

**Fiscal Year 2025 Report on the Condition of  
Affirmative Action, Diversity, and Multicultural  
Programs in State Government  
and  
Fiscal Year 2026 Plan**

**September 30, 2025**

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Report on the Condition of Affirmative Action,  
Diversity, and Multicultural Programs in State Government  
and  
Fiscal Year 2026 Plan**

**September 30, 2025**

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## Contents

|  |          |
|--|----------|
| <b>Section I. Equal Opportunity in State Government – Affirmative Action</b> | <b>1</b> |
| <b>Section II. FY 2025 Progress and Results</b>                              | <b>3</b> |
| <b>Section III. FY 2026 Plan</b>   | <b>7</b> |
| <b>Section IV: Appendices</b>  | <b>8</b> |
| APPENDIX A: Annual Agency Affirmative Action Report and Plan Submissions     | 8        |
| APPENDIX B: Executive Branch Workforce Composition Five-Year Trends          | 9        |
| APPENDIX C: Workforce Composition Charts Statewide and by Agency             | 14       |
| APPENDIX D: FY 2025 Job Classifications Listed by EEO Job Category           | 79       |

# 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, 2024, through June 30, 2025, 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 2025 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 1,341 employees: a net gain of 607 males and 734 females.
  - The overall representation of females, by percentage, in the State's executive branch workforce increased from 50.16% to 50.50%.
  - The overall representation of minorities, by percentage, in the State's executive branch workforce increased from 9.91% to 10.61%.
- The Officials and Administrators category experienced an increase, by percentage, among females and minorities.
  - In the Official and Administrator category, the percentage of females increased from 53.96% to 54.10%, while the percentage of minorities increased from 8.99% to 9.34%.
- The Professional category experienced an increase, by percentage, among females and minorities.
  - In the Professional category, the percentage of females increased from 58.67% to 58.83%, while the percentage of minorities increased from 11.65% to 11.92%.
- The Technicians category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
  - In the Technicians category, the percentage of females decreased from 38.52% to 38.14%, while the percentage of minorities increased from 4.51% to 4.80%.
- The Protective Service category experienced an increase, by percentage, among females and minorities.
  - In the Protective Service category, the percentage of females increased from 14.88% to 18.26%, while the percentage of minorities increased from 9.18% to 11.72%.

- The Administrative Support category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
  - In the Administrative Support category, the percentage of females decreased from 86.67% to 86.30%, while the percentage of minorities increased from 11.11% to 11.24%.
- The Skilled Craft category experienced no percentage change, among females, and a decrease, by percentage, among minorities.
  - In the Skilled Craft category, the percentage of females remained 1.65%, while the percentage of minorities decreased from 3.74% to 3.29%.
- 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 56.72% to 55.27%, while the percentage of minorities increased from 14.08% to 16.31%.

## State Recruitment Coordinating Committee <sup>1</sup>

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 2025, 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:** The on-demand *Vacancy to Hire* course remains a valuable resource for hiring managers, helping ensure best practices are consistently applied for 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.

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<sup>1</sup> 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 2025, 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 2025, 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 Vacancy 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 learning admins; through Workday Learning 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 2026 Plan**

To aid in affirmative action goal setting for FY 2026, 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 2026 will be submitted to DAS at the end of FY 2026.

## 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  | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------|--------|--------|--------|--------|--------|
| Male   | 49.95% | 50.20% | 49.98% | 49.84% | 49.50% |
| Female | 50.05% | 49.80% | 50.02% | 50.16% | 50.50% |

### *Category 1 - Officials/Administrators*

| Class  | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------|--------|--------|--------|--------|--------|
| Male   | 47.56% | 47.40% | 46.50% | 46.04% | 45.90% |
| Female | 52.44% | 52.60% | 53.50% | 53.96% | 54.10% |

### *Category 2 – Professional*

| Class  | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------|--------|--------|--------|--------|--------|
| Male   | 41.11% | 41.46% | 41.33% | 41.33% | 41.17% |
| Female | 58.89% | 58.54% | 58.67% | 58.67% | 58.83% |

### *Category 3 - Technician*

| Class  | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------|--------|--------|--------|--------|--------|
| Male   | 61.69% | 63.39% | 63.81% | 61.48% | 61.86% |
| Female | 38.31% | 36.61% | 36.19% | 38.52% | 38.14% |

### *Category 4 - Protective Service*

| Class  | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------|--------|--------|--------|--------|--------|
| Male   | 86.99% | 86.64% | 85.01% | 85.12% | 81.74% |
| Female | 13.01% | 13.36% | 14.99% | 14.88% | 18.26% |

### *Category 6 - Administrative Support*

| Class  | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------|--------|--------|--------|--------|--------|
| Male   | 13.80% | 13.86% | 13.49% | 13.33% | 13.70% |
| Female | 86.20% | 86.14% | 86.51% | 86.67% | 86.30% |

*Category 7 - Skilled Craft Workers*

| <b>Class</b>  | <b>FY2021</b> | <b>FY2022</b> | <b>FY2023</b> | <b>FY2024</b> | <b>FY2025</b> |
|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Male</b>   | 98.05%        | 98.07%        | 97.97%        | 98.35%        | 98.35%        |
| <b>Female</b> | 1.95%         | 1.93%         | 2.03%         | 1.65%         | 1.65%         |

*Category 8 - Service/Maintenance*

| <b>Class</b>  | <b>FY2021</b> | <b>FY2022</b> | <b>FY2023</b> | <b>FY2024</b> | <b>FY2025</b> |
|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Male</b>   | 40.17%        | 39.91%        | 41.35%        | 43.28%        | 44.73%        |
| <b>Female</b> | 59.83%        | 60.09%        | 58.65%        | 56.72%        | 55.27%        |

## Minorities

### *Executive Branch - Total*

| Class        | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 90.96% | 90.28% | 90.45% | 90.09% | 89.39% |
| Minority     | 9.04%  | 9.72%  | 9.55%  | 9.91%  | 10.61% |

### *Category 1 -Officials/Administrators*

| Class        | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 92.24% | 91.27% | 90.79% | 91.01% | 90.66% |
| Minority     | 7.76%  | 8.73%  | 9.21%  | 8.99%  | 9.34%  |

### *Category 2 – Professional*

| Class        | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 89.24% | 88.31% | 88.63% | 88.35% | 88.08% |
| Minority     | 10.76% | 11.69% | 11.37% | 11.65% | 11.92% |

### *Category 3 - Technician*

| Class        | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 93.92% | 94.48% | 95.10% | 95.49% | 95.20% |
| Minority     | 6.08%  | 5.52%  | 4.90%  | 4.51%  | 4.80%  |

### *Category 4 - Protective Service: Sworn*

| Class        | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 92.56% | 91.71% | 91.43% | 90.82% | 88.28% |
| Minority     | 7.44%  | 8.29%  | 8.57%  | 9.18%  | 11.72% |

### *Category 6 - Administrative Support*

| Class        | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 88.99% | 88.80% | 89.44% | 88.89% | 88.76% |
| Minority     | 11.01% | 11.20% | 10.56% | 11.11% | 11.24% |

### *Category 7 - Skilled Craft Workers*

| Class        | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 97.14% | 96.46% | 96.89% | 96.26% | 96.71% |
| Minority     | 2.86%  | 3.54%  | 3.11%  | 3.74%  | 3.29%  |

*Category 8 - Service/Maintenance*

| <b>Class</b>        | <b>FY2021</b> | <b>FY2022</b> | <b>FY2023</b> | <b>FY2024</b> | <b>FY2025</b> |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Non-Minority</b> | 88.08%        | 86.93%        | 86.74%        | 85.92%        | 83.69%        |
| <b>Minority</b>     | 11.92%        | 13.07%        | 13.26%        | 14.08%        | 16.31%        |

**APPENDIX C:**  
**WORKFORCE COMPOSITION CHARTS**  
**STATEWIDE AND BY AGENCY**

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

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

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 8,822                   | 8,215                    | 607                   | 49.50%                                | 49.84%          |
| Female              | 9,001                   | 8,267                    | 734                   | 50.50%                                | 50.16%          |
| Non-Minority        | 15,932                  | 14,849                   | 1,083                 | 89.39%                                | 90.09%          |
| Minority            | 1,891                   | 1,633                    | 258                   | 10.61%                                | 9.91%           |
| <b>TOTALS</b>       | <b>17,823</b>           | <b>16,482</b>            | <b>1,341</b>          |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 1,484                   | 1,341                    | 143                   | 45.90%                                | 46.04%          |
| Female                           | 1,749                   | 1,572                    | 177                   | 54.10%                                | 53.96%          |
| Non-Minority                     | 2,931                   | 2,651                    | 280                   | 90.66%                                | 91.01%          |
| Minority                         | 302                     | 262                      | 40                    | 9.34%                                 | 8.99%           |
| <b>TOTALS</b>                    | <b>3,233</b>            | <b>2,913</b>             | <b>320</b>            |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 2,287                   | 1,994                    | 293                   | 41.17%                                | 41.33%          |
| Female                 | 3,268                   | 2,830                    | 438                   | 58.83%                                | 58.67%          |
| Non-Minority           | 4,893                   | 4,262                    | 631                   | 88.08%                                | 88.35%          |
| Minority               | 662                     | 562                      | 100                   | 11.92%                                | 11.65%          |
| <b>TOTALS</b>          | <b>5,555</b>            | <b>4,824</b>             | <b>731</b>            |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                 | 412                     | 423                      | -11                   | 61.86%                                | 61.48%          |
| Female               | 254                     | 265                      | -11                   | 38.14%                                | 38.52%          |
| Non-Minority         | 634                     | 657                      | -23                   | 95.20%                                | 95.49%          |
| Minority             | 32                      | 31                       | 1                     | 4.80%                                 | 4.51%           |
| <b>TOTALS</b>        | <b>666</b>              | <b>688</b>               | <b>-22</b>            |                                       |                 |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
|                              |              |               |            | Current                    | Previous |
| Male                         | 2,086        | 1,910         | 176        | 81.74%                     | 85.12%   |
| Female                       | 466          | 334           | 132        | 18.26%                     | 14.88%   |
| Non-Minority                 | 2,253        | 2,038         | 215        | 88.28%                     | 90.82%   |
| Minority                     | 299          | 206           | 93         | 11.72%                     | 9.18%    |
| <b>TOTALS</b>                | <b>2,552</b> | <b>2,244</b>  | <b>308</b> |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 396          | 373           | 23         | 13.70%                     | 13.33%   |
| Female                    | 2,495        | 2,426         | 69         | 86.30%                     | 86.67%   |
| Non-Minority              | 2,566        | 2,488         | 78         | 88.76%                     | 88.89%   |
| Minority                  | 325          | 311           | 14         | 11.24%                     | 11.11%   |
| <b>TOTALS</b>             | <b>2,891</b> | <b>2,799</b>  | <b>92</b>  |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 1,553        | 1,553         | 0          | 98.35%                     | 98.35%   |
| Female           | 26           | 26            | 0          | 1.65%                      | 1.65%    |
| Non-Minority     | 1,527        | 1,520         | 7          | 96.71%                     | 96.26%   |
| Minority         | 52           | 59            | -7         | 3.29%                      | 3.74%    |
| <b>TOTALS</b>    | <b>1,579</b> | <b>1,579</b>  | <b>0</b>   |                            |          |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 598          | 621           | -23        | 44.73%                     | 43.28%   |
| Female                 | 739          | 814           | -75        | 55.27%                     | 56.72%   |
| Non-Minority           | 1,119        | 1,233         | -114       | 83.69%                     | 85.92%   |
| Minority               | 218          | 202           | 16         | 16.31%                     | 14.08%   |
| <b>TOTALS</b>          | <b>1,337</b> | <b>1,435</b>  | <b>-98</b> |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 127                     | 121                      | 6                     | 43.79%                                | 46.18%          |
| Female              | 163                     | 141                      | 22                    | 56.21%                                | 53.82%          |
| Non-Minority        | 263                     | 236                      | 27                    | 90.69%                                | 90.08%          |
| Minority            | 27                      | 26                       | 1                     | 9.31%                                 | 9.92%           |
| <b>TOTALS</b>       | <b>290</b>              | <b>262</b>               | <b>28</b>             |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 42                      | 35                       | 7                     | 49.41%                                | 47.30%          |
| Female                           | 43                      | 39                       | 4                     | 50.59%                                | 52.70%          |
| Non-Minority                     | 80                      | 71                       | 9                     | 94.12%                                | 95.95%          |
| Minority                         | 5                       | 3                        | 2                     | 5.88%                                 | 4.05%           |
| <b>TOTALS</b>                    | <b>85</b>               | <b>74</b>                | <b>11</b>             |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 24                      | 22                       | 2                     | 24.74%                                | 28.21%          |
| Female                 | 73                      | 56                       | 17                    | 75.26%                                | 71.79%          |
| Non-Minority           | 90                      | 72                       | 18                    | 92.78%                                | 92.31%          |
| Minority               | 7                       | 6                        | 1                     | 7.22%                                 | 7.69%           |
| <b>TOTALS</b>          | <b>97</b>               | <b>78</b>                | <b>19</b>             |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>1</b>                | <b>1</b>                 | <b>0</b>              |                                       |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 9            | 11            | -2         | 20.45%                     | 24.44%   |
| Female                    | 35           | 34            | 1          | 79.55%                     | 75.56%   |
| Non-Minority              | 38           | 38            | 0          | 86.36%                     | 84.44%   |
| Minority                  | 6            | 7             | -1         | 13.64%                     | 15.56%   |
| <b>TOTALS</b>             | <b>44</b>    | <b>45</b>     | <b>-1</b>  |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 29           | 28            | 1          | 96.67%                     | 96.55%   |
| Female           | 1            | 1             | 0          | 3.33%                      | 3.45%    |
| Non-Minority     | 28           | 26            | 2          | 93.33%                     | 89.66%   |
| Minority         | 2            | 3             | -1         | 6.67%                      | 10.34%   |
| <b>TOTALS</b>    | <b>30</b>    | <b>29</b>     | <b>1</b>   |                            |          |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 23           | 25            | -2         | 69.70%                     | 71.43%   |
| Female                 | 10           | 10            | 0          | 30.30%                     | 28.57%   |
| Non-Minority           | 26           | 28            | -2         | 78.79%                     | 80.00%   |
| Minority               | 7            | 7             | 0          | 21.21%                     | 20.00%   |
| <b>TOTALS</b>          | <b>33</b>    | <b>35</b>     | <b>-2</b>  |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 155                     | 157                      | -2                    | 43.42%                            | 44.73%          |
| Female              | 202                     | 194                      | 8                     | 56.58%                            | 55.27%          |
| Non-Minority        | 344                     | 339                      | 5                     | 96.36%                            | 96.58%          |
| Minority            | 13                      | 12                       | 1                     | 3.64%                             | 3.42%           |
| <b>TOTALS</b>       | <b>357</b>              | <b>351</b>               | <b>6</b>              |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 69                      | 71                       | -2                    | 62.16%                            | 63.39%          |
| Female                           | 42                      | 41                       | 1                     | 37.84%                            | 36.61%          |
| Non-Minority                     | 105                     | 107                      | -2                    | 94.59%                            | 95.54%          |
| Minority                         | 6                       | 5                        | 1                     | 5.41%                             | 4.46%           |
| <b>TOTALS</b>                    | <b>111</b>              | <b>112</b>               | <b>-1</b>             |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 78                      | 77                       | 1                     | 58.21%                            | 62.10%          |
| Female                 | 56                      | 47                       | 9                     | 41.79%                            | 37.90%          |
| Non-Minority           | 128                     | 118                      | 10                    | 95.52%                            | 95.16%          |
| Minority               | 6                       | 6                        | 0                     | 4.48%                             | 4.84%           |
| <b>TOTALS</b>          | <b>134</b>              | <b>124</b>               | <b>10</b>             |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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                    | 103          | 105           | -2         | 100.00%                    | 100.00%  |
| Non-Minority              | 102          | 104           | -2         | 99.03%                     | 99.05%   |
| Minority                  | 1            | 1             | 0          | 0.97%                      | 0.95%    |
| <b>TOTALS</b>             | <b>103</b>   | <b>105</b>    | <b>-2</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

**Attorney General (Department of Justice)**  
**Workforce Composition**  
**Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 114                 | 107                  | 7                 | 44.36%                            | 43.15%          |
| Female              | 143                 | 141                  | 2                 | 55.64%                            | 56.85%          |
| Non-Minority        | 234                 | 226                  | 8                 | 91.05%                            | 91.13%          |
| Minority            | 23                  | 22                   | 1                 | 8.95%                             | 8.87%           |
| <b>TOTALS</b>       | <b>257</b>          | <b>248</b>           | <b>9</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 25                  | 24                   | 1                 | 47.17%                            | 52.17%          |
| Female                           | 28                  | 22                   | 6                 | 52.83%                            | 47.83%          |
| Non-Minority                     | 49                  | 42                   | 7                 | 92.45%                            | 91.30%          |
| Minority                         | 4                   | 4                    | 0                 | 7.55%                             | 8.70%           |
| <b>TOTALS</b>                    | <b>53</b>           | <b>46</b>            | <b>7</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 87                  | 82                   | 5                 | 53.05%                            | 50.00%          |
| Female                 | 77                  | 82                   | -5                | 46.95%                            | 50.00%          |
| Non-Minority           | 149                 | 151                  | -2                | 90.85%                            | 92.07%          |
| Minority               | 15                  | 13                   | 2                 | 9.15%                             | 7.93%           |
| <b>TOTALS</b>          | <b>164</b>          | <b>164</b>           | <b>0</b>          |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 2            | 1             | 1          | 5.00%                      | 2.63%    |
| Female                    | 38           | 37            | 1          | 95.00%                     | 97.37%   |
| Non-Minority              | 36           | 33            | 3          | 90.00%                     | 86.84%   |
| Minority                  | 4            | 5             | -1         | 10.00%                     | 13.16%   |
| <b>TOTALS</b>             | <b>40</b>    | <b>38</b>     | <b>2</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Auditor of State, Office of the  
Workforce Composition  
Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 56                      | 55                       | 1                     | 57.14%                            | 55.56%          |
| Female              | 42                      | 44                       | -2                    | 42.86%                            | 44.44%          |
| Non-Minority        | 87                      | 87                       | 0                     | 88.78%                            | 87.88%          |
| Minority            | 11                      | 12                       | -1                    | 11.22%                            | 12.12%          |
| <b>TOTALS</b>       | <b>98</b>               | <b>99</b>                | <b>-1</b>             |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 7                       | 6                        | 1                     | 58.33%                            | 60.00%          |
| Female                           | 5                       | 4                        | 1                     | 41.67%                            | 40.00%          |
| Non-Minority                     | 12                      | 10                       | 2                     | 100.00%                           | 100.00%         |
| Minority                         | 0                       | 0                        | 0                     | 0.00%                             | 0.00%           |
| <b>TOTALS</b>                    | <b>12</b>               | <b>10</b>                | <b>2</b>              |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 49                      | 49                       | 0                     | 57.65%                            | 55.68%          |
| Female                 | 36                      | 39                       | -3                    | 42.35%                            | 44.32%          |
| Non-Minority           | 74                      | 76                       | -2                    | 87.06%                            | 86.36%          |
| Minority               | 11                      | 12                       | -1                    | 12.94%                            | 13.64%          |
| <b>TOTALS</b>          | <b>85</b>               | <b>88</b>                | <b>-3</b>             |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>             | <b>1</b>     | <b>1</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Blind, Department for the  
Workforce Composition  
Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 27                      | 28                       | -1                    | 36.00%                            | 36.84%          |
| Female              | 48                      | 48                       | 0                     | 64.00%                            | 63.16%          |
| Non-Minority        | 63                      | 64                       | -1                    | 84.00%                            | 84.21%          |
| Minority            | 12                      | 12                       | 0                     | 16.00%                            | 15.79%          |
| <b>TOTALS</b>       | <b>75</b>               | <b>76</b>                | <b>-1</b>             |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 2                       | 2                        | 0                     | 33.33%                            | 28.57%          |
| Female                           | 4                       | 5                        | -1                    | 66.67%                            | 71.43%          |
| Non-Minority                     | 5                       | 6                        | -1                    | 83.33%                            | 85.71%          |
| Minority                         | 1                       | 1                        | 0                     | 16.67%                            | 14.29%          |
| <b>TOTALS</b>                    | <b>6</b>                | <b>7</b>                 | <b>-1</b>             |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 20                      | 23                       | -3                    | 37.04%                            | 41.07%          |
| Female                 | 34                      | 33                       | 1                     | 62.96%                            | 58.93%          |
| Non-Minority           | 44                      | 45                       | -1                    | 81.48%                            | 80.36%          |
| Minority               | 10                      | 11                       | -1                    | 18.52%                            | 19.64%          |
| <b>TOTALS</b>          | <b>54</b>               | <b>56</b>                | <b>-2</b>             |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 3            | 1             | 2          | 23.08%                     | 9.09%    |
| Female                    | 10           | 10            | 0          | 76.92%                     | 90.91%   |
| Non-Minority              | 12           | 11            | 1          | 92.31%                     | 100.00%  |
| Minority                  | 1            | 0             | 1          | 7.69%                      | 0.00%    |
| <b>TOTALS</b>             | <b>13</b>    | <b>11</b>     | <b>2</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>1</b>     | <b>1</b>      | <b>0</b>   |                            |          |

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

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 4                   | 3                    | 1                 | 44.44%                            | 30.00%          |
| Female              | 5                   | 7                    | -2                | 55.56%                            | 70.00%          |
| Non-Minority        | 6                   | 8                    | -2                | 66.67%                            | 80.00%          |
| Minority            | 3                   | 2                    | 1                 | 33.33%                            | 20.00%          |
| <b>TOTALS</b>       | <b>9</b>            | <b>10</b>            | <b>-1</b>         |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 3                   | 2                    | 1                 | 60.00%                            | 40.00%          |
| Female                           | 2                   | 3                    | -1                | 40.00%                            | 60.00%          |
| Non-Minority                     | 3                   | 4                    | -1                | 60.00%                            | 80.00%          |
| Minority                         | 2                   | 1                    | 1                 | 40.00%                            | 20.00%          |
| <b>TOTALS</b>                    | <b>5</b>            | <b>5</b>             | <b>0</b>          |                                   |                 |

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

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 4. PROTECTIVE SERVICE: SWORN | Current<br>Year | Previous<br>Year | Net<br>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%    |
| <b>TOTALS</b>                | <b>0</b>        | <b>0</b>         | <b>0</b>      |                            |          |

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

| 7. SKILLED CRAFT | Current<br>Year | Previous<br>Year | Net<br>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%    |
| <b>TOTALS</b>    | <b>0</b>        | <b>0</b>         | <b>0</b>      |                            |          |

| 8. SERVICE/MAINTENANCE | Current<br>Year | Previous<br>Year | Net<br>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%    |
| <b>TOTALS</b>          | <b>0</b>        | <b>0</b>         | <b>0</b>      |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 46                  | 49                   | -3                | 71.88%                            | 71.01%          |
| Female              | 18                  | 20                   | -2                | 28.13%                            | 28.99%          |
| Non-Minority        | 55                  | 61                   | -6                | 85.94%                            | 88.41%          |
| Minority            | 9                   | 8                    | 1                 | 14.06%                            | 11.59%          |
| <b>TOTALS</b>       | <b>64</b>           | <b>69</b>            | <b>-5</b>         |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 8                   | 11                   | -3                | 61.54%                            | 61.11%          |
| Female                           | 5                   | 7                    | -2                | 38.46%                            | 38.89%          |
| Non-Minority                     | 9                   | 14                   | -5                | 69.23%                            | 77.78%          |
| Minority                         | 4                   | 4                    | 0                 | 30.77%                            | 22.22%          |
| <b>TOTALS</b>                    | <b>13</b>           | <b>18</b>            | <b>-5</b>         |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 30                  | 29                   | 1                 | 76.92%                            | 76.32%          |
| Female                 | 9                   | 9                    | 0                 | 23.08%                            | 23.68%          |
| Non-Minority           | 35                  | 34                   | 1                 | 89.74%                            | 89.47%          |
| Minority               | 4                   | 4                    | 0                 | 10.26%                            | 10.53%          |
| <b>TOTALS</b>          | <b>39</b>           | <b>38</b>            | <b>1</b>          |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 4            | 5             | -1         | 50.00%                     | 55.56%   |
| Female                    | 4            | 4             | 0          | 50.00%                     | 44.44%   |
| Non-Minority              | 7            | 9             | -2         | 87.50%                     | 100.00%  |
| Minority                  | 1            | 0             | 1          | 12.50%                     | 0.00%    |
| <b>TOTALS</b>             | <b>8</b>     | <b>9</b>      | <b>-1</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>4</b>     | <b>4</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Corrections, Department of  
Workforce Composition  
Comparison for Total Agency and by EEO Category<sup>2</sup>**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 2,153                   | 1,622                    | 531                   | 61.16%                            | 66.78%          |
| Female              | 1,367                   | 807                      | 560                   | 38.84%                            | 33.22%          |
| Non-Minority        | 3,088                   | 2,190                    | 898                   | 87.73%                            | 90.16%          |
| Minority            | 432                     | 239                      | 193                   | 12.27%                            | 9.84%           |
| <b>TOTALS</b>       | <b>3,520</b>            | <b>2,429</b>             | <b>1,091</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 209                     | 106                      | 103                   | 53.73%                            | 55.79%          |
| Female                           | 180                     | 84                       | 96                    | 46.27%                            | 44.21%          |
| Non-Minority                     | 353                     | 177                      | 176                   | 90.75%                            | 93.16%          |
| Minority                         | 36                      | 13                       | 23                    | 9.25%                             | 6.84%           |
| <b>TOTALS</b>                    | <b>389</b>              | <b>190</b>               | <b>199</b>            |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 359                     | 122                      | 237                   | 43.89%                            | 35.47%          |
| Female                 | 459                     | 222                      | 237                   | 56.11%                            | 64.53%          |
| Non-Minority           | 722                     | 312                      | 410                   | 88.26%                            | 90.70%          |
| Minority               | 96                      | 32                       | 64                    | 11.74%                            | 9.30%           |
| <b>TOTALS</b>          | <b>818</b>              | <b>344</b>               | <b>474</b>            |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                 | 65                      | 68                       | -3                    | 55.08%                            | 60.18%          |
| Female               | 53                      | 45                       | 8                     | 44.92%                            | 39.82%          |
| Non-Minority         | 113                     | 109                      | 4                     | 95.76%                            | 96.46%          |
| Minority             | 5                       | 4                        | 1                     | 4.24%                             | 3.54%           |
| <b>TOTALS</b>        | <b>118</b>              | <b>113</b>               | <b>5</b>              |                                   |                 |

<sup>2</sup> Community-Based Corrections (CBC) are now reported under the Department of Corrections (DOC). This addition, to the centralized payroll system, has led to an inflated net change for this reporting period.

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
|                              |              |               |            | Current                    | Previous |
| Male                         | 1,282        | 1,107         | 175        | 75.68%                     | 80.04%   |
| Female                       | 412          | 276           | 136        | 24.32%                     | 19.96%   |
| Non-Minority                 | 1,431        | 1,212         | 219        | 84.47%                     | 87.64%   |
| Minority                     | 263          | 171           | 92         | 15.53%                     | 12.36%   |
| <b>TOTALS</b>                | <b>1,694</b> | <b>1,383</b>  | <b>311</b> |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 15           | 10            | 5          | 7.35%                      | 8.20%    |
| Female                    | 189          | 112           | 77         | 92.65%                     | 91.80%   |
| Non-Minority              | 191          | 118           | 73         | 93.63%                     | 96.72%   |
| Minority                  | 13           | 4             | 9          | 6.37%                      | 3.28%    |
| <b>TOTALS</b>             | <b>204</b>   | <b>122</b>    | <b>82</b>  |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 113          | 103           | 10         | 99.12%                     | 99.04%   |
| Female           | 1            | 1             | 0          | 0.88%                      | 0.96%    |
| Non-Minority     | 112          | 102           | 10         | 98.25%                     | 98.08%   |
| Minority         | 2            | 2             | 0          | 1.75%                      | 1.92%    |
| <b>TOTALS</b>    | <b>114</b>   | <b>104</b>    | <b>10</b>  |                            |          |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 110          | 106           | 4          | 60.11%                     | 61.27%   |
| Female                 | 73           | 67            | 6          | 39.89%                     | 38.73%   |
| Non-Minority           | 166          | 160           | 6          | 90.71%                     | 92.49%   |
| Minority               | 17           | 13            | 4          | 9.29%                      | 7.51%    |
| <b>TOTALS</b>          | <b>183</b>   | <b>173</b>    | <b>10</b>  |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 30                      | 32                       | -2                    | 31.58%                            | 34.04%          |
| Female              | 65                      | 62                       | 3                     | 68.42%                            | 65.96%          |
| Non-Minority        | 91                      | 89                       | 2                     | 95.79%                            | 94.68%          |
| Minority            | 4                       | 5                        | -1                    | 4.21%                             | 5.32%           |
| <b>TOTALS</b>       | <b>95</b>               | <b>94</b>                | <b>1</b>              |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 26                      | 30                       | -4                    | 32.50%                            | 36.59%          |
| Female                           | 54                      | 52                       | 2                     | 67.50%                            | 63.41%          |
| Non-Minority                     | 76                      | 77                       | -1                    | 95.00%                            | 93.90%          |
| Minority                         | 4                       | 5                        | -1                    | 5.00%                             | 6.10%           |
| <b>TOTALS</b>                    | <b>80</b>               | <b>82</b>                | <b>-2</b>             |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 4                       | 2                        | 2                     | 28.57%                            | 18.18%          |
| Female                 | 10                      | 9                        | 1                     | 71.43%                            | 81.82%          |
| Non-Minority           | 14                      | 11                       | 3                     | 100.00%                           | 100.00%         |
| Minority               | 0                       | 0                        | 0                     | 0.00%                             | 0.00%           |
| <b>TOTALS</b>          | <b>14</b>               | <b>11</b>                | <b>3</b>              |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>             | <b>1</b>     | <b>1</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Education, Department of  
Workforce Composition  
Comparison for Total Agency and by EEO Category<sup>3</sup>**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 102                     | 53                       | 49                    | 23.89%                                | 25.12%          |
| Female              | 325                     | 158                      | 167                   | 76.11%                                | 74.88%          |
| Non-Minority        | 382                     | 189                      | 193                   | 89.46%                                | 89.57%          |
| Minority            | 45                      | 22                       | 23                    | 10.54%                                | 10.43%          |
| <b>TOTALS</b>       | <b>427</b>              | <b>211</b>               | <b>216</b>            |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 28                      | 14                       | 14                    | 37.33%                                | 32.56%          |
| Female                           | 47                      | 29                       | 18                    | 62.67%                                | 67.44%          |
| Non-Minority                     | 69                      | 41                       | 28                    | 92.00%                                | 95.35%          |
| Minority                         | 6                       | 2                        | 4                     | 8.00%                                 | 4.65%           |
| <b>TOTALS</b>                    | <b>75</b>               | <b>43</b>                | <b>32</b>             |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 52                      | 36                       | 16                    | 18.91%                                | 24.49%          |
| Female                 | 223                     | 111                      | 112                   | 81.09%                                | 75.51%          |
| Non-Minority           | 246                     | 132                      | 114                   | 89.45%                                | 89.80%          |
| Minority               | 29                      | 15                       | 14                    | 10.55%                                | 10.20%          |
| <b>TOTALS</b>          | <b>275</b>              | <b>147</b>               | <b>128</b>            |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                       |                 |

<sup>3</sup> Iowa School for the Deaf (ISD) and Iowa Educational Services for the Blind and Visually Impaired (IESBVI) are now reported under the Department of Education (DOE). This addition, to the centralized payroll system, has led to an inflated net change for this reporting period.

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 3            | 1             | 2          | 7.32%                      | 5.26%    |
| Female                    | 38           | 18            | 20         | 92.68%                     | 94.74%   |
| Non-Minority              | 35           | 14            | 21         | 85.37%                     | 73.68%   |
| Minority                  | 6            | 5             | 1          | 14.63%                     | 26.32%   |
| <b>TOTALS</b>             | <b>41</b>    | <b>19</b>     | <b>22</b>  |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 9            | 2             | 7          | 100.00%                    | 100.00%  |
| Female           | 0            | 0             | 0          | 0.00%                      | 0.00%    |
| Non-Minority     | 9            | 2             | 7          | 100.00%                    | 100.00%  |
| Minority         | 0            | 0             | 0          | 0.00%                      | 0.00%    |
| <b>TOTALS</b>    | <b>9</b>     | <b>2</b>      | <b>7</b>   |                            |          |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 10           | 0             | 10         | 37.04%                     | 0.00%    |
| Female                 | 17           | 0             | 17         | 62.96%                     | 0.00%    |
| Non-Minority           | 23           | 0             | 23         | 85.19%                     | 0.00%    |
| Minority               | 4            | 0             | 4          | 14.81%                     | 0.00%    |
| <b>TOTALS</b>          | <b>27</b>    | <b>0</b>      | <b>27</b>  |                            |          |

**Ethics & Campaign Disclosure Board**  
**Workforce Composition**  
**Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 3                   | 3                    | 0                 | 42.86%                            | 42.86%          |
| Female              | 4                   | 4                    | 0                 | 57.14%                            | 57.14%          |
| Non-Minority        | 6                   | 6                    | 0                 | 85.71%                            | 85.71%          |
| Minority            | 1                   | 1                    | 0                 | 14.29%                            | 14.29%          |
| <b>TOTALS</b>       | <b>7</b>            | <b>7</b>             | <b>0</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>                    | <b>1</b>            | <b>1</b>             | <b>0</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 2                   | 2                    | 0                 | 40.00%                            | 40.00%          |
| Female                 | 3                   | 3                    | 0                 | 60.00%                            | 60.00%          |
| Non-Minority           | 4                   | 4                    | 0                 | 80.00%                            | 80.00%          |
| Minority               | 1                   | 1                    | 0                 | 20.00%                            | 20.00%          |
| <b>TOTALS</b>          | <b>5</b>            | <b>5</b>             | <b>0</b>          |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>             | <b>1</b>     | <b>1</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 33                  | 34                   | -1                | 37.50%                            | 38.64%          |
| Female              | 55                  | 54                   | 1                 | 62.50%                            | 61.36%          |
| Non-Minority        | 82                  | 82                   | 0                 | 93.18%                            | 93.18%          |
| Minority            | 6                   | 6                    | 0                 | 6.82%                             | 6.82%           |
| <b>TOTALS</b>       | <b>88</b>           | <b>88</b>            | <b>0</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 18                  | 20                   | -2                | 33.33%                            | 36.36%          |
| Female                           | 36                  | 35                   | 1                 | 66.67%                            | 63.64%          |
| Non-Minority                     | 53                  | 54                   | -1                | 98.15%                            | 98.18%          |
| Minority                         | 1                   | 1                    | 0                 | 1.85%                             | 1.82%           |
| <b>TOTALS</b>                    | <b>54</b>           | <b>55</b>            | <b>-1</b>         |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 11                  | 10                   | 1                 | 47.83%                            | 43.48%          |
| Female                 | 12                  | 13                   | -1                | 52.17%                            | 56.52%          |
| Non-Minority           | 21                  | 21                   | 0                 | 91.30%                            | 91.30%          |
| Minority               | 2                   | 2                    | 0                 | 8.70%                             | 8.70%           |
| <b>TOTALS</b>          | <b>23</b>           | <b>23</b>            | <b>0</b>          |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 4            | 4             | 0          | 36.36%                     | 40.00%   |
| Female                    | 7            | 6             | 1          | 63.64%                     | 60.00%   |
| Non-Minority              | 8            | 7             | 1          | 72.73%                     | 70.00%   |
| Minority                  | 3            | 3             | 0          | 27.27%                     | 30.00%   |
| <b>TOTALS</b>             | <b>11</b>    | <b>10</b>     | <b>1</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 966                 | 1,001                | -35               | 23.24%                            | 23.49%          |
| Female              | 3,191               | 3,260                | -69               | 76.76%                            | 76.51%          |
| Non-Minority        | 3,652               | 3,774                | -122              | 87.85%                            | 88.57%          |
| Minority            | 505                 | 487                  | 18                | 12.15%                            | 11.43%          |
| <b>TOTALS</b>       | <b>4,157</b>        | <b>4,261</b>         | <b>-104</b>       |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 170                 | 177                  | -7                | 26.40%                            | 28.27%          |
| Female                           | 474                 | 449                  | 25                | 73.60%                            | 71.73%          |
| Non-Minority                     | 585                 | 574                  | 11                | 90.84%                            | 91.69%          |
| Minority                         | 59                  | 52                   | 7                 | 9.16%                             | 8.31%           |
| <b>TOTALS</b>                    | <b>644</b>          | <b>626</b>           | <b>18</b>         |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 310                 | 294                  | 16                | 22.37%                            | 22.04%          |
| Female                 | 1,076               | 1,040                | 36                | 77.63%                            | 77.96%          |
| Non-Minority           | 1,220               | 1,183                | 37                | 88.02%                            | 88.68%          |
| Minority               | 166                 | 151                  | 15                | 11.98%                            | 11.32%          |
| <b>TOTALS</b>          | <b>1,386</b>        | <b>1,334</b>         | <b>52</b>         |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                 | 7                   | 9                    | -2                | 17.95%                            | 15.79%          |
| Female               | 32                  | 48                   | -16               | 82.05%                            | 84.21%          |
| Non-Minority         | 38                  | 55                   | -17               | 97.44%                            | 96.49%          |
| Minority             | 1                   | 2                    | -1                | 2.56%                             | 3.51%           |
| <b>TOTALS</b>        | <b>39</b>           | <b>57</b>            | <b>-18</b>        |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 140          | 131           | 9          | 9.94%                      | 9.31%    |
| Female                    | 1,269        | 1,276         | -7         | 90.06%                     | 90.69%   |
| Non-Minority              | 1,234        | 1,238         | -4         | 87.58%                     | 87.99%   |
| Minority                  | 175          | 169           | 6          | 12.42%                     | 12.01%   |
| <b>TOTALS</b>             | <b>1,409</b> | <b>1,407</b>  | <b>2</b>   |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 61           | 79            | -18        | 89.71%                     | 91.86%   |
| Female           | 7            | 7             | 0          | 10.29%                     | 8.14%    |
| Non-Minority     | 67           | 85            | -18        | 98.53%                     | 98.84%   |
| Minority         | 1            | 1             | 0          | 1.47%                      | 1.16%    |
| <b>TOTALS</b>    | <b>68</b>    | <b>86</b>     | <b>-18</b> |                            |          |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change  | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|-------------|----------------------------|----------|
|                        |              |               |             | Current                    | Previous |
| Male                   | 278          | 311           | -33         | 45.50%                     | 41.41%   |
| Female                 | 333          | 440           | -107        | 54.50%                     | 58.59%   |
| Non-Minority           | 508          | 639           | -131        | 83.14%                     | 85.09%   |
| Minority               | 103          | 112           | -9          | 16.86%                     | 14.91%   |
| <b>TOTALS</b>          | <b>611</b>   | <b>751</b>    | <b>-140</b> |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 40                  | 37                   | 3                 | 51.95%                            | 48.68%          |
| Female              | 37                  | 39                   | -2                | 48.05%                            | 51.32%          |
| Non-Minority        | 70                  | 71                   | -1                | 90.91%                            | 93.42%          |
| Minority            | 7                   | 5                    | 2                 | 9.09%                             | 6.58%           |
| <b>TOTALS</b>       | <b>77</b>           | <b>76</b>            | <b>1</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 32                  | 29                   | 3                 | 50.00%                            | 48.33%          |
| Female                           | 32                  | 31                   | 1                 | 50.00%                            | 51.67%          |
| Non-Minority                     | 57                  | 55                   | 2                 | 89.06%                            | 91.67%          |
| Minority                         | 7                   | 5                    | 2                 | 10.94%                            | 8.33%           |
| <b>TOTALS</b>                    | <b>64</b>           | <b>60</b>            | <b>4</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 8                   | 8                    | 0                 | 66.67%                            | 53.33%          |
| Female                 | 4                   | 7                    | -3                | 33.33%                            | 46.67%          |
| Non-Minority           | 12                  | 15                   | -3                | 100.00%                           | 100.00%         |
| Minority               | 0                   | 0                    | 0                 | 0.00%                             | 0.00%           |
| <b>TOTALS</b>          | <b>12</b>           | <b>15</b>            | <b>-3</b>         |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>             | <b>1</b>     | <b>1</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Inspections, Appeals, and Licensing, Department of  
Workforce Composition  
Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 339                     | 310                      | 29                    | 42.01%                                | 40.31%          |
| Female              | 468                     | 459                      | 9                     | 57.99%                                | 59.69%          |
| Non-Minority        | 728                     | 692                      | 36                    | 90.21%                                | 89.99%          |
| Minority            | 79                      | 77                       | 2                     | 9.79%                                 | 10.01%          |
| <b>TOTALS</b>       | <b>807</b>              | <b>769</b>               | <b>38</b>             |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 130                     | 120                      | 10                    | 53.06%                                | 51.28%          |
| Female                           | 115                     | 114                      | 1                     | 46.94%                                | 48.72%          |
| Non-Minority                     | 221                     | 207                      | 14                    | 90.20%                                | 88.46%          |
| Minority                         | 24                      | 27                       | -3                    | 9.80%                                 | 11.54%          |
| <b>TOTALS</b>                    | <b>245</b>              | <b>234</b>               | <b>11</b>             |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 148                     | 133                      | 15                    | 41.23%                                | 39.47%          |
| Female                 | 211                     | 204                      | 7                     | 58.77%                                | 60.53%          |
| Non-Minority           | 328                     | 309                      | 19                    | 91.36%                                | 91.69%          |
| Minority               | 31                      | 28                       | 3                     | 8.64%                                 | 8.31%           |
| <b>TOTALS</b>          | <b>359</b>              | <b>337</b>               | <b>22</b>             |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                 | 28                      | 29                       | -1                    | 80.00%                                | 82.86%          |
| Female               | 7                       | 6                        | 1                     | 20.00%                                | 17.14%          |
| Non-Minority         | 31                      | 31                       | 0                     | 88.57%                                | 88.57%          |
| Minority             | 4                       | 4                        | 0                     | 11.43%                                | 11.43%          |
| <b>TOTALS</b>        | <b>35</b>               | <b>35</b>                | <b>0</b>              |                                       |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 16           | 13            | 3          | 11.85%                     | 10.00%   |
| Female                    | 119          | 117           | 2          | 88.15%                     | 90.00%   |
| Non-Minority              | 117          | 114           | 3          | 86.67%                     | 87.69%   |
| Minority                  | 18           | 16            | 2          | 13.33%                     | 12.31%   |
| <b>TOTALS</b>             | <b>135</b>   | <b>130</b>    | <b>5</b>   |                            |          |

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

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 14           | 13            | 1          | 46.67%                     | 41.94%   |
| Female                 | 16           | 18            | -2         | 53.33%                     | 58.06%   |
| Non-Minority           | 28           | 29            | -1         | 93.33%                     | 93.55%   |
| Minority               | 2            | 2             | 0          | 6.67%                      | 6.45%    |
| <b>TOTALS</b>          | <b>30</b>    | <b>31</b>     | <b>-1</b>  |                            |          |

**Insurance and Financial Services, Department of**  
**Workforce Composition**  
**Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 102                 | 100                  | 2                 | 50.25%                            | 50.76%          |
| Female              | 101                 | 97                   | 4                 | 49.75%                            | 49.24%          |
| Non-Minority        | 187                 | 182                  | 5                 | 92.12%                            | 92.39%          |
| Minority            | 16                  | 15                   | 1                 | 7.88%                             | 7.61%           |
| <b>TOTALS</b>       | <b>203</b>          | <b>197</b>           | <b>6</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 92                  | 89                   | 3                 | 54.44%                            | 54.94%          |
| Female                           | 77                  | 73                   | 4                 | 45.56%                            | 45.06%          |
| Non-Minority                     | 159                 | 150                  | 9                 | 94.08%                            | 92.59%          |
| Minority                         | 10                  | 12                   | -2                | 5.92%                             | 7.41%           |
| <b>TOTALS</b>                    | <b>169</b>          | <b>162</b>           | <b>7</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 4                   | 5                    | -1                | 28.57%                            | 38.46%          |
| Female                 | 10                  | 8                    | 2                 | 71.43%                            | 61.54%          |
| Non-Minority           | 12                  | 12                   | 0                 | 85.71%                            | 92.31%          |
| Minority               | 2                   | 1                    | 1                 | 14.29%                            | 7.69%           |
| <b>TOTALS</b>          | <b>14</b>           | <b>13</b>            | <b>1</b>          |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 2            | 2             | 0          | 15.38%                     | 13.33%   |
| Female                    | 11           | 13            | -2         | 84.62%                     | 86.67%   |
| Non-Minority              | 11           | 15            | -4         | 84.62%                     | 100.00%  |
| Minority                  | 2            | 0             | 2          | 15.38%                     | 0.00%    |
| <b>TOTALS</b>             | <b>13</b>    | <b>15</b>     | <b>-2</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 49                  | 49                   | 0                 | 57.65%                            | 56.98%          |
| Female              | 36                  | 37                   | -1                | 42.35%                            | 43.02%          |
| Non-Minority        | 83                  | 84                   | -1                | 97.65%                            | 97.67%          |
| Minority            | 2                   | 2                    | 0                 | 2.35%                             | 2.33%           |
| <b>TOTALS</b>       | <b>85</b>           | <b>86</b>            | <b>-1</b>         |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 7                   | 6                    | 1                 | 53.85%                            | 46.15%          |
| Female                           | 6                   | 7                    | -1                | 46.15%                            | 53.85%          |
| Non-Minority                     | 13                  | 13                   | 0                 | 100.00%                           | 100.00%         |
| Minority                         | 0                   | 0                    | 0                 | 0.00%                             | 0.00%           |
| <b>TOTALS</b>                    | <b>13</b>           | <b>13</b>            | <b>0</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 18                  | 18                   | 0                 | 43.90%                            | 43.90%          |
| Female                 | 23                  | 23                   | 0                 | 56.10%                            | 56.10%          |
| Non-Minority           | 39                  | 39                   | 0                 | 95.12%                            | 95.12%          |
| Minority               | 2                   | 2                    | 0                 | 4.88%                             | 4.88%           |
| <b>TOTALS</b>          | <b>41</b>           | <b>41</b>            | <b>0</b>          |                                   |                 |

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

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>             | <b>8</b>     | <b>8</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>1</b>     | <b>1</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Law Enforcement Academy  
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           | 11            | 2          | 46.43%                     | 45.83%   |
| Female        | 15           | 13            | 2          | 53.57%                     | 54.17%   |
| Non-Minority  | 25           | 22            | 3          | 89.29%                     | 91.67%   |
| Minority      | 3            | 2             | 1          | 10.71%                     | 8.33%    |
| <b>TOTALS</b> | <b>28</b>    | <b>24</b>     | <b>4</b>   |                            |          |

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

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|-----------------|--------------|---------------|------------|----------------------------|----------|
|                 |              |               |            | Current                    | Previous |
| Male            | 9            | 6             | 3          | 69.23%                     | 66.67%   |
| Female          | 4            | 3             | 1          | 30.77%                     | 33.33%   |
| Non-Minority    | 10           | 7             | 3          | 76.92%                     | 77.78%   |
| Minority        | 3            | 2             | 1          | 23.08%                     | 22.22%   |
| <b>TOTALS</b>   | <b>13</b>    | <b>9</b>      | <b>4</b>   |                            |          |

| 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%    |
| <b>TOTALS</b> | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 4. PROTECTIVE SERVICE: SWORN | 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>2</b>      | <b>-2</b>  |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 1            | 0             | 1          | 11.11%                     | 0.00%    |
| Female                    | 8            | 7             | 1          | 88.89%                     | 100.00%  |
| Non-Minority              | 9            | 7             | 2          | 100.00%                    | 100.00%  |
| Minority                  | 0            | 0             | 0          | 0.00%                      | 0.00%    |
| <b>TOTALS</b>             | <b>9</b>     | <b>7</b>      | <b>2</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>1</b>     | <b>1</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 365                 | 352                  | 13                | 70.06%                            | 68.35%          |
| Female              | 156                 | 163                  | -7                | 29.94%                            | 31.65%          |
| Non-Minority        | 436                 | 433                  | 3                 | 83.69%                            | 84.08%          |
| Minority            | 85                  | 82                   | 3                 | 16.31%                            | 15.92%          |
| <b>TOTALS</b>       | <b>521</b>          | <b>515</b>           | <b>6</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 76                  | 69                   | 7                 | 62.81%                            | 61.06%          |
| Female                           | 45                  | 44                   | 1                 | 37.19%                            | 38.94%          |
| Non-Minority                     | 104                 | 99                   | 5                 | 85.95%                            | 87.61%          |
| Minority                         | 17                  | 14                   | 3                 | 14.05%                            | 12.39%          |
| <b>TOTALS</b>                    | <b>121</b>          | <b>113</b>           | <b>8</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 285                 | 279                  | 6                 | 73.83%                            | 72.09%          |
| Female                 | 101                 | 108                  | -7                | 26.17%                            | 27.91%          |
| Non-Minority           | 319                 | 321                  | -2                | 82.64%                            | 82.95%          |
| Minority               | 67                  | 66                   | 1                 | 17.36%                            | 17.05%          |
| <b>TOTALS</b>          | <b>386</b>          | <b>387</b>           | <b>-1</b>         |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 2            | 2             | 0          | 16.67%                     | 15.38%   |
| Female                    | 10           | 11            | -1         | 83.33%                     | 84.62%   |
| Non-Minority              | 11           | 11            | 0          | 91.67%                     | 84.62%   |
| Minority                  | 1            | 2             | -1         | 8.33%                      | 15.38%   |
| <b>TOTALS</b>             | <b>12</b>    | <b>13</b>     | <b>-1</b>  |                            |          |

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

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 571                     | 582                      | -11                   | 70.23%                            | 70.55%          |
| Female              | 242                     | 243                      | -1                    | 29.77%                            | 29.45%          |
| Non-Minority        | 780                     | 789                      | -9                    | 95.94%                            | 95.64%          |
| Minority            | 33                      | 36                       | -3                    | 4.06%                             | 4.36%           |
| <b>TOTALS</b>       | <b>813</b>              | <b>825</b>               | <b>-12</b>            |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 65                      | 68                       | -3                    | 60.75%                            | 62.39%          |
| Female                           | 42                      | 41                       | 1                     | 39.25%                            | 37.61%          |
| Non-Minority                     | 106                     | 108                      | -2                    | 99.07%                            | 99.08%          |
| Minority                         | 1                       | 1                        | 0                     | 0.93%                             | 0.92%           |
| <b>TOTALS</b>                    | <b>107</b>              | <b>109</b>               | <b>-2</b>             |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 273                     | 277                      | -4                    | 66.59%                            | 67.07%          |
| Female                 | 137                     | 136                      | 1                     | 33.41%                            | 32.93%          |
| Non-Minority           | 391                     | 392                      | -1                    | 95.37%                            | 94.92%          |
| Minority               | 19                      | 21                       | -2                    | 4.63%                             | 5.08%           |
| <b>TOTALS</b>          | <b>410</b>              | <b>413</b>               | <b>-3</b>             |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                 | 121                     | 124                      | -3                    | 87.68%                            | 86.11%          |
| Female               | 17                      | 20                       | -3                    | 12.32%                            | 13.89%          |
| Non-Minority         | 134                     | 140                      | -6                    | 97.10%                            | 97.22%          |
| Minority             | 4                       | 4                        | 0                     | 2.90%                             | 2.78%           |
| <b>TOTALS</b>        | <b>138</b>              | <b>144</b>               | <b>-6</b>             |                                   |                 |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
|                              |              |               |            | Current                    | Previous |
| Male                         | 103          | 104           | -1         | 96.26%                     | 96.30%   |
| Female                       | 4            | 4             | 0          | 3.74%                      | 3.70%    |
| Non-Minority                 | 103          | 104           | -1         | 96.26%                     | 96.30%   |
| Minority                     | 4            | 4             | 0          | 3.74%                      | 3.70%    |
| <b>TOTALS</b>                | <b>107</b>   | <b>108</b>    | <b>-1</b>  |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 5            | 5             | 0          | 10.64%                     | 10.64%   |
| Female                    | 42           | 42            | 0          | 89.36%                     | 89.36%   |
| Non-Minority              | 42           | 41            | 1          | 89.36%                     | 87.23%   |
| Minority                  | 5            | 6             | -1         | 10.64%                     | 12.77%   |
| <b>TOTALS</b>             | <b>47</b>    | <b>47</b>     | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>4</b>     | <b>4</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 175                     | 178                      | -3                    | 76.75%                            | 76.72%          |
| Female              | 53                      | 54                       | -1                    | 23.25%                            | 23.28%          |
| Non-Minority        | 213                     | 217                      | -4                    | 93.42%                            | 93.53%          |
| Minority            | 15                      | 15                       | 0                     | 6.58%                             | 6.47%           |
| <b>TOTALS</b>       | <b>228</b>              | <b>232</b>               | <b>-4</b>             |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 15                      | 17                       | -2                    | 62.50%                            | 68.00%          |
| Female                           | 9                       | 8                        | 1                     | 37.50%                            | 32.00%          |
| Non-Minority                     | 22                      | 22                       | 0                     | 91.67%                            | 88.00%          |
| Minority                         | 2                       | 3                        | -1                    | 8.33%                             | 12.00%          |
| <b>TOTALS</b>                    | <b>24</b>               | <b>25</b>                | <b>-1</b>             |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 27                      | 25                       | 2                     | 71.05%                            | 67.57%          |
| Female                 | 11                      | 12                       | -1                    | 28.95%                            | 32.43%          |
| Non-Minority           | 37                      | 36                       | 1                     | 97.37%                            | 97.30%          |
| Minority               | 1                       | 1                        | 0                     | 2.63%                             | 2.70%           |
| <b>TOTALS</b>          | <b>38</b>               | <b>37</b>                | <b>1</b>              |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>4</b>                | <b>4</b>                 | <b>0</b>              |                                   |                 |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
|                              |              |               |            | Current                    | Previous |
| Male                         | 59           | 61            | -2         | 96.72%                     | 98.39%   |
| Female                       | 2            | 1             | 1          | 3.28%                      | 1.61%    |
| Non-Minority                 | 57           | 59            | -2         | 93.44%                     | 95.16%   |
| Minority                     | 4            | 3             | 1          | 6.56%                      | 4.84%    |
| <b>TOTALS</b>                | <b>61</b>    | <b>62</b>     | <b>-1</b>  |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 3            | 3             | 0          | 17.65%                     | 17.65%   |
| Female                    | 14           | 14            | 0          | 82.35%                     | 82.35%   |
| Non-Minority              | 17           | 17            | 0          | 100.00%                    | 100.00%  |
| Minority                  | 0            | 0             | 0          | 0.00%                      | 0.00%    |
| <b>TOTALS</b>             | <b>17</b>    | <b>17</b>     | <b>0</b>   |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 60           | 61            | -1         | 96.77%                     | 95.31%   |
| Female           | 2            | 3             | -1         | 3.23%                      | 4.69%    |
| Non-Minority     | 60           | 62            | -2         | 96.77%                     | 96.88%   |
| Minority         | 2            | 2             | 0          | 3.23%                      | 3.13%    |
| <b>TOTALS</b>    | <b>62</b>    | <b>64</b>     | <b>-2</b>  |                            |          |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 9            | 9             | 0          | 40.91%                     | 39.13%   |
| Female                 | 13           | 14            | -1         | 59.09%                     | 60.87%   |
| Non-Minority           | 16           | 17            | -1         | 72.73%                     | 73.91%   |
| Minority               | 6            | 6             | 0          | 27.27%                     | 26.09%   |
| <b>TOTALS</b>          | <b>22</b>    | <b>23</b>     | <b>-1</b>  |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 28                  | 38                   | -10               | 35.90%                            | 43.18%          |
| Female              | 50                  | 50                   | 0                 | 64.10%                            | 56.82%          |
| Non-Minority        | 67                  | 74                   | -7                | 85.90%                            | 84.09%          |
| Minority            | 11                  | 14                   | -3                | 14.10%                            | 15.91%          |
| <b>TOTALS</b>       | <b>78</b>           | <b>88</b>            | <b>-10</b>        |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 27                  | 28                   | -1                | 39.13%                            | 40.58%          |
| Female                           | 42                  | 41                   | 1                 | 60.87%                            | 59.42%          |
| Non-Minority                     | 59                  | 59                   | 0                 | 85.51%                            | 85.51%          |
| Minority                         | 10                  | 10                   | 0                 | 14.49%                            | 14.49%          |
| <b>TOTALS</b>                    | <b>69</b>           | <b>69</b>            | <b>0</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 1                   | 10                   | -9                | 20.00%                            | 62.50%          |
| Female                 | 4                   | 6                    | -2                | 80.00%                            | 37.50%          |
| Non-Minority           | 5                   | 13                   | -8                | 100.00%                           | 81.25%          |
| Minority               | 0                   | 3                    | -3                | 0.00%                             | 18.75%          |
| <b>TOTALS</b>          | <b>5</b>            | <b>16</b>            | <b>-11</b>        |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 4. PROTECTIVE SERVICE: SWORN | Current<br>Year | Previous<br>Year | Net<br>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%    |
| <b>TOTALS</b>                | <b>0</b>        | <b>0</b>         | <b>0</b>      |                            |          |

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

| 7. SKILLED CRAFT | Current<br>Year | Previous<br>Year | Net<br>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%    |
| <b>TOTALS</b>    | <b>0</b>        | <b>0</b>         | <b>0</b>      |                            |          |

| 8. SERVICE/MAINTENANCE | Current<br>Year | Previous<br>Year | Net<br>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%    |
| <b>TOTALS</b>          | <b>0</b>        | <b>0</b>         | <b>0</b>      |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 1                   | 1                    | 0                 | 33.33%                            | 50.00%          |
| Female              | 2                   | 1                    | 1                 | 66.67%                            | 50.00%          |
| Non-Minority        | 2                   | 2                    | 0                 | 66.67%                            | 100.00%         |
| Minority            | 1                   | 0                    | 1                 | 33.33%                            | 0.00%           |
| <b>TOTALS</b>       | <b>3</b>            | <b>2</b>             | <b>1</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>                    | <b>1</b>            | <b>1</b>             | <b>0</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 1                   | 0                    | 1                 | 50.00%                            | 0.00%           |
| Female                 | 1                   | 0                    | 1                 | 50.00%                            | 0.00%           |
| Non-Minority           | 1                   | 0                    | 1                 | 50.00%                            | 0.00%           |
| Minority               | 1                   | 0                    | 1                 | 50.00%                            | 0.00%           |
| <b>TOTALS</b>          | <b>2</b>            | <b>0</b>             | <b>2</b>          |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | 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%    |
| <b>TOTALS</b>             | <b>0</b>     | <b>1</b>      | <b>-1</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 704                     | 700                      | 4                     | 76.61%                                | 76.42%          |
| Female              | 215                     | 216                      | -1                    | 23.39%                                | 23.58%          |
| Non-Minority        | 876                     | 876                      | 0                     | 95.32%                                | 95.63%          |
| Minority            | 43                      | 40                       | 3                     | 4.68%                                 | 4.37%           |
| <b>TOTALS</b>       | <b>919</b>              | <b>916</b>               | <b>3</b>              |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 19                      | 21                       | -2                    | 45.24%                                | 52.50%          |
| Female                           | 23                      | 19                       | 4                     | 54.76%                                | 47.50%          |
| Non-Minority                     | 40                      | 38                       | 2                     | 95.24%                                | 95.00%          |
| Minority                         | 2                       | 2                        | 0                     | 4.76%                                 | 5.00%           |
| <b>TOTALS</b>                    | <b>42</b>               | <b>40</b>                | <b>2</b>              |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 16                      | 13                       | 3                     | 45.71%                                | 43.33%          |
| Female                 | 19                      | 17                       | 2                     | 54.29%                                | 56.67%          |
| Non-Minority           | 33                      | 30                       | 3                     | 94.29%                                | 100.00%         |
| Minority               | 2                       | 0                        | 2                     | 5.71%                                 | 0.00%           |
| <b>TOTALS</b>          | <b>35</b>               | <b>30</b>                | <b>5</b>              |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                 | 25                      | 25                       | 0                     | 37.31%                                | 36.76%          |
| Female               | 42                      | 43                       | -1                    | 62.69%                                | 63.24%          |
| Non-Minority         | 62                      | 62                       | 0                     | 92.54%                                | 91.18%          |
| Minority             | 5                       | 6                        | -1                    | 7.46%                                 | 8.82%           |
| <b>TOTALS</b>        | <b>67</b>               | <b>68</b>                | <b>-1</b>             |                                       |                 |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
|                              |              |               |            | Current                    | Previous |
| Male                         | 617          | 612           | 5          | 93.48%                     | 92.87%   |
| Female                       | 43           | 47            | -4         | 6.52%                      | 7.13%    |
| Non-Minority                 | 634          | 633           | 1          | 96.06%                     | 96.05%   |
| Minority                     | 26           | 26            | 0          | 3.94%                      | 3.95%    |
| <b>TOTALS</b>                | <b>660</b>   | <b>659</b>    | <b>1</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 17           | 18            | -1         | 16.19%                     | 16.67%   |
| Female                    | 88           | 90            | -2         | 83.81%                     | 83.33%   |
| Non-Minority              | 99           | 105           | -6         | 94.29%                     | 97.22%   |
| Minority                  | 6            | 3             | 3          | 5.71%                      | 2.78%    |
| <b>TOTALS</b>             | <b>105</b>   | <b>108</b>    | <b>-3</b>  |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 10           | 11            | -1         | 100.00%                    | 100.00%  |
| Female           | 0            | 0             | 0          | 0.00%                      | 0.00%    |
| Non-Minority     | 8            | 8             | 0          | 80.00%                     | 72.73%   |
| Minority         | 2            | 3             | -1         | 20.00%                     | 27.27%   |
| <b>TOTALS</b>    | <b>10</b>    | <b>11</b>     | <b>-1</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 196                 | 184                  | 12                | 40.75%                            | 38.98%          |
| Female              | 285                 | 288                  | -3                | 59.25%                            | 61.02%          |
| Non-Minority        | 408                 | 402                  | 6                 | 84.82%                            | 85.17%          |
| Minority            | 73                  | 70                   | 3                 | 15.18%                            | 14.83%          |
| <b>TOTALS</b>       | <b>481</b>          | <b>472</b>           | <b>9</b>          |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 126                 | 108                  | 18                | 42.14%                            | 38.85%          |
| Female                           | 173                 | 170                  | 3                 | 57.86%                            | 61.15%          |
| Non-Minority                     | 248                 | 236                  | 12                | 82.94%                            | 84.89%          |
| Minority                         | 51                  | 42                   | 9                 | 17.06%                            | 15.11%          |
| <b>TOTALS</b>                    | <b>299</b>          | <b>278</b>           | <b>21</b>         |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 23                  | 28                   | -5                | 28.75%                            | 32.94%          |
| Female                 | 57                  | 57                   | 0                 | 71.25%                            | 67.06%          |
| Non-Minority           | 70                  | 75                   | -5                | 87.50%                            | 88.24%          |
| Minority               | 10                  | 10                   | 0                 | 12.50%                            | 11.76%          |
| <b>TOTALS</b>          | <b>80</b>           | <b>85</b>            | <b>-5</b>         |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>            | <b>0</b>             | <b>0</b>          |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 43           | 44            | -1         | 43.88%                     | 41.90%   |
| Female                    | 55           | 61            | -6         | 56.12%                     | 58.10%   |
| Non-Minority              | 87           | 88            | -1         | 88.78%                     | 83.81%   |
| Minority                  | 11           | 17            | -6         | 11.22%                     | 16.19%   |
| <b>TOTALS</b>             | <b>98</b>    | <b>105</b>    | <b>-7</b>  |                            |          |

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

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

**Secretary of State, Office of the  
Workforce Composition  
Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 14                      | 13                       | 1                     | 43.75%                                | 43.33%          |
| Female              | 18                      | 17                       | 1                     | 56.25%                                | 56.67%          |
| Non-Minority        | 29                      | 27                       | 2                     | 90.63%                                | 90.00%          |
| Minority            | 3                       | 3                        | 0                     | 9.38%                                 | 10.00%          |
| <b>TOTALS</b>       | <b>32</b>               | <b>30</b>                | <b>2</b>              |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 6                       | 4                        | 2                     | 54.55%                                | 66.67%          |
| Female                           | 5                       | 2                        | 3                     | 45.45%                                | 33.33%          |
| Non-Minority                     | 10                      | 5                        | 5                     | 90.91%                                | 83.33%          |
| Minority                         | 1                       | 1                        | 0                     | 9.09%                                 | 16.67%          |
| <b>TOTALS</b>                    | <b>11</b>               | <b>6</b>                 | <b>5</b>              |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 6                       | 6                        | 0                     | 60.00%                                | 46.15%          |
| Female                 | 4                       | 7                        | -3                    | 40.00%                                | 53.85%          |
| Non-Minority           | 10                      | 13                       | -3                    | 100.00%                               | 100.00%         |
| Minority               | 0                       | 0                        | 0                     | 0.00%                                 | 0.00%           |
| <b>TOTALS</b>          | <b>10</b>               | <b>13</b>                | <b>-3</b>             |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                       |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 2            | 3             | -1         | 18.18%                     | 27.27%   |
| Female                    | 9            | 8             | 1          | 81.82%                     | 72.73%   |
| Non-Minority              | 9            | 9             | 0          | 81.82%                     | 81.82%   |
| Minority                  | 2            | 2             | 0          | 18.18%                     | 18.18%   |
| <b>TOTALS</b>             | <b>11</b>    | <b>11</b>     | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 1,935                   | 1,939                    | -4                    | 79.37%                                | 79.73%          |
| Female              | 503                     | 493                      | 10                    | 20.63%                                | 20.27%          |
| Non-Minority        | 2,301                   | 2,289                    | 12                    | 94.38%                                | 94.12%          |
| Minority            | 137                     | 143                      | -6                    | 5.62%                                 | 5.88%           |
| <b>TOTALS</b>       | <b>2,438</b>            | <b>2,432</b>             | <b>6</b>              |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 174                     | 177                      | -3                    | 59.18%                                | 60.41%          |
| Female                           | 120                     | 116                      | 4                     | 40.82%                                | 39.59%          |
| Non-Minority                     | 283                     | 277                      | 6                     | 96.26%                                | 94.54%          |
| Minority                         | 11                      | 16                       | -5                    | 3.74%                                 | 5.46%           |
| <b>TOTALS</b>                    | <b>294</b>              | <b>293</b>               | <b>1</b>              |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 221                     | 227                      | -6                    | 65.19%                                | 67.56%          |
| Female                 | 118                     | 109                      | 9                     | 34.81%                                | 32.44%          |
| Non-Minority           | 293                     | 294                      | -1                    | 86.43%                                | 87.50%          |
| Minority               | 46                      | 42                       | 4                     | 13.57%                                | 12.50%          |
| <b>TOTALS</b>          | <b>339</b>              | <b>336</b>               | <b>3</b>              |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                 | 133                     | 135                      | -2                    | 85.26%                                | 83.33%          |
| Female               | 23                      | 27                       | -4                    | 14.74%                                | 16.67%          |
| Non-Minority         | 151                     | 158                      | -7                    | 96.79%                                | 97.53%          |
| Minority             | 5                       | 4                        | 1                     | 3.21%                                 | 2.47%           |
| <b>TOTALS</b>        | <b>156</b>              | <b>162</b>               | <b>-6</b>             |                                       |                 |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
|                              |              |               |            | Current                    | Previous |
| Male                         | 16           | 16            | 0          | 88.89%                     | 88.89%   |
| Female                       | 2            | 2             | 0          | 11.11%                     | 11.11%   |
| Non-Minority                 | 18           | 18            | 0          | 100.00%                    | 100.00%  |
| Minority                     | 0            | 0             | 0          | 0.00%                      | 0.00%    |
| <b>TOTALS</b>                | <b>18</b>    | <b>18</b>     | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 79           | 71            | 8          | 27.53%                     | 25.45%   |
| Female                    | 208          | 208           | 0          | 72.47%                     | 74.55%   |
| Non-Minority              | 257          | 247           | 10         | 89.55%                     | 88.53%   |
| Minority                  | 30           | 32            | -2         | 10.45%                     | 11.47%   |
| <b>TOTALS</b>             | <b>287</b>   | <b>279</b>    | <b>8</b>   |                            |          |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------|--------------|---------------|------------|----------------------------|----------|
|                  |              |               |            | Current                    | Previous |
| Male             | 1,237        | 1,232         | 5          | 99.04%                     | 99.12%   |
| Female           | 12           | 11            | 1          | 0.96%                      | 0.88%    |
| Non-Minority     | 1,207        | 1,197         | 10         | 96.64%                     | 96.30%   |
| Minority         | 42           | 46            | -4         | 3.36%                      | 3.70%    |
| <b>TOTALS</b>    | <b>1,249</b> | <b>1,243</b>  | <b>6</b>   |                            |          |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 75           | 81            | -6         | 78.95%                     | 80.20%   |
| Female                 | 20           | 20            | 0          | 21.05%                     | 19.80%   |
| Non-Minority           | 92           | 98            | -6         | 96.84%                     | 97.03%   |
| Minority               | 3            | 3             | 0          | 3.16%                      | 2.97%    |
| <b>TOTALS</b>          | <b>95</b>    | <b>101</b>    | <b>-6</b>  |                            |          |

**Treasurer of State, Office of the  
Workforce Composition  
Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 11                      | 6                        | 5                     | 37.93%                                | 25.00%          |
| Female              | 18                      | 18                       | 0                     | 62.07%                                | 75.00%          |
| Non-Minority        | 21                      | 18                       | 3                     | 72.41%                                | 75.00%          |
| Minority            | 8                       | 6                        | 2                     | 27.59%                                | 25.00%          |
| <b>TOTALS</b>       | <b>29</b>               | <b>24</b>                | <b>5</b>              |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 6                       | 3                        | 3                     | 33.33%                                | 23.08%          |
| Female                           | 12                      | 10                       | 2                     | 66.67%                                | 76.92%          |
| Non-Minority                     | 14                      | 10                       | 4                     | 77.78%                                | 76.92%          |
| Minority                         | 4                       | 3                        | 1                     | 22.22%                                | 23.08%          |
| <b>TOTALS</b>                    | <b>18</b>               | <b>13</b>                | <b>5</b>              |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 2                       | 1                        | 1                     | 50.00%                                | 100.00%         |
| Female                 | 2                       | 0                        | 2                     | 50.00%                                | 0.00%           |
| Non-Minority           | 3                       | 0                        | 3                     | 75.00%                                | 0.00%           |
| Minority               | 1                       | 1                        | 0                     | 25.00%                                | 100.00%         |
| <b>TOTALS</b>          | <b>4</b>                | <b>1</b>                 | <b>3</b>              |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                       |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 3            | 2             | 1          | 42.86%                     | 20.00%   |
| Female                    | 4            | 8             | -4         | 57.14%                     | 80.00%   |
| Non-Minority              | 4            | 8             | -4         | 57.14%                     | 80.00%   |
| Minority                  | 3            | 2             | 1          | 42.86%                     | 20.00%   |
| <b>TOTALS</b>             | <b>7</b>     | <b>10</b>     | <b>-3</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Utilities Commission  
Workforce Composition  
Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                | 43                      | 41                       | 2                     | 60.56%                            | 56.16%          |
| Female              | 28                      | 32                       | -4                    | 39.44%                            | 43.84%          |
| Non-Minority        | 62                      | 62                       | 0                     | 87.32%                            | 84.93%          |
| Minority            | 9                       | 11                       | -2                    | 12.68%                            | 15.07%          |
| <b>TOTALS</b>       | <b>71</b>               | <b>73</b>                | <b>-2</b>             |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 27                      | 25                       | 2                     | 71.05%                            | 69.44%          |
| Female                           | 11                      | 11                       | 0                     | 28.95%                            | 30.56%          |
| Non-Minority                     | 33                      | 31                       | 2                     | 86.84%                            | 86.11%          |
| Minority                         | 5                       | 5                        | 0                     | 13.16%                            | 13.89%          |
| <b>TOTALS</b>                    | <b>38</b>               | <b>36</b>                | <b>2</b>              |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 15                      | 15                       | 0                     | 68.18%                            | 65.22%          |
| Female                 | 7                       | 8                        | -1                    | 31.82%                            | 34.78%          |
| Non-Minority           | 20                      | 19                       | 1                     | 90.91%                            | 82.61%          |
| Minority               | 2                       | 4                        | -2                    | 9.09%                             | 17.39%          |
| <b>TOTALS</b>          | <b>22</b>               | <b>23</b>                | <b>-1</b>             |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|-----------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                    | <b>Previous</b> |
| 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%           |
| <b>TOTALS</b>        | <b>0</b>                | <b>0</b>                 | <b>0</b>              |                                   |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 1            | 1             | 0          | 9.09%                      | 7.14%    |
| Female                    | 10           | 13            | -3         | 90.91%                     | 92.86%   |
| Non-Minority              | 9            | 12            | -3         | 81.82%                     | 85.71%   |
| Minority                  | 2            | 2             | 0          | 18.18%                     | 14.29%   |
| <b>TOTALS</b>             | <b>11</b>    | <b>14</b>     | <b>-3</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 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%    |
| <b>TOTALS</b>          | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

**Veterans Affairs, Department of**  
**Workforce Composition**  
**Comparison for Total Agency and by EEO Category**

| <b>Total Agency</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                     |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                | 126                 | 123                  | 3                 | 22.78%                            | 23.12%          |
| Female              | 427                 | 409                  | 18                | 77.22%                            | 76.88%          |
| Non-Minority        | 458                 | 456                  | 2                 | 82.82%                            | 85.71%          |
| Minority            | 95                  | 76                   | 19                | 17.18%                            | 14.29%          |
| <b>TOTALS</b>       | <b>553</b>          | <b>532</b>           | <b>21</b>         |                                   |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                                  |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                             | 12                  | 12                   | 0                 | 32.43%                            | 33.33%          |
| Female                           | 25                  | 24                   | 1                 | 67.57%                            | 66.67%          |
| Non-Minority                     | 36                  | 35                   | 1                 | 97.30%                            | 97.22%          |
| Minority                         | 1                   | 1                    | 0                 | 2.70%                             | 2.78%           |
| <b>TOTALS</b>                    | <b>37</b>           | <b>36</b>            | <b>1</b>          |                                   |                 |

| <b>2. PROFESSIONAL</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                        |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                   | 11                  | 12                   | -1                | 15.07%                            | 17.65%          |
| Female                 | 62                  | 56                   | 6                 | 84.93%                            | 82.35%          |
| Non-Minority           | 62                  | 59                   | 3                 | 84.93%                            | 86.76%          |
| Minority               | 11                  | 9                    | 2                 | 15.07%                            | 13.24%          |
| <b>TOTALS</b>          | <b>73</b>           | <b>68</b>            | <b>5</b>          |                                   |                 |

| <b>3. TECHNICIAN</b> | <b>Current Year</b> | <b>Previous Year</b> | <b>Net Change</b> | <b>As a % of Agency Workforce</b> |                 |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
|                      |                     |                      |                   | <b>Current</b>                    | <b>Previous</b> |
| Male                 | 3                   | 3                    | 0                 | 7.50%                             | 7.69%           |
| Female               | 37                  | 36                   | 1                 | 92.50%                            | 92.31%          |
| Non-Minority         | 36                  | 35                   | 1                 | 90.00%                            | 89.74%          |
| Minority             | 4                   | 4                    | 0                 | 10.00%                            | 10.26%          |
| <b>TOTALS</b>        | <b>40</b>           | <b>39</b>            | <b>1</b>          |                                   |                 |

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 8            | 9             | -1         | 15.38%                     | 16.36%   |
| Female                    | 44           | 46            | -2         | 84.62%                     | 83.64%   |
| Non-Minority              | 49           | 52            | -3         | 94.23%                     | 94.55%   |
| Minority                  | 3            | 3             | 0          | 5.77%                      | 5.45%    |
| <b>TOTALS</b>             | <b>52</b>    | <b>55</b>     | <b>-3</b>  |                            |          |

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

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|------------------------|--------------|---------------|------------|----------------------------|----------|
|                        |              |               |            | Current                    | Previous |
| Male                   | 67           | 62            | 5          | 20.74%                     | 20.26%   |
| Female                 | 256          | 244           | 12         | 79.26%                     | 79.74%   |
| Non-Minority           | 248          | 248           | 0          | 76.78%                     | 81.05%   |
| Minority               | 75           | 58            | 17         | 23.22%                     | 18.95%   |
| <b>TOTALS</b>          | <b>323</b>   | <b>306</b>    | <b>17</b>  |                            |          |

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

| <b>Total Agency</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                     |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                | 295                     | 286                      | 9                     | 29.04%                                | 29.15%          |
| Female              | 721                     | 695                      | 26                    | 70.96%                                | 70.85%          |
| Non-Minority        | 836                     | 799                      | 37                    | 82.28%                                | 81.45%          |
| Minority            | 180                     | 182                      | -2                    | 17.72%                                | 18.55%          |
| <b>TOTALS</b>       | <b>1,016</b>            | <b>981</b>               | <b>35</b>             |                                       |                 |

| <b>1. OFFICIAL/ADMINISTRATOR</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                                  |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                             | 61                      | 63                       | -2                    | 39.87%                                | 42.00%          |
| Female                           | 92                      | 87                       | 5                     | 60.13%                                | 58.00%          |
| Non-Minority                     | 125                     | 121                      | 4                     | 81.70%                                | 80.67%          |
| Minority                         | 28                      | 29                       | -1                    | 18.30%                                | 19.33%          |
| <b>TOTALS</b>                    | <b>153</b>              | <b>150</b>               | <b>3</b>              |                                       |                 |

| <b>2. PROFESSIONAL</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                        |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                   | 192                     | 182                      | 10                    | 31.27%                                | 31.16%          |
| Female                 | 422                     | 402                      | 20                    | 68.73%                                | 68.84%          |
| Non-Minority           | 498                     | 466                      | 32                    | 81.11%                                | 79.79%          |
| Minority               | 116                     | 118                      | -2                    | 18.89%                                | 20.21%          |
| <b>TOTALS</b>          | <b>614</b>              | <b>584</b>               | <b>30</b>             |                                       |                 |

| <b>3. TECHNICIAN</b> | <b>Current<br/>Year</b> | <b>Previous<br/>Year</b> | <b>Net<br/>Change</b> | <b>As a % of Agency<br/>Workforce</b> |                 |
|----------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
|                      |                         |                          |                       | <b>Current</b>                        | <b>Previous</b> |
| Male                 | 7                       | 6                        | 1                     | 15.22%                                | 14.29%          |
| Female               | 39                      | 36                       | 3                     | 84.78%                                | 85.71%          |
| Non-Minority         | 42                      | 39                       | 3                     | 91.30%                                | 92.86%          |
| Minority             | 4                       | 3                        | 1                     | 8.70%                                 | 7.14%           |
| <b>TOTALS</b>        | <b>46</b>               | <b>42</b>                | <b>4</b>              |                                       |                 |

| 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%    |
| <b>TOTALS</b>                | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce |          |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
|                           |              |               |            | Current                    | Previous |
| Male                      | 33           | 33            | 0          | 16.42%                     | 16.26%   |
| Female                    | 168          | 170           | -2         | 83.58%                     | 83.74%   |
| Non-Minority              | 170          | 172           | -2         | 84.58%                     | 84.73%   |
| Minority                  | 31           | 31            | 0          | 15.42%                     | 15.27%   |
| <b>TOTALS</b>             | <b>201</b>   | <b>203</b>    | <b>-2</b>  |                            |          |

| 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%    |
| <b>TOTALS</b>    | <b>0</b>     | <b>0</b>      | <b>0</b>   |                            |          |

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

## APPENDIX D:

### FY 2025 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                              | 00725 |
| 01 | BUDGET ANALYST 4                              | 90725 |
| 01 | BUDGET ANALYST 5                              | 00726 |
| 01 | BUDGET ANALYST 5                              | 90726 |
| 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 | ENTERPRISE FISCAL ANALYST                                 | 10701 |
| 01 | ENTERPRISE FISCAL ANALYST PRINCIPAL                       | 10702 |
| 01 | EXECUTIVE DIRECTOR ETHICS AND CAMPAIGN DISCLOSURE BOARD   | 09244 |
| 01 | EXECUTIVE DIRECTOR IA TELE & TECH COMM                    | 09250 |
| 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 AND HUMAN SERVICES SENIOR HEALTH ADVISOR | 02515 |
| 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 CHIEF                | 00449 |
| 01 | INSURANCE COMPANY EXAMINER DEPUTY ADMIN         | 00450 |
| 01 | INSURANCE COMPLAINT ANALYST                     | 00454 |
| 01 | INSURANCE DEPUTY COMMISSIONER - SUPERVISION     | 00451 |
| 01 | INSURANCE EXAMINER 1                            | 00444 |
| 01 | INSURANCE EXAMINER 2                            | 00445 |
| 01 | INSURANCE EXAMINER 3                            | 00447 |
| 01 | INSURANCE EXAMINER 4                            | 00448 |
| 01 | INSURANCE EXAMINER 5                            | 00446 |
| 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 |

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| 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 |

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| 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 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 | REGIONAL SPECIAL EDUCATION DIRECTOR                   | 01075 |
| 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 |

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| 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 |

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| 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 | ASL SPECIALIST                             | 01048 |
| 02 | ASSISTANT ATTORNEY GENERAL 1               | 45007 |
| 02 | ASSISTANT ATTORNEY GENERAL 2               | 45008 |
| 02 | ASSISTANT ATTORNEY GENERAL 3               | 45009 |

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| 02 | ASSISTANT VIDEOGRAPHER                      | 14760 |
| 02 | ATTORNEY 1                                  | 00643 |
| 02 | ATTORNEY 1                                  | 90643 |
| 02 | ATTORNEY 2                                  | 00644 |
| 02 | ATTORNEY 2                                  | 90644 |
| 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 | 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 | EDUCATIONAL INTERPRETER                     | 01046 |
| 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 |

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| 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                     | 00647 |
| 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 | HISTORICAL PROGRAM SPECIALIST       | 91337 |
| 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 COMPTROLLER  | 00318 |

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| 02 | ISD/IESBVI FACULTY                     | 01040 |
| 02 | JOB INSURANCE QUALITY AUDITOR          | 00882 |
| 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 | PHARMACIST                             | 02226 |
| 02 | PHARMACY CONSULTANT                    | 02228 |
| 02 | PHARMACY SUPERVISOR                    | 02232 |

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| 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 |

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| 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 | SIGN LANGUAGE INSTRUCTOR                   | 01047 |
| 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 |

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| 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 |

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| 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 | 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 |

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| 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 | SOILS PARTY CHIEF                        | 04310 |
| 03 | STATE INDUSTRIES PRODUCTION COORDINATOR  | 86469 |
| 03 | STATE INDUSTRIES PRODUCTION TECHNICIAN   | 86467 |
| 03 | STATE INDUSTRIES SUPERVISOR              | 86468 |
| 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 |

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|----|---------------------------------|-------|
| 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 2           | 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 |

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| 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   | 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 | MATERIALS TECHNICIAN 3                | 04342 |
| 08 | MATERIALS TECHNICIAN 4                | 04345 |
| 08 | MATERIALS TECHNICIAN 5                | 04353 |
| 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 |

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| 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 |