

**Fiscal Year 2020 Report on the Condition of  
Affirmative Action, Diversity, and Multicultural  
Programs in State Government  
and  
Fiscal Year 2021 Plan**

**September 30, 2020**



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Diversity, and Multicultural Programs in State Government  
and  
Fiscal Year 2021 Plan**

**September 30, 2020**

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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, 2019, through June 30, 2020, and provides information on the condition of affirmative action, diversity, and multicultural programs in the Executive Branch of State Government, as set forth in Iowa Code Chapter 19B.

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

### **Definitions**

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

*“State agency”* means an office, bureau, division, department, board, or commission in the Executive Branch of State Government. Iowa Code 19B.1 (2).

### **Responsibilities**

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

### **Executive Branch Statewide Workforce Composition by Females and Minorities**

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

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

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

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

## Section II. FY 2020 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 147 employees: a net gain of 56 males and 91 females.
  - The overall representation of females, by percentage, in the State's Executive Branch workforce increased from 49.61% to 49.72%.
  - The overall representation of minorities, by percentage, in the State's Executive Branch workforce increased from 8.34% to 8.71%.
- The Official and Administrator category experienced an increase, by percentage, among females and minorities.
  - In the Official and Administrator category, the percentage of females increased from 51.38% to 51.55%, while the percentage of minorities increased from 7.35% to 7.47%.
- The Professional category experienced an increase, by percentage, among females and minorities.
  - In the Professional category, the percentage of females increased from 58.10% to 58.55%, while the percentage of minorities increased from 9.65% to 10.08%.
- The categories of Technician and Protective Service: Sworn experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
  - In the Technician category, the percentage of females decreased from 39.23% to 38.28%, while the percentage of minorities increased from 5.45% to 6.51%.
  - In the Protective Service: Sworn category, the percentage of females decreased from 14.19% to 13.83%, while the percentage of minorities increased from 7.31% to 7.68%.
- The Administrative Support category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
  - In the Administrative Support category, the percentage of females decreased from 86.73% to 86.57%, while the percentage of minorities increased from 9.97% to 10.56%.

- The Skilled Craft category experienced no change, by percentage, among females, and a decrease, by percentage, among minorities.
  - In the Skilled Craft category, the percentage of females remained unchanged at 2.04%, while the percentage of minorities decreased from 3.23% to 2.89%.
  
- The Service and Maintenance category experienced an increase, by percentage, among females and minorities.
  - In the Service and Maintenance category, the percentage of females increased from 58.15% to 59.65%, while the percentage of minorities increased from 10.75% to 11.33%.

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

The Department of Administrative Services, 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 2020 on their collective ability to:

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

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

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

## **Performance & Development Solutions (PDS) Training**

Performance & Development Solutions (PDS) is committed to providing training. During FY 2020, PDS responded to the rapidly changing environment by expanding the delivery of courses, to include live on-line instructor led courses, when it became clear that traditional face to face course delivery was not going to be an option. PDS continues to offer on-demand e-learning courses related to diversity and multicultural topics. In FY 2020, PDS offered the following classes related to these areas: Americans with Disabilities Act, Diversity for Employees, Diversity for Supervisors, Equal Employment Opportunity/Affirmative Action, From Interview to Hire, and Generational Diversity. PDS continues to market courses on a monthly basis through the “HRExpress” employee newsletter, through communication with training liaisons, and via the website. Over the past year, these communication methods have played a vital role in getting the message to agencies, regarding available training opportunities. PDS frequently updates course content to reflect relevant information and explores new topics for e-learning and live on-line offerings.

### **Section III. FY 2021 Plan**

To aid in affirmative action goal setting for FY 2021, 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 2021 will be submitted to DAS at the end of FY 2021.

## 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 PBS

- Iowa Public Employees' Retirement System
- Iowa Public Employment Relations Board
- Iowa Public Information Board
- Iowa Secretary of State
- Iowa Treasurer of State
- Iowa Veterans Home
- Iowa Vocational Rehabilitation Services

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

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

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

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.

**Females**

*Executive Branch - Total*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	49.61%	49.56%	50.00%	50.39%	50.28%
<b>Female</b>	50.39%	50.44%	50.00%	49.61%	49.72%

*Category 1 -Officials/Administrators*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	49.02%	48.44%	48.46%	48.62%	48.45%
<b>Female</b>	50.98%	51.56%	51.54%	51.38%	51.55%

*Category 2 – Professional*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	42.39%	42.11%	42.13%	41.90%	41.45%
<b>Female</b>	57.61%	57.89%	57.87%	58.10%	58.55%

*Category 3 - Technician*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	60.55%	61.97%	61.32%	60.77%	61.72%
<b>Female</b>	39.45%	38.03%	38.68%	39.23%	38.28%

*Category 4 - Protective Service: Sworn*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	86.22%	86.63%	86.45%	85.81%	86.17%
<b>Female</b>	13.78%	13.37%	13.55%	14.19%	13.83%

*Category 6 - Administrative Support*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	12.38%	12.62%	13.08%	13.27%	13.43%
<b>Female</b>	87.62%	87.38%	86.92%	86.73%	86.57%

*Category 7 - Skilled Craft Workers*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	97.68%	97.92%	97.73%	97.96%	97.96%
<b>Female</b>	2.32%	2.08%	2.27%	2.04%	2.04%

*Category 8 - Service/Maintenance*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Male</b>	40.79%	41.10%	41.33%	41.85%	40.35%
<b>Female</b>	59.21%	58.90%	58.67%	58.15%	59.65%

**Minorities***Executive Branch - Total*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	91.34%	92.47%	92.02%	91.66%	91.29%
<b>Minority</b>	6.86%	7.53%	7.98%	8.34%	8.71%
<b>Unknown</b>	1.80%	0.00%	0.00%	0.00%	0.00%

*Category 1 - Officials/Administrators*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	92.05%	93.48%	93.17%	92.65%	92.53%
<b>Minority</b>	5.68%	6.52%	6.83%	7.35%	7.47%
<b>Unknown</b>	2.26%	0.00%	0.00%	0.00%	0.00%

*Category 2 – Professional*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	90.03%	91.23%	90.72%	90.35%	89.92%
<b>Minority</b>	8.18%	8.77%	9.28%	9.65%	10.08%
<b>Unknown</b>	1.79%	0.00%	0.00%	0.00%	0.00%

*Category 3 - Technician*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	93.30%	95.01%	94.61%	94.55%	93.49%
<b>Minority</b>	4.84%	4.99%	5.39%	5.45%	6.51%
<b>Unknown</b>	1.86%	0.00%	0.00%	0.00%	0.00%

*Category 4 - Protective Service: Sworn*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	93.57%	94.36%	93.61%	92.69%	92.32%
<b>Minority</b>	5.63%	5.64%	6.39%	7.31%	7.68%
<b>Unknown</b>	0.80%	0.00%	0.00%	0.00%	0.00%

*Category 6 - Administrative Support*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	89.65%	90.30%	89.87%	90.03%	89.44%
<b>Minority</b>	8.97%	9.70%	10.13%	9.97%	10.56%
<b>Unknown</b>	1.38%	0.00%	0.00%	0.00%	0.00%

*Category 7 - Skilled Craft Workers*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	96.11%	96.68%	96.80%	96.77%	97.11%
<b>Minority</b>	3.20%	3.32%	3.20%	3.23%	2.89%
<b>Unknown</b>	0.69%	0.00%	0.00%	0.00%	0.00%

*Category 8 - Service/Maintenance*

<b>Class</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
<b>Non-Minority</b>	88.96%	90.99%	90.11%	89.25%	88.67%
<b>Minority</b>	7.07%	9.01%	9.89%	10.75%	11.33%
<b>Unknown</b>	3.96%	0.00%	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**

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	8,227	8,171	56	50.28%	50.39%
Female	8,135	8,044	91	49.72%	49.61%
Non-Minority	14,937	14,862	75	91.29%	91.66%
Minority	1,425	1,353	72	8.71%	8.34%
<b>TOTALS</b>	<b>16,362</b>	<b>16,215</b>	<b>147</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	1,233	1,218	15	48.45%	48.62%
Female	1,312	1,287	25	51.55%	51.38%
Non-Minority	2,355	2,321	34	92.53%	92.65%
Minority	190	184	6	7.47%	7.35%
<b>TOTALS</b>	<b>2,545</b>	<b>2,505</b>	<b>40</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	1,920	1,901	19	41.45%	41.90%
Female	2,712	2,636	76	58.55%	58.10%
Non-Minority	4,165	4,099	66	89.92%	90.35%
Minority	467	438	29	10.08%	9.65%
<b>TOTALS</b>	<b>4,632</b>	<b>4,537</b>	<b>95</b>		

<b>3. TECHNICIAN</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	474	457	17	61.72%	60.77%
Female	294	295	-1	38.28%	39.23%
Non-Minority	718	711	7	93.49%	94.55%
Minority	50	41	9	6.51%	5.45%
<b>TOTALS</b>	<b>768</b>	<b>752</b>	<b>16</b>		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2,031	1,983	48	86.17%	85.81%
Female	326	328	-2	13.83%	14.19%
Non-Minority	2,176	2,142	34	92.32%	92.69%
Minority	181	169	12	7.68%	7.31%
<b>TOTALS</b>	<b>2,357</b>	<b>2,311</b>	<b>46</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	375	370	5	13.43%	13.27%
Female	2,418	2,418	0	86.57%	86.73%
Non-Minority	2,498	2,510	-12	89.44%	90.03%
Minority	295	278	17	10.56%	9.97%
<b>TOTALS</b>	<b>2,793</b>	<b>2,788</b>	<b>5</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,489	1,487	2	97.96%	97.96%
Female	31	31	0	2.04%	2.04%
Non-Minority	1,476	1,469	7	97.11%	96.77%
Minority	44	49	-5	2.89%	3.23%
<b>TOTALS</b>	<b>1,520</b>	<b>1,518</b>	<b>2</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	705	755	-50	40.35%	41.85%
Female	1,042	1,049	-7	59.65%	58.15%
Non-Minority	1,549	1,610	-61	88.67%	89.25%
Minority	198	194	4	11.33%	10.75%
<b>TOTALS</b>	<b>1,747</b>	<b>1,804</b>	<b>-57</b>		

**Agency-005**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	91	86	5	45.96%	43.43%
Female	107	112	-5	54.04%	56.57%
Non-Minority	176	173	3	88.89%	87.37%
Minority	22	25	-3	11.11%	12.63%
<b>TOTALS</b>	<b>198</b>	<b>198</b>	<b>0</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	25	24	1	42.37%	40.00%
Female	34	36	-2	57.63%	60.00%
Non-Minority	58	59	-1	98.31%	98.33%
Minority	1	1	0	1.69%	1.67%
<b>TOTALS</b>	<b>59</b>	<b>60</b>	<b>-1</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	14	15	-1	31.82%	35.71%
Female	30	27	3	68.18%	64.29%
Non-Minority	40	36	4	90.91%	85.71%
Minority	4	6	-2	9.09%	14.29%
<b>TOTALS</b>	<b>44</b>	<b>42</b>	<b>2</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	7	1	19.05%	15.91%
Female	34	37	-3	80.95%	84.09%
Non-Minority	34	36	-2	80.95%	81.82%
Minority	8	8	0	19.05%	18.18%
<b>TOTALS</b>	<b>42</b>	<b>44</b>	<b>-2</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	20	3	95.83%	90.91%
Female	1	2	-1	4.17%	9.09%
Non-Minority	24	22	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>24</b>	<b>22</b>	<b>2</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	20	1	72.41%	68.97%
Female	8	9	-1	27.59%	31.03%
Non-Minority	20	19	1	68.97%	65.52%
Minority	9	10	-1	31.03%	34.48%
<b>TOTALS</b>	<b>29</b>	<b>29</b>	<b>0</b>		

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	167	163	4	48.27%	49.54%
Female	179	166	13	51.73%	50.46%
Non-Minority	337	320	17	97.40%	97.26%
Minority	9	9	0	2.60%	2.74%
<b>TOTALS</b>	<b>346</b>	<b>329</b>	<b>17</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	76	78	-2	68.47%	71.56%
Female	35	31	4	31.53%	28.44%
Non-Minority	107	105	2	96.40%	96.33%
Minority	4	4	0	3.60%	3.67%
<b>TOTALS</b>	<b>111</b>	<b>109</b>	<b>2</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	82	77	5	66.67%	67.54%
Female	41	37	4	33.33%	32.46%
Non-Minority	119	109	10	96.75%	95.61%
Minority	4	5	-1	3.25%	4.39%
<b>TOTALS</b>	<b>123</b>	<b>114</b>	<b>9</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	0.97%	0.00%
Female	102	98	4	99.03%	100.00%
Non-Minority	102	98	4	99.03%	100.00%
Minority	1	0	1	0.97%	0.00%
<b>TOTALS</b>	<b>103</b>	<b>98</b>	<b>5</b>		

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

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

**Agencies-112 & 114**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	101	97	4	41.91%	39.92%
Female	140	146	-6	58.09%	60.08%
Non-Minority	222	224	-2	92.12%	92.18%
Minority	19	19	0	7.88%	7.82%
<b>TOTALS</b>	<b>241</b>	<b>243</b>	<b>-2</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	19	21	-2	41.30%	42.86%
Female	27	28	-1	58.70%	57.14%
Non-Minority	41	44	-3	89.13%	89.80%
Minority	5	5	0	10.87%	10.20%
<b>TOTALS</b>	<b>46</b>	<b>49</b>	<b>-3</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	81	75	6	51.92%	49.02%
Female	75	78	-3	48.08%	50.98%
Non-Minority	146	143	3	93.59%	93.46%
Minority	10	10	0	6.41%	6.54%
<b>TOTALS</b>	<b>156</b>	<b>153</b>	<b>3</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	2.56%	2.44%
Female	38	40	-2	97.44%	97.56%
Non-Minority	35	37	-2	89.74%	90.24%
Minority	4	4	0	10.26%	9.76%
<b>TOTALS</b>	<b>39</b>	<b>41</b>	<b>-2</b>		

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

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

**Agency-126**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	50	53	-3	50.51%	51.96%
Female	49	49	0	49.49%	48.04%
Non-Minority	87	91	-4	87.88%	89.22%
Minority	12	11	1	12.12%	10.78%
<b>TOTALS</b>	<b>99</b>	<b>102</b>	<b>-3</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	5	4	1	50.00%	50.00%
Female	5	4	1	50.00%	50.00%
Non-Minority	8	6	2	80.00%	75.00%
Minority	2	2	0	20.00%	25.00%
<b>TOTALS</b>	<b>10</b>	<b>8</b>	<b>2</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	45	49	-4	51.14%	53.26%
Female	43	43	0	48.86%	46.74%
Non-Minority	78	83	-5	88.64%	90.22%
Minority	10	9	1	11.36%	9.78%
<b>TOTALS</b>	<b>88</b>	<b>92</b>	<b>-4</b>		

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

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

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

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

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

**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	23	22	1	32.86%	33.85%
Female	47	43	4	67.14%	66.15%
Non-Minority	62	56	6	88.57%	86.15%
Minority	8	9	-1	11.43%	13.85%
<b>TOTALS</b>	<b>70</b>	<b>65</b>	<b>5</b>		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	17	0	34.69%	36.96%
Female	32	29	3	65.31%	63.04%
Non-Minority	42	38	4	85.71%	82.61%
Minority	7	8	-1	14.29%	17.39%
<b>TOTALS</b>	<b>49</b>	<b>46</b>	<b>3</b>		

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

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

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

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

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

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
<b>Total Agency</b>					
Male	5	3	2	71.43%	60.00%
Female	2	2	0	28.57%	40.00%
Non-Minority	6	4	2	85.71%	80.00%
Minority	1	1	0	14.29%	20.00%
<b>TOTALS</b>	<b>7</b>	<b>5</b>	<b>2</b>		

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

2. PROFESSIONAL	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	4	3	1	80.00%	75.00%
Minority	1	1	0	20.00%	25.00%
<b>TOTALS</b>	<b>5</b>	<b>4</b>	<b>1</b>		

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

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

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

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

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

**Agency-167**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	6	5	1	25.00%	25.00%
Female	18	15	3	75.00%	75.00%
Non-Minority	20	16	4	83.33%	80.00%
Minority	4	4	0	16.67%	20.00%
<b>TOTALS</b>	<b>24</b>	<b>20</b>	<b>4</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	6	5	1	30.00%	29.41%
Female	14	12	2	70.00%	70.59%
Non-Minority	18	14	4	90.00%	82.35%
Minority	2	3	-1	10.00%	17.65%
<b>TOTALS</b>	<b>20</b>	<b>17</b>	<b>3</b>		

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

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

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

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

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

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

**Agency-185**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	70	69	1	67.31%	66.35%
Female	34	35	-1	32.69%	33.65%
Non-Minority	94	92	2	90.38%	88.46%
Minority	10	12	-2	9.62%	11.54%
<b>TOTALS</b>	<b>104</b>	<b>104</b>	<b>0</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	19	19	0	70.37%	79.17%
Female	8	5	3	29.63%	20.83%
Non-Minority	27	24	3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>27</b>	<b>24</b>	<b>3</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	48	47	1	71.64%	69.12%
Female	19	21	-2	28.36%	30.88%
Non-Minority	58	60	-2	86.57%	88.24%
Minority	9	8	1	13.43%	11.76%
<b>TOTALS</b>	<b>67</b>	<b>68</b>	<b>-1</b>		

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

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

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

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

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

**Agency-212**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	19	58	-39	45.24%	75.32%
Female	23	19	4	54.76%	24.68%
Non-Minority	35	65	-30	83.33%	84.42%
Minority	7	12	-5	16.67%	15.58%
<b>TOTALS</b>	<b>42</b>	<b>77</b>	<b>-35</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	12	11	1	66.67%	61.11%
Female	6	7	-1	33.33%	38.89%
Non-Minority	15	16	-1	83.33%	88.89%
Minority	3	2	1	16.67%	11.11%
<b>TOTALS</b>	<b>18</b>	<b>18</b>	<b>0</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	3	3	0	42.86%	60.00%
Female	4	2	2	57.14%	40.00%
Non-Minority	6	5	1	85.71%	100.00%
Minority	1	0	1	14.29%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>5</b>	<b>2</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	5	-2	18.75%	33.33%
Female	13	10	3	81.25%	66.67%
Non-Minority	14	13	1	87.50%	86.67%
Minority	2	2	0	12.50%	13.33%
<b>TOTALS</b>	<b>16</b>	<b>15</b>	<b>1</b>		

7. SKILLED CRAFT	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%
<b>TOTALS</b>	<b>1</b>	<b>2</b>	<b>-1</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	37	-37	0.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	30	-30	0.00%	81.08%
Minority	0	7	-7	0.00%	18.92%
<b>TOTALS</b>	<b>0</b>	<b>37</b>	<b>-37</b>		

**Agency-213**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	44	43	1	57.89%	56.58%
Female	32	33	-1	42.11%	43.42%
Non-Minority	74	74	0	97.37%	97.37%
Minority	2	2	0	2.63%	2.63%
<b>TOTALS</b>	<b>76</b>	<b>76</b>	<b>0</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	44	43	1	60.27%	58.90%
Female	29	30	-1	39.73%	41.10%
Non-Minority	71	71	0	97.26%	97.26%
Minority	2	2	0	2.74%	2.74%
<b>TOTALS</b>	<b>73</b>	<b>73</b>	<b>0</b>		

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

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

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

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

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

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

**Agency-214**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	7	8	-1	50.00%	53.33%
Female	7	7	0	50.00%	46.67%
Non-Minority	14	15	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>14</b>	<b>15</b>	<b>-1</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	7	8	-1	58.33%	61.54%
Female	5	5	0	41.67%	38.46%
Non-Minority	12	13	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>12</b>	<b>13</b>	<b>-1</b>		

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

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

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

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

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

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

**Agency-216**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	51	45	6	50.00%	46.39%
Female	51	52	-1	50.00%	53.61%
Non-Minority	89	84	5	87.25%	86.60%
Minority	13	13	0	12.75%	13.40%
<b>TOTALS</b>	<b>102</b>	<b>97</b>	<b>5</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	41	37	4	53.95%	51.39%
Female	35	35	0	46.05%	48.61%
Non-Minority	63	61	2	82.89%	84.72%
Minority	13	11	2	17.11%	15.28%
<b>TOTALS</b>	<b>76</b>	<b>72</b>	<b>4</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	3	3	0	33.33%	42.86%
Female	6	4	2	66.67%	57.14%
Non-Minority	9	7	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>9</b>	<b>7</b>	<b>2</b>		

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

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	4	2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	6	4	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>6</b>	<b>4</b>	<b>2</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	9.09%	7.14%
Female	10	13	-3	90.91%	92.86%
Non-Minority	11	12	-1	100.00%	85.71%
Minority	0	2	-2	0.00%	14.29%
<b>TOTALS</b>	<b>11</b>	<b>14</b>	<b>-3</b>		

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

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

**Agency-217**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	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%
<b>TOTALS</b>	<b>10</b>	<b>9</b>	<b>1</b>		

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

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	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%
<b>TOTALS</b>	<b>2</b>	<b>2</b>	<b>0</b>		

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

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

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

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

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

**Agency-219**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	36	27	9	58.06%	50.00%
Female	26	27	-1	41.94%	50.00%
Non-Minority	55	45	10	88.71%	83.33%
Minority	7	9	-2	11.29%	16.67%
<b>TOTALS</b>	<b>62</b>	<b>54</b>	<b>8</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	19	14	5	63.33%	50.00%
Female	11	14	-3	36.67%	50.00%
Non-Minority	27	24	3	90.00%	85.71%
Minority	3	4	-1	10.00%	14.29%
<b>TOTALS</b>	<b>30</b>	<b>28</b>	<b>2</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	15	10	5	75.00%	71.43%
Female	5	4	1	25.00%	28.57%
Non-Minority	17	10	7	85.00%	71.43%
Minority	3	4	-1	15.00%	28.57%
<b>TOTALS</b>	<b>20</b>	<b>14</b>	<b>6</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	16.67%	25.00%
Female	10	9	1	83.33%	75.00%
Non-Minority	11	11	0	91.67%	91.67%
Minority	1	1	0	8.33%	8.33%
<b>TOTALS</b>	<b>12</b>	<b>12</b>	<b>0</b>		

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

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

**Agencies-238 thru 252**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	1,730	1,701	29	68.03%	67.63%
Female	813	814	-1	31.97%	32.37%
Non-Minority	2,326	2,314	12	91.47%	92.01%
Minority	217	201	16	8.53%	7.99%
<b>TOTALS</b>	<b>2,543</b>	<b>2,515</b>	<b>28</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	95	95	0	55.56%	53.98%
Female	76	81	-5	44.44%	46.02%
Non-Minority	159	166	-7	92.98%	94.32%
Minority	12	10	2	7.02%	5.68%
<b>TOTALS</b>	<b>171</b>	<b>176</b>	<b>-5</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	138	125	13	39.88%	37.43%
Female	208	209	-1	60.12%	62.57%
Non-Minority	320	308	12	92.49%	92.22%
Minority	26	26	0	7.51%	7.78%
<b>TOTALS</b>	<b>346</b>	<b>334</b>	<b>12</b>		

<b>3. TECHNICIAN</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	64	57	7	51.61%	50.00%
Female	60	57	3	48.39%	50.00%
Non-Minority	116	107	9	93.55%	93.86%
Minority	8	7	1	6.45%	6.14%
<b>TOTALS</b>	<b>124</b>	<b>114</b>	<b>10</b>		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,216	1,207	9	82.11%	81.83%
Female	265	268	-3	17.89%	18.17%
Non-Minority	1,326	1,334	-8	89.53%	90.44%
Minority	155	141	14	10.47%	9.56%
<b>TOTALS</b>	<b>1,481</b>	<b>1,475</b>	<b>6</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	13	2	10.64%	9.49%
Female	126	124	2	89.36%	90.51%
Non-Minority	136	131	5	96.45%	95.62%
Minority	5	6	-1	3.55%	4.38%
<b>TOTALS</b>	<b>141</b>	<b>137</b>	<b>4</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	106	104	2	98.15%	99.05%
Female	2	1	1	1.85%	0.95%
Non-Minority	106	103	3	98.15%	98.10%
Minority	2	2	0	1.85%	1.90%
<b>TOTALS</b>	<b>108</b>	<b>105</b>	<b>3</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	96	100	-4	55.81%	57.47%
Female	76	74	2	44.19%	42.53%
Non-Minority	163	165	-2	94.77%	94.83%
Minority	9	9	0	5.23%	5.17%
<b>TOTALS</b>	<b>172</b>	<b>174</b>	<b>-2</b>		

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	15	0	31.91%	33.33%
Female	32	30	2	68.09%	66.67%
Non-Minority	47	44	3	100.00%	97.78%
Minority	0	1	-1	0.00%	2.22%
<b>TOTALS</b>	<b>47</b>	<b>45</b>	<b>2</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	42.86%	50.00%
Female	4	3	1	57.14%	50.00%
Non-Minority	7	6	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>6</b>	<b>1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	8	1	25.71%	24.24%
Female	26	25	1	74.29%	75.76%
Non-Minority	35	33	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>35</b>	<b>33</b>	<b>2</b>		

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

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

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

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

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

**Agency-269**

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
<b>Total Agency</b>					
Male	33	37	-4	35.11%	39.36%
Female	61	57	4	64.89%	60.64%
Non-Minority	90	91	-1	95.74%	96.81%
Minority	4	3	1	4.26%	3.19%
<b>TOTALS</b>	<b>94</b>	<b>94</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	33	-3	36.59%	39.76%
Female	52	50	2	63.41%	60.24%
Non-Minority	78	80	-2	95.12%	96.39%
Minority	4	3	1	4.88%	3.61%
<b>TOTALS</b>	<b>82</b>	<b>83</b>	<b>-1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	28.57%	50.00%
Female	5	3	2	71.43%	50.00%
Non-Minority	7	6	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>6</b>	<b>1</b>		

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

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

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

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

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

**Agency-270**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	25	21	4	30.86%	26.58%
Female	56	58	-2	69.14%	73.42%
Non-Minority	75	73	2	92.59%	92.41%
Minority	6	6	0	7.41%	7.59%
<b>TOTALS</b>	<b>81</b>	<b>79</b>	<b>2</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	10	10	0	22.22%	23.26%
Female	35	33	2	77.78%	76.74%
Non-Minority	42	41	1	93.33%	95.35%
Minority	3	2	1	6.67%	4.65%
<b>TOTALS</b>	<b>45</b>	<b>43</b>	<b>2</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	13	10	3	48.15%	38.46%
Female	14	16	-2	51.85%	61.54%
Non-Minority	24	22	2	88.89%	84.62%
Minority	3	4	-1	11.11%	15.38%
<b>TOTALS</b>	<b>27</b>	<b>26</b>	<b>1</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	22.22%	10.00%
Female	7	9	-2	77.78%	90.00%
Non-Minority	9	10	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>9</b>	<b>10</b>	<b>-1</b>		

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

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

**Agency-282**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	64	65	-1	29.49%	29.41%
Female	153	156	-3	70.51%	70.59%
Non-Minority	202	204	-2	93.09%	92.31%
Minority	15	17	-2	6.91%	7.69%
<b>TOTALS</b>	<b>217</b>	<b>221</b>	<b>-4</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	12	15	-3	48.00%	53.57%
Female	13	13	0	52.00%	46.43%
Non-Minority	25	27	-2	100.00%	96.43%
Minority	0	1	-1	0.00%	3.57%
<b>TOTALS</b>	<b>25</b>	<b>28</b>	<b>-3</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	47	45	2	29.19%	27.78%
Female	114	117	-3	70.81%	72.22%
Non-Minority	148	149	-1	91.93%	91.98%
Minority	13	13	0	8.07%	8.02%
<b>TOTALS</b>	<b>161</b>	<b>162</b>	<b>-1</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	7.14%	7.14%
Female	26	26	0	92.86%	92.86%
Non-Minority	26	25	1	92.86%	89.29%
Minority	2	3	-1	7.14%	10.71%
<b>TOTALS</b>	<b>28</b>	<b>28</b>	<b>0</b>		

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%
<b>TOTALS</b>	<b>3</b>	<b>3</b>	<b>0</b>		

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

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	82	84	-2	22.16%	22.76%
Female	288	285	3	77.84%	77.24%
Non-Minority	328	330	-2	88.65%	89.43%
Minority	42	39	3	11.35%	10.57%
<b>TOTALS</b>	<b>370</b>	<b>369</b>	<b>1</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	27.27%	28.57%
Female	16	15	1	72.73%	71.43%
Non-Minority	21	21	0	95.45%	100.00%
Minority	1	0	1	4.55%	0.00%
<b>TOTALS</b>	<b>22</b>	<b>21</b>	<b>1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	45	45	0	25.28%	26.16%
Female	133	127	6	74.72%	73.84%
Non-Minority	157	154	3	88.20%	89.53%
Minority	21	18	3	11.80%	10.47%
<b>TOTALS</b>	<b>178</b>	<b>172</b>	<b>6</b>		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	13.79%	10.00%
Female	25	27	-2	86.21%	90.00%
Non-Minority	27	28	-1	93.10%	93.33%
Minority	2	2	0	6.90%	6.67%
<b>TOTALS</b>	<b>29</b>	<b>30</b>	<b>-1</b>		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	30	-3	19.15%	20.55%
Female	114	116	-2	80.85%	79.45%
Non-Minority	123	127	-4	87.23%	86.99%
Minority	18	19	-1	12.77%	13.01%
<b>TOTALS</b>	<b>141</b>	<b>146</b>	<b>-5</b>		

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

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

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	7	9	-2	18.92%	25.00%
Female	30	27	3	81.08%	75.00%
Non-Minority	32	29	3	86.49%	80.56%
Minority	5	7	-2	13.51%	19.44%
<b>TOTALS</b>	<b>37</b>	<b>36</b>	<b>1</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	23.08%	30.77%
Female	10	9	1	76.92%	69.23%
Non-Minority	13	12	1	100.00%	92.31%
Minority	0	1	-1	0.00%	7.69%
<b>TOTALS</b>	<b>13</b>	<b>13</b>	<b>0</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	19.05%	26.32%
Female	17	14	3	80.95%	73.68%
Non-Minority	17	14	3	80.95%	73.68%
Minority	4	5	-1	19.05%	26.32%
<b>TOTALS</b>	<b>21</b>	<b>19</b>	<b>2</b>		

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

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

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

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

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

**Agency-285**

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
<b>Total Agency</b>					
Male	57	58	-1	62.64%	61.70%
Female	34	36	-2	37.36%	38.30%
Non-Minority	88	91	-3	96.70%	96.81%
Minority	3	3	0	3.30%	3.19%
<b>TOTALS</b>	<b>91</b>	<b>94</b>	<b>-3</b>		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	23	0	54.76%	56.10%
Female	19	18	1	45.24%	43.90%
Non-Minority	39	39	0	92.86%	95.12%
Minority	3	2	1	7.14%	4.88%
<b>TOTALS</b>	<b>42</b>	<b>41</b>	<b>1</b>		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	26	-1	96.15%	92.86%
Female	1	2	-1	3.85%	7.14%
Non-Minority	26	28	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>26</b>	<b>28</b>	<b>-2</b>		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	2	1	33.33%	20.00%
Female	6	8	-2	66.67%	80.00%
Non-Minority	9	9	0	100.00%	90.00%
Minority	0	1	-1	0.00%	10.00%
<b>TOTALS</b>	<b>9</b>	<b>10</b>	<b>-1</b>		

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

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

Agency-286

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	6	-1	41.67%	42.86%
Female	7	8	-1	58.33%	57.14%
Non-Minority	11	13	-2	91.67%	92.86%
Minority	1	1	0	8.33%	7.14%
<b>TOTALS</b>	<b>12</b>	<b>14</b>	<b>-2</b>		

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

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

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

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

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

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

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

**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	5	0	18.52%	17.24%
Female	22	24	-2	81.48%	82.76%
Non-Minority	25	28	-3	92.59%	96.55%
Minority	2	1	1	7.41%	3.45%
<b>TOTALS</b>	<b>27</b>	<b>29</b>	<b>-2</b>		

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

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%
<b>TOTALS</b>	<b>12</b>	<b>12</b>	<b>0</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	25.00%	20.00%
Female	3	4	-1	75.00%	80.00%
Non-Minority	3	5	-2	75.00%	100.00%
Minority	1	0	1	25.00%	0.00%
<b>TOTALS</b>	<b>4</b>	<b>5</b>	<b>-1</b>		

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

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

**Agency-309**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	236	228	8	37.34%	36.60%
Female	396	395	1	62.66%	63.40%
Non-Minority	486	487	-1	76.90%	78.17%
Minority	146	136	10	23.10%	21.83%
<b>TOTALS</b>	<b>632</b>	<b>623</b>	<b>9</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	68	64	4	50.00%	47.76%
Female	68	70	-2	50.00%	52.24%
Non-Minority	112	110	2	82.35%	82.09%
Minority	24	24	0	17.65%	17.91%
<b>TOTALS</b>	<b>136</b>	<b>134</b>	<b>2</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	129	126	3	31.46%	31.03%
Female	281	280	1	68.54%	68.97%
Non-Minority	311	314	-3	75.85%	77.34%
Minority	99	92	7	24.15%	22.66%
<b>TOTALS</b>	<b>410</b>	<b>406</b>	<b>4</b>		

<b>3. TECHNICIAN</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	29	29	0	80.56%	85.29%
Female	7	5	2	19.44%	14.71%
Non-Minority	29	29	0	80.56%	85.29%
Minority	7	5	2	19.44%	14.71%
<b>TOTALS</b>	<b>36</b>	<b>34</b>	<b>2</b>		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	13.33%	11.36%
Female	39	39	0	86.67%	88.64%
Non-Minority	30	30	0	66.67%	68.18%
Minority	15	14	1	33.33%	31.82%
<b>TOTALS</b>	<b>45</b>	<b>44</b>	<b>1</b>		

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%
<b>TOTALS</b>	<b>3</b>	<b>3</b>	<b>0</b>		

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%
<b>TOTALS</b>	<b>2</b>	<b>2</b>	<b>0</b>		

**Agency-336**

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
<b>Total Agency</b>					
Male	52	52	0	69.33%	67.53%
Female	23	25	-2	30.67%	32.47%
Non-Minority	65	66	-1	86.67%	85.71%
Minority	10	11	-1	13.33%	14.29%
<b>TOTALS</b>	<b>75</b>	<b>77</b>	<b>-2</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	66.67%	64.29%
Female	4	5	-1	33.33%	35.71%
Non-Minority	10	11	-1	83.33%	78.57%
Minority	2	3	-1	16.67%	21.43%
<b>TOTALS</b>	<b>12</b>	<b>14</b>	<b>-2</b>		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	46.15%	42.86%
Female	7	8	-1	53.85%	57.14%
Non-Minority	12	13	-1	92.31%	92.86%
Minority	1	1	0	7.69%	7.14%
<b>TOTALS</b>	<b>13</b>	<b>14</b>	<b>-1</b>		

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%
<b>TOTALS</b>	<b>3</b>	<b>3</b>	<b>0</b>		

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

**Agency-379**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	12	15	-3	28.57%	35.71%
Female	30	27	3	71.43%	64.29%
Non-Minority	34	36	-2	80.95%	85.71%
Minority	8	6	2	19.05%	14.29%
<b>TOTALS</b>	<b>42</b>	<b>42</b>	<b>0</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	4	4	0	21.05%	21.05%
Female	15	15	0	78.95%	78.95%
Non-Minority	15	15	0	78.95%	78.95%
Minority	4	4	0	21.05%	21.05%
<b>TOTALS</b>	<b>19</b>	<b>19</b>	<b>0</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	8	11	-3	42.11%	55.00%
Female	11	9	2	57.89%	45.00%
Non-Minority	16	18	-2	84.21%	90.00%
Minority	3	2	1	15.79%	10.00%
<b>TOTALS</b>	<b>19</b>	<b>20</b>	<b>-1</b>		

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

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

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

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

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

**Agencies-401 thru 413**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	1,094	1,086	8	27.48%	27.58%
Female	2,887	2,851	36	72.52%	72.42%
Non-Minority	3,604	3,596	8	90.53%	91.34%
Minority	377	341	36	9.47%	8.66%
<b>TOTALS</b>	<b>3,981</b>	<b>3,937</b>	<b>44</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	131	134	-3	32.27%	33.67%
Female	275	264	11	67.73%	66.33%
Non-Minority	381	376	5	93.84%	94.47%
Minority	25	22	3	6.16%	5.53%
<b>TOTALS</b>	<b>406</b>	<b>398</b>	<b>8</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	301	292	9	27.19%	27.34%
Female	806	776	30	72.81%	72.66%
Non-Minority	1,006	979	27	90.88%	91.67%
Minority	101	89	12	9.12%	8.33%
<b>TOTALS</b>	<b>1,107</b>	<b>1,068</b>	<b>39</b>		

<b>3. TECHNICIAN</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	14	11	3	21.88%	16.67%
Female	50	55	-5	78.13%	83.33%
Non-Minority	62	64	-2	96.88%	96.97%
Minority	2	2	0	3.13%	3.03%
<b>TOTALS</b>	<b>64</b>	<b>66</b>	<b>-2</b>		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	133	126	7	10.25%	9.81%
Female	1,165	1,158	7	89.75%	90.19%
Non-Minority	1,145	1,145	0	88.21%	89.17%
Minority	153	139	14	11.79%	10.83%
<b>TOTALS</b>	<b>1,298</b>	<b>1,284</b>	<b>14</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	92	89	3	92.00%	90.82%
Female	8	9	-1	8.00%	9.18%
Non-Minority	100	98	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>100</b>	<b>98</b>	<b>2</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	423	434	-11	42.05%	42.42%
Female	583	589	-6	57.95%	57.58%
Non-Minority	910	934	-24	90.46%	91.30%
Minority	96	89	7	9.54%	8.70%
<b>TOTALS</b>	<b>1,006</b>	<b>1,023</b>	<b>-17</b>		

**Agency-427**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	60	61	-1	24.19%	26.29%
Female	188	171	17	75.81%	73.71%
Non-Minority	229	216	13	92.34%	93.10%
Minority	19	16	3	7.66%	6.90%
<b>TOTALS</b>	<b>248</b>	<b>232</b>	<b>16</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	27	27	0	46.55%	51.92%
Female	31	25	6	53.45%	48.08%
Non-Minority	54	49	5	93.10%	94.23%
Minority	4	3	1	6.90%	5.77%
<b>TOTALS</b>	<b>58</b>	<b>52</b>	<b>6</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	30	30	0	18.40%	19.74%
Female	133	122	11	81.60%	80.26%
Non-Minority	153	143	10	93.87%	94.08%
Minority	10	9	1	6.13%	5.92%
<b>TOTALS</b>	<b>163</b>	<b>152</b>	<b>11</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	11.11%	14.29%
Female	24	24	0	88.89%	85.71%
Non-Minority	22	24	-2	81.48%	85.71%
Minority	5	4	1	18.52%	14.29%
<b>TOTALS</b>	<b>27</b>	<b>28</b>	<b>-1</b>		

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

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

**Agency-428**

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
<b>Total Agency</b>					
Male	90	89	1	43.48%	42.58%
Female	117	120	-3	56.52%	57.42%
Non-Minority	186	188	-2	89.86%	89.95%
Minority	21	21	0	10.14%	10.05%
<b>TOTALS</b>	<b>207</b>	<b>209</b>	<b>-2</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	12	1	52.00%	46.15%
Female	12	14	-2	48.00%	53.85%
Non-Minority	24	25	-1	96.00%	96.15%
Minority	1	1	0	4.00%	3.85%
<b>TOTALS</b>	<b>25</b>	<b>26</b>	<b>-1</b>		

<b>2. PROFESSIONAL</b>	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	77	77	0	54.23%	54.61%
Female	65	64	1	45.77%	45.39%
Non-Minority	124	123	1	87.32%	87.23%
Minority	18	18	0	12.68%	12.77%
<b>TOTALS</b>	<b>142</b>	<b>141</b>	<b>1</b>		

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

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

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

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

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

**Agency-429**

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
<b>Total Agency</b>					
Male	20	19	1	45.45%	44.19%
Female	24	24	0	54.55%	55.81%
Non-Minority	41	40	1	93.18%	93.02%
Minority	3	3	0	6.82%	6.98%
<b>TOTALS</b>	<b>44</b>	<b>43</b>	<b>1</b>		

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

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

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

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

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

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	14	1	50.00%	48.28%
Female	15	15	0	50.00%	51.72%
Non-Minority	28	27	1	93.33%	93.10%
Minority	2	2	0	6.67%	6.90%
<b>TOTALS</b>	<b>30</b>	<b>29</b>	<b>1</b>		

**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	11	9	2	47.83%	42.86%
Female	12	12	0	52.17%	57.14%
Non-Minority	22	20	2	95.65%	95.24%
Minority	1	1	0	4.35%	4.76%
<b>TOTALS</b>	<b>23</b>	<b>21</b>	<b>2</b>		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	66.67%	72.73%
Female	4	3	1	33.33%	27.27%
Non-Minority	11	10	1	91.67%	90.91%
Minority	1	1	0	8.33%	9.09%
<b>TOTALS</b>	<b>12</b>	<b>11</b>	<b>1</b>		

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

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

6. ADMINISTRATIVE SUPPORT	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%
<b>TOTALS</b>	<b>6</b>	<b>6</b>	<b>0</b>		

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

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

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	12	11	1	54.55%	55.00%
Female	10	9	1	45.45%	45.00%
Non-Minority	21	19	2	95.45%	95.00%
Minority	1	1	0	4.55%	5.00%
<b>TOTALS</b>	<b>22</b>	<b>20</b>	<b>2</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	11	1	60.00%	61.11%
Female	8	7	1	40.00%	38.89%
Non-Minority	19	17	2	95.00%	94.44%
Minority	1	1	0	5.00%	5.56%
<b>TOTALS</b>	<b>20</b>	<b>18</b>	<b>2</b>		

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

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

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

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

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

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

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	574	573	1	70.86%	71.80%
Female	236	225	11	29.14%	28.20%
Non-Minority	777	763	14	95.93%	95.61%
Minority	33	35	-2	4.07%	4.39%
<b>TOTALS</b>	<b>810</b>	<b>798</b>	<b>12</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	53	53	0	63.10%	63.86%
Female	31	30	1	36.90%	36.14%
Non-Minority	83	82	1	98.81%	98.80%
Minority	1	1	0	1.19%	1.20%
<b>TOTALS</b>	<b>84</b>	<b>83</b>	<b>1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	284	317	-33	67.30%	70.13%
Female	138	135	3	32.70%	29.87%
Non-Minority	403	432	-29	95.50%	95.58%
Minority	19	20	-1	4.50%	4.42%
<b>TOTALS</b>	<b>422</b>	<b>452</b>	<b>-30</b>		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	122	118	4	89.71%	91.47%
Female	14	11	3	10.29%	8.53%
Non-Minority	133	126	7	97.79%	97.67%
Minority	3	3	0	2.21%	2.33%
<b>TOTALS</b>	<b>136</b>	<b>129</b>	<b>7</b>		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	104	72	32	93.69%	93.51%
Female	7	5	2	6.31%	6.49%
Non-Minority	107	73	34	96.40%	94.81%
Minority	4	4	0	3.60%	5.19%
<b>TOTALS</b>	<b>111</b>	<b>77</b>	<b>34</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	13.21%	15.38%
Female	46	44	2	86.79%	84.62%
Non-Minority	47	45	2	88.68%	86.54%
Minority	6	7	-1	11.32%	13.46%
<b>TOTALS</b>	<b>53</b>	<b>52</b>	<b>1</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	5	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>4</b>	<b>5</b>	<b>-1</b>		

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

**Agency-547**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	3	3	0	33.33%	42.86%
Female	6	4	2	66.67%	57.14%
Non-Minority	8	6	2	88.89%	85.71%
Minority	1	1	0	11.11%	14.29%
<b>TOTALS</b>	<b>9</b>	<b>7</b>	<b>2</b>		

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

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

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

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

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

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

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

**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	29	31	-2	37.18%	40.26%
Female	49	46	3	62.82%	59.74%
Non-Minority	67	67	0	85.90%	87.01%
Minority	11	10	1	14.10%	12.99%
<b>TOTALS</b>	<b>78</b>	<b>77</b>	<b>1</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	22	-2	37.04%	41.51%
Female	34	31	3	62.96%	58.49%
Non-Minority	49	49	0	90.74%	92.45%
Minority	5	4	1	9.26%	7.55%
<b>TOTALS</b>	<b>54</b>	<b>53</b>	<b>1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	9	0	50.00%	56.25%
Female	9	7	2	50.00%	43.75%
Non-Minority	14	12	2	77.78%	75.00%
Minority	4	4	0	22.22%	25.00%
<b>TOTALS</b>	<b>18</b>	<b>16</b>	<b>2</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	6	8	-2	100.00%	100.00%
Non-Minority	4	6	-2	66.67%	75.00%
Minority	2	2	0	33.33%	25.00%
<b>TOTALS</b>	<b>6</b>	<b>8</b>	<b>-2</b>		

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

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

**Agency-572**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	2	2	0	18.18%	20.00%
Female	9	8	1	81.82%	80.00%
Non-Minority	11	10	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>11</b>	<b>10</b>	<b>1</b>		

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

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

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

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

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

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

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

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	202	199	3	81.12%	80.89%
Female	47	47	0	18.88%	19.11%
Non-Minority	231	232	-1	92.77%	94.31%
Minority	18	14	4	7.23%	5.69%
<b>TOTALS</b>	<b>249</b>	<b>246</b>	<b>3</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	17	4	77.78%	62.96%
Female	6	10	-4	22.22%	37.04%
Non-Minority	23	24	-1	85.19%	88.89%
Minority	4	3	1	14.81%	11.11%
<b>TOTALS</b>	<b>27</b>	<b>27</b>	<b>0</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	27	2	72.50%	75.00%
Female	11	9	2	27.50%	25.00%
Non-Minority	38	35	3	95.00%	97.22%
Minority	2	1	1	5.00%	2.78%
<b>TOTALS</b>	<b>40</b>	<b>36</b>	<b>4</b>		

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

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	71	70	1	95.95%	98.59%
Female	3	1	2	4.05%	1.41%
Non-Minority	71	67	4	95.95%	94.37%
Minority	3	4	-1	4.05%	5.63%
<b>TOTALS</b>	<b>74</b>	<b>71</b>	<b>3</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	38.89%	43.75%
Female	11	9	2	61.11%	56.25%
Non-Minority	18	16	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>18</b>	<b>16</b>	<b>2</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	62	67	-5	96.88%	98.53%
Female	2	1	1	3.13%	1.47%
Non-Minority	60	64	-4	93.75%	94.12%
Minority	4	4	0	6.25%	5.88%
<b>TOTALS</b>	<b>64</b>	<b>68</b>	<b>-4</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	8	2	45.45%	34.78%
Female	12	15	-3	54.55%	65.22%
Non-Minority	17	21	-4	77.27%	91.30%
Minority	5	2	3	22.73%	8.70%
<b>TOTALS</b>	<b>22</b>	<b>23</b>	<b>-1</b>		

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	32	27	5	50.79%	50.94%
Female	31	26	5	49.21%	49.06%
Non-Minority	59	49	10	93.65%	92.45%
Minority	4	4	0	6.35%	7.55%
<b>TOTALS</b>	<b>63</b>	<b>53</b>	<b>10</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	19	6	55.56%	54.29%
Female	20	16	4	44.44%	45.71%
Non-Minority	42	32	10	93.33%	91.43%
Minority	3	3	0	6.67%	8.57%
<b>TOTALS</b>	<b>45</b>	<b>35</b>	<b>10</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	37.50%	40.00%
Female	10	9	1	62.50%	60.00%
Non-Minority	15	14	1	93.75%	93.33%
Minority	1	1	0	6.25%	6.67%
<b>TOTALS</b>	<b>16</b>	<b>15</b>	<b>1</b>		

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

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

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

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

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

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	118	115	3	27.63%	27.25%
Female	309	307	2	72.37%	72.75%
Non-Minority	381	382	-1	89.23%	90.52%
Minority	46	40	6	10.77%	9.48%
<b>TOTALS</b>	<b>427</b>	<b>422</b>	<b>5</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	47	47	0	36.43%	36.43%
Female	82	82	0	63.57%	63.57%
Non-Minority	123	124	-1	95.35%	96.12%
Minority	6	5	1	4.65%	3.88%
<b>TOTALS</b>	<b>129</b>	<b>129</b>	<b>0</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	58	57	1	27.49%	27.40%
Female	153	151	2	72.51%	72.60%
Non-Minority	186	186	0	88.15%	89.42%
Minority	25	22	3	11.85%	10.58%
<b>TOTALS</b>	<b>211</b>	<b>208</b>	<b>3</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	10	0	12.05%	12.20%
Female	73	72	1	87.95%	87.80%
Non-Minority	68	69	-1	81.93%	84.15%
Minority	15	13	2	18.07%	15.85%
<b>TOTALS</b>	<b>83</b>	<b>82</b>	<b>1</b>		

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

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

Agency-592

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

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

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

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	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

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

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

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

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

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

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	656	654	2	77.00%	78.32%
Female	196	181	15	23.00%	21.68%
Non-Minority	815	796	19	95.66%	95.33%
Minority	37	39	-2	4.34%	4.67%
<b>TOTALS</b>	<b>852</b>	<b>835</b>	<b>17</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	40	-2	74.51%	76.92%
Female	13	12	1	25.49%	23.08%
Non-Minority	49	49	0	96.08%	94.23%
Minority	2	3	-1	3.92%	5.77%
<b>TOTALS</b>	<b>51</b>	<b>52</b>	<b>-1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	25	2	62.79%	64.10%
Female	16	14	2	37.21%	35.90%
Non-Minority	40	33	7	93.02%	84.62%
Minority	3	6	-3	6.98%	15.38%
<b>TOTALS</b>	<b>43</b>	<b>39</b>	<b>4</b>		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	28	0	44.44%	49.12%
Female	35	29	6	55.56%	50.88%
Non-Minority	53	51	2	84.13%	89.47%
Minority	10	6	4	15.87%	10.53%
<b>TOTALS</b>	<b>63</b>	<b>57</b>	<b>6</b>		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	537	534	3	92.43%	92.39%
Female	44	44	0	7.57%	7.61%
Non-Minority	563	559	4	96.90%	96.71%
Minority	18	19	-1	3.10%	3.29%
<b>TOTALS</b>	<b>581</b>	<b>578</b>	<b>3</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	22	-2	18.52%	21.15%
Female	88	82	6	81.48%	78.85%
Non-Minority	104	100	4	96.30%	96.15%
Minority	4	4	0	3.70%	3.85%
<b>TOTALS</b>	<b>108</b>	<b>104</b>	<b>4</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	6	4	2	100.00%	80.00%
Minority	0	1	-1	0.00%	20.00%
<b>TOTALS</b>	<b>6</b>	<b>5</b>	<b>1</b>		

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

**Agency-625**

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

<b>Total Agency</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	103	101	2	37.45%	37.00%
Female	172	172	0	62.55%	63.00%
Non-Minority	224	219	5	81.45%	80.22%
Minority	51	54	-3	18.55%	19.78%
<b>TOTALS</b>	<b>275</b>	<b>273</b>	<b>2</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	80	76	4	43.24%	41.99%
Female	105	105	0	56.76%	58.01%
Non-Minority	153	147	6	82.70%	81.22%
Minority	32	34	-2	17.30%	18.78%
<b>TOTALS</b>	<b>185</b>	<b>181</b>	<b>4</b>		

<b>2. PROFESSIONAL</b>	<b>Current Year</b>	<b>Previous Year</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>Current</b>	<b>Previous</b>
Male	16	18	-2	36.36%	41.86%
Female	28	25	3	63.64%	58.14%
Non-Minority	38	36	2	86.36%	83.72%
Minority	6	7	-1	13.64%	16.28%
<b>TOTALS</b>	<b>44</b>	<b>43</b>	<b>1</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	13.33%	12.50%
Female	39	42	-3	86.67%	87.50%
Non-Minority	32	35	-3	71.11%	72.92%
Minority	13	13	0	28.89%	27.08%
<b>TOTALS</b>	<b>45</b>	<b>48</b>	<b>-3</b>		

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

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

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	62	64	-2	60.19%	62.14%
Female	41	39	2	39.81%	37.86%
Non-Minority	97	98	-1	94.17%	95.15%
Minority	6	5	1	5.83%	4.85%
<b>TOTALS</b>	<b>103</b>	<b>103</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	15	-1	58.33%	60.00%
Female	10	10	0	41.67%	40.00%
Non-Minority	22	23	-1	91.67%	92.00%
Minority	2	2	0	8.33%	8.00%
<b>TOTALS</b>	<b>24</b>	<b>25</b>	<b>-1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	38.89%	38.89%
Female	11	11	0	61.11%	61.11%
Non-Minority	17	17	0	94.44%	94.44%
Minority	1	1	0	5.56%	5.56%
<b>TOTALS</b>	<b>18</b>	<b>18</b>	<b>0</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	39	-1	65.52%	68.42%
Female	20	18	2	34.48%	31.58%
Non-Minority	56	56	0	96.55%	98.25%
Minority	2	1	1	3.45%	1.75%
<b>TOTALS</b>	<b>58</b>	<b>57</b>	<b>1</b>		

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

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

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	14	9	5	48.28%	34.62%
Female	15	17	-2	51.72%	65.38%
Non-Minority	24	23	1	82.76%	88.46%
Minority	5	3	2	17.24%	11.54%
<b>TOTALS</b>	<b>29</b>	<b>26</b>	<b>3</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	4	2	85.71%	66.67%
Female	1	2	-1	14.29%	33.33%
Non-Minority	7	6	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>6</b>	<b>1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	3	2	50.00%	37.50%
Female	5	5	0	50.00%	62.50%
Non-Minority	8	7	1	80.00%	87.50%
Minority	2	1	1	20.00%	12.50%
<b>TOTALS</b>	<b>10</b>	<b>8</b>	<b>2</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	2	1	25.00%	16.67%
Female	9	10	-1	75.00%	83.33%
Non-Minority	9	10	-1	75.00%	83.33%
Minority	3	2	1	25.00%	16.67%
<b>TOTALS</b>	<b>12</b>	<b>12</b>	<b>0</b>		

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

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

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	1,985	1,982	3	78.68%	78.46%
Female	538	544	-6	21.32%	21.54%
Non-Minority	2,395	2,401	-6	94.93%	95.05%
Minority	128	125	3	5.07%	4.95%
<b>TOTALS</b>	<b>2,523</b>	<b>2,526</b>	<b>-3</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	187	192	-5	63.18%	64.43%
Female	109	106	3	36.82%	35.57%
Non-Minority	279	280	-1	94.26%	93.96%
Minority	17	18	-1	5.74%	6.04%
<b>TOTALS</b>	<b>296</b>	<b>298</b>	<b>-2</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	271	265	6	68.96%	69.19%
Female	122	118	4	31.04%	30.81%
Non-Minority	353	350	3	89.82%	91.38%
Minority	40	33	7	10.18%	8.62%
<b>TOTALS</b>	<b>393</b>	<b>383</b>	<b>10</b>		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	174	170	4	83.25%	82.52%
Female	35	36	-1	16.75%	17.48%
Non-Minority	199	196	3	95.22%	95.15%
Minority	10	10	0	4.78%	4.85%
<b>TOTALS</b>	<b>209</b>	<b>206</b>	<b>3</b>		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	90	90	0	92.78%	90.91%
Female	7	9	-2	7.22%	9.09%
Non-Minority	96	98	-2	98.97%	98.99%
Minority	1	1	0	1.03%	1.01%
<b>TOTALS</b>	<b>97</b>	<b>99</b>	<b>-2</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	52	48	4	17.93%	16.22%
Female	238	248	-10	82.07%	83.78%
Non-Minority	267	275	-8	92.07%	92.91%
Minority	23	21	2	7.93%	7.09%
<b>TOTALS</b>	<b>290</b>	<b>296</b>	<b>-6</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,161	1,161	0	98.64%	98.64%
Female	16	16	0	1.36%	1.36%
Non-Minority	1,141	1,137	4	96.94%	96.60%
Minority	36	40	-4	3.06%	3.40%
<b>TOTALS</b>	<b>1,177</b>	<b>1,177</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	50	56	-6	81.97%	83.58%
Female	11	11	0	18.03%	16.42%
Non-Minority	60	65	-5	98.36%	97.01%
Minority	1	2	-1	1.64%	2.99%
<b>TOTALS</b>	<b>61</b>	<b>67</b>	<b>-6</b>		

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	8	6	2	33.33%	26.09%
Female	16	17	-1	66.67%	73.91%
Non-Minority	23	22	1	95.83%	95.65%
Minority	1	1	0	4.17%	4.35%
<b>TOTALS</b>	<b>24</b>	<b>23</b>	<b>1</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	1	2	30.00%	11.11%
Female	7	8	-1	70.00%	88.89%
Non-Minority	10	9	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>10</b>	<b>9</b>	<b>1</b>		

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%
<b>TOTALS</b>	<b>3</b>	<b>3</b>	<b>0</b>		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	36.36%	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%
<b>TOTALS</b>	<b>11</b>	<b>11</b>	<b>0</b>		

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

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

**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	10	8	2	66.67%	57.14%
Female	5	6	-1	33.33%	42.86%
Non-Minority	14	13	1	93.33%	92.86%
Minority	1	1	0	6.67%	7.14%
<b>TOTALS</b>	<b>15</b>	<b>14</b>	<b>1</b>		

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

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	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%
<b>TOTALS</b>	<b>6</b>	<b>6</b>	<b>0</b>		

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

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

**Agency-671**

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
<b>Total Agency</b>					
Male	133	133	0	19.67%	19.59%
Female	543	546	-3	80.33%	80.41%
Non-Minority	590	601	-11	87.28%	88.51%
Minority	86	78	8	12.72%	11.49%
<b>TOTALS</b>	<b>676</b>	<b>679</b>	<b>-3</b>		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	26.67%	31.03%
Female	22	20	2	73.33%	68.97%
Non-Minority	30	29	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>30</b>	<b>29</b>	<b>1</b>		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	17	0	18.09%	17.17%
Female	77	82	-5	81.91%	82.83%
Non-Minority	90	96	-6	95.74%	96.97%
Minority	4	3	1	4.26%	3.03%
<b>TOTALS</b>	<b>94</b>	<b>99</b>	<b>-5</b>		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	9	-2	9.86%	11.69%
Female	64	68	-4	90.14%	88.31%
Non-Minority	63	71	-8	88.73%	92.21%
Minority	8	6	2	11.27%	7.79%
<b>TOTALS</b>	<b>71</b>	<b>77</b>	<b>-6</b>		

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%
<b>TOTALS</b>	<b>6</b>	<b>6</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	12.73%	13.46%
Female	48	45	3	87.27%	86.54%
Non-Minority	53	51	2	96.36%	98.08%
Minority	2	1	1	3.64%	1.92%
<b>TOTALS</b>	<b>55</b>	<b>52</b>	<b>3</b>		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	19	-1	90.00%	90.48%
Female	2	2	0	10.00%	9.52%
Non-Minority	20	21	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>20</b>	<b>21</b>	<b>-1</b>		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	70	66	4	17.50%	16.71%
Female	330	329	1	82.50%	83.29%
Non-Minority	328	327	1	82.00%	82.78%
Minority	72	68	4	18.00%	17.22%
<b>TOTALS</b>	<b>400</b>	<b>395</b>	<b>5</b>		

## APPENDIX D:

### FY 2020 JOB CLASSIFICATION TITLES LISTED BY EEO CATEGORY

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

EEO CATEGORY	JOB CLASSIFICATION TITLE
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01	ACTIVITIES SPECIALIST SUPV
01	ACTIVITIES SPECIALIST SUPV
01	ACTUARIAL ADMINISTRATOR
01	ACTUARY CHIEF
01	ADJUTANT GENERAL
01	ADMIN HMLND SECURITY/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 HOUSING INSPTR  
01 CHIEF BENEFITS OFFICER  
01 CHIEF HEALTH PROFESSION INVEST  
01 CHIEF INFORMATION OFFICER  
01 CHIEF INVESTMENT OFFICER  
01 CHIEF OPERATING OFFICER IEDA  
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 DEPT OF TRANSPORTATION COMMISSIONER  
01 DEPUTY ADJUTANT GENERAL  
01 DEPUTY ASSISTANT  
01 DEPUTY ATTORNEY GENERAL  
01 DEPUTY CORRECTIONS PROG ADMIN  
01 DEPUTY DIR DEPT OF EDUCATION  
01 DEPUTY DIRECTOR/HUMAN SERVICES  
01 DEPUTY SECRETARY OF AGRICULTURE  
01 DEPUTY SUPERINTENDENT  
01 DEPUTY WORKERS COMP COMMISSIONER  
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 OFFICER 1  
01 EXEC OFFICER 1  
01 EXEC OFFICER 1  
01 EXEC OFFICER 2  
01 EXEC OFFICER 2  
01 EXEC OFFICER 2  
01 EXEC OFFICER 3  
01 EXEC OFFICER 3  
01 EXEC OFFICER 4  
01 EXEC OFFICER 4  
01 EXEC OFFICER 5  
01 EXEC OFFICER 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 INSTITUTIONAL SUPERINTENDENT  
01 INSTITUTIONAL SUPERINTENDENT MEDICAL  
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 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 MEDICAID ADMINISTRATOR  
01 MEDICAID OPERATIONS ADMINISTRATOR  
01 MEDICOLEGAL DEATH INVESTIGATOR  
01 NURSING SERVICES DIRECTOR  
01 NURSING SERVICES DIRECTOR  
01 PAROLE BOARD CHAIR  
01 PAROLE BOARD MEMBER  
01 PAROLE BOARD MEMBER ALTERNATE  
01 PAROLE BOARD VICE CHAIR  
01 PERFORMANCE RESULTS ADMINISTRATOR  
01 PERFORMANCE RESULTS FACILITATOR  
01 PERFORMANCE RESULTS PRACTITIONER  
01 PESTICIDE INVESTIGATOR  
01 PHARMACY DIRECTOR  
01 PHYSICIAN SUPERVISOR  
01 PLANT OPERATIONS MANAGER 1  
01 PLANT OPERATIONS MANAGER 1  
01 PLANT OPERATIONS MANAGER 2  
01 PLANT OPERATIONS MANAGER 3  
01 PLANT OPERATIONS MANAGER 3  
01 PROFESSIONAL LICENSING INVESTIGATOR  
01 PROGRAM ADMINISTRATOR  
01 PROPERTY APPRAISER 1  
01 PROPERTY APPRAISER 2  
01 PROPERTY APPRAISER 3  
01 PROPERTY APPRAISER 4  
01 PROPERTY ASSESSMENT 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  
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 RETIREMENT BENEFITS OFFICER  
01 RETIREMENT BENEFITS OFFICER SR  
01 RETIREMENT COMPLIANCE OFFICER  
01 RETIREMENT COMPLIANCE OFFICER SR  
01 RETIREMENT INVESTMENT OFFICER 1  
01 RETIREMENT INVESTMENT OFFICER 2  
01 RETIREMENT INVESTMENT OFFICER 3  
01 RETIREMENT 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  
 01 TRAINING SPECIALIST 2  
 01 TRAINING SPECIALIST 2  
 01 TRANSPORTATION DIVISION DIRECTOR  
 01 TRANSPORTATION ENGINEER ADMIN  
 01 TRANSPORTATION ENGINEER EXEC  
 01 TRANSPORTATION ENGINEER MANAGER  
 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 EXAMINER  
 01 WAREHOUSE/GRAIN DLR EXAMINER SUPR  
 01 WORKERS COMPENSATION COMMISSIONER  
 01 WORKFORCE DEVELOPMENT MANAGER  
 01 WORKFORCE DEVELOPMENT SUPV  
 02 ACCOUNTANT 2  
 02 ACCOUNTANT 2  
 02 ACCOUNTANT 3  
 02 ACCOUNTANT 3  
 02 ACCOUNTANT 3 (SUPERVISOR)  
 02 ACCOUNTANT 4  
 02 ACCOUNTANT/AUDITOR 1  
 02 ACTUARIAL ASSISTANT  
 02 ACTUARY  
 02 ACTUARY SENIOR  
 02 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  
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 BRAILLE 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 DRIVER'S LICENSE HEARING OFFICER  
02 DRUG ABUSE COUNSELOR 1  
02 DRUG ABUSE COUNSELOR 1  
02 DRUG ABUSE COUNSELOR 2  
02 DRUG ABUSE COUNSELOR 2  
02 EDUCATION PROGRAM CONSULTANT  
02 EDUCATOR  
02 EDUCATOR  
02 EDUCATOR  
02 ENTOMOLOGIST  
02 ENVIRONMENTAL ENGINEER  
02 ENVIRONMENTAL ENGINEER SENIOR  
02 ENVIRONMENTAL PROGRAM 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  
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 FINANCE AUTH COMPTROLLER  
02 IOWA FINANCE AUTH GEN COUNSEL  
02 JOB INSURANCE QUALITY AUDITOR 1  
02 JOB INSURANCE QUALITY AUDITOR 2  
02 JOB INSURANCE QUALITY MANAGER  
02 JUSTICE SYSTEMS ANALYST  
02 LABOR MARKET RESEARCH ECONOMIST 1  
02 LABOR MARKET RESEARCH ECONOMIST 2  
02 LABOR MARKET RESEARCH ECONOMIST 3  
02 LAND SURVEYOR  
02 LAND SURVEYOR SENIOR  
02 LAW CLERK  
02 LAW CLERK  
02 LAW CLERK  
02 LAW ENFORCEMENT 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 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  
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  
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 SPECIALIST 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  
02 TELECOMMUNICATIONS SPECIALIST  
02 TRANSPORTATION ENGINEER  
02 TRANSPORTATION ENGINEER ASSOC  
02 TRANSPORTATION ENGINEER ASSOC  
02 TRANSPORTATION ENGINEER SPECIALIST  
02 TRANSPORTATION PLANNER 1  
02 TRANSPORTATION PLANNER 2  
02 TRANSPORTATION PLANNER 3  
02 TRANSPORTATION PLANNER 4  
02 TRANSPORTATION STUDENT CO-OP  
02 UTILITIES REGULATION ENGINEER 1  
02 UTILITIES REGULATION ENGINEER 2  
02 UTILITIES REGULATION ENGINEER 3  
02 UTILITY ATTORNEY 1  
02 UTILITY ATTORNEY 1  
02 UTILITY ATTORNEY 2  
02 UTILITY ATTORNEY 2  
02 UTILIZATION SPECIALIST  
02 VETERINARIAN  
02 VETERINARIAN SUPERVISOR  
02 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  
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  
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  
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 & ID SERVICE CENTER ASSOCIATE  
06 DRIVER & ID SERVICE CENTER CONSULTANT  
06 DRIVER & ID SERVICE CENTER SPECIALIST  
06 DRIVER & ID SERVICE CENTER SUPERVISOR 1  
06 DRIVER & ID SERVICE CENTER SUPERVISOR 2  
06 EDUCATION AIDE  
06 ENGINEERING OFFICE 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  
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 RETIREMENT BENEFITS TECHNICIAN  
06 RETIREMENT 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	TYPYST
06	TYPYST-ADVANCED
06	UTILITY OFFICE WORKER
06	UTILITY WORKER
06	VEHICLE DISPATCHER
06	WORD PROCESSOR 1
06	WORD PROCESSOR 2
06	WORD PROCESSOR 3
06	WORKFORCE ASSOCIATE
07	AUTOMOTIVE SERVICE WORKER
07	BOILER INSPECTOR
07	CARPENTER 1
07	CARPENTER 2
07	COMMUNICATIONS TECHNICIAN 1
07	COMMUNICATIONS TECHNICIAN 2
07	COMMUNICATIONS TECHNICIAN 3
07	CONSTRUCTION TECHNICIAN 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 LEADER
07	MAINTENANCE REPAIRER
07	MAINTENANCE REPAIRS SUPV
07	MAINTENANCE WORKER 2

07 MASON  
07 MECHANIC  
07 MECHANIC SUPERVISOR  
07 PAINTER 1  
07 PAINTER 2  
07 PLUMBER 1  
07 PLUMBER 2  
07 POWER PLANT ENGINEER 1  
07 POWER PLANT ENGINEER 2  
07 POWER PLANT ENGINEER 3  
07 POWER PLANT ENGINEER 3  
07 POWER PLANT ENGINEER 4  
07 POWER PLANT ENGINEER 4  
07 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  
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