

**Fiscal Year 2019 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2020 Plan**

September 30, 2019



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Report on the Condition of Affirmative Action,
Diversity, and Multicultural Programs in State Government
and
Fiscal Year 2020 Plan**

September 30, 2019

**Iowa Department of Administrative Services
Human Resources Enterprise
Hoover State Office Building
1305 E. Walnut Street
Des Moines, IA 50319-0150**

Please direct questions and comments to:

Brad Thomas, HRE Employment Bureau Chief
brad.thomas@iowa.gov

or

Anika Gaar, Affirmative Action Administrator
anika.gaar@iowa.gov

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Annual Affirmative Action, Diversity and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This report covers activity for the period of July 1, 2018, through June 30, 2019, 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: Sworn
- 05 Protective Service: Non-Sworn (Not currently used)
- 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 (Protective Service: Non-Sworn) is not used and is deliberately absent from the charts.

Section II. FY 2019 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 66 employees: a net gain of 97 males and a net loss of 31 females.
 - The overall representation of females, by percentage, in the State's Executive Branch workforce decreased from 50.00% to 49.61%.
 - The overall representation of minorities, by percentage, in the State's Executive Branch workforce increased from 7.98% to 8.34%.
- The Official and Administrator category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Official and Administrator category, the percentage of females decreased from 51.54% to 51.38%, while the percentage of minorities increased from 6.83% to 7.35%.
- The Professional category experienced an increase, by percentage, among females and minorities.
 - In the Professional category, the percentage of females increased from 57.87% to 58.10%, while the percentage of minorities increased from 9.28% to 9.65%.
- The categories of Technician and Protective Service: Sworn experienced an increase, by percentage, among females and minorities.
 - In the Technician category, the percentage of females increased from 38.68% to 39.23%, while the percentage of minorities increased from 5.39% to 5.45%.
 - In the Protective Service: Sworn category, the percentage of females increased from 13.55% to 14.19%, while the percentage of minorities increased from 6.39% to 7.31%.
- The Administrative Support category experienced a decrease, by percentage, among females and minorities.
 - In the Administrative Support category, the percentage of females decreased from 86.92% to 86.73%, while the percentage of minorities decreased from 10.13% to 9.97%.

- The Skilled Craft category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Skilled Craft category, the percentage of females decreased from 2.27% to 2.04%, while the percentage of minorities increased from 3.20% to 3.23%.
- The Service and Maintenance category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Service and Maintenance category, the percentage of females decreased from 58.67% to 58.15%, while the percentage of minorities increased from 9.89% to 10.75%.

State Recruitment Coordinating Committee ¹

The Department of Administrative Services – Human Resource Enterprise (DAS-HRE) Recruitment Coordinator facilitates the recruitment committee in compliance with Iowa Code section 19B.3 (1) (f). The committee meets quarterly and consists of all Executive Branch agency representatives engaged in attraction and acquisition of talent for the agency. The goal of this committee is to work collaboratively in addressing statewide staffing concerns and overall needs, including diversity recruitment efforts.

The statewide recruitment strategy remains focused on promoting the State of Iowa as an employer of choice, emphasizing the collaborative and inclusive work of Executive Branch agencies in hiring and retaining talent for the diverse careers utilized in state government. To accomplish this, the committee remained focused for FY 2019 on their collective ability to:

- Recruit and source skilled talent
 - Attend Career Fairs
 - Direct outreach to applicant contacts engaged at career events
 - Focus on nurse and other medical staff recruiting in response to agency needs
 - Regularly evaluate turnover data and other metrics to guide committee efforts
- Identify diverse talent with the appropriate skill
 - Email distribution of state jobs to diverse organizations and individuals
 - Attend community events/festivals
 - Attend multicultural networking events
- Be resourceful by partnering for recruitment activity
 - Share recruitment/diversity related events with Executive Branch Agencies for their consideration, maximizing exposure and attendance
 - Provide opportunity for Executive Branch agencies to attend events under the State of Iowa Banner
 - Provide agency specific recruitment consultation
- Educate and be aware of challenges to equity in employment
 - Consult with agencies to assist them with their
 - Recruitment strategies
 - Diversity strategies
 - Retention strategies
- Promote a “one” employer concept
 - Promote all agency positions under the State of Iowa Banner
 - Multiple agencies attend job fairs or employment events
 - Agencies are cross-trained to speak to other agencies’ recruiting needs
 - Rolled out Beyond the Paycheck brochure

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

Performance & Development Solutions (PDS) Training

Performance & Development Solutions (PDS) is committed to providing training through instructor-led and e-learning courses related to diversity and multicultural content. In FY 2020, PDS offered the following classes related to these areas: Americans with Disabilities Act, Diversity for Employees,

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

Diversity for Supervisors, Equal Employment Opportunity/Affirmative Action, From Interview to Hire, and Generational Diversity. PDS continues to market courses on a monthly basis through the “HRExpress” employee newsletter and at times offers onsite training to agencies and their staff. PDS frequently updates course content to reflect relevant information and explores new topics for e-learning offerings.

Section III. FY 2020 Plan

To aid in affirmative action goal setting for FY 2020, 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 2020 will be submitted to DAS-HRE at the end of FY 2020.

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:

- Iowa Auditor of State
- Iowa Board of Parole
- Iowa Board of Educational Examiners
- Iowa Civil Rights Commission
- Iowa College Student Aid Commission
- Iowa Communications Network
- Iowa Department for the Blind
- Iowa Department of Administrative Services
- Iowa Department on Aging
- Iowa Department of Agriculture and Land Stewardship
- Iowa Department of Commerce (Alcoholic Beverages Division)
- Iowa Department of Commerce (Credit Union Division)
- Iowa Department of Commerce (Division of Banking)
- Iowa Department of Commerce (Insurance Division)
- Iowa Department of Commerce (Professional Licensing Bureau)
- Iowa Department of Commerce (Utilities Board)
- Iowa Department of Corrections
- Iowa Department of Cultural Affairs
- Iowa Department of Education
- Iowa Department of Homeland Security and Emergency Management
- Iowa Department of Human Rights
- Iowa Department of Human Services
- Iowa Department of Inspections and Appeals (Central Office and Racing and Gaming Commission)
- Iowa Department of Inspections and Appeals (Office of the State Public Defender)
- Iowa Department of Justice
- Iowa Department of Management
- Iowa Department of Natural Resources
- Iowa Department of Public Defense
- Iowa Department of Public Health
- Iowa Department of Public Safety
- Iowa Department of Revenue
- Iowa Department of Transportation
- Iowa Department of Veterans Affairs
- Iowa Department of Workforce Development
- Iowa Economic Development Authority
- Iowa Ethics and Campaign Disclosure Board
- Iowa Finance Authority
- Iowa Law Enforcement Academy
- Iowa Lottery Authority
- Iowa Office of the Chief Information Officer
- Iowa Public Employees' Retirement System
- Iowa Public Employment Relations Board
- Iowa Public Television
- Iowa Secretary of State
- Iowa Treasurer of State
- Iowa Veterans Home
- Iowa Vocational Rehabilitation Services

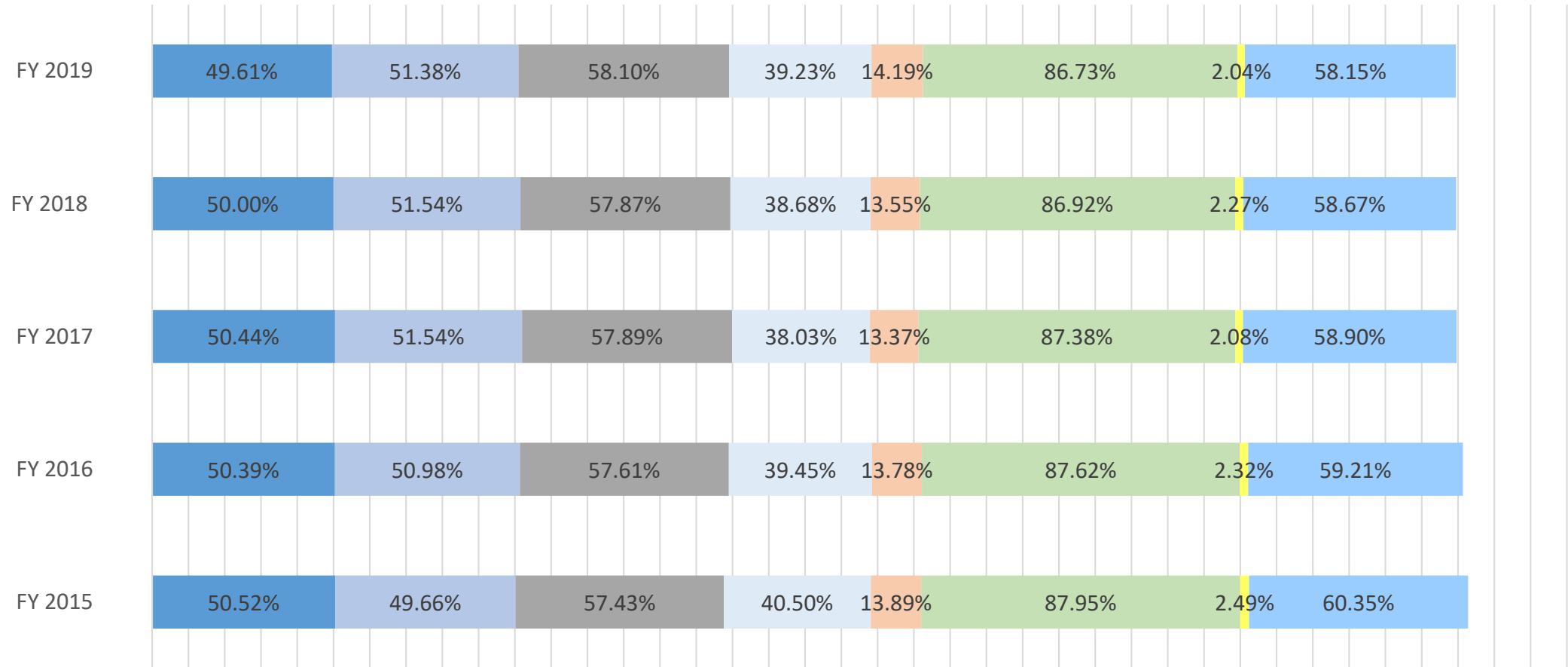
APPENDIX B:
EXECUTIVE BRANCH WORKFORCE COMPOSITION FIVE-YEAR TRENDS
BY FEMALES and MINORITIES

Appendix B contains a five-year workforce trend analysis. The following charts show the overall percentage of the Executive Branch workforce and by State and local government job category over a five-year period for females and minorities.

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

Starting in FY 2017, the “unknown” category was deactivated. Employees previously reported in this category have been absorbed into the respective non-minority or minority category. The category is now at a 0 balance, and is being shown only for comparative purposes.

Executive Branch Female Workforce Composition Five-Year Trends



■ Total Executive Branch
 ■ Officials/Administrators
 ■ Professional
 ■ Technician
■ Protective Service:Sworn
■ Administrative Support
■ Skilled Craft
■ Service/Maintenance

Females*Executive Branch - Total*

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 49.48% | 49.61% | 49.56% | 50.00% | 50.39% |
| Female | 50.52% | 50.39% | 50.44% | 50.00% | 49.61% |

Category 1 - Officials/Administrators

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 50.34% | 49.02% | 48.44% | 48.46% | 48.62% |
| Female | 49.66% | 50.98% | 51.56% | 51.54% | 51.38% |

Category 2 – Professional

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 42.57% | 42.39% | 42.11% | 42.13% | 41.90% |
| Female | 57.43% | 57.61% | 57.89% | 57.87% | 58.10% |

Category 3 - Technician

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 59.50% | 60.55% | 61.97% | 61.32% | 60.77% |
| Female | 40.50% | 39.45% | 38.03% | 38.68% | 39.23% |

Category 4 - Protective Service: Sworn

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 86.11% | 86.22% | 86.63% | 86.45% | 85.81% |
| Female | 13.89% | 13.78% | 13.37% | 13.55% | 14.19% |

Category 6 - Administrative Support

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 12.05% | 12.38% | 12.62% | 13.08% | 13.27% |
| Female | 87.95% | 87.62% | 87.38% | 86.92% | 86.73% |

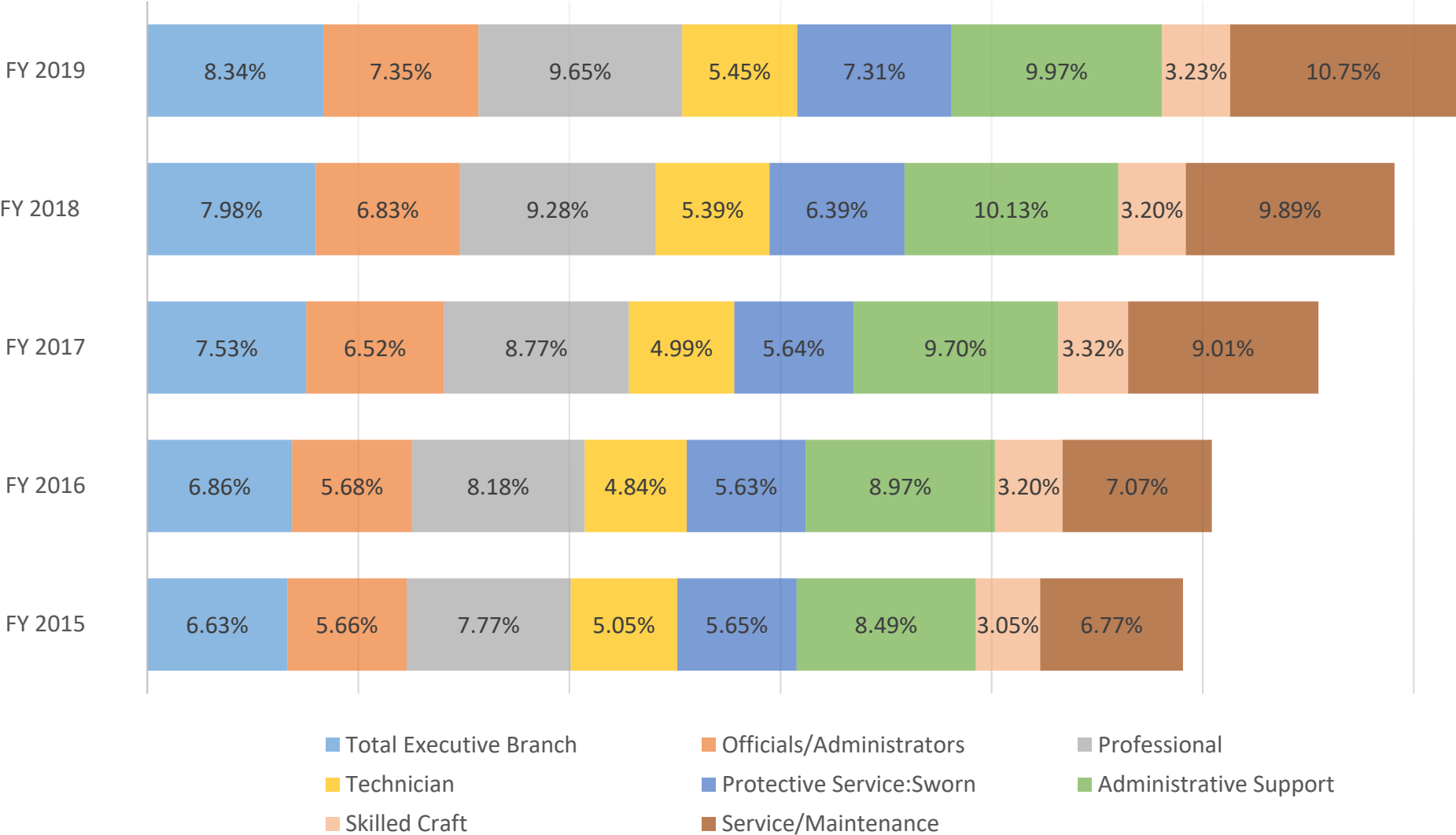
Category 7 - Skilled Craft Workers

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 97.51% | 97.68% | 97.92% | 97.73% | 97.96% |
| Female | 2.49% | 2.32% | 2.08% | 2.27% | 2.04% |

Category 8 - Service/Maintenance

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | 39.65% | 40.79% | 41.10% | 41.33% | 41.85% |
| Female | 60.35% | 59.21% | 58.90% | 58.67% | 58.15% |

EXECUTIVE BRANCH MINORITY WORKFORCE COMPOSITION FIVE-YEAR TRENDS



Minorities

Executive Branch - Total

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 91.48% | 91.34% | 92.47% | 92.02% | 91.66% |
| Minority | 6.63% | 6.86% | 7.53% | 7.98% | 8.34% |
| Unknown | 1.89% | 1.80% | 0.00% | 0.00% | 0.00% |

Category 1 - Officials/Administrators

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 92.26% | 92.05% | 93.48% | 93.17% | 92.65% |
| Minority | 5.66% | 5.68% | 6.52% | 6.83% | 7.35% |
| Unknown | 2.09% | 2.26% | 0.00% | 0.00% | 0.00% |

Category 2 – Professional

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 90.15% | 90.03% | 91.23% | 90.72% | 90.35% |
| Minority | 7.77% | 8.18% | 8.77% | 9.28% | 9.65% |
| Unknown | 2.09% | 1.79% | 0.00% | 0.00% | 0.00% |

Category 3 - Technician

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 93.15% | 93.30% | 95.01% | 94.61% | 94.55% |
| Minority | 5.05% | 4.84% | 4.99% | 5.39% | 5.45% |
| Unknown | 1.80% | 1.86% | 0.00% | 0.00% | 0.00% |

Category 4 - Protective Service: Sworn

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--------------|--------|--------|--------|--------|--------|
| Non-Minority | 93.57% | 93.57% | 94.36% | 93.61% | 92.69% |
| Minority | 5.65% | 5.63% | 5.64% | 6.39% | 7.31% |
| Unknown | 0.78% | 0.80% | 0.00% | 0.00% | 0.00% |

Category 6 - Administrative Support

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Non-Minority | 90.08% | 89.65% | 90.30% | 89.87% | 90.03% |
| Minority | 8.49% | 8.97% | 9.70% | 10.13% | 9.97% |
| Unknown | 1.43% | 1.38% | 0.00% | 0.00% | 0.00% |

Category 7 - Skilled Craft Workers

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Non-Minority | 96.07% | 96.11% | 96.68% | 96.80% | 96.77% |
| Minority | 3.05% | 3.20% | 3.32% | 3.20% | 3.23% |
| Unknown | 0.87% | 0.69% | 0.00% | 0.00% | 0.00% |

Category 8 - Service/Maintenance

| Class | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Non-Minority | 89.22% | 88.96% | 90.99% | 90.11% | 89.25% |
| Minority | 6.77% | 7.07% | 9.01% | 9.89% | 10.75% |
| Unknown | 4.01% | 3.96% | 0.00% | 0.00% | 0.00% |

APPENDIX C:
WORKFORCE COMPOSITION CHARTS
STATEWIDE AND BY AGENCY

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

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

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 8,171 | 8,074 | 97 | 50.39% | 50.00% |
| Female | 8,044 | 8,075 | -31 | 49.61% | 50.00% |
| Non-Minority | 14,862 | 14,861 | 1 | 91.66% | 92.02% |
| Minority | 1,353 | 1,288 | 65 | 8.34% | 7.98% |
| TOTALS | 16,215 | 16,149 | 66 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 1,218 | 1,227 | -9 | 48.62% | 48.46% |
| Female | 1,287 | 1,305 | -18 | 51.38% | 51.54% |
| Non-Minority | 2,321 | 2,359 | -38 | 92.65% | 93.17% |
| Minority | 184 | 173 | 11 | 7.35% | 6.83% |
| TOTALS | 2,505 | 2,532 | -27 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 1,901 | 1,883 | 18 | 41.90% | 42.13% |
| Female | 2,636 | 2,587 | 49 | 58.10% | 57.87% |
| Non-Minority | 4,099 | 4,055 | 44 | 90.35% | 90.72% |
| Minority | 438 | 415 | 23 | 9.65% | 9.28% |
| TOTALS | 4,537 | 4,470 | 67 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 457 | 455 | 2 | 60.77% | 61.32% |
| Female | 295 | 287 | 8 | 39.23% | 38.68% |
| Non-Minority | 711 | 702 | 9 | 94.55% | 94.61% |
| Minority | 41 | 40 | 1 | 5.45% | 5.39% |
| TOTALS | 752 | 742 | 10 | | |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1,983 | 1,921 | 62 | 85.81% | 86.45% |
| Female | 328 | 301 | 27 | 14.19% | 13.55% |
| Non-Minority | 2,142 | 2,080 | 62 | 92.69% | 93.61% |
| Minority | 169 | 142 | 27 | 7.31% | 6.39% |
| TOTALS | 2,311 | 2,222 | 89 | | |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 370 | 377 | -7 | 13.27% | 13.08% |
| Female | 2,418 | 2,505 | -87 | 86.73% | 86.92% |
| Non-Minority | 2,510 | 2,590 | -80 | 90.03% | 89.87% |
| Minority | 278 | 292 | -14 | 9.97% | 10.13% |
| TOTALS | 2,788 | 2,882 | -94 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1,487 | 1,467 | 20 | 97.96% | 97.73% |
| Female | 31 | 34 | -3 | 2.04% | 2.27% |
| Non-Minority | 1,469 | 1,453 | 16 | 96.77% | 96.80% |
| Minority | 49 | 48 | 1 | 3.23% | 3.20% |
| TOTALS | 1,518 | 1,501 | 17 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 755 | 744 | 11 | 41.85% | 41.33% |
| Female | 1,049 | 1,056 | -7 | 58.15% | 58.67% |
| Non-Minority | 1,610 | 1,622 | -12 | 89.25% | 90.11% |
| Minority | 194 | 178 | 16 | 10.75% | 9.89% |
| TOTALS | 1,804 | 1,800 | 4 | | |

Agency-005

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 86 | 92 | -6 | 43.43% | 46.46% |
| Female | 112 | 106 | 6 | 56.57% | 53.54% |
| Non-Minority | 173 | 173 | 0 | 87.37% | 87.37% |
| Minority | 25 | 25 | 0 | 12.63% | 12.63% |
| TOTALS | 198 | 198 | 0 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 24 | 26 | -2 | 40.00% | 43.33% |
| Female | 36 | 34 | 2 | 60.00% | 56.67% |
| Non-Minority | 59 | 59 | 0 | 98.33% | 98.33% |
| Minority | 1 | 1 | 0 | 1.67% | 1.67% |
| TOTALS | 60 | 60 | 0 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 15 | 15 | 0 | 35.71% | 37.50% |
| Female | 27 | 25 | 2 | 64.29% | 62.50% |
| Non-Minority | 36 | 36 | 0 | 85.71% | 90.00% |
| Minority | 6 | 4 | 2 | 14.29% | 10.00% |
| TOTALS | 42 | 40 | 2 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 7 | 8 | -1 | 15.91% | 18.60% |
| Female | 37 | 35 | 2 | 84.09% | 81.40% |
| Non-Minority | 36 | 34 | 2 | 81.82% | 79.07% |
| Minority | 8 | 9 | -1 | 18.18% | 20.93% |
| TOTALS | 44 | 43 | 1 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 20 | 24 | -4 | 90.91% | 92.31% |
| Female | 2 | 2 | 0 | 9.09% | 7.69% |
| Non-Minority | 22 | 25 | -3 | 100.00% | 96.15% |
| Minority | 0 | 1 | -1 | 0.00% | 3.85% |
| TOTALS | 22 | 26 | -4 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 20 | 19 | 1 | 68.97% | 65.52% |
| Female | 9 | 10 | -1 | 31.03% | 34.48% |
| Non-Minority | 19 | 19 | 0 | 65.52% | 65.52% |
| Minority | 10 | 10 | 0 | 34.48% | 34.48% |
| TOTALS | 29 | 29 | 0 | | |

Agency-009

**Iowa Department of Agriculture and Land Stewardship 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 | 163 | 158 | 5 | 49.54% | 49.84% |
| Female | 166 | 159 | 7 | 50.46% | 50.16% |
| Non-Minority | 320 | 309 | 11 | 97.26% | 97.48% |
| Minority | 9 | 8 | 1 | 2.74% | 2.52% |
| TOTALS | 329 | 317 | 12 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 78 | 75 | 3 | 71.56% | 73.53% |
| Female | 31 | 27 | 4 | 28.44% | 26.47% |
| Non-Minority | 105 | 98 | 7 | 96.33% | 96.08% |
| Minority | 4 | 4 | 0 | 3.67% | 3.92% |
| TOTALS | 109 | 102 | 7 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 77 | 75 | 2 | 67.54% | 68.81% |
| Female | 37 | 34 | 3 | 32.46% | 31.19% |
| Non-Minority | 109 | 105 | 4 | 95.61% | 96.33% |
| Minority | 5 | 4 | 1 | 4.39% | 3.67% |
| TOTALS | 114 | 109 | 5 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 0 | 1 | -1 | 0.00% | 1.01% |
| Female | 98 | 98 | 0 | 100.00% | 98.99% |
| Non-Minority | 98 | 99 | -1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 98 | 99 | -1 | | |

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

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 8 | 7 | 1 | 100.00% | 100.00% |
| Female | 0 | 0 | 0 | 0.00% | 0.00% |
| Non-Minority | 8 | 7 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 8 | 7 | 1 | | |

Agencies-112 & 114

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 97 | 93 | 4 | 39.92% | 39.57% |
| Female | 146 | 142 | 4 | 60.08% | 60.43% |
| Non-Minority | 224 | 215 | 9 | 92.18% | 91.49% |
| Minority | 19 | 20 | -1 | 7.82% | 8.51% |
| TOTALS | 243 | 235 | 8 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 21 | 21 | 0 | 42.86% | 44.68% |
| Female | 28 | 26 | 2 | 57.14% | 55.32% |
| Non-Minority | 44 | 42 | 2 | 89.80% | 89.36% |
| Minority | 5 | 5 | 0 | 10.20% | 10.64% |
| TOTALS | 49 | 47 | 2 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-----------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 75 | 71 | 4 | 49.02% | 48.30% |
| Female | 78 | 76 | 2 | 50.98% | 51.70% |
| Non-Minority | 143 | 137 | 6 | 93.46% | 93.20% |
| Minority | 10 | 10 | 0 | 6.54% | 6.80% |
| TOTALS | 153 | 147 | 6 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1 | 1 | 0 | 2.44% | 2.44% |
| Female | 40 | 40 | 0 | 97.56% | 97.56% |
| Non-Minority | 37 | 36 | 1 | 90.24% | 87.80% |
| Minority | 4 | 5 | -1 | 9.76% | 12.20% |
| TOTALS | 41 | 41 | 0 | | |

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

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

Agency-126

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 53 | 55 | -2 | 51.96% | 50.46% |
| Female | 49 | 54 | -5 | 48.04% | 49.54% |
| Non-Minority | 91 | 101 | -10 | 89.22% | 92.66% |
| Minority | 11 | 8 | 3 | 10.78% | 7.34% |
| TOTALS | 102 | 109 | -7 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 4 | 2 | 2 | 50.00% | 28.57% |
| Female | 4 | 5 | -1 | 50.00% | 71.43% |
| Non-Minority | 6 | 7 | -1 | 75.00% | 100.00% |
| Minority | 2 | 0 | 2 | 25.00% | 0.00% |
| TOTALS | 8 | 7 | 1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 49 | 53 | -4 | 53.26% | 53.00% |
| Female | 43 | 47 | -4 | 46.74% | 47.00% |
| Non-Minority | 83 | 92 | -9 | 90.22% | 92.00% |
| Minority | 9 | 8 | 1 | 9.78% | 8.00% |
| TOTALS | 92 | 100 | -8 | | |

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

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

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

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

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

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 22 | 21 | 1 | 33.85% | 36.21% |
| Female | 43 | 37 | 6 | 66.15% | 63.79% |
| Non-Minority | 56 | 50 | 6 | 86.15% | 86.21% |
| Minority | 9 | 8 | 1 | 13.85% | 13.79% |
| TOTALS | 65 | 58 | 7 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 1 | 1 | 0 | 16.67% | 16.67% |
| Female | 5 | 5 | 0 | 83.33% | 83.33% |
| Non-Minority | 6 | 6 | 0 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 6 | 6 | 0 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 17 | 16 | 1 | 36.96% | 39.02% |
| Female | 29 | 25 | 4 | 63.04% | 60.98% |
| Non-Minority | 38 | 34 | 4 | 82.61% | 82.93% |
| Minority | 8 | 7 | 1 | 17.39% | 17.07% |
| TOTALS | 46 | 41 | 5 | | |

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

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

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

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

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 3 | 3 | 0 | 100.00% | 100.00% |
| Female | 0 | 0 | 0 | 0.00% | 0.00% |
| Non-Minority | 2 | 2 | 0 | 66.67% | 66.67% |
| Minority | 1 | 1 | 0 | 33.33% | 33.33% |
| TOTALS | 3 | 3 | 0 | | |

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

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

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

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

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

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

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

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

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

Agency-167

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 5 | 7 | -2 | 25.00% | 31.82% |
| Female | 15 | 15 | 0 | 75.00% | 68.18% |
| Non-Minority | 16 | 18 | -2 | 80.00% | 81.82% |
| Minority | 4 | 4 | 0 | 20.00% | 18.18% |
| TOTALS | 20 | 22 | -2 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 5 | 7 | -2 | 29.41% | 36.84% |
| Female | 12 | 12 | 0 | 70.59% | 63.16% |
| Non-Minority | 14 | 16 | -2 | 82.35% | 84.21% |
| Minority | 3 | 3 | 0 | 17.65% | 15.79% |
| TOTALS | 17 | 19 | -2 | | |

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

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

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

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

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

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

Agency-185

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 69 | 79 | -10 | 66.35% | 69.30% |
| Female | 35 | 35 | 0 | 33.65% | 30.70% |
| Non-Minority | 92 | 101 | -9 | 88.46% | 88.60% |
| Minority | 12 | 13 | -1 | 11.54% | 11.40% |
| TOTALS | 104 | 114 | -10 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 19 | 19 | 0 | 79.17% | 76.00% |
| Female | 5 | 6 | -1 | 20.83% | 24.00% |
| Non-Minority | 24 | 25 | -1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 24 | 25 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 47 | 55 | -8 | 69.12% | 72.37% |
| Female | 21 | 21 | 0 | 30.88% | 27.63% |
| Non-Minority | 60 | 66 | -6 | 88.24% | 86.84% |
| Minority | 8 | 10 | -2 | 11.76% | 13.16% |
| TOTALS | 68 | 76 | -8 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1 | 1 | 0 | 11.11% | 12.50% |
| Female | 8 | 7 | 1 | 88.89% | 87.50% |
| Non-Minority | 6 | 6 | 0 | 66.67% | 75.00% |
| Minority | 3 | 2 | 1 | 33.33% | 25.00% |
| TOTALS | 9 | 8 | 1 | | |

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

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 2 | 4 | -2 | 66.67% | 80.00% |
| Female | 1 | 1 | 0 | 33.33% | 20.00% |
| Non-Minority | 2 | 4 | -2 | 66.67% | 80.00% |
| Minority | 1 | 1 | 0 | 33.33% | 20.00% |
| TOTALS | 3 | 5 | -2 | | |

Agency-212

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 58 | 61 | -3 | 75.32% | 78.21% |
| Female | 19 | 17 | 2 | 24.68% | 21.79% |
| Non-Minority | 65 | 68 | -3 | 84.42% | 87.18% |
| Minority | 12 | 10 | 2 | 15.58% | 12.82% |
| TOTALS | 77 | 78 | -1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 11 | 10 | 1 | 61.11% | 58.82% |
| Female | 7 | 7 | 0 | 38.89% | 41.18% |
| Non-Minority | 16 | 15 | 1 | 88.89% | 88.24% |
| Minority | 2 | 2 | 0 | 11.11% | 11.76% |
| TOTALS | 18 | 17 | 1 | | |

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

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 5 | 5 | 0 | 33.33% | 38.46% |
| Female | 10 | 8 | 2 | 66.67% | 61.54% |
| Non-Minority | 13 | 12 | 1 | 86.67% | 92.31% |
| Minority | 2 | 1 | 1 | 13.33% | 7.69% |
| TOTALS | 15 | 13 | 2 | | |

| 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% |
| TOTALS | 2 | 2 | 0 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 37 | 41 | -4 | 100.00% | 100.00% |
| Female | 0 | 0 | 0 | 0.00% | 0.00% |
| Non-Minority | 30 | 35 | -5 | 81.08% | 85.37% |
| Minority | 7 | 6 | 1 | 18.92% | 14.63% |
| TOTALS | 37 | 41 | -4 | | |

Agency-213

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 43 | 42 | 1 | 56.58% | 56.00% |
| Female | 33 | 33 | 0 | 43.42% | 44.00% |
| Non-Minority | 74 | 74 | 0 | 97.37% | 98.67% |
| Minority | 2 | 1 | 1 | 2.63% | 1.33% |
| TOTALS | 76 | 75 | 1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 43 | 42 | 1 | 58.90% | 58.33% |
| Female | 30 | 30 | 0 | 41.10% | 41.67% |
| Non-Minority | 71 | 71 | 0 | 97.26% | 98.61% |
| Minority | 2 | 1 | 1 | 2.74% | 1.39% |
| TOTALS | 73 | 72 | 1 | | |

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

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

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

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

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

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

Agency-214

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

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

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 8 | 8 | 0 | 61.54% | 72.73% |
| Female | 5 | 3 | 2 | 38.46% | 27.27% |
| Non-Minority | 13 | 11 | 2 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 13 | 11 | 2 | | |

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

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

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

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

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

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

Agency-216

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 45 | 45 | 0 | 46.39% | 45.92% |
| Female | 52 | 53 | -1 | 53.61% | 54.08% |
| Non-Minority | 84 | 84 | 0 | 86.60% | 85.71% |
| Minority | 13 | 14 | -1 | 13.40% | 14.29% |
| TOTALS | 97 | 98 | -1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 37 | 37 | 0 | 51.39% | 52.11% |
| Female | 35 | 34 | 1 | 48.61% | 47.89% |
| Non-Minority | 61 | 61 | 0 | 84.72% | 85.92% |
| Minority | 11 | 10 | 1 | 15.28% | 14.08% |
| TOTALS | 72 | 71 | 1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 3 | 2 | 1 | 42.86% | 25.00% |
| Female | 4 | 6 | -2 | 57.14% | 75.00% |
| Non-Minority | 7 | 7 | 0 | 100.00% | 87.50% |
| Minority | 0 | 1 | -1 | 0.00% | 12.50% |
| TOTALS | 7 | 8 | -1 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1 | 2 | -1 | 7.14% | 13.33% |
| Female | 13 | 13 | 0 | 92.86% | 86.67% |
| Non-Minority | 12 | 12 | 0 | 85.71% | 80.00% |
| Minority | 2 | 3 | -1 | 14.29% | 20.00% |
| TOTALS | 14 | 15 | -1 | | |

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

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

Agency-217

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 2 | 2 | 0 | 22.22% | 20.00% |
| Female | 7 | 8 | -1 | 77.78% | 80.00% |
| Non-Minority | 9 | 10 | -1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 9 | 10 | -1 | | |

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

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

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

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

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

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

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

Agency-219

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 27 | 30 | -3 | 50.00% | 53.57% |
| Female | 27 | 26 | 1 | 50.00% | 46.43% |
| Non-Minority | 45 | 49 | -4 | 83.33% | 87.50% |
| Minority | 9 | 7 | 2 | 16.67% | 12.50% |
| TOTALS | 54 | 56 | -2 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 14 | 19 | -5 | 50.00% | 59.38% |
| Female | 14 | 13 | 1 | 50.00% | 40.63% |
| Non-Minority | 24 | 30 | -6 | 85.71% | 93.75% |
| Minority | 4 | 2 | 2 | 14.29% | 6.25% |
| TOTALS | 28 | 32 | -4 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 10 | 9 | 1 | 71.43% | 64.29% |
| Female | 4 | 5 | -1 | 28.57% | 35.71% |
| Non-Minority | 10 | 10 | 0 | 71.43% | 71.43% |
| Minority | 4 | 4 | 0 | 28.57% | 28.57% |
| TOTALS | 14 | 14 | 0 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 3 | 2 | 1 | 25.00% | 20.00% |
| Female | 9 | 8 | 1 | 75.00% | 80.00% |
| Non-Minority | 11 | 9 | 2 | 91.67% | 90.00% |
| Minority | 1 | 1 | 0 | 8.33% | 10.00% |
| TOTALS | 12 | 10 | 2 | | |

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

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

Agencies-238 thru 252

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 1,701 | 1,635 | 66 | 67.63% | 68.10% |
| Female | 814 | 766 | 48 | 32.37% | 31.90% |
| Non-Minority | 2,314 | 2,227 | 87 | 92.01% | 92.75% |
| Minority | 201 | 174 | 27 | 7.99% | 7.25% |
| TOTALS | 2,515 | 2,401 | 114 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 95 | 95 | 0 | 53.98% | 55.23% |
| Female | 81 | 77 | 4 | 46.02% | 44.77% |
| Non-Minority | 166 | 162 | 4 | 94.32% | 94.19% |
| Minority | 10 | 10 | 0 | 5.68% | 5.81% |
| TOTALS | 176 | 172 | 4 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 125 | 121 | 4 | 37.43% | 37.46% |
| Female | 209 | 202 | 7 | 62.57% | 62.54% |
| Non-Minority | 308 | 297 | 11 | 92.22% | 91.95% |
| Minority | 26 | 26 | 0 | 7.78% | 8.05% |
| TOTALS | 334 | 323 | 11 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 57 | 53 | 4 | 50.00% | 50.48% |
| Female | 57 | 52 | 5 | 50.00% | 49.52% |
| Non-Minority | 107 | 98 | 9 | 93.86% | 93.33% |
| Minority | 7 | 7 | 0 | 6.14% | 6.67% |
| TOTALS | 114 | 105 | 9 | | |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1,207 | 1,161 | 46 | 81.83% | 82.81% |
| Female | 268 | 241 | 27 | 18.17% | 17.19% |
| Non-Minority | 1,334 | 1,288 | 46 | 90.44% | 91.87% |
| Minority | 141 | 114 | 27 | 9.56% | 8.13% |
| TOTALS | 1,475 | 1,402 | 73 | | |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 13 | 12 | 1 | 9.49% | 9.09% |
| Female | 124 | 120 | 4 | 90.51% | 90.91% |
| Non-Minority | 131 | 125 | 6 | 95.62% | 94.70% |
| Minority | 6 | 7 | -1 | 4.38% | 5.30% |
| TOTALS | 137 | 132 | 5 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 104 | 103 | 1 | 99.05% | 99.04% |
| Female | 1 | 1 | 0 | 0.95% | 0.96% |
| Non-Minority | 103 | 103 | 0 | 98.10% | 99.04% |
| Minority | 2 | 1 | 1 | 1.90% | 0.96% |
| TOTALS | 105 | 104 | 1 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 100 | 90 | 10 | 57.47% | 55.21% |
| Female | 74 | 73 | 1 | 42.53% | 44.79% |
| Non-Minority | 165 | 154 | 11 | 94.83% | 94.48% |
| Minority | 9 | 9 | 0 | 5.17% | 5.52% |
| TOTALS | 174 | 163 | 11 | | |

Agency-259

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 15 | 16 | -1 | 33.33% | 36.36% |
| Female | 30 | 28 | 2 | 66.67% | 63.64% |
| Non-Minority | 44 | 43 | 1 | 97.78% | 97.73% |
| Minority | 1 | 1 | 0 | 2.22% | 2.27% |
| TOTALS | 45 | 44 | 1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 3 | 4 | -1 | 50.00% | 50.00% |
| Female | 3 | 4 | -1 | 50.00% | 50.00% |
| Non-Minority | 6 | 8 | -2 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 6 | 8 | -2 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 8 | 8 | 0 | 24.24% | 27.59% |
| Female | 25 | 21 | 4 | 75.76% | 72.41% |
| Non-Minority | 33 | 29 | 4 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 33 | 29 | 4 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 2 | 2 | 0 | 50.00% | 40.00% |
| Female | 2 | 3 | -1 | 50.00% | 60.00% |
| Non-Minority | 3 | 4 | -1 | 75.00% | 80.00% |
| Minority | 1 | 1 | 0 | 25.00% | 20.00% |
| TOTALS | 4 | 5 | -1 | | |

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

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

Agency-269

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 37 | 38 | -1 | 39.36% | 37.62% |
| Female | 57 | 63 | -6 | 60.64% | 62.38% |
| Non-Minority | 91 | 97 | -6 | 96.81% | 96.04% |
| Minority | 3 | 4 | -1 | 3.19% | 3.96% |
| TOTALS | 94 | 101 | -7 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 33 | 33 | 0 | 39.76% | 37.08% |
| Female | 50 | 56 | -6 | 60.24% | 62.92% |
| Non-Minority | 80 | 85 | -5 | 96.39% | 95.51% |
| Minority | 3 | 4 | -1 | 3.61% | 4.49% |
| TOTALS | 83 | 89 | -6 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 3 | 4 | -1 | 50.00% | 57.14% |
| Female | 3 | 3 | 0 | 50.00% | 42.86% |
| Non-Minority | 6 | 7 | -1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 6 | 7 | -1 | | |

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

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

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

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

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1 | 1 | 0 | 25.00% | 33.33% |
| Female | 3 | 2 | 1 | 75.00% | 66.67% |
| Non-Minority | 4 | 3 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 4 | 3 | 1 | | |

Agency-270

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 21 | 27 | -6 | 26.58% | 31.40% |
| Female | 58 | 59 | -1 | 73.42% | 68.60% |
| Non-Minority | 73 | 80 | -7 | 92.41% | 93.02% |
| Minority | 6 | 6 | 0 | 7.59% | 6.98% |
| TOTALS | 79 | 86 | -7 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 10 | 14 | -4 | 23.26% | 28.57% |
| Female | 33 | 35 | -2 | 76.74% | 71.43% |
| Non-Minority | 41 | 46 | -5 | 95.35% | 93.88% |
| Minority | 2 | 3 | -1 | 4.65% | 6.12% |
| TOTALS | 43 | 49 | -6 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 10 | 12 | -2 | 38.46% | 44.44% |
| Female | 16 | 15 | 1 | 61.54% | 55.56% |
| Non-Minority | 22 | 24 | -2 | 84.62% | 88.89% |
| Minority | 4 | 3 | 1 | 15.38% | 11.11% |
| TOTALS | 26 | 27 | -1 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1 | 1 | 0 | 10.00% | 10.00% |
| Female | 9 | 9 | 0 | 90.00% | 90.00% |
| Non-Minority | 10 | 10 | 0 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 10 | 10 | 0 | | |

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

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

Agency-282

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 65 | 75 | -10 | 29.41% | 30.24% |
| Female | 156 | 173 | -17 | 70.59% | 69.76% |
| Non-Minority | 204 | 228 | -24 | 92.31% | 91.94% |
| Minority | 17 | 20 | -3 | 7.69% | 8.06% |
| TOTALS | 221 | 248 | -27 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 15 | 17 | -2 | 53.57% | 53.13% |
| Female | 13 | 15 | -2 | 46.43% | 46.88% |
| Non-Minority | 27 | 31 | -4 | 96.43% | 96.88% |
| Minority | 1 | 1 | 0 | 3.57% | 3.13% |
| TOTALS | 28 | 32 | -4 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 45 | 52 | -7 | 27.78% | 29.55% |
| Female | 117 | 124 | -7 | 72.22% | 70.45% |
| Non-Minority | 149 | 162 | -13 | 91.98% | 92.05% |
| Minority | 13 | 14 | -1 | 8.02% | 7.95% |
| TOTALS | 162 | 176 | -14 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 2 | 3 | -1 | 7.14% | 8.11% |
| Female | 26 | 34 | -8 | 92.86% | 91.89% |
| Non-Minority | 25 | 32 | -7 | 89.29% | 86.49% |
| Minority | 3 | 5 | -2 | 10.71% | 13.51% |
| TOTALS | 28 | 37 | -9 | | |

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

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

Agency-283

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 84 | 81 | 3 | 22.76% | 22.44% |
| Female | 285 | 280 | 5 | 77.24% | 77.56% |
| Non-Minority | 330 | 329 | 1 | 89.43% | 91.14% |
| Minority | 39 | 32 | 7 | 10.57% | 8.86% |
| TOTALS | 369 | 361 | 8 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 6 | 6 | 0 | 28.57% | 30.00% |
| Female | 15 | 14 | 1 | 71.43% | 70.00% |
| Non-Minority | 21 | 20 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 21 | 20 | 1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 45 | 44 | 1 | 26.16% | 26.51% |
| Female | 127 | 122 | 5 | 73.84% | 73.49% |
| Non-Minority | 154 | 152 | 2 | 89.53% | 91.57% |
| Minority | 18 | 14 | 4 | 10.47% | 8.43% |
| TOTALS | 172 | 166 | 6 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 3 | 1 | 2 | 10.00% | 3.45% |
| Female | 27 | 28 | -1 | 90.00% | 96.55% |
| Non-Minority | 28 | 26 | 2 | 93.33% | 89.66% |
| Minority | 2 | 3 | -1 | 6.67% | 10.34% |
| TOTALS | 30 | 29 | 1 | | |

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 30 | 30 | 0 | 20.55% | 20.55% |
| Female | 116 | 116 | 0 | 79.45% | 79.45% |
| Non-Minority | 127 | 131 | -4 | 86.99% | 89.73% |
| Minority | 19 | 15 | 4 | 13.01% | 10.27% |
| TOTALS | 146 | 146 | 0 | | |

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

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

Agency-284

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 9 | 8 | 1 | 25.00% | 22.22% |
| Female | 27 | 28 | -1 | 75.00% | 77.78% |
| Non-Minority | 29 | 30 | -1 | 80.56% | 83.33% |
| Minority | 7 | 6 | 1 | 19.44% | 16.67% |
| TOTALS | 36 | 36 | 0 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 4 | 4 | 0 | 30.77% | 30.77% |
| Female | 9 | 9 | 0 | 69.23% | 69.23% |
| Non-Minority | 12 | 12 | 0 | 92.31% | 92.31% |
| Minority | 1 | 1 | 0 | 7.69% | 7.69% |
| TOTALS | 13 | 13 | 0 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 5 | 4 | 1 | 26.32% | 22.22% |
| Female | 14 | 14 | 0 | 73.68% | 77.78% |
| Non-Minority | 14 | 14 | 0 | 73.68% | 77.78% |
| Minority | 5 | 4 | 1 | 26.32% | 22.22% |
| TOTALS | 19 | 18 | 1 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 0 | 0 | 0 | 0.00% | 0.00% |
| Female | 4 | 5 | -1 | 100.00% | 100.00% |
| Non-Minority | 3 | 4 | -1 | 75.00% | 80.00% |
| Minority | 1 | 1 | 0 | 25.00% | 20.00% |
| TOTALS | 4 | 5 | -1 | | |

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

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

Agency-285

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 58 | 60 | -2 | 61.70% | 62.50% |
| Female | 36 | 36 | 0 | 38.30% | 37.50% |
| Non-Minority | 91 | 93 | -2 | 96.81% | 96.88% |
| Minority | 3 | 3 | 0 | 3.19% | 3.13% |
| TOTALS | 94 | 96 | -2 | | |

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

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 23 | 24 | -1 | 56.10% | 58.54% |
| Female | 18 | 17 | 1 | 43.90% | 41.46% |
| Non-Minority | 39 | 39 | 0 | 95.12% | 95.12% |
| Minority | 2 | 2 | 0 | 4.88% | 4.88% |
| TOTALS | 41 | 41 | 0 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 26 | 27 | -1 | 92.86% | 90.00% |
| Female | 2 | 3 | -1 | 7.14% | 10.00% |
| Non-Minority | 28 | 30 | -2 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 28 | 30 | -2 | | |

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

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

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

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

Agency-286

**Iowa Board of Educational Examiners Workforce Composition
Comparison for Total Agency and by EEO Category²**

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 6 | 0 | 6 | 42.86% | 0.00% |
| Female | 8 | 0 | 8 | 57.14% | 0.00% |
| Non-Minority | 13 | 0 | 13 | 92.86% | 0.00% |
| Minority | 1 | 0 | 1 | 7.14% | 0.00% |
| TOTALS | 14 | 0 | 14 | | |

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

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 5 | 0 | 5 | 62.50% | 0.00% |
| Female | 3 | 0 | 3 | 37.50% | 0.00% |
| Non-Minority | 8 | 0 | 8 | 100.00% | 0.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 8 | 0 | 8 | | |

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

² The Iowa Board of Educational Examiners was created on July 1, 2018, therefore, no prior year data exist for this reporting year.

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

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

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

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

Agency-297

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 5 | 4 | 1 | 17.24% | 14.29% |
| Female | 24 | 24 | 0 | 82.76% | 85.71% |
| Non-Minority | 28 | 26 | 2 | 96.55% | 92.86% |
| Minority | 1 | 2 | -1 | 3.45% | 7.14% |
| TOTALS | 29 | 28 | 1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 3 | 3 | 0 | 25.00% | 27.27% |
| Female | 9 | 8 | 1 | 75.00% | 72.73% |
| Non-Minority | 12 | 11 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 12 | 11 | 1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 1 | 1 | 0 | 8.33% | 8.33% |
| Female | 11 | 11 | 0 | 91.67% | 91.67% |
| Non-Minority | 11 | 11 | 0 | 91.67% | 91.67% |
| Minority | 1 | 1 | 0 | 8.33% | 8.33% |
| TOTALS | 12 | 12 | 0 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1 | 0 | 1 | 20.00% | 0.00% |
| Female | 4 | 5 | -1 | 80.00% | 100.00% |
| Non-Minority | 5 | 4 | 1 | 100.00% | 80.00% |
| Minority | 0 | 1 | -1 | 0.00% | 20.00% |
| TOTALS | 5 | 5 | 0 | | |

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

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

Agency-309

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 228 | 224 | 4 | 36.60% | 36.54% |
| Female | 395 | 389 | 6 | 63.40% | 63.46% |
| Non-Minority | 487 | 475 | 12 | 78.17% | 77.49% |
| Minority | 136 | 138 | -2 | 21.83% | 22.51% |
| TOTALS | 623 | 613 | 10 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 64 | 63 | 1 | 47.76% | 43.45% |
| Female | 70 | 82 | -12 | 52.24% | 56.55% |
| Non-Minority | 110 | 121 | -11 | 82.09% | 83.45% |
| Minority | 24 | 24 | 0 | 17.91% | 16.55% |
| TOTALS | 134 | 145 | -11 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 126 | 122 | 4 | 31.03% | 33.24% |
| Female | 280 | 245 | 35 | 68.97% | 66.76% |
| Non-Minority | 314 | 280 | 34 | 77.34% | 76.29% |
| Minority | 92 | 87 | 5 | 22.66% | 23.71% |
| TOTALS | 406 | 367 | 39 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 29 | 29 | 0 | 85.29% | 87.88% |
| Female | 5 | 4 | 1 | 14.71% | 12.12% |
| Non-Minority | 29 | 28 | 1 | 85.29% | 84.85% |
| Minority | 5 | 5 | 0 | 14.71% | 15.15% |
| TOTALS | 34 | 33 | 1 | | |

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 5 | 6 | -1 | 11.36% | 9.52% |
| Female | 39 | 57 | -18 | 88.64% | 90.48% |
| Non-Minority | 30 | 42 | -12 | 68.18% | 66.67% |
| Minority | 14 | 21 | -7 | 31.82% | 33.33% |
| TOTALS | 44 | 63 | -19 | | |

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

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

Agency-336

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 52 | 55 | -3 | 67.53% | 68.75% |
| Female | 25 | 25 | 0 | 32.47% | 31.25% |
| Non-Minority | 66 | 69 | -3 | 85.71% | 86.25% |
| Minority | 11 | 11 | 0 | 14.29% | 13.75% |
| TOTALS | 77 | 80 | -3 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 9 | 9 | 0 | 64.29% | 64.29% |
| Female | 5 | 5 | 0 | 35.71% | 35.71% |
| Non-Minority | 11 | 11 | 0 | 78.57% | 78.57% |
| Minority | 3 | 3 | 0 | 21.43% | 21.43% |
| TOTALS | 14 | 14 | 0 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 33 | 34 | -1 | 73.33% | 73.91% |
| Female | 12 | 12 | 0 | 26.67% | 26.09% |
| Non-Minority | 38 | 39 | -1 | 84.44% | 84.78% |
| Minority | 7 | 7 | 0 | 15.56% | 15.22% |
| TOTALS | 45 | 46 | -1 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 6 | 6 | 0 | 42.86% | 42.86% |
| Female | 8 | 8 | 0 | 57.14% | 57.14% |
| Non-Minority | 13 | 13 | 0 | 92.86% | 92.86% |
| Minority | 1 | 1 | 0 | 7.14% | 7.14% |
| TOTALS | 14 | 14 | 0 | | |

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

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

Agency-379

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 15 | 15 | 0 | 35.71% | 35.71% |
| Female | 27 | 27 | 0 | 64.29% | 64.29% |
| Non-Minority | 36 | 37 | -1 | 85.71% | 88.10% |
| Minority | 6 | 5 | 1 | 14.29% | 11.90% |
| TOTALS | 42 | 42 | 0 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 4 | 4 | 0 | 21.05% | 20.00% |
| Female | 15 | 16 | -1 | 78.95% | 80.00% |
| Non-Minority | 15 | 16 | -1 | 78.95% | 80.00% |
| Minority | 4 | 4 | 0 | 21.05% | 20.00% |
| TOTALS | 19 | 20 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 11 | 11 | 0 | 55.00% | 57.89% |
| Female | 9 | 8 | 1 | 45.00% | 42.11% |
| Non-Minority | 18 | 18 | 0 | 90.00% | 94.74% |
| Minority | 2 | 1 | 1 | 10.00% | 5.26% |
| TOTALS | 20 | 19 | 1 | | |

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

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

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

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

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

Agencies-401 thru 413

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 1,086 | 1,084 | 2 | 27.58% | 26.99% |
| Female | 2,851 | 2,933 | -82 | 72.42% | 73.01% |
| Non-Minority | 3,596 | 3,683 | -87 | 91.34% | 91.69% |
| Minority | 341 | 334 | 7 | 8.66% | 8.31% |
| TOTALS | 3,937 | 4,017 | -80 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 134 | 137 | -3 | 33.67% | 34.34% |
| Female | 264 | 262 | 2 | 66.33% | 65.66% |
| Non-Minority | 376 | 378 | -2 | 94.47% | 94.74% |
| Minority | 22 | 21 | 1 | 5.53% | 5.26% |
| TOTALS | 398 | 399 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 292 | 279 | 13 | 27.34% | 26.22% |
| Female | 776 | 785 | -9 | 72.66% | 73.78% |
| Non-Minority | 979 | 982 | -3 | 91.67% | 92.29% |
| Minority | 89 | 82 | 7 | 8.33% | 7.71% |
| TOTALS | 1,068 | 1,064 | 4 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 11 | 10 | 1 | 16.67% | 16.39% |
| Female | 55 | 51 | 4 | 83.33% | 83.61% |
| Non-Minority | 64 | 60 | 4 | 96.97% | 98.36% |
| Minority | 2 | 1 | 1 | 3.03% | 1.64% |
| TOTALS | 66 | 61 | 5 | | |

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 126 | 136 | -10 | 9.81% | 9.93% |
| Female | 1,158 | 1,234 | -76 | 90.19% | 90.07% |
| Non-Minority | 1,145 | 1,222 | -77 | 89.17% | 89.20% |
| Minority | 139 | 148 | -9 | 10.83% | 10.80% |
| TOTALS | 1,284 | 1,370 | -86 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 89 | 91 | -2 | 90.82% | 93.81% |
| Female | 9 | 6 | 3 | 9.18% | 6.19% |
| Non-Minority | 98 | 97 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 98 | 97 | 1 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 434 | 431 | 3 | 42.42% | 42.01% |
| Female | 589 | 595 | -6 | 57.58% | 57.99% |
| Non-Minority | 934 | 944 | -10 | 91.30% | 92.01% |
| Minority | 89 | 82 | 7 | 8.70% | 7.99% |
| TOTALS | 1,023 | 1,026 | -3 | | |

Agency-427

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 61 | 63 | -2 | 26.29% | 26.69% |
| Female | 171 | 173 | -2 | 73.71% | 73.31% |
| Non-Minority | 216 | 219 | -3 | 93.10% | 92.80% |
| Minority | 16 | 17 | -1 | 6.90% | 7.20% |
| TOTALS | 232 | 236 | -4 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 27 | 29 | -2 | 51.92% | 54.72% |
| Female | 25 | 24 | 1 | 48.08% | 45.28% |
| Non-Minority | 49 | 50 | -1 | 94.23% | 94.34% |
| Minority | 3 | 3 | 0 | 5.77% | 5.66% |
| TOTALS | 52 | 53 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 30 | 30 | 0 | 19.74% | 19.48% |
| Female | 122 | 124 | -2 | 80.26% | 80.52% |
| Non-Minority | 143 | 145 | -2 | 94.08% | 94.16% |
| Minority | 9 | 9 | 0 | 5.92% | 5.84% |
| TOTALS | 152 | 154 | -2 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 4 | 4 | 0 | 14.29% | 13.79% |
| Female | 24 | 25 | -1 | 85.71% | 86.21% |
| Non-Minority | 24 | 24 | 0 | 85.71% | 82.76% |
| Minority | 4 | 5 | -1 | 14.29% | 17.24% |
| TOTALS | 28 | 29 | -1 | | |

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

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

Agency-428

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 89 | 82 | 7 | 42.58% | 41.84% |
| Female | 120 | 114 | 6 | 57.42% | 58.16% |
| Non-Minority | 188 | 178 | 10 | 89.95% | 90.82% |
| Minority | 21 | 18 | 3 | 10.05% | 9.18% |
| TOTALS | 209 | 196 | 13 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 12 | 13 | -1 | 46.15% | 48.15% |
| Female | 14 | 14 | 0 | 53.85% | 51.85% |
| Non-Minority | 25 | 26 | -1 | 96.15% | 96.30% |
| Minority | 1 | 1 | 0 | 3.85% | 3.70% |
| TOTALS | 26 | 27 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 77 | 69 | 8 | 54.61% | 53.49% |
| Female | 64 | 60 | 4 | 45.39% | 46.51% |
| Non-Minority | 123 | 114 | 9 | 87.23% | 88.37% |
| Minority | 18 | 15 | 3 | 12.77% | 11.63% |
| TOTALS | 141 | 129 | 12 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 0 | 0 | 0 | 0.00% | 0.00% |
| Female | 42 | 40 | 2 | 100.00% | 100.00% |
| Non-Minority | 40 | 38 | 2 | 95.24% | 95.00% |
| Minority | 2 | 2 | 0 | 4.76% | 5.00% |
| TOTALS | 42 | 40 | 2 | | |

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

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

Agency-429

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 19 | 18 | 1 | 44.19% | 42.86% |
| Female | 24 | 24 | 0 | 55.81% | 57.14% |
| Non-Minority | 40 | 40 | 0 | 93.02% | 95.24% |
| Minority | 3 | 2 | 1 | 6.98% | 4.76% |
| TOTALS | 43 | 42 | 1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 5 | 4 | 1 | 62.50% | 57.14% |
| Female | 3 | 3 | 0 | 37.50% | 42.86% |
| Non-Minority | 8 | 7 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 8 | 7 | 1 | | |

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

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

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

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

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

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 14 | 14 | 0 | 48.28% | 48.28% |
| Female | 15 | 15 | 0 | 51.72% | 51.72% |
| Non-Minority | 27 | 27 | 0 | 93.10% | 93.10% |
| Minority | 2 | 2 | 0 | 6.90% | 6.90% |
| TOTALS | 29 | 29 | 0 | | |

Agency-467

**Iowa 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 | 9 | 8 | 1 | 42.86% | 40.00% |
| Female | 12 | 12 | 0 | 57.14% | 60.00% |
| Non-Minority | 20 | 19 | 1 | 95.24% | 95.00% |
| Minority | 1 | 1 | 0 | 4.76% | 5.00% |
| TOTALS | 21 | 20 | 1 | | |

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

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 8 | 6 | 2 | 72.73% | 66.67% |
| Female | 3 | 3 | 0 | 27.27% | 33.33% |
| Non-Minority | 10 | 8 | 2 | 90.91% | 88.89% |
| Minority | 1 | 1 | 0 | 9.09% | 11.11% |
| TOTALS | 11 | 9 | 2 | | |

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

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

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

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

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

Agency-532

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 11 | 12 | -1 | 55.00% | 57.14% |
| Female | 9 | 9 | 0 | 45.00% | 42.86% |
| Non-Minority | 19 | 20 | -1 | 95.00% | 95.24% |
| Minority | 1 | 1 | 0 | 5.00% | 4.76% |
| TOTALS | 20 | 21 | -1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 11 | 12 | -1 | 61.11% | 63.16% |
| Female | 7 | 7 | 0 | 38.89% | 36.84% |
| Non-Minority | 17 | 18 | -1 | 94.44% | 94.74% |
| Minority | 1 | 1 | 0 | 5.56% | 5.26% |
| TOTALS | 18 | 19 | -1 | | |

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

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

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

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

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

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

Agency-542

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 573 | 574 | -1 | 71.80% | 71.93% |
| Female | 225 | 224 | 1 | 28.20% | 28.07% |
| Non-Minority | 763 | 762 | 1 | 95.61% | 95.49% |
| Minority | 35 | 36 | -1 | 4.39% | 4.51% |
| TOTALS | 798 | 798 | 0 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 53 | 55 | -2 | 63.86% | 63.22% |
| Female | 30 | 32 | -2 | 36.14% | 36.78% |
| Non-Minority | 82 | 86 | -4 | 98.80% | 98.85% |
| Minority | 1 | 1 | 0 | 1.20% | 1.15% |
| TOTALS | 83 | 87 | -4 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 317 | 316 | 1 | 70.13% | 70.07% |
| Female | 135 | 135 | 0 | 29.87% | 29.93% |
| Non-Minority | 432 | 430 | 2 | 95.58% | 95.34% |
| Minority | 20 | 21 | -1 | 4.42% | 4.66% |
| TOTALS | 452 | 451 | 1 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 118 | 120 | -2 | 91.47% | 93.02% |
| Female | 11 | 9 | 2 | 8.53% | 6.98% |
| Non-Minority | 126 | 126 | 0 | 97.67% | 97.67% |
| Minority | 3 | 3 | 0 | 2.33% | 2.33% |
| TOTALS | 129 | 129 | 0 | | |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 72 | 71 | 1 | 93.51% | 93.42% |
| Female | 5 | 5 | 0 | 6.49% | 6.58% |
| Non-Minority | 73 | 71 | 2 | 94.81% | 93.42% |
| Minority | 4 | 5 | -1 | 5.19% | 6.58% |
| TOTALS | 77 | 76 | 1 | | |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 8 | 7 | 1 | 15.38% | 14.00% |
| Female | 44 | 43 | 1 | 84.62% | 86.00% |
| Non-Minority | 45 | 44 | 1 | 86.54% | 88.00% |
| Minority | 7 | 6 | 1 | 13.46% | 12.00% |
| TOTALS | 52 | 50 | 2 | | |

| 7. SKILLED CRAFT | 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% |
| TOTALS | 5 | 5 | 0 | | |

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

Agency-547

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

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

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

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

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

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

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

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

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

Agency-553

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 31 | 32 | -1 | 40.26% | 41.03% |
| Female | 46 | 46 | 0 | 59.74% | 58.97% |
| Non-Minority | 67 | 68 | -1 | 87.01% | 87.18% |
| Minority | 10 | 10 | 0 | 12.99% | 12.82% |
| TOTALS | 77 | 78 | -1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 22 | 24 | -2 | 41.51% | 44.44% |
| Female | 31 | 30 | 1 | 58.49% | 55.56% |
| Non-Minority | 49 | 50 | -1 | 92.45% | 92.59% |
| Minority | 4 | 4 | 0 | 7.55% | 7.41% |
| TOTALS | 53 | 54 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 9 | 8 | 1 | 56.25% | 50.00% |
| Female | 7 | 8 | -1 | 43.75% | 50.00% |
| Non-Minority | 12 | 11 | 1 | 75.00% | 68.75% |
| Minority | 4 | 5 | -1 | 25.00% | 31.25% |
| TOTALS | 16 | 16 | 0 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|-----------------|------------------|------------|-------------------------------|----------|
| | | | | Current | Previous |
| Male | 0 | 0 | 0 | 0.00% | 0.00% |
| Female | 8 | 8 | 0 | 100.00% | 100.00% |
| Non-Minority | 6 | 7 | -1 | 75.00% | 87.50% |
| Minority | 2 | 1 | 1 | 25.00% | 12.50% |
| TOTALS | 8 | 8 | 0 | | |

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

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

Agency-572

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 2 | 2 | 0 | 20.00% | 22.22% |
| Female | 8 | 7 | 1 | 80.00% | 77.78% |
| Non-Minority | 10 | 9 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 10 | 9 | 1 | | |

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

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

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

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

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

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

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

Agency-582

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 199 | 196 | 3 | 80.89% | 80.00% |
| Female | 47 | 49 | -2 | 19.11% | 20.00% |
| Non-Minority | 232 | 230 | 2 | 94.31% | 93.88% |
| Minority | 14 | 15 | -1 | 5.69% | 6.12% |
| TOTALS | 246 | 245 | 1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 17 | 18 | -1 | 62.96% | 64.29% |
| Female | 10 | 10 | 0 | 37.04% | 35.71% |
| Non-Minority | 24 | 25 | -1 | 88.89% | 89.29% |
| Minority | 3 | 3 | 0 | 11.11% | 10.71% |
| TOTALS | 27 | 28 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 27 | 28 | -1 | 75.00% | 73.68% |
| Female | 9 | 10 | -1 | 25.00% | 26.32% |
| Non-Minority | 35 | 38 | -3 | 97.22% | 100.00% |
| Minority | 1 | 0 | 1 | 2.78% | 0.00% |
| TOTALS | 36 | 38 | -2 | | |

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

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 70 | 70 | 0 | 98.59% | 98.59% |
| Female | 1 | 1 | 0 | 1.41% | 1.41% |
| Non-Minority | 67 | 66 | 1 | 94.37% | 92.96% |
| Minority | 4 | 5 | -1 | 5.63% | 7.04% |
| TOTALS | 71 | 71 | 0 | | |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 7 | 7 | 0 | 43.75% | 41.18% |
| Female | 9 | 10 | -1 | 56.25% | 58.82% |
| Non-Minority | 16 | 16 | 0 | 100.00% | 94.12% |
| Minority | 0 | 1 | -1 | 0.00% | 5.88% |
| TOTALS | 16 | 17 | -1 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 67 | 62 | 5 | 98.53% | 95.38% |
| Female | 1 | 3 | -2 | 1.47% | 4.62% |
| Non-Minority | 64 | 62 | 2 | 94.12% | 95.38% |
| Minority | 4 | 3 | 1 | 5.88% | 4.62% |
| TOTALS | 68 | 65 | 3 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 8 | 8 | 0 | 34.78% | 38.10% |
| Female | 15 | 13 | 2 | 65.22% | 61.90% |
| Non-Minority | 21 | 18 | 3 | 91.30% | 85.71% |
| Minority | 2 | 3 | -1 | 8.70% | 14.29% |
| TOTALS | 23 | 21 | 2 | | |

Agency-583

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 27 | 28 | -1 | 50.94% | 50.91% |
| Female | 26 | 27 | -1 | 49.06% | 49.09% |
| Non-Minority | 49 | 52 | -3 | 92.45% | 94.55% |
| Minority | 4 | 3 | 1 | 7.55% | 5.45% |
| TOTALS | 53 | 55 | -2 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 19 | 18 | 1 | 54.29% | 51.43% |
| Female | 16 | 17 | -1 | 45.71% | 48.57% |
| Non-Minority | 32 | 32 | 0 | 91.43% | 91.43% |
| Minority | 3 | 3 | 0 | 8.57% | 8.57% |
| TOTALS | 35 | 35 | 0 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 6 | 8 | -2 | 40.00% | 50.00% |
| Female | 9 | 8 | 1 | 60.00% | 50.00% |
| Non-Minority | 14 | 16 | -2 | 93.33% | 100.00% |
| Minority | 1 | 0 | 1 | 6.67% | 0.00% |
| TOTALS | 15 | 16 | -1 | | |

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

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

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

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

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

Agency-588

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 115 | 112 | 3 | 27.25% | 26.60% |
| Female | 307 | 309 | -2 | 72.75% | 73.40% |
| Non-Minority | 382 | 380 | 2 | 90.52% | 90.26% |
| Minority | 40 | 41 | -1 | 9.48% | 9.74% |
| TOTALS | 422 | 421 | 1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 47 | 46 | 1 | 36.43% | 35.38% |
| Female | 82 | 84 | -2 | 63.57% | 64.62% |
| Non-Minority | 124 | 126 | -2 | 96.12% | 96.92% |
| Minority | 5 | 4 | 1 | 3.88% | 3.08% |
| TOTALS | 129 | 130 | -1 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 57 | 53 | 4 | 27.40% | 25.98% |
| Female | 151 | 151 | 0 | 72.60% | 74.02% |
| Non-Minority | 186 | 182 | 4 | 89.42% | 89.22% |
| Minority | 22 | 22 | 0 | 10.58% | 10.78% |
| TOTALS | 208 | 204 | 4 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 10 | 12 | -2 | 12.20% | 14.29% |
| Female | 72 | 72 | 0 | 87.80% | 85.71% |
| Non-Minority | 69 | 69 | 0 | 84.15% | 82.14% |
| Minority | 13 | 15 | -2 | 15.85% | 17.86% |
| TOTALS | 82 | 84 | -2 | | |

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

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

Agency-595

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 654 | 642 | 12 | 78.32% | 78.48% |
| Female | 181 | 176 | 5 | 21.68% | 21.52% |
| Non-Minority | 796 | 786 | 10 | 95.33% | 96.09% |
| Minority | 39 | 32 | 7 | 4.67% | 3.91% |
| TOTALS | 835 | 818 | 17 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 40 | 37 | 3 | 76.92% | 74.00% |
| Female | 12 | 13 | -1 | 23.08% | 26.00% |
| Non-Minority | 49 | 48 | 1 | 94.23% | 96.00% |
| Minority | 3 | 2 | 1 | 5.77% | 4.00% |
| TOTALS | 52 | 50 | 2 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 25 | 27 | -2 | 64.10% | 64.29% |
| Female | 14 | 15 | -1 | 35.90% | 35.71% |
| Non-Minority | 33 | 36 | -3 | 84.62% | 85.71% |
| Minority | 6 | 6 | 0 | 15.38% | 14.29% |
| TOTALS | 39 | 42 | -3 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 28 | 30 | -2 | 49.12% | 51.72% |
| Female | 29 | 28 | 1 | 50.88% | 48.28% |
| Non-Minority | 51 | 54 | -3 | 89.47% | 93.10% |
| Minority | 6 | 4 | 2 | 10.53% | 6.90% |
| TOTALS | 57 | 58 | -1 | | |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 534 | 520 | 14 | 92.39% | 92.36% |
| Female | 44 | 43 | 1 | 7.61% | 7.64% |
| Non-Minority | 559 | 546 | 13 | 96.71% | 96.98% |
| Minority | 19 | 17 | 2 | 3.29% | 3.02% |
| TOTALS | 578 | 563 | 15 | | |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 22 | 23 | -1 | 21.15% | 23.00% |
| Female | 82 | 77 | 5 | 78.85% | 77.00% |
| Non-Minority | 100 | 98 | 2 | 96.15% | 98.00% |
| Minority | 4 | 2 | 2 | 3.85% | 2.00% |
| TOTALS | 104 | 100 | 4 | | |

| 7. SKILLED CRAFT | 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 | 4 | 4 | 0 | 80.00% | 80.00% |
| Minority | 1 | 1 | 0 | 20.00% | 20.00% |
| TOTALS | 5 | 5 | 0 | | |

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

Agency-625

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 101 | 100 | 1 | 37.00% | 35.59% |
| Female | 172 | 181 | -9 | 63.00% | 64.41% |
| Non-Minority | 219 | 229 | -10 | 80.22% | 81.49% |
| Minority | 54 | 52 | 2 | 19.78% | 18.51% |
| TOTALS | 273 | 281 | -8 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 76 | 76 | 0 | 41.99% | 39.79% |
| Female | 105 | 115 | -10 | 58.01% | 60.21% |
| Non-Minority | 147 | 158 | -11 | 81.22% | 82.72% |
| Minority | 34 | 33 | 1 | 18.78% | 17.28% |
| TOTALS | 181 | 191 | -10 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 18 | 18 | 0 | 41.86% | 40.91% |
| Female | 25 | 26 | -1 | 58.14% | 59.09% |
| Non-Minority | 36 | 38 | -2 | 83.72% | 86.36% |
| Minority | 7 | 6 | 1 | 16.28% | 13.64% |
| TOTALS | 43 | 44 | -1 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 6 | 5 | 1 | 12.50% | 11.11% |
| Female | 42 | 40 | 2 | 87.50% | 88.89% |
| Non-Minority | 35 | 32 | 3 | 72.92% | 71.11% |
| Minority | 13 | 13 | 0 | 27.08% | 28.89% |
| TOTALS | 48 | 45 | 3 | | |

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

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

Agency-627

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 64 | 64 | 0 | 62.14% | 62.75% |
| Female | 39 | 38 | 1 | 37.86% | 37.25% |
| Non-Minority | 98 | 97 | 1 | 95.15% | 95.10% |
| Minority | 5 | 5 | 0 | 4.85% | 4.90% |
| TOTALS | 103 | 102 | 1 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 15 | 15 | 0 | 60.00% | 60.00% |
| Female | 10 | 10 | 0 | 40.00% | 40.00% |
| Non-Minority | 23 | 23 | 0 | 92.00% | 92.00% |
| Minority | 2 | 2 | 0 | 8.00% | 8.00% |
| TOTALS | 25 | 25 | 0 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 7 | 5 | 2 | 38.89% | 33.33% |
| Female | 11 | 10 | 1 | 61.11% | 66.67% |
| Non-Minority | 17 | 15 | 2 | 94.44% | 100.00% |
| Minority | 1 | 0 | 1 | 5.56% | 0.00% |
| TOTALS | 18 | 15 | 3 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 39 | 41 | -2 | 68.42% | 69.49% |
| Female | 18 | 18 | 0 | 31.58% | 30.51% |
| Non-Minority | 56 | 57 | -1 | 98.25% | 96.61% |
| Minority | 1 | 2 | -1 | 1.75% | 3.39% |
| TOTALS | 57 | 59 | -2 | | |

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

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

Agency-635

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 9 | 12 | -3 | 34.62% | 48.00% |
| Female | 17 | 13 | 4 | 65.38% | 52.00% |
| Non-Minority | 23 | 23 | 0 | 88.46% | 92.00% |
| Minority | 3 | 2 | 1 | 11.54% | 8.00% |
| TOTALS | 26 | 25 | 1 | | |

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

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 3 | 6 | -3 | 37.50% | 60.00% |
| Female | 5 | 4 | 1 | 62.50% | 40.00% |
| Non-Minority | 7 | 10 | -3 | 87.50% | 100.00% |
| Minority | 1 | 0 | 1 | 12.50% | 0.00% |
| TOTALS | 8 | 10 | -2 | | |

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 2 | 3 | -1 | 16.67% | 27.27% |
| Female | 10 | 8 | 2 | 83.33% | 72.73% |
| Non-Minority | 10 | 9 | 1 | 83.33% | 81.82% |
| Minority | 2 | 2 | 0 | 16.67% | 18.18% |
| TOTALS | 12 | 11 | 1 | | |

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

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

Agency-645

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 1,982 | 1,949 | 33 | 78.46% | 77.90% |
| Female | 544 | 553 | -9 | 21.54% | 22.10% |
| Non-Minority | 2,401 | 2,379 | 22 | 95.05% | 95.08% |
| Minority | 125 | 123 | 2 | 4.95% | 4.92% |
| TOTALS | 2,526 | 2,502 | 24 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 192 | 186 | 6 | 64.43% | 63.70% |
| Female | 106 | 106 | 0 | 35.57% | 36.30% |
| Non-Minority | 280 | 277 | 3 | 93.96% | 94.86% |
| Minority | 18 | 15 | 3 | 6.04% | 5.14% |
| TOTALS | 298 | 292 | 6 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 265 | 266 | -1 | 69.19% | 69.82% |
| Female | 118 | 115 | 3 | 30.81% | 30.18% |
| Non-Minority | 350 | 346 | 4 | 91.38% | 90.81% |
| Minority | 33 | 35 | -2 | 8.62% | 9.19% |
| TOTALS | 383 | 381 | 2 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 170 | 168 | 2 | 82.52% | 83.58% |
| Female | 36 | 33 | 3 | 17.48% | 16.42% |
| Non-Minority | 196 | 191 | 5 | 95.15% | 95.02% |
| Minority | 10 | 10 | 0 | 4.85% | 4.98% |
| TOTALS | 206 | 201 | 5 | | |

| 4. PROTECTIVE SERVICE: SWORN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 90 | 89 | 1 | 90.91% | 89.90% |
| Female | 9 | 10 | -1 | 9.09% | 10.10% |
| Non-Minority | 98 | 98 | 0 | 98.99% | 98.99% |
| Minority | 1 | 1 | 0 | 1.01% | 1.01% |
| TOTALS | 99 | 99 | 0 | | |

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 48 | 40 | 8 | 16.22% | 13.61% |
| Female | 248 | 254 | -6 | 83.78% | 86.39% |
| Non-Minority | 275 | 275 | 0 | 92.91% | 93.54% |
| Minority | 21 | 19 | 2 | 7.09% | 6.46% |
| TOTALS | 296 | 294 | 2 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1,161 | 1,140 | 21 | 98.64% | 98.28% |
| Female | 16 | 20 | -4 | 1.36% | 1.72% |
| Non-Minority | 1,137 | 1,119 | 18 | 96.60% | 96.47% |
| Minority | 40 | 41 | -1 | 3.40% | 3.53% |
| TOTALS | 1,177 | 1,160 | 17 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 56 | 60 | -4 | 83.58% | 80.00% |
| Female | 11 | 15 | -4 | 16.42% | 20.00% |
| Non-Minority | 65 | 73 | -8 | 97.01% | 97.33% |
| Minority | 2 | 2 | 0 | 2.99% | 2.67% |
| TOTALS | 67 | 75 | -8 | | |

Agency-655

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|-------------------------|--------------------------|-------------------|---------------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 6 | 7 | -1 | 26.09% | 29.17% |
| Female | 17 | 17 | 0 | 73.91% | 70.83% |
| Non-Minority | 22 | 23 | -1 | 95.65% | 95.83% |
| Minority | 1 | 1 | 0 | 4.35% | 4.17% |
| TOTALS | 23 | 24 | -1 | | |

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

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

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 4 | 4 | 0 | 36.36% | 36.36% |
| Female | 7 | 7 | 0 | 63.64% | 63.64% |
| Non-Minority | 11 | 11 | 0 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 11 | 11 | 0 | | |

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

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

Agency-670

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

| Total Agency | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 8 | 7 | 1 | 57.14% | 50.00% |
| Female | 6 | 7 | -1 | 42.86% | 50.00% |
| Non-Minority | 13 | 14 | -1 | 92.86% | 100.00% |
| Minority | 1 | 0 | 1 | 7.14% | 0.00% |
| TOTALS | 14 | 14 | 0 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 4 | 3 | 1 | 80.00% | 75.00% |
| Female | 1 | 1 | 0 | 20.00% | 25.00% |
| Non-Minority | 5 | 4 | 1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 5 | 4 | 1 | | |

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

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

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 1 | 1 | 0 | 16.67% | 14.29% |
| Female | 5 | 6 | -1 | 83.33% | 85.71% |
| Non-Minority | 6 | 7 | -1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 6 | 7 | -1 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 3 | 3 | 0 | 100.00% | 100.00% |
| Female | 0 | 0 | 0 | 0.00% | 0.00% |
| Non-Minority | 2 | 3 | -1 | 66.67% | 100.00% |
| Minority | 1 | 0 | 1 | 33.33% | 0.00% |
| TOTALS | 3 | 3 | 0 | | |

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

Agency-671

**Iowa Veterans Home 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 | 133 | 133 | 0 | 19.59% | 19.30% |
| Female | 546 | 556 | -10 | 80.41% | 80.70% |
| Non-Minority | 601 | 618 | -17 | 88.51% | 89.70% |
| Minority | 78 | 71 | 7 | 11.49% | 10.30% |
| TOTALS | 679 | 689 | -10 | | |

| 1. OFFICIAL/ADMINISTRATOR | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 9 | 8 | 1 | 31.03% | 27.59% |
| Female | 20 | 21 | -1 | 68.97% | 72.41% |
| Non-Minority | 29 | 29 | 0 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 29 | 29 | 0 | | |

| 2. PROFESSIONAL | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 17 | 22 | -5 | 17.17% | 20.95% |
| Female | 82 | 83 | -1 | 82.83% | 79.05% |
| Non-Minority | 96 | 101 | -5 | 96.97% | 96.19% |
| Minority | 3 | 4 | -1 | 3.03% | 3.81% |
| TOTALS | 99 | 105 | -6 | | |

| 3. TECHNICIAN | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|----------------------|---------------------|----------------------|-------------------|-----------------------------------|-----------------|
| | | | | Current | Previous |
| Male | 9 | 9 | 0 | 11.69% | 10.71% |
| Female | 68 | 75 | -7 | 88.31% | 89.29% |
| Non-Minority | 71 | 77 | -6 | 92.21% | 91.67% |
| Minority | 6 | 7 | -1 | 7.79% | 8.33% |
| TOTALS | 77 | 84 | -7 | | |

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

| 6. ADMINISTRATIVE SUPPORT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|---------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 7 | 8 | -1 | 13.46% | 14.81% |
| Female | 45 | 46 | -1 | 86.54% | 85.19% |
| Non-Minority | 51 | 53 | -2 | 98.08% | 98.15% |
| Minority | 1 | 1 | 0 | 1.92% | 1.85% |
| TOTALS | 52 | 54 | -2 | | |

| 7. SKILLED CRAFT | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 19 | 20 | -1 | 90.48% | 90.91% |
| Female | 2 | 2 | 0 | 9.52% | 9.09% |
| Non-Minority | 21 | 22 | -1 | 100.00% | 100.00% |
| Minority | 0 | 0 | 0 | 0.00% | 0.00% |
| TOTALS | 21 | 22 | -1 | | |

| 8. SERVICE/MAINTENANCE | Current Year | Previous Year | Net Change | As a % of Agency Workforce | |
|------------------------|--------------|---------------|------------|----------------------------|----------|
| | | | | Current | Previous |
| Male | 66 | 60 | 6 | 16.71% | 15.42% |
| Female | 329 | 329 | 0 | 83.29% | 84.58% |
| Non-Minority | 327 | 330 | -3 | 82.78% | 84.83% |
| Minority | 68 | 59 | 9 | 17.22% | 15.17% |
| TOTALS | 395 | 389 | 6 | | |

APPENDIX D:

FY 2019 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 |
|-----------------|---------------------------------|
| --- | ----- |
| 01 | ACTIVITIES SPECIALIST SUPV |
| 01 | ACTIVITIES SPECIALIST SUPV |
| 01 | ACTUARIAL ADMINISTRATOR |
| 01 | ACTUARY CHIEF |
| 01 | ADJUTANT GENERAL |
| 01 | ADMIN HMLND SECURTY/EMRG MGMT |
| 01 | ADMIN OF NURSING |
| 01 | ADMIN/ALCOHOLIC BEVERAGES DIV |
| 01 | ADMIN/CIVIL COM UNT SEXUAL OFND |
| 01 | ADMIN/PUBLIC BROADCASTING DIV |
| 01 | ADMIN/RACING & GAMING DIV |
| 01 | AFFIRMATIVE ACTION COMPL OFF 1 |
| 01 | AFFIRMATIVE ACTION COMPL OFF 2 |
| 01 | AFFIRMATIVE ACTION COMPL OFF 2 |
| 01 | AGRICULTURE COMPLIANCE INVEST |
| 01 | AGRICULTURE MARKETING SPEC |
| 01 | AGRICULTURE PRODUCTS INSPECTOR |
| 01 | AGRICULTURE PROGRAM MGR 3 |
| 01 | ASST DIRECTOR ENGR & TECH |
| 01 | ATTORNEY SUPERVISOR |
| 01 | AUDITOR ADMINISTRATOR |
| 01 | AUDITOR CHIEF DEPUTY |
| 01 | AUDITOR DEPUTY |
| 01 | BANK ANALYST |
| 01 | BANK BUREAU CHIEF |
| 01 | BANK EXAM REGIONAL MNGR |
| 01 | BANK EXAMINER |
| 01 | BANK EXAMINER SENIOR |
| 01 | BOARD, COMM, COUNCIL MEMBER |
| 01 | BRIDGE INSPECTOR 1 |
| 01 | BRIDGE INSPECTOR 2 |
| 01 | BUDGET ANALYST 1 |
| 01 | BUDGET ANALYST 2 |
| 01 | BUDGET ANALYST 2 |
| 01 | BUDGET ANALYST 3 |
| 01 | BUDGET ANALYST 3 |
| 01 | BUDGET ANALYST 4 |

| | |
|----|---------------------------------|
| 01 | BUILDING/MNUFTRNG HOUSNG INSPTR |
| 01 | CHF OPERATING OFF IEDA |
| 01 | CHIEF BENEFITS OFFICER |
| 01 | CHIEF HEALTH PROFESSION INVEST |
| 01 | CHIEF INFORMATION OFFICER |
| 01 | CHIEF INVESTMENT OFFICER |
| 01 | CHIEF RISK OFFICER |
| 01 | CIVIL RIGHTS SPECIALIST |
| 01 | COMMANDANT VETERANS' HOME |
| 01 | COMMISSIONER OF PUBLIC SAFETY |
| 01 | COMPLIANCE OFFICER 1 |
| 01 | COMPLIANCE OFFICER 2 |
| 01 | COMPLIANCE OFFICER 2 |
| 01 | CONSUMER ADVOCATE |
| 01 | CORRECTIONAL FARM MANAGER |
| 01 | CORRECTIONAL SECURITY DIRECTOR |
| 01 | CORRECTIONAL SECURITY MANAGER |
| 01 | CORRECTIONAL TREATMENT DIRECTOR |
| 01 | CORRECTIONAL TREATMENT MANAGER |
| 01 | CREDIT UNION EXAMINER |
| 01 | CREDIT UNION EXAMINER SENIOR |
| 01 | CREDIT UNION EXAMINER SUPV |
| 01 | CRIME LABORATORY ADMINISTRATOR |
| 01 | DAIRY PRODUCTS INSPECTOR |
| 01 | DATA WAREHOUSE ANALYST |
| 01 | DEP DIR DEPT OF ED |
| 01 | DEPT OF TRANS COMMISSIONER |
| 01 | DEPUTY ADJUTANT GENERAL |
| 01 | DEPUTY ASSISTANT |
| 01 | DEPUTY ATTORNEY GENERAL |
| 01 | DEPUTY CORRECTIONS PROG ADMIN |
| 01 | DEPUTY DIRECTOR/HUMAN SERVICES |
| 01 | DEPUTY SECRETARY OF AGRI |
| 01 | DEPUTY SUPERINTENDENT |
| 01 | DEPUTY WORKERS COMP COMM |
| 01 | DIR DEPT ADMINISTRATIVE SERV |
| 01 | DIR DEPT FOR THE BLIND |
| 01 | DIR DEPT OF CIVIL RIGHTS |
| 01 | DIR DEPT OF CORRECTIONS |
| 01 | DIR DEPT OF CULTURAL AFFAIRS |
| 01 | DIR DEPT OF ECONOMIC DEVELOP |
| 01 | DIR DEPT OF EDUCATION |
| 01 | DIR DEPT OF HUMAN RIGHTS |
| 01 | DIR DEPT OF HUMAN SERVICES |
| 01 | DIR DEPT OF INSPECTS & APPEALS |
| 01 | DIR DEPT OF MANAGEMENT |

| | |
|----|---------------------------------|
| 01 | DIR DEPT OF NATURAL RESOURCES |
| 01 | DIR DEPT OF PUBLIC HEALTH |
| 01 | DIR DEPT OF REVENUE |
| 01 | DIR DEPT OF TRANSPORTATION |
| 01 | DIR DEPT OF WORKFORCE DEV |
| 01 | DIR DEPT ON AGING |
| 01 | DIR LAW ENFORCEMENT ACADEMY |
| 01 | DIR OF ACTIVITIES |
| 01 | DISASTER PROJECT SPECIALIST 1 |
| 01 | DISASTER PROJECT SPECIALIST 2 |
| 01 | DRUG POLICY COORDINATOR |
| 01 | ECON DEVELOPMENT SPECIALIST 1 |
| 01 | ECON DEVELOPMENT SPECIALIST 2 |
| 01 | ECON DEVELOPMENT SPECIALIST 3 |
| 01 | ECON DEVELOPMENT SPECIALIST 4 |
| 01 | EDUCATION ADMINISTRATOR |
| 01 | ELECTRICAL INSPECTOR |
| 01 | ELECTRICAL INSPECTOR SUPV |
| 01 | ELEVATOR/AMUSEMENT RIDE INSPECT |
| 01 | EMPLOYER LIABILITY SPECIALIST |
| 01 | EMPLOYMENT APPEAL BOARD MBR |
| 01 | EXEC DIR IA PUBLIC INFO BRD |
| 01 | EXEC DIR VETERANS AFFAIRS |
| 01 | EXEC DIR/CMPGN FIN DISCL COMM |
| 01 | EXEC DIR/COLLEGE AID COMM |
| 01 | EXEC DIR/ED EXAMINERS BOARD |
| 01 | EXEC DIR/FINANCE AUTHORITY |
| 01 | EXEC DIR/IA TELE & TECH COMM |
| 01 | EXEC OFF 1 |
| 01 | EXEC OFF 1 |
| 01 | EXEC OFF 1 |
| 01 | EXEC OFF 2 |
| 01 | EXEC OFF 2 |
| 01 | EXEC OFF 2 |
| 01 | EXEC OFF 3 |
| 01 | EXEC OFF 3 |
| 01 | EXEC OFF 4 |
| 01 | EXEC OFF 4 |
| 01 | EXEC OFF 5 |
| 01 | EXEC OFF 5 |
| 01 | FIRE SERVICE COORDINATOR |
| 01 | FISCAL & POLICY ANALYST |
| 01 | FISCAL & POLICY ANALYST PRINC |
| 01 | FISCAL & POLICY ANALYST SENIOR |
| 01 | HEALTH PROFESSIONS INVEST |
| 01 | HEALTH SERVICES ADMINISTRATOR |

| | |
|----|---------------------------------|
| 01 | HIGHWAY DIVISION ADMINISTRATOR |
| 01 | HUMAN SERV QUAL ASSURANCE COORD |
| 01 | INFO TECH ADMIN 1 |
| 01 | INFO TECH ADMIN 2 |
| 01 | INFO TECH ADMIN 3 |
| 01 | INFO TECH ADMIN 4 |
| 01 | INFO TECH ENTERPRISE EXPERT |
| 01 | INSTITUTION SUPT MEDICAL |
| 01 | INSTITUTIONAL SUPERINTENDENT |
| 01 | INSURANCE CLAIMS INVESTIGATOR |
| 01 | INSURANCE CO EXAM DEP ADMIN |
| 01 | INSURANCE CO EXAMINER CHIEF |
| 01 | INSURANCE COMMISSIONER |
| 01 | INSURANCE COMPANY EXAM SPEC |
| 01 | INSURANCE COMPANY EXAM SPEC 2 |
| 01 | INSURANCE COMPANY EXAM SR |
| 01 | INSURANCE COMPANY EXAMINER |
| 01 | INSURANCE COMPLAINT ANALYST |
| 01 | INSURANCE DEPUTY COMM - SUPRVSN |
| 01 | INSURANCE INVESTMENT SPECIALIST |
| 01 | INSURANCE POLICY ANALYST |
| 01 | INSURANCE PROGRAM SPECIALIST |
| 01 | INVESTIGATOR 1 |
| 01 | INVESTIGATOR 1 |
| 01 | INVESTIGATOR 2 |
| 01 | INVESTIGATOR 2 |
| 01 | INVESTIGATOR 2 |
| 01 | INVESTIGATOR 3 |
| 01 | INVESTIGATOR 3 |
| 01 | INVESTIGATOR 3 |
| 01 | INVESTIGATOR 4 |
| 01 | IOWA TELECOM & TECH COMM CHAIR |
| 01 | IOWA TELECOM & TECH COMM MBR |
| 01 | IPERS CHIEF EXECUTIVE OFFICER |
| 01 | KEY ACCOUNT EXECUTIVE |
| 01 | LABOR COMMISSIONER |
| 01 | LIBRARY PROGRAM DIRECTOR |
| 01 | LIVESTOCK INSPECTOR |
| 01 | LOTTERY CHIEF EXECUTIVE OFFICER |
| 01 | LOTTERY COMMUNICATIONS COORD |
| 01 | LOTTERY DIR OF RETAIL SERVICES |
| 01 | LOTTERY EXEC VP & CHIEF OP OFF |
| 01 | LOTTERY REGIONAL SALES MANAGER |
| 01 | LOTTERY SENIOR PROJECT DIRECTOR |
| 01 | LOTTERY VICE PRES EXTERNAL REL |
| 01 | LOTTERY VICE PRES FINANCE |

| | |
|----|---------------------------------|
| 01 | LOTTERY VICE PRES SECURITY |
| 01 | LOTTERY VP GENERAL COUNSEL |
| 01 | LOTTERY VP OF SYSTEMS |
| 01 | LOTTERY VP SALES & MARKETING |
| 01 | MANAGEMENT ANALYST 1 |
| 01 | MANAGEMENT ANALYST 2 |
| 01 | MANAGEMENT ANALYST 3 |
| 01 | MANAGEMENT ANALYST 3 |
| 01 | MANAGEMENT ANALYST 4 |
| 01 | MEAT INSPECTOR |
| 01 | MEDICOLEGAL DEATH INVESTIGATOR |
| 01 | NURSING SERVICES DIRECTOR |
| 01 | NURSING SERVICES DIRECTOR |
| 01 | PAROLE BOARD CHAIR |
| 01 | PAROLE BOARD MEMBER |
| 01 | PAROLE BOARD MEMBER ALTERNATE |
| 01 | PAROLE BOARD VICE CHAIR |
| 01 | PERFORMANCE RESULTS ADMIN. |
| 01 | PERFORMANCE RESULTS FACLTATR |
| 01 | PERFORMANCE RESULTS PRACTITION |
| 01 | PESTICIDE INVESTIGATOR |
| 01 | PHARMACY DIRECTOR |
| 01 | PHYSICIAN SUPERVISOR |
| 01 | PLANT OPERATIONS MANAGER 1 |
| 01 | PLANT OPERATIONS MANAGER 1 |
| 01 | PLANT OPERATIONS MANAGER 2 |
| 01 | PLANT OPERATIONS MANAGER 3 |
| 01 | PLANT OPERATIONS MANAGER 3 |
| 01 | PROFESSIONAL LICENSING INVSTGTR |
| 01 | PROGRAM ADMINISTRATOR |
| 01 | PROPERTY APPRAISER 1 |
| 01 | PROPERTY APPRAISER 2 |
| 01 | PROPERTY APPRAISER 3 |
| 01 | PROPERTY APPRAISER 4 |
| 01 | PROPERTY ASSESSMENT APL BRD MBR |
| 01 | PSYCHOLOGY ADMINISTRATOR |
| 01 | PUBLIC EMPLOYMENT REL BD CHAIR |
| 01 | PUBLIC EMPLOYMENT REL BD MEMBER |
| 01 | PUBLIC HEALTH DENTAL DIRECTOR |
| 01 | PUBLIC SERVICE EXECUTIVE |
| 01 | PUBLIC SERVICE EXECUTIVE |
| 01 | PUBLIC SERVICE MANAGER 1 |
| 01 | PUBLIC SERVICE MANAGER 1 |
| 01 | PUBLIC SERVICE MANAGER 1 |
| 01 | PUBLIC SERVICE MANAGER 2 |
| 01 | PUBLIC SERVICE MANAGER 2 |

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| 01 | PUBLIC SERVICE MANAGER 2 |
| 01 | PUBLIC SERVICE SUPERVISOR |
| 01 | PURCHASING AGENT 1 |
| 01 | PURCHASING AGENT 2 |
| 01 | PURCHASING AGENT 3 |
| 01 | RACING & GAMING COMM MBR |
| 01 | RACING STEWARD, EQUINE |
| 01 | RESOURCE MANAGER |
| 01 | RETIRE BENEFITS OFFICER |
| 01 | RETIRE BENEFITS OFFICER SR |
| 01 | RETIRE COMPLIANCE OFFICER |
| 01 | RETIRE COMPLIANCE OFFICER SR |
| 01 | RETIRE INVESTMENT OFFICER 1 |
| 01 | RETIRE INVESTMENT OFFICER 2 |
| 01 | RETIRE INVESTMENT OFFICER 3 |
| 01 | RETIRE INVESTMENT OFFICER 4 |
| 01 | REVENUE AGENT 1 |
| 01 | REVENUE AGENT 2 |
| 01 | REVENUE AGENT 3 |
| 01 | REVENUE EXAMINER 1 |
| 01 | REVENUE EXAMINER 2 |
| 01 | REVENUE EXAMINER 3 |
| 01 | RIGHT OF WAY AGENT 1 |
| 01 | RIGHT OF WAY AGENT 2 |
| 01 | RIGHT OF WAY AGENT 3 |
| 01 | RIGHT OF WAY AGENT 4 |
| 01 | RIGHT OF WAY AIDE 3 |
| 01 | RIGHT OF WAY AIDE 4 |
| 01 | SENIOR UTILITY ANALYST |
| 01 | SOCIAL WORK ADMINISTRATOR |
| 01 | SOCIAL WORK SUPERVISOR |
| 01 | STATE ENTOMOLOGIST |
| 01 | STATE MEDICAL EXAMINER |
| 01 | STATE PUBLIC DEFENDER |
| 01 | STATE TREASURER DEPUTY |
| 01 | SUPERINTENDENT BANKING DIV |
| 01 | SUPERINTENDENT CREDIT UNION DIV |
| 01 | TAXPAYER SERVICE SPECIALIST |
| 01 | TECHNICAL TAX SPECIALIST 1 |
| 01 | TECHNICAL TAX SPECIALIST 2 |
| 01 | TECHNICAL TAX SPECIALIST 3 |
| 01 | TELECOMMUNICATIONS ADMIN |
| 01 | TELECOMMUNICATIONS MANAGER |
| 01 | TRAINING SPECIALIST 1 |
| 01 | TRAINING SPECIALIST 1 |
| 01 | TRAINING SPECIALIST 1 |

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| 01 | TRAINING SPECIALIST 2 |
| 01 | TRAINING SPECIALIST 2 |
| 01 | TRANSPORTATION DIV DIRECTOR |
| 01 | TRANSPORTATION ENGINEER ADMIN |
| 01 | TRANSPORTATION ENGINEER EXEC |
| 01 | TRANSPORTATION ENGINEER MGR |
| 01 | TREASURY INVESTMENT OFFICER 1 |
| 01 | TREASURY INVESTMENT OFFICER 2 |
| 01 | TREATMENT PROGRAM ADMIN |
| 01 | TREATMENT PROGRAM MANAGER |
| 01 | TREATMENT PROGRAM SUPERVISOR |
| 01 | TREATMENT SERVICES DIRECTOR |
| 01 | TREATMENT SERVICES DIRECTOR |
| 01 | UNEMPLOYMENT INSURANCE MGR |
| 01 | UTILITIES BOARD CHAIR |
| 01 | UTILITIES BOARD GEN COUNSEL |
| 01 | UTILITIES BOARD MEMBER |
| 01 | UTILITIES REGULATION INSPECTOR |
| 01 | UTILITY ADMINISTRATOR 1 |
| 01 | UTILITY ADMINISTRATOR 2 |
| 01 | UTILITY ANALYST 1 |
| 01 | UTILITY ANALYST 2 |
| 01 | UTILITY SPECIALIST |
| 01 | VETERANS BENEFITS SPECIALIST |
| 01 | WAREHOUSE/GRAIN DLR EXAM SUPR |
| 01 | WAREHOUSE/GRAIN DLR EXAMINER |
| 01 | WORKERS COMPENSATION COMM |
| 01 | WORKFORCE DEVELOPMENT MANAGER |
| 01 | WORKFORCE DEVELOPMENT SUPV |
| 02 | ACCOUNTANT 2 |
| 02 | ACCOUNTANT 2 |
| 02 | ACCOUNTANT 3 |
| 02 | ACCOUNTANT 3 |
| 02 | ACCOUNTANT 3 (SUPV) |
| 02 | ACCOUNTANT 4 |
| 02 | ACCOUNTANT/AUDITOR 1 |
| 02 | ACTUARIAL ASSISTANT |
| 02 | ACTUARY |
| 02 | ACTUARY SENIOR |
| 02 | ADMIN CONSULTANT |
| 02 | ADMIN CONSULTANT VOC REHAB 1 |
| 02 | ADMIN CONSULTANT VOC REHAB 2 |
| 02 | ADMIN CONSULTANT VOC REHAB 3 |
| 02 | ADMIN LAW JUDGE 1 |
| 02 | ADMIN LAW JUDGE 2 |
| 02 | ADMIN LAW JUDGE 2 |

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| 02 | ADMIN LAW JUDGE 3 |
| 02 | ADULT SERVICES MONITOR |
| 02 | APPELLATE DEFENDER 1 |
| 02 | APPELLATE DEFENDER 2 |
| 02 | APPELLATE DEFENDER 3 |
| 02 | ARCHIVIST SUPERVISOR |
| 02 | ARTS PROGRAMMER 1 |
| 02 | ARTS PROGRAMMER 2 |
| 02 | ARTS PROGRAMMER 3 |
| 02 | ASST ATTORNEY GENERAL 1 |
| 02 | ASST ATTORNEY GENERAL 2 |
| 02 | ASST ATTORNEY GENERAL 3 |
| 02 | ASST AUDITOR 1 |
| 02 | ASST AUDITOR 2 |
| 02 | ASST AUDITOR 3 |
| 02 | ASST AUDITOR 4 |
| 02 | ASST AUDITOR 5 |
| 02 | ASST VIDEOGRAPHER |
| 02 | ATTORNEY 1 |
| 02 | ATTORNEY 2 |
| 02 | ATTORNEY 2 |
| 02 | ATTORNEY 3 |
| 02 | ATTORNEY 3 |
| 02 | AUDIOLOGIST |
| 02 | BRILLE TRANSCRIBER |
| 02 | BUSINESS MRKTNG SPEC. WF DEVELP |
| 02 | CERTIFIED VOCATIONAL INSTRUCTOR |
| 02 | CHAPLAIN |
| 02 | CHEMIST |
| 02 | CHEMIST SUPERVISOR |
| 02 | CHIEF COMMUNICATIONS ENGINEER |
| 02 | CLINICAL DIETITIAN |
| 02 | COMMERCIAL ATTORNEY |
| 02 | COMMERCIAL ATTORNEY SUPERVISOR |
| 02 | COMMUNICATIONS ENGINEER |
| 02 | COMMUNITY HEALTH CONSULTANT |
| 02 | CONSTRUCTION/DESIGN ENG ASSOC |
| 02 | CONSTRUCTION/DESIGN ENGINEER |
| 02 | CONSTRUCTION/DESIGN ENGR SR |
| 02 | CORRECTIONAL COUNSELOR |
| 02 | DENTIST |
| 02 | DENTIST |
| 02 | DISABILITIES CONSULTANT |
| 02 | DISEASE PREVENTION SPECIALIST |
| 02 | DRIVERS LICENSE HEARING OFFICER |
| 02 | DRUG ABUSE COUNSELOR 1 |

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| 02 | DRUG ABUSE COUNSELOR 1 |
| 02 | DRUG ABUSE COUNSELOR 2 |
| 02 | DRUG ABUSE COUNSELOR 2 |
| 02 | EDUCATION PROGRAM CONSULTANT |
| 02 | EDUCATOR |
| 02 | EDUCATOR |
| 02 | EDUCATOR |
| 02 | ENTOMOLOGIST |
| 02 | ENVIRONMENTAL ENGINEER |
| 02 | ENVIRONMENTAL ENGINEER SENIOR |
| 02 | ENVIRONMENTAL PROGRAM SUPV |
| 02 | ENVIRONMENTAL SPECIALIST |
| 02 | ENVIRONMENTAL SPECIALIST SENIOR |
| 02 | FACILITIES ENGINEER 1 |
| 02 | FACILITIES ENGINEER 2 |
| 02 | FACILITIES ENGINEER ASSOC |
| 02 | FIELD AUDITOR |
| 02 | FIELD AUDITOR |
| 02 | FORESTER 2 |
| 02 | FORESTER 3 |
| 02 | GENERAL COUNSEL SUPERVISOR |
| 02 | GEOLOGIST 2 |
| 02 | GEOLOGIST 3 |
| 02 | GRAPHIC ARTIST |
| 02 | HEALTH FACILITIES OFFICER 1 |
| 02 | HEALTH FACILITIES OFFICER 2 |
| 02 | HEALTH FACILITIES SURVEYOR |
| 02 | HEALTH PHYSICIST 1 |
| 02 | HEALTH PHYSICIST 2 |
| 02 | HEALTH PHYSICIST 3 |
| 02 | HISTORICAL PROGRAM SPECIALIST |
| 02 | HR PROFESSIONAL 1 |
| 02 | HR PROFESSIONAL 2 |
| 02 | HR PROGRAM COORD |
| 02 | ICN BUSINESS DEVEL MANAGER |
| 02 | INFO SPECIALIST 1 |
| 02 | INFO SPECIALIST 1 |
| 02 | INFO SPECIALIST 2 |
| 02 | INFO SPECIALIST 2 |
| 02 | INFO SPECIALIST 3 |
| 02 | INFO SPECIALIST 3 |
| 02 | INFO TECH SPECIALIST 1 |
| 02 | INFO TECH SPECIALIST 1 |
| 02 | INFO TECH SPECIALIST 2 |
| 02 | INFO TECH SPECIALIST 2 |
| 02 | INFO TECH SPECIALIST 3 |

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| 02 | INFO TECH SPECIALIST 3 |
| 02 | INFO TECH SPECIALIST 4 |
| 02 | INFO TECH SPECIALIST 4 |
| 02 | INFO TECH SPECIALIST 5 |
| 02 | INFO TECH SPECIALIST 5 |
| 02 | INTERNAL AUDITOR |
| 02 | IOWA FIN AUTH GEN COUNSEL |
| 02 | IOWA FINANCE AUTH COMPTROLLER |
| 02 | JOB INSURANCE QUALITY AUDITOR 1 |
| 02 | JOB INSURANCE QUALITY AUDITOR 2 |
| 02 | JOB INSURANCE QUALITY MANAGER |
| 02 | JUSTICE SYSTEMS ANALYST |
| 02 | LABOR MARKET RESEARCH ECON 1 |
| 02 | LABOR MARKET RESEARCH ECON 2 |
| 02 | LABOR MARKET RESEARCH ECON 3 |
| 02 | LAND SURVEYOR |
| 02 | LAND SURVEYOR SENIOR |
| 02 | LAW CLERK |
| 02 | LAW CLERK |
| 02 | LAW CLERK |
| 02 | LAW ENFORCE ACAD TRAIN COORD |
| 02 | LAW ENFORCEMENT INSTRUCTOR |
| 02 | LEGAL INSTRUCTOR |
| 02 | LIBRARIAN 1 |
| 02 | LIBRARIAN 2 |
| 02 | LIBRARIAN SUPERVISOR |
| 02 | LIBRARY CONSULTANT |
| 02 | LONG TERM CARE OMBUDSMAN |
| 02 | METROLOGIST |
| 02 | MICROBIOLOGIST |
| 02 | MICROBIOLOGIST SUPERVISOR |
| 02 | MUSEUM ASSISTANT |
| 02 | MUSEUM TECHNICIAN |
| 02 | NATURAL RESOURCES BIOLOGIST |
| 02 | NATURAL RESOURCES BIOMETRICIAN |
| 02 | NURSE CLINICIAN |
| 02 | NURSE CLINICIAN |
| 02 | NURSE CLINICIAN |
| 02 | NURSE PRACTITIONER |
| 02 | NURSE SPECIALIST |
| 02 | NURSE SUPERVISOR |
| 02 | NURSE SUPERVISOR |
| 02 | NURSING STANDARDS REP |
| 02 | OCCUPATIONAL THERAPIST 1 |
| 02 | OCCUPATIONAL THERAPIST 2 |
| 02 | OPERATIONS ASSISTANT |

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| 02 | PARK MANAGER |
| 02 | PARK RANGER |
| 02 | PAROLE BOARD LIAISON OFFICER |
| 02 | PENSION SYSTEM ATTORNEY |
| 02 | PHARMACIST |
| 02 | PHARMACY CONSULTANT |
| 02 | PHARMACY SUPERVISOR |
| 02 | PHOTOGRAPHER |
| 02 | PHYSICAL THERAPIST 1 |
| 02 | PHYSICAL THERAPIST 2 |
| 02 | PHYSICIAN |
| 02 | PHYSICIAN ASSISTANT |
| 02 | PHYSICIAN ASSISTANT |
| 02 | PLANT PATHOLOGIST |
| 02 | PRODUCER/DIRECTOR |
| 02 | PRODUCTION ASSISTANT |
| 02 | PRODUCTION MANAGER |
| 02 | PROGRAM & PLANNING ADMIN |
| 02 | PROGRAM PLANNER 1 |
| 02 | PROGRAM PLANNER 2 |
| 02 | PROGRAM PLANNER 2 |
| 02 | PROGRAM PLANNER 3 |
| 02 | PROGRAM PLANNER 3 |
| 02 | PSYCHOLOGIST 1 |
| 02 | PSYCHOLOGIST 1 |
| 02 | PSYCHOLOGIST 2 |
| 02 | PSYCHOLOGIST 2 |
| 02 | PSYCHOLOGIST 3 |
| 02 | PSYCHOLOGIST 3 |
| 02 | PUBLIC DEFENDER 1 |
| 02 | PUBLIC DEFENDER 2 |
| 02 | PUBLIC DEFENDER 3 |
| 02 | PUBLIC DEFENDER FELLOW |
| 02 | PUBLIC DEFENDER SUPERVISOR 1 |
| 02 | PUBLIC DEFENDER SUPERVISOR 2 |
| 02 | PUBLIC INFORMATION ASSISTANT |
| 02 | RACING VETERINARIAN CANINE |
| 02 | RACING VETERINARIAN, EQUINE |
| 02 | REFUGEE SPECIALIST 1 |
| 02 | REFUGEE SPECIALIST 2 |
| 02 | REGISTERED NURSE |
| 02 | REGISTERED NURSE |
| 02 | REHABILITATION ASSOCIATE |
| 02 | REHABILITATION CONSULTANT |
| 02 | REHABILITATION COUNSELOR |
| 02 | REHABILITATION COUNSELOR SPEC |

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| 02 | REHABILITATION REFERRAL SPEC |
| 02 | REHABILITATION SUPERVISOR |
| 02 | REHABILITATION TECHNOLOGY SPEC |
| 02 | REVENUE AUDITOR 2 |
| 02 | REVENUE AUDITOR 3 |
| 02 | ROADSIDE DEVELOPMENT SPEC 1 |
| 02 | ROADSIDE DEVELOPMENT SPEC 2 |
| 02 | ROADSIDE DEVELOPMENT SPEC 3 |
| 02 | SENIOR PRODUCER/DIRECTOR |
| 02 | SENIOR SVC SPEC FOR THE BLIND 1 |
| 02 | SENIOR SVC SPEC FOR THE BLIND 2 |
| 02 | SENIOR SVC SPEC FOR THE BLIND 3 |
| 02 | SENIOR TRANSPORTATION ENGIN |
| 02 | SOCIAL WORKER 2 |
| 02 | SOCIAL WORKER 2 |
| 02 | SOCIAL WORKER 3 |
| 02 | SOCIAL WORKER 3 |
| 02 | SOCIAL WORKER 4 |
| 02 | SOCIAL WORKER 5 |
| 02 | SOCIAL WORKER 6 |
| 02 | SOIL CONSERVATION TECHNICIAN 1 |
| 02 | SOIL CONSERVATION TECHNICIAN 2 |
| 02 | SOIL CONSERVATION TECHNICIAN 3 |
| 02 | SOILS PARTY SUPERVISOR |
| 02 | SPEECH/LANGUAGE PATHOLOGIST 1 |
| 02 | SPEECH/LANGUAGE PATHOLOGIST 2 |
| 02 | STATE CLIMATOLOGIST |
| 02 | STATE QUARTERMASTER |
| 02 | STATISTICAL RESEARCH ANALYST 1 |
| 02 | STATISTICAL RESEARCH ANALYST 2 |
| 02 | STATISTICAL RESEARCH ANALYST 3 |
| 02 | SURVEYS MANAGER |
| 02 | SVCS SPEC FOR THE BLIND 1 |
| 02 | SVCS SPEC FOR THE BLIND 2 |
| 02 | TAX ATTORNEY |
| 02 | TAX PERFORM SYSTEM ANALYST |
| 02 | TECHNICAL SERVICE SPEC SENIOR |
| 02 | TECHNOLOGY ACCOUNT MANAGER |
| 02 | TELECOMM MARKETING ANALYST |
| 02 | TELECOMM MARKETING ANALYST SR |
| 02 | TELECOMM TECH ENT EXP |
| 02 | TELECOMMUNICATIONS DESIGN SPEC |
| 02 | TELECOMMUNICATIONS ENG SENIOR |
| 02 | TELECOMMUNICATIONS ENGINEER |
| 02 | TELECOMMUNICATIONS SALES ENGR |
| 02 | TELECOMMUNICATIONS SPEC SENIOR |

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| 02 | TELECOMMUNICATIONS SPECIALIST |
| 02 | TRANSPORTATION ENG SPECIALIST |
| 02 | TRANSPORTATION ENGINEER |
| 02 | TRANSPORTATION ENGINEER ASSOC |
| 02 | TRANSPORTATION ENGINEER ASSOC |
| 02 | TRANSPORTATION PLANNER 1 |
| 02 | TRANSPORTATION PLANNER 2 |
| 02 | TRANSPORTATION PLANNER 3 |
| 02 | TRANSPORTATION PLANNER 4 |
| 02 | TRANSPORTATION STUDENT CO-OP |
| 02 | UTILITIES REGULATION ENGINEER 1 |
| 02 | UTILITIES REGULATION ENGINEER 2 |
| 02 | UTILITIES REGULATION ENGINEER 3 |
| 02 | UTILITY ATTORNEY 1 |
| 02 | UTILITY ATTORNEY 2 |
| 02 | UTILIZATION SPECIALIST |
| 02 | VETERINARIAN |
| 02 | VETERINARIAN SUPERVISOR |
| 02 | VIDEO PRODUCTION COORDINATOR |
| 02 | VOCATIONAL INSTRUCTOR |
| 02 | VOCATIONAL REHABILITATION SPEC |
| 02 | WORKFORCE ADVISOR |
| 02 | WORKFORCE PROGRAM COORD |
| 02 | YOUTH COUNSELOR |
| 02 | YOUTH COUNSELOR SUPERVISOR |
| 02 | YOUTH SERVICES TECHNICIAN |
| 02 | YOUTH SERVICES WORKER |
| 03 | ARCHITECTURAL TECHNICIAN 1 |
| 03 | ARCHITECTURAL TECHNICIAN 2 |
| 03 | ASST SOILS PARTY CHIEF |
| 03 | ASST SURVEY PARTY CHIEF |
| 03 | CRIMINALIST |
| 03 | CRIMINALIST SUPERVISOR |
| 03 | DENTAL HYGIENIST |
| 03 | DENTAL HYGIENIST |
| 03 | DESIGN TECHNICIAN |
| 03 | DESIGN TECHNICIAN ASSOCIATE |
| 03 | DESIGN TECHNICIAN SPECIALIST |
| 03 | ELECTRONIC ENGINEER TECHNICIAN |
| 03 | ELECTRONIC ENGINEER TECHNICIAN |
| 03 | ELECTRONICS TECHNICIAN |
| 03 | ELECTRONICS TECHNICIAN |
| 03 | ENGINEER 2 |
| 03 | ENGINEERING OPERATIONS TECH |
| 03 | ENGINEERING TECHNICIAN SR |
| 03 | EVIDENCE TECHNICIAN |

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| 03 | FINGERPRINT TECHNICIAN |
| 03 | FORENSIC AUTOPSY TECHNICIAN |
| 03 | FORENSIC MORGUE ATTENDANT |
| 03 | FORENSIC SCIENCE TECHNICIAN |
| 03 | GEOLOGICAL TECHNICIAN |
| 03 | ICN AUDIO-VIDEO TECHNICIAN |
| 03 | LABOR SAFETY OFFICER |
| 03 | LABORATORY ASSISTANT 2 |
| 03 | LICENSED PRACTICAL NURSE |
| 03 | LICENSED PRACTICAL NURSE |
| 03 | MASTER CONTROL OPERATIONS TECH |
| 03 | MASTER CONTROL OPR TECH SR |
| 03 | MATERIALS TECHNICIAN 3 |
| 03 | MATERIALS TECHNICIAN 4 |
| 03 | MATERIALS TECHNICIAN 5 |
| 03 | MEDICAL LABORATORY TECHNICIAN |
| 03 | MEDICAL TECHNOLOGIST |
| 03 | NATURAL RESOURCES AIDE |
| 03 | NATURAL RESOURCES TECHNICIAN 1 |
| 03 | NATURAL RESOURCES TECHNICIAN 2 |
| 03 | NURSING UNIT COORDINATOR |
| 03 | NURSING UNIT COORDINATOR |
| 03 | PLANNING AIDE 1 |
| 03 | PLANNING AIDE 2 |
| 03 | PLANNING AIDE 3 |
| 03 | POLYGRAPH EXAMINER |
| 03 | PRODUCTION TECHNICIAN |
| 03 | PRODUCTION TECHNICIAN SENIOR |
| 03 | RADIOLOGICAL TECHNOLOGIST 1 |
| 03 | RADIOLOGICAL TECHNOLOGIST 2 |
| 03 | REHABILITATION ASSISTANT |
| 03 | RESPIRATORY THERAPY TECHNICIAN |
| 03 | SAFETY INSPECTION COORDINATOR |
| 03 | SAFETY OFFICER |
| 03 | SAFETY OFFICER |
| 03 | SAFETY/HEALTH CONSULTANT |
| 03 | SENIOR INDUSTRIAL HYGIENIST |
| 03 | SENIOR STATE INDUSTRIES TECH |
| 03 | SOILS PARTY CHIEF |
| 03 | STATE INDUSTRIES PROD COORD |
| 03 | STATE INDUSTRIES SUPERVISOR |
| 03 | STATE INDUSTRIES TECHNICIAN |
| 03 | STUDIO ENGINEER |
| 03 | STUDIO ENGINEER ADVANCED |
| 03 | STUDIO ENGINEER SENIOR |
| 03 | SURVEY PARTY CHIEF |

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| 03 | THERAPEUTIC TECHNICIAN |
| 03 | TRANSMITTER ENGINEER |
| 03 | TRANSMITTER ENGINEER ADVANCED |
| 03 | TRANSMITTER ENGINEER SENIOR |
| 04 | AIR BASE SECURITY OFFICER |
| 04 | AIRPORT ASSISTANT FIRE CHIEF |
| 04 | AIRPORT FIREFIGHTER |
| 04 | CAPTAIN |
| 04 | CONSERVATION OFFICER |
| 04 | CORRECTIONAL OFFICER |
| 04 | CORRECTIONAL SUPERVISOR |
| 04 | CRIMINAL INTEL ANALYST ADVANCED |
| 04 | CRIMINAL INTEL ANALYST SR. |
| 04 | CRIMINAL INTEL ANALYST SUPV. |
| 04 | CRIMINAL INTELLIGENCE ANALYST |
| 04 | FIRE INSPECTOR |
| 04 | INSTALLATION SECURITY OFFICER |
| 04 | LIEUTENANT |
| 04 | MAJOR |
| 04 | MOTOR VEHICLE CAPTAIN |
| 04 | MOTOR VEHICLE COMMANDER |
| 04 | MOTOR VEHICLE COMMANDER UNIFORM |
| 04 | MOTOR VEHICLE INVESTIGATOR |
| 04 | MOTOR VEHICLE OFFICER |
| 04 | MOTOR VEHICLE SERGEANT |
| 04 | PEACE OFFICER CANDIDATE |
| 04 | PUBLIC SAFETY ASSISTANT CHIEF |
| 04 | PUBLIC SAFETY CHIEF |
| 04 | SECURITY GUARD 1 |
| 04 | SECURITY GUARD 2 |
| 04 | SECURITY GUARD 3 |
| 04 | SENIOR CORRECTIONAL OFFICER |
| 04 | SERGEANT |
| 04 | SPECIAL AGENT 1 |
| 04 | SPECIAL AGENT 2 |
| 04 | SPECIAL AGENT IN CHARGE |
| 04 | SPECIAL INVESTIGATOR |
| 04 | TROOPER 1 |
| 04 | TROOPER 2 |
| 04 | TROOPER 3 |
| 04 | TROOPER PILOT |
| 04 | TROOPER PILOT SENIOR |
| 06 | ACCOUNT CONSULTANT |
| 06 | ACCOUNTING CLERK 1 |
| 06 | ACCOUNTING CLERK 2 |
| 06 | ACCOUNTING CLERK 3 |

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| 06 | ACCOUNTING CLERK 3 |
| 06 | ACCOUNTING TECHNICIAN 1 |
| 06 | ACCOUNTING TECHNICIAN 2 |
| 06 | ACCOUNTING TECHNICIAN 2 |
| 06 | ACCOUNTING TECHNICIAN 3 |
| 06 | ACCOUNTING TECHNICIAN 3 |
| 06 | ADMIN ASSISTANT 1 |
| 06 | ADMIN ASSISTANT 1 |
| 06 | ADMIN ASSISTANT 2 |
| 06 | ADMIN ASSISTANT 2 |
| 06 | ADMIN INTERN |
| 06 | ADMIN SECRETARY |
| 06 | CANTEEN CLERK |
| 06 | CANTEEN OPERATOR |
| 06 | CHILD SUPPORT RECOVERY OFFICER |
| 06 | CHILD SUPPORT RECOVERY SUPV |
| 06 | CLERK |
| 06 | CLERK |
| 06 | CLERK-ADVANCED |
| 06 | CLERK-ADVANCED |
| 06 | CLERK-SPECIALIST |
| 06 | CLERK-SPECIALIST |
| 06 | COMMUNICATIONS CENTER SPEC 1 |
| 06 | COMMUNICATIONS CENTER SPEC 2 |
| 06 | DISABILITY EXAMINER |
| 06 | DISABILITY EXAMINER SPEC ADV |
| 06 | DISABILITY EXAMINER SPECIALIST |
| 06 | DRIVER LICENSE SUPERVISOR 1 |
| 06 | DRIVER LICENSE SUPERVISOR 2 |
| 06 | DRIVERS LICENSE CLERK |
| 06 | DRIVERS LICENSE CLERK SENIOR |
| 06 | DRIVERS LICENSE EXAMINER |
| 06 | EDUCATION AIDE |
| 06 | ENGINEERING OFFICE ASST 1 |
| 06 | ENGINEERING OFFICE ASST 2 |
| 06 | EXEC SECRETARY |
| 06 | HR TECHNICAL ASST |
| 06 | HR TECHNICAL SPEC |
| 06 | HUMAN RESOURCES ASSOCIATE |
| 06 | INCOME MAINT ADMINISTRATOR |
| 06 | INCOME MAINT SUPERVISOR |
| 06 | INCOME MAINT WORKER 2 |
| 06 | INCOME MAINT WORKER 3 |
| 06 | INCOME MAINT WORKER 4 |
| 06 | INCOME MAINT WORKER 5 |
| 06 | INCOME MAINT WORKER 6 |

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| 06 | INFO TECH SUPPORT WORKER 1 |
| 06 | INFO TECH SUPPORT WORKER 2 |
| 06 | INFO TECH SUPPORT WORKER 3 |
| 06 | INFO TECH SUPPORT WORKER 4 |
| 06 | LEGAL SECRETARY 1 |
| 06 | LEGAL SECRETARY 2 |
| 06 | LEGAL SECRETARY 3 |
| 06 | LIBRARY ASSOCIATE |
| 06 | LIBRARY RESOURCES TECHNICIAN |
| 06 | LICENSING ASSISTANT |
| 06 | LOTTERY DISTRICT SALES REP |
| 06 | MAIL CLERK 1 |
| 06 | MAIL CLERK 2 |
| 06 | PARALEGAL |
| 06 | PARALEGAL |
| 06 | PARALEGAL |
| 06 | PARTS WORKER |
| 06 | PSYCHOLOGY ASSISTANT |
| 06 | PURCHASING ASSISTANT |
| 06 | RECEPTIONIST |
| 06 | RETIRE BENEFITS TECHNICIAN |
| 06 | RETIRE INVESTMENT TECHNICIAN |
| 06 | SEASONAL AIDE |
| 06 | SECRETARY 1 |
| 06 | SECRETARY 1 |
| 06 | SECRETARY 2 |
| 06 | SECRETARY 2 |
| 06 | SECRETARY 3 |
| 06 | SECRETARY 3 |
| 06 | SECRETARY/RECEPTIONIST |
| 06 | SOCIAL WORK ASSOCIATE |
| 06 | STATE INDUSTRIES SALES REP |
| 06 | STATISTICAL ASSISTANT |
| 06 | STOREKEEPER 1 |
| 06 | STOREKEEPER 2 |
| 06 | STOREKEEPER 2 |
| 06 | STOREKEEPER 3 |
| 06 | STOREKEEPER 3 |
| 06 | TECHNICAL SERVICE SPECIALIST |
| 06 | TELECOMMUNICATIONS OPERATOR |
| 06 | TELEPHONE OPERATOR |
| 06 | TYPIST |
| 06 | TYPIST-ADVANCED |
| 06 | UTILITY OFFICE WORKER |
| 06 | UTILITY WORKER |
| 06 | VEHICLE DISPATCHER |

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| 06 | WORD PROCESSOR 1 |
| 06 | WORD PROCESSOR 2 |
| 06 | WORD PROCESSOR 3 |
| 06 | WORKFORCE ASSOCIATE |
| 07 | AUTOMOTIVE SERVICE WORKER |
| 07 | AUTOMOTIVE SHOP SUPERVISOR |
| 07 | BOILER INSPECTOR |
| 07 | CARPENTER 1 |
| 07 | CARPENTER 2 |
| 07 | COMMUNICATIONS TECHNICIAN 1 |
| 07 | COMMUNICATIONS TECHNICIAN 2 |
| 07 | COMMUNICATIONS TECHNICIAN 3 |
| 07 | CONSTRUCTION TECHNICIAN SR |
| 07 | CONSTRUCTION TECHNICIAN SR |
| 07 | CONSTRUCTION TECHNICIAN SUPVR |
| 07 | CONTROL CENTER OPERATOR |
| 07 | CORRECTIONAL TRADES LEADER |
| 07 | DISTRICT MECHANIC |
| 07 | ELECTRICAL MAINTENANCE SPEC |
| 07 | ELECTRICIAN |
| 07 | ELECTRICIAN |
| 07 | ENERGY MANAGEMENT TECHNICIAN |
| 07 | EQUIPMENT OPERATOR |
| 07 | EQUIPMENT OPERATOR SENIOR |
| 07 | FACILITIES MAINTENANCE COORD |
| 07 | FIRE SERVICE TECH. ASST. |
| 07 | FURNITURE UPHOLSTERER |
| 07 | GARAGE OPERATIONS ASSISTANT |
| 07 | HEAVY EQUIPMENT OPERATOR |
| 07 | HIGHWAY MAINTENANCE SUPV |
| 07 | HIGHWAY TECHNICIAN |
| 07 | HIGHWAY TECHNICIAN ASSOCIATE |
| 07 | HIGHWAY TECHNICIAN SENIOR |
| 07 | HVAC COORDINATOR |
| 07 | HVAC TECHNICIAN |
| 07 | HVAC TECHNICIAN |
| 07 | LOCKSMITH |
| 07 | MACHINIST |
| 07 | MAINTENANCE ENGINEER |
| 07 | MAINTENANCE LEADER |
| 07 | MAINTENANCE REPAIRER |
| 07 | MAINTENANCE REPAIRS SUPV |
| 07 | MAINTENANCE WORKER 2 |
| 07 | MASON |
| 07 | MECHANIC |
| 07 | MECHANIC SUPERVISOR |

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| 07 | PAINTER 1 |
| 07 | PAINTER 2 |
| 07 | PLUMBER 1 |
| 07 | PLUMBER 2 |
| 07 | POWER PLANT ENGINEER 1 |
| 07 | POWER PLANT ENGINEER 2 |
| 07 | POWER PLANT ENGINEER 3 |
| 07 | POWER PLANT ENGINEER 3 |
| 07 | POWER PLANT ENGINEER 4 |
| 07 | POWER PLANT ENGINEER 4 |
| 07 | VEHICLE FLEET SUPERVISOR |
| 07 | WAREHOUSE SUPERVISOR |
| 07 | WATER & DISPOSAL PLANT OPER 1 |
| 07 | WATER & DISPOSAL PLANT OPER 2 |
| 08 | ACTIVITIES AIDE |
| 08 | ACTIVITIES ASSISTANT |
| 08 | ACTIVITIES SPECIALIST 1 |
| 08 | ACTIVITIES SPECIALIST 1 |
| 08 | ACTIVITIES SPECIALIST 2 |
| 08 | ACTIVITIES SPECIALIST 2 |
| 08 | APIARY INSPECTOR |
| 08 | BAKER |
| 08 | BINDERY WORKER |
| 08 | CONSTRUCTION TECHNICIAN |
| 08 | CONSTRUCTION TECHNICIAN ASST |
| 08 | COOK 1 |
| 08 | COOK 2 |
| 08 | CORRECTIONAL BLDG SVCS COORD |
| 08 | CORRECTIONAL FOOD SERVICE COORD |
| 08 | COSMETOLOGIST |
| 08 | CUSTODIAL ASSISTANT |
| 08 | CUSTODIAL LEADER |
| 08 | CUSTODIAL SUPERVISOR |
| 08 | CUSTODIAL WORKER |
| 08 | DENTAL ASSISTANT |
| 08 | DENTAL ASSISTANT |
| 08 | DRIVER |
| 08 | FARM LEADER |
| 08 | FOOD PRODUCTION SUPERVISOR |
| 08 | FOOD SERVICE WORKER |
| 08 | FOOD SERVICES ASSISTANT DIR |
| 08 | FOOD SERVICES ASSISTANT DIR |
| 08 | FOOD SERVICES DIRECTOR 1 |
| 08 | FOOD SERVICES DIRECTOR 2 |
| 08 | FOOD SERVICES DIRECTOR 2 |
| 08 | FOOD SERVICES DIRECTOR 3 |

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| 08 | FOOD SERVICES DIRECTOR 3 |
| 08 | GAMING REPRESENTATIVE 1 |
| 08 | GAMING REPRESENTATIVE 2 |
| 08 | INGREDIENT ROOM WORKER 1 |
| 08 | INGREDIENT ROOM WORKER 2 |
| 08 | LAUNDRY SUPERVISOR |
| 08 | LAUNDRY WORKER 1 |
| 08 | LAUNDRY WORKER 2 |
| 08 | MAINTENANCE WORKER 1 |
| 08 | MATERIALS FABRICATION INSPEC 1 |
| 08 | MATERIALS FABRICATION INSPEC 2 |
| 08 | MECHANIC HELPER |
| 08 | MUSEUM GUIDE |
| 08 | NURSERY WORKER 1 |
| 08 | NURSERY WORKER 1 |
| 08 | NURSERY WORKER 2 |
| 08 | NURSERY WORKER 2 |
| 08 | OCCUPATIONAL THERAPY ASST |
| 08 | PHARMACY ASSISTANT |
| 08 | PHARMACY TECHNICIAN |
| 08 | PHYSICAL THERAPY AIDE |
| 08 | PSYCHIATRIC SECURITY SPECIALIST |
| 08 | RECREATIONAL AIDE |
| 08 | REPRODUCTION EQUIPMENT LEADER |
| 08 | REPRODUCTION EQUIPMENT OPER 1 |
| 08 | REPRODUCTION EQUIPMENT OPER 2 |
| 08 | RESIDENT AIDE |
| 08 | RESIDENT TREATMENT SUPERVISOR |
| 08 | RESIDENT TREATMENT TECHNICIAN |
| 08 | RESIDENT TREATMENT WORKER |
| 08 | SEWING ROOM ATTENDANT 1 |
| 08 | SEWING ROOM ATTENDANT 2 |
| 08 | SIGN FABRICATOR 1 |
| 08 | SIGN FABRICATOR 2 |
| 08 | TOURISM GUIDE |
| 08 | TRACK INSPECTOR |
| 08 | TRADES HELPER |
| 08 | TRANSPORT DRIVER |
| 08 | TRANSPORTATION AIDE |
| 08 | WAREHOUSE OPERATIONS WORKER |
| 08 | WEIGHTS & MEASURES INSPECTOR |
| 08 | WELDER |