

**Fiscal Year 2024 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2025 Plan**

September 30, 2024



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Diversity, and Multicultural Programs in State Government
and
Fiscal Year 2025 Plan**

September 30, 2024

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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, 2023, through June 30, 2024, 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 2024 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 89 employees: a net gain of 21 males and 68 females.
 - The overall representation of females, by percentage, in the State’s executive branch workforce increased from 50.02% to 50.16%.
 - The overall representation of minorities, by percentage, in the State’s executive branch workforce increased from 9.55% to 9.91%.
- The Officials and Administrators category experienced an increase, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Official and Administrator category, the percentage of females increased from 53.50% to 53.96%, while the percentage of minorities decreased from 9.21% to 8.99%.
- The Professional category experienced no percentage change, among females, and an increase, by percentage, among minorities.
 - In the Professional category, the percentage of females remained 58.67%, while the percentage of minorities increased from 11.37% to 11.65%.
- The Technician category experienced an increase, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Technician category, the percentage of females increased from 36.19% to 38.52%, while the percentage of minorities decreased from 4.90% to 4.51%.
- The Protective Service category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Protective Service category, the percentage of females decreased from 14.99% to 14.88%, while the percentage of minorities increased from 8.57% to 9.18%.

- The Administrative Support category experienced an increase, by percentage, among females and minorities.
 - In the Administrative Support category, the percentage of females increased from 86.51% to 86.67%, while the percentage of minorities increased from 10.56% to 11.11%.
- The Skilled Craft category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Skilled Craft category, the percentage of females decreased from 2.03% to 1.65%, while the percentage of minorities increased from 3.11% to 3.74%.
- 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 58.65% to 56.72%, while the percentage of minorities increased from 13.26% to 14.08%.

State Recruitment Coordinating Committee ¹

The Department of Administrative Services (DAS) Recruitment Coordinator continues to lead the State Recruitment Coordinating Committee in compliance with Iowa Code section 19B.3 (1) (f). This committee, composed of representatives from all executive branch agencies, meets at least quarterly to address statewide staffing needs and foster a diverse and inclusive workforce.

The statewide recruitment strategy remains committed to promoting the State of Iowa as an employer of choice. This strategy emphasizes the collaborative and inclusive work of executive branch agencies in attracting, hiring, and retaining a diverse workforce for the wide array of careers available in state government. For Fiscal Year 2024, the committee has continued to concentrate on the following key areas:

Targeted Talent Sourcing: Efforts to recruit top talent in critical sectors such as healthcare and IT have been intensified through targeted outreach and participation in relevant career events.

Expanding Diverse Talent Pipelines: DAS continues to broaden its network for distributing job listings, increasing engagement with underrepresented communities through partnerships with community organizations, participation in events with a diverse audience, and targeted advertising with diverse media outlets.

Strengthening Agency Partnerships: The committee has enhanced cross-agency collaboration by sharing recruitment and diversity-related events, with a focus on leveraging technology for better resource sharing.

Promoting a Unified “One” Employer Approach: Building on the "One Employer" strategy, the committee has further encouraged cross-agency collaboration. This includes joint recruitment initiatives aimed at fostering a unified approach to talent acquisition and retention across all state agencies.

Enhancing Data-Driven Recruitment Efforts: This year, the committee has placed greater emphasis on using data analytics to drive recruitment strategies. By analyzing trends in application data, job market conditions, and the effectiveness of outreach efforts, it allows agencies to refine their strategies to better meet their needs.

Training and Education: A new on-demand course, *Vacancy to Hire*, was piloted, offering hiring managers best practices and tips for ensuring a fair and equitable hiring process.

This comprehensive strategy continues to promote agency-level efficiency in public policy administration, enhancing customer experiences, all while positioning the State of Iowa as a highly desirable place to work. The committee remains focused on its mission of fostering an inclusive and skilled workforce that reflects the diversity of the people it serves.

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 State of Iowa employees. During FY 2024, PDS continued to offer a blended delivery system of courses, which included online live instructor-led courses and face-to-face classroom offerings. In FY 2024, 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.

PDS has 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 2025 Plan

To aid in affirmative action goal setting for FY 2025, 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 2025 will be submitted to DAS at the end of FY 2025.

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:

- Administrative Services, Department of
- Agriculture and Land Stewardship, Department of
- Attorney General (Department of Justice)
- Auditor of State, Office of the
- Blind, Department for the
- Board of Parole, Iowa
- Communications Network, Iowa
- Corrections, Department of
- Economic Development Authority
- Education, Department of
- Ethics and Campaign Disclosure Board
- Finance Authority, Iowa
- Health and Human Services, Department of
- Homeland Security and Emergency Management, Department of
- Inspections, Appeals, and Licensing, Department of
- Insurance and Financial Services, Department of
- Iowa PBS
- Law Enforcement Academy
- Management, Department of
- Natural Resources, Department of
- Public Defense, Department of
- Public Employees' Retirement System (IPERS), Iowa
- Public Information Board, Iowa
- Public Safety, Department of
- Revenue, Department of
- Secretary of State, Office of the
- Transportation, Department of
- Treasurer of State, Office of the
- Utilities Commission
- Veterans Affairs, Department of
- Workforce Development, Iowa

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	FY2020	FY2021	FY2022	FY2023	FY2024
Male	50.28%	49.95%	50.20%	49.98%	49.84%
Female	49.72%	50.05%	49.80%	50.02%	50.16%

Category 1 - Officials/Administrators

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Male	48.45%	47.56%	47.40%	46.50%	46.04%
Female	51.55%	52.44%	52.60%	53.50%	53.96%

Category 2 – Professional

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Male	41.45%	41.11%	41.46%	41.33%	41.33%
Female	58.55%	58.89%	58.54%	58.67%	58.67%

Category 3 - Technician

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Male	61.72%	61.69%	63.39%	63.81%	61.48%
Female	38.28%	38.31%	36.61%	36.19%	38.52%

Category 4 - Protective Service

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Male	86.17%	86.99%	86.64%	85.01%	85.12%
Female	13.83%	13.01%	13.36%	14.99%	14.88%

Category 6 - Administrative Support

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Male	13.43%	13.80%	13.86%	13.49%	13.33%
Female	86.57%	86.20%	86.14%	86.51%	86.67%

Category 7 - Skilled Craft Workers

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Male	97.96%	98.05%	98.07%	97.97%	98.35%
Female	2.04%	1.95%	1.93%	2.03%	1.65%

Category 8 - Service/Maintenance

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Male	40.35%	40.17%	39.91%	41.35%	43.28%
Female	59.65%	59.83%	60.09%	58.65%	56.72%

Minorities

Executive Branch - Total

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	91.29%	90.96%	90.28%	90.45%	90.09%
Minority	8.71%	9.04%	9.72%	9.55%	9.91%

Category 1 - Officials/Administrators

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	92.53%	92.24%	91.27%	90.79%	91.01%
Minority	7.47%	7.76%	8.73%	9.21%	8.99%

Category 2 – Professional

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	89.92%	89.24%	88.31%	88.63%	88.35%
Minority	10.08%	10.76%	11.69%	11.37%	11.65%

Category 3 - Technician

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	93.49%	93.92%	94.48%	95.10%	95.49%
Minority	6.51%	6.08%	5.52%	4.90%	4.51%

Category 4 - Protective Service: Sworn

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	92.32%	92.56%	91.71%	91.43%	90.82%
Minority	7.68%	7.44%	8.29%	8.57%	9.18%

Category 6 - Administrative Support

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	89.44%	88.99%	88.80%	89.44%	88.89%
Minority	10.56%	11.01%	11.20%	10.56%	11.11%

Category 7 - Skilled Craft Workers

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	97.11%	97.14%	96.46%	96.89%	96.26%
Minority	2.89%	2.86%	3.54%	3.11%	3.74%

Category 8 - Service/Maintenance

Class	FY2020	FY2021	FY2022	FY2023	FY2024
Non-Minority	88.67%	88.08%	86.93%	86.74%	85.92%
Minority	11.33%	11.92%	13.07%	13.26%	14.08%

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.

Please Note:

Due to the agency alignments of July 1, 2023, some agency data sets have been combined. As a result, the ability to compare data from the previous year to the current year has been impacted. For agencies impacted by the July 1, 2023, alignment, there will be a previous year column entry of "0" on the workforce composition report, and an entry of #DIV/0! for the entry of "As a % of Agency Workforce (previous)".

**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	8,215	8,194	21	49.84%	49.98%
Female	8,267	8,199	68	50.16%	50.02%
Non-Minority	14,849	14,827	22	90.09%	90.45%
Minority	1,633	1,566	67	9.91%	9.55%
TOTALS	16,482	16,393	89		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,341	1,308	33	46.04%	46.50%
Female	1,572	1,505	67	53.96%	53.50%
Non-Minority	2,651	2,554	97	91.01%	90.79%
Minority	262	259	3	8.99%	9.21%
TOTALS	2,913	2,813	100		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,994	1,952	42	41.33%	41.33%
Female	2,830	2,771	59	58.67%	58.67%
Non-Minority	4,262	4,186	76	88.35%	88.63%
Minority	562	537	25	11.65%	11.37%
TOTALS	4,824	4,723	101		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	423	469	-46	61.48%	63.81%
Female	265	266	-1	38.52%	36.19%
Non-Minority	657	699	-42	95.49%	95.10%
Minority	31	36	-5	4.51%	4.90%
TOTALS	688	735	-47		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,910	1,934	-24	85.12%	85.01%
Female	334	341	-7	14.88%	14.99%
Non-Minority	2,038	2,080	-42	90.82%	91.43%
Minority	206	195	11	9.18%	8.57%
TOTALS	2,244	2,275	-31		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	373	378	-5	13.33%	13.49%
Female	2,426	2,425	1	86.67%	86.51%
Non-Minority	2,488	2,507	-19	88.89%	89.44%
Minority	311	296	15	11.11%	10.56%
TOTALS	2,799	2,803	-4		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,553	1,544	9	98.35%	97.97%
Female	26	32	-6	1.65%	2.03%
Non-Minority	1,520	1,527	-7	96.26%	96.89%
Minority	59	49	10	3.74%	3.11%
TOTALS	1,579	1,576	3		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	621	605	16	43.28%	41.35%
Female	814	858	-44	56.72%	58.65%
Non-Minority	1,233	1,269	-36	85.92%	86.74%
Minority	202	194	8	14.08%	13.26%
TOTALS	1,435	1,463	-28		

**Administrative Services, Department of
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	121	114	7	46.18%	43.68%
Female	141	147	-6	53.82%	56.32%
Non-Minority	236	236	0	90.08%	90.42%
Minority	26	25	1	9.92%	9.58%
TOTALS	262	261	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	35	36	-1	47.30%	47.37%
Female	39	40	-1	52.70%	52.63%
Non-Minority	71	72	-1	95.95%	94.74%
Minority	3	4	-1	4.05%	5.26%
TOTALS	74	76	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	16	6	28.21%	23.53%
Female	56	52	4	71.79%	76.47%
Non-Minority	72	63	9	92.31%	92.65%
Minority	6	5	1	7.69%	7.35%
TOTALS	78	68	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	1	0	1	100.00%	0.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	0	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	11	0	24.44%	20.37%
Female	34	43	-9	75.56%	79.63%
Non-Minority	38	46	-8	84.44%	85.19%
Minority	7	8	-1	15.56%	14.81%
TOTALS	45	54	-9		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	26	2	96.55%	92.86%
Female	1	2	-1	3.45%	7.14%
Non-Minority	26	26	0	89.66%	92.86%
Minority	3	2	1	10.34%	7.14%
TOTALS	29	28	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	25	0	71.43%	71.43%
Female	10	10	0	28.57%	28.57%
Non-Minority	28	29	-1	80.00%	82.86%
Minority	7	6	1	20.00%	17.14%
TOTALS	35	35	0		

**Agriculture and Land Stewardship, Department of
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	157	160	-3	44.73%	46.78%
Female	194	182	12	55.27%	53.22%
Non-Minority	339	329	10	96.58%	96.20%
Minority	12	13	-1	3.42%	3.80%
TOTALS	351	342	9		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	71	75	-4	63.39%	66.96%
Female	41	37	4	36.61%	33.04%
Non-Minority	107	106	1	95.54%	94.64%
Minority	5	6	-1	4.46%	5.36%
TOTALS	112	112	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	77	74	3	62.10%	59.68%
Female	47	50	-3	37.90%	40.32%
Non-Minority	118	118	0	95.16%	95.16%
Minority	6	6	0	4.84%	4.84%
TOTALS	124	124	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	2	-2	0.00%	2.08%
Female	105	94	11	100.00%	97.92%
Non-Minority	104	95	9	99.05%	98.96%
Minority	1	1	0	0.95%	1.04%
TOTALS	105	96	9		

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	9	8	1	90.00%	88.89%
Female	1	1	0	10.00%	11.11%
Non-Minority	10	9	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	10	9	1		

Attorney General (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	107	96	11	43.15%	41.92%
Female	141	133	8	56.85%	58.08%
Non-Minority	226	207	19	91.13%	90.39%
Minority	22	22	0	8.87%	9.61%
TOTALS	248	229	19		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	20	4	52.17%	52.63%
Female	22	18	4	47.83%	47.37%
Non-Minority	42	33	9	91.30%	86.84%
Minority	4	5	-1	8.70%	13.16%
TOTALS	46	38	8		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	82	74	8	50.00%	49.33%
Female	82	76	6	50.00%	50.67%
Non-Minority	151	138	13	92.07%	92.00%
Minority	13	12	1	7.93%	8.00%
TOTALS	164	150	14		

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	2.63%	5.00%
Female	37	38	-1	97.37%	95.00%
Non-Minority	33	35	-2	86.84%	87.50%
Minority	5	5	0	13.16%	12.50%
TOTALS	38	40	-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		

**Auditor of State, Office of the
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	55	57	-2	55.56%	57.00%
Female	44	43	1	44.44%	43.00%
Non-Minority	87	87	0	87.88%	87.00%
Minority	12	13	-1	12.12%	13.00%
TOTALS	99	100	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	60.00%	60.00%
Female	4	4	0	40.00%	40.00%
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	49	50	-1	55.68%	56.82%
Female	39	38	1	44.32%	43.18%
Non-Minority	76	75	1	86.36%	85.23%
Minority	12	13	-1	13.64%	14.77%
TOTALS	88	88	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		

**Blind, Department for the
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	28	24	4	36.84%	32.43%
Female	48	50	-2	63.16%	67.57%
Non-Minority	64	63	1	84.21%	85.14%
Minority	12	11	1	15.79%	14.86%
TOTALS	76	74	2		

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
1. OFFICIAL/ADMINISTRATOR					
Male	2	1	1	28.57%	14.29%
Female	5	6	-1	71.43%	85.71%
Non-Minority	6	6	0	85.71%	85.71%
Minority	1	1	0	14.29%	14.29%
TOTALS	7	7	0		

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
2. PROFESSIONAL					
Male	23	19	4	41.07%	34.55%
Female	33	36	-3	58.93%	65.45%
Non-Minority	45	45	0	80.36%	81.82%
Minority	11	10	1	19.64%	18.18%
TOTALS	56	55	1		

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
3. TECHNICIAN					
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	9.09%	11.11%
Female	10	8	2	90.91%	88.89%
Non-Minority	11	9	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	11	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	1	2	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	2	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	2	-1		

**Board of Parole, Iowa
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	3	5	-2	30.00%	38.46%
Female	7	8	-1	70.00%	61.54%
Non-Minority	8	11	-3	80.00%	84.62%
Minority	2	2	0	20.00%	15.38%
TOTALS	10	13	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	4	-2	40.00%	57.14%
Female	3	3	0	60.00%	42.86%
Non-Minority	4	6	-2	80.00%	85.71%
Minority	1	1	0	20.00%	14.29%
TOTALS	5	7	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	25.00%	20.00%
Female	3	4	-1	75.00%	80.00%
Non-Minority	3	4	-1	75.00%	80.00%
Minority	1	1	0	25.00%	20.00%
TOTALS	4	5	-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	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		

**Communications Network, Iowa
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	49	53	-4	71.01%	73.61%
Female	20	19	1	28.99%	26.39%
Non-Minority	61	63	-2	88.41%	87.50%
Minority	8	9	-1	11.59%	12.50%
TOTALS	69	72	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	13	-2	61.11%	72.22%
Female	7	5	2	38.89%	27.78%
Non-Minority	14	14	0	77.78%	77.78%
Minority	4	4	0	22.22%	22.22%
TOTALS	18	18	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	30	-1	76.32%	75.00%
Female	9	10	-1	23.68%	25.00%
Non-Minority	34	35	-1	89.47%	87.50%
Minority	4	5	-1	10.53%	12.50%
TOTALS	38	40	-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	5	6	-1	55.56%	60.00%
Female	4	4	0	44.44%	40.00%
Non-Minority	9	10	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	10	-1		

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		

**Corrections, Department of
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	1,622	1,666	-44	66.78%	67.04%
Female	807	819	-12	33.22%	32.96%
Non-Minority	2,190	2,255	-65	90.16%	90.74%
Minority	239	230	9	9.84%	9.26%
TOTALS	2,429	2,485	-56		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	106	113	-7	55.79%	56.78%
Female	84	86	-2	44.21%	43.22%
Non-Minority	177	185	-8	93.16%	92.96%
Minority	13	14	-1	6.84%	7.04%
TOTALS	190	199	-9		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	122	139	-17	35.47%	39.15%
Female	222	216	6	64.53%	60.85%
Non-Minority	312	323	-11	90.70%	90.99%
Minority	32	32	0	9.30%	9.01%
TOTALS	344	355	-11		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	68	63	5	60.18%	55.75%
Female	45	50	-5	39.82%	44.25%
Non-Minority	109	105	4	96.46%	92.92%
Minority	4	8	-4	3.54%	7.08%
TOTALS	113	113	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,107	1,131	-24	80.04%	80.33%
Female	276	277	-1	19.96%	19.67%
Non-Minority	1,212	1,250	-38	87.64%	88.78%
Minority	171	158	13	12.36%	11.22%
TOTALS	1,383	1,408	-25		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	9	1	8.20%	6.92%
Female	112	121	-9	91.80%	93.08%
Non-Minority	118	127	-9	96.72%	97.69%
Minority	4	3	1	3.28%	2.31%
TOTALS	122	130	-8		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	103	107	-4	99.04%	98.17%
Female	1	2	-1	0.96%	1.83%
Non-Minority	102	108	-6	98.08%	99.08%
Minority	2	1	1	1.92%	0.92%
TOTALS	104	109	-5		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	106	104	2	61.27%	60.82%
Female	67	67	0	38.73%	39.18%
Non-Minority	160	157	3	92.49%	91.81%
Minority	13	14	-1	7.51%	8.19%
TOTALS	173	171	2		

**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	32	36	-4	34.04%	35.29%
Female	62	66	-4	65.96%	64.71%
Non-Minority	89	95	-6	94.68%	93.14%
Minority	5	7	-2	5.32%	6.86%
TOTALS	94	102	-8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	33	-3	36.59%	35.48%
Female	52	60	-8	63.41%	64.52%
Non-Minority	77	86	-9	93.90%	92.47%
Minority	5	7	-2	6.10%	7.53%
TOTALS	82	93	-11		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	18.18%	33.33%
Female	9	4	5	81.82%	66.67%
Non-Minority	11	6	5	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	11	6	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	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	1	-1	0.00%	50.00%
Female	0	1	-1	0.00%	50.00%
Non-Minority	0	2	-2	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	2	-2		

**Education, Department of
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	57	-4	25.12%	29.69%
Female	158	135	23	74.88%	70.31%
Non-Minority	189	171	18	89.57%	89.06%
Minority	22	21	1	10.43%	10.94%
TOTALS	211	192	19		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	11	3	32.56%	35.48%
Female	29	20	9	67.44%	64.52%
Non-Minority	41	30	11	95.35%	96.77%
Minority	2	1	1	4.65%	3.23%
TOTALS	43	31	12		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	36	43	-7	24.49%	29.45%
Female	111	103	8	75.51%	70.55%
Non-Minority	132	129	3	89.80%	88.36%
Minority	15	17	-2	10.20%	11.64%
TOTALS	147	146	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	1	0	1	5.26%	0.00%
Female	18	12	6	94.74%	100.00%
Non-Minority	14	9	5	73.68%	75.00%
Minority	5	3	2	26.32%	25.00%
TOTALS	19	12	7		

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

**Ethics & Campaign Disclosure 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	3	3	0	42.86%	50.00%
Female	4	3	1	57.14%	50.00%
Non-Minority	6	5	1	85.71%	83.33%
Minority	1	1	0	14.29%	16.67%
TOTALS	7	6	1		

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	2	0	40.00%	50.00%
Female	3	2	1	60.00%	50.00%
Non-Minority	4	3	1	80.00%	75.00%
Minority	1	1	0	20.00%	25.00%
TOTALS	5	4	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	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		

**Finance Authority, Iowa
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	34	32	2	38.64%	35.56%
Female	54	58	-4	61.36%	64.44%
Non-Minority	82	82	0	93.18%	91.11%
Minority	6	8	-2	6.82%	8.89%
TOTALS	88	90	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	16	4	36.36%	31.37%
Female	35	35	0	63.64%	68.63%
Non-Minority	54	50	4	98.18%	98.04%
Minority	1	1	0	1.82%	1.96%
TOTALS	55	51	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	13	-3	43.48%	46.43%
Female	13	15	-2	56.52%	53.57%
Non-Minority	21	24	-3	91.30%	85.71%
Minority	2	4	-2	8.70%	14.29%
TOTALS	23	28	-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	4	3	1	40.00%	27.27%
Female	6	8	-2	60.00%	72.73%
Non-Minority	7	8	-1	70.00%	72.73%
Minority	3	3	0	30.00%	27.27%
TOTALS	10	11	-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		

**Health and Human Services, Department of
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	1,001	0	1,001	23.49%	#DIV/0!
Female	3,260	0	3,260	76.51%	#DIV/0!
Non-Minority	3,774	0	3,774	88.57%	#DIV/0!
Minority	487	0	487	11.43%	#DIV/0!
TOTALS	4,261	0	4,261		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	177	0	177	28.27%	#DIV/0!
Female	449	0	449	71.73%	#DIV/0!
Non-Minority	574	0	574	91.69%	#DIV/0!
Minority	52	0	52	8.31%	#DIV/0!
TOTALS	626	0	626		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	294	0	294	22.04%	#DIV/0!
Female	1,040	0	1,040	77.96%	#DIV/0!
Non-Minority	1,183	0	1,183	88.68%	#DIV/0!
Minority	151	0	151	11.32%	#DIV/0!
TOTALS	1,334	0	1,334		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	0	9	15.79%	#DIV/0!
Female	48	0	48	84.21%	#DIV/0!
Non-Minority	55	0	55	96.49%	#DIV/0!
Minority	2	0	2	3.51%	#DIV/0!
TOTALS	57	0	57		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	131	0	131	9.31%	#DIV/0!
Female	1,276	0	1,276	90.69%	#DIV/0!
Non-Minority	1,238	0	1,238	87.99%	#DIV/0!
Minority	169	0	169	12.01%	#DIV/0!
TOTALS	1,407	0	1,407		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	79	0	79	91.86%	#DIV/0!
Female	7	0	7	8.14%	#DIV/0!
Non-Minority	85	0	85	98.84%	#DIV/0!
Minority	1	0	1	1.16%	#DIV/0!
TOTALS	86	0	86		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	311	0	311	41.41%	#DIV/0!
Female	440	0	440	58.59%	#DIV/0!
Non-Minority	639	0	639	85.09%	#DIV/0!
Minority	112	0	112	14.91%	#DIV/0!
TOTALS	751	0	751		

**Homeland Security and Emergency Management, Department of
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	37	38	-1	48.68%	48.10%
Female	39	41	-2	51.32%	51.90%
Non-Minority	71	74	-3	93.42%	93.67%
Minority	5	5	0	6.58%	6.33%
TOTALS	76	79	-3		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	53.33%	50.00%
Female	7	9	-2	46.67%	50.00%
Non-Minority	15	18	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	15	18	-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		

**Inspections, Appeals, and Licensing, Department of
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	310	0	310	40.31%	#DIV/0!
Female	459	0	459	59.69%	#DIV/0!
Non-Minority	692	0	692	89.99%	#DIV/0!
Minority	77	0	77	10.01%	#DIV/0!
TOTALS	769	0	769		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	120	0	120	51.28%	#DIV/0!
Female	114	0	114	48.72%	#DIV/0!
Non-Minority	207	0	207	88.46%	#DIV/0!
Minority	27	0	27	11.54%	#DIV/0!
TOTALS	234	0	234		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	133	0	133	39.47%	#DIV/0!
Female	204	0	204	60.53%	#DIV/0!
Non-Minority	309	0	309	91.69%	#DIV/0!
Minority	28	0	28	8.31%	#DIV/0!
TOTALS	337	0	337		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	0	29	82.86%	#DIV/0!
Female	6	0	6	17.14%	#DIV/0!
Non-Minority	31	0	31	88.57%	#DIV/0!
Minority	4	0	4	11.43%	#DIV/0!
TOTALS	35	0	35		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	0	13	10.00%	#DIV/0!
Female	117	0	117	90.00%	#DIV/0!
Non-Minority	114	0	114	87.69%	#DIV/0!
Minority	16	0	16	12.31%	#DIV/0!
TOTALS	130	0	130		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	0	2	100.00%	#DIV/0!
Female	0	0	0	0.00%	#DIV/0!
Non-Minority	2	0	2	100.00%	#DIV/0!
Minority	0	0	0	0.00%	#DIV/0!
TOTALS	2	0	2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	0	13	41.94%	#DIV/0!
Female	18	0	18	58.06%	#DIV/0!
Non-Minority	29	0	29	93.55%	#DIV/0!
Minority	2	0	2	6.45%	#DIV/0!
TOTALS	31	0	31		

**Insurance and Financial Services, Department of
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	100	0	100	50.76%	#DIV/0!
Female	97	0	97	49.24%	#DIV/0!
Non-Minority	182	0	182	92.39%	#DIV/0!
Minority	15	0	15	7.61%	#DIV/0!
TOTALS	197	0	197		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	89	0	89	54.94%	#DIV/0!
Female	73	0	73	45.06%	#DIV/0!
Non-Minority	150	0	150	92.59%	#DIV/0!
Minority	12	0	12	7.41%	#DIV/0!
TOTALS	162	0	162		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	0	5	38.46%	#DIV/0!
Female	8	0	8	61.54%	#DIV/0!
Non-Minority	12	0	12	92.31%	#DIV/0!
Minority	1	0	1	7.69%	#DIV/0!
TOTALS	13	0	13		

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

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	0	4	57.14%	#DIV/0!
Female	3	0	3	42.86%	#DIV/0!
Non-Minority	5	0	5	71.43%	#DIV/0!
Minority	2	0	2	28.57%	#DIV/0!
TOTALS	7	0	7		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	0	2	13.33%	#DIV/0!
Female	13	0	13	86.67%	#DIV/0!
Non-Minority	15	0	15	100.00%	#DIV/0!
Minority	0	0	0	0.00%	#DIV/0!
TOTALS	15	0	15		

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

**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	49	51	-2	56.98%	59.30%
Female	37	35	2	43.02%	40.70%
Non-Minority	84	84	0	97.67%	97.67%
Minority	2	2	0	2.33%	2.33%
TOTALS	86	86	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	46.15%	42.86%
Female	7	8	-1	53.85%	57.14%
Non-Minority	13	14	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	13	14	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	21	-3	43.90%	51.22%
Female	23	20	3	56.10%	48.78%
Non-Minority	39	39	0	95.12%	95.12%
Minority	2	2	0	4.88%	4.88%
TOTALS	41	41	0		

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

**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	11	12	-1	45.83%	46.15%
Female	13	14	-1	54.17%	53.85%
Non-Minority	22	23	-1	91.67%	88.46%
Minority	2	3	-1	8.33%	11.54%
TOTALS	24	26	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	2	1	60.00%	66.67%
Female	2	1	1	40.00%	33.33%
Non-Minority	5	3	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	5	3	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	8	-2	66.67%	61.54%
Female	3	5	-2	33.33%	38.46%
Non-Minority	7	10	-3	77.78%	76.92%
Minority	2	3	-1	22.22%	23.08%
TOTALS	9	13	-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	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		

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	7	0	100.00%	100.00%
Non-Minority	7	7	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	7	7	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		

**Management, Department of
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	352	32	320	68.35%	42.11%
Female	163	44	119	31.65%	57.89%
Non-Minority	433	65	368	84.08%	85.53%
Minority	82	11	71	15.92%	14.47%
TOTALS	515	76	439		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	69	24	45	61.06%	54.55%
Female	44	20	24	38.94%	45.45%
Non-Minority	99	38	61	87.61%	86.36%
Minority	14	6	8	12.39%	13.64%
TOTALS	113	44	69		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	279	4	275	72.09%	57.14%
Female	108	3	105	27.91%	42.86%
Non-Minority	321	7	314	82.95%	100.00%
Minority	66	0	66	17.05%	0.00%
TOTALS	387	7	380		

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	3	-1	15.38%	12.50%
Female	11	21	-10	84.62%	87.50%
Non-Minority	11	20	-9	84.62%	83.33%
Minority	2	4	-2	15.38%	16.67%
TOTALS	13	24	-11		

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

**Natural Resources, Department of
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	582	592	-10	70.55%	70.81%
Female	243	244	-1	29.45%	29.19%
Non-Minority	789	800	-11	95.64%	95.69%
Minority	36	36	0	4.36%	4.31%
TOTALS	825	836	-11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	68	67	1	62.39%	60.91%
Female	41	43	-2	37.61%	39.09%
Non-Minority	108	109	-1	99.08%	99.09%
Minority	1	1	0	0.92%	0.91%
TOTALS	109	110	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	277	279	-2	67.07%	66.75%
Female	136	139	-3	32.93%	33.25%
Non-Minority	392	396	-4	94.92%	94.74%
Minority	21	22	-1	5.08%	5.26%
TOTALS	413	418	-5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	124	130	-6	86.11%	90.28%
Female	20	14	6	13.89%	9.72%
Non-Minority	140	141	-1	97.22%	97.92%
Minority	4	3	1	2.78%	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	104	0	96.30%	95.41%
Female	4	5	-1	3.70%	4.59%
Non-Minority	104	105	-1	96.30%	96.33%
Minority	4	4	0	3.70%	3.67%
TOTALS	108	109	-1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	8	-3	10.64%	15.69%
Female	42	43	-1	89.36%	84.31%
Non-Minority	41	45	-4	87.23%	88.24%
Minority	6	6	0	12.77%	11.76%
TOTALS	47	51	-4		

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		

**Public Defense, Department of
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	178	187	-9	76.72%	76.95%
Female	54	56	-2	23.28%	23.05%
Non-Minority	217	226	-9	93.53%	93.00%
Minority	15	17	-2	6.47%	7.00%
TOTALS	232	243	-11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	18	-1	68.00%	72.00%
Female	8	7	1	32.00%	28.00%
Non-Minority	22	21	1	88.00%	84.00%
Minority	3	4	-1	12.00%	16.00%
TOTALS	25	25	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	30	-5	67.57%	69.77%
Female	12	13	-1	32.43%	30.23%
Non-Minority	36	41	-5	97.30%	95.35%
Minority	1	2	-1	2.70%	4.65%
TOTALS	37	43	-6		

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	61	63	-2	98.39%	95.45%
Female	1	3	-2	1.61%	4.55%
Non-Minority	59	61	-2	95.16%	92.42%
Minority	3	5	-2	4.84%	7.58%
TOTALS	62	66	-4		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	5	-2	17.65%	27.78%
Female	14	13	1	82.35%	72.22%
Non-Minority	17	18	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	17	18	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	61	61	0	95.31%	92.42%
Female	3	5	-2	4.69%	7.58%
Non-Minority	62	63	-1	96.88%	95.45%
Minority	2	3	-1	3.13%	4.55%
TOTALS	64	66	-2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	8	1	39.13%	38.10%
Female	14	13	1	60.87%	61.90%
Non-Minority	17	18	-1	73.91%	85.71%
Minority	6	3	3	26.09%	14.29%
TOTALS	23	21	2		

**Public Employees' Retirement System (IPERS), Iowa
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	38	36	2	43.18%	47.37%
Female	50	40	10	56.82%	52.63%
Non-Minority	74	63	11	84.09%	82.89%
Minority	14	13	1	15.91%	17.11%
TOTALS	88	76	12		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	26	2	40.58%	47.27%
Female	41	29	12	59.42%	52.73%
Non-Minority	59	48	11	85.51%	87.27%
Minority	10	7	3	14.49%	12.73%
TOTALS	69	55	14		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	9	1	62.50%	56.25%
Female	6	7	-1	37.50%	43.75%
Non-Minority	13	12	1	81.25%	75.00%
Minority	3	4	-1	18.75%	25.00%
TOTALS	16	16	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	1	-1	0.00%	20.00%
Female	3	4	-1	100.00%	80.00%
Non-Minority	2	3	-1	66.67%	60.00%
Minority	1	2	-1	33.33%	40.00%
TOTALS	3	5	-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		

**Public Information Board, Iowa
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	50.00%	66.67%
Female	1	1	0	50.00%	33.33%
Non-Minority	2	2	0	100.00%	66.67%
Minority	0	1	-1	0.00%	33.33%
TOTALS	2	3	-1		

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	1	0	1	100.00%	0.00%
Minority	0	1	-1	0.00%	100.00%
TOTALS	1	1	0		

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

**Public Safety, Department of
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	700	646	54	76.42%	75.29%
Female	216	212	4	23.58%	24.71%
Non-Minority	876	821	55	95.63%	95.69%
Minority	40	37	3	4.37%	4.31%
TOTALS	916	858	58		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	37	-16	52.50%	63.79%
Female	19	21	-2	47.50%	36.21%
Non-Minority	38	55	-17	95.00%	94.83%
Minority	2	3	-1	5.00%	5.17%
TOTALS	40	58	-18		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	23	-10	43.33%	53.49%
Female	17	20	-3	56.67%	46.51%
Non-Minority	30	41	-11	100.00%	95.35%
Minority	0	2	-2	0.00%	4.65%
TOTALS	30	43	-13		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	24	1	36.76%	36.92%
Female	43	41	2	63.24%	63.08%
Non-Minority	62	59	3	91.18%	90.77%
Minority	6	6	0	8.82%	9.23%
TOTALS	68	65	3		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	612	534	78	92.87%	92.39%
Female	47	44	3	7.13%	7.61%
Non-Minority	633	555	78	96.05%	96.02%
Minority	26	23	3	3.95%	3.98%
TOTALS	659	578	81		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	21	-3	16.67%	19.63%
Female	90	86	4	83.33%	80.37%
Non-Minority	105	106	-1	97.22%	99.07%
Minority	3	1	2	2.78%	0.93%
TOTALS	108	107	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	7	4	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	8	5	3	72.73%	71.43%
Minority	3	2	1	27.27%	28.57%
TOTALS	11	7	4		

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		

**Revenue, Department of
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	184	0	184	38.98%	#DIV/0!
Female	288	0	288	61.02%	#DIV/0!
Non-Minority	402	0	402	85.17%	#DIV/0!
Minority	70	0	70	14.83%	#DIV/0!
TOTALS	472	0	472		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	108	0	108	38.85%	#DIV/0!
Female	170	0	170	61.15%	#DIV/0!
Non-Minority	236	0	236	84.89%	#DIV/0!
Minority	42	0	42	15.11%	#DIV/0!
TOTALS	278	0	278		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	0	28	32.94%	#DIV/0!
Female	57	0	57	67.06%	#DIV/0!
Non-Minority	75	0	75	88.24%	#DIV/0!
Minority	10	0	10	11.76%	#DIV/0!
TOTALS	85	0	85		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	44	0	44	41.90%	#DIV/0!
Female	61	0	61	58.10%	#DIV/0!
Non-Minority	88	0	88	83.81%	#DIV/0!
Minority	17	0	17	16.19%	#DIV/0!
TOTALS	105	0	105		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	0	2	100.00%	#DIV/0!
Female	0	0	0	0.00%	#DIV/0!
Non-Minority	1	0	1	50.00%	#DIV/0!
Minority	1	0	1	50.00%	#DIV/0!
TOTALS	2	0	2		

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

**Secretary of State, Office of the
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	13	12	1	43.33%	42.86%
Female	17	16	1	56.67%	57.14%
Non-Minority	27	24	3	90.00%	85.71%
Minority	3	4	-1	10.00%	14.29%
TOTALS	30	28	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	66.67%	42.86%
Female	2	4	-2	33.33%	57.14%
Non-Minority	5	6	-1	83.33%	85.71%
Minority	1	1	0	16.67%	14.29%
TOTALS	6	7	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	46.15%	60.00%
Female	7	4	3	53.85%	40.00%
Non-Minority	13	8	5	100.00%	80.00%
Minority	0	2	-2	0.00%	20.00%
TOTALS	13	10	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	3	2	1	27.27%	20.00%
Female	8	8	0	72.73%	80.00%
Non-Minority	9	9	0	81.82%	90.00%
Minority	2	1	1	18.18%	10.00%
TOTALS	11	10	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		

**Transportation, Department of
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	1,939	2,062	-123	79.73%	79.43%
Female	493	534	-41	20.27%	20.57%
Non-Minority	2,289	2,456	-167	94.12%	94.61%
Minority	143	140	3	5.88%	5.39%
TOTALS	2,432	2,596	-164		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	177	189	-12	60.41%	61.76%
Female	116	117	-1	39.59%	38.24%
Non-Minority	277	289	-12	94.54%	94.44%
Minority	16	17	-1	5.46%	5.56%
TOTALS	293	306	-13		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	227	287	-60	67.56%	68.66%
Female	109	131	-22	32.44%	31.34%
Non-Minority	294	368	-74	87.50%	88.04%
Minority	42	50	-8	12.50%	11.96%
TOTALS	336	418	-82		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	135	179	-44	83.33%	84.43%
Female	27	33	-6	16.67%	15.57%
Non-Minority	158	206	-48	97.53%	97.17%
Minority	4	6	-2	2.47%	2.83%
TOTALS	162	212	-50		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	93	-77	88.89%	92.08%
Female	2	8	-6	11.11%	7.92%
Non-Minority	18	98	-80	100.00%	97.03%
Minority	0	3	-3	0.00%	2.97%
TOTALS	18	101	-83		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	71	64	7	25.45%	22.61%
Female	208	219	-11	74.55%	77.39%
Non-Minority	247	257	-10	88.53%	90.81%
Minority	32	26	6	11.47%	9.19%
TOTALS	279	283	-4		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,232	1,211	21	99.12%	98.94%
Female	11	13	-2	0.88%	1.06%
Non-Minority	1,197	1,186	11	96.30%	96.90%
Minority	46	38	8	3.70%	3.10%
TOTALS	1,243	1,224	19		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	81	39	42	80.20%	75.00%
Female	20	13	7	19.80%	25.00%
Non-Minority	98	52	46	97.03%	100.00%
Minority	3	0	3	2.97%	0.00%
TOTALS	101	52	49		

**Treasurer of State, Office of the
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	7	-1	25.00%	30.43%
Female	18	16	2	75.00%	69.57%
Non-Minority	18	22	-4	75.00%	95.65%
Minority	6	1	5	25.00%	4.35%
TOTALS	24	23	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	23.08%	27.27%
Female	10	8	2	76.92%	72.73%
Non-Minority	10	11	-1	76.92%	100.00%
Minority	3	0	3	23.08%	0.00%
TOTALS	13	11	2		

2. PROFESSIONAL	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		

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%	22.22%
Female	8	7	1	80.00%	77.78%
Non-Minority	8	9	-1	80.00%	100.00%
Minority	2	0	2	20.00%	0.00%
TOTALS	10	9	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		

**Utilities Commission
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	41	45	-4	56.16%	62.50%
Female	32	27	5	43.84%	37.50%
Non-Minority	62	64	-2	84.93%	88.89%
Minority	11	8	3	15.07%	11.11%
TOTALS	73	72	1		

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
1. OFFICIAL/ADMINISTRATOR					
Male	25	26	-1	69.44%	74.29%
Female	11	9	2	30.56%	25.71%
Non-Minority	31	33	-2	86.11%	94.29%
Minority	5	2	3	13.89%	5.71%
TOTALS	36	35	1		

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
2. PROFESSIONAL					
Male	15	19	-4	65.22%	73.08%
Female	8	7	1	34.78%	26.92%
Non-Minority	19	22	-3	82.61%	84.62%
Minority	4	4	0	17.39%	15.38%
TOTALS	23	26	-3		

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
3. TECHNICIAN					
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	7.14%	0.00%
Female	13	11	2	92.86%	100.00%
Non-Minority	12	9	3	85.71%	81.82%
Minority	2	2	0	14.29%	18.18%
TOTALS	14	11	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		

**Veterans Affairs, Department of
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	123	0	123	23.12%	#DIV/0!
Female	409	0	409	76.88%	#DIV/0!
Non-Minority	456	0	456	85.71%	#DIV/0!
Minority	76	0	76	14.29%	#DIV/0!
TOTALS	532	0	532		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	0	12	33.33%	#DIV/0!
Female	24	0	24	66.67%	#DIV/0!
Non-Minority	35	0	35	97.22%	#DIV/0!
Minority	1	0	1	2.78%	#DIV/0!
TOTALS	36	0	36		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	0	12	17.65%	#DIV/0!
Female	56	0	56	82.35%	#DIV/0!
Non-Minority	59	0	59	86.76%	#DIV/0!
Minority	9	0	9	13.24%	#DIV/0!
TOTALS	68	0	68		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	0	3	7.69%	#DIV/0!
Female	36	0	36	92.31%	#DIV/0!
Non-Minority	35	0	35	89.74%	#DIV/0!
Minority	4	0	4	10.26%	#DIV/0!
TOTALS	39	0	39		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	0	9	16.36%	#DIV/0!
Female	46	0	46	83.64%	#DIV/0!
Non-Minority	52	0	52	94.55%	#DIV/0!
Minority	3	0	3	5.45%	#DIV/0!
TOTALS	55	0	55		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	0	20	86.96%	#DIV/0!
Female	3	0	3	13.04%	#DIV/0!
Non-Minority	22	0	22	95.65%	#DIV/0!
Minority	1	0	1	4.35%	#DIV/0!
TOTALS	23	0	23		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	62	0	62	20.26%	#DIV/0!
Female	244	0	244	79.74%	#DIV/0!
Non-Minority	248	0	248	81.05%	#DIV/0!
Minority	58	0	58	18.95%	#DIV/0!
TOTALS	306	0	306		

**Workforce Development, Department of
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	286	0	286	29.15%	#DIV/0!
Female	695	0	695	70.85%	#DIV/0!
Non-Minority	799	0	799	81.45%	#DIV/0!
Minority	182	0	182	18.55%	#DIV/0!
TOTALS	981	0	981		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	63	0	63	42.00%	#DIV/0!
Female	87	0	87	58.00%	#DIV/0!
Non-Minority	121	0	121	80.67%	#DIV/0!
Minority	29	0	29	19.33%	#DIV/0!
TOTALS	150	0	150		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	182	0	182	31.16%	#DIV/0!
Female	402	0	402	68.84%	#DIV/0!
Non-Minority	466	0	466	79.79%	#DIV/0!
Minority	118	0	118	20.21%	#DIV/0!
TOTALS	584	0	584		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	0	6	14.29%	#DIV/0!
Female	36	0	36	85.71%	#DIV/0!
Non-Minority	39	0	39	92.86%	#DIV/0!
Minority	3	0	3	7.14%	#DIV/0!
TOTALS	42	0	42		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	33	0	33	16.26%	#DIV/0!
Female	170	0	170	83.74%	#DIV/0!
Non-Minority	172	0	172	84.73%	#DIV/0!
Minority	31	0	31	15.27%	#DIV/0!
TOTALS	203	0	203		

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

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

APPENDIX D:

FY 2024 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	CLASS CODE
01	ACTIVITIES DIRECTOR	02115
01	ACTIVITIES SPECIALIST SUPERVISOR	02112
01	ACTIVITIES SPECIALIST SUPERVISOR	82112
01	ACTUARIAL ADMINISTRATOR	00466
01	ACTUARY CHIEF	00468
01	ADJUTANT GENERAL	10015
01	ADMIN CIVIL COM UNIT SEXUAL OFFENDERS	15270
01	ADMINISTRATOR OF NURSING	02041
01	ADMINISTRATOR PUBLIC BROADCASTING DIVISION	09476
01	ADMINISTRATOR RACING & GAMING DIVISION	15060
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 1	03313
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 2	03314
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 2	93314
01	AGRICULTURE COMPLIANCE INVESTIGATOR	05120
01	AGRICULTURE MARKETING SPECIALIST	05134
01	AGRICULTURE PRODUCTS INSPECTOR	05144
01	AGRICULTURE PROGRAM MANAGER 3	14544
01	ASSISTANT DIRECTOR ENGINEERING/TECHNOLOGY	14705
01	ATTORNEY SUPERVISOR	45027
01	AUDITOR ADMINISTRATOR	14590
01	AUDITOR CHIEF DEPUTY	14592
01	AUDITOR DEPUTY	14591
01	BANK ANALYST	00415
01	BANK BUREAU CHIEF	00417
01	BANK EXAMINER	00406
01	BANK EXAMINER REGIONAL MANAGER	00409
01	BANK EXAMINER SENIOR	00408
01	BOARD, COMMISSION, COUNCIL MEMBER	14000
01	BRIDGE INSPECTOR 1	08133
01	BRIDGE INSPECTOR 2	08137
01	BUDGET ANALYST 1	00721
01	BUDGET ANALYST 2	00722
01	BUDGET ANALYST 2	90722
01	BUDGET ANALYST 3	00723
01	BUDGET ANALYST 3	90723

01	BUDGET ANALYST 4	90725
01	BUILDING/MANUFACTURED HOUSING INSPECTOR	14804
01	CHIEF BENEFITS OFFICER	00833
01	CHIEF HEALTH PROFESSION INVESTIGATOR	02235
01	CHIEF INVESTMENT OFFICER	00837
01	CHIEF OPERATING OFFICER IEDA	14930
01	CHIEF REVENUE OFFICER	90727
01	CIVIL RIGHTS SPECIALIST	03437
01	COMMANDANT DEPT OF VETERANS AFFAIRS	09616
01	COMMISSIONER OF PUBLIC SAFETY	09481
01	COMMUNITY CORRECTIONS SUPERVISOR	30810
01	COMMUNITY CORRECTIONS SUPERVISOR	80810
01	COMPLIANCE OFFICER 1	00640
01	COMPLIANCE OFFICER 2	00641
01	COMPLIANCE OFFICER 2	90639
01	CONSUMER ADVOCATE	09463
01	CORRECTIONAL FARM MANAGER	85032
01	CORRECTIONAL SECURITY DIRECTOR	86416
01	CORRECTIONAL SECURITY MANAGER	86415
01	CORRECTIONAL TREATMENT DIRECTOR	86421
01	CORRECTIONAL TREATMENT DIRECTOR	06421
01	CREDIT UNION EXAMINER	00420
01	CREDIT UNION EXAMINER SENIOR	00422
01	CREDIT UNION EXAMINER SUPERVISOR	00430
01	CRIME LABORATORY ADMINISTRATOR	06025
01	DAIRY PRODUCTS INSPECTOR	05112
01	DATA WAREHOUSE ANALYST	00748
01	DEPT OF TRANSPORTATION COMMISSIONER	09110
01	DEPUTY ADJUTANT GENERAL	10018
01	DEPUTY ASSISTANT	15301
01	DEPUTY ATTORNEY GENERAL	45000
01	DEPUTY CORRECTIONS PROGRAM ADMIN	06444
01	DEPUTY DIRECTOR DEPARTMENT OF EDUCATION	30142
01	DEPUTY DIRECTOR OF HEALTH AND HUMAN SERVICES	15265
01	DEPUTY DIRECTOR OF IOWA WORKFORCE DEVELOPMENT	00820
01	DEPUTY SECRETARY OF AGRICULTURE	14540
01	DEPUTY SUPERINTENDENT	06425
01	DEPUTY WORKERS COMPENSATION COMMISSIONER	00639
01	DIRECTOR CIVIL RIGHTS COMMISSION	09222
01	DIRECTOR DEPT FOR THE BLIND	09247
01	DIRECTOR DEPT OF ADMINISTRATIVE SERVICES	09508
01	DIRECTOR DEPT OF CORRECTIONS	09506

01	DIRECTOR DEPT OF EDUCATION	09501
01	DIRECTOR DEPT OF HEALTH AND HUMAN SERVICES	09504
01	DIRECTOR DEPT OF HOMELAND SECURITY & EMERGENCY MANAGEMENT	09234
01	DIRECTOR DEPT OF INSPECTIONS, APPEALS, & LICENSURE	09361
01	DIRECTOR DEPT OF INSURANCE AND FINANCIAL SERVICES	09355
01	DIRECTOR DEPT OF MANAGEMENT	09500
01	DIRECTOR DEPT OF NATURAL RESOURCES	09474
01	DIRECTOR DEPT OF REVENUE	09503
01	DIRECTOR DEPT OF TRANSPORTATION	09505
01	DIRECTOR DEPT OF WORKFORCE DEVELOPMENT	09229
01	DIRECTOR ECONOMIC DEVELOPMENT AUTHORITY	09475
01	DIRECTOR LAW ENFORCEMENT ACADEMY	09231
01	ECONOMIC DEVELOPMENT SPECIALIST 1	94913
01	ECONOMIC DEVELOPMENT SPECIALIST 2	94914
01	ECONOMIC DEVELOPMENT SPECIALIST 3	94923
01	ECONOMIC DEVELOPMENT SPECIALIST 4	94925
01	EDUCATION ADMINISTRATOR	01027
01	ELECTRICAL INSPECTOR	08328
01	ELECTRICAL INSPECTOR SUPERVISOR	08329
01	ELEVATOR/AMUSEMENT RIDE INSPECTOR	00675
01	EMERGENCY MANAGEMENT SPECIALIST 1	04016
01	EMERGENCY MANAGEMENT SPECIALIST 2	04017
01	EMPLOYER LIABILITY SPECIALIST	00888
01	EMPLOYMENT APPEAL BOARD MEMBER	09227
01	EXECUTIVE DIRECTOR ETHICS AND CAMPAIGN DISCLOSURE BOARD	09244
01	EXECUTIVE DIRECTOR IA TELE & TECH COMM	09250
01	EXECUTIVE DIRECTOR PUBLIC EMPLOYMENT RELATIONS BOARD	09610
01	EXECUTIVE DIRECTOR PUBLIC INFORMATION BOARD	09617
01	EXECUTIVE OFFICER 1	00710
01	EXECUTIVE OFFICER 1	80710
01	EXECUTIVE OFFICER 1	90710
01	EXECUTIVE OFFICER 2	00711
01	EXECUTIVE OFFICER 2	80711
01	EXECUTIVE OFFICER 2	90711
01	EXECUTIVE OFFICER 3	00712
01	EXECUTIVE OFFICER 3	90712
01	EXECUTIVE OFFICER 4	00713
01	EXECUTIVE OFFICER 4	90713
01	EXECUTIVE OFFICER 5	00714
01	EXECUTIVE OFFICER 5	90714
01	FIRE SERVICE COORDINATOR	14808

01	FISCAL & POLICY ANALYST	00720
01	FISCAL & POLICY ANALYST	90720
01	FISCAL & POLICY ANALYST PRINCIPAL	00728
01	FISCAL & POLICY ANALYST SENIOR	00719
01	FISCAL & POLICY ANALYST SENIOR	90719
01	HEALTH AND HUMAN SERVICES ADMINISTRATOR	12566
01	HEALTH AND HUMAN SERVICES DEPUTY ADMINISTRATOR	15263
01	HEALTH PROFESSIONS INVESTIGATOR	02230
01	HEALTH SERVICES ADMINISTRATOR	15276
01	HIGHWAY DIVISION ADMINISTRATOR	04250
01	HUMAN SERVICES QUAL ASSURANCE COORD	03035
01	INFORMATION TECHNOLOGY ADMIN 1	00126
01	INFORMATION TECHNOLOGY ADMIN 2	00127
01	INFORMATION TECHNOLOGY ADMIN 3	00128
01	INFORMATION TECHNOLOGY ADMIN 4	00129
01	INFORMATION TECHNOLOGY ENTERPRISE EXPERT	00160
01	INSTITUTIONAL SUPERINTENDENT	15272
01	INSTITUTIONAL SUPERINTENDENT MEDICAL	15273
01	INSURANCE ACCOUNTING SPECIALIST	00461
01	INSURANCE CLAIMS INVESTIGATOR	00452
01	INSURANCE COMPANY EXAMINER	00444
01	INSURANCE COMPANY EXAMINER CHIEF	00449
01	INSURANCE COMPANY EXAMINER DEPUTY ADMIN	00450
01	INSURANCE COMPANY EXAMINER SENIOR	00445
01	INSURANCE COMPANY EXAMINER SPECIALIST	00447
01	INSURANCE COMPANY EXAMINER SPECIALIST 2	00448
01	INSURANCE COMPLAINT ANALYST	00454
01	INSURANCE DEPUTY COMMISSIONER - SUPERVISION	00451
01	INSURANCE INVESTMENT SPECIALIST	00463
01	INSURANCE POLICY ANALYST	00455
01	INSURANCE PROGRAM SPECIALIST	00453
01	INVESTIGATOR 1	00695
01	INVESTIGATOR 1	45012
01	INVESTIGATOR 1	80695
01	INVESTIGATOR 2	00696
01	INVESTIGATOR 2	45013
01	INVESTIGATOR 2	80696
01	INVESTIGATOR 2	90696
01	INVESTIGATOR 3	00697
01	INVESTIGATOR 3	45014
01	INVESTIGATOR 3	80697
01	INVESTIGATOR 4	45015

01	IOWA TELECOM & TECH COMM CHAIR	14011
01	IOWA TELECOM & TECH COMM MEMBER	14010
01	IPERS CHIEF EXECUTIVE OFFICER	00838
01	KEY ACCOUNT EXECUTIVE	00905
01	LABOR COMMISSIONER	09357
01	LIBRARY PROGRAM DIRECTOR	01322
01	LIVESTOCK INSPECTOR	05117
01	LOTTERY ADMINISTRATOR	15935
01	LOTTERY COMMUNICATIONS COORDINATOR	00925
01	LOTTERY REGIONAL SALES MANAGER	00918
01	MANAGEMENT ANALYST 1	00733
01	MANAGEMENT ANALYST 1	90733
01	MANAGEMENT ANALYST 2	00734
01	MANAGEMENT ANALYST 2	90734
01	MANAGEMENT ANALYST 3	00736
01	MANAGEMENT ANALYST 3	90736
01	MANAGEMENT ANALYST 4	00737
01	MEAT INSPECTOR	05126
01	MEDICAID ADMINISTRATOR	15264
01	MEDICOLEGAL DEATH INVESTIGATOR	00699
01	NURSING SERVICES DIRECTOR	02035
01	NURSING SERVICES DIRECTOR	82035
01	PAROLE BOARD CHAIR	09102
01	PAROLE BOARD MEMBER	09103
01	PAROLE BOARD VICE CHAIR	09104
01	PERFORMANCE RESULTS ADMINISTRATOR	00718
01	PERFORMANCE RESULTS FACILITATOR	00717
01	PERFORMANCE RESULTS PRACTITIONER	00715
01	PESTICIDE INVESTIGATOR	05145
01	PHARMACY DIRECTOR	06440
01	PHYSICIAN SUPERVISOR	15187
01	PLANT OPERATIONS MANAGER 1	08425
01	PLANT OPERATIONS MANAGER 1	88425
01	PLANT OPERATIONS MANAGER 2	08426
01	PLANT OPERATIONS MANAGER 3	08427
01	PLANT OPERATIONS MANAGER 3	88427
01	PROFESSIONAL LICENSING INVESTIGATOR	00400
01	PROGRAM ADMINISTRATOR	41005
01	PROPERTY APPRAISER 1	00367
01	PROPERTY APPRAISER 2	00368
01	PROPERTY APPRAISER 3	00369
01	PROPERTY APPRAISER 4	00370

01	PROPERTY ASSESSMENT APPEAL BOARD MEMBER	09099
01	PSYCHOLOGY ADMINISTRATOR	03249
01	PUBLIC HEALTH DENTAL DIRECTOR	02515
01	PUBLIC SERVICE EXECUTIVE	00787
01	PUBLIC SERVICE EXECUTIVE	80787
01	PUBLIC SERVICE MANAGER 1	00784
01	PUBLIC SERVICE MANAGER 1	60784
01	PUBLIC SERVICE MANAGER 1	80784
01	PUBLIC SERVICE MANAGER 2	00786
01	PUBLIC SERVICE MANAGER 2	60786
01	PUBLIC SERVICE MANAGER 2	80786
01	PUBLIC SERVICE SUPERVISOR	00781
01	PURCHASING AGENT 1	00210
01	PURCHASING AGENT 2	00211
01	PURCHASING AGENT 3	00212
01	RACING & GAMING COMMISSION MEMBER	09466
01	RACING STEWARD EQUINE	15057
01	RESOURCE MANAGER	31305
01	RETIREMENT BENEFITS OFFICER	00846
01	RETIREMENT BENEFITS OFFICER SENIOR	00847
01	RETIREMENT COMPLIANCE OFFICER	00849
01	RETIREMENT COMPLIANCE OFFICER SENIOR	00848
01	RETIREMENT INVESTMENT OFFICER - COMPLIANCE	00841
01	RETIREMENT INVESTMENT OFFICER - HEAD OF STRATEGY	00844
01	RETIREMENT INVESTMENT OFFICER - QUANTITATIVE	00842
01	RETIREMENT INVESTMENT OFFICER SENIOR	00843
01	RETIREMENT INVESTMENT RISK & ASSET ALLOCATION OFFICER	00834
01	REVENUE AGENT 1	00354
01	REVENUE AGENT 2	00355
01	REVENUE AGENT 3	00356
01	REVENUE EXAMINER 1	00350
01	REVENUE EXAMINER 2	00351
01	REVENUE EXAMINER 3	00357
01	RIGHT OF WAY AGENT 1	04110
01	RIGHT OF WAY AGENT 2	04111
01	RIGHT OF WAY AGENT 3	04112
01	RIGHT OF WAY AGENT 4	04113
01	RIGHT OF WAY AIDE 3	04107
01	RIGHT OF WAY AIDE 4	04108
01	SEASONAL WORKER	70101
01	SENIOR UTILITY ANALYST	00531
01	SOCIAL WORK ADMINISTRATOR	03037

01	SOCIAL WORK SUPERVISOR	03025
01	STATE CHIEF INFORMATION OFFICER	00132
01	STATE ENTOMOLOGIST	14558
01	STATE MEDICAL EXAMINER	15190
01	STATE PUBLIC DEFENDER	09483
01	STATE TREASURER DEPUTY	15300
01	SUPERINTENDENT BANKING DIVISION	09470
01	SUPERINTENDENT CREDIT UNION DIVISION	09226
01	TAXPAYER SERVICE SPECIALIST 1	00375
01	TAXPAYER SERVICE SPECIALIST 2	00375
01	TAXPAYER SERVICE SPECIALIST 3	00375
01	TECHNICAL TAX SPECIALIST 1	00360
01	TECHNICAL TAX SPECIALIST 2	00361
01	TECHNICAL TAX SPECIALIST 3	00362
01	TELECOMMUNICATIONS ADMINISTRATOR	04786
01	TELECOMMUNICATIONS MANAGER	04784
01	TEMPORARY WORKER	70001
01	TRAINING SPECIALIST 1	00763
01	TRAINING SPECIALIST 1	80763
01	TRAINING SPECIALIST 1	90763
01	TRAINING SPECIALIST 2	00768
01	TRAINING SPECIALIST 2	90768
01	TRANSPORTATION CHIEF OPERATING OFFICER	04252
01	TRANSPORTATION DIVISION DIRECTOR	04251
01	TRANSPORTATION ENGINEER ADMINISTRATOR	04248
01	TRANSPORTATION ENGINEER EXECUTIVE	04249
01	TRANSPORTATION ENGINEER MANAGER	04247
01	TREASURY INVESTMENT OFFICER 1	00685
01	TREASURY INVESTMENT OFFICER 2	00686
01	TREATMENT PROGRAM ADMINISTRATOR	03233
01	TREATMENT PROGRAM MANAGER	03232
01	TREATMENT PROGRAM SUPERVISOR	03230
01	TREATMENT SERVICES DIRECTOR	03235
01	TREATMENT SERVICES DIRECTOR	83235
01	UNEMPLOYMENT INSURANCE MANAGER	00827
01	UTILITIES BOARD CHAIR	09472
01	UTILITIES BOARD GENERAL COUNSEL	15659
01	UTILITIES BOARD MEMBER	09473
01	UTILITIES REGULATION INSPECTOR	00556
01	UTILITY ADMINISTRATOR 1	00535
01	UTILITY ADMINISTRATOR 2	00538
01	UTILITY ANALYST 1	00528

01	UTILITY ANALYST 2	00529
01	UTILITY SPECIALIST	00532
01	VETERANS BENEFITS SPECIALIST	00855
01	WAREHOUSE/GRAIN DEALER EXAMINER	00482
01	WAREHOUSE/GRAIN DEALER EXAMINER SUPERVISOR	00484
01	WORKERS COMPENSATION COMMISSIONER	09356
01	WORKFORCE DEVELOPMENT MANAGER	00815
01	WORKFORCE DEVELOPMENT SUPERVISOR	00813
02	ACCOUNTANT 2	00311
02	ACCOUNTANT 2	90311
02	ACCOUNTANT 3	00312
02	ACCOUNTANT 3	90312
02	ACCOUNTANT 3 (SUPERVISOR)	00314
02	ACCOUNTANT 4	00315
02	ACCOUNTANT/AUDITOR 1	00309
02	ACTUARIAL ASSISTANT	00464
02	ACTUARY	00465
02	ACTUARY SENIOR	00456
02	ADMINISTRATIVE CONSULTANT	31513
02	ADMINISTRATIVE CONSULTANT	91513
02	ADMINISTRATIVE CONSULTANT VOC REHAB 1	31514
02	ADMINISTRATIVE CONSULTANT VOC REHAB 2	31515
02	ADMINISTRATIVE CONSULTANT VOC REHAB 3	31516
02	ADMINISTRATIVE LAW JUDGE 1	00790
02	ADMINISTRATIVE LAW JUDGE 2	00791
02	ADMINISTRATIVE LAW JUDGE 2	90789
02	ADMINISTRATIVE LAW JUDGE 3	00792
02	ADULT SERVICES MONITOR	04540
02	APPELLATE DEFENDER 1	00630
02	APPELLATE DEFENDER 2	00631
02	APPELLATE DEFENDER 3	00632
02	ARCHIVIST SUPERVISOR	01328
02	ARTS PROGRAMMER 1	20583
02	ARTS PROGRAMMER 2	20585
02	ARTS PROGRAMMER 3	20574
02	ASSISTANT ATTORNEY GENERAL 1	45007
02	ASSISTANT ATTORNEY GENERAL 2	45008
02	ASSISTANT ATTORNEY GENERAL 3	45009
02	ASSISTANT VIDEOGRAPHER	14760
02	ATTORNEY 1	00643
02	ATTORNEY 2	00644
02	ATTORNEY 2	90642

02	ATTORNEY 3	00645
02	ATTORNEY 3	90645
02	AUDIOLOGIST	02138
02	BRAILLE TRANSCRIBER	02585
02	BUSINESS MARKETING SPECIALIST WORKFORCE DEV	00817
02	CERTIFIED VOCATIONAL INSTRUCTOR	01037
02	CHAPLAIN	03310
02	CHEMIST	04414
02	CHEMIST SUPERVISOR	04417
02	CHIEF COMMUNICATIONS ENGINEER	04778
02	CLINICAL DIETITIAN	07344
02	COMMERCIAL ATTORNEY	00656
02	COMMERCIAL ATTORNEY SUPERVISOR	00657
02	COMMUNICATIONS ENGINEER	04775
02	COMMUNITY CORRECTIONS PROGRAM COORDINATOR	30407
02	COMMUNITY CORRECTIONS PROGRAM MONITOR	30335
02	COMMUNITY HEALTH CONSULTANT	02060
02	CONSTRUCTION/DESIGN ENGINEER	04261
02	CONSTRUCTION/DESIGN ENGINEER ASSOCIATE	04260
02	CONSTRUCTION/DESIGN ENGINEER SENIOR	04262
02	CORRECTIONAL COUNSELOR	86419
02	DENTIST	02505
02	DENTIST	82505
02	DISABILITIES CONSULTANT	03150
02	DISEASE INTERVENTION SPECIALIST	02425
02	DRIVER'S LICENSE HEARING OFFICER	06302
02	EDUCATION PROGRAM CONSULTANT	01071
02	EDUCATOR	01013
02	EDUCATOR	01014
02	EDUCATOR	01015
02	ENTOMOLOGIST	05162
02	ENVIRONMENTAL ENGINEER	04514
02	ENVIRONMENTAL ENGINEER SENIOR	04522
02	ENVIRONMENTAL PROGRAM SUPERVISOR	04516
02	ENVIRONMENTAL SPECIALIST	04513
02	ENVIRONMENTAL SPECIALIST SENIOR	04519
02	EPIDEMIOLOGIST	02427
02	EPIDEMIOLOGIST SENIOR	02428
02	FACILITIES ENGINEER 1	04256
02	FACILITIES ENGINEER 2	04257
02	FACILITIES ENGINEER ASSOCIATE	04255
02	FIELD AUDITOR	00327

02	FIELD AUDITOR	90327
02	FORESTER 2	05414
02	FORESTER 3	05417
02	GENERAL COUNSEL SUPERVISOR	00646
02	GEOLOGIST 2	04404
02	GEOLOGIST 3	04407
02	GRAPHIC ARTIST	08518
02	HEALTH FACILITIES OFFICER 1	04524
02	HEALTH FACILITIES OFFICER 2	04525
02	HEALTH FACILITIES SURVEYOR	04538
02	HEALTH PHYSICIST 1	04507
02	HEALTH PHYSICIST 2	04508
02	HEALTH PHYSICIST 3	04509
02	HISTORICAL PROGRAM SPECIALIST	01337
02	HUMAN RESOURCES PROFESSIONAL 1	00756
02	HUMAN RESOURCES PROFESSIONAL 2	00757
02	HUMAN RESOURCES PROGRAM COORDINATOR	00758
02	ICN BUSINESS DEVELOPMENT MANAGER	04792
02	INFORMATION SPECIALIST 1	00750
02	INFORMATION SPECIALIST 1	90750
02	INFORMATION SPECIALIST 2	00751
02	INFORMATION SPECIALIST 2	90751
02	INFORMATION SPECIALIST 3	00754
02	INFORMATION SPECIALIST 3	90754
02	INFORMATION TECHNOLOGY SPECIALIST 1	00118
02	INFORMATION TECHNOLOGY SPECIALIST 1	90118
02	INFORMATION TECHNOLOGY SPECIALIST 2	00119
02	INFORMATION TECHNOLOGY SPECIALIST 2	90119
02	INFORMATION TECHNOLOGY SPECIALIST 3	00120
02	INFORMATION TECHNOLOGY SPECIALIST 3	90120
02	INFORMATION TECHNOLOGY SPECIALIST 4	00121
02	INFORMATION TECHNOLOGY SPECIALIST 4	90121
02	INFORMATION TECHNOLOGY SPECIALIST 5	00122
02	INFORMATION TECHNOLOGY SPECIALIST 5	90122
02	INTERNAL AUDITOR	00335
02	IOWA FINANCE AUTHORITY COMPROLLER	00318
02	IOWA FINANCE AUTHORITY GENERAL COUNSEL	00655
02	JOB INSURANCE QUALITY AUDITOR 1	00881
02	JOB INSURANCE QUALITY AUDITOR 2	00882
02	JOB INSURANCE QUALITY MANAGER	00884
02	JUSTICE SYSTEMS ANALYST	20639
02	LABOR MARKET RESEARCH ECONOMIST 1	00870

02	LABOR MARKET RESEARCH ECONOMIST 2	00871
02	LABOR MARKET RESEARCH ECONOMIST 3	00872
02	LAND SURVEYOR	04240
02	LAND SURVEYOR SENIOR	04241
02	LAW CLERK	00638
02	LAW CLERK	45020
02	LAW CLERK	90638
02	LAW ENFORCEMENT ACADEMY TRAINING COORD	06069
02	LAW ENFORCEMENT INSTRUCTOR	06068
02	LEGAL INSTRUCTOR	06077
02	LIBRARIAN 1	01315
02	LIBRARIAN 2	01316
02	LIBRARIAN SUPERVISOR	01321
02	LIBRARY CONSULTANT	01319
02	LONG TERM CARE OMBUDSMAN	02600
02	METROLOGIST	05104
02	MICROBIOLOGIST	04421
02	MICROBIOLOGIST SUPERVISOR	04424
02	MUSEUM ASSISTANT	01338
02	MUSEUM TECHNICIAN	01330
02	NATURAL RESOURCES BIOLOGIST	05340
02	NATURAL RESOURCES BIOMETRICIAN	05353
02	NURSE CLINICIAN	02021
02	NURSE CLINICIAN	52021
02	NURSE PRACTITIONER	02027
02	NURSE SPECIALIST	02026
02	NURSE SUPERVISOR	02022
02	NURSE SUPERVISOR	52022
02	NURSE SUPERVISOR	82022
02	NURSING STANDARDS REPRESENTATIVE	02045
02	OCCUPATIONAL THERAPIST 1	02118
02	OCCUPATIONAL THERAPIST 2	02119
02	OPERATIONS ASSISTANT	14749
02	PARK MANAGER	05335
02	PAROLE BOARD LIAISON OFFICER	06453
02	PENSION SYSTEM ATTORNEY	00650
02	PHARMACIST	02226
02	PHARMACY CONSULTANT	02228
02	PHARMACY SUPERVISOR	02232
02	PHOTOGRAPHER	08516
02	PHYSICAL THERAPIST 1	02130
02	PHYSICAL THERAPIST 2	02131

02	PHYSICIAN	15186
02	PHYSICIAN ASSISTANT	02550
02	PHYSICIAN ASSISTANT	52550
02	PLANT PATHOLOGIST	05160
02	PRETRIAL INTERVIEWER	30305
02	PROBATION/PAROLE OFFICER 1	30310
02	PROBATION/PAROLE OFFICER 2	30311
02	PROBATION/PAROLE OFFICER 3	30312
02	PROBATION/PAROLE OFFICER 3	80312
02	PRODUCER/DIRECTOR	14723
02	PRODUCTION ASSISTANT	14731
02	PRODUCTION MANAGER	14713
02	PROGRAM PLANNER 1	04020
02	PROGRAM PLANNER 2	04022
02	PROGRAM PLANNER 2	94022
02	PROGRAM PLANNER 3	04023
02	PROGRAM PLANNER 3	94023
02	PSYCHOLOGIST 1	03245
02	PSYCHOLOGIST 1	83245
02	PSYCHOLOGIST 2	03246
02	PSYCHOLOGIST 2	83246
02	PSYCHOLOGIST 3	03248
02	PSYCHOLOGIST 3	83248
02	PUBLIC DEFENDER 1	00633
02	PUBLIC DEFENDER 2	00634
02	PUBLIC DEFENDER 3	00635
02	PUBLIC DEFENDER FELLOW	00629
02	PUBLIC DEFENDER SUPERVISOR 1	00636
02	PUBLIC DEFENDER SUPERVISOR 2	00637
02	PUBLIC INFORMATION ASSISTANT	14737
02	RACING VETERINARIAN CANINE	15056
02	RACING VETERINARIAN EQUINE	15055
02	REFUGEE SPECIALIST 1	00895
02	REFUGEE SPECIALIST 2	00896
02	REGISTERED NURSE	02020
02	REGISTERED NURSE	82020
02	REHABILITATION ASSOCIATE	02567
02	REHABILITATION CONSULTANT	37501
02	REHABILITATION COUNSELOR	02569
02	REHABILITATION COUNSELOR SPECIALIST	02572
02	REHABILITATION REFERRAL SPECIALIST	36301
02	REHABILITATION SUPERVISOR	02573

02	REHABILITATION TECHNOLOGY SPECIALIST	41006
02	REVENUE AUDITOR 2	00343
02	REVENUE AUDITOR 3	00344
02	ROADSIDE DEVELOPMENT SPECIALIST 1	04235
02	ROADSIDE DEVELOPMENT SPECIALIST 2	04236
02	ROADSIDE DEVELOPMENT SPECIALIST 3	04237
02	SEASONAL WORKER	70102
02	SENIOR PRODUCER/DIRECTOR	14722
02	SENIOR SERVICES SPECIALIST FOR THE BLIND 1	41151
02	SENIOR SERVICES SPECIALIST FOR THE BLIND 2	41192
02	SENIOR SERVICES SPECIALIST FOR THE BLIND 3	41121
02	SERVICES SPECIALIST FOR THE BLIND 1	41050
02	SERVICES SPECIALIST FOR THE BLIND 2	41120
02	SOCIAL WORKER 2	03011
02	SOCIAL WORKER 2	23013
02	SOCIAL WORKER 3	03016
02	SOCIAL WORKER 3	23016
02	SOCIAL WORKER 4	03017
02	SOCIAL WORKER 5	03018
02	SOCIAL WORKER 6	03019
02	SOIL CONSERVATION TECHNICIAN 1	05465
02	SOIL CONSERVATION TECHNICIAN 2	05466
02	SOIL CONSERVATION TECHNICIAN 3	05467
02	SOILS PARTY SUPERVISOR	04312
02	SPEECH/LANGUAGE PATHOLOGIST 1	02135
02	SPEECH/LANGUAGE PATHOLOGIST 2	02136
02	STATE AUDITOR 1	94584
02	STATE AUDITOR 2	94585
02	STATE AUDITOR 3	94586
02	STATE AUDITOR 4	14587
02	STATE AUDITOR 5	14589
02	STATE CLIMATOLOGIST	14563
02	STATE EPIDEMIOLOGIST	02431
02	STATE QUARTERMASTER	10020
02	STATISTICAL RESEARCH ANALYST 1	00743
02	STATISTICAL RESEARCH ANALYST 2	00744
02	STATISTICAL RESEARCH ANALYST 3	00746
02	SURVEYS MANAGER	04330
02	TAX ATTORNEY	00600
02	TAX PERFORMANCE SYSTEM ANALYST	00883
02	TECHNICAL SERVICE SPECIALIST SENIOR	00134
02	TECHNOLOGY ACCOUNT MANAGER	00130

02	TELECOMMUNICATIONS DESIGN SPECIALIST	04779
02	TELECOMMUNICATIONS ENGINEER	04787
02	TELECOMMUNICATIONS ENGINEER SENIOR	04788
02	TELECOMMUNICATIONS MARKETING ANALYST	04793
02	TELECOMMUNICATIONS MARKETING ANALYST SR	04794
02	TELECOMMUNICATIONS SALES ENGINEER	04799
02	TELECOMMUNICATIONS SPECIALIST	04780
02	TELECOMMUNICATIONS SPECIALIST SENIOR	04781
02	TELECOMMUNICATIONS TECHNOLOGY ENT EXPERT	04789
02	TEMPORARY WORKER	70002
02	TRANSPORTATION ENGINEER	04243
02	TRANSPORTATION ENGINEER ASSOCIATE	04219
02	TRANSPORTATION ENGINEER ASSOCIATE	54219
02	TRANSPORTATION ENGINEER SENIOR	04245
02	TRANSPORTATION ENGINEER SPECIALIST	04244
02	TRANSPORTATION PLANNER 1	04049
02	TRANSPORTATION PLANNER 2	04051
02	TRANSPORTATION PLANNER 3	04052
02	TRANSPORTATION PLANNER 4	04054
02	TRANSPORTATION STUDENT CO-OP	04220
02	UTILITIES REGULATION ENGINEER 1	00543
02	UTILITIES REGULATION ENGINEER 2	00545
02	UTILITIES REGULATION ENGINEER 3	00546
02	UTILITY ATTORNEY 1	00560
02	UTILITY ATTORNEY 1	90560
02	UTILITY ATTORNEY 2	00561
02	UTILITY ATTORNEY 2	90561
02	UTILIZATION SPECIALIST	14710
02	VETERINARIAN	05138
02	VETERINARIAN SUPERVISOR	05139
02	VETERINARY EPIDEMIOLOGIST	02429
02	VIDEO PRODUCTION COORDINATOR	14728
02	VOCATIONAL INSTRUCTOR	01035
02	VOCATIONAL REHABILITATION SPECIALIST	02576
02	WORKFORCE ADVISOR	00807
02	WORKFORCE PROGRAM COORDINATOR	00809
02	YOUTH COUNSELOR	03054
02	YOUTH COUNSELOR SUPERVISOR	03057
02	YOUTH SERVICES TECHNICIAN	03047
02	YOUTH SERVICES WORKER	03040
03	ARCHITECTURAL TECHNICIAN 1	04363
03	ARCHITECTURAL TECHNICIAN 2	04364

03	ASSISTANT SOILS PARTY CHIEF	04308
03	ASSISTANT SURVEY PARTY CHIEF	04325
03	CRIMINALIST	06018
03	CRIMINALIST SUPERVISOR	06024
03	DENTAL HYGIENIST	02222
03	DENTAL HYGIENIST	82222
03	DESIGN TECHNICIAN	04371
03	DESIGN TECHNICIAN ASSOCIATE	04370
03	DESIGN TECHNICIAN SPECIALIST	04372
03	ELECTRONIC ENGINEER TECHNICIAN	04742
03	ELECTRONIC ENGINEER TECHNICIAN	84742
03	ELECTRONICS TECHNICIAN	08672
03	ELECTRONICS TECHNICIAN	88672
03	ENGINEER 2	14756
03	ENGINEERING OPERATIONS TECHNICIAN	04385
03	ENGINEERING TECHNICIAN SENIOR	04323
03	EVIDENCE TECHNICIAN	06015
03	FINGERPRINT TECHNICIAN	06030
03	FORENSIC AUTOPSY TECHNICIAN	02203
03	FORENSIC MORGUE ATTENDANT	02202
03	FORENSIC SCIENCE TECHNICIAN	06014
03	GEOLOGICAL TECHNICIAN	04401
03	ICN AUDIO-VIDEO TECHNICIAN	08646
03	LABOR SAFETY OFFICER	00670
03	LABORATORY ASSISTANT 2	05166
03	LICENSED PRACTICAL NURSE	02002
03	LICENSED PRACTICAL NURSE	82002
03	MASTER CONTROL OPERATIONS TECH	14716
03	MASTER CONTROL OPERATIONS TECH SENIOR	14717
03	MATERIALS TECHNICIAN 3	04342
03	MATERIALS TECHNICIAN 4	04345
03	MATERIALS TECHNICIAN 5	04353
03	MEDICAL LABORATORY TECHNICIAN	02205
03	MEDICAL TECHNOLOGIST	02215
03	NATURAL RESOURCES TECHNICIAN 1	05301
03	NATURAL RESOURCES TECHNICIAN 2	05331
03	NURSING UNIT COORDINATOR	02000
03	NURSING UNIT COORDINATOR	82000
03	PLANNING AIDE 1	04005
03	PLANNING AIDE 2	04006
03	PLANNING AIDE 3	04007
03	POLYGRAPH EXAMINER	86400

03	PRODUCTION TECHNICIAN	14720
03	PRODUCTION TECHNICIAN SENIOR	14721
03	RADIOLOGICAL TECHNOLOGIST 1	02209
03	RADIOLOGICAL TECHNOLOGIST 2	02211
03	REHABILITATION ASSISTANT	02566
03	RESPIRATORY THERAPY TECHNICIAN	02200
03	SAFETY INSPECTION COORDINATOR	00676
03	SAFETY OFFICER	00761
03	SAFETY OFFICER	80761
03	SAFETY/HEALTH CONSULTANT	00666
03	SEASONAL WORKER	70103
03	SENIOR INDUSTRIAL HYGIENIST	00674
03	SENIOR STATE INDUSTRIES TECHNICIAN	86467
03	SOILS PARTY CHIEF	04310
03	STATE INDUSTRIES PRODUCTION COORDINATOR	86469
03	STATE INDUSTRIES SUPERVISOR	86468
03	STATE INDUSTRIES TECHNICIAN	86465
03	STUDIO ENGINEER	14754
03	STUDIO ENGINEER ADVANCED	14759
03	STUDIO ENGINEER SENIOR	14757
03	SURVEY PARTY CHIEF	04326
03	TEMPORARY WORKER	70003
03	THERAPEUTIC TECHNICIAN	07340
03	TRANSMITTER ENGINEER	14751
03	TRANSMITTER ENGINEER ADVANCED	14753
03	TRANSMITTER ENGINEER SENIOR	14752
04	AIR BASE SECURITY OFFICER	87114
04	AIRPORT ASSISTANT FIRE CHIEF	07131
04	AIRPORT FIREFIGHTER	07130
04	CAPTAIN	16050
04	CAPTAIN	86050
04	CONSERVATION OFFICER	05355
04	CORRECTIONAL OFFICER	86406
04	CORRECTIONAL SUPERVISOR	86411
04	CRIMINAL INTELLIGENCE ANALYST	06019
04	CRIMINAL INTELLIGENCE ANALYST ADVANCED	06021
04	CRIMINAL INTELLIGENCE ANALYST SENIOR	06020
04	CRIMINAL INTELLIGENCE ANALYST SUPERVISOR	06022
04	FIRE INSPECTOR	14810
04	INSTALLATION SECURITY OFFICER	87113
04	LIEUTENANT	16040
04	LIEUTENANT	86040

04	MAJOR	16060
04	MAJOR	86060
04	MOTOR VEHICLE CAPTAIN	86362
04	MOTOR VEHICLE COMMANDER	86364
04	MOTOR VEHICLE COMMANDER UNIFORM	86365
04	MOTOR VEHICLE INVESTIGATOR	86340
04	MOTOR VEHICLE OFFICER	86360
04	MOTOR VEHICLE SERGEANT	86361
04	PARK RANGER	05210
04	PEACE OFFICER CANDIDATE	15223
04	PEACE OFFICER CANDIDATE SENIOR	15224
04	PUBLIC SAFETY ASSISTANT CHIEF	10191
04	PUBLIC SAFETY ASSISTANT CHIEF	80191
04	PUBLIC SAFETY CHIEF	16075
04	PUBLIC SAFETY EXECUTIVE OFFICER	16080
04	RESIDENTIAL OFFICER	30400
04	RESIDENTIAL OFFICER SENIOR	30401
04	SEASONAL WORKER	70104
04	SECURITY GUARD 1	07110
04	SECURITY GUARD 2	07111
04	SECURITY GUARD 3	07113
04	SENIOR CORRECTIONAL OFFICER	86409
04	SERGEANT	16030
04	SERGEANT	86030
04	SPECIAL AGENT 1	10100
04	SPECIAL AGENT 2	10170
04	SPECIAL AGENT 2	80170
04	SPECIAL AGENT IN CHARGE	10188
04	SPECIAL AGENT IN CHARGE	80188
04	SPECIAL INVESTIGATOR	80690
04	TEMPORARY WORKER	70004
04	TROOPER 1	15999
04	TROOPER 2	16000
04	TROOPER 2	86000
04	TROOPER 3	16005
04	TROOPER 3	86005
04	TROOPER PILOT	16010
04	TROOPER PILOT	86010
04	TROOPER PILOT SENIOR	16015
04	TROOPER PILOT SENIOR	86015
06	ACCOUNT CONSULTANT	04796
06	ACCOUNTING CLERK 1	00305

06	ACCOUNTING CLERK 2	00306
06	ACCOUNTING CLERK 3	00307
06	ACCOUNTING CLERK 3	90307
06	ACCOUNTING TECHNICIAN 1	00290
06	ACCOUNTING TECHNICIAN 2	00292
06	ACCOUNTING TECHNICIAN 2	90292
06	ACCOUNTING TECHNICIAN 3	00294
06	ACCOUNTING TECHNICIAN 3	90294
06	ADMINISTRATIVE ASSISTANT 1	00708
06	ADMINISTRATIVE ASSISTANT 1	90708
06	ADMINISTRATIVE ASSISTANT 2	00709
06	ADMINISTRATIVE ASSISTANT 2	90709
06	ADMINISTRATIVE INTERN	00705
06	ADMINISTRATIVE SECRETARY	15003
06	CANTEEN CLERK	07240
06	CANTEEN OPERATOR	07245
06	CHILD SUPPORT RECOVERY OFFICER	03345
06	CHILD SUPPORT RECOVERY SUPERVISOR	03346
06	CLERK	00011
06	CLERK	90011
06	CLERK ADVANCED	00017
06	CLERK ADVANCED	90017
06	CLERK SPECIALIST	00018
06	CLERK SPECIALIST	90018
06	COMMUNICATIONS CENTER SPECIALIST 1	04715
06	COMMUNICATIONS CENTER SPECIALIST 2	04717
06	DISABILITY EXAMINER	03174
06	DISABILITY EXAMINER SPECIALIST	03177
06	DISABILITY EXAMINER SPECIALIST ADVANCED	03178
06	DRIVER & ID SERVICE CENTER ASSOCIATE	06298
06	DRIVER & ID SERVICE CENTER CONSULTANT	06300
06	DRIVER & ID SERVICE CENTER SPECIALIST	06299
06	DRIVER & ID SERVICE CENTER SUPERVISOR 1	06303
06	DRIVER & ID SERVICE CENTER SUPERVISOR 2	06304
06	EDUCATION AIDE	01005
06	ENGINEERING OFFICE ASSISTANT 1	04380
06	ENGINEERING OFFICE ASSISTANT 2	04381
06	EXECUTIVE SECRETARY	15005
06	HUMAN RESOURCES ASSOCIATE	00772
06	HUMAN RESOURCES TECHNICAL ASSISTANT	00770
06	HUMAN RESOURCES TECHNICAL SPECIALIST	00771
06	INCOME MAINTENANCE ADMINISTRATOR	03162

06	INCOME MAINTENANCE SUPERVISOR	03161
06	INCOME MAINTENANCE WORKER 2	03089
06	INCOME MAINTENANCE WORKER 3	03092
06	INCOME MAINTENANCE WORKER 4	03093
06	INCOME MAINTENANCE WORKER 5	03094
06	INCOME MAINTENANCE WORKER 6	03095
06	INFORMATION TECHNOLOGY SUPPORT WORKER 1	00114
06	INFORMATION TECHNOLOGY SUPPORT WORKER 2	00115
06	INFORMATION TECHNOLOGY SUPPORT WORKER 3	00116
06	INFORMATION TECHNOLOGY SUPPORT WORKER 4	00117
06	LEGAL SECRETARY 1	45038
06	LEGAL SECRETARY 2	45039
06	LEGAL SECRETARY 3	45040
06	LIBRARY ASSOCIATE	01310
06	LIBRARY RESOURCES TECHNICIAN	01313
06	LICENSING ASSISTANT	15051
06	LOTTERY DISTRICT SALES REPRESENTATIVE	00915
06	MAIL CLERK 1	00260
06	MAIL CLERK 2	00261
06	PARALEGAL	15004
06	PARALEGAL	45004
06	PARALEGAL	95004
06	PARTS WORKER	08140
06	PSYCHOLOGY ASSISTANT	03242
06	PURCHASING ASSISTANT	00205
06	RECEPTIONIST	00006
06	RETIREMENT BENEFITS TECHNICIAN	00845
06	SEASONAL WORKER	70106
06	SECRETARY 1	00025
06	SECRETARY 1	90025
06	SECRETARY 2	00026
06	SECRETARY 2	90026
06	SECRETARY 3	15002
06	SECRETARY 3	95002
06	SECRETARY/RECEPTIONIST	45044
06	SOCIAL WORK ASSOCIATE	03010
06	STATE INDUSTRIES SALES REPRESENTATIVE	06460
06	STATISTICAL ASSISTANT	00741
06	STOREKEEPER 1	00235
06	STOREKEEPER 2	00236
06	STOREKEEPER 2	80236
06	STOREKEEPER 3	00237

06	STOREKEEPER 3	80237
06	TECHNICAL SERVICE SPECIALIST	00133
06	TELEPHONE OPERATOR	00035
06	TEMPORARY WORKER	70006
06	TYPIST	00012
06	TYPIST ADVANCED	00013
06	UTILITY OFFICE WORKER	00010
06	VEHICLE DISPATCHER	08215
06	WORD PROCESSOR 1	00060
06	WORD PROCESSOR 2	00061
06	WORD PROCESSOR 3	00063
06	WORKFORCE ASSOCIATE	00806
07	AUTOMOTIVE SERVICE WORKER	08365
07	BOILER INSPECTOR	08430
07	CARPENTER 1	08040
07	CARPENTER 2	08041
07	COMMUNICATIONS TECHNICIAN 1	04735
07	COMMUNICATIONS TECHNICIAN 2	04736
07	COMMUNICATIONS TECHNICIAN 3	04737
07	COMMUNITY CORRECTIONS BUILDING MAINT COORD	30505
07	CONSTRUCTION TECHNICIAN SENIOR	04321
07	CONSTRUCTION TECHNICIAN SENIOR	94321
07	CONSTRUCTION TECHNICIAN SUPERVISOR	04322
07	CONTROL CENTER OPERATOR	08000
07	CORRECTIONAL TRADES LEADER	88018
07	CORRECTIONAL TRADES LEADER	08018
07	DISTRICT MECHANIC	08390
07	ELECTRICAL MAINTENANCE SPECIALIST	08028
07	ELECTRICIAN	08326
07	ELECTRICIAN	88326
07	ENERGY MANAGEMENT TECHNICIAN	08004
07	EQUIPMENT OPERATOR	08111
07	EQUIPMENT OPERATOR SENIOR	08113
07	FACILITIES MAINTENANCE COORDINATOR	08012
07	FIRE SERVICE TECHNICAL ASSISTANT	14806
07	FURNITURE UPHOLSTERER	08039
07	GARAGE OPERATIONS ASSISTANT	08115
07	HEAVY EQUIPMENT OPERATOR	08230
07	HIGHWAY MAINTENANCE SUPERVISOR	08117
07	HIGHWAY TECHNICIAN	08122
07	HIGHWAY TECHNICIAN ASSOCIATE	08121
07	HIGHWAY TECHNICIAN SENIOR	08123

07	HVAC COORDINATOR	08330
07	HVAC COORDINATOR	88330
07	HVAC TECHNICIAN	08323
07	HVAC TECHNICIAN	88323
07	LOCKSMITH	08635
07	MACHINIST	08305
07	MAINTENANCE LEADER	08010
07	MAINTENANCE REPAIRER	08016
07	MAINTENANCE REPAIRS SUPERVISOR	08021
07	MAINTENANCE WORKER 2	08006
07	MASON	08042
07	MECHANIC	08375
07	MECHANIC SUPERVISOR	08382
07	PAINTER 1	08043
07	PAINTER 2	08044
07	PLUMBER 1	08045
07	PLUMBER 2	08046
07	POWER PLANT ENGINEER 1	08410
07	POWER PLANT ENGINEER 2	08415
07	POWER PLANT ENGINEER 3	08416
07	POWER PLANT ENGINEER 3	88416
07	POWER PLANT ENGINEER 4	08420
07	POWER PLANT ENGINEER 4	88420
07	SEASONAL WORKER	70107
07	TEMPORARY WORKER	70007
07	VEHICLE FLEET SUPERVISOR	08220
07	WAREHOUSE SUPERVISOR	00256
07	WATER & DISPOSAL PLANT OPERATOR 1	08405
07	WATER & DISPOSAL PLANT OPERATOR 2	08406
08	ACTIVITIES AIDE	02105
08	ACTIVITIES ASSISTANT	02107
08	ACTIVITIES SPECIALIST 1	02110
08	ACTIVITIES SPECIALIST 1	82110
08	ACTIVITIES SPECIALIST 2	02111
08	ACTIVITIES SPECIALIST 2	82111
08	APIARY INSPECTOR	05140
08	BAKER	07225
08	BINDERY WORKER	08510
08	CONSTRUCTION TECHNICIAN	04320
08	CONSTRUCTION TECHNICIAN ASSISTANT	04319
08	COOK 1	07220
08	COOK 2	07221

08	CORRECTIONAL BUILDING SERVICES COORDINATOR	87313
08	CORRECTIONAL FOOD SERVICE COORDINATOR	87237
08	CORRECTIONAL FOOD SERVICE COORDINATOR	07237
08	COSMETOLOGIST	08605
08	CUSTODIAL ASSISTANT	07015
08	CUSTODIAL LEADER	07010
08	CUSTODIAL SUPERVISOR	07017
08	CUSTODIAL WORKER	07005
08	DENTAL ASSISTANT	02220
08	DENTAL ASSISTANT	82220
08	DRIVER	08205
08	FARM LEADER	85015
08	FOOD PRODUCTION SUPERVISOR	07235
08	FOOD SERVICE WORKER	07200
08	FOOD SERVICES ASSISTANT DIRECTOR	07250
08	FOOD SERVICES ASSISTANT DIRECTOR	87250
08	FOOD SERVICES DIRECTOR 1	07252
08	FOOD SERVICES DIRECTOR 2	07253
08	FOOD SERVICES DIRECTOR 2	87253
08	FOOD SERVICES DIRECTOR 3	07254
08	FOOD SERVICES DIRECTOR 3	87254
08	GAMING REPRESENTATIVE 1	15052
08	GAMING REPRESENTATIVE 2	15053
08	INGREDIENT ROOM WORKER 1	07215
08	INGREDIENT ROOM WORKER 2	07216
08	LAUNDRY SUPERVISOR	07311
08	LAUNDRY WORKER 1	07305
08	LAUNDRY WORKER 2	07306
08	MAINTENANCE WORKER 1	08005
08	MATERIALS FABRICATION INSPECTOR 1	04343
08	MATERIALS FABRICATION INSPECTOR 2	04344
08	MECHANIC HELPER	08370
08	MUSEUM GUIDE	01333
08	NURSERY WORKER 1	05005
08	NURSERY WORKER 1	95005
08	NURSERY WORKER 2	05006
08	NURSERY WORKER 2	95006
08	OCCUPATIONAL THERAPY ASSISTANT	02117
08	PHARMACY ASSISTANT	02225
08	PHARMACY TECHNICIAN	02227
08	PHYSICAL THERAPY AIDE	02125
08	PSYCHIATRIC SECURITY SPECIALIST	83220

08	RECREATIONAL AIDE	05200
08	REPRODUCTION EQUIPMENT LEADER	08530
08	REPRODUCTION EQUIPMENT OPERATOR 1	08525
08	REPRODUCTION EQUIPMENT OPERATOR 2	08526
08	RESIDENT AIDE	03200
08	RESIDENT TREATMENT SUPERVISOR	03203
08	RESIDENT TREATMENT TECHNICIAN	03202
08	RESIDENT TREATMENT WORKER	03201
08	SEASONAL WORKER	70108
08	SEWING ROOM ATTENDANT 1	07320
08	SEWING ROOM ATTENDANT 2	07321
08	SIGN FABRICATOR 1	08346
08	SIGN FABRICATOR 2	08347
08	TEMPORARY WORKER	70008
08	TOURISM GUIDE	01363
08	TRACK INSPECTOR	00684
08	TRADES HELPER	08015
08	TRANSPORT DRIVER	08210
08	WAREHOUSE OPERATIONS WORKER	00252
08	WEIGHTS & MEASURES INSPECTOR	05101
08	WELDER	08310