

**Fiscal Year 2023 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2024 Plan**

September 30, 2023



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Report on the Condition of Affirmative Action,
Diversity, and Multicultural Programs in State Government
and
Fiscal Year 2024 Plan

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Annual Affirmative Action, Diversity and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This report covers activity for the period of July 1, 2022, through June 30, 2023, and provides information on the condition of affirmative action, diversity, and multicultural programs in the executive branch of state government, as set forth in Iowa Code Chapter 19B.

<https://www.legis.iowa.gov/docs/ico/code/19b.pdf>

Definitions

"Affirmative action" means action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity. Iowa Code 19B.1 (1).

"State agency" means an office, bureau, division, department, board, or commission in the executive branch of state government. Iowa Code 19B.1 (2).

Responsibilities

Each agency is required to submit an annual report of its affirmative action accomplishments to the Department of Administrative Services (DAS) by July 31 of each year. Iowa Code 19B.5 (1). Each agency's plan contains goals and time specifications for meeting those goals, as well as, the report of the last year's affirmative action accomplishments. DAS reviews the individual agency annual reports and submits a statewide annual report on the condition of affirmative action, diversity, and multicultural programs in the Executive Branch by September 30 of each year to the Governor and General Assembly. Iowa Code 19B.5 (2). As part of this report, workforce composition data are presented on a statewide and by agency basis; however, individual agency reports and plans are not editorialized here, as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the reporting period. (A complete list of agencies submitting an Annual Affirmative Action Report and Plan can be found in Appendix A.)

Executive Branch Statewide Workforce Composition by Females and Minorities

DAS uses the 2006-2010 American Community Survey (ACS) Equal Employment Opportunity (EEO) Tabulation, State and Local Government Job Categories to compile metrics and categorize the State of Iowa's workforce. These Job Categories are as follows:

- 01 Officials and Administrators
- 02 Professionals
- 03 Technicians
- 04 Protective Service
- 05 Paraprofessionals
- 06 Administrative Support
- 07 Skilled Craft Workers
- 08 Service-Maintenance

Each state job title is assigned an Occupational Code linked to the census counts for the occupational area by sex, race and ethnicity (Hispanic origin), EEO Occupational Group, and State and Local Government Job Categories. These categories are similar, if not identical, to the job categories used by State and Local governments in reporting EEO-4 survey data.

The above Job Categories are used in Appendix B for the charts labeled *Executive Branch Statewide Workforce Composition Five-Year Trends by Females and Minorities*, and in Appendix C for the charts labeled *Workforce Composition Charts Statewide and by Agency*. Category 5 (Paraprofessional) is not used and is deliberately absent from the charts.

Section II. FY 2023 Progress and Results

Overall Results: Statewide and by Agency Workforce Composition

Workforce composition measures the number of females and minorities in the total workforce. Using the charts in Appendix C, workforce changes over time can be tracked for the entire Executive Branch, both statewide and by agency, for merit and non-merit employees.

From the Statewide Workforce Composition charts found in Appendix C, the following information can be extrapolated:

- During the reported period, the State's overall executive branch workforce increased by 71 employees: a net gain of 0 males and 71 females.
 - The overall representation of females, by percentage, in the State's executive branch workforce increased from 49.80% to 50.02%.
 - The overall representation of minorities, by percentage, in the State's executive branch workforce decreased from 9.72% to 9.55%.
- The Official and Administrator category experienced an increase, by percentage, among females and minorities.
 - In the Official and Administrator category, the percentage of females increased from 52.60% to 53.50%, while the percentage of minorities increased from 8.73% to 9.21%.
- The Professional category experienced an increase, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Professional category, the percentage of females increased from 58.54% to 58.67%, while the percentage of minorities decreased from 11.69% to 11.37%.
- The Technician category experienced a decrease, by percentage, among females and minorities.
 - In the Technician category, the percentage of females decreased from 36.61% to 36.19%, while the percentage of minorities decreased from 5.52% to 4.90%.
- The Protective Service: Sworn category experienced an increase, by percentage, among females and minorities.
 - In the Protective Service: Sworn category, the percentage of females increased from 13.36% to 14.99%, while the percentage of minorities increased from 8.29% to 8.57%.

- The Administrative Support category experienced an increase, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Administrative Support category, the percentage of females increased from 86.14% to 86.51%, while the percentage of minorities decreased from 11.20% to 10.56%.

- The Skilled Craft category experienced an increase, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Skilled Craft category, the percentage of females increased from 1.93% to 2.03%, while the percentage of minorities decreased from 3.54% to 3.11%.

- The Service and Maintenance category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Service and Maintenance category, the percentage of females decreased from 60.09% to 58.65%, while the percentage of minorities increased from 13.07% to 13.26%.

State Recruitment Coordinating Committee ¹

The Department of Administrative Services, Recruitment Coordinator, facilitates the recruitment committee in compliance with Iowa Code section 19B.3 (1) (f). The committee consists of all executive branch agency representatives engaged in the attraction and acquisition of talent for the agency, and will meet a minimum of quarterly. The goal of this committee is to work collaboratively in addressing statewide staffing concerns and overall needs, including diversity recruitment efforts.

The statewide recruitment strategy remains focused on promoting the State of Iowa as an employer of choice, emphasizing the collaborative and inclusive work of executive branch agencies in hiring and retaining talent for the diverse careers utilized in state government. To accomplish this, the committee remained focused for FY 2023 on their collective ability to work on:

Recruitment and Sourcing of Skilled Talent: The committee engaged in direct outreach to potential candidates at career events, with a specific focus on recruiting nurses and other medical staff to meet agency needs.

Identifying Diverse Talent: DAS distributed state job listings to diverse organizations and individuals via email, attended community events, and participated in multicultural networking events to connect with underrepresented talent pools.

Resourceful Partnerships: The committee actively shared recruitment and diversity-related events with executive branch agencies, maximizing exposure and attendance. Agencies were also provided with agency-specific recruitment consultation related to diversity and inclusion as requested.

Promoting a Unified “One” Employer Concept: A strategy of promoting a “one” employer approach, encouraging the promotion of all agency positions and sharing best practices among all agencies was implemented to increase collaboration among all state agencies.

This strategy promotes agency-level efficiency in administering public policy, enhancing customer/client experience, and showcasing the State of Iowa as a desirable place of employment.

¹ The State Recruitment Coordinating Committee, as required by Iowa Code section 19B.3 (1) (f), assists agencies in addressing affirmative action recruitment needs.

Performance & Development Solutions (PDS) Training

Performance & Development Solutions (PDS) is committed to providing professional development opportunities for the State of Iowa employees. During FY 2023, PDS continued to offer our blended delivery system of courses, which included online live instructor-led courses and face-to-face classroom offerings. In FY 2023, PDS offered the following classes related to these areas: Americans with Disabilities Act, Diversity for Employees, Diversity for Supervisors, Equal Employment Opportunity/Affirmative Action, From Interview to Hire, and Generational Diversity. We have worked in collaboration with several agencies to meet identified training and employee development needs in their agencies. PDS continues to market courses on a monthly basis through the “HRExpress” employee newsletter; through communications with training liaisons; and via the website. Over the past year, these communication methods have played a vital role in getting the message to agencies, regarding available training opportunities. PDS frequently updates course content to reflect relevant information and explores new topics for e-learning and live online offerings.

Section III. FY 2024 Plan

To aid in affirmative action goal setting for FY 2024, each agency was provided a series of reports including: applicant flow by minority and sex (merit-covered vacancies only), a list of vacancies contributing to applicant flow, workforce composition (merit and merit-exempt employees), workforce/labor force comparison by occupational code, and separation data. Each executive branch agency used this data for the creation of affirmative action and diversity and inclusion goals using the S.M.A.R.T. goal setting process, which asks agencies to set specific, measurable, attainable, realistic, and time-bound goals. Agency progress on goals set for FY 2024 will be submitted to DAS at the end of FY 2024.

Section IV. Appendices

APPENDIX A:

ANNUAL AGENCY AFFIRMATIVE ACTION REPORTS AND PLANS

Appendix A notes the agencies submitting an annual Affirmative Action Report and Plan to the Department of Administrative Services:²

- Iowa Auditor of State
- Iowa Board of Parole
- Iowa Board of Educational Examiners
- Iowa Civil Rights Commission
- Iowa College Student Aid Commission
- Iowa Communications Network
- Iowa Department for the Blind
- Iowa Department of Administrative Services
- Iowa Department on Aging
- Iowa Department of Agriculture and Land Stewardship
- Iowa Department of Commerce (Alcoholic Beverages Division)
- Iowa Department of Commerce (Credit Union Division)
- Iowa Department of Commerce (Division of Banking)
- Iowa Department of Commerce (Insurance Division)
- Iowa Department of Commerce (Professional Licensing Bureau)
- Iowa Department of Commerce (Utilities Board)
- Iowa Department of Corrections
- Iowa Department of Cultural Affairs
- Iowa Department of Education
- Iowa Department of Homeland Security and Emergency Management
- Iowa Department of Human Rights
- Iowa Department of Human Services
- Iowa Department of Inspections and Appeals (Central Office and Racing and Gaming Commission)
- Iowa Department of Inspections and Appeals (Office of the State Public Defender)
- Iowa Department of Justice
- Iowa Department of Management
- Iowa Department of Natural Resources
- Iowa Department of Public Defense
- Iowa Department of Public Safety
- Iowa Department of Revenue
- Iowa Department of Transportation
- Iowa Department of Veterans Affairs
- Iowa Department of Workforce Development
- Iowa Economic Development Authority
- Iowa Ethics and Campaign Disclosure Board

² Effective July 1, 2022, the following agencies merged: Iowa Department of Management and Iowa Office of the Chief Information Officer; and Iowa Department of Human Services and Iowa Department of Public Health. Affirmative Action Report and Plans for this reporting year, submitted by the Iowa Department of Management and Iowa Department of Human Services, included activities and goals for their newly assigned agencies.

- Iowa Finance Authority
- Iowa Law Enforcement Academy
- Iowa Lottery Authority
- Iowa PBS
- Iowa Public Employees' Retirement System
- Iowa Public Employment Relations Board
- Iowa Public Information Board
- Iowa Secretary of State
- Iowa Treasurer of State
- Iowa Veterans Home
- Iowa Vocational Rehabilitation Services

APPENDIX B:
EXECUTIVE BRANCH WORKFORCE COMPOSITION FIVE-YEAR TRENDS
BY FEMALES and MINORITIES

Appendix B contains a five-year workforce trend analysis. The following charts show the overall percentage of the executive branch workforce and by State and Local Government Job Category over a five-year period for females and minorities.

Please refer to Appendix D for a complete listing of Executive Branch Job Classifications contributing to the State and Local Government Job Categories found below.

Females

Executive Branch - Total

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	50.39%	50.28%	49.95%	50.20%	49.98%
Female	49.61%	49.72%	50.05%	49.80%	50.02%

Category 1 -Officials/Administrators

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	48.62%	48.45%	47.56%	47.40%	46.50%
Female	51.38%	51.55%	52.44%	52.60%	53.50%

Category 2 – Professional

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	41.90%	41.45%	41.11%	41.46%	41.33%
Female	58.10%	58.55%	58.89%	58.54%	58.67%

Category 3 - Technician

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	60.77%	61.72%	61.69%	63.39%	63.81%
Female	39.23%	38.28%	38.31%	36.61%	36.19%

Category 4 - Protective Service: Sworn

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	85.81%	86.17%	86.99%	86.64%	85.01%
Female	14.19%	13.83%	13.01%	13.36%	14.99%

Category 6 - Administrative Support

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	13.27%	13.43%	13.80%	13.86%	13.49%
Female	86.73%	86.57%	86.20%	86.14%	86.51%

Category 7 - Skilled Craft Workers

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	97.96%	97.96%	98.05%	98.07%	97.97%
Female	2.04%	2.04%	1.95%	1.93%	2.03%

Category 8 - Service/Maintenance

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Male	41.85%	40.35%	40.17%	39.91%	41.35%
Female	58.15%	59.65%	59.83%	60.09%	58.65%

Minorities*Executive Branch - Total*

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	91.66%	91.29%	90.96%	90.28%	90.45%
Minority	8.34%	8.71%	9.04%	9.72%	9.55%

Category 1 - Officials/Administrators

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	92.65%	92.53%	92.24%	91.27%	90.79%
Minority	7.35%	7.47%	7.76%	8.73%	9.21%

Category 2 – Professional

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	90.35%	89.92%	89.24%	88.31%	88.63%
Minority	9.65%	10.08%	10.76%	11.69%	11.37%

Category 3 - Technician

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	94.55%	93.49%	93.92%	94.48%	95.10%
Minority	5.45%	6.51%	6.08%	5.52%	4.90%

Category 4 - Protective Service: Sworn

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	92.69%	92.32%	92.56%	91.71%	91.43%
Minority	7.31%	7.68%	7.44%	8.29%	8.57%

Category 6 - Administrative Support

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	90.03%	89.44%	88.99%	88.80%	89.44%
Minority	9.97%	10.56%	11.01%	11.20%	10.56%

Category 7 - Skilled Craft Workers

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	96.77%	97.11%	97.14%	96.46%	96.89%
Minority	3.23%	2.89%	2.86%	3.54%	3.11%

Category 8 - Service/Maintenance

Class	FY2019	FY2020	FY2021	FY2022	FY2023
Non-Minority	89.25%	88.67%	88.08%	86.93%	86.74%
Minority	10.75%	11.33%	11.92%	13.07%	13.26%

APPENDIX C:
WORKFORCE COMPOSITION CHARTS
STATEWIDE AND BY AGENCY

Appendix C provides a view of changes in workforce composition (both merit and non-merit employees) for each executive branch agency. Each chart reflects counts and percentage representation by male, female, non-minority and minority.

Please refer to Appendix D for a complete listing of Executive Branch Job Classifications contributing to the State and Local Government Job Categories found below.

**Statewide Workforce Composition of the Executive Branch
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8,194	8,194	0	49.98%	50.20%
Female	8,199	8,128	71	50.02%	49.80%
Non-Minority	14,827	14,736	91	90.45%	90.28%
Minority	1,566	1,586	-20	9.55%	9.72%
TOTALS	16,393	16,322	71		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,308	1,276	32	46.50%	47.40%
Female	1,505	1,416	89	53.50%	52.60%
Non-Minority	2,554	2,457	97	90.79%	91.27%
Minority	259	235	24	9.21%	8.73%
TOTALS	2,813	2,692	121		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,952	1,951	1	41.33%	41.46%
Female	2,771	2,755	16	58.67%	58.54%
Non-Minority	4,186	4,156	30	88.63%	88.31%
Minority	537	550	-13	11.37%	11.69%
TOTALS	4,723	4,706	17		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	469	471	-2	63.81%	63.39%
Female	266	272	-6	36.19%	36.61%
Non-Minority	699	702	-3	95.10%	94.48%
Minority	36	41	-5	4.90%	5.52%
TOTALS	735	743	-8		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,934	1,965	-31	85.01%	86.64%
Female	341	303	38	14.99%	13.36%
Non-Minority	2,080	2,080	0	91.43%	91.71%
Minority	195	188	7	8.57%	8.29%
TOTALS	2,275	2,268	7		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	378	390	-12	13.49%	13.86%
Female	2,425	2,423	2	86.51%	86.14%
Non-Minority	2,507	2,498	9	89.44%	88.80%
Minority	296	315	-19	10.56%	11.20%
TOTALS	2,803	2,813	-10		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,544	1,524	20	97.97%	98.07%
Female	32	30	2	2.03%	1.93%
Non-Minority	1,527	1,499	28	96.89%	96.46%
Minority	49	55	-6	3.11%	3.54%
TOTALS	1,576	1,554	22		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	605	617	-12	41.35%	39.91%
Female	858	929	-71	58.65%	60.09%
Non-Minority	1,269	1,344	-75	86.74%	86.93%
Minority	194	202	-8	13.26%	13.07%
TOTALS	1,463	1,546	-83		

Agency-005

**Iowa Department of Administrative Services Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	109	102	7	46.19%	46.79%
Female	127	116	11	53.81%	53.21%
Non-Minority	212	197	15	89.83%	90.37%
Minority	24	21	3	10.17%	9.63%
TOTALS	236	218	18		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	35	35	0	47.30%	52.24%
Female	39	32	7	52.70%	47.76%
Non-Minority	70	65	5	94.59%	97.01%
Minority	4	2	2	5.41%	2.99%
TOTALS	74	67	7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	13	-1	23.08%	27.66%
Female	40	34	6	76.92%	72.34%
Non-Minority	48	43	5	92.31%	91.49%
Minority	4	4	0	7.69%	8.51%
TOTALS	52	47	5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	1	-1		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	8	3	23.40%	17.39%
Female	36	38	-2	76.60%	82.61%
Non-Minority	39	39	0	82.98%	84.78%
Minority	8	7	1	17.02%	15.22%
TOTALS	47	46	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	24	2	92.86%	92.31%
Female	2	2	0	7.14%	7.69%
Non-Minority	26	25	1	92.86%	96.15%
Minority	2	1	1	7.14%	3.85%
TOTALS	28	26	2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	22	3	71.43%	70.97%
Female	10	9	1	28.57%	29.03%
Non-Minority	29	24	5	82.86%	77.42%
Minority	6	7	-1	17.14%	22.58%
TOTALS	35	31	4		

Agency-009

**Iowa Department of Agriculture and Land Stewardship Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	160	162	-2	46.78%	46.69%
Female	182	185	-3	53.22%	53.31%
Non-Minority	329	333	-4	96.20%	95.97%
Minority	13	14	-1	3.80%	4.03%
TOTALS	342	347	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	74	1	66.96%	67.27%
Female	37	36	1	33.04%	32.73%
Non-Minority	106	104	2	94.64%	94.55%
Minority	6	6	0	5.36%	5.45%
TOTALS	112	110	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	74	78	-4	59.68%	63.41%
Female	50	45	5	40.32%	36.59%
Non-Minority	118	115	3	95.16%	93.50%
Minority	6	8	-2	4.84%	6.50%
TOTALS	124	123	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	2.08%	0.96%
Female	94	103	-9	97.92%	99.04%
Non-Minority	95	104	-9	98.96%	100.00%
Minority	1	0	1	1.04%	0.00%
TOTALS	96	104	-8		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	88.89%	90.00%
Female	1	1	0	11.11%	10.00%
Non-Minority	9	10	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	10	-1		

Agencies-112 & 114

**Iowa Department of Justice Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	96	104	-8	41.92%	42.62%
Female	133	140	-7	58.08%	57.38%
Non-Minority	207	220	-13	90.39%	90.16%
Minority	22	24	-2	9.61%	9.84%
TOTALS	229	244	-15		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	20	0	52.63%	44.44%
Female	18	25	-7	47.37%	55.56%
Non-Minority	33	39	-6	86.84%	86.67%
Minority	5	6	-1	13.16%	13.33%
TOTALS	38	45	-7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	74	82	-8	49.33%	50.93%
Female	76	79	-3	50.67%	49.07%
Non-Minority	138	147	-9	92.00%	91.30%
Minority	12	14	-2	8.00%	8.70%
TOTALS	150	161	-11		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	5.00%	5.26%
Female	38	36	2	95.00%	94.74%
Non-Minority	35	34	1	87.50%	89.47%
Minority	5	4	1	12.50%	10.53%
TOTALS	40	38	2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-126

**Iowa Auditor of State Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	57	48	9	57.00%	53.93%
Female	43	41	2	43.00%	46.07%
Non-Minority	87	76	11	87.00%	85.39%
Minority	13	13	0	13.00%	14.61%
TOTALS	100	89	11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	60.00%	50.00%
Female	4	5	-1	40.00%	50.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	50	43	7	56.82%	55.13%
Female	38	35	3	43.18%	44.87%
Non-Minority	75	65	10	85.23%	83.33%
Minority	13	13	0	14.77%	16.67%
TOTALS	88	78	10		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-131
Iowa Department for the Blind Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	23	1	32.43%	30.26%
Female	50	53	-3	67.57%	69.74%
Non-Minority	63	64	-1	85.14%	84.21%
Minority	11	12	-1	14.86%	15.79%
TOTALS	74	76	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	14.29%	0.00%
Female	6	7	-1	85.71%	100.00%
Non-Minority	6	6	0	85.71%	85.71%
Minority	1	1	0	14.29%	14.29%
TOTALS	7	7	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	19	0	34.55%	33.33%
Female	36	38	-2	65.45%	66.67%
Non-Minority	45	47	-2	81.82%	82.46%
Minority	10	10	0	18.18%	17.54%
TOTALS	55	57	-2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	11.11%	11.11%
Female	8	8	0	88.89%	88.89%
Non-Minority	9	8	1	100.00%	88.89%
Minority	0	1	-1	0.00%	11.11%
TOTALS	9	9	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

Agency-140
Iowa Ethics & Campaign Disclosure Board Workforce Composition
Comparison for Total Agency and by EEO Category

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	3	4	-1	50.00%	66.67%
Female	3	2	1	50.00%	33.33%
Non-Minority	5	5	0	83.33%	83.33%
Minority	1	1	0	16.67%	16.67%
TOTALS	6	6	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	50.00%	75.00%
Female	2	1	1	50.00%	25.00%
Non-Minority	3	3	0	75.00%	75.00%
Minority	1	1	0	25.00%	25.00%
TOTALS	4	4	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-167

**Iowa Civil Rights Commission Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	10	0	43.48%	40.00%
Female	13	15	-2	56.52%	60.00%
Non-Minority	15	21	-6	65.22%	84.00%
Minority	8	4	4	34.78%	16.00%
TOTALS	23	25	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	9	-3	42.86%	42.86%
Female	8	12	-4	57.14%	57.14%
Non-Minority	8	20	-12	57.14%	95.24%
Minority	6	1	5	42.86%	4.76%
TOTALS	14	21	-7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	0	3	60.00%	0.00%
Female	2	0	2	40.00%	0.00%
Non-Minority	5	0	5	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	5	0	5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	25.00%	25.00%
Female	3	3	0	75.00%	75.00%
Non-Minority	2	1	1	50.00%	25.00%
Minority	2	3	-1	50.00%	75.00%
TOTALS	4	4	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-185

Iowa Office of the Chief Information Officer Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	73	70	3	72.28%	72.16%
Female	28	27	1	27.72%	27.84%
Non-Minority	87	83	4	86.14%	85.57%
Minority	14	14	0	13.86%	14.43%
TOTALS	101	97	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	16	3	61.29%	64.00%
Female	12	9	3	38.71%	36.00%
Non-Minority	31	25	6	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	31	25	6		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	54	54	0	80.60%	77.14%
Female	13	16	-3	19.40%	22.86%
Non-Minority	54	57	-3	80.60%	81.43%
Minority	13	13	0	19.40%	18.57%
TOTALS	67	70	-3		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	3	2	1	100.00%	100.00%
Non-Minority	2	1	1	66.67%	50.00%
Minority	1	1	0	33.33%	50.00%
TOTALS	3	2	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-212

**Iowa Department of Commerce
Alcoholic Beverages Division Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	22	-1	37.50%	40.74%
Female	35	32	3	62.50%	59.26%
Non-Minority	47	44	3	83.93%	81.48%
Minority	9	10	-1	16.07%	18.52%
TOTALS	56	54	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	14	-1	52.00%	66.67%
Female	12	7	5	48.00%	33.33%
Non-Minority	21	17	4	84.00%	80.95%
Minority	4	4	0	16.00%	19.05%
TOTALS	25	21	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	57.14%	50.00%
Female	3	4	-1	42.86%	50.00%
Non-Minority	7	8	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	7	8	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	13.04%	12.50%
Female	20	21	-1	86.96%	87.50%
Non-Minority	19	19	0	82.61%	79.17%
Minority	4	5	-1	17.39%	20.83%
TOTALS	23	24	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	1	1	0	100.00%	100.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-213

**Iowa Department of Commerce
Division of Banking Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	39	39	0	51.32%	53.42%
Female	37	34	3	48.68%	46.58%
Non-Minority	73	70	3	96.05%	95.89%
Minority	3	3	0	3.95%	4.11%
TOTALS	76	73	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	38	0	52.78%	55.07%
Female	34	31	3	47.22%	44.93%
Non-Minority	70	67	3	97.22%	97.10%
Minority	2	2	0	2.78%	2.90%
TOTALS	72	69	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
TOTALS	2	2	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE:SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-214

**Iowa Department of Commerce
Credit Union Division Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	7	2	60.00%	50.00%
Female	6	7	-1	40.00%	50.00%
Non-Minority	15	14	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	15	14	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	7	2	69.23%	58.33%
Female	4	5	-1	30.77%	41.67%
Non-Minority	13	12	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	13	12	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-216

**Iowa Department of Commerce
Insurance Division Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	51	47	4	48.57%	47.47%
Female	54	52	2	51.43%	52.53%
Non-Minority	91	87	4	86.67%	87.88%
Minority	14	12	2	13.33%	12.12%
TOTALS	105	99	6		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	41	40	1	53.25%	54.79%
Female	36	33	3	46.75%	45.21%
Non-Minority	66	62	4	85.71%	84.93%
Minority	11	11	0	14.29%	15.07%
TOTALS	77	73	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	2	2	44.44%	25.00%
Female	5	6	-1	55.56%	75.00%
Non-Minority	8	8	0	88.89%	100.00%
Minority	1	0	1	11.11%	0.00%
TOTALS	9	8	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	50.00%	80.00%
Female	3	1	2	50.00%	20.00%
Non-Minority	4	4	0	66.67%	80.00%
Minority	2	1	1	33.33%	20.00%
TOTALS	6	5	1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	1	2	23.08%	7.69%
Female	10	12	-2	76.92%	92.31%
Non-Minority	13	13	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	13	13	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-217

**Iowa Department of Commerce
Professional Licensing Bureau Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	11.11%	20.00%
Female	8	8	0	88.89%	80.00%
Non-Minority	8	10	-2	88.89%	100.00%
Minority	1	0	1	11.11%	0.00%
TOTALS	9	10	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	25.00%	40.00%
Female	3	3	0	75.00%	60.00%
Non-Minority	4	5	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	5	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	3	3	0	100.00%	100.00%
Non-Minority	2	3	-1	66.67%	100.00%
Minority	1	0	1	33.33%	0.00%
TOTALS	3	3	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-219

**Iowa Department of Commerce
Utilities Board Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	45	40	5	62.50%	57.97%
Female	27	29	-2	37.50%	42.03%
Non-Minority	64	59	5	88.89%	85.51%
Minority	8	10	-2	11.11%	14.49%
TOTALS	72	69	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	23	3	74.29%	67.65%
Female	9	11	-2	25.71%	32.35%
Non-Minority	33	32	1	94.29%	94.12%
Minority	2	2	0	5.71%	5.88%
TOTALS	35	34	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	15	4	73.08%	65.22%
Female	7	8	-1	26.92%	34.78%
Non-Minority	22	17	5	84.62%	73.91%
Minority	4	6	-2	15.38%	26.09%
TOTALS	26	23	3		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	2	-2	0.00%	16.67%
Female	11	10	1	100.00%	83.33%
Non-Minority	9	10	-1	81.82%	83.33%
Minority	2	2	0	18.18%	16.67%
TOTALS	11	12	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agencies-238 thru 252

**Iowa Department of Corrections Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,666	1,683	-17	67.04%	68.44%
Female	819	776	43	32.96%	31.56%
Non-Minority	2,255	2,234	21	90.74%	90.85%
Minority	230	225	5	9.26%	9.15%
TOTALS	2,485	2,459	26		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	113	105	8	56.78%	57.38%
Female	86	78	8	43.22%	42.62%
Non-Minority	185	168	17	92.96%	91.80%
Minority	14	15	-1	7.04%	8.20%
TOTALS	199	183	16		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	139	138	1	39.15%	40.71%
Female	216	201	15	60.85%	59.29%
Non-Minority	323	311	12	90.99%	91.74%
Minority	32	28	4	9.01%	8.26%
TOTALS	355	339	16		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	63	66	-3	55.75%	55.93%
Female	50	52	-2	44.25%	44.07%
Non-Minority	105	110	-5	92.92%	93.22%
Minority	8	8	0	7.08%	6.78%
TOTALS	113	118	-5		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,131	1,153	-22	80.33%	82.47%
Female	277	245	32	19.67%	17.53%
Non-Minority	1,250	1,244	6	88.78%	88.98%
Minority	158	154	4	11.22%	11.02%
TOTALS	1,408	1,398	10		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	13	-4	6.92%	9.49%
Female	121	124	-3	93.08%	90.51%
Non-Minority	127	133	-6	97.69%	97.08%
Minority	3	4	-1	2.31%	2.92%
TOTALS	130	137	-7		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	107	108	-1	98.17%	98.18%
Female	2	2	0	1.83%	1.82%
Non-Minority	108	105	3	99.08%	95.45%
Minority	1	5	-4	0.92%	4.55%
TOTALS	109	110	-1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	104	100	4	60.82%	57.47%
Female	67	74	-7	39.18%	42.53%
Non-Minority	157	163	-6	91.81%	93.68%
Minority	14	11	3	8.19%	6.32%
TOTALS	171	174	-3		

Agency-259

**Iowa Department of Cultural Affairs Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	17	17	0	35.42%	33.33%
Female	31	34	-3	64.58%	66.67%
Non-Minority	47	50	-3	97.92%	98.04%
Minority	1	1	0	2.08%	1.96%
TOTALS	48	51	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	37.50%	44.44%
Female	5	5	0	62.50%	55.56%
Non-Minority	8	9	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	8	9	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	10	1	30.56%	27.03%
Female	25	27	-2	69.44%	72.97%
Non-Minority	35	36	-1	97.22%	97.30%
Minority	1	1	0	2.78%	2.70%
TOTALS	36	37	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	66.67%	50.00%
Female	1	2	-1	33.33%	50.00%
Non-Minority	3	4	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	3	4	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

Agency-269

**Iowa Economic Development Authority Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	36	34	2	35.29%	34.69%
Female	66	64	2	64.71%	65.31%
Non-Minority	95	90	5	93.14%	91.84%
Minority	7	8	-1	6.86%	8.16%
TOTALS	102	98	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	33	31	2	35.48%	34.83%
Female	60	58	2	64.52%	65.17%
Non-Minority	86	81	5	92.47%	91.01%
Minority	7	8	-1	7.53%	8.99%
TOTALS	93	89	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	33.33%	33.33%
Female	4	4	0	66.67%	66.67%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

Agency-270

**Iowa Finance Authority Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	33	-1	35.56%	37.08%
Female	58	56	2	64.44%	62.92%
Non-Minority	82	80	2	91.11%	89.89%
Minority	8	9	-1	8.89%	10.11%
TOTALS	90	89	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	17	-1	31.37%	34.69%
Female	35	32	3	68.63%	65.31%
Non-Minority	50	46	4	98.04%	93.88%
Minority	1	3	-2	1.96%	6.12%
TOTALS	51	49	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	13	0	46.43%	48.15%
Female	15	14	1	53.57%	51.85%
Non-Minority	24	23	1	85.71%	85.19%
Minority	4	4	0	14.29%	14.81%
TOTALS	28	27	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	27.27%	23.08%
Female	8	10	-2	72.73%	76.92%
Non-Minority	8	11	-3	72.73%	84.62%
Minority	3	2	1	27.27%	15.38%
TOTALS	11	13	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-282

**Iowa Department of Education Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	57	61	-4	29.69%	28.37%
Female	135	154	-19	70.31%	71.63%
Non-Minority	171	188	-17	89.06%	87.44%
Minority	21	27	-6	10.94%	12.56%
TOTALS	192	215	-23		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	11	0	35.48%	37.93%
Female	20	18	2	64.52%	62.07%
Non-Minority	30	27	3	96.77%	93.10%
Minority	1	2	-1	3.23%	6.90%
TOTALS	31	29	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	43	46	-3	29.45%	28.22%
Female	103	117	-14	70.55%	71.78%
Non-Minority	129	143	-14	88.36%	87.73%
Minority	17	20	-3	11.64%	12.27%
TOTALS	146	163	-17		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	1	-1	0.00%	5.00%
Female	12	19	-7	100.00%	95.00%
Non-Minority	9	15	-6	75.00%	75.00%
Minority	3	5	-2	25.00%	25.00%
TOTALS	12	20	-8		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-283

Iowa Vocational Rehabilitation Services Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	76	79	-3	19.14%	19.95%
Female	321	317	4	80.86%	80.05%
Non-Minority	354	340	14	89.17%	85.86%
Minority	43	56	-13	10.83%	14.14%
TOTALS	396				

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	6	-1	22.73%	26.09%
Female	17	17	0	77.27%	73.91%
Non-Minority	21	20	1	95.45%	86.96%
Minority	1	3	-2	4.55%	13.04%
TOTALS	22	23	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	39	38	1	22.94%	22.49%
Female	131	131	0	77.06%	77.51%
Non-Minority	150	148	2	88.24%	87.57%
Minority	20	21	-1	11.76%	12.43%
TOTALS	170	169	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	4	1	15.15%	12.90%
Female	28	27	1	84.85%	87.10%
Non-Minority	31	28	3	93.94%	90.32%
Minority	2	3	-1	6.06%	9.68%
TOTALS	33	31	2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	31	-4	15.70%	17.92%
Female	145	142	3	84.30%	82.08%
Non-Minority	152	144	8	88.37%	83.24%
Minority	20	29	-9	11.63%	16.76%
TOTALS	172	173	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-284

**Iowa College Student Aid Commission Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	7	2	27.27%	22.58%
Female	24	24	0	72.73%	77.42%
Non-Minority	28	27	1	84.85%	87.10%
Minority	5	4	1	15.15%	12.90%
TOTALS	33	31	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	23.08%	23.08%
Female	10	10	0	76.92%	76.92%
Non-Minority	13	13	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	13	13	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	4	2	37.50%	28.57%
Female	10	10	0	62.50%	71.43%
Non-Minority	13	12	1	81.25%	85.71%
Minority	3	2	1	18.75%	14.29%
TOTALS	16	14	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	4	4	0	100.00%	100.00%
Non-Minority	2	2	0	50.00%	50.00%
Minority	2	2	0	50.00%	50.00%
TOTALS	4	4	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-285

**Iowa PBS Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	51	52	-1	59.30%	60.47%
Female	35	34	1	40.70%	39.53%
Non-Minority	84	83	1	97.67%	96.51%
Minority	2	3	-1	2.33%	3.49%
TOTALS	86	86	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	42.86%	38.46%
Female	8	8	0	57.14%	61.54%
Non-Minority	14	13	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	14	13	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	22	-1	51.22%	53.66%
Female	20	19	1	48.78%	46.34%
Non-Minority	39	38	1	95.12%	92.68%
Minority	2	3	-1	4.88%	7.32%
TOTALS	41	41	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	22	-1	95.45%	95.65%
Female	1	1	0	4.55%	4.35%
Non-Minority	22	23	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	22	23	-1		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	25.00%	25.00%
Female	6	6	0	75.00%	75.00%
Non-Minority	8	8	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	8	8	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-286

Iowa Board of Educational Examiners Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	41.67%	35.71%
Female	7	9	-2	58.33%	64.29%
Non-Minority	9	11	-2	75.00%	78.57%
Minority	3	3	0	25.00%	21.43%
TOTALS	12	14	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
TOTALS	2	2	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	66.67%	57.14%
Female	2	3	-1	33.33%	42.86%
Non-Minority	6	7	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	6	7	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	4	5	-1	100.00%	100.00%
Non-Minority	2	3	-1	50.00%	60.00%
Minority	2	2	0	50.00%	40.00%
TOTALS	4	5	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-297

**Iowa Department on Aging Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	4	2	12.50%	9.76%
Female	42	37	5	87.50%	90.24%
Non-Minority	46	39	7	95.83%	95.12%
Minority	2	2	0	4.17%	4.88%
TOTALS	48	41	7		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	4	1	21.74%	19.05%
Female	18	17	1	78.26%	80.95%
Non-Minority	23	21	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	23	21	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	21	16	5	100.00%	100.00%
Non-Minority	19	14	5	90.48%	87.50%
Minority	2	2	0	9.52%	12.50%
TOTALS	21	16	5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	25.00%	0.00%
Female	3	4	-1	75.00%	100.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-309

**Iowa Department of Workforce Development Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	275	263	12	39.23%	37.90%
Female	426	431	-5	60.77%	62.10%
Non-Minority	540	544	-4	77.03%	78.39%
Minority	161	150	11	22.97%	21.61%
TOTALS	701	694	7		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	84	78	6	49.41%	48.15%
Female	86	84	2	50.59%	51.85%
Non-Minority	131	131	0	77.06%	80.86%
Minority	39	31	8	22.94%	19.14%
TOTALS	170	162	8		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	146	146	0	33.64%	32.52%
Female	288	303	-15	66.36%	67.48%
Non-Minority	334	348	-14	76.96%	77.51%
Minority	100	101	-1	23.04%	22.49%
TOTALS	434	449	-15		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	33	31	2	86.84%	86.11%
Female	5	5	0	13.16%	13.89%
Non-Minority	33	31	2	86.84%	86.11%
Minority	5	5	0	13.16%	13.89%
TOTALS	38	36	2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	4	3	12.96%	9.52%
Female	47	38	9	87.04%	90.48%
Non-Minority	38	30	8	70.37%	71.43%
Minority	16	12	4	29.63%	28.57%
TOTALS	54	42	12		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	3	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	3	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	50.00%
Female	0	1	-1	0.00%	50.00%
Non-Minority	0	1	-1	0.00%	50.00%
Minority	1	1	0	100.00%	50.00%
TOTALS	1	2	-1		

Agency-336

Iowa Communications Network Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	53	53	0	73.61%	69.74%
Female	19	23	-4	26.39%	30.26%
Non-Minority	63	65	-2	87.50%	85.53%
Minority	9	11	-2	12.50%	14.47%
TOTALS	72	76	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	12	1	72.22%	63.16%
Female	5	7	-2	27.78%	36.84%
Non-Minority	14	15	-1	77.78%	78.95%
Minority	4	4	0	22.22%	21.05%
TOTALS	18	19	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	31	-1	75.00%	75.61%
Female	10	10	0	25.00%	24.39%
Non-Minority	35	35	0	87.50%	85.37%
Minority	5	6	-1	12.50%	14.63%
TOTALS	40	41	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	60.00%	50.00%
Female	4	6	-2	40.00%	50.00%
Non-Minority	10	11	-1	100.00%	91.67%
Minority	0	1	-1	0.00%	8.33%
TOTALS	10	12	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-379

Iowa Department of Human Rights Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	10	0	24.39%	25.00%
Female	31	30	1	75.61%	75.00%
Non-Minority	30	32	-2	73.17%	80.00%
Minority	11	8	3	26.83%	20.00%
TOTALS	41	40	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	15.79%	15.00%
Female	16	17	-1	84.21%	85.00%
Non-Minority	12	14	-2	63.16%	70.00%
Minority	7	6	1	36.84%	30.00%
TOTALS	19	20	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	38.89%	41.18%
Female	11	10	1	61.11%	58.82%
Non-Minority	16	16	0	88.89%	94.12%
Minority	2	1	1	11.11%	5.88%
TOTALS	18	17	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	4	3	1	100.00%	100.00%
Non-Minority	2	2	0	50.00%	66.67%
Minority	2	1	1	50.00%	33.33%
TOTALS	4	3	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agencies-401 thru 413

**Iowa Department of Human Services Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	995	1,039	-44	25.85%	26.75%
Female	2,854	2,845	9	74.15%	73.25%
Non-Minority	3,431	3,486	-55	89.14%	89.75%
Minority	418	398	20	10.86%	10.25%
TOTALS	3,849	3,884	-35		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	140	138	2	30.37%	32.17%
Female	321	291	30	69.63%	67.83%
Non-Minority	422	398	24	91.54%	92.77%
Minority	39	31	8	8.46%	7.23%
TOTALS	461	429	32		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	295	310	-15	26.46%	27.58%
Female	820	814	6	73.54%	72.42%
Non-Minority	986	996	-10	88.43%	88.61%
Minority	129	128	1	11.57%	11.39%
TOTALS	1,115	1,124	-9		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	11	-5	11.11%	18.64%
Female	48	48	0	88.89%	81.36%
Non-Minority	53	58	-5	98.15%	98.31%
Minority	1	1	0	1.85%	1.69%
TOTALS	54	59	-5		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	130	142	-12	9.88%	10.81%
Female	1,186	1,171	15	90.12%	89.19%
Non-Minority	1,168	1,163	5	88.75%	88.58%
Minority	148	150	-2	11.25%	11.42%
TOTALS	1,316	1,313	3		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	90	90	0	92.78%	92.78%
Female	7	7	0	7.22%	7.22%
Non-Minority	96	97	-1	98.97%	100.00%
Minority	1	0	1	1.03%	0.00%
TOTALS	97	97	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	334	348	-14	41.44%	40.37%
Female	472	514	-42	58.56%	59.63%
Non-Minority	706	774	-68	87.59%	89.79%
Minority	100	88	12	12.41%	10.21%
TOTALS	806	862	-56		

Agency-427

**Iowa Department of Inspections & Appeals
Central Office Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	63	54	9	26.58%	22.98%
Female	174	181	-7	73.42%	77.02%
Non-Minority	216	210	6	91.14%	89.36%
Minority	21	25	-4	8.86%	10.64%
TOTALS	237	235	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	25	0	43.10%	44.64%
Female	33	31	2	56.90%	55.36%
Non-Minority	49	48	1	84.48%	85.71%
Minority	9	8	1	15.52%	14.29%
TOTALS	58	56	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	35	27	8	22.15%	17.65%
Female	123	126	-3	77.85%	82.35%
Non-Minority	149	141	8	94.30%	92.16%
Minority	9	12	-3	5.70%	7.84%
TOTALS	158	153	5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	2	1	14.29%	7.69%
Female	18	24	-6	85.71%	92.31%
Non-Minority	18	21	-3	85.71%	80.77%
Minority	3	5	-2	14.29%	19.23%
TOTALS	21	26	-5		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-428

**Iowa Department of Inspections & Appeals
Office of the State Public Defender Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	95	90	5	43.58%	42.86%
Female	123	120	3	56.42%	57.14%
Non-Minority	192	183	9	88.07%	87.14%
Minority	26	27	-1	11.93%	12.86%
TOTALS	218	210	8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	12	0	44.44%	44.44%
Female	15	15	0	55.56%	55.56%
Non-Minority	23	22	1	85.19%	81.48%
Minority	4	5	-1	14.81%	18.52%
TOTALS	27	27	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	82	78	4	55.03%	54.17%
Female	67	66	1	44.97%	45.83%
Non-Minority	130	125	5	87.25%	86.81%
Minority	19	19	0	12.75%	13.19%
TOTALS	149	144	5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	2.38%	0.00%
Female	41	39	2	97.62%	100.00%
Non-Minority	39	36	3	92.86%	92.31%
Minority	3	3	0	7.14%	7.69%
TOTALS	42	39	3		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-429

**Iowa Department of Inspections & Appeals
Racing and Gaming Commission Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	24	-3	46.67%	48.98%
Female	24	25	-1	53.33%	51.02%
Non-Minority	41	45	-4	91.11%	91.84%
Minority	4	4	0	8.89%	8.16%
TOTALS	45	49	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	53.33%	61.54%
Female	7	5	2	46.67%	38.46%
Non-Minority	15	13	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	15	13	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	4	6	-2	100.00%	100.00%
Non-Minority	3	5	-2	75.00%	83.33%
Minority	1	1	0	25.00%	16.67%
TOTALS	4	6	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	16	-3	50.00%	53.33%
Female	13	14	-1	50.00%	46.67%
Non-Minority	23	27	-4	88.46%	90.00%
Minority	3	3	0	11.54%	10.00%
TOTALS	26	30	-4		

Agency-467

**Iowa Law Enforcement Academy Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	12	11	1	46.15%	39.29%
Female	14	17	-3	53.85%	60.71%
Non-Minority	23	25	-2	88.46%	89.29%
Minority	3	3	0	11.54%	10.71%
TOTALS	26	28	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	66.67%	50.00%
Female	1	2	-1	33.33%	50.00%
Non-Minority	3	4	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	3	4	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	7	1	61.54%	53.85%
Female	5	6	-1	38.46%	46.15%
Non-Minority	10	10	0	76.92%	76.92%
Minority	3	3	0	23.08%	23.08%
TOTALS	13	13	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	50.00%	100.00%
Female	1	0	1	50.00%	0.00%
Non-Minority	2	1	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	1	1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	7	9	-2	100.00%	100.00%
Non-Minority	7	9	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	7	9	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-532

Iowa Department of Management Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	10	1	55.00%	50.00%
Female	9	10	-1	45.00%	50.00%
Non-Minority	18	18	0	90.00%	90.00%
Minority	2	2	0	10.00%	10.00%
TOTALS	20	20	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	10	1	57.89%	52.63%
Female	8	9	-1	42.11%	47.37%
Non-Minority	17	17	0	89.47%	89.47%
Minority	2	2	0	10.53%	10.53%
TOTALS	19	19	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-542

Iowa Department of Natural Resources Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	592	589	3	70.81%	70.29%
Female	244	249	-5	29.19%	29.71%
Non-Minority	800	798	2	95.69%	95.23%
Minority	36	40	-4	4.31%	4.77%
TOTALS	836	838	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	67	51	16	60.91%	58.62%
Female	43	36	7	39.09%	41.38%
Non-Minority	109	86	23	99.09%	98.85%
Minority	1	1	0	0.91%	1.15%
TOTALS	110	87	23		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	279	297	-18	66.75%	67.35%
Female	139	144	-5	33.25%	32.65%
Non-Minority	396	415	-19	94.74%	94.10%
Minority	22	26	-4	5.26%	5.90%
TOTALS	418	441	-23		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	130	126	4	90.28%	87.50%
Female	14	18	-4	9.72%	12.50%
Non-Minority	141	141	0	97.92%	97.92%
Minority	3	3	0	2.08%	2.08%
TOTALS	144	144	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	104	105	-1	95.41%	94.59%
Female	5	6	-1	4.59%	5.41%
Non-Minority	105	107	-2	96.33%	96.40%
Minority	4	4	0	3.67%	3.60%
TOTALS	109	111	-2		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	6	2	15.69%	11.76%
Female	43	45	-2	84.31%	88.24%
Non-Minority	45	45	0	88.24%	88.24%
Minority	6	6	0	11.76%	11.76%
TOTALS	51	51	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-547

**Iowa Board of Parole Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	4	1	38.46%	33.33%
Female	8	8	0	61.54%	66.67%
Non-Minority	11	11	0	84.62%	91.67%
Minority	2	1	1	15.38%	8.33%
TOTALS	13	12	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	57.14%	50.00%
Female	3	3	0	42.86%	50.00%
Non-Minority	6	5	1	85.71%	83.33%
Minority	1	1	0	14.29%	16.67%
TOTALS	7	6	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	20.00%	20.00%
Female	4	4	0	80.00%	80.00%
Non-Minority	4	5	-1	80.00%	100.00%
Minority	1	0	1	20.00%	0.00%
TOTALS	5	5	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-553

Iowa Public Employees' Retirement System (IPERS) Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	36	36	0	47.37%	44.44%
Female	40	45	-5	52.63%	55.56%
Non-Minority	63	69	-6	82.89%	85.19%
Minority	13	12	1	17.11%	14.81%
TOTALS	76	81	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	26	0	47.27%	47.27%
Female	29	29	0	52.73%	52.73%
Non-Minority	48	49	-1	87.27%	89.09%
Minority	7	6	1	12.73%	10.91%
TOTALS	55	55	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	10	-1	56.25%	52.63%
Female	7	9	-2	43.75%	47.37%
Non-Minority	12	15	-3	75.00%	78.95%
Minority	4	4	0	25.00%	21.05%
TOTALS	16	19	-3		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	20.00%	0.00%
Female	4	7	-3	80.00%	100.00%
Non-Minority	3	5	-2	60.00%	71.43%
Minority	2	2	0	40.00%	28.57%
TOTALS	5	7	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-572

**Iowa Public Employment Relations Board (PERB) Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	2	2	0	40.00%	22.22%
Female	3	7	-4	60.00%	77.78%
Non-Minority	5	9	-4	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	5	9	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	20.00%
Female	0	4	-4	0.00%	80.00%
Non-Minority	1	5	-4	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	5	-4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-582

Iowa Department of Public Defense Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	187	199	-12	76.95%	80.57%
Female	56	48	8	23.05%	19.43%
Non-Minority	226	227	-1	93.00%	91.90%
Minority	17	20	-3	7.00%	8.10%
TOTALS	243	247	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	21	-3	72.00%	75.00%
Female	7	7	0	28.00%	25.00%
Non-Minority	21	24	-3	84.00%	85.71%
Minority	4	4	0	16.00%	14.29%
TOTALS	25	28	-3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	30	0	69.77%	69.77%
Female	13	13	0	30.23%	30.23%
Non-Minority	41	40	1	95.35%	93.02%
Minority	2	3	-1	4.65%	6.98%
TOTALS	43	43	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	50.00%	50.00%
Female	2	2	0	50.00%	50.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	63	68	-5	95.45%	98.55%
Female	3	1	2	4.55%	1.45%
Non-Minority	61	64	-3	92.42%	92.75%
Minority	5	5	0	7.58%	7.25%
TOTALS	66	69	-3		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	7	-2	27.78%	38.89%
Female	13	11	2	72.22%	61.11%
Non-Minority	18	17	1	100.00%	94.44%
Minority	0	1	-1	0.00%	5.56%
TOTALS	18	18	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	61	62	-1	92.42%	95.38%
Female	5	3	2	7.58%	4.62%
Non-Minority	63	63	0	95.45%	96.92%
Minority	3	2	1	4.55%	3.08%
TOTALS	66	65	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	38.10%	45.00%
Female	13	11	2	61.90%	55.00%
Non-Minority	18	15	3	85.71%	75.00%
Minority	3	5	-2	14.29%	25.00%
TOTALS	21	20	1		

Agency-583

**Iowa Department of Homeland Security and Emergency Management Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	37	1	48.10%	48.68%
Female	41	39	2	51.90%	51.32%
Non-Minority	74	68	6	93.67%	89.47%
Minority	5	8	-3	6.33%	10.53%
TOTALS	79	76	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	31	-2	48.33%	51.67%
Female	31	29	2	51.67%	48.33%
Non-Minority	55	53	2	91.67%	88.33%
Minority	5	7	-2	8.33%	11.67%
TOTALS	60	60	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	6	3	50.00%	40.00%
Female	9	9	0	50.00%	60.00%
Non-Minority	18	14	4	100.00%	93.33%
Minority	0	1	-1	0.00%	6.67%
TOTALS	18	15	3		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-588

Iowa Department of Public Health Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	112	112	0	26.60%	26.35%
Female	309	313	-4	73.40%	73.65%
Non-Minority	380	387	-7	90.26%	91.06%
Minority	41	38	3	9.74%	8.94%
TOTALS	421	425	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	46	44	2	35.38%	34.38%
Female	84	84	0	64.62%	65.63%
Non-Minority	126	124	2	96.92%	96.88%
Minority	4	4	0	3.08%	3.13%
TOTALS	130	128	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	53	57	-4	25.98%	28.22%
Female	151	145	6	74.02%	71.78%
Non-Minority	182	184	-2	89.22%	91.09%
Minority	22	18	4	10.78%	8.91%
TOTALS	204	202	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	33.33%	33.33%
Female	2	2	0	66.67%	66.67%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	10	2	14.29%	10.87%
Female	72	82	-10	85.71%	89.13%
Non-Minority	69	76	-7	82.14%	82.61%
Minority	15	16	-1	17.86%	17.39%
TOTALS	84	92	-8		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-592

Iowa Public Information Board Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	66.67%	33.33%
Female	1	2	-1	33.33%	66.67%
Non-Minority	2	2	0	66.67%	66.67%
Minority	1	1	0	33.33%	33.33%
TOTALS	3	3	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	1	1	0	100.00%	100.00%
TOTALS	1	1	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	100.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-595

Iowa Department of Public Safety Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	646	640	6	75.29%	75.92%
Female	212	203	9	24.71%	24.08%
Non-Minority	821	805	16	95.69%	95.49%
Minority	37	38	-1	4.31%	4.51%
TOTALS	858	843	15		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	37	38	-1	63.79%	67.86%
Female	21	18	3	36.21%	32.14%
Non-Minority	55	55	0	94.83%	98.21%
Minority	3	1	2	5.17%	1.79%
TOTALS	58	56	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	20	3	53.49%	55.56%
Female	20	16	4	46.51%	44.44%
Non-Minority	41	33	8	95.35%	91.67%
Minority	2	3	-1	4.65%	8.33%
TOTALS	43	36	7		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	26	-2	36.92%	39.39%
Female	41	40	1	63.08%	60.61%
Non-Minority	59	59	0	90.77%	89.39%
Minority	6	7	-1	9.23%	10.61%
TOTALS	65	66	-1		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	534	534	0	92.39%	92.87%
Female	44	41	3	7.61%	7.13%
Non-Minority	555	553	2	96.02%	96.17%
Minority	23	22	1	3.98%	3.83%
TOTALS	578	575	3		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	17	4	19.63%	16.19%
Female	86	88	-2	80.37%	83.81%
Non-Minority	106	101	5	99.07%	96.19%
Minority	1	4	-3	0.93%	3.81%
TOTALS	107	105	2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	5	2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	4	1	71.43%	80.00%
Minority	2	1	1	28.57%	20.00%
TOTALS	7	5	2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-625

Iowa Department of Revenue Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	106	99	7	31.83%	33.00%
Female	227	201	26	68.17%	67.00%
Non-Minority	276	249	27	82.88%	83.00%
Minority	57	51	6	17.12%	17.00%
TOTALS	333	300	33		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	79	75	4	35.27%	37.50%
Female	145	125	20	64.73%	62.50%
Non-Minority	186	168	18	83.04%	84.00%
Minority	38	32	6	16.96%	16.00%
TOTALS	224	200	24		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	16	3	31.67%	28.57%
Female	41	40	1	68.33%	71.43%
Non-Minority	51	48	3	85.00%	85.71%
Minority	9	8	1	15.00%	14.29%
TOTALS	60	56	4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	14.58%	16.28%
Female	41	36	5	85.42%	83.72%
Non-Minority	38	32	6	79.17%	74.42%
Minority	10	11	-1	20.83%	25.58%
TOTALS	48	43	5		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

Agency-627

Iowa Lottery Authority Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	58	60	-2	58.59%	60.61%
Female	41	39	2	41.41%	39.39%
Non-Minority	94	93	1	94.95%	93.94%
Minority	5	6	-1	5.05%	6.06%
TOTALS	99	99	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	13	0	56.52%	59.09%
Female	10	9	1	43.48%	40.91%
Non-Minority	21	20	1	91.30%	90.91%
Minority	2	2	0	8.70%	9.09%
TOTALS	23	22	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	7	-1	35.29%	41.18%
Female	11	10	1	64.71%	58.82%
Non-Minority	17	16	1	100.00%	94.12%
Minority	0	1	-1	0.00%	5.88%
TOTALS	17	17	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	36	37	-1	64.29%	64.91%
Female	20	20	0	35.71%	35.09%
Non-Minority	54	55	-1	96.43%	96.49%
Minority	2	2	0	3.57%	3.51%
TOTALS	56	57	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
TOTALS	2	2	0		

Agency-635

Iowa Secretary of State Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	13	-1	42.86%	46.43%
Female	16	15	1	57.14%	53.57%
Non-Minority	24	23	1	85.71%	82.14%
Minority	4	5	-1	14.29%	17.86%
TOTALS	28	28	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	5	-2	42.86%	83.33%
Female	4	1	3	57.14%	16.67%
Non-Minority	6	6	0	85.71%	100.00%
Minority	1	0	1	14.29%	0.00%
TOTALS	7	6	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	60.00%	50.00%
Female	4	6	-2	40.00%	50.00%
Non-Minority	8	10	-2	80.00%	83.33%
Minority	2	2	0	20.00%	16.67%
TOTALS	10	12	-2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	20.00%	20.00%
Female	8	8	0	80.00%	80.00%
Non-Minority	9	7	2	90.00%	70.00%
Minority	1	3	-2	10.00%	30.00%
TOTALS	10	10	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-645

Iowa Department of Transportation Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2,062	2,031	31	79.43%	79.37%
Female	534	528	6	20.57%	20.63%
Non-Minority	2,456	2,414	42	94.61%	94.33%
Minority	140	145	-5	5.39%	5.67%
TOTALS	2,596	2,559	37		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	189	185	4	61.76%	61.06%
Female	117	118	-1	38.24%	38.94%
Non-Minority	289	285	4	94.44%	94.06%
Minority	17	18	-1	5.56%	5.94%
TOTALS	306	303	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	287	279	8	68.66%	69.06%
Female	131	125	6	31.34%	30.94%
Non-Minority	368	355	13	88.04%	87.87%
Minority	50	49	1	11.96%	12.13%
TOTALS	418	404	14		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	179	175	4	84.43%	84.95%
Female	33	31	2	15.57%	15.05%
Non-Minority	206	199	7	97.17%	96.60%
Minority	6	7	-1	2.83%	3.40%
TOTALS	212	206	6		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	93	94	-1	92.08%	91.26%
Female	8	9	-1	7.92%	8.74%
Non-Minority	98	101	-3	97.03%	98.06%
Minority	3	2	1	2.97%	1.94%
TOTALS	101	103	-2		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	64	64	0	22.61%	22.70%
Female	219	218	1	77.39%	77.30%
Non-Minority	257	257	0	90.81%	91.13%
Minority	26	25	1	9.19%	8.87%
TOTALS	283	282	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,211	1,192	19	98.94%	98.92%
Female	13	13	0	1.06%	1.08%
Non-Minority	1,186	1,162	24	96.90%	96.43%
Minority	38	43	-5	3.10%	3.57%
TOTALS	1,224	1,205	19		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	39	42	-3	75.00%	75.00%
Female	13	14	-1	25.00%	25.00%
Non-Minority	52	55	-3	100.00%	98.21%
Minority	0	1	-1	0.00%	1.79%
TOTALS	52	56	-4		

Agency-655

Iowa Treasurer of State Workforce Composition
Comparison for Total Agency and by EEO Category

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	30.43%	31.82%
Female	16	15	1	69.57%	68.18%
Non-Minority	22	21	1	95.65%	95.45%
Minority	1	1	0	4.35%	4.55%
TOTALS	23	22	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	27.27%	44.44%
Female	8	5	3	72.73%	55.56%
Non-Minority	11	9	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	11	9	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
TOTALS	2	2	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	22.22%	18.18%
Female	7	9	-2	77.78%	81.82%
Non-Minority	9	11	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	11	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-670

**Iowa Department of Veteran's Affairs Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	12	-4	72.73%	75.00%
Female	3	4	-1	27.27%	25.00%
Non-Minority	10	14	-4	90.91%	87.50%
Minority	1	2	-1	9.09%	12.50%
TOTALS	11	16	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	4	-2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	2	4	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	4	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	25.00%	33.33%
Female	3	4	-1	75.00%	66.67%
Non-Minority	4	6	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	6	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	75.00%	60.00%
Minority	1	2	-1	25.00%	40.00%
TOTALS	4	5	-1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-671

**Iowa Veterans Home Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	121	120	1	21.72%	20.55%
Female	436	464	-28	78.28%	79.45%
Non-Minority	478	480	-2	85.82%	82.19%
Minority	79	104	-25	14.18%	17.81%
TOTALS	557	584	-27		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	25.00%	30.00%
Female	24	21	3	75.00%	70.00%
Non-Minority	32	30	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	32	30	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	10	2	17.14%	13.51%
Female	58	64	-6	82.86%	86.49%
Non-Minority	64	66	-2	91.43%	89.19%
Minority	6	8	-2	8.57%	10.81%
TOTALS	70	74	-4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	10.87%	10.00%
Female	41	45	-4	89.13%	90.00%
Non-Minority	41	43	-2	89.13%	86.00%
Minority	5	7	-2	10.87%	14.00%
TOTALS	46	50	-4		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	6	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	6	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	5	6	-1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	14.00%	15.69%
Female	43	43	0	86.00%	84.31%
Non-Minority	48	47	1	96.00%	92.16%
Minority	2	4	-2	4.00%	7.84%
TOTALS	50	51	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	19	-1	85.71%	86.36%
Female	3	3	0	14.29%	13.64%
Non-Minority	21	22	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	21	22	-1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	66	63	3	19.82%	17.95%
Female	267	288	-21	80.18%	82.05%
Non-Minority	267	266	1	80.18%	75.78%
Minority	66	85	-19	19.82%	24.22%
TOTALS	333	351	-18		

APPENDIX D:

FY 2023 JOB CLASSIFICATION TITLES LISTED BY EEO CATEGORY

Appendix D lists the job classifications that may contribute to the State and Local Government Job Categories found on the charts in Appendix B and C.

EEO CATEGORY	JOB CLASSIFICATION TITLE
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01	ACTIVITIES DIRECTOR
01	ACTIVITIES SPECIALIST SUPERVISOR
01	ACTIVITIES SPECIALIST SUPERVISOR
01	ACTUARIAL ADMINISTRATOR
01	ACTUARY CHIEF
01	ADJUTANT GENERAL
01	ADMIN/ALCOHOLIC BEVERAGES DIVISION
01	ADMIN/CIVIL COM UNIT SEXUAL OFFENDERS
01	ADMIN/HOMELAND SECURITY & EMERGENCY MGMT
01	ADMIN/PUBLIC BROADCASTING DIVISION
01	ADMIN/RACING & GAMING DIVISION
01	ADMINISTRATOR OF NURSING
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 1
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 2
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 2
01	AGRICULTURE COMPLIANCE INVESTIGATOR
01	AGRICULTURE MARKETING SPECIALIST
01	AGRICULTURE PRODUCTS INSPECTOR
01	AGRICULTURE PROGRAM MANAGER 3
01	ASSISTANT DIRECTOR ENGINEERING/TECHNOLOGY
01	ATTORNEY SUPERVISOR
01	AUDITOR ADMINISTRATOR
01	AUDITOR CHIEF DEPUTY
01	AUDITOR DEPUTY
01	BANK ANALYST
01	BANK BUREAU CHIEF
01	BANK EXAMINER
01	BANK EXAMINER REGIONAL MANAGER
01	BANK EXAMINER SENIOR
01	BOARD, COMMISSION, COUNCIL MEMBER
01	BRIDGE INSPECTOR 1
01	BRIDGE INSPECTOR 2
01	BUDGET ANALYST 1
01	BUDGET ANALYST 2
01	BUDGET ANALYST 2

01 BUDGET ANALYST 3
01 BUDGET ANALYST 3
01 BUDGET ANALYST 4
01 BUILDING/MANUFACTURED HOUSING INSPECTOR
01 CHIEF BENEFITS OFFICER
01 CHIEF HEALTH PROFESSION INVESTIGATOR
01 CHIEF INVESTMENT OFFICER
01 CHIEF OPERATING OFFICER IEDA
01 CHIEF REVENUE OFFICER
01 CIVIL RIGHTS SPECIALIST
01 COMMANDANT VETERANS HOME
01 COMMISSIONER OF PUBLIC SAFETY
01 COMPLIANCE OFFICER 1
01 COMPLIANCE OFFICER 2
01 COMPLIANCE OFFICER 2
01 CONSUMER ADVOCATE
01 CORRECTIONAL FARM MANAGER
01 CORRECTIONAL SECURITY DIRECTOR
01 CORRECTIONAL SECURITY MANAGER
01 CORRECTIONAL TREATMENT DIRECTOR
01 CORRECTIONAL TREATMENT MANAGER
01 CREDIT UNION EXAMINER
01 CREDIT UNION EXAMINER SENIOR
01 CREDIT UNION EXAMINER SUPERVISOR
01 CRIME LABORATORY ADMINISTRATOR
01 DAIRY PRODUCTS INSPECTOR
01 DATA WAREHOUSE ANALYST
01 DEPT OF TRANSPORTATION COMMISSIONER
01 DEPUTY ADJUTANT GENERAL
01 DEPUTY ASSISTANT
01 DEPUTY ATTORNEY GENERAL
01 DEPUTY CORRECTIONS PROGRAM ADMIN
01 DEPUTY DIRECTOR DEPARTMENT OF EDUCATION
01 DEPUTY DIRECTOR OF HEALTH AND HUMAN SERVICES
01 DEPUTY SECRETARY OF AGRICULTURE
01 DEPUTY SUPERINTENDENT
01 DEPUTY WORKERS COMPENSATION COMMISSIONER
01 DIRECTOR DEPT FOR THE BLIND
01 DIRECTOR DEPT OF ADMINISTRATIVE SERVICES
01 DIRECTOR DEPT OF CIVIL RIGHTS
01 DIRECTOR DEPT OF CORRECTIONS
01 DIRECTOR DEPT OF CULTURAL AFFAIRS
01 DIRECTOR DEPT OF ECONOMIC DEVELOPMENT
01 DIRECTOR DEPT OF EDUCATION
01 DIRECTOR DEPT OF HUMAN RIGHTS
01 DIRECTOR DEPT OF HUMAN SERVICES

01 DIRECTOR DEPT OF INSPECTIONS & APPEALS
01 DIRECTOR DEPT OF MANAGEMENT
01 DIRECTOR DEPT OF NATURAL RESOURCES
01 DIRECTOR DEPT OF PUBLIC HEALTH
01 DIRECTOR DEPT OF REVENUE
01 DIRECTOR DEPT OF TRANSPORTATION
01 DIRECTOR DEPT OF WORKFORCE DEVELOPMENT
01 DIRECTOR DEPT ON AGING
01 DIRECTOR LAW ENFORCEMENT ACADEMY
01 DISASTER PROJECT SPECIALIST 1
01 DISASTER PROJECT SPECIALIST 2
01 DRUG POLICY COORDINATOR
01 ECONOMIC DEVELOPMENT SPECIALIST 1
01 ECONOMIC DEVELOPMENT SPECIALIST 2
01 ECONOMIC DEVELOPMENT SPECIALIST 3
01 ECONOMIC DEVELOPMENT SPECIALIST 4
01 EDUCATION ADMINISTRATOR
01 ELECTRICAL INSPECTOR
01 ELECTRICAL INSPECTOR SUPERVISOR
01 ELEVATOR/AMUSEMENT RIDE INSPECTOR
01 EMPLOYER LIABILITY SPECIALIST
01 EMPLOYMENT APPEAL BOARD MEMBER
01 EXECUTIVE DIRECTOR CMPGN FIN DISCL COMM
01 EXECUTIVE DIRECTOR COLLEGE AID COMM
01 EXECUTIVE DIRECTOR ED EXAMINERS BOARD
01 EXECUTIVE DIRECTOR FINANCE AUTHORITY
01 EXECUTIVE DIRECTOR IA TELE & TECH COMM
01 EXECUTIVE DIRECTOR PUBLIC INFORMATION BOARD
01 EXECUTIVE DIRECTOR VETERANS AFFAIRS
01 EXECUTIVE OFFICER 1
01 EXECUTIVE OFFICER 1
01 EXECUTIVE OFFICER 1
01 EXECUTIVE OFFICER 2
01 EXECUTIVE OFFICER 2
01 EXECUTIVE OFFICER 2
01 EXECUTIVE OFFICER 3
01 EXECUTIVE OFFICER 3
01 EXECUTIVE OFFICER 4
01 EXECUTIVE OFFICER 4
01 EXECUTIVE OFFICER 5
01 EXECUTIVE OFFICER 5
01 FIRE SERVICE COORDINATOR
01 FISCAL & POLICY ANALYST
01 FISCAL & POLICY ANALYST
01 FISCAL & POLICY ANALYST PRINCIPAL
01 FISCAL & POLICY ANALYST SENIOR

01 FISCAL & POLICY ANALYST SENIOR
01 HEALTH PROFESSIONS INVESTIGATOR
01 HEALTH SERVICES ADMINISTRATOR
01 HIGHWAY DIVISION ADMINISTRATOR
01 HUMAN SERVICES QUAL ASSURANCE COORD
01 INFORMATION TECHNOLOGY ADMIN 1
01 INFORMATION TECHNOLOGY ADMIN 2
01 INFORMATION TECHNOLOGY ADMIN 3
01 INFORMATION TECHNOLOGY ADMIN 4
01 INFORMATION TECHNOLOGY ENTERPRISE EXPERT
01 INSTITUTIONAL SUPERINTENDENT
01 INSTITUTIONAL SUPERINTENDENT MEDICAL
01 INSURANCE ACCOUNTING SPECIALIST
01 INSURANCE CLAIMS INVESTIGATOR
01 INSURANCE COMMISSIONER
01 INSURANCE COMPANY EXAMINER
01 INSURANCE COMPANY EXAMINER CHIEF
01 INSURANCE COMPANY EXAMINER DEPUTY ADMIN
01 INSURANCE COMPANY EXAMINER SENIOR
01 INSURANCE COMPANY EXAMINER SPECIALIST
01 INSURANCE COMPANY EXAMINER SPECIALIST 2
01 INSURANCE COMPLAINT ANALYST
01 INSURANCE DEPUTY COMMISSIONER - SUPERVISION
01 INSURANCE INVESTMENT SPECIALIST
01 INSURANCE POLICY ANALYST
01 INSURANCE PROGRAM SPECIALIST
01 INVESTIGATOR 1
01 INVESTIGATOR 1
01 INVESTIGATOR 1
01 INVESTIGATOR 2
01 INVESTIGATOR 2
01 INVESTIGATOR 2
01 INVESTIGATOR 2
01 INVESTIGATOR 2
01 INVESTIGATOR 3
01 INVESTIGATOR 3
01 INVESTIGATOR 3
01 INVESTIGATOR 4
01 IOWA TELECOM & TECH COMM CHAIR
01 IOWA TELECOM & TECH COMM MEMBER
01 IPERS CHIEF EXECUTIVE OFFICER
01 KEY ACCOUNT EXECUTIVE
01 LABOR COMMISSIONER
01 LIBRARY PROGRAM DIRECTOR
01 LIVESTOCK INSPECTOR
01 LOTTERY CHIEF EXECUTIVE OFFICER
01 LOTTERY CHIEF REVENUE OFFICER

01 LOTTERY COMMUNICATIONS COORDINATOR
01 LOTTERY DIRECTOR, MARKETING AND ADVERTISING
01 LOTTERY DIRECTOR, SALES AND RETAIL SERVICES
01 LOTTERY EXEC VP & CHIEF OPERATING OFFICER
01 LOTTERY REGIONAL SALES MANAGER
01 LOTTERY VP EXTERNAL RELATIONS
01 LOTTERY VP FINANCE
01 LOTTERY VP GENERAL COUNSEL
01 LOTTERY VP OF SYSTEMS
01 LOTTERY VP SECURITY
01 MANAGEMENT ANALYST 1
01 MANAGEMENT ANALYST 2
01 MANAGEMENT ANALYST 3
01 MANAGEMENT ANALYST 3
01 MANAGEMENT ANALYST 4
01 MEAT INSPECTOR
01 MEDICAID ADMINISTRATOR
01 MEDICAID OPERATIONS ADMINISTRATOR
01 MEDICOLEGAL DEATH INVESTIGATOR
01 NURSING SERVICES DIRECTOR
01 NURSING SERVICES DIRECTOR
01 PAROLE BOARD CHAIR
01 PAROLE BOARD MEMBER
01 PAROLE BOARD MEMBER ALTERNATE
01 PAROLE BOARD VICE CHAIR
01 PERFORMANCE RESULTS ADMINISTRATOR
01 PERFORMANCE RESULTS FACILITATOR
01 PERFORMANCE RESULTS PRACTITIONER
01 PESTICIDE INVESTIGATOR
01 PHARMACY DIRECTOR
01 PHYSICIAN SUPERVISOR
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 2
01 PLANT OPERATIONS MANAGER 3
01 PLANT OPERATIONS MANAGER 3
01 PROFESSIONAL LICENSING INVESTIGATOR
01 PROGRAM ADMINISTRATOR
01 PROPERTY APPRAISER 1
01 PROPERTY APPRAISER 2
01 PROPERTY APPRAISER 3
01 PROPERTY APPRAISER 4
01 PROPERTY ASSESSMENT APPEAL BOARD MEMBER
01 PSYCHOLOGY ADMINISTRATOR
01 PUBLIC EMPLOYMENT RELATIONS BOARD CHAIR
01 PUBLIC EMPLOYMENT RELATIONS BOARD MEMBER

01 PUBLIC HEALTH DENTAL DIRECTOR
01 PUBLIC SERVICE EXECUTIVE
01 PUBLIC SERVICE EXECUTIVE
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 2
01 PUBLIC SERVICE MANAGER 2
01 PUBLIC SERVICE MANAGER 2
01 PUBLIC SERVICE SUPERVISOR
01 PURCHASING AGENT 1
01 PURCHASING AGENT 2
01 PURCHASING AGENT 3
01 RACING & GAMING COMMISSION MEMBER
01 RACING STEWARD EQUINE
01 RESOURCE MANAGER
01 RETIREMENT BENEFITS OFFICER
01 RETIREMENT BENEFITS OFFICER SENIOR
01 RETIREMENT COMPLIANCE OFFICER
01 RETIREMENT COMPLIANCE OFFICER SENIOR
01 RETIREMENT INVESTMENT OFFICER - COMPLIANCE
01 RETIREMENT INVESTMENT OFFICER - HEAD OF STRATEGY
01 RETIREMENT INVESTMENT OFFICER - QUANTITATIVE
01 RETIREMENT INVESTMENT OFFICER SENIOR
01 RETIREMENT INVESTMENT RISK & OPERATIONS OFF
01 REVENUE AGENT 1
01 REVENUE AGENT 2
01 REVENUE AGENT 3
01 REVENUE EXAMINER 1
01 REVENUE EXAMINER 2
01 REVENUE EXAMINER 3
01 RIGHT OF WAY AGENT 1
01 RIGHT OF WAY AGENT 2
01 RIGHT OF WAY AGENT 3
01 RIGHT OF WAY AGENT 4
01 RIGHT OF WAY AIDE 3
01 RIGHT OF WAY AIDE 4
01 SEASONAL WORKER
01 SENIOR UTILITY ANALYST
01 SOCIAL WORK ADMINISTRATOR
01 SOCIAL WORK SUPERVISOR
01 STATE CHIEF INFORMATION OFFICER
01 STATE ENTOMOLOGIST
01 STATE MEDICAL EXAMINER
01 STATE PUBLIC DEFENDER
01 STATE TREASURER DEPUTY

01 SUPERINTENDENT BANKING DIVISION
 01 SUPERINTENDENT CREDIT UNION DIVISION
 01 TAXPAYER SERVICE SPECIALIST
 01 TECHNICAL TAX SPECIALIST 1
 01 TECHNICAL TAX SPECIALIST 2
 01 TECHNICAL TAX SPECIALIST 3
 01 TELECOMMUNICATIONS ADMINISTRATOR
 01 TELECOMMUNICATIONS MANAGER
 01 TEMPORARY WORKER
 01 TRAINING SPECIALIST 1
 01 TRAINING SPECIALIST 1
 01 TRAINING SPECIALIST 1
 01 TRAINING SPECIALIST 2
 01 TRAINING SPECIALIST 2
 01 TRANSPORTATION CHIEF OPERATING OFFICER
 01 TRANSPORTATION DIVISION DIRECTOR
 01 TRANSPORTATION ENGINEER ADMINISTRATOR
 01 TRANSPORTATION ENGINEER EXECUTIVE
 01 TRANSPORTATION ENGINEER MANAGER
 01 TREASURY INVESTMENT OFFICER 1
 01 TREASURY INVESTMENT OFFICER 2
 01 TREATMENT PROGRAM ADMINISTRATOR
 01 TREATMENT PROGRAM MANAGER
 01 TREATMENT PROGRAM SUPERVISOR
 01 TREATMENT SERVICES DIRECTOR
 01 TREATMENT SERVICES DIRECTOR
 01 UNEMPLOYMENT INSURANCE MANAGER
 01 UTILITIES BOARD CHAIR
 01 UTILITIES BOARD GENERAL COUNSEL
 01 UTILITIES BOARD MEMBER
 01 UTILITIES REGULATION INSPECTOR
 01 UTILITY ADMINISTRATOR 1
 01 UTILITY ADMINISTRATOR 2
 01 UTILITY ANALYST 1
 01 UTILITY ANALYST 2
 01 UTILITY SPECIALIST
 01 VETERANS BENEFITS SPECIALIST
 01 WAREHOUSE/GRAIN DEALER EXAMINER
 01 WAREHOUSE/GRAIN DEALER EXAMINER SUPERVISOR
 01 WORKERS COMPENSATION COMMISSIONER
 01 WORKFORCE DEVELOPMENT MANAGER
 01 WORKFORCE DEVELOPMENT SUPERVISOR
 02 ACCOUNTANT 2
 02 ACCOUNTANT 2
 02 ACCOUNTANT 3
 02 ACCOUNTANT 3

02 ACCOUNTANT 3 (SUPERVISOR)
02 ACCOUNTANT 4
02 ACCOUNTANT/AUDITOR 1
02 ACTUARIAL ASSISTANT
02 ACTUARY
02 ACTUARY SENIOR
02 ADMINISTRATIVE CONSULTANT
02 ADMINISTRATIVE CONSULTANT
02 ADMINISTRATIVE CONSULTANT VOC REHAB 1
02 ADMINISTRATIVE CONSULTANT VOC REHAB 2
02 ADMINISTRATIVE CONSULTANT VOC REHAB 3
02 ADMINISTRATIVE LAW JUDGE 1
02 ADMINISTRATIVE LAW JUDGE 2
02 ADMINISTRATIVE LAW JUDGE 2
02 ADMINISTRATIVE LAW JUDGE 3
02 ADULT SERVICES MONITOR
02 APPELLATE DEFENDER 1
02 APPELLATE DEFENDER 2
02 APPELLATE DEFENDER 3
02 ARCHIVIST SUPERVISOR
02 ARTS PROGRAMMER 1
02 ARTS PROGRAMMER 2
02 ARTS PROGRAMMER 3
02 ASSISTANT ATTORNEY GENERAL 1
02 ASSISTANT ATTORNEY GENERAL 2
02 ASSISTANT ATTORNEY GENERAL 3
02 ASSISTANT AUDITOR 1
02 ASSISTANT AUDITOR 2
02 ASSISTANT AUDITOR 3
02 ASSISTANT AUDITOR 4
02 ASSISTANT AUDITOR 5
02 ASSISTANT VIDEOGRAPHER
02 ATTORNEY 1
02 ATTORNEY 2
02 ATTORNEY 2
02 ATTORNEY 3
02 ATTORNEY 3
02 AUDIOLOGIST
02 BRAILLE TRANSCRIBER
02 BUSINESS MARKETING SPECIALIST WORKFORCE DEV
02 CERTIFIED VOCATIONAL INSTRUCTOR
02 CHAPLAIN
02 CHEMIST
02 CHEMIST SUPERVISOR
02 CHIEF COMMUNICATIONS ENGINEER
02 CLINICAL DIETITIAN

02 COMMERCIAL ATTORNEY
02 COMMERCIAL ATTORNEY SUPERVISOR
02 COMMUNICATIONS ENGINEER
02 COMMUNITY HEALTH CONSULTANT
02 CONSTRUCTION/DESIGN ENGINEER
02 CONSTRUCTION/DESIGN ENGINEER ASSOCIATE
02 CONSTRUCTION/DESIGN ENGINEER SENIOR
02 CORRECTIONAL COUNSELOR
02 DENTIST
02 DENTIST
02 DEPUTY STATE EPIDEMIOLOGIST
02 DISABILITIES CONSULTANT
02 DISEASE INTERVENTION SPECIALIST
02 DRIVER'S LICENSE HEARING OFFICER
02 DRUG ABUSE COUNSELOR 1
02 DRUG ABUSE COUNSELOR 1
02 DRUG ABUSE COUNSELOR 2
02 DRUG ABUSE COUNSELOR 2
02 EDUCATION PROGRAM CONSULTANT
02 EDUCATOR
02 EDUCATOR
02 EDUCATOR
02 ENTOMOLOGIST
02 ENVIRONMENTAL ENGINEER
02 ENVIRONMENTAL ENGINEER SENIOR
02 ENVIRONMENTAL PROGRAM SUPERVISOR
02 ENVIRONMENTAL SPECIALIST
02 ENVIRONMENTAL SPECIALIST SENIOR
02 EPIDEMIOLOGIST
02 EPIDEMIOLOGIST SENIOR
02 FACILITIES ENGINEER 1
02 FACILITIES ENGINEER 2
02 FACILITIES ENGINEER ASSOCIATE
02 FIELD AUDITOR
02 FIELD AUDITOR
02 FORESTER 2
02 FORESTER 3
02 GENERAL COUNSEL SUPERVISOR
02 GEOLOGIST 2
02 GEOLOGIST 3
02 GRAPHIC ARTIST
02 HEALTH FACILITIES OFFICER 1
02 HEALTH FACILITIES OFFICER 2
02 HEALTH FACILITIES SURVEYOR
02 HEALTH PHYSICIST 1
02 HEALTH PHYSICIST 2

02 HEALTH PHYSICIST 3
02 HISTORICAL PROGRAM SPECIALIST
02 HUMAN RESOURCES PROFESSIONAL 1
02 HUMAN RESOURCES PROFESSIONAL 2
02 HUMAN RESOURCES PROGRAM COORDINATOR
02 ICN BUSINESS DEVELOPMENT MANAGER
02 INFORMATION SPECIALIST 1
02 INFORMATION SPECIALIST 1
02 INFORMATION SPECIALIST 2
02 INFORMATION SPECIALIST 2
02 INFORMATION SPECIALIST 3
02 INFORMATION SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 1
02 INFORMATION TECHNOLOGY SPECIALIST 1
02 INFORMATION TECHNOLOGY SPECIALIST 2
02 INFORMATION TECHNOLOGY SPECIALIST 2
02 INFORMATION TECHNOLOGY SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 4
02 INFORMATION TECHNOLOGY SPECIALIST 4
02 INFORMATION TECHNOLOGY SPECIALIST 5
02 INFORMATION TECHNOLOGY SPECIALIST 5
02 INTERNAL AUDITOR
02 IOWA FINANCE AUTHORITY COMPTROLLER
02 IOWA FINANCE AUTHORITY GENERAL COUNSEL
02 JOB INSURANCE QUALITY AUDITOR 1
02 JOB INSURANCE QUALITY AUDITOR 2
02 JOB INSURANCE QUALITY MANAGER
02 JUSTICE SYSTEMS ANALYST
02 LABOR MARKET RESEARCH ECONOMIST 1
02 LABOR MARKET RESEARCH ECONOMIST 2
02 LABOR MARKET RESEARCH ECONOMIST 3
02 LAND SURVEYOR
02 LAND SURVEYOR SENIOR
02 LAW CLERK
02 LAW CLERK
02 LAW CLERK
02 LAW ENFORCEMENT ACADEMY TRAINING COORD
02 LAW ENFORCEMENT INSTRUCTOR
02 LEGAL INSTRUCTOR
02 LIBRARIAN 1
02 LIBRARIAN 2
02 LIBRARIAN SUPERVISOR
02 LIBRARY CONSULTANT
02 LONG TERM CARE OMBUDSMAN
02 METROLOGIST

02 MICROBIOLOGIST
02 MICROBIOLOGIST SUPERVISOR
02 MUSEUM ASSISTANT
02 MUSEUM TECHNICIAN
02 NATURAL RESOURCES BIOLOGIST
02 NATURAL RESOURCES BIOMETRICIAN
02 NURSE CLINICIAN
02 NURSE CLINICIAN
02 NURSE PRACTITIONER
02 NURSE SPECIALIST
02 NURSE SUPERVISOR
02 NURSE SUPERVISOR
02 NURSE SUPERVISOR
02 NURSING STANDARDS REPRESENTATIVE
02 OCCUPATIONAL THERAPIST 1
02 OCCUPATIONAL THERAPIST 2
02 OPERATIONS ASSISTANT
02 PARK MANAGER
02 PAROLE BOARD LIAISON OFFICER
02 PENSION SYSTEM ATTORNEY
02 PHARMACIST
02 PHARMACY CONSULTANT
02 PHARMACY SUPERVISOR
02 PHOTOGRAPHER
02 PHYSICAL THERAPIST 1
02 PHYSICAL THERAPIST 2
02 PHYSICIAN
02 PHYSICIAN ASSISTANT
02 PHYSICIAN ASSISTANT
02 PLANT PATHOLOGIST
02 PRODUCER/DIRECTOR
02 PRODUCTION ASSISTANT
02 PRODUCTION MANAGER
02 PROGRAM & PLANNING ADMIN
02 PROGRAM PLANNER 1
02 PROGRAM PLANNER 2
02 PROGRAM PLANNER 2
02 PROGRAM PLANNER 3
02 PROGRAM PLANNER 3
02 PSYCHOLOGIST 1
02 PSYCHOLOGIST 1
02 PSYCHOLOGIST 2
02 PSYCHOLOGIST 2
02 PSYCHOLOGIST 3
02 PSYCHOLOGIST 3
02 PUBLIC DEFENDER 1

02 PUBLIC DEFENDER 2
02 PUBLIC DEFENDER 3
02 PUBLIC DEFENDER FELLOW
02 PUBLIC DEFENDER SUPERVISOR 1
02 PUBLIC DEFENDER SUPERVISOR 2
02 PUBLIC INFORMATION ASSISTANT
02 RACING VETERINARIAN CANINE
02 RACING VETERINARIAN EQUINE
02 REFUGEE SPECIALIST 1
02 REFUGEE SPECIALIST 2
02 REGISTERED NURSE
02 REGISTERED NURSE
02 REHABILITATION ASSOCIATE
02 REHABILITATION CONSULTANT
02 REHABILITATION COUNSELOR
02 REHABILITATION COUNSELOR SPECIALIST
02 REHABILITATION REFERRAL SPECIALIST
02 REHABILITATION SUPERVISOR
02 REHABILITATION TECHNOLOGY SPECIALIST
02 REVENUE AUDITOR 2
02 REVENUE AUDITOR 3
02 ROADSIDE DEVELOPMENT SPECIALIST 1
02 ROADSIDE DEVELOPMENT SPECIALIST 2
02 ROADSIDE DEVELOPMENT SPECIALIST 3
02 SEASONAL WORKER
02 SENIOR PRODUCER/DIRECTOR
02 SENIOR SERVICES SPECIALIST FOR THE BLIND 1
02 SENIOR SERVICES SPECIALIST FOR THE BLIND 2
02 SENIOR SERVICES SPECIALIST FOR THE BLIND 3
02 SERVICES SPECIALIST FOR THE BLIND 1
02 SERVICES SPECIALIST FOR THE BLIND 2
02 SOCIAL WORKER 2
02 SOCIAL WORKER 2
02 SOCIAL WORKER 3
02 SOCIAL WORKER 3
02 SOCIAL WORKER 4
02 SOCIAL WORKER 5
02 SOCIAL WORKER 6
02 SOIL CONSERVATION TECHNICIAN 1
02 SOIL CONSERVATION TECHNICIAN 2
02 SOIL CONSERVATION TECHNICIAN 3
02 SOILS PARTY SUPERVISOR
02 SPEECH/LANGUAGE PATHOLOGIST 1
02 SPEECH/LANGUAGE PATHOLOGIST 2
02 STATE CLIMATOLOGIST
02 STATE QUARTERMASTER

02 STATISTICAL RESEARCH ANALYST 1
02 STATISTICAL RESEARCH ANALYST 2
02 STATISTICAL RESEARCH ANALYST 3
02 SURVEYS MANAGER
02 TAX ATTORNEY
02 TAX PERFORMANCE SYSTEM ANALYST
02 TECHNICAL SERVICE SPECIALIST SENIOR
02 TECHNOLOGY ACCOUNT MANAGER
02 TELECOMMUNICATIONS DESIGN SPECIALIST
02 TELECOMMUNICATIONS ENGINEER
02 TELECOMMUNICATIONS ENGINEER SENIOR
02 TELECOMMUNICATIONS MARKETING ANALYST
02 TELECOMMUNICATIONS MARKETING ANALYST SR
02 TELECOMMUNICATIONS SALES ENGINEER
02 TELECOMMUNICATIONS SPECIALIST
02 TELECOMMUNICATIONS SPECIALIST SENIOR
02 TELECOMMUNICATIONS TECHNOLOGY ENT EXPERT
02 TEMPORARY WORKER
02 TRANSPORTATION ENGINEER
02 TRANSPORTATION ENGINEER ASSOCIATE
02 TRANSPORTATION ENGINEER ASSOCIATE
02 TRANSPORTATION ENGINEER SENIOR
02 TRANSPORTATION ENGINEER SPECIALIST
02 TRANSPORTATION PLANNER 1
02 TRANSPORTATION PLANNER 2
02 TRANSPORTATION PLANNER 3
02 TRANSPORTATION PLANNER 4
02 TRANSPORTATION STUDENT CO-OP
02 UTILITIES REGULATION ENGINEER 1
02 UTILITIES REGULATION ENGINEER 2
02 UTILITIES REGULATION ENGINEER 3
02 UTILITY ATTORNEY 1
02 UTILITY ATTORNEY 1
02 UTILITY ATTORNEY 2
02 UTILITY ATTORNEY 2
02 UTILIZATION SPECIALIST
02 VETERINARIAN
02 VETERINARIAN SUPERVISOR
02 VETERINARY EPIDEMIOLOGIST
02 VIDEO PRODUCTION COORDINATOR
02 VOCATIONAL INSTRUCTOR
02 VOCATIONAL REHABILITATION SPECIALIST
02 WORKFORCE ADVISOR
02 WORKFORCE PROGRAM COORDINATOR
02 YOUTH COUNSELOR
02 YOUTH COUNSELOR SUPERVISOR

02 YOUTH SERVICES TECHNICIAN
02 YOUTH SERVICES WORKER
03 ARCHITECTURAL TECHNICIAN 1
03 ARCHITECTURAL TECHNICIAN 2
03 ASSISTANT SOILS PARTY CHIEF
03 ASSISTANT SURVEY PARTY CHIEF
03 CRIMINALIST
03 CRIMINALIST SUPERVISOR
03 DENTAL HYGIENIST
03 DENTAL HYGIENIST
03 DESIGN TECHNICIAN
03 DESIGN TECHNICIAN ASSOCIATE
03 DESIGN TECHNICIAN SPECIALIST
03 ELECTRONIC ENGINEER TECHNICIAN
03 ELECTRONIC ENGINEER TECHNICIAN
03 ELECTRONICS TECHNICIAN
03 ELECTRONICS TECHNICIAN
03 ENGINEER 2
03 ENGINEERING OPERATIONS TECHNICIAN
03 ENGINEERING TECHNICIAN SENIOR
03 EVIDENCE TECHNICIAN
03 FINGERPRINT TECHNICIAN
03 FORENSIC AUTOPSY TECHNICIAN
03 FORENSIC MORGUE ATTENDANT
03 FORENSIC SCIENCE TECHNICIAN
03 GEOLOGICAL TECHNICIAN
03 ICN AUDIO-VIDEO TECHNICIAN
03 LABOR SAFETY OFFICER
03 LABORATORY ASSISTANT 2
03 LICENSED PRACTICAL NURSE
03 LICENSED PRACTICAL NURSE
03 MASTER CONTROL OPERATIONS TECH
03 MASTER CONTROL OPERATIONS TECH SENIOR
03 MATERIALS TECHNICIAN 3
03 MATERIALS TECHNICIAN 4
03 MATERIALS TECHNICIAN 5
03 MEDICAL LABORATORY TECHNICIAN
03 MEDICAL TECHNOLOGIST
03 NATURAL RESOURCES TECHNICIAN 1
03 NATURAL RESOURCES TECHNICIAN 2
03 NURSING UNIT COORDINATOR
03 NURSING UNIT COORDINATOR
03 PLANNING AIDE 1
03 PLANNING AIDE 2
03 PLANNING AIDE 3
03 POLYGRAPH EXAMINER

03	PRODUCTION TECHNICIAN
03	PRODUCTION TECHNICIAN SENIOR
03	RADIOLOGICAL TECHNOLOGIST 1
03	RADIOLOGICAL TECHNOLOGIST 2
03	REHABILITATION ASSISTANT
03	RESPIRATORY THERAPY TECHNICIAN
03	SAFETY INSPECTION COORDINATOR
03	SAFETY OFFICER
03	SAFETY OFFICER
03	SAFETY/HEALTH CONSULTANT
03	SEASONAL WORKER
03	SENIOR INDUSTRIAL HYGIENIST
03	SENIOR STATE INDUSTRIES TECHNICIAN
03	SOILS PARTY CHIEF
03	STATE INDUSTRIES PRODUCTION COORDINATOR
03	STATE INDUSTRIES SUPERVISOR
03	STATE INDUSTRIES TECHNICIAN
03	STUDIO ENGINEER
03	STUDIO ENGINEER ADVANCED
03	STUDIO ENGINEER SENIOR
03	SURVEY PARTY CHIEF
03	TEMPORARY WORKER
03	THERAPEUTIC TECHNICIAN
03	TRANSMITTER ENGINEER
03	TRANSMITTER ENGINEER ADVANCED
03	TRANSMITTER ENGINEER SENIOR
04	AIR BASE SECURITY OFFICER
04	AIRPORT ASSISTANT FIRE CHIEF
04	AIRPORT FIREFIGHTER
04	CAPTAIN
04	CONSERVATION OFFICER
04	CORRECTIONAL OFFICER
04	CORRECTIONAL SUPERVISOR
04	CRIMINAL INTELLIGENCE ANALYST
04	CRIMINAL INTELLIGENCE ANALYST ADVANCED
04	CRIMINAL INTELLIGENCE ANALYST SENIOR
04	CRIMINAL INTELLIGENCE ANALYST SUPERVISOR
04	FIRE INSPECTOR
04	INSTALLATION SECURITY OFFICER
04	LIEUTENANT
04	MAJOR
04	MOTOR VEHICLE CAPTAIN
04	MOTOR VEHICLE COMMANDER
04	MOTOR VEHICLE COMMANDER UNIFORM
04	MOTOR VEHICLE INVESTIGATOR
04	MOTOR VEHICLE OFFICER

04 MOTOR VEHICLE SERGEANT
04 PARK RANGER
04 PEACE OFFICER CANDIDATE
04 PEACE OFFICER CANDIDATE SENIOR
04 PUBLIC SAFETY ASSISTANT CHIEF
04 PUBLIC SAFETY CHIEF
04 PUBLIC SAFETY EXECUTIVE OFFICER
04 SEASONAL WORKER
04 SECURITY GUARD 1
04 SECURITY GUARD 2
04 SECURITY GUARD 3
04 SENIOR CORRECTIONAL OFFICER
04 SERGEANT
04 SPECIAL AGENT 1
04 SPECIAL AGENT 2
04 SPECIAL AGENT IN CHARGE
04 SPECIAL INVESTIGATOR
04 TEMPORARY WORKER
04 TROOPER 1
04 TROOPER 2
04 TROOPER 3
04 TROOPER PILOT
04 TROOPER PILOT SENIOR
06 ACCOUNT CONSULTANT
06 ACCOUNTING CLERK 1
06 ACCOUNTING CLERK 2
06 ACCOUNTING CLERK 3
06 ACCOUNTING CLERK 3
06 ACCOUNTING TECHNICIAN 1
06 ACCOUNTING TECHNICIAN 2
06 ACCOUNTING TECHNICIAN 2
06 ACCOUNTING TECHNICIAN 3
06 ACCOUNTING TECHNICIAN 3
06 ADMINISTRATIVE ASSISTANT 1
06 ADMINISTRATIVE ASSISTANT 1
06 ADMINISTRATIVE ASSISTANT 2
06 ADMINISTRATIVE ASSISTANT 2
06 ADMINISTRATIVE INTERN
06 ADMINISTRATIVE SECRETARY
06 CANTEEN CLERK
06 CANTEEN OPERATOR
06 CHILD SUPPORT RECOVERY OFFICER
06 CHILD SUPPORT RECOVERY SUPERVISOR
06 CLERK
06 CLERK
06 CLERK ADVANCED

06 CLERK ADVANCED
06 CLERK SPECIALIST
06 CLERK SPECIALIST
06 COMMUNICATIONS CENTER SPECIALIST 1
06 COMMUNICATIONS CENTER SPECIALIST 2
06 DISABILITY EXAMINER
06 DISABILITY EXAMINER SPECIALIST
06 DISABILITY EXAMINER SPECIALIST ADVANCED
06 DRIVER & ID SERVICE CENTER ASSOCIATE
06 DRIVER & ID SERVICE CENTER CONSULTANT
06 DRIVER & ID SERVICE CENTER SPECIALIST
06 DRIVER & ID SERVICE CENTER SUPERVISOR 1
06 DRIVER & ID SERVICE CENTER SUPERVISOR 2
06 EDUCATION AIDE
06 ENGINEERING OFFICE ASSISTANT 1
06 ENGINEERING OFFICE ASSISTANT 2
06 EXECUTIVE SECRETARY
06 HUMAN RESOURCES ASSOCIATE
06 HUMAN RESOURCES TECHNICAL ASSISTANT
06 HUMAN RESOURCES TECHNICAL SPECIALIST
06 INCOME MAINTENANCE ADMINISTRATOR
06 INCOME MAINTENANCE SUPERVISOR
06 INCOME MAINTENANCE WORKER 2
06 INCOME MAINTENANCE WORKER 3
06 INCOME MAINTENANCE WORKER 4
06 INCOME MAINTENANCE WORKER 5
06 INCOME MAINTENANCE WORKER 6
06 INFORMATION TECHNOLOGY SUPPORT WORKER 1
06 INFORMATION TECHNOLOGY SUPPORT WORKER 2
06 INFORMATION TECHNOLOGY SUPPORT WORKER 3
06 INFORMATION TECHNOLOGY SUPPORT WORKER 4
06 LEGAL SECRETARY 1
06 LEGAL SECRETARY 2
06 LEGAL SECRETARY 3
06 LIBRARY ASSOCIATE
06 LIBRARY RESOURCES TECHNICIAN
06 LICENSING ASSISTANT
06 LOTTERY DISTRICT SALES REPRESENTATIVE
06 MAIL CLERK 1
06 MAIL CLERK 2
06 PARALEGAL
06 PARALEGAL
06 PARALEGAL
06 PARTS WORKER
06 PSYCHOLOGY ASSISTANT
06 PURCHASING ASSISTANT

06	RECEPTIONIST
06	RETIREMENT BENEFITS TECHNICIAN
06	SEASONAL WORKER
06	SECRETARY 1
06	SECRETARY 1
06	SECRETARY 2
06	SECRETARY 2
06	SECRETARY 3
06	SECRETARY 3
06	SECRETARY/RECEPTIONIST
06	SOCIAL WORK ASSOCIATE
06	STATE INDUSTRIES SALES REPRESENTATIVE
06	STATISTICAL ASSISTANT
06	STOREKEEPER 1
06	STOREKEEPER 2
06	STOREKEEPER 2
06	STOREKEEPER 3
06	STOREKEEPER 3
06	TECHNICAL SERVICE SPECIALIST
06	TELEPHONE OPERATOR
06	TEMPORARY WORKER
06	TYPIST
06	TYPIST ADVANCED
06	UTILITY OFFICE WORKER
06	VEHICLE DISPATCHER
06	WORD PROCESSOR 1
06	WORD PROCESSOR 2
06	WORD PROCESSOR 3
06	WORKFORCE ASSOCIATE
07	AUTOMOTIVE SERVICE WORKER
07	BOILER INSPECTOR
07	CARPENTER 1
07	CARPENTER 2
07	COMMUNICATIONS TECHNICIAN 1
07	COMMUNICATIONS TECHNICIAN 2
07	COMMUNICATIONS TECHNICIAN 3
07	CONSTRUCTION TECHNICIAN SENIOR
07	CONSTRUCTION TECHNICIAN SENIOR
07	CONSTRUCTION TECHNICIAN SUPERVISOR
07	CONTROL CENTER OPERATOR
07	CORRECTIONAL TRADES LEADER
07	DISTRICT MECHANIC
07	ELECTRICAL MAINTENANCE SPECIALIST
07	ELECTRICIAN
07	ELECTRICIAN
07	ENERGY MANAGEMENT TECHNICIAN

07	EQUIPMENT OPERATOR
07	EQUIPMENT OPERATOR SENIOR
07	FACILITIES MAINTENANCE COORDINATOR
07	FIRE SERVICE TECHNICAL ASSISTANT
07	FURNITURE UPHOLSTERER
07	GARAGE OPERATIONS ASSISTANT
07	HEAVY EQUIPMENT OPERATOR
07	HIGHWAY MAINTENANCE SUPERVISOR
07	HIGHWAY TECHNICIAN
07	HIGHWAY TECHNICIAN ASSOCIATE
07	HIGHWAY TECHNICIAN SENIOR
07	HVAC COORDINATOR
07	HVAC COORDINATOR
07	HVAC TECHNICIAN
07	HVAC TECHNICIAN
07	LOCKSMITH
07	MACHINIST
07	MAINTENANCE LEADER
07	MAINTENANCE REPAIRER
07	MAINTENANCE REPAIRS SUPERVISOR
07	MAINTENANCE WORKER 2
07	MASON
07	MECHANIC
07	MECHANIC SUPERVISOR
07	PAINTER 1
07	PAINTER 2
07	PLUMBER 1
07	PLUMBER 2
07	POWER PLANT ENGINEER 1
07	POWER PLANT ENGINEER 2
07	POWER PLANT ENGINEER 3
07	POWER PLANT ENGINEER 3
07	POWER PLANT ENGINEER 4
07	POWER PLANT ENGINEER 4
07	SEASONAL WORKER
07	TEMPORARY WORKER
07	VEHICLE FLEET SUPERVISOR
07	WAREHOUSE SUPERVISOR
07	WATER & DISPOSAL PLANT OPERATOR 1
07	WATER & DISPOSAL PLANT OPERATOR 2
08	ACTIVITIES AIDE
08	ACTIVITIES ASSISTANT
08	ACTIVITIES SPECIALIST 1
08	ACTIVITIES SPECIALIST 1
08	ACTIVITIES SPECIALIST 2
08	ACTIVITIES SPECIALIST 2

08 APIARY INSPECTOR
08 BAKER
08 BINDERY WORKER
08 CONSTRUCTION TECHNICIAN
08 CONSTRUCTION TECHNICIAN ASSISTANT
08 COOK 1
08 COOK 2
08 CORRECTIONAL BUILDING SERVICES COORDINATOR
08 CORRECTIONAL FOOD SERVICE COORDINATOR
08 COSMETOLOGIST
08 CUSTODIAL ASSISTANT
08 CUSTODIAL LEADER
08 CUSTODIAL SUPERVISOR
08 CUSTODIAL WORKER
08 DENTAL ASSISTANT
08 DENTAL ASSISTANT
08 DRIVER
08 FARM LEADER
08 FOOD PRODUCTION SUPERVISOR
08 FOOD SERVICE WORKER
08 FOOD SERVICES ASSISTANT DIRECTOR
08 FOOD SERVICES ASSISTANT DIRECTOR
08 FOOD SERVICES DIRECTOR 1
08 FOOD SERVICES DIRECTOR 2
08 FOOD SERVICES DIRECTOR 2
08 FOOD SERVICES DIRECTOR 3
08 FOOD SERVICES DIRECTOR 3
08 GAMING REPRESENTATIVE 1
08 GAMING REPRESENTATIVE 2
08 INGREDIENT ROOM WORKER 1
08 INGREDIENT ROOM WORKER 2
08 LAUNDRY SUPERVISOR
08 LAUNDRY WORKER 1
08 LAUNDRY WORKER 2
08 MAINTENANCE WORKER 1
08 MATERIALS FABRICATION INSPECTOR 1
08 MATERIALS FABRICATION INSPECTOR 2
08 MECHANIC HELPER
08 MUSEUM GUIDE
08 NURSERY WORKER 1
08 NURSERY WORKER 1
08 NURSERY WORKER 2
08 NURSERY WORKER 2
08 OCCUPATIONAL THERAPY ASSISTANT
08 PHARMACY ASSISTANT
08 PHARMACY TECHNICIAN

08 PHYSICAL THERAPY AIDE
08 PSYCHIATRIC SECURITY SPECIALIST
08 RECREATIONAL AIDE
08 REPRODUCTION EQUIPMENT LEADER
08 REPRODUCTION EQUIPMENT OPERATOR 1
08 REPRODUCTION EQUIPMENT OPERATOR 2
08 RESIDENT AIDE
08 RESIDENT TREATMENT SUPERVISOR
08 RESIDENT TREATMENT TECHNICIAN
08 RESIDENT TREATMENT WORKER
08 SEASONAL WORKER
08 SEWING ROOM ATTENDANT 1
08 SEWING ROOM ATTENDANT 2
08 SIGN FABRICATOR 1
08 SIGN FABRICATOR 2
08 TEMPORARY WORKER
08 TOURISM GUIDE
08 TRACK INSPECTOR
08 TRADES HELPER
08 TRANSPORT DRIVER
08 WAREHOUSE OPERATIONS WORKER
08 WEIGHTS & MEASURES INSPECTOR
08 WELDER