

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

September 30, 2019



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Diversity, and Multicultural Programs in State Government
and
Fiscal Year 2020 Plan**

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Contents

Section I. Equal Opportunity in State Government – Affirmative Action	1
Section II. FY 2019 Progress and Results	3
Section III. FY 2020 Plan	7
Section IV: Appendices	8
APPENDIX A: Annual Agency Affirmative Action Report and Plan Submissions	8
APPENDIX B: Executive Branch Workforce Composition Five-Year Trends	9
APPENDIX C: Workforce Composition Charts Statewide and by Agency	16
APPENDIX D: FY 2019 Job Classifications Listed by EEO Job Category	115

Annual Affirmative Action, Diversity and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This report covers activity for the period of July 1, 2018, through June 30, 2019, and provides information on the condition of affirmative action, diversity, and multicultural programs in the Executive Branch of State Government, as set forth in Iowa Code Chapter 19B.

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

Definitions

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

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

Responsibilities

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

Executive Branch Statewide Workforce Composition by Females and Minorities

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

- 01 Officials and Administrators
- 02 Professionals
- 03 Technicians
- 04 Protective Service: Sworn
- 05 Protective Service: Non-Sworn (Not currently used)
- 06 Administrative Support
- 07 Skilled Craft Workers
- 08 Service-Maintenance

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

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

Section II. FY 2019 Progress and Results

Overall Results: Statewide and by Agency Workforce Composition

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

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

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

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

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

State Recruitment Coordinating Committee ¹

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

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

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

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

Performance & Development Solutions (PDS) Training

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

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

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

Section III. FY 2020 Plan

To aid in affirmative action goal setting for FY 2020, each agency was provided a series of reports including: applicant flow by minority and sex (merit-covered vacancies only), a list of vacancies contributing to applicant flow, workforce composition (merit and merit-exempt employees), workforce/labor force comparison by occupational code, and separation data. Each Executive Branch agency used this data for the creation of affirmative action and diversity and inclusion goals using the S.M.A.R.T. goal setting process, which asks agencies to set specific, measurable, attainable, realistic, and time-bound goals. Agency progress on goals set for FY 2020 will be submitted to DAS-HRE at the end of FY 2020.

Section IV. Appendices

APPENDIX A:

ANNUAL AGENCY AFFIRMATIVE ACTION REPORTS AND PLANS

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

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

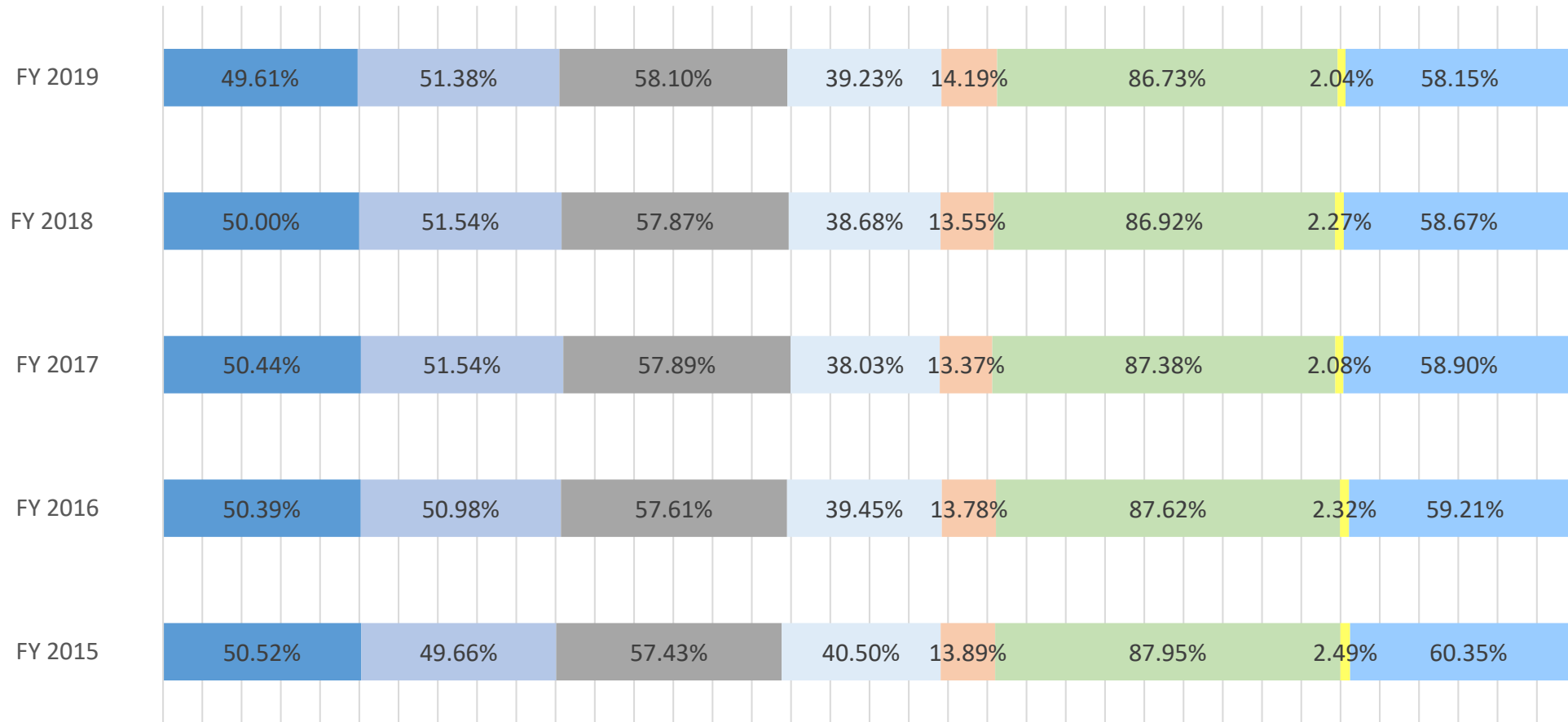
APPENDIX B:
EXECUTIVE BRANCH WORKFORCE COMPOSITION FIVE-YEAR TRENDS
BY FEMALES and MINORITIES

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

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

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

Executive Branch Female Workforce Composition Five-Year Trends



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

Females*Executive Branch - Total*

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

Category 1 - Officials/Administrators

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

Category 2 – Professional

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

Category 3 - Technician

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

Category 4 - Protective Service: Sworn

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

Category 6 - Administrative Support

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

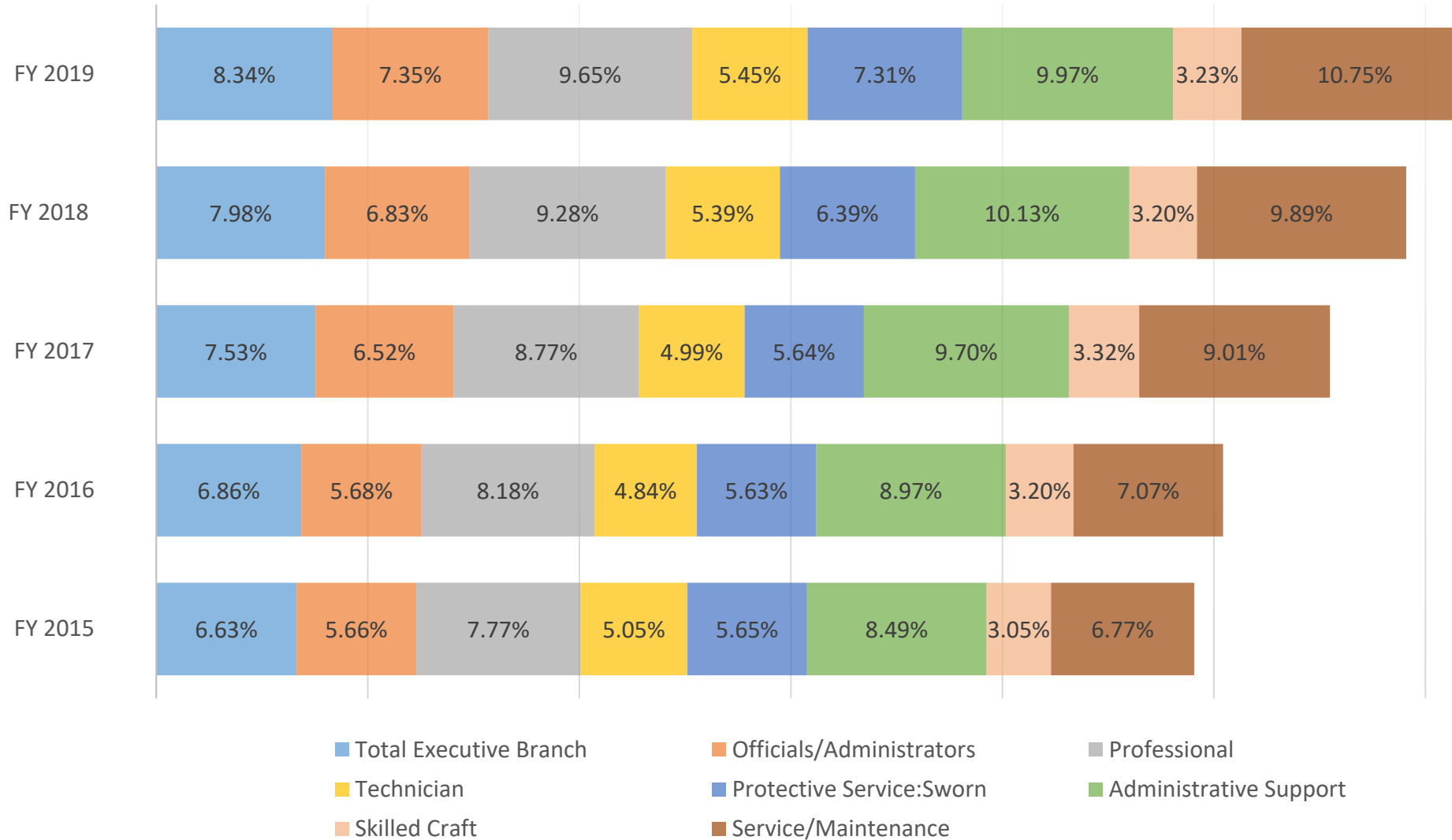
Category 7 - Skilled Craft Workers

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

Category 8 - Service/Maintenance

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

EXECUTIVE BRANCH MINORITY WORKFORCE COMPOSITION FIVE-YEAR TRENDS



Minorities

Executive Branch - Total

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

Category 1 - Officials/Administrators

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

Category 2 – Professional

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

Category 3 - Technician

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

Category 4 - Protective Service: Sworn

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

Category 6 - Administrative Support

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

Category 7 - Skilled Craft Workers

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

Category 8 - Service/Maintenance

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

APPENDIX C:
WORKFORCE COMPOSITION CHARTS
STATEWIDE AND BY AGENCY

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

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

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

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

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

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

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

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

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

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

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

Agency-005

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

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

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

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

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

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

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

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

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

Agency-009

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	163	158	5	49.54%	49.84%
Female	166	159	7	50.46%	50.16%
Non-Minority	320	309	11	97.26%	97.48%
Minority	9	8	1	2.74%	2.52%
TOTALS	329	317	12		

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

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

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

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

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

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

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

Agencies-112 & 114

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

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

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

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

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

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

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

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

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

Agency-126

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Agency-167

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

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

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

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

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

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

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

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

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

Agency-185

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

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

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

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

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

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

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

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

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

Agency-212

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

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

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

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

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

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

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

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

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

Agency-213

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

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

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

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

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

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

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

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

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

Agency-214

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

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

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

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

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

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

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

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

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

Agency-216

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

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

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

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

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

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

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

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

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

Agency-217

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

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

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

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

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

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

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

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

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

Agency-219

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

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

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

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

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

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

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

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

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

Agencies-238 thru 252

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

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

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

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

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

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

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

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

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

Agency-259

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

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

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

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

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

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

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

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

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

Agency-269

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

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

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

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

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

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

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

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

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

Agency-270

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

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

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

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

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

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

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

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

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

Agency-282

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

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

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

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

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

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

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

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

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

Agency-283

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

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

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

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

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

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

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

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

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

Agency-284

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

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

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

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

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

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

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

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

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

Agency-285

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

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

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

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

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

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

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

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

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

Agency-286

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

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

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

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

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

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

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

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

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

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

Agency-297

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

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

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

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

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

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

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

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

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

Agency-309

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

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

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

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

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

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

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

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

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

Agency-336

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

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

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

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

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

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

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

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

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

Agency-379

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

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

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

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

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

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

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

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

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

Agencies-401 thru 413

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

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

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

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

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

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

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

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

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

Agency-427

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

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

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

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

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

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

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

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

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

Agency-428

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

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

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

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

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

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

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

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

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

Agency-429

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

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

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

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

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

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

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

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

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

Agency-467

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	8	1	42.86%	40.00%
Female	12	12	0	57.14%	60.00%
Non-Minority	20	19	1	95.24%	95.00%
Minority	1	1	0	4.76%	5.00%
TOTALS	21	20	1		

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

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

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

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

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

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

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

Agency-532

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

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

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

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

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

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

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

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

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

Agency-542

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

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

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

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

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

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

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

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

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

Agency-547

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

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

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

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

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

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

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

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

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

Agency-553

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

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

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

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

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

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

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

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

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

Agency-572

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

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

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

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

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

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

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

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

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

Agency-582

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

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

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

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

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

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

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

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

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

Agency-583

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

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

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

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

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

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

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

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

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

Agency-588

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

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

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

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

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

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

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

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

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

Agency-595

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

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

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

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

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

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

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

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

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

Agency-625

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

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

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

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

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

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

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

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

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

Agency-627

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

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

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

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

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

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

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

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

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

Agency-635

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

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

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

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

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

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

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

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

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

Agency-645

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

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

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

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

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

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

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

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

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

Agency-655

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

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

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

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

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

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

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

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

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

Agency-670

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

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

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

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

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

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

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

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

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

Agency-671

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	133	133	0	19.59%	19.30%
Female	546	556	-10	80.41%	80.70%
Non-Minority	601	618	-17	88.51%	89.70%
Minority	78	71	7	11.49%	10.30%
TOTALS	679	689	-10		

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

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

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

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

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

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

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

APPENDIX D:

FY 2019 JOB CLASSIFICATION TITLES LISTED BY EEO CATEGORY

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

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

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

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

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

01 LOTTERY VICE PRES SECURITY
01 LOTTERY VP GENERAL COUNSEL
01 LOTTERY VP OF SYSTEMS
01 LOTTERY VP SALES & MARKETING
01 MANAGEMENT ANALYST 1
01 MANAGEMENT ANALYST 2
01 MANAGEMENT ANALYST 3
01 MANAGEMENT ANALYST 3
01 MANAGEMENT ANALYST 4
01 MEAT INSPECTOR
01 MEDICOLEGAL DEATH INVESTIGATOR
01 NURSING SERVICES DIRECTOR
01 NURSING SERVICES DIRECTOR
01 PAROLE BOARD CHAIR
01 PAROLE BOARD MEMBER
01 PAROLE BOARD MEMBER ALTERNATE
01 PAROLE BOARD VICE CHAIR
01 PERFORMANCE RESULTS ADMIN.
01 PERFORMANCE RESULTS FACLTATR
01 PERFORMANCE RESULTS PRACTITION
01 PESTICIDE INVESTIGATOR
01 PHARMACY DIRECTOR
01 PHYSICIAN SUPERVISOR
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 2
01 PLANT OPERATIONS MANAGER 3
01 PLANT OPERATIONS MANAGER 3
01 PROFESSIONAL LICENSING INVSTGTR
01 PROGRAM ADMINISTRATOR
01 PROPERTY APPRAISER 1
01 PROPERTY APPRAISER 2
01 PROPERTY APPRAISER 3
01 PROPERTY APPRAISER 4
01 PROPERTY ASSESSMENT APL BRD MBR
01 PSYCHOLOGY ADMINISTRATOR
01 PUBLIC EMPLOYMENT REL BD CHAIR
01 PUBLIC EMPLOYMENT REL BD MEMBER
01 PUBLIC HEALTH DENTAL DIRECTOR
01 PUBLIC SERVICE EXECUTIVE
01 PUBLIC SERVICE EXECUTIVE
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 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 RETIRE BENEFITS OFFICER
01 RETIRE BENEFITS OFFICER SR
01 RETIRE COMPLIANCE OFFICER
01 RETIRE COMPLIANCE OFFICER SR
01 RETIRE INVESTMENT OFFICER 1
01 RETIRE INVESTMENT OFFICER 2
01 RETIRE INVESTMENT OFFICER 3
01 RETIRE INVESTMENT OFFICER 4
01 REVENUE AGENT 1
01 REVENUE AGENT 2
01 REVENUE AGENT 3
01 REVENUE EXAMINER 1
01 REVENUE EXAMINER 2
01 REVENUE EXAMINER 3
01 RIGHT OF WAY AGENT 1
01 RIGHT OF WAY AGENT 2
01 RIGHT OF WAY AGENT 3
01 RIGHT OF WAY AGENT 4
01 RIGHT OF WAY AIDE 3
01 RIGHT OF WAY AIDE 4
01 SENIOR UTILITY ANALYST
01 SOCIAL WORK ADMINISTRATOR
01 SOCIAL WORK SUPERVISOR
01 STATE ENTOMOLOGIST
01 STATE MEDICAL EXAMINER
01 STATE PUBLIC DEFENDER
01 STATE TREASURER DEPUTY
01 SUPERINTENDENT BANKING DIV
01 SUPERINTENDENT CREDIT UNION DIV
01 TAXPAYER SERVICE SPECIALIST
01 TECHNICAL TAX SPECIALIST 1
01 TECHNICAL TAX SPECIALIST 2
01 TECHNICAL TAX SPECIALIST 3
01 TELECOMMUNICATIONS ADMIN
01 TELECOMMUNICATIONS MANAGER
01 TRAINING SPECIALIST 1
01 TRAINING SPECIALIST 1
01 TRAINING SPECIALIST 1

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

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

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 SPEC SENIOR
02 TECHNOLOGY ACCOUNT MANAGER
02 TELECOMM MARKETING ANALYST
02 TELECOMM MARKETING ANALYST SR
02 TELECOMM TECH ENT EXP
02 TELECOMMUNICATIONS DESIGN SPEC
02 TELECOMMUNICATIONS ENG SENIOR
02 TELECOMMUNICATIONS ENGINEER
02 TELECOMMUNICATIONS SALES ENGR
02 TELECOMMUNICATIONS SPEC SENIOR

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

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 LICENSE SUPERVISOR 1
06 DRIVER LICENSE SUPERVISOR 2
06 DRIVERS LICENSE CLERK
06 DRIVERS LICENSE CLERK SENIOR
06 DRIVERS LICENSE EXAMINER
06 EDUCATION AIDE
06 ENGINEERING OFFICE ASST 1
06 ENGINEERING OFFICE ASST 2
06 EXEC SECRETARY
06 HR TECHNICAL ASST
06 HR TECHNICAL SPEC
06 HUMAN RESOURCES ASSOCIATE
06 INCOME MAINT ADMINISTRATOR
06 INCOME MAINT SUPERVISOR
06 INCOME MAINT WORKER 2
06 INCOME MAINT WORKER 3
06 INCOME MAINT WORKER 4
06 INCOME MAINT WORKER 5
06 INCOME MAINT WORKER 6

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

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

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