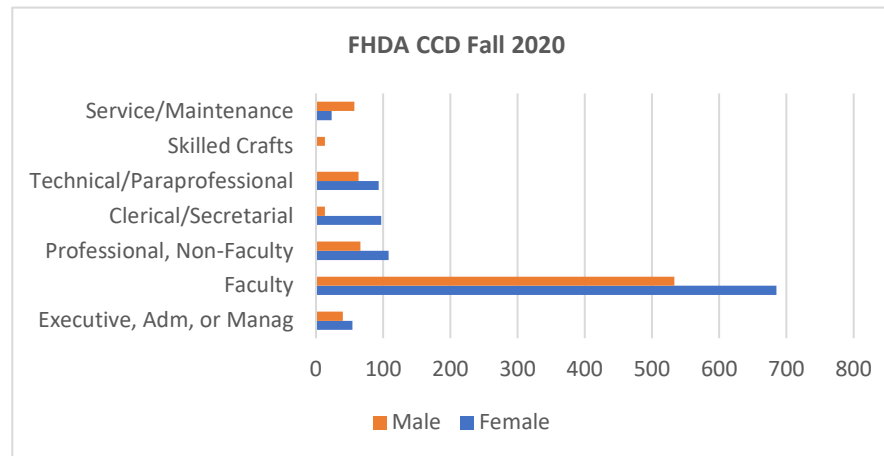


Table 6. Employee Headcount by Institution, Age Group and Fall Term

Age Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
29 or less	8	14	11	6	(3)	75%	-21%	27%
30-34	13	12	12	(1)	-	-8%	0%	-4%
35-39	17	21	18	4	(3)	24%	-14%	5%
40-44	27	21	19	(6)	(2)	-22%	-10%	-16%
45-49	23	26	27	3	1	13%	4%	9%
50-54	41	39	38	(2)	(1)	-5%	-3%	-4%
55-59	35	30	30	(5)	-	-14%	0%	-7%
60-64	32	26	28	(6)	2	-19%	8%	-6%
65 or more	9	10	14	1	4	11%	40%	26%
De Anza College								
29 or less	42	40	41	(2)	1	-5%	3%	-1%
30-34	71	60	63	(11)	3	-15%	5%	-5%
35-39	105	92	79	(13)	(13)	-12%	-14%	-13%
40-44	99	106	111	7	5	7%	5%	6%
45-49	131	136	124	5	(12)	4%	-9%	-3%
50-54	149	141	145	(8)	4	-5%	3%	-1%
55-59	137	151	147	14	(4)	10%	-3%	4%
60-64	136	123	121	(13)	(2)	-10%	-2%	-6%
65 or more	152	137	147	(15)	10	-10%	7%	-2%
Foothill College								
29 or less	40	29	21	(11)	(8)	-28%	-28%	-28%
30-34	54	45	49	(9)	4	-17%	9%	-4%
35-39	98	97	95	(1)	(2)	-1%	-2%	-2%
40-44	94	91	103	(3)	12	-3%	13%	5%
45-49	98	90	91	(8)	1	-8%	1%	-4%
50-54	106	97	93	(9)	(4)	-8%	-4%	-6%
55-59	81	92	90	11	(2)	14%	-2%	6%
60-64	83	70	60	(13)	(10)	-16%	-14%	-15%
65 or more	91	87	79	(4)	(8)	-4%	-9%	-7%
FHDA CCD								
29 or less	90	83	73	(7)	(10)	-8%	-12%	-10%
30-34	137	117	123	(20)	6	-15%	5%	-5%
35-39	217	205	192	(12)	(13)	-6%	-6%	-6%
40-44	219	217	230	(2)	13	-1%	6%	3%
45-49	251	249	240	(2)	(9)	-1%	-4%	-3%
50-54	295	276	275	(19)	(1)	-6%	0%	-3%
55-59	253	271	265	18	(6)	7%	-2%	3%
60-64	251	218	209	(33)	(9)	-13%	-4%	-9%
65 or more	251	234	239	(17)	5	-7%	2%	-3%

Table 7. Employee Median Age by Institution, Age Group and Fall Term

Employee EE06 Occupational Activity	Median Age			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Executive, Adm, or Manag	54	52	54	(1)	2	-2%	4%	1%
Faculty	-	-	-	-	-	0%	0%	0%
Professional, Non-Faculty	49	48	48	(1)	-	-2%	0%	-1%
Clerical/Secretarial	47	47	50	-	3	0%	6%	3%
Technical/Paraprofessional	48	48	48	-	-	1%	-1%	0%
Skilled Crafts	49	47	48	(2)	2	-5%	4%	-1%
Service/Maintenance	49	48	50	(2)	2	-4%	5%	1%
De Anza College								
Executive, Adm, or Manag	56	57	55	-	(1)	0%	-2%	-1%
Faculty	53	53	53	-	-	1%	0%	1%
Professional, Non-Faculty	47	45	47	(2)	1	-3%	3%	0%
Clerical/Secretarial	47	44	45	(3)	1	-6%	2%	-2%
Technical/Paraprofessional	46	46	47	-	-	0%	1%	1%
Service/Maintenance	50	49	49	-	(1)	-1%	-2%	-2%
Foothill College								
Executive, Adm, or Manag	50	50	49	(1)	-	-2%	0%	-1%
Faculty	50	50	50	-	-	1%	-1%	0%
Professional, Non-Faculty	43	42	42	-	-	-1%	0%	-1%
Clerical/Secretarial	48	49	49	1	-	2%	0%	1%
Technical/Paraprofessional	46	46	47	-	1	1%	3%	2%
Service/Maintenance	45	-	48	-	-	0%	0%	0%

Table 7. Employee Median Age by Institution, Age Group and Fall Term

Employee EE06 Occupational Activity	Median Age			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
FHDA CCD								
Executive, Adm, or Manag	53	53	53	(1)	-	-1%	0%	-1%
Faculty	51	52	52	-	-	1%	0%	1%
Professional, Non-Faculty	47	46	46	(1)	-	-2%	1%	-1%
Clerical/Secretarial	47	46	47	(1)	1	-3%	2%	-1%
Technical/Paraprofessional	46	46	47	-	1	0%	1%	1%
Skilled Crafts	49	47	48	(2)	2	-5%	4%	-1%
Service/Maintenance	49	48	49	(1)	1	-2%	2%	0%

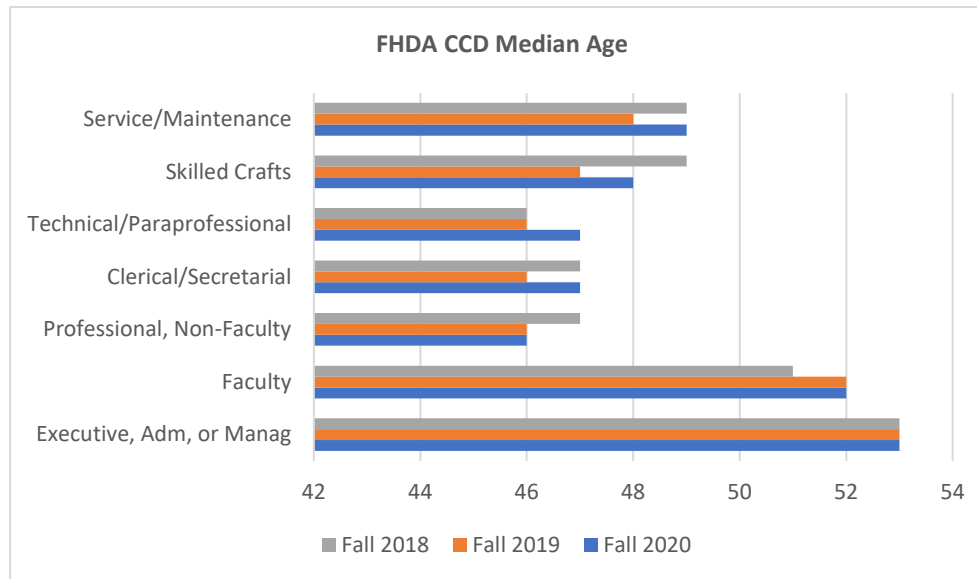


Table 8. Employee Headcount by Institution, Race/Ethnic Group and Fall Term

Race/Ethnic Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
African American/Black	8	6	6	(2)	-	-25%	0%	-13%
American Indian/Alaska Na	1	-	-	(1)	-	0%	0%	0%
Asian	49	49	50	-	1	0%	2%	1%
Hispanic	57	59	60	2	1	4%	2%	3%
Pacific Islander	1	1	1	-	-	0%	0%	0%
White	73	69	65	(4)	(4)	-5%	-6%	-6%
Two or more races	3	4	4	1	-	33%	0%	17%
Not reported	13	11	11	(2)	-	-15%	0%	-8%
De Anza College								
African American/Black	44	39	40	(5)	1	-11%	3%	-4%
American Indian/Alaska Na	6	6	5	-	(1)	0%	-17%	-9%
Asian	236	231	236	(5)	5	-2%	2%	0%
Hispanic	142	134	141	(8)	7	-6%	5%	-1%
Pacific Islander	6	5	6	(1)	1	-17%	20%	2%
White	512	502	484	(10)	(18)	-2%	-4%	-3%
Two or more races	23	23	24	-	1	0%	4%	2%
Not reported	53	46	42	(7)	(4)	-13%	-9%	-11%
Foothill College								
African American/Black	30	28	28	(2)	-	-7%	0%	-4%
American Indian/Alaska Na	6	5	5	(1)	-	-17%	0%	-9%
Asian	157	135	128	(22)	(7)	-14%	-5%	-10%
Hispanic	94	96	109	2	13	2%	14%	8%
Pacific Islander	3	3	3	-	-	0%	0%	0%
White	415	394	369	(21)	(25)	-5%	-6%	-6%
Two or more races	16	17	19	1	2	6%	12%	9%
Not reported	24	20	20	(4)	-	-17%	0%	-9%

Table 8. Employee Headcount by Institution, Race/Ethnic Group and Fall Term

Race/Ethnic Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
FHDA CCD								
African American/Black	82	73	74	(9)	1	-11%	1%	-5%
American Indian/Alaska Na	13	11	10	(2)	(1)	-15%	-9%	-12%
Asian	438	414	413	(24)	(1)	-5%	0%	-3%
Hispanic	293	287	308	(6)	21	-2%	7%	3%
Pacific Islander	10	9	10	(1)	1	-10%	11%	1%
White	998	958	913	(40)	(45)	-4%	-5%	-5%
Two or more races	42	43	47	1	4	2%	9%	6%
Not reported	88	75	71	(13)	(4)	-15%	-5%	-10%

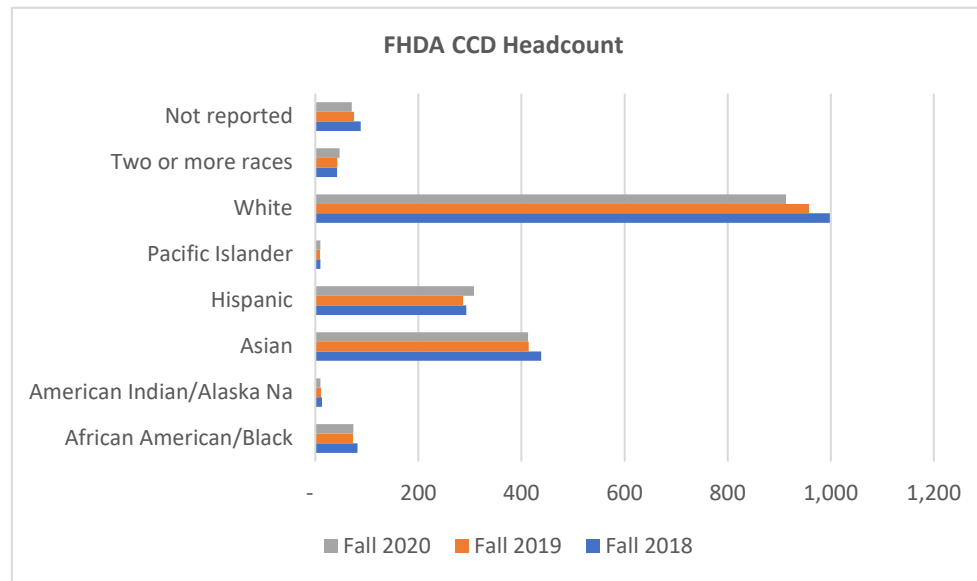


Table 8.A FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

Employee EE06 Occupational Activity	Race/Ethnic Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Executive, Adm, or Manag	African American/Black	11	8	6	(3)	(2)	-27%	-25%	-26%
	American Indian/Alaska Native	-	1	1	1	-	0%	0%	0%
	Asian	15	16	16	1	-	7%	0%	4%
	Hispanic	15	21	22	6	1	40%	5%	23%
	White	48	44	43	(4)	(1)	-8%	-2%	-5%
	Two or more races	2	2	4	-	2	0%	100%	50%
	Not reported	2	2	2	-	-	0%	0%	0%
Faculty	African American/Black	52	51	53	(1)	2	-2%	4%	1%
	American Indian/Alaska Native	11	10	9	(1)	(1)	-9%	-10%	-10%
	Asian	274	257	251	(17)	(6)	-6%	-2%	-4%
	Hispanic	135	123	137	(12)	14	-9%	11%	1%
	Pacific Islander	1	1	2	-	1	0%	100%	50%
	White	760	737	695	(23)	(42)	-3%	-6%	-5%
	Two or more races	25	23	27	(2)	4	-8%	17%	5%
Not reported	54	44	44	(10)	-	-19%	0%	-10%	
Professional, Non-Faculty	African American/Black	9	10	11	1	1	11%	10%	11%
	American Indian/Alaska Native	1	-	-	(1)	-	0%	0%	0%
	Asian	47	48	52	1	4	2%	8%	5%
	Hispanic	38	37	39	(1)	2	-3%	5%	1%
	Pacific Islander	3	3	3	-	-	0%	0%	0%
	White	63	59	58	(4)	(1)	-6%	-2%	-4%
	Two or more races	4	6	5	2	(1)	50%	-17%	17%
Not reported	8	7	6	(1)	(1)	-13%	-14%	-14%	

Table 8.A FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

Employee EE06 Occupational Activity	Race/Ethnic Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Clerical/Secretarial	American Indian/Alaska Native	1	-	-	(1)	-	0%	0%	0%
	Asian	30	31	32	1	1	3%	3%	3%
	Hispanic	30	29	29	(1)	-	-3%	0%	-2%
	Pacific Islander	2	1	1	(1)	-	-50%	0%	-25%
	White	45	38	41	(7)	3	-16%	8%	-4%
	Two or more races	3	3	3	-	-	0%	0%	0%
	Not reported	5	5	4	-	(1)	0%	-20%	-10%
Technical/Paraprofessional	African American/Black	5	2	1	(3)	(1)	-60%	-50%	-55%
	Asian	53	46	45	(7)	(1)	-13%	-2%	-8%
	Hispanic	34	34	38	-	4	0%	12%	6%
	Pacific Islander	1	1	1	-	-	0%	0%	0%
	White	57	57	54	-	(3)	0%	-5%	-3%
	Two or more races	6	6	6	-	-	0%	0%	0%
	Not reported	13	12	11	(1)	(1)	-8%	-8%	-8%
Skilled Crafts	African American/Black	1	-	-	(1)	-	0%	0%	0%
	Asian	4	3	3	(1)	-	-25%	0%	-13%
	Hispanic	2	4	5	2	1	100%	25%	63%
	White	8	6	5	(2)	(1)	-25%	-17%	-21%
	Two or more races	1	1	1	-	-	0%	0%	0%
Service/Maintenance	African American/Black	4	2	3	(2)	1	-50%	50%	0%
	Asian	15	13	14	(2)	1	-13%	8%	-3%
	Hispanic	39	39	38	-	(1)	0%	-3%	-2%
	Pacific Islander	3	3	3	-	-	0%	0%	0%
	White	17	17	17	-	-	0%	0%	0%
	Two or more races	1	2	1	1	(1)	100%	-50%	25%
	Not reported	6	5	4	(1)	(1)	-17%	-20%	-19%

Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

Employee EE06 Occupational Activity	Race/Ethnic Group	Headcount			Percent of Total		
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020
Executive, Adm, or Manag	African American/Black	11	8	6	12%	9%	6%
	American Indian/Alaska Native	-	1	1	0%	1%	1%
	Asian	15	16	16	16%	17%	17%
	Hispanic	15	21	22	16%	22%	23%
	White	48	44	43	52%	47%	46%
	Two or more races	2	2	4	2%	2%	4%
	Not reported	2	2	2	2%	2%	2%
	Total	93	94	94	100%	100%	100%
Faculty	African American/Black	52	51	53	4%	4%	4%
	American Indian/Alaska Native	11	10	9	1%	1%	1%
	Asian	274	257	251	21%	21%	21%
	Hispanic	135	123	137	10%	10%	11%
	Pacific Islander	1	1	2	0%	0%	0%
	White	760	737	695	58%	59%	57%
	Two or more races	25	23	27	2%	2%	2%
	Not reported	54	44	44	4%	4%	4%
Total	1,312	1,246	1,218	100%	100%	100%	
Professional, Non-Faculty	African American/Black	9	10	11	5%	6%	6%
	American Indian/Alaska Native	1	-	-	1%	0%	0%
	Asian	47	48	52	27%	28%	30%
	Hispanic	38	37	39	22%	22%	22%
	Pacific Islander	3	3	3	2%	2%	2%
	White	63	59	58	36%	35%	33%
	Two or more races	4	6	5	2%	4%	3%
	Not reported	8	7	6	5%	4%	3%
Total	173	170	174	100%	100%	100%	

Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

Employee EE06 Occupational Activity	Race/Ethnic Group	Headcount			Percent of Total		
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020
Clerical/Secretarial	American Indian/Alaska Native	1	-	-	1%	0%	0%
	Asian	30	31	32	26%	29%	29%
	Hispanic	30	29	29	26%	27%	26%
	Pacific Islander	2	1	1	2%	1%	1%
	White	45	38	41	39%	36%	37%
	Two or more races	3	3	3	3%	3%	3%
	Not reported	5	5	4	4%	5%	4%
	Total	116	107	110	100%	100%	100%
Technical/Paraprofessional	African American/Black	5	2	1	3%	1%	1%
	Asian	53	46	45	31%	29%	29%
	Hispanic	34	34	38	20%	22%	24%
	Pacific Islander	1	1	1	1%	1%	1%
	White	57	57	54	34%	36%	35%
	Two or more races	6	6	6	4%	4%	4%
	Not reported	13	12	11	8%	8%	7%
	Total	169	158	156	100%	100%	100%
Skilled Crafts	African American/Black	1	-	-			
	Asian	4	3	3	25%	21%	21%
	Hispanic	2	4	5	13%	29%	36%
	White	8	6	5	50%	43%	36%
	Two or more races	1	1	1	6%	7%	7%
	Total	16	14	14	100%	100%	100%

Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

Employee EE06 Occupational Activity	Race/Ethnic Group	Headcount			Percent of Total		
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020
Service/Maintenance	African American/Black	4	2	3	5%	2%	4%
	Asian	15	13	14	18%	16%	18%
	Hispanic	39	39	38	46%	48%	48%
	Pacific Islander	3	3	3	4%	4%	4%
	White	17	17	17	20%	21%	21%
	Two or more races	1	2	1	1%	2%	1%
	Not reported	6	5	4	7%	6%	5%
	Total		85	81	80	100%	100%

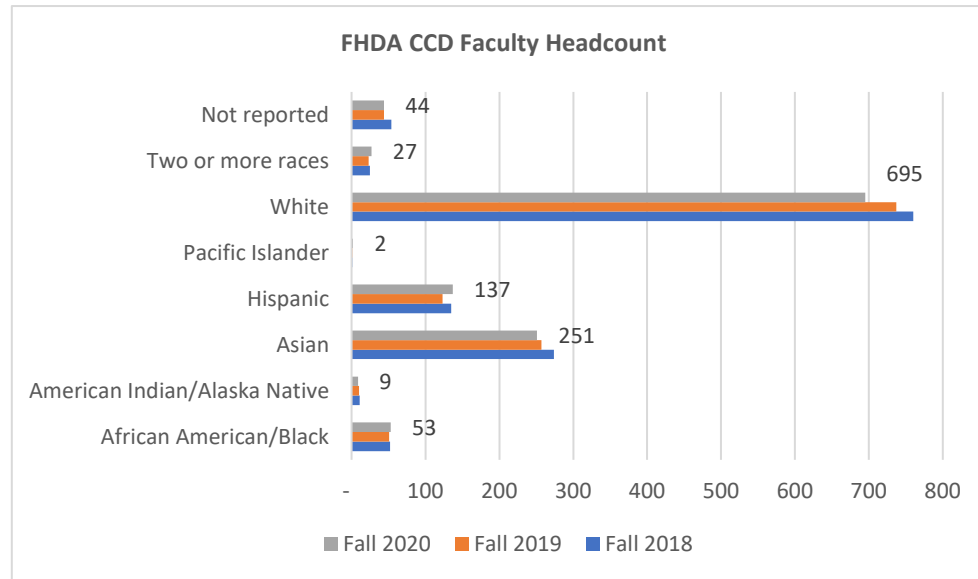


Table 9. Employee Headcount by Employment Status, Race/Ethnic Group and Fall Term

Employment Status	Median			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Continuing	200	190	195	(10)	5	-5%	3%	-1%
New Hire	3	3	1	-	(2)	0%	-67%	-34%
Promoted	2	6	1	4	(5)	200%	-83%	59%
De Anza College								
Continuing	1,010	972	923	(38)	(49)	-4%	-5%	-5%
New Hire	11	10	17	(1)	7	-9%	70%	31%
Promoted	1	4	2	3	(2)	300%	-50%	125%
Reclassification			4		4			
Retiree, Continuing			32		32			
Foothill College								
Continuing	737	693	656	(44)	(37)	-6%	-5%	-6%
New Hire	6	3	11	(3)	8	-50%	267%	109%
Promoted	2	2	1	-	(1)	0%	-50%	-25%
Retiree, Continuing	-	-	13	-	13	0%	0%	0%
FHDA CCD								
Continuing	1,939	1,842	1,764	(97)	(78)	-5%	-4%	-5%
New Hire	20	16	29	(4)	13	-20%	81%	31%
Promoted	5	12	4	7	(8)	140%	-67%	37%
Reclassification			4		4			
Retiree, Continuing			45		45			

Note: Beginning with fall 2020, retiree status is also taken into account (new or continuing retiree).

Table 9.A FHDA Employee Headcount by Employment Status, Race/Ethnic Group and Fall Term

Employee EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Executive, Adm, or Manag	Continuing	90	91	89	1	(2)	1%	-2%	-1%
	New Hire	2	1	4	(1)	3	-50%	300%	125%
	Promoted	1	2	-	1	(2)	100%	0%	50%
	Retiree, Continuir	-	-	1	-	1	0%	0%	0%
Faculty	Continuing	1,300	1,245	1,152	(55)	(93)	-4%	-7%	-6%
	New Hire	12	1	21	(11)	20	-92%	2000%	954%
	Promoted	-	-	1	-	1	0%	0%	0%
	Retiree, Continuir	-	-	44	-	44	0%	0%	0%
Professional, Non-Faculty	Continuing	165	163	171	(2)	8	-1%	5%	2%
	New Hire	4	2	2	(2)	-	-50%	0%	-25%
	Promoted	4	5	1	1	(4)	25%	-80%	-28%
Clerical/Secretarial	Continuing	115	101	110	(14)	9	-12%	9%	-2%
	New Hire	1	6	-	5	(6)	500%	0%	250%
Technical/Paraprofessional	Continuing	168	149	152	(19)	3	-11%	2%	-5%
	New Hire	1	5	2	4	(3)	400%	-60%	170%
	Promoted	-	4	2	4	(2)	0%	-50%	-25%
Skilled Crafts	Continuing	16	14	14	(2)	-	-13%	0%	-7%
Service/Maintenance	Continuing	85	79	76	(6)	(3)	-7%	-4%	-6%
	New Hire	-	1	-	1	(1)	0%	0%	0%
	Promoted	-	1	-	1	(1)	0%	0%	0%
	Reclassification	-	-	4	-	4	0%	0%	0%

Table 10. Average Employee Annual Salary by EE06 Occupational Activity and Fall Term

EE06 Occupational Activity	Average Annual Salary			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Executive, Adm, or Manag	\$ 166,855	\$ 171,842	\$ 185,992	\$ 4,987	\$ 14,150	3%	8%	6%
Professional, Non-Faculty	\$ 111,408	\$ 111,421	\$ 111,610	\$ 14	\$ 189	0%	0%	0%
Clerical/Secretarial	\$ 66,927	\$ 73,499	\$ 70,226	\$ 6,573	\$ (3,274)	10%	-4%	3%
Technical/Paraprofessional	\$ 87,780	\$ 90,990	\$ 88,798	\$ 3,209	\$ (2,192)	4%	-2%	1%
Skilled Crafts	\$ 84,338	\$ 82,184	\$ 84,825	\$ (2,154)	\$ 2,641	-3%	3%	0%
Service/Maintenance	\$ 70,723	\$ 72,029	\$ 74,715	\$ 1,306	\$ 2,686	2%	4%	3%
De Anza College								
Executive, Adm, or Manag	\$ 166,878	\$ 166,438	\$ 170,943	\$ (439)	\$ 4,505	0%	3%	2%
Faculty	\$ 101,901	\$ 106,842	\$ 104,285	\$ 4,941	\$ (2,557)	5%	-2%	2%
Professional, Non-Faculty	\$ 87,718	\$ 89,008	\$ 88,294	\$ 1,290	\$ (714)	1%	-1%	0%
Clerical/Secretarial	\$ 66,790	\$ 65,737	\$ 67,369	\$ (1,053)	\$ 1,632	-2%	2%	0%
Technical/Paraprofessional	\$ 70,205	\$ 70,560	\$ 69,980	\$ 356	\$ (580)	1%	-1%	0%
Service/Maintenance	\$ 58,151	\$ 57,807	\$ 60,368	\$ (344)	\$ 2,561	-1%	4%	2%
Foothill College								
Executive, Adm, or Manag	\$ 148,310	\$ 148,584	\$ 152,131	\$ 275	\$ 3,547	0%	2%	1%
Faculty	\$ 103,793	\$ 110,812	\$ 108,053	\$ 7,019	\$ (2,759)	7%	-2%	3%
Professional, Non-Faculty	\$ 86,115	\$ 91,575	\$ 89,498	\$ 5,460	\$ (2,077)	6%	-2%	2%
Clerical/Secretarial	\$ 67,642	\$ 72,814	\$ 71,338	\$ 5,172	\$ (1,476)	8%	-2%	3%
Technical/Paraprofessional	\$ 71,845	\$ 71,860	\$ 73,907	\$ 16	\$ 2,046	0%	3%	2%
Service/Maintenance	\$ 57,227	\$ -	\$ -	\$ -	\$ -	0%	0%	0%
FHDA CCD								
Executive, Adm, or Manag	\$ 160,136	\$ 162,361	\$ 169,462	\$ 2,225	\$ 7,101	1%	4%	3%
Faculty	\$ 102,666	\$ 108,457	\$ 105,794	\$ 5,792	\$ (2,663)	6%	-2%	2%
Professional, Non-Faculty	\$ 97,485	\$ 99,183	\$ 97,914	\$ 1,698	\$ (1,269)	2%	-1%	1%
Clerical/Secretarial	\$ 67,064	\$ 68,860	\$ 68,987	\$ 1,796	\$ 127	3%	0%	2%
Technical/Paraprofessional	\$ 72,521	\$ 73,503	\$ 73,572	\$ 981	\$ 70	1%	0%	1%
Skilled Crafts	\$ 84,338	\$ 82,184	\$ 84,825	\$ (2,154)	\$ 2,641	-3%	3%	0%

Table 11. Average Hourly Rate by EE06 Occupational Activity and Fall Term

EE06 Occupational Activity	Average Hourly Rate			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Faculty	\$ -	\$ -	\$ 72	-	-	0%	0%	0%
De Anza College								
Faculty	\$ 124	\$ 124	\$ 119	\$ 1	\$ (6)	1%	-5%	0%
Foothill College								
Executive, Administrative, and Ma	\$ 117	\$ -	\$ 86	\$ -	\$ -	0%	0%	0%
Faculty	\$ 102	\$ 112	\$ 100	\$ 10	\$ (12)	9%	-11%	0%
FHDA CCD								
Executive, Administrative, and Ma	\$ 117	\$ -	\$ 86	\$ -	\$ -	0%	0%	0%
Faculty	\$ 113	\$ 118	\$ 110	\$ 5	\$ (8)	4%	-7%	0%

Note: Data only include hourly rates for part-time faculty or classroom instruction overload assignments.

Table 12. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, TOP Code and Fall Term

EE06 Occupational Activity	TOP Code	FTEF			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
FHDA CCD									
Executive, Administrative, and Management	493031-Living Skills, Disabled	1.00	2.00	2.00	1.00	-	100%	0%	50%
Faculty	010210-Veterinary Technic (Licensed)	6.08	6.13	5.91	0.05	-0.22	1%	-4%	-2%
	010900-Horticulture	2.4	2.39	1.35	-0.01	-1.04	0%	-44%	-22%
	030100-Environmental Science	4.76	4.74	4.41	-0.02	-0.33	0%	-7%	-4%
	030200-Environmental Studies	2.72	3.14	3.47	0.42	0.33	15%	11%	13%
	040100-Biology, General	20.46	21.24	23.63	0.78	2.39	4%	11%	8%
	040300-Microbiology	1.74	1.74	1.74	0	0	0%	0%	0%
	041000-Anatomy, Physiology	9.99	10.18	10.91	0.19	0.73	2%	7%	5%
	050200-Accounting	28.85	27.32	27.81	-1.53	0.49	-5%	2%	-2%
	050500-Business Administration	16.29	16.69	16.41	0.4	-0.28	2%	-2%	0%
	050600-Business Management	3.42	3.01	3.94	-0.41	0.93	-12%	31%	10%
	050900-Marketing, Distribution	1.81	1.82	2.2	0.01	0.38	1%	21%	11%
	060420-Television-incl TV/film/video	3.76	2.88	3.71	-0.88	0.83	-23%	29%	3%
	061000-Mass Communications	1.5	1.5	1.83	0	0.33	0%	22%	11%
	061200-Film Studies	1.5	1.5	2.1	0	0.6	0%	40%	20%
	061220-Film Production	1.21	1.21	1.21	0	0	0%	0%	0%
	061410-Multimedia	2.85	2.85	2.85	0	0	0%	0%	0%
	070100-Information Technology, Gener	3.31	3.99	4.4	0.68	0.41	21%	10%	16%
	070700-Computer Software Development	12.71	14.72	13.7	2.01	-1.02	16%	-7%	5%
	070710-Computer Programming	14.63	15.65	17.35	1.02	1.7	7%	11%	9%
	070800-Computer Infrastructure, Supp	1.77	1.4	1.4	-0.37	0	-21%	0%	-11%
	083500-Physical Education	13.41	14.2	10.94	0.79	-3.26	6%	-23%	-9%
	083550-Intercollegiate Athletics	11.23	11.03	8.29	-0.2	-2.74	-2%	-25%	-14%
	083580-Adapted Physical Education	3.33	3.15	1.5	-0.18	-1.65	-5%	-52%	-29%
	085000-Sign Language	1	1	1	0	0	0%	0%	0%
	086000-Educational Technology	1.68	2.87	1.8	1.19	-1.07	71%	-37%	17%
	090100-Engineering, General	3.17	3.04	2.31	-0.13	-0.73	-4%	-24%	-14%

Table 12. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, TOP Code and Fall Term

EE06 Occupational Activity	TOP Code	FTEF			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Faculty	094800-Automotive Technology	9.43	9.6	9.6	0.17	0	2%	0%	1%
	095230-Plumbing, Pipefitting, Steamf	4.59	5.9	8.6	1.31	2.7	29%	46%	38%
	095300-Drafting Technology	2.11	2.24	2.83	0.13	0.59	6%	26%	16%
	095600-Manufacturing, Industrial Tech	4.12	4.12	2.14	0	-1.98	0%	-48%	-24%
	100100-Fine Arts, General	6.9	7.6	7.56	0.7	-0.04	10%	-1%	5%
	100200-Art	2.81	1.99	3.18	-0.82	1.19	-29%	60%	16%
	100210-Painting, Drawing	4.88	4.99	4.86	0.11	-0.13	2%	-3%	-1%
	100230-Ceramics	2.78	2.78	1.39	0	-1.39	0%	-50%	-25%
	100400-Music	10.87	9.86	9.58	-1.01	-0.28	-9%	-3%	-6%
	100500-Commercial Music	3.41	3.07	3.39	-0.34	0.32	-10%	10%	0%
	100700-Dramatic Arts	4.6	3.81	3.6	-0.79	-0.21	-17%	-6%	-12%
	100800-Dance	4.23	2.8	1.93	-1.43	-0.87	-34%	-31%	-33%
	100900-Applied Design	1.39	1.39	1.4	0	0.01	0%	1%	1%
	101100-Photography	4.07	4.42	4.27	0.35	-0.15	9%	-3%	3%
	101200-Applied Photography	1.69	1.69	1.69	0	0	0%	0%	0%
	103000-Graphic Art, Design	5.92	5.92	6.94	0	1.02	0%	17%	9%
	110500-Spanish	6.2	4.87	5.33	-1.33	0.46	-21%	9%	-6%
	110700-Chinese	2.33	2	2.34	-0.33	0.34	-14%	17%	2%
	110800-Japanese	3.26	3.26	3.94	0	0.68	0%	21%	11%
	111730-Korean	1.34	1	1.34	-0.34	0.34	-25%	34%	5%
	120100-Health Occupations, General	1.69	1.03	1.39	-0.66	0.36	-39%	35%	-2%
	120500-Medical Laboratory Technology	2.24	1.79	1.99	-0.45	0.2	-20%	11%	-5%
	120800-Medical Assisting	2.8	3.44	3.53	0.64	0.09	23%	3%	13%
	121000-Respiratory Care/Therapy	3.6	3.65	4.17	0.05	0.52	1%	14%	8%
	122100-Pharmacy Technology	2.31	2.4	1.23	0.09	-1.17	4%	-49%	-23%
	122500-Radiologic Technology	3.56	3.41	3.73	-0.15	0.32	-4%	9%	3%
	123010-Registered Nursing	12.24	11.79	10.58	-0.45	-1.21	-4%	-10%	-7%
	124010-Dental Assistant	2.83	3.49	1.15	0.66	-2.34	23%	-67%	-22%
	124020-Dental Hygienist	7.92	8.03	8.69	0.11	0.66	1%	8%	5%

Table 12. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, TOP Code and Fall Term

EE06 Occupational Activity	TOP Code	FTEF			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Faculty	125100-Paramedic	4.89	2.71	3.19	-2.18	0.48	-45%	18%	-14%
	126000-Health Prof, Transf Core Curr	1.73	1.66	2.56	-0.07	0.9	-4%	54%	25%
	127000-Kinesiology	4.36	3.54	4.46	-0.82	0.92	-19%	26%	4%
	130500-Child Develop/Early Care, Educ	12.96	14.02	13.44	1.06	-0.58	8%	-4%	2%
	130600-Nutrition, Foods, Culin Arts	3.69	2.88	2.34	-0.81	-0.54	-22%	-19%	-21%
	140200-Paralegal	2.46	2.3	1.9	-0.16	-0.4	-7%	-17%	-12%
	150100-English	100.91	98.21	100.61	-2.7	2.4	-3%	2%	-1%
	150600-Speech Communication	26.88	26.63	29.05	-0.25	2.42	-1%	9%	4%
	150900-Philosophy	9.13	8.61	8.8	-0.52	0.19	-6%	2%	-2%
	152000-Reading	11.56	1.77	2.81	-9.79	1.04	-85%	59%	-13%
	159900-Other Humanities	8.55	9.36	9.61	0.81	0.25	9%	3%	6%
	170100-Mathematics, General	120.11	113.22	108.72	-6.89	-4.5	-6%	-4%	-5%
	190200-Physics, General	10.7	12.21	12.13	1.51	-0.08	14%	-1%	7%
	190500-Chemistry, General	29.53	28.73	27.1	-0.8	-1.63	-3%	-6%	-5%
	191100-Astronomy	4.92	3.73	4.27	-1.19	0.54	-24%	14%	-5%
	191400-Geology	1.14	1.14	1.19	0	0.05	0%	4%	2%
	199900-Other Physical Sciences	1.13	1.53	1.9	0.4	0.37	35%	24%	30%
	200100-Psychology, General	23.93	22.34	24.44	-1.59	2.1	-7%	9%	1%
	210500-Administration of Justice	2.74	4.22	3.3	1.48	-0.92	54%	-22%	16%
	220100-Social Sciences, General	2.7	2.7	2.7	0	0	0%	0%	0%
	220110-Women Studies	1.2	1.2	1.8	0	0.6	0%	50%	25%
	220200-Anthropology	12.6	14.69	13.2	2.09	-1.49	17%	-10%	4%
	220300-Ethnic Studies	9.25	8.55	11.75	-0.7	3.2	-8%	37%	15%
	220400-Economics	12.24	12.24	12.44	0	0.2	0%	2%	1%
	220500-History	13.86	13.8	13.88	-0.06	0.08	0%	1%	1%
	220600-Geography	5.43	6.54	5.62	1.11	-0.92	20%	-14%	3%
	220700-Political Science	11.38	13.36	11.17	1.98	-2.19	17%	-16%	1%
	220800-Sociology	9.6	10.18	10.69	0.58	0.51	6%	5%	6%
	493010-Career Guidance, Orientation	5.22	5.12	5.55	-0.1	0.43	-2%	8%	3%

Table 12. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, TOP Code and Fall Term

EE06 Occupational Activity	TOP Code	FTEF			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
	493012-Job Seeking/Changing Skills	1.34	1.34	1.34	0	0	0%	0%	0%
	493013-Academic Guidance	3.62	2.76	2.19	-0.86	-0.57	-24%	-21%	-23%
	493031-Living Skills, Disabled	15.27	14	20.19	-1.27	6.19	-8%	44%	18%
	493084-ESL Writing	12.19	10.26	6.95	-1.93	-3.31	-16%	-32%	-24%
	493085-ESL Reading	7.11	6.2	4.94	-0.91	-1.26	-13%	-20%	-17%
	493086-ESL Speaking/Listening	3.54	2.98	3.86	-0.56	0.88	-16%	30%	7%
	493087-ESL-Integrated	15.66	10.24	6.86	-5.42	-3.38	-35%	-33%	-34%
	499900-Other Interdisciplinary Stud	4.77	4.86	4.5	0.09	-0.36	2%	-7%	-3%
Professional, Non-Faculty	190500-Chemistry, General	1	1	1	0	0	0%	0%	0%
	493009-Supervised Tutoring	1	1	1	0	0	0%	0%	0%
	493031-Living Skills, Disabled	3	3	4.13	0	1.13	0%	38%	19%
Clerical/Secretarial	083500-Physical Education	2.05	2	2	-0.05	0	-2%	0%	-1%
	094800-Automotive Technology	1	1	1	0	0	0%	0%	0%
	493009-Supervised Tutoring	1	1	1	0	0	0%	0%	0%
	493031-Living Skills, Disabled	6	6	6	0	0	0%	0%	0%
Technical/Paraprofessional	030200-Environmental Studies	1	1	1	0	0	0%	0%	0%
	040100-Biology, General	4.5	4.5	3.5	0	-1	0%	-22%	-11%
	051400-Office Tech/Office Comput Appl	1	1	1	0	0	0%	0%	0%
	060420-Television-incl TV/film/video	1	1	1	0	0	0%	0%	0%
	070100-Information Technology, Gener	1	1	1	0	0	0%	0%	0%
	083500-Physical Education	4	3	3	-1	0	-25%	0%	-13%
	094800-Automotive Technology	1	1.4	1	0.4	-0.4	40%	-29%	6%
	095300-Drafting Technology	1	1	1	0	0	0%	0%	0%
	095600-Manufacturing, Industrial Tech	1	1	1	0	0	0%	0%	0%
	100200-Art	1	1	1	0	0	0%	0%	0%
	101100-Photography	1	1	1	0	0	0%	0%	0%
	123010-Registered Nursing	2	2	2	0	0	0%	0%	0%
	150100-English	1	1	1	0	0	0%	0%	0%
	170100-Mathematics, General	1.33	1.2	1	-0.13	-0.2	-10%	-17%	-14%

Table 12. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, TOP Code and Fall Term

EE06 Occupational Activity	TOP Code	FTEF			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Technical/Paraprofessional	190500-Chemistry, General	2.3	1.92	1.92	-0.38	0	-17%	0%	-9%
	493009-Supervised Tutoring	6	5	6	-1	1	-17%	20%	2%
	493031-Living Skills, Disabled	14.83	16.73	15.13	1.9	-1.6	13%	-10%	2%
	499900-Other Interdisciplinary Stud	3	3	3	0	0	0%	0%	0%
Service/Maintenance	493031-Living Skills, Disabled	2	1	1.5	-1	0.5	-50%	50%	0%

Table 13. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, Administrative Support Code and Fall Term

EE06 Occupational Activity	Administrative Support Code	FTE			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
FHDA CCD									
Executive, Administrative, and Mana	6010-Academic Administration	22.70	21.90	25.10	(0.80)	3.20	-4%	15%	6%
	6110-Learning Center	1.00	1.00	1.00	-	-	0%	0%	0%
	6190-Other Instructional Support Services	1.00	2.00	1.00	1.00	(1.00)	100%	-50%	25%
	6200-Admissions and Records	1.00	2.00	2.00	1.00	-	100%	0%	50%
	6430-Extended Opportunities Programs and Services (EOPS)	1.00	2.00	1.50	1.00	(0.50)	100%	-25%	38%
	6460-Financial Aid Administration	2.00	2.00	2.00	-	-	0%	0%	0%
	6510-Building Maintenance and Repairs	1.60	1.00	1.00	(0.60)	-	-38%	0%	-19%
	6530-Custodial Services	1.85	1.53	1.53	(0.32)	-	-17%	0%	-9%
	6590-Other Operation and Maintenance of Plant	3.90	3.00	2.00	(0.90)	(1.00)	-23%	-33%	-28%
	6600-Planning, Policymaking, and Coordination	2.90	5.90	5.90	3.00	-	103%	0%	52%
	6710-Community Relations	3.00	2.00	2.00	(1.00)	-	-33%	0%	-17%
	6720-Fiscal Operations	6.49	5.59	6.59	(0.90)	1.00	-14%	18%	2%
	6730-Human Resources Management	2.35	3.25	3.25	0.90	-	38%	0%	19%
	6770-Logistical Services	4.23	3.34	3.34	(0.89)	-	-21%	0%	-11%
	6780-Management Information Systems	11.00	11.00	11.00	-	-	0%	0%	0%
	6790-Other General Institutional Support Services	4.10	2.10	2.10	(2.00)	-	-49%	0%	-25%
	6820-Community Service Classes	1.10	1.20	1.20	0.10	-	9%	0%	5%
6920-Child Development Centers	1.00	1.00	1.00	-	-	0%	0%	0%	
6990-Other Ancillary Services	11.06	10.06	9.06	(1.00)	(1.00)	-9%	-10%	-10%	
7090-Other Auxiliary Operations	1.75	3.00	3.00	1.25	-	71%	0%	36%	
Faculty	6010-Academic Administration	1.00	2.00	2.04	1.00	0.04	100%	2%	51%

Table 13. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, Administrative Support Code and Fall Term

EE06 Occupational Activity	Administrative Support Code	FTE			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Faculty	6020-Course and Curriculum Development	1.00	1.00	1.00	-	-	0%	0%	0%
	6120-Library	9.00	8.00	8.56	(1.00)	0.56	-11%	7%	-2%
	6190-Other Instructional Support Services	8.00	8.33	4.99	0.33	(3.34)	4%	-40%	-18%
	6200-Admissions and Records	2.00	2.00	1.93	-	(0.07)	0%	-4%	-2%
	6310-Counseling and Guidance	18.78	12.63	15.80	(6.15)	3.17	-33%	25%	-4%
	6320-Matriculation and Student Assessment	16.45	18.77	22.52	2.32	3.75	14%	20%	17%
	6430-Extended Opportunities Programs and Services (EOPS)	3.35	2.75	5.38	(0.60)	2.63	-18%	96%	39%
	6440-Health Services	5.50	5.46	7.20	(0.04)	1.74	-1%	32%	16%
	6750-Staff Development	1.00	1.00	1.96	-	0.96	0%	96%	48%
	6890-Other Community Services and Economic Development	1.00	2.00	2.00	1.00	-	100%	0%	50%
	6960-Student and Co-Curricular Activities	1.76	1.76	1.76	-	-	0%	0%	0%
	6990-Other Ancillary Services	1.00	1.00	3.85	-	2.85	0%	285%	143%
	Professional, Non-Faculty	6010-Academic Administration	12.10	9.30	10.15	(2.80)	0.85	-23%	9%
6020-Course and Curriculum Development		2.00	2.00	2.00	-	-	0%	0%	0%
6110-Learning Center		1.00	1.00	2.00	-	1.00	0%	100%	50%
6190-Other Instructional Support Services		4.00	3.67	3.00	(0.33)	(0.67)	-8%	-18%	-13%
6200-Admissions and Records		16.00	13.00	11.85	(3.00)	(1.15)	-19%	-9%	-14%
6320-Matriculation and Student Assessment		12.00	14.80	16.80	2.80	2.00	23%	14%	19%
6430-Extended Opportunities Programs and Services (EOPS)		4.00	2.00	2.85	(2.00)	0.85	-50%	43%	-4%

Table 13. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, Administrative Support Code and Fall Term

EE06 Occupational Activity	Administrative Support Code	FTE			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Professional, Non-Faculty	6440-Health Services	1.93	1.93	2.75	-	0.82	0%	42%	21%
	6460-Financial Aid Administration	3.00	3.00	3.00	-	-	0%	0%	0%
	6470-Job Placement Services	1.00	1.00	1.00	-	-	0%	0%	0%
	6590-Other Operation and Maintenance of Plant	1.00	2.25	2.25	1.25	-	125%	0%	63%
	6600-Planning, Policymaking, and Coordination	3.00	3.00	2.00	-	(1.00)	0%	-33%	-17%
	6710-Community Relations	5.00	5.00	5.00	-	-	0%	0%	0%
	6720-Fiscal Operations	12.25	13.05	12.95	0.80	(0.10)	7%	-1%	3%
	6730-Human Resources Management	4.10	4.10	4.10	-	-	0%	0%	0%
	6750-Staff Development	2.00	2.00	2.00	-	-	0%	0%	0%
	6770-Logistical Services	11.58	11.63	10.73	0.05	(0.90)	0%	-8%	-4%
	6780-Management Information Systems	46.50	44.50	41.35	(2.00)	(3.15)	-4%	-7%	-6%
	6790-Other General Institutional Support Services	3.50	2.50	3.50	(1.00)	1.00	-29%	40%	6%
	6820-Community Service Classes	3.10	3.20	2.20	0.10	(1.00)	3%	-31%	-14%
	6830-Community Use of Facilities	2.00	1.50	3.50	(0.50)	2.00	-25%	133%	54%
	6920-Child Development Centers	1.00	1.00	3.00	-	2.00	0%	200%	100%
	Clerical/Secretarial	6960-Student and Co-Curricular Activities	1.60	1.35	1.35	(0.25)	-	-16%	0%
6990-Other Ancillary Services		7.08	6.58	5.58	(0.50)	(1.00)	-7%	-15%	-11%
7090-Other Auxiliary Operations		1.00	5.50	5.50	4.50	-	450%	0%	225%
7100-Physical Property and Related Acquisitions		2.80	2.25	2.25	(0.55)	-	-20%	0%	-10%
6010-Academic Administration		22.27	16.47	16.97	(5.80)	0.50	-26%	3%	-12%
6120-Library		1.00	1.00	1.00	-	-	0%	0%	0%
6190-Other Instructional Support Services		2.00	5.00	3.00	3.00	(2.00)	150%	-40%	55%

Table 13. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, Administrative Support Code and Fall Term

EE06 Occupational Activity	Administrative Support Code	FTE			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Clerical/Secretarial	6200-Admissions and Records	9.40	6.00	5.00	(3.40)	(1.00)	-36%	-17%	-27%
	6310-Counseling and Guidance	3.00	1.00	1.00	(2.00)	-	-67%	0%	-34%
	6320-Matriculation and Student Assessment	10.62	10.50	13.50	(0.12)	3.00	-1%	29%	14%
	6430-Extended Opportunities Programs and Services (EOPS)	1.50	2.50	1.50	1.00	(1.00)	67%	-40%	14%
	6440-Health Services	2.50	2.50	4.50	-	2.00	0%	80%	40%
	6460-Financial Aid Administration	11.90	11.88	12.50	(0.02)	0.62	0%	5%	3%
	6510-Building Maintenance and Repairs	2.00	2.00	2.00	-	-	0%	0%	0%
	6590-Other Operation and Maintenance of Plant	1.00	1.00	1.00	-	-	0%	0%	0%
	6600-Planning, Policymaking, and Coordination	1.00	2.00	2.00	1.00	-	100%	0%	50%
	6710-Community Relations	2.38	1.38	1.90	(1.00)	0.52	-42%	38%	-2%
	6720-Fiscal Operations	6.85	5.40	6.28	(1.45)	0.88	-21%	16%	-3%
	6780-Management Information Systems	3.00	3.00	3.00	-	-	0%	0%	0%
	6790-Other General Institutional Support Services	1.00	3.00	4.00	2.00	1.00	200%	33%	117%
	6920-Child Development Centers	1.00	1.00	1.00	-	-	0%	0%	0%
	6990-Other Ancillary Services	9.72	10.97	9.37	1.25	(1.60)	13%	-15%	-1%
7010-Contract Education	1.10	1.10	1.10	-	-	0%	0%	0%	
7090-Other Auxiliary Operations	1.00	1.30	1.30	0.30	-	30%	0%	15%	
Technical/Paraprofessional	6010-Academic Administration	10.00	9.00	7.83	(1.00)	(1.17)	-10%	-13%	-12%
	6120-Library	14.00	13.00	13.00	(1.00)	-	-7%	0%	-4%
	6190-Other Instructional Support Services	4.01	5.01	3.50	1.00	(1.51)	25%	-30%	-3%
	6200-Admissions and Records	5.00	2.00	3.00	(3.00)	1.00	-60%	50%	-5%
	6320-Matriculation and Student Assessment	15.08	12.00	14.84	(3.08)	2.84	-20%	24%	2%

Table 13. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, Administrative Support Code and Fall Term

EE06 Occupational Activity	Administrative Support Code	FTE			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Technical/Paraprofessional	6430-Extended Opportunities Programs and Services (EOPS)	4.00	5.00	5.00	1.00	-	25%	0%	13%
	6460-Financial Aid Administration	2.00	1.00	2.00	(1.00)	1.00	-50%	100%	25%
	6480-Veterans Services	1.00	1.00	1.00	-	-	0%	0%	0%
	6490-Miscellaneous Student Services	1.00	1.00	1.00	-	-	0%	0%	0%
	6720-Fiscal Operations	4.07	3.27	3.27	(0.80)	-	-20%	0%	-10%
	6730-Human Resources Management	2.00	2.00	2.00	-	-	0%	0%	0%
	6770-Logistical Services	3.00	2.80	3.14	(0.20)	0.34	-7%	12%	3%
	6780-Management Information Systems	10.00	12.00	13.00	2.00	1.00	20%	8%	14%
	6820-Community Service Classes	1.00	1.00	1.00	-	-	0%	0%	0%
	6830-Community Use of Facilities	2.34	2.34	1.75	-	(0.59)	0%	-25%	-13%
Skilled Crafts	6920-Child Development Centers	15.41	14.66	13.38	(0.75)	(1.28)	-5%	-9%	-7%
	6960-Student and Co-Curricular Activities	2.75	2.00	2.00	(0.75)	-	-27%	0%	-14%
	6990-Other Ancillary Services	2.63	2.38	4.06	(0.25)	1.68	-10%	71%	31%
	6510-Building Maintenance and Repairs	12.00	9.00	8.50	(3.00)	(0.50)	-25%	-6%	-16%
Service/Maintenance	6550-Grounds Maintenance and Repairs	1.00	1.00	2.00	-	1.00	0%	100%	50%
	6590-Other Operation and Maintenance of Plant	2.00	2.00	2.00	-	-	0%	0%	0%
	6510-Building Maintenance and Repairs	9.00	8.00	7.00	(1.00)	(1.00)	-11%	-13%	-12%
	6530-Custodial Services	31.95	28.00	30.00	(3.95)	2.00	-12%	7%	-3%
	6550-Grounds Maintenance and Repairs	13.00	10.00	8.30	(3.00)	(1.70)	-23%	-17%	-20%
	6590-Other Operation and Maintenance of Plant	3.00	3.00	3.00	-	-	0%	0%	0%
	6720-Fiscal Operations	8.25	8.25	8.00	-	(0.25)	0%	-3%	-2%
	6770-Logistical Services	6.26	8.68	7.65	2.42	(1.03)	39%	-12%	14%

Table 13. FHDA Full-Time Equivalent Employee by EE06 Occupational Activity, Administrative Support Code and Fall Term

EE06 Occupational Activity	Administrative Support Code	FTE			Change		Percent Change		2 Year Avg Percent Change
		Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
	6830-Community Use of Facilities	1.05	3.00	3.70	1.95	0.70	186%	23%	105%
	6950-Parking	3.24	4.32	3.60	1.08	(0.72)	33%	-17%	8%
	6990-Other Ancillary Services	7.25	6.75	6.25	(0.50)	(0.50)	-7%	-7%	-7%

Table 14. Full-Time Employee Equivalent by Institution, EE06 Occupational Activity and Fall Term

EE06 Occupational Activity	FTE			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services								
Executive, Administrative, and Mana Faculty	34.00	33.00	32.00	(1.00)	(1.00)	-3%	-3%	-3%
Professional, Non-Faculty	-	-	1.39	-	1.39	0%	0%	0%
Clerical/Secretarial	73.00	71.00	68.85	(2.00)	(2.15)	-3%	-3%	-3%
Technical/Paraprofessional	19.00	15.75	15.43	(3.25)	(0.32)	-17%	-2%	-10%
Skilled Crafts	16.00	18.00	21.00	2.00	3.00	13%	17%	15%
Service/Maintenance	16.00	14.00	13.50	(2.00)	(0.50)	-13%	-4%	-9%
Service/Maintenance	47.00	47.00	43.00	-	(4.00)	0%	-9%	-5%
De Anza College								
Executive, Administrative, and Mana Faculty	24.33	28.43	28.80	4.10	0.37	17%	1%	9%
Professional, Non-Faculty	541.38	529.82	553.17	(11.56)	23.35	-2%	4%	1%
Clerical/Secretarial	54.63	54.23	57.45	(0.40)	3.22	-1%	6%	3%
Technical/Paraprofessional	61.84	60.37	60.01	(1.47)	(0.36)	-2%	-1%	-2%
Service/Maintenance	99.43	91.92	94.93	(7.51)	3.01	-8%	3%	-3%
Service/Maintenance	36.00	34.00	35.50	(2.00)	1.50	-6%	4%	-1%
Foothill College								
Executive, Administrative, and Mana Faculty	33.34	31.00	34.13	(2.34)	3.13	-7%	10%	2%
Professional, Non-Faculty	402.09	383.28	371.53	(18.81)	(11.75)	-5%	-3%	-4%
Clerical/Secretarial	43.00	42.47	46.78	(0.53)	4.31	-1%	10%	5%
Technical/Paraprofessional	32.95	29.00	32.00	(3.95)	3.00	-12%	10%	-1%
Service/Maintenance	41.29	36.45	33.44	(4.84)	(3.01)	-12%	-8%	-10%
Service/Maintenance	2.00	-	0.50	(2.00)	0.50	0%	0%	0%

Table 14. Full-Time Employee Equivalent by Institution, EE06 Occupational Activity and Fall Term

EE06 Occupational Activity	FTE			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
FHDA CCD								
Executive, Administrative, and Mana	91.67	92.43	94.93	0.76	2.50	1%	3%	2%
Faculty	943.47	913.10	926.09	(30.37)	12.99	-3%	1%	-1%
Professional, Non-Faculty	170.63	167.70	173.08	(2.93)	5.38	-2%	3%	1%
Clerical/Secretarial	113.79	105.12	107.44	(8.67)	2.32	-8%	2%	-3%
Technical/Paraprofessional	156.72	146.37	149.37	(10.35)	3.00	-7%	2%	-3%
Skilled Crafts	16.00	14.00	13.50	(2.00)	(0.50)	-13%	-4%	-9%
Service/Maintenance	85.00	81.00	79.00	(4.00)	(2.00)	-5%	-2%	-4%

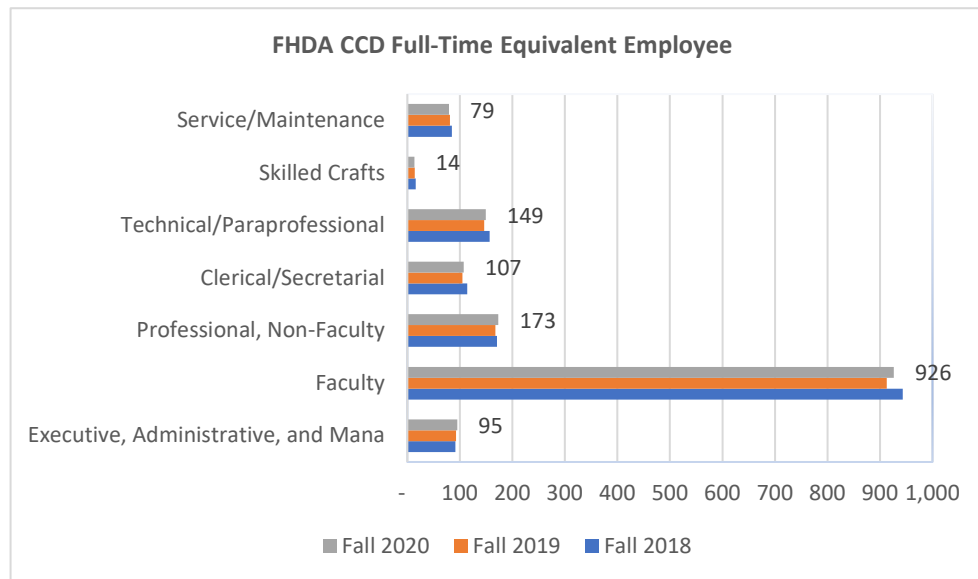


Table 15. Full-Time Equivalent Employee by Institution and Fall Term

Institution	FTE			Change		Percent Change		2 Year Avg Percent Change
	Year 1 - Fall 2018	Year 2 - Fall 2019	Year 3 - Fall 2020	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 2	Year 2 to Year 3	
Central Services	205.00	198.75	195.17	(6.25)	(3.58)	-3%	-2%	-3%
De Anza College	817.61	798.77	829.86	(18.84)	31.09	-2%	4%	1%
Foothill College	554.67	522.20	518.38	(32.47)	(3.82)	-6%	-1%	-4%
FHDA CCD	1,577.28	1,519.72	1,543.41	(57.56)	23.69	-4%	2%	-1%

Institution	Percent of Total		
	Fall 2018	Fall 2019	Fall 2020
Central Services	13%	13%	13%
De Anza College	52%	53%	54%
Foothill College	35%	34%	34%
FHDA CCD	100%	100%	100%

