

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

September 30, 2020



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

September 30, 2020

**Iowa Department of Administrative Services
Division of Strategic Programs
Hoover State Office Building
1305 E. Walnut Street
Des Moines, IA 50319-0150**

Please direct questions and comments to:

Tera Granger, Division Director-Strategic Programs
tera.granger@iowa.gov

or

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

Contents

Section I. Equal Opportunity in State Government – Affirmative Action	1
Section II. FY 2020 Progress and Results	3
Section III. FY 2021 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	10
APPENDIX C: Workforce Composition Charts Statewide and by Agency	15
APPENDIX D: FY 2020 Job Classifications Listed by EEO Job Category	116

Annual Affirmative Action, Diversity and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This report covers activity for the period of July 1, 2019, through June 30, 2020, and provides information on the condition of affirmative action, diversity, and multicultural programs in the Executive Branch of State Government, as set forth in Iowa Code Chapter 19B.

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

Definitions

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

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

Responsibilities

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

Executive Branch Statewide Workforce Composition by Females and Minorities

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

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

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

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

Section II. FY 2020 Progress and Results

Overall Results: Statewide and by Agency Workforce Composition

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

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

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

- The Skilled Craft category experienced no change, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Skilled Craft category, the percentage of females remained unchanged at 2.04%, while the percentage of minorities decreased from 3.23% to 2.89%.

- The Service and Maintenance category experienced an increase, by percentage, among females and minorities.
 - In the Service and Maintenance category, the percentage of females increased from 58.15% to 59.65%, while the percentage of minorities increased from 10.75% to 11.33%.

State Recruitment Coordinating Committee ¹

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

The statewide recruitment strategy remains focused on promoting the State of Iowa as an employer of choice, emphasizing the collaborative and inclusive work of Executive Branch agencies in hiring and retaining talent for the diverse careers utilized in state government. To accomplish this, the committee remained focused for FY 2020 on their collective ability to:

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

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

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

Performance & Development Solutions (PDS) Training

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

Section III. FY 2021 Plan

To aid in affirmative action goal setting for FY 2021, each agency was provided a series of reports including: applicant flow by minority and sex (merit-covered vacancies only), a list of vacancies contributing to applicant flow, workforce composition (merit and merit-exempt employees), workforce/labor force comparison by occupational code, and separation data. Each Executive Branch agency used this data for the creation of affirmative action and diversity and inclusion goals using the S.M.A.R.T. goal setting process, which asks agencies to set specific, measurable, attainable, realistic, and time-bound goals. Agency progress on goals set for FY 2021 will be submitted to DAS at the end of FY 2021.

Section IV. Appendices

APPENDIX A:

ANNUAL AGENCY AFFIRMATIVE ACTION REPORTS AND PLANS

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

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

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

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

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

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

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

Females

Executive Branch - Total

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

Category 1 -Officials/Administrators

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

Category 2 – Professional

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

Category 3 - Technician

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

Category 4 - Protective Service: Sworn

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

Category 6 - Administrative Support

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

Category 7 - Skilled Craft Workers

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

Category 8 - Service/Maintenance

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

Minorities*Executive Branch - Total*

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

Category 1 - Officials/Administrators

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

Category 2 – Professional

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

Category 3 - Technician

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

Category 4 - Protective Service: Sworn

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

Category 6 - Administrative Support

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

Category 7 - Skilled Craft Workers

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

Category 8 - Service/Maintenance

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

APPENDIX C:
WORKFORCE COMPOSITION CHARTS
STATEWIDE AND BY AGENCY

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

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

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

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

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

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

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

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

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

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

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

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	91	86	5	45.96%	43.43%
Female	107	112	-5	54.04%	56.57%
Non-Minority	176	173	3	88.89%	87.37%
Minority	22	25	-3	11.11%	12.63%
TOTALS	198	198	0		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	15	-1	31.82%	35.71%
Female	30	27	3	68.18%	64.29%
Non-Minority	40	36	4	90.91%	85.71%
Minority	4	6	-2	9.09%	14.29%
TOTALS	44	42	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	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	0	1	-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	8	7	1	19.05%	15.91%
Female	34	37	-3	80.95%	84.09%
Non-Minority	34	36	-2	80.95%	81.82%
Minority	8	8	0	19.05%	18.18%
TOTALS	42	44	-2		

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

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

Agency-009

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	167	163	4	48.27%	49.54%
Female	179	166	13	51.73%	50.46%
Non-Minority	337	320	17	97.40%	97.26%
Minority	9	9	0	2.60%	2.74%
TOTALS	346	329	17		

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

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

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	0.97%	0.00%
Female	102	98	4	99.03%	100.00%
Non-Minority	102	98	4	99.03%	100.00%
Minority	1	0	1	0.97%	0.00%
TOTALS	103	98	5		

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	8	0	88.89%	100.00%
Female	1	0	1	11.11%	0.00%
Non-Minority	9	8	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	8	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	101	97	4	41.91%	39.92%
Female	140	146	-6	58.09%	60.08%
Non-Minority	222	224	-2	92.12%	92.18%
Minority	19	19	0	7.88%	7.82%
TOTALS	241	243	-2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	81	75	6	51.92%	49.02%
Female	75	78	-3	48.08%	50.98%
Non-Minority	146	143	3	93.59%	93.46%
Minority	10	10	0	6.41%	6.54%
TOTALS	156	153	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	1	1	0	2.56%	2.44%
Female	38	40	-2	97.44%	97.56%
Non-Minority	35	37	-2	89.74%	90.24%
Minority	4	4	0	10.26%	9.76%
TOTALS	39	41	-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-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	50	53	-3	50.51%	51.96%
Female	49	49	0	49.49%	48.04%
Non-Minority	87	91	-4	87.88%	89.22%
Minority	12	11	1	12.12%	10.78%
TOTALS	99	102	-3		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	45	49	-4	51.14%	53.26%
Female	43	43	0	48.86%	46.74%
Non-Minority	78	83	-5	88.64%	90.22%
Minority	10	9	1	11.36%	9.78%
TOTALS	88	92	-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	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	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	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	23	22	1	32.86%	33.85%
Female	47	43	4	67.14%	66.15%
Non-Minority	62	56	6	88.57%	86.15%
Minority	8	9	-1	11.43%	13.85%
TOTALS	70	65	5		

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

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	9	9	0	100.00%	100.00%
Non-Minority	9	9	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	9	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	4	3	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	2	1	75.00%	66.67%
Minority	1	1	0	25.00%	33.33%
TOTALS	4	3	1		

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	5	3	2	71.43%	60.00%
Female	2	2	0	28.57%	40.00%
Non-Minority	6	4	2	85.71%	80.00%
Minority	1	1	0	14.29%	20.00%
TOTALS	7	5	2		

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

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

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

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

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

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	6	5	1	25.00%	25.00%
Female	18	15	3	75.00%	75.00%
Non-Minority	20	16	4	83.33%	80.00%
Minority	4	4	0	16.67%	20.00%
TOTALS	24	20	4		

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

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	4	3	1	100.00%	100.00%
Non-Minority	2	2	0	50.00%	66.67%
Minority	2	1	1	50.00%	33.33%
TOTALS	4	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-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	70	69	1	67.31%	66.35%
Female	34	35	-1	32.69%	33.65%
Non-Minority	94	92	2	90.38%	88.46%
Minority	10	12	-2	9.62%	11.54%
TOTALS	104	104	0		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	48	47	1	71.64%	69.12%
Female	19	21	-2	28.36%	30.88%
Non-Minority	58	60	-2	86.57%	88.24%
Minority	9	8	1	13.43%	11.76%
TOTALS	67	68	-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	12.50%	11.11%
Female	7	8	-1	87.50%	88.89%
Non-Minority	7	6	1	87.50%	66.67%
Minority	1	3	-2	12.50%	33.33%
TOTALS	8	9	-1		

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

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

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	19	58	-39	45.24%	75.32%
Female	23	19	4	54.76%	24.68%
Non-Minority	35	65	-30	83.33%	84.42%
Minority	7	12	-5	16.67%	15.58%
TOTALS	42	77	-35		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	42.86%	60.00%
Female	4	2	2	57.14%	40.00%
Non-Minority	6	5	1	85.71%	100.00%
Minority	1	0	1	14.29%	0.00%
TOTALS	7	5	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	3	5	-2	18.75%	33.33%
Female	13	10	3	81.25%	66.67%
Non-Minority	14	13	1	87.50%	86.67%
Minority	2	2	0	12.50%	13.33%
TOTALS	16	15	1		

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

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

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	44	43	1	57.89%	56.58%
Female	32	33	-1	42.11%	43.42%
Non-Minority	74	74	0	97.37%	97.37%
Minority	2	2	0	2.63%	2.63%
TOTALS	76	76	0		

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

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	7	8	-1	50.00%	53.33%
Female	7	7	0	50.00%	46.67%
Non-Minority	14	15	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	14	15	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	58.33%	61.54%
Female	5	5	0	41.67%	38.46%
Non-Minority	12	13	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	12	13	-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-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	51	45	6	50.00%	46.39%
Female	51	52	-1	50.00%	53.61%
Non-Minority	89	84	5	87.25%	86.60%
Minority	13	13	0	12.75%	13.40%
TOTALS	102	97	5		

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

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

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

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

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

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	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	2	2	0	40.00%	50.00%
Female	3	2	1	60.00%	50.00%
Non-Minority	5	4	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	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	36	27	9	58.06%	50.00%
Female	26	27	-1	41.94%	50.00%
Non-Minority	55	45	10	88.71%	83.33%
Minority	7	9	-2	11.29%	16.67%
TOTALS	62	54	8		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	10	5	75.00%	71.43%
Female	5	4	1	25.00%	28.57%
Non-Minority	17	10	7	85.00%	71.43%
Minority	3	4	-1	15.00%	28.57%
TOTALS	20	14	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	2	3	-1	16.67%	25.00%
Female	10	9	1	83.33%	75.00%
Non-Minority	11	11	0	91.67%	91.67%
Minority	1	1	0	8.33%	8.33%
TOTALS	12	12	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-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	1,730	1,701	29	68.03%	67.63%
Female	813	814	-1	31.97%	32.37%
Non-Minority	2,326	2,314	12	91.47%	92.01%
Minority	217	201	16	8.53%	7.99%
TOTALS	2,543	2,515	28		

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

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

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

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

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

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

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

Agency-259

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	15	0	31.91%	33.33%
Female	32	30	2	68.09%	66.67%
Non-Minority	47	44	3	100.00%	97.78%
Minority	0	1	-1	0.00%	2.22%
TOTALS	47	45	2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	8	1	25.71%	24.24%
Female	26	25	1	74.29%	75.76%
Non-Minority	35	33	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	35	33	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	2	0	50.00%	50.00%
Female	2	2	0	50.00%	50.00%
Non-Minority	4	3	1	100.00%	75.00%
Minority	0	1	-1	0.00%	25.00%
TOTALS	4	4	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	1	2	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	2	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	2	-1		

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	33	37	-4	35.11%	39.36%
Female	61	57	4	64.89%	60.64%
Non-Minority	90	91	-1	95.74%	96.81%
Minority	4	3	1	4.26%	3.19%
TOTALS	94	94	0		

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

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

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

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

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

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

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

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	25	21	4	30.86%	26.58%
Female	56	58	-2	69.14%	73.42%
Non-Minority	75	73	2	92.59%	92.41%
Minority	6	6	0	7.41%	7.59%
TOTALS	81	79	2		

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

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

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

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

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

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

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

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	64	65	-1	29.49%	29.41%
Female	153	156	-3	70.51%	70.59%
Non-Minority	202	204	-2	93.09%	92.31%
Minority	15	17	-2	6.91%	7.69%
TOTALS	217	221	-4		

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

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	7.14%	7.14%
Female	26	26	0	92.86%	92.86%
Non-Minority	26	25	1	92.86%	89.29%
Minority	2	3	-1	7.14%	10.71%
TOTALS	28	28	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-283

**Iowa Vocational Rehabilitation Services 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	82	84	-2	22.16%	22.76%
Female	288	285	3	77.84%	77.24%
Non-Minority	328	330	-2	88.65%	89.43%
Minority	42	39	3	11.35%	10.57%
TOTALS	370	369	1		

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

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

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	13.79%	10.00%
Female	25	27	-2	86.21%	90.00%
Non-Minority	27	28	-1	93.10%	93.33%
Minority	2	2	0	6.90%	6.67%
TOTALS	29	30	-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	27	30	-3	19.15%	20.55%
Female	114	116	-2	80.85%	79.45%
Non-Minority	123	127	-4	87.23%	86.99%
Minority	18	19	-1	12.77%	13.01%
TOTALS	141	146	-5		

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

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	19.05%	26.32%
Female	17	14	3	80.95%	73.68%
Non-Minority	17	14	3	80.95%	73.68%
Minority	4	5	-1	19.05%	26.32%
TOTALS	21	19	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	0	0	0	0.00%	0.00%
Female	3	4	-1	100.00%	100.00%
Non-Minority	2	3	-1	66.67%	75.00%
Minority	1	1	0	33.33%	25.00%
TOTALS	3	4	-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 PBS 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	57	58	-1	62.64%	61.70%
Female	34	36	-2	37.36%	38.30%
Non-Minority	88	91	-3	96.70%	96.81%
Minority	3	3	0	3.30%	3.19%
TOTALS	91	94	-3		

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

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

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	26	-1	96.15%	92.86%
Female	1	2	-1	3.85%	7.14%
Non-Minority	26	28	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	26	28	-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	3	2	1	33.33%	20.00%
Female	6	8	-2	66.67%	80.00%
Non-Minority	9	9	0	100.00%	90.00%
Minority	0	1	-1	0.00%	10.00%
TOTALS	9	10	-1		

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 Category

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

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	62.50%	62.50%
Female	3	3	0	37.50%	37.50%
Non-Minority	8	8	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	8	8	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	4	4	0	100.00%	100.00%
Non-Minority	3	3	0	75.00%	75.00%
Minority	1	1	0	25.00%	25.00%
TOTALS	4	4	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-297

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	18.52%	17.24%
Female	22	24	-2	81.48%	82.76%
Non-Minority	25	28	-3	92.59%	96.55%
Minority	2	1	1	7.41%	3.45%
TOTALS	27	29	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	27.27%	25.00%
Female	8	9	-1	72.73%	75.00%
Non-Minority	11	12	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	11	12	-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	1	0	25.00%	20.00%
Female	3	4	-1	75.00%	80.00%
Non-Minority	3	5	-2	75.00%	100.00%
Minority	1	0	1	25.00%	0.00%
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-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	236	228	8	37.34%	36.60%
Female	396	395	1	62.66%	63.40%
Non-Minority	486	487	-1	76.90%	78.17%
Minority	146	136	10	23.10%	21.83%
TOTALS	632	623	9		

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

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

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	29	0	80.56%	85.29%
Female	7	5	2	19.44%	14.71%
Non-Minority	29	29	0	80.56%	85.29%
Minority	7	5	2	19.44%	14.71%
TOTALS	36	34	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	5	1	13.33%	11.36%
Female	39	39	0	86.67%	88.64%
Non-Minority	30	30	0	66.67%	68.18%
Minority	15	14	1	33.33%	31.82%
TOTALS	45	44	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	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	52	0	69.33%	67.53%
Female	23	25	-2	30.67%	32.47%
Non-Minority	65	66	-1	86.67%	85.71%
Minority	10	11	-1	13.33%	14.29%
TOTALS	75	77	-2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	34	33	1	73.91%	73.33%
Female	12	12	0	26.09%	26.67%
Non-Minority	39	38	1	84.78%	84.44%
Minority	7	7	0	15.22%	15.56%
TOTALS	46	45	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	6	6	0	46.15%	42.86%
Female	7	8	-1	53.85%	57.14%
Non-Minority	12	13	-1	92.31%	92.86%
Minority	1	1	0	7.69%	7.14%
TOTALS	13	14	-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	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	12	15	-3	28.57%	35.71%
Female	30	27	3	71.43%	64.29%
Non-Minority	34	36	-2	80.95%	85.71%
Minority	8	6	2	19.05%	14.29%
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%	21.05%
Female	15	15	0	78.95%	78.95%
Non-Minority	15	15	0	78.95%	78.95%
Minority	4	4	0	21.05%	21.05%
TOTALS	19	19	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	11	-3	42.11%	55.00%
Female	11	9	2	57.89%	45.00%
Non-Minority	16	18	-2	84.21%	90.00%
Minority	3	2	1	15.79%	10.00%
TOTALS	19	20	-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	3	1	100.00%	100.00%
Non-Minority	3	3	0	75.00%	100.00%
Minority	1	0	1	25.00%	0.00%
TOTALS	4	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		

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	1,094	1,086	8	27.48%	27.58%
Female	2,887	2,851	36	72.52%	72.42%
Non-Minority	3,604	3,596	8	90.53%	91.34%
Minority	377	341	36	9.47%	8.66%
TOTALS	3,981	3,937	44		

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

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

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	11	3	21.88%	16.67%
Female	50	55	-5	78.13%	83.33%
Non-Minority	62	64	-2	96.88%	96.97%
Minority	2	2	0	3.13%	3.03%
TOTALS	64	66	-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	133	126	7	10.25%	9.81%
Female	1,165	1,158	7	89.75%	90.19%
Non-Minority	1,145	1,145	0	88.21%	89.17%
Minority	153	139	14	11.79%	10.83%
TOTALS	1,298	1,284	14		

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

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

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	60	61	-1	24.19%	26.29%
Female	188	171	17	75.81%	73.71%
Non-Minority	229	216	13	92.34%	93.10%
Minority	19	16	3	7.66%	6.90%
TOTALS	248	232	16		

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

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

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	4	-1	11.11%	14.29%
Female	24	24	0	88.89%	85.71%
Non-Minority	22	24	-2	81.48%	85.71%
Minority	5	4	1	18.52%	14.29%
TOTALS	27	28	-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**

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

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	77	77	0	54.23%	54.61%
Female	65	64	1	45.77%	45.39%
Non-Minority	124	123	1	87.32%	87.23%
Minority	18	18	0	12.68%	12.77%
TOTALS	142	141	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	40	42	-2	100.00%	100.00%
Non-Minority	38	40	-2	95.00%	95.24%
Minority	2	2	0	5.00%	4.76%
TOTALS	40	42	-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**

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

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

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	5	0	83.33%	83.33%
Minority	1	1	0	16.67%	16.67%
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	15	14	1	50.00%	48.28%
Female	15	15	0	50.00%	51.72%
Non-Minority	28	27	1	93.33%	93.10%
Minority	2	2	0	6.67%	6.90%
TOTALS	30	29	1		

Agency-467

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	9	2	47.83%	42.86%
Female	12	12	0	52.17%	57.14%
Non-Minority	22	20	2	95.65%	95.24%
Minority	1	1	0	4.35%	4.76%
TOTALS	23	21	2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	66.67%	72.73%
Female	4	3	1	33.33%	27.27%
Non-Minority	11	10	1	91.67%	90.91%
Minority	1	1	0	8.33%	9.09%
TOTALS	12	11	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	1	0	1	100.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	16.67%	16.67%
Female	5	5	0	83.33%	83.33%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	12	11	1	54.55%	55.00%
Female	10	9	1	45.45%	45.00%
Non-Minority	21	19	2	95.45%	95.00%
Minority	1	1	0	4.55%	5.00%
TOTALS	22	20	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	11	1	60.00%	61.11%
Female	8	7	1	40.00%	38.89%
Non-Minority	19	17	2	95.00%	94.44%
Minority	1	1	0	5.00%	5.56%
TOTALS	20	18	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-542

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	574	573	1	70.86%	71.80%
Female	236	225	11	29.14%	28.20%
Non-Minority	777	763	14	95.93%	95.61%
Minority	33	35	-2	4.07%	4.39%
TOTALS	810	798	12		

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

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

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

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

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

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

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

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	3	0	33.33%	42.86%
Female	6	4	2	66.67%	57.14%
Non-Minority	8	6	2	88.89%	85.71%
Minority	1	1	0	11.11%	14.29%
TOTALS	9	7	2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	40.00%	40.00%
Female	3	3	0	60.00%	60.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	0	0	0	0.00%	0.00%
Female	2	1	1	100.00%	100.00%
Non-Minority	2	1	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	1	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-553

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	31	-2	37.18%	40.26%
Female	49	46	3	62.82%	59.74%
Non-Minority	67	67	0	85.90%	87.01%
Minority	11	10	1	14.10%	12.99%
TOTALS	78	77	1		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	9	0	50.00%	56.25%
Female	9	7	2	50.00%	43.75%
Non-Minority	14	12	2	77.78%	75.00%
Minority	4	4	0	22.22%	25.00%
TOTALS	18	16	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	0	0	0	0.00%	0.00%
Female	6	8	-2	100.00%	100.00%
Non-Minority	4	6	-2	66.67%	75.00%
Minority	2	2	0	33.33%	25.00%
TOTALS	6	8	-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-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	18.18%	20.00%
Female	9	8	1	81.82%	80.00%
Non-Minority	11	10	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	11	10	1		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	20.00%	20.00%
Female	4	4	0	80.00%	80.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	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-582

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	202	199	3	81.12%	80.89%
Female	47	47	0	18.88%	19.11%
Non-Minority	231	232	-1	92.77%	94.31%
Minority	18	14	4	7.23%	5.69%
TOTALS	249	246	3		

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

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

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

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

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

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

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

Agency-583

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	27	5	50.79%	50.94%
Female	31	26	5	49.21%	49.06%
Non-Minority	59	49	10	93.65%	92.45%
Minority	4	4	0	6.35%	7.55%
TOTALS	63	53	10		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	37.50%	40.00%
Female	10	9	1	62.50%	60.00%
Non-Minority	15	14	1	93.75%	93.33%
Minority	1	1	0	6.25%	6.67%
TOTALS	16	15	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	0	1	-1	0.00%	50.00%
Female	1	1	0	100.00%	50.00%
Non-Minority	1	2	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	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	118	115	3	27.63%	27.25%
Female	309	307	2	72.37%	72.75%
Non-Minority	381	382	-1	89.23%	90.52%
Minority	46	40	6	10.77%	9.48%
TOTALS	427	422	5		

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

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

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	1	2	75.00%	33.33%
Female	1	2	-1	25.00%	66.67%
Non-Minority	4	3	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	3	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	10	10	0	12.05%	12.20%
Female	73	72	1	87.95%	87.80%
Non-Minority	68	69	-1	81.93%	84.15%
Minority	15	13	2	18.07%	15.85%
TOTALS	83	82	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-592

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

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

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

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

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

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

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

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

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

Agency-595

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	656	654	2	77.00%	78.32%
Female	196	181	15	23.00%	21.68%
Non-Minority	815	796	19	95.66%	95.33%
Minority	37	39	-2	4.34%	4.67%
TOTALS	852	835	17		

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

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

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

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

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

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

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

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	103	101	2	37.45%	37.00%
Female	172	172	0	62.55%	63.00%
Non-Minority	224	219	5	81.45%	80.22%
Minority	51	54	-3	18.55%	19.78%
TOTALS	275	273	2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	18	-2	36.36%	41.86%
Female	28	25	3	63.64%	58.14%
Non-Minority	38	36	2	86.36%	83.72%
Minority	6	7	-1	13.64%	16.28%
TOTALS	44	43	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	6	0	13.33%	12.50%
Female	39	42	-3	86.67%	87.50%
Non-Minority	32	35	-3	71.11%	72.92%
Minority	13	13	0	28.89%	27.08%
TOTALS	45	48	-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	62	64	-2	60.19%	62.14%
Female	41	39	2	39.81%	37.86%
Non-Minority	97	98	-1	94.17%	95.15%
Minority	6	5	1	5.83%	4.85%
TOTALS	103	103	0		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	38.89%	38.89%
Female	11	11	0	61.11%	61.11%
Non-Minority	17	17	0	94.44%	94.44%
Minority	1	1	0	5.56%	5.56%
TOTALS	18	18	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	38	39	-1	65.52%	68.42%
Female	20	18	2	34.48%	31.58%
Non-Minority	56	56	0	96.55%	98.25%
Minority	2	1	1	3.45%	1.75%
TOTALS	58	57	1		

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

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	3	2	50.00%	37.50%
Female	5	5	0	50.00%	62.50%
Non-Minority	8	7	1	80.00%	87.50%
Minority	2	1	1	20.00%	12.50%
TOTALS	10	8	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	3	2	1	25.00%	16.67%
Female	9	10	-1	75.00%	83.33%
Non-Minority	9	10	-1	75.00%	83.33%
Minority	3	2	1	25.00%	16.67%
TOTALS	12	12	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-645

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,985	1,982	3	78.68%	78.46%
Female	538	544	-6	21.32%	21.54%
Non-Minority	2,395	2,401	-6	94.93%	95.05%
Minority	128	125	3	5.07%	4.95%
TOTALS	2,523	2,526	-3		

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

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

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

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

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

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

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

Agency-655

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	6	2	33.33%	26.09%
Female	16	17	-1	66.67%	73.91%
Non-Minority	23	22	1	95.83%	95.65%
Minority	1	1	0	4.17%	4.35%
TOTALS	24	23	1		

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	10	8	2	66.67%	57.14%
Female	5	6	-1	33.33%	42.86%
Non-Minority	14	13	1	93.33%	92.86%
Minority	1	1	0	6.67%	7.14%
TOTALS	15	14	1		

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

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

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

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

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	19.67%	19.59%
Female	543	546	-3	80.33%	80.41%
Non-Minority	590	601	-11	87.28%	88.51%
Minority	86	78	8	12.72%	11.49%
TOTALS	676	679	-3		

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

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

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

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	7	0	12.73%	13.46%
Female	48	45	3	87.27%	86.54%
Non-Minority	53	51	2	96.36%	98.08%
Minority	2	1	1	3.64%	1.92%
TOTALS	55	52	3		

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

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

APPENDIX D:

FY 2020 JOB CLASSIFICATION TITLES LISTED BY EEO CATEGORY

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

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

01 BUDGET ANALYST 4
01 BUILDING/MNUFTRNG HOUSING INSPTR
01 CHIEF BENEFITS OFFICER
01 CHIEF HEALTH PROFESSION INVEST
01 CHIEF INFORMATION OFFICER
01 CHIEF INVESTMENT OFFICER
01 CHIEF OPERATING OFFICER IEDA
01 CHIEF RISK OFFICER
01 CIVIL RIGHTS SPECIALIST
01 COMMANDANT VETERANS' HOME
01 COMMISSIONER OF PUBLIC SAFETY
01 COMPLIANCE OFFICER 1
01 COMPLIANCE OFFICER 2
01 COMPLIANCE OFFICER 2
01 CONSUMER ADVOCATE
01 CORRECTIONAL FARM MANAGER
01 CORRECTIONAL SECURITY DIRECTOR
01 CORRECTIONAL SECURITY MANAGER
01 CORRECTIONAL TREATMENT DIRECTOR
01 CORRECTIONAL TREATMENT MANAGER
01 CREDIT UNION EXAMINER
01 CREDIT UNION EXAMINER SENIOR
01 CREDIT UNION EXAMINER SUPV
01 CRIME LABORATORY ADMINISTRATOR
01 DAIRY PRODUCTS INSPECTOR
01 DATA WAREHOUSE ANALYST
01 DEPT OF TRANSPORTATION COMMISSIONER
01 DEPUTY ADJUTANT GENERAL
01 DEPUTY ASSISTANT
01 DEPUTY ATTORNEY GENERAL
01 DEPUTY CORRECTIONS PROG ADMIN
01 DEPUTY DIR DEPT OF EDUCATION
01 DEPUTY DIRECTOR/HUMAN SERVICES
01 DEPUTY SECRETARY OF AGRICULTURE
01 DEPUTY SUPERINTENDENT
01 DEPUTY WORKERS COMP COMMISSIONER
01 DIR DEPT ADMINISTRATIVE SERV
01 DIR DEPT FOR THE BLIND
01 DIR DEPT OF CIVIL RIGHTS
01 DIR DEPT OF CORRECTIONS
01 DIR DEPT OF CULTURAL AFFAIRS
01 DIR DEPT OF ECONOMIC DEVELOP
01 DIR DEPT OF EDUCATION
01 DIR DEPT OF HUMAN RIGHTS
01 DIR DEPT OF HUMAN SERVICES
01 DIR DEPT OF INSPECTS & APPEALS

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

01 HEALTH SERVICES ADMINISTRATOR
01 HIGHWAY DIVISION ADMINISTRATOR
01 HUMAN SERV QUAL ASSURANCE COORD
01 INFO TECH ADMIN 1
01 INFO TECH ADMIN 2
01 INFO TECH ADMIN 3
01 INFO TECH ADMIN 4
01 INFO TECH ENTERPRISE EXPERT
01 INSTITUTIONAL SUPERINTENDENT
01 INSTITUTIONAL SUPERINTENDENT MEDICAL
01 INSURANCE CLAIMS INVESTIGATOR
01 INSURANCE CO EXAM DEP ADMIN
01 INSURANCE CO EXAMINER CHIEF
01 INSURANCE COMMISSIONER
01 INSURANCE COMPANY EXAM SPEC
01 INSURANCE COMPANY EXAM SPEC 2
01 INSURANCE COMPANY EXAM SR
01 INSURANCE COMPANY EXAMINER
01 INSURANCE COMPLAINT ANALYST
01 INSURANCE DEPUTY COMM - SUPRVSN
01 INSURANCE INVESTMENT SPECIALIST
01 INSURANCE POLICY ANALYST
01 INSURANCE PROGRAM SPECIALIST
01 INVESTIGATOR 1
01 INVESTIGATOR 1
01 INVESTIGATOR 2
01 INVESTIGATOR 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 MEDICAID ADMINISTRATOR
01 MEDICAID OPERATIONS ADMINISTRATOR
01 MEDICOLEGAL DEATH INVESTIGATOR
01 NURSING SERVICES DIRECTOR
01 NURSING SERVICES DIRECTOR
01 PAROLE BOARD CHAIR
01 PAROLE BOARD MEMBER
01 PAROLE BOARD MEMBER ALTERNATE
01 PAROLE BOARD VICE CHAIR
01 PERFORMANCE RESULTS ADMINISTRATOR
01 PERFORMANCE RESULTS FACILITATOR
01 PERFORMANCE RESULTS PRACTITIONER
01 PESTICIDE INVESTIGATOR
01 PHARMACY DIRECTOR
01 PHYSICIAN SUPERVISOR
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 2
01 PLANT OPERATIONS MANAGER 3
01 PLANT OPERATIONS MANAGER 3
01 PROFESSIONAL LICENSING INVESTIGATOR
01 PROGRAM ADMINISTRATOR
01 PROPERTY APPRAISER 1
01 PROPERTY APPRAISER 2
01 PROPERTY APPRAISER 3
01 PROPERTY APPRAISER 4
01 PROPERTY ASSESSMENT APL BRD MBR
01 PSYCHOLOGY ADMINISTRATOR
01 PUBLIC EMPLOYMENT REL BD CHAIR
01 PUBLIC EMPLOYMENT REL BD MEMBER
01 PUBLIC HEALTH DENTAL DIRECTOR
01 PUBLIC SERVICE EXECUTIVE
01 PUBLIC SERVICE EXECUTIVE
01 PUBLIC SERVICE MANAGER 1

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

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

02 ADMIN CONSULTANT VOC REHAB 3
02 ADMIN LAW JUDGE 1
02 ADMIN LAW JUDGE 2
02 ADMIN LAW JUDGE 2
02 ADMIN LAW JUDGE 3
02 ADULT SERVICES MONITOR
02 APPELLATE DEFENDER 1
02 APPELLATE DEFENDER 2
02 APPELLATE DEFENDER 3
02 ARCHIVIST SUPERVISOR
02 ARTS PROGRAMMER 1
02 ARTS PROGRAMMER 2
02 ARTS PROGRAMMER 3
02 ASST ATTORNEY GENERAL 1
02 ASST ATTORNEY GENERAL 2
02 ASST ATTORNEY GENERAL 3
02 ASST AUDITOR 1
02 ASST AUDITOR 2
02 ASST AUDITOR 3
02 ASST AUDITOR 4
02 ASST AUDITOR 5
02 ASST VIDEOGRAPHER
02 ATTORNEY 1
02 ATTORNEY 2
02 ATTORNEY 2
02 ATTORNEY 3
02 ATTORNEY 3
02 AUDIOLOGIST
02 BRAILLE TRANSCRIBER
02 BUSINESS MRKTNG SPEC. WF DEVELP
02 CERTIFIED VOCATIONAL INSTRUCTOR
02 CHAPLAIN
02 CHEMIST
02 CHEMIST SUPERVISOR
02 CHIEF COMMUNICATIONS ENGINEER
02 CLINICAL DIETITIAN
02 COMMERCIAL ATTORNEY
02 COMMERCIAL ATTORNEY SUPERVISOR
02 COMMUNICATIONS ENGINEER
02 COMMUNITY HEALTH CONSULTANT
02 CONSTRUCTION/DESIGN ENG ASSOC
02 CONSTRUCTION/DESIGN ENGINEER
02 CONSTRUCTION/DESIGN ENGR SR
02 CORRECTIONAL COUNSELOR
02 DENTIST
02 DENTIST

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

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

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

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

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

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

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

04 TROOPER PILOT SENIOR
06 ACCOUNT CONSULTANT
06 ACCOUNTING CLERK 1
06 ACCOUNTING CLERK 2
06 ACCOUNTING CLERK 3
06 ACCOUNTING CLERK 3
06 ACCOUNTING TECHNICIAN 1
06 ACCOUNTING TECHNICIAN 2
06 ACCOUNTING TECHNICIAN 2
06 ACCOUNTING TECHNICIAN 3
06 ACCOUNTING TECHNICIAN 3
06 ADMIN ASSISTANT 1
06 ADMIN ASSISTANT 1
06 ADMIN ASSISTANT 2
06 ADMIN ASSISTANT 2
06 ADMIN INTERN
06 ADMIN SECRETARY
06 CANTEEN CLERK
06 CANTEEN OPERATOR
06 CHILD SUPPORT RECOVERY OFFICER
06 CHILD SUPPORT RECOVERY SUPV
06 CLERK
06 CLERK
06 CLERK-ADVANCED
06 CLERK-ADVANCED
06 CLERK-SPECIALIST
06 CLERK-SPECIALIST
06 COMMUNICATIONS CENTER SPEC 1
06 COMMUNICATIONS CENTER SPEC 2
06 DISABILITY EXAMINER
06 DISABILITY EXAMINER SPEC ADV
06 DISABILITY EXAMINER SPECIALIST
06 DRIVER & ID SERVICE CENTER ASSOCIATE
06 DRIVER & ID SERVICE CENTER CONSULTANT
06 DRIVER & ID SERVICE CENTER SPECIALIST
06 DRIVER & ID SERVICE CENTER SUPERVISOR 1
06 DRIVER & ID SERVICE CENTER SUPERVISOR 2
06 EDUCATION AIDE
06 ENGINEERING OFFICE ASST 1
06 ENGINEERING OFFICE ASST 2
06 EXEC SECRETARY
06 HR TECHNICAL ASST
06 HR TECHNICAL SPEC
06 HUMAN RESOURCES ASSOCIATE
06 INCOME MAINT ADMINISTRATOR
06 INCOME MAINT SUPERVISOR

06 INCOME MAINT WORKER 2
06 INCOME MAINT WORKER 3
06 INCOME MAINT WORKER 4
06 INCOME MAINT WORKER 5
06 INCOME MAINT WORKER 6
06 INFO TECH SUPPORT WORKER 1
06 INFO TECH SUPPORT WORKER 2
06 INFO TECH SUPPORT WORKER 3
06 INFO TECH SUPPORT WORKER 4
06 LEGAL SECRETARY 1
06 LEGAL SECRETARY 2
06 LEGAL SECRETARY 3
06 LIBRARY ASSOCIATE
06 LIBRARY RESOURCES TECHNICIAN
06 LICENSING ASSISTANT
06 LOTTERY DISTRICT SALES REP
06 MAIL CLERK 1
06 MAIL CLERK 2
06 PARALEGAL
06 PARALEGAL
06 PARALEGAL
06 PARTS WORKER
06 PSYCHOLOGY ASSISTANT
06 PURCHASING ASSISTANT
06 RECEPTIONIST
06 RETIREMENT BENEFITS TECHNICIAN
06 RETIREMENT INVESTMENT TECHNICIAN
06 SEASONAL AIDE
06 SECRETARY 1
06 SECRETARY 1
06 SECRETARY 2
06 SECRETARY 2
06 SECRETARY 3
06 SECRETARY 3
06 SECRETARY/RECEPTIONIST
06 SOCIAL WORK ASSOCIATE
06 STATE INDUSTRIES SALES REP
06 STATISTICAL ASSISTANT
06 STOREKEEPER 1
06 STOREKEEPER 2
06 STOREKEEPER 2
06 STOREKEEPER 3
06 STOREKEEPER 3
06 TECHNICAL SERVICE SPECIALIST
06 TELECOMMUNICATIONS OPERATOR
06 TELEPHONE OPERATOR

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

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

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