

FY 2021 Affirmative Action Report and FY 2022 Plan

Inbox

9/30/21

Steen, Adam (sent by susan.churchill@iowa.gov)

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to bcc: me

TO: The Honorable Kim Reynolds, Governor
The Honorable Adam Gregg, Lt. Governor
Meghan Nelson, Chief Clerk of the House
W. Charles Smithson, Secretary of the Senate

FR: Adam Steen, Director, Department of Administrative Services

RE: FY 2021 Affirmative Action Report and FY 2022 Plan

In accordance with Iowa Code section 19B.5, enclosed please find the Fiscal Year 2021 Report on the Condition of Affirmative Action, Diversity, and Multicultural Programs in State Government as required by Chapter 19B.5.



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Attachments area

**Fiscal Year 2021 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2022 Plan**

September 30, 2021



**Fiscal Year 2021
Report on the Condition of Affirmative Action,
Diversity, and Multicultural Programs in State Government
and
Fiscal Year 2022 Plan**

September 30, 2021

**Iowa Department of Administrative Services
Human Resources Enterprise
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Annual Affirmative Action, Diversity and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This report covers activity for the period of July 1, 2020, through June 30, 2021, 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 2021 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 205 employees: a net gain of 49 males and 156 females.
 - The overall representation of females, by percentage, in the State's Executive Branch workforce increased from 49.72% to 50.05%.
 - The overall representation of minorities, by percentage, in the State's Executive Branch workforce increased from 8.71% to 9.04%.
- 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 51.55% to 52.44%, while the percentage of minorities increased from 7.47% to 7.76%.
- The Professional category experienced an increase, by percentage, among females and minorities.
 - In the Professional category, the percentage of females increased from 58.55% to 58.89%, while the percentage of minorities increased from 10.08% to 10.76%.
- The Technician category experienced an increase, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Technician category, the percentage of females increased from 38.28% to 38.31%, while the percentage of minorities decreased from 6.51% to 6.08%.
- The Protective Service: Sworn category experienced a decrease, by percentage, among females and minorities.
 - In the Protective Service: Sworn category, the percentage of females decreased from 13.83% to 13.01%, while the percentage of minorities decreased 7.68% to 7.44%.
- 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 86.57% to 86.20%, while the percentage of minorities increased from 10.56% to 11.01%.

- The Skilled Craft category experienced a decrease, by percentage, among females and minorities.
 - In the Skilled Craft category, the percentage of females decreased from 2.04% to 1.95%, while the percentage of minorities decreased from 2.89% to 2.86%.

- 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 59.65% to 59.83%, while the percentage of minorities increased from 11.33% to 11.92%.

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. Due to the COVID-19 pandemic, the recruitment committee did not meet during FY 2021.

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 2021 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
- 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 2021, PDS continued our delivery of courses in an online live instructor-led format due to the continuing health crisis. PDS continues to offer on-demand e-learning courses related to diversity and multicultural topics delivered through the statewide Learning Management System. In FY 2021, 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 online offerings.

Section III. FY 2022 Plan

To aid in affirmative action goal setting for FY 2022, 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 2022 will be submitted to DAS at the end of FY 2022.

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.

Females

Executive Branch - Total

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	49.56%	50.00%	50.39%	50.28%	49.95%
Female	50.44%	50.00%	49.61%	49.72%	50.05%

Category 1 - Officials/Administrators

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	48.44%	48.46%	48.62%	48.45%	47.56%
Female	51.56%	51.54%	51.38%	51.55%	52.44%

Category 2 – Professional

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	42.11%	42.13%	41.90%	41.45%	41.11%
Female	57.89%	57.87%	58.10%	58.55%	58.89%

Category 3 - Technician

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	61.97%	61.32%	60.77%	61.72%	61.69%
Female	38.03%	38.68%	39.23%	38.28%	38.31%

Category 4 - Protective Service: Sworn

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	86.63%	86.45%	85.81%	86.17%	86.99%
Female	13.37%	13.55%	14.19%	13.83%	13.01%

Category 6 - Administrative Support

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	12.62%	13.08%	13.27%	13.43%	13.80%
Female	87.38%	86.92%	86.73%	86.57%	86.20%

Category 7 - Skilled Craft Workers

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	97.92%	97.73%	97.96%	97.96%	98.05%
Female	2.08%	2.27%	2.04%	2.04%	1.95%

Category 8 - Service/Maintenance

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Male	41.10%	41.33%	41.85%	40.35%	40.17%
Female	58.90%	58.67%	58.15%	59.65%	59.83%

Minorities*Executive Branch - Total*

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	92.47%	92.02%	91.66%	91.29%	90.96%
Minority	7.53%	7.98%	8.34%	8.71%	9.04%

Category 1 - Officials/Administrators

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	93.48%	93.17%	92.65%	92.53%	92.24%
Minority	6.52%	6.83%	7.35%	7.47%	7.76%

Category 2 – Professional

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	91.23%	90.72%	90.35%	89.92%	89.24%
Minority	8.77%	9.28%	9.65%	10.08%	10.76%

Category 3 - Technician

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	95.01%	94.61%	94.55%	93.49%	93.92%
Minority	4.99%	5.39%	5.45%	6.51%	6.08%

Category 4 - Protective Service: Sworn

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	94.36%	93.61%	92.69%	92.32%	92.56%
Minority	5.64%	6.39%	7.31%	7.68%	7.44%

Category 6 - Administrative Support

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	90.30%	89.87%	90.03%	89.44%	88.99%
Minority	9.70%	10.13%	9.97%	10.56%	11.01%

Category 7 - Skilled Craft Workers

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	96.68%	96.80%	96.77%	97.11%	97.14%
Minority	3.32%	3.20%	3.23%	2.89%	2.86%

Category 8 - Service/Maintenance

Class	FY2017	FY2018	FY2019	FY2020	FY2021
Non-Minority	90.99%	90.11%	89.25%	88.67%	88.08%
Minority	9.01%	9.89%	10.75%	11.33%	11.92%

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	8,276	8,227	49	49.95%	50.28%
Female	8,291	8,135	156	50.05%	49.72%
Non-Minority	15,070	14,937	133	90.96%	91.29%
Minority	1,497	1,425	72	9.04%	8.71%
TOTALS	16,567	16,362	205		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,250	1,233	17	47.56%	48.45%
Female	1,378	1,312	66	52.44%	51.55%
Non-Minority	2,424	2,355	69	92.24%	92.53%
Minority	204	190	14	7.76%	7.47%
TOTALS	2,628	2,545	83		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,952	1,920	32	41.11%	41.45%
Female	2,796	2,712	84	58.89%	58.55%
Non-Minority	4,237	4,165	72	89.24%	89.92%
Minority	511	467	44	10.76%	10.08%
TOTALS	4,748	4,632	116		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	467	474	-7	61.69%	61.72%
Female	290	294	-4	38.31%	38.28%
Non-Minority	711	718	-7	93.92%	93.49%
Minority	46	50	-4	6.08%	6.51%
TOTALS	757	768	-11		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2,012	2,031	-19	86.99%	86.17%
Female	301	326	-25	13.01%	13.83%
Non-Minority	2,141	2,176	-35	92.56%	92.32%
Minority	172	181	-9	7.44%	7.68%
TOTALS	2,313	2,357	-44		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	395	375	20	13.80%	13.43%
Female	2,467	2,418	49	86.20%	86.57%
Non-Minority	2,547	2,498	49	88.99%	89.44%
Minority	315	295	20	11.01%	10.56%
TOTALS	2,862	2,793	69		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,509	1,489	20	98.05%	97.96%
Female	30	31	-1	1.95%	2.04%
Non-Minority	1,495	1,476	19	97.14%	97.11%
Minority	44	44	0	2.86%	2.89%
TOTALS	1,539	1,520	19		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	691	705	-14	40.17%	40.35%
Female	1,029	1,042	-13	59.83%	59.65%
Non-Minority	1,515	1,549	-34	88.08%	88.67%
Minority	205	198	7	11.92%	11.33%
TOTALS	1,720	1,747	-27		

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	90	91	-1	44.55%	45.96%
Female	112	107	5	55.45%	54.04%
Non-Minority	180	176	4	89.11%	88.89%
Minority	22	22	0	10.89%	11.11%
TOTALS	202	198	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	25	5	47.62%	42.37%
Female	33	34	-1	52.38%	57.63%
Non-Minority	61	58	3	96.83%	98.31%
Minority	2	1	1	3.17%	1.69%
TOTALS	63	59	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	14	-1	28.89%	31.82%
Female	32	30	2	71.11%	68.18%
Non-Minority	41	40	1	91.11%	90.91%
Minority	4	4	0	8.89%	9.09%
TOTALS	45	44	1		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	16.28%	19.05%
Female	36	34	2	83.72%	80.95%
Non-Minority	38	34	4	88.37%	80.95%
Minority	5	8	-3	11.63%	19.05%
TOTALS	43	42	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	23	-3	95.24%	95.83%
Female	1	1	0	4.76%	4.17%
Non-Minority	21	24	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	21	24	-3		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	21	-1	68.97%	72.41%
Female	9	8	1	31.03%	27.59%
Non-Minority	18	20	-2	62.07%	68.97%
Minority	11	9	2	37.93%	31.03%
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	170	167	3	49.28%	48.27%
Female	175	179	-4	50.72%	51.73%
Non-Minority	335	337	-2	97.10%	97.40%
Minority	10	9	1	2.90%	2.60%
TOTALS	345	346	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	77	76	1	68.75%	68.47%
Female	35	35	0	31.25%	31.53%
Non-Minority	108	107	1	96.43%	96.40%
Minority	4	4	0	3.57%	3.60%
TOTALS	112	111	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	83	82	1	67.48%	66.67%
Female	40	41	-1	32.52%	33.33%
Non-Minority	118	119	-1	95.93%	96.75%
Minority	5	4	1	4.07%	3.25%
TOTALS	123	123	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	1.00%	0.97%
Female	99	102	-3	99.00%	99.03%
Non-Minority	99	102	-3	99.00%	99.03%
Minority	1	1	0	1.00%	0.97%
TOTALS	100	103	-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	9	8	1	90.00%	88.89%
Female	1	1	0	10.00%	11.11%
Non-Minority	10	9	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	10	9	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	102	101	1	41.46%	41.91%
Female	144	140	4	58.54%	58.09%
Non-Minority	224	222	2	91.06%	92.12%
Minority	22	19	3	8.94%	7.88%
TOTALS	246	241	5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	19	1	42.55%	41.30%
Female	27	27	0	57.45%	58.70%
Non-Minority	41	41	0	87.23%	89.13%
Minority	6	5	1	12.77%	10.87%
TOTALS	47	46	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	81	81	0	50.31%	51.92%
Female	80	75	5	49.69%	48.08%
Non-Minority	149	146	3	92.55%	93.59%
Minority	12	10	2	7.45%	6.41%
TOTALS	161	156	5		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	2.63%	2.56%
Female	37	38	-1	97.37%	97.44%
Non-Minority	34	35	-1	89.47%	89.74%
Minority	4	4	0	10.53%	10.26%
TOTALS	38	39	-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-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	50	0	49.50%	50.51%
Female	51	49	2	50.50%	49.49%
Non-Minority	90	87	3	89.11%	87.88%
Minority	11	12	-1	10.89%	12.12%
TOTALS	101	99	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	44.44%	50.00%
Female	5	5	0	55.56%	50.00%
Non-Minority	9	8	1	100.00%	80.00%
Minority	0	2	-2	0.00%	20.00%
TOTALS	9	10	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	46	45	1	50.55%	51.14%
Female	45	43	2	49.45%	48.86%
Non-Minority	80	78	2	87.91%	88.64%
Minority	11	10	1	12.09%	11.36%
TOTALS	91	88	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	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-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	23	0	30.67%	32.86%
Female	52	47	5	69.33%	67.14%
Non-Minority	65	62	3	86.67%	88.57%
Minority	10	8	2	13.33%	11.43%
TOTALS	75	70	5		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	17	1	31.58%	34.69%
Female	39	32	7	68.42%	65.31%
Non-Minority	48	42	6	84.21%	85.71%
Minority	9	7	2	15.79%	14.29%
TOTALS	57	49	8		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	12.50%	0.00%
Female	7	9	-2	87.50%	100.00%
Non-Minority	7	9	-2	87.50%	100.00%
Minority	1	0	1	12.50%	0.00%
TOTALS	8	9	-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	4	-2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	2	3	-1	100.00%	75.00%
Minority	0	1	-1	0.00%	25.00%
TOTALS	2	4	-2		

Agency-140

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	71.43%	71.43%
Female	2	2	0	28.57%	28.57%
Non-Minority	6	6	0	85.71%	85.71%
Minority	1	1	0	14.29%	14.29%
TOTALS	7	7	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	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		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	80.00%	80.00%
Female	1	1	0	20.00%	20.00%
Non-Minority	4	4	0	80.00%	80.00%
Minority	1	1	0	20.00%	20.00%
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	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-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	6	0	26.09%	25.00%
Female	17	18	-1	73.91%	75.00%
Non-Minority	20	20	0	86.96%	83.33%
Minority	3	4	-1	13.04%	16.67%
TOTALS	23	24	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	31.58%	30.00%
Female	13	14	-1	68.42%	70.00%
Non-Minority	18	18	0	94.74%	90.00%
Minority	1	2	-1	5.26%	10.00%
TOTALS	19	20	-1		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	4	4	0	100.00%	100.00%
Non-Minority	2	2	0	50.00%	50.00%
Minority	2	2	0	50.00%	50.00%
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-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	74	70	4	69.16%	67.31%
Female	33	34	-1	30.84%	32.69%
Non-Minority	95	94	1	88.79%	90.38%
Minority	12	10	2	11.21%	9.62%
TOTALS	107	104	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	19	-1	69.23%	70.37%
Female	8	8	0	30.77%	29.63%
Non-Minority	26	27	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	26	27	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	53	48	5	73.61%	71.64%
Female	19	19	0	26.39%	28.36%
Non-Minority	61	58	3	84.72%	86.57%
Minority	11	9	2	15.28%	13.43%
TOTALS	72	67	5		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	14.29%	12.50%
Female	6	7	-1	85.71%	87.50%
Non-Minority	6	7	-1	85.71%	87.50%
Minority	1	1	0	14.29%	12.50%
TOTALS	7	8	-1		

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

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

Agency-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	23	19	4	46.94%	45.24%
Female	26	23	3	53.06%	54.76%
Non-Minority	39	35	4	79.59%	83.33%
Minority	10	7	3	20.41%	16.67%
TOTALS	49	42	7		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	12	3	71.43%	66.67%
Female	6	6	0	28.57%	33.33%
Non-Minority	17	15	2	80.95%	83.33%
Minority	4	3	1	19.05%	16.67%
TOTALS	21	18	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	42.86%	42.86%
Female	4	4	0	57.14%	57.14%
Non-Minority	6	6	0	85.71%	85.71%
Minority	1	1	0	14.29%	14.29%
TOTALS	7	7	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	3	1	20.00%	18.75%
Female	16	13	3	80.00%	81.25%
Non-Minority	16	14	2	80.00%	87.50%
Minority	4	2	2	20.00%	12.50%
TOTALS	20	16	4		

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	0	0	0	0.00%	0.00%
Minority	1	1	0	100.00%	100.00%
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-213

**Iowa Department of Commerce
Division of Banking 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	43	44	-1	55.84%	57.89%
Female	34	32	2	44.16%	42.11%
Non-Minority	75	74	1	97.40%	97.37%
Minority	2	2	0	2.60%	2.63%
TOTALS	77	76	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	43	44	-1	58.11%	60.27%
Female	31	29	2	41.89%	39.73%
Non-Minority	72	71	1	97.30%	97.26%
Minority	2	2	0	2.70%	2.74%
TOTALS	74	73	1		

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

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

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

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

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

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

Agency-214

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

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

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	51	51	0	50.00%	50.00%
Female	51	51	0	50.00%	50.00%
Non-Minority	89	89	0	87.25%	87.25%
Minority	13	13	0	12.75%	12.75%
TOTALS	102	102	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	41	41	0	54.67%	53.95%
Female	34	35	-1	45.33%	46.05%
Non-Minority	63	63	0	84.00%	82.89%
Minority	12	13	-1	16.00%	17.11%
TOTALS	75	76	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	33.33%	33.33%
Female	6	6	0	66.67%	66.67%
Non-Minority	9	9	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	9	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	6	6	0	85.71%	100.00%
Female	1	0	1	14.29%	0.00%
Non-Minority	6	6	0	85.71%	100.00%
Minority	1	0	1	14.29%	0.00%
TOTALS	7	6	1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	9.09%	9.09%
Female	10	10	0	90.91%	90.91%
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-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%	20.00%
Female	8	8	0	80.00%	80.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

1. OFFICIAL/ADMINISTRATOR	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		

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**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	42	36	6	60.00%	58.06%
Female	28	26	2	40.00%	41.94%
Non-Minority	60	55	5	85.71%	88.71%
Minority	10	7	3	14.29%	11.29%
TOTALS	70	62	8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	19	4	67.65%	63.33%
Female	11	11	0	32.35%	36.67%
Non-Minority	31	27	4	91.18%	90.00%
Minority	3	3	0	8.82%	10.00%
TOTALS	34	30	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	15	1	72.73%	75.00%
Female	6	5	1	27.27%	25.00%
Non-Minority	17	17	0	77.27%	85.00%
Minority	5	3	2	22.73%	15.00%
TOTALS	22	20	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	21.43%	16.67%
Female	11	10	1	78.57%	83.33%
Non-Minority	12	11	1	85.71%	91.67%
Minority	2	1	1	14.29%	8.33%
TOTALS	14	12	2		

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

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

Agencies-238 thru 252

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,701	1,730	-29	68.76%	68.03%
Female	773	813	-40	31.24%	31.97%
Non-Minority	2,264	2,326	-62	91.51%	91.47%
Minority	210	217	-7	8.49%	8.53%
TOTALS	2,474	2,543	-69		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	97	95	2	55.11%	55.56%
Female	79	76	3	44.89%	44.44%
Non-Minority	161	159	2	91.48%	92.98%
Minority	15	12	3	8.52%	7.02%
TOTALS	176	171	5		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	132	138	-6	39.52%	39.88%
Female	202	208	-6	60.48%	60.12%
Non-Minority	309	320	-11	92.51%	92.49%
Minority	25	26	-1	7.49%	7.51%
TOTALS	334	346	-12		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	62	64	-2	52.99%	51.61%
Female	55	60	-5	47.01%	48.39%
Non-Minority	108	116	-8	92.31%	93.55%
Minority	9	8	1	7.69%	6.45%
TOTALS	117	124	-7		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,200	1,216	-16	83.33%	82.11%
Female	240	265	-25	16.67%	17.89%
Non-Minority	1,295	1,326	-31	89.93%	89.53%
Minority	145	155	-10	10.07%	10.47%
TOTALS	1,440	1,481	-41		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	15	-1	10.29%	10.64%
Female	122	126	-4	89.71%	89.36%
Non-Minority	132	136	-4	97.06%	96.45%
Minority	4	5	-1	2.94%	3.55%
TOTALS	136	141	-5		

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	93	96	-3	56.02%	55.81%
Female	73	76	-3	43.98%	44.19%
Non-Minority	156	163	-7	93.98%	94.77%
Minority	10	9	1	6.02%	5.23%
TOTALS	166	172	-6		

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	17	15	2	34.00%	31.91%
Female	33	32	1	66.00%	68.09%
Non-Minority	49	47	2	98.00%	100.00%
Minority	1	0	1	2.00%	0.00%
TOTALS	50	47	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	50.00%	42.86%
Female	4	4	0	50.00%	57.14%
Non-Minority	8	7	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	8	7	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	9	1	27.03%	25.71%
Female	27	26	1	72.97%	74.29%
Non-Minority	36	35	1	97.30%	100.00%
Minority	1	0	1	2.70%	0.00%
TOTALS	37	35	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	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	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-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	35	33	2	35.00%	35.11%
Female	65	61	4	65.00%	64.89%
Non-Minority	94	90	4	94.00%	95.74%
Minority	6	4	2	6.00%	4.26%
TOTALS	100	94	6		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	30	2	35.16%	36.59%
Female	59	52	7	64.84%	63.41%
Non-Minority	85	78	7	93.41%	95.12%
Minority	6	4	2	6.59%	4.88%
TOTALS	91	82	9		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	33.33%	28.57%
Female	4	5	-1	66.67%	71.43%
Non-Minority	6	7	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	6	7	-1		

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

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

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

Agency-270

**Iowa Finance Authority 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	31	25	6	34.83%	30.86%
Female	58	56	2	65.17%	69.14%
Non-Minority	81	75	6	91.01%	92.59%
Minority	8	6	2	8.99%	7.41%
TOTALS	89	81	8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	10	3	27.66%	22.22%
Female	34	35	-1	72.34%	77.78%
Non-Minority	43	42	1	91.49%	93.33%
Minority	4	3	1	8.51%	6.67%
TOTALS	47	45	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	13	3	55.17%	48.15%
Female	13	14	-1	44.83%	51.85%
Non-Minority	26	24	2	89.66%	88.89%
Minority	3	3	0	10.34%	11.11%
TOTALS	29	27	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	15.38%	22.22%
Female	11	7	4	84.62%	77.78%
Non-Minority	12	9	3	92.31%	100.00%
Minority	1	0	1	7.69%	0.00%
TOTALS	13	9	4		

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

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

Agency-282

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	65	64	1	28.89%	29.49%
Female	160	153	7	71.11%	70.51%
Non-Minority	208	202	6	92.44%	93.09%
Minority	17	15	2	7.56%	6.91%
TOTALS	225	217	8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	12	1	43.33%	48.00%
Female	17	13	4	56.67%	52.00%
Non-Minority	30	25	5	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	30	25	5		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	48	47	1	28.74%	29.19%
Female	119	114	5	71.26%	70.81%
Non-Minority	151	148	3	90.42%	91.93%
Minority	16	13	3	9.58%	8.07%
TOTALS	167	161	6		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	4.00%	7.14%
Female	24	26	-2	96.00%	92.86%
Non-Minority	24	26	-2	96.00%	92.86%
Minority	1	2	-1	4.00%	7.14%
TOTALS	25	28	-3		

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

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

Agency-283

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	84	82	2	21.43%	22.16%
Female	308	288	20	78.57%	77.84%
Non-Minority	345	328	17	88.01%	88.65%
Minority	47	42	5	11.99%	11.35%
TOTALS	392	370	22		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	27.27%	27.27%
Female	16	16	0	72.73%	72.73%
Non-Minority	20	21	-1	90.91%	95.45%
Minority	2	1	1	9.09%	4.55%
TOTALS	22	22	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	46	45	1	25.27%	25.28%
Female	136	133	3	74.73%	74.72%
Non-Minority	162	157	5	89.01%	88.20%
Minority	20	21	-1	10.99%	11.80%
TOTALS	182	178	4		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	27	2	18.35%	19.15%
Female	129	114	15	81.65%	80.85%
Non-Minority	135	123	12	85.44%	87.23%
Minority	23	18	5	14.56%	12.77%
TOTALS	158	141	17		

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	7	0	20.00%	18.92%
Female	28	30	-2	80.00%	81.08%
Non-Minority	29	32	-3	82.86%	86.49%
Minority	6	5	1	17.14%	13.51%
TOTALS	35	37	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	25.00%	23.08%
Female	9	10	-1	75.00%	76.92%
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	4	4	0	20.00%	19.05%
Female	16	17	-1	80.00%	80.95%
Non-Minority	15	17	-2	75.00%	80.95%
Minority	5	4	1	25.00%	19.05%
TOTALS	20	21	-1		

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

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

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

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

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

Agency-285

**Iowa PBS 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	55	57	-2	62.50%	62.64%
Female	33	34	-1	37.50%	37.36%
Non-Minority	85	88	-3	96.59%	96.70%
Minority	3	3	0	3.41%	3.30%
TOTALS	88	91	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	41.67%	38.46%
Female	7	8	-1	58.33%	61.54%
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	22	23	-1	53.66%	54.76%
Female	19	19	0	46.34%	45.24%
Non-Minority	38	39	-1	92.68%	92.86%
Minority	3	3	0	7.32%	7.14%
TOTALS	41	42	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	25	-1	96.00%	96.15%
Female	1	1	0	4.00%	3.85%
Non-Minority	25	26	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	25	26	-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	3	3	0	33.33%	33.33%
Female	6	6	0	66.67%	66.67%
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	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	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	5	0	38.46%	41.67%
Female	8	7	1	61.54%	58.33%
Non-Minority	10	11	-1	76.92%	91.67%
Minority	3	1	2	23.08%	8.33%
TOTALS	13	12	1		

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

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

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

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	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	2	3	-1	50.00%	75.00%
Minority	2	1	1	50.00%	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	16.67%	18.52%
Female	25	22	3	83.33%	81.48%
Non-Minority	28	25	3	93.33%	92.59%
Minority	2	2	0	6.67%	7.41%
TOTALS	30	27	3		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	15.38%	8.33%
Female	11	11	0	84.62%	91.67%
Non-Minority	12	11	1	92.31%	91.67%
Minority	1	1	0	7.69%	8.33%
TOTALS	13	12	1		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	1	-1	0.00%	25.00%
Female	5	3	2	100.00%	75.00%
Non-Minority	4	3	1	80.00%	75.00%
Minority	1	1	0	20.00%	25.00%
TOTALS	5	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-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	241	236	5	36.40%	37.34%
Female	421	396	25	63.60%	62.66%
Non-Minority	511	486	25	77.19%	76.90%
Minority	151	146	5	22.81%	23.10%
TOTALS	662	632	30		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	70	68	2	47.30%	50.00%
Female	78	68	10	52.70%	50.00%
Non-Minority	123	112	11	83.11%	82.35%
Minority	25	24	1	16.89%	17.65%
TOTALS	148	136	12		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	127	129	-2	29.88%	31.46%
Female	298	281	17	70.12%	68.54%
Non-Minority	321	311	10	75.53%	75.85%
Minority	104	99	5	24.47%	24.15%
TOTALS	425	410	15		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	34	29	5	87.18%	80.56%
Female	5	7	-2	12.82%	19.44%
Non-Minority	32	29	3	82.05%	80.56%
Minority	7	7	0	17.95%	19.44%
TOTALS	39	36	3		

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%	13.33%
Female	39	39	0	86.67%	86.67%
Non-Minority	31	30	1	68.89%	66.67%
Minority	14	15	-1	31.11%	33.33%
TOTALS	45	45	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	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	49	52	-3	70.00%	69.33%
Female	21	23	-2	30.00%	30.67%
Non-Minority	61	65	-4	87.14%	86.67%
Minority	9	10	-1	12.86%	13.33%
TOTALS	70	75	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	66.67%	66.67%
Female	4	4	0	33.33%	33.33%
Non-Minority	10	10	0	83.33%	83.33%
Minority	2	2	0	16.67%	16.67%
TOTALS	12	12	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	34	-3	75.61%	73.91%
Female	10	12	-2	24.39%	26.09%
Non-Minority	35	39	-4	85.37%	84.78%
Minority	6	7	-1	14.63%	15.22%
TOTALS	41	46	-5		

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%	46.15%
Female	7	7	0	53.85%	53.85%
Non-Minority	12	12	0	92.31%	92.31%
Minority	1	1	0	7.69%	7.69%
TOTALS	13	13	0		

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

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

Agency-379

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	12	-2	25.64%	28.57%
Female	29	30	-1	74.36%	71.43%
Non-Minority	31	34	-3	79.49%	80.95%
Minority	8	8	0	20.51%	19.05%
TOTALS	39	42	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	15.00%	21.05%
Female	17	15	2	85.00%	78.95%
Non-Minority	15	15	0	75.00%	78.95%
Minority	5	4	1	25.00%	21.05%
TOTALS	20	19	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	46.67%	42.11%
Female	8	11	-3	53.33%	57.89%
Non-Minority	13	16	-3	86.67%	84.21%
Minority	2	3	-1	13.33%	15.79%
TOTALS	15	19	-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	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		

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	1,102	1,094	8	27.08%	27.48%
Female	2,968	2,887	81	72.92%	72.52%
Non-Minority	3,663	3,604	59	90.00%	90.53%
Minority	407	377	30	10.00%	9.47%
TOTALS	4,070	3,981	89		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	128	131	-3	30.33%	32.27%
Female	294	275	19	69.67%	67.73%
Non-Minority	394	381	13	93.36%	93.84%
Minority	28	25	3	6.64%	6.16%
TOTALS	422	406	16		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	303	301	2	26.17%	27.19%
Female	855	806	49	73.83%	72.81%
Non-Minority	1,041	1,006	35	89.90%	90.88%
Minority	117	101	16	10.10%	9.12%
TOTALS	1,158	1,107	51		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	14	-2	18.18%	21.88%
Female	54	50	4	81.82%	78.13%
Non-Minority	64	62	2	96.97%	96.88%
Minority	2	2	0	3.03%	3.13%
TOTALS	66	64	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	147	133	14	10.99%	10.25%
Female	1,190	1,165	25	89.01%	89.75%
Non-Minority	1,177	1,145	32	88.03%	88.21%
Minority	160	153	7	11.97%	11.79%
TOTALS	1,337	1,298	39		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	89	92	-3	91.75%	92.00%
Female	8	8	0	8.25%	8.00%
Non-Minority	97	100	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	97	100	-3		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	423	423	0	42.73%	42.05%
Female	567	583	-16	57.27%	57.95%
Non-Minority	890	910	-20	89.90%	90.46%
Minority	100	96	4	10.10%	9.54%
TOTALS	990	1,006	-16		

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	63	60	3	25.61%	24.19%
Female	183	188	-5	74.39%	75.81%
Non-Minority	226	229	-3	91.87%	92.34%
Minority	20	19	1	8.13%	7.66%
TOTALS	246	248	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	27	1	50.00%	46.55%
Female	28	31	-3	50.00%	53.45%
Non-Minority	52	54	-2	92.86%	93.10%
Minority	4	4	0	7.14%	6.90%
TOTALS	56	58	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	30	2	19.51%	18.40%
Female	132	133	-1	80.49%	81.60%
Non-Minority	153	153	0	93.29%	93.87%
Minority	11	10	1	6.71%	6.13%
TOTALS	164	163	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	3	3	0	11.54%	11.11%
Female	23	24	-1	88.46%	88.89%
Non-Minority	21	22	-1	80.77%	81.48%
Minority	5	5	0	19.23%	18.52%
TOTALS	26	27	-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	92	90	2	43.60%	43.48%
Female	119	117	2	56.40%	56.52%
Non-Minority	183	186	-3	86.73%	89.86%
Minority	28	21	7	13.27%	10.14%
TOTALS	211	207	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	13	0	50.00%	52.00%
Female	13	12	1	50.00%	48.00%
Non-Minority	24	24	0	92.31%	96.00%
Minority	2	1	1	7.69%	4.00%
TOTALS	26	25	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	79	77	2	55.63%	54.23%
Female	63	65	-2	44.37%	45.77%
Non-Minority	119	124	-5	83.80%	87.32%
Minority	23	18	5	16.20%	12.68%
TOTALS	142	142	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	43	40	3	100.00%	100.00%
Non-Minority	40	38	2	93.02%	95.00%
Minority	3	2	1	6.98%	5.00%
TOTALS	43	40	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-429

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	20	1	46.67%	45.45%
Female	24	24	0	53.33%	54.55%
Non-Minority	42	41	1	93.33%	93.18%
Minority	3	3	0	6.67%	6.82%
TOTALS	45	44	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	50.00%	62.50%
Female	4	3	1	50.00%	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	17	15	2	54.84%	50.00%
Female	14	15	-1	45.16%	50.00%
Non-Minority	29	28	1	93.55%	93.33%
Minority	2	2	0	6.45%	6.67%
TOTALS	31	30	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	12	11	1	48.00%	47.83%
Female	13	12	1	52.00%	52.17%
Non-Minority	24	22	2	96.00%	95.65%
Minority	1	1	0	4.00%	4.35%
TOTALS	25	23	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	50.00%	25.00%
Female	2	3	-1	50.00%	75.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	1	-1	0.00%	16.67%
Female	8	5	3	100.00%	83.33%
Non-Minority	8	6	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	8	6	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-532

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	12	-1	52.38%	54.55%
Female	10	10	0	47.62%	45.45%
Non-Minority	20	21	-1	95.24%	95.45%
Minority	1	1	0	4.76%	4.55%
TOTALS	21	22	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	12	-1	57.89%	60.00%
Female	8	8	0	42.11%	40.00%
Non-Minority	18	19	-1	94.74%	95.00%
Minority	1	1	0	5.26%	5.00%
TOTALS	19	20	-1		

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

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

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

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

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

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

Agency-542

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	580	574	6	69.88%	70.86%
Female	250	236	14	30.12%	29.14%
Non-Minority	795	777	18	95.78%	95.93%
Minority	35	33	2	4.22%	4.07%
TOTALS	830	810	20		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	55	53	2	62.50%	63.10%
Female	33	31	2	37.50%	36.90%
Non-Minority	87	83	4	98.86%	98.81%
Minority	1	1	0	1.14%	1.19%
TOTALS	88	84	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	290	284	6	66.67%	67.30%
Female	145	138	7	33.33%	32.70%
Non-Minority	414	403	11	95.17%	95.50%
Minority	21	19	2	4.83%	4.50%
TOTALS	435	422	13		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	121	122	-1	87.68%	89.71%
Female	17	14	3	12.32%	10.29%
Non-Minority	135	133	2	97.83%	97.79%
Minority	3	3	0	2.17%	2.21%
TOTALS	138	136	2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	103	104	-1	94.50%	93.69%
Female	6	7	-1	5.50%	6.31%
Non-Minority	105	107	-2	96.33%	96.40%
Minority	4	4	0	3.67%	3.60%
TOTALS	109	111	-2		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	12.50%	13.21%
Female	49	46	3	87.50%	86.79%
Non-Minority	50	47	3	89.29%	88.68%
Minority	6	6	0	10.71%	11.32%
TOTALS	56	53	3		

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

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

Agency-547

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	28.57%	33.33%
Female	5	6	-1	71.43%	66.67%
Non-Minority	6	8	-2	85.71%	88.89%
Minority	1	1	0	14.29%	11.11%
TOTALS	7	9	-2		

1. OFFICIAL/ADMINISTRATOR	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		

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

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

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

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

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	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	32	29	3	39.51%	37.18%
Female	49	49	0	60.49%	62.82%
Non-Minority	70	67	3	86.42%	85.90%
Minority	11	11	0	13.58%	14.10%
TOTALS	81	78	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	20	3	41.82%	37.04%
Female	32	34	-2	58.18%	62.96%
Non-Minority	50	49	1	90.91%	90.74%
Minority	5	5	0	9.09%	9.26%
TOTALS	55	54	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	9	0	47.37%	50.00%
Female	10	9	1	52.63%	50.00%
Non-Minority	15	14	1	78.95%	77.78%
Minority	4	4	0	21.05%	22.22%
TOTALS	19	18	1		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	7	6	1	100.00%	100.00%
Non-Minority	5	4	1	71.43%	66.67%
Minority	2	2	0	28.57%	33.33%
TOTALS	7	6	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-572

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

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

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

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	203	202	1	81.85%	81.12%
Female	45	47	-2	18.15%	18.88%
Non-Minority	231	231	0	93.15%	92.77%
Minority	17	18	-1	6.85%	7.23%
TOTALS	248	249	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	21	1	75.86%	77.78%
Female	7	6	1	24.14%	22.22%
Non-Minority	25	23	2	86.21%	85.19%
Minority	4	4	0	13.79%	14.81%
TOTALS	29	27	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	29	2	75.61%	72.50%
Female	10	11	-1	24.39%	27.50%
Non-Minority	38	38	0	92.68%	95.00%
Minority	3	2	1	7.32%	5.00%
TOTALS	41	40	1		

3. TECHNICIAN	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	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	70	71	-1	97.22%	95.95%
Female	2	3	-1	2.78%	4.05%
Non-Minority	69	71	-2	95.83%	95.95%
Minority	3	3	0	4.17%	4.05%
TOTALS	72	74	-2		

6. ADMINISTRATIVE SUPPORT	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	18	18	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	18	18	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	62	62	0	96.88%	96.88%
Female	2	2	0	3.13%	3.13%
Non-Minority	61	60	1	95.31%	93.75%
Minority	3	4	-1	4.69%	6.25%
TOTALS	64	64	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	10	-1	45.00%	45.45%
Female	11	12	-1	55.00%	54.55%
Non-Minority	16	17	-1	80.00%	77.27%
Minority	4	5	-1	20.00%	22.73%
TOTALS	20	22	-2		

Agency-583

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	32	-2	48.39%	50.79%
Female	32	31	1	51.61%	49.21%
Non-Minority	58	59	-1	93.55%	93.65%
Minority	4	4	0	6.45%	6.35%
TOTALS	62	63	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	25	-1	54.55%	55.56%
Female	20	20	0	45.45%	44.44%
Non-Minority	41	42	-1	93.18%	93.33%
Minority	3	3	0	6.82%	6.67%
TOTALS	44	45	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	35.29%	37.50%
Female	11	10	1	64.71%	62.50%
Non-Minority	16	15	1	94.12%	93.75%
Minority	1	1	0	5.88%	6.25%
TOTALS	17	16	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	1	-1	0.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	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-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	118	0	27.38%	27.63%
Female	313	309	4	72.62%	72.37%
Non-Minority	383	381	2	88.86%	89.23%
Minority	48	46	2	11.14%	10.77%
TOTALS	431	427	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	44	47	-3	34.11%	36.43%
Female	85	82	3	65.89%	63.57%
Non-Minority	121	123	-2	93.80%	95.35%
Minority	8	6	2	6.20%	4.65%
TOTALS	129	129	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	61	58	3	28.37%	27.49%
Female	154	153	1	71.63%	72.51%
Non-Minority	192	186	6	89.30%	88.15%
Minority	23	25	-2	10.70%	11.85%
TOTALS	215	211	4		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	10	0	12.20%	12.05%
Female	72	73	-1	87.80%	87.95%
Non-Minority	65	68	-3	79.27%	81.93%
Minority	17	15	2	20.73%	18.07%
TOTALS	82	83	-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	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		

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	2	1	1	66.67%	50.00%
Female	1	1	0	33.33%	50.00%
Non-Minority	2	1	1	66.67%	50.00%
Minority	1	1	0	33.33%	50.00%
TOTALS	3	2	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	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	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	648	656	-8	75.88%	77.00%
Female	206	196	10	24.12%	23.00%
Non-Minority	818	815	3	95.78%	95.66%
Minority	36	37	-1	4.22%	4.34%
TOTALS	854	852	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	37	38	-1	68.52%	74.51%
Female	17	13	4	31.48%	25.49%
Non-Minority	53	49	4	98.15%	96.08%
Minority	1	2	-1	1.85%	3.92%
TOTALS	54	51	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	27	-3	60.00%	62.79%
Female	16	16	0	40.00%	37.21%
Non-Minority	37	40	-3	92.50%	93.02%
Minority	3	3	0	7.50%	6.98%
TOTALS	40	43	-3		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	28	1	43.94%	44.44%
Female	37	35	2	56.06%	55.56%
Non-Minority	57	53	4	86.36%	84.13%
Minority	9	10	-1	13.64%	15.87%
TOTALS	66	63	3		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	533	537	-4	92.53%	92.43%
Female	43	44	-1	7.47%	7.57%
Non-Minority	558	563	-5	96.88%	96.90%
Minority	18	18	0	3.13%	3.10%
TOTALS	576	581	-5		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	20	1	18.42%	18.52%
Female	93	88	5	81.58%	81.48%
Non-Minority	109	104	5	95.61%	96.30%
Minority	5	4	1	4.39%	3.70%
TOTALS	114	108	6		

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

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	105	103	2	35.47%	37.45%
Female	191	172	19	64.53%	62.55%
Non-Minority	242	224	18	81.76%	81.45%
Minority	54	51	3	18.24%	18.55%
TOTALS	296	275	21		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	79	80	-1	39.70%	43.24%
Female	120	105	15	60.30%	56.76%
Non-Minority	166	153	13	83.42%	82.70%
Minority	33	32	1	16.58%	17.30%
TOTALS	199	185	14		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	16	2	38.30%	36.36%
Female	29	28	1	61.70%	63.64%
Non-Minority	40	38	2	85.11%	86.36%
Minority	7	6	1	14.89%	13.64%
TOTALS	47	44	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	7	6	1	14.29%	13.33%
Female	42	39	3	85.71%	86.67%
Non-Minority	35	32	3	71.43%	71.11%
Minority	14	13	1	28.57%	28.89%
TOTALS	49	45	4		

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	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	63	62	1	61.17%	60.19%
Female	40	41	-1	38.83%	39.81%
Non-Minority	97	97	0	94.17%	94.17%
Minority	6	6	0	5.83%	5.83%
TOTALS	103	103	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	14	1	60.00%	58.33%
Female	10	10	0	40.00%	41.67%
Non-Minority	23	22	1	92.00%	91.67%
Minority	2	2	0	8.00%	8.33%
TOTALS	25	24	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	38	0	66.67%	65.52%
Female	19	20	-1	33.33%	34.48%
Non-Minority	55	56	-1	96.49%	96.55%
Minority	2	2	0	3.51%	3.45%
TOTALS	57	58	-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	12	14	-2	44.44%	48.28%
Female	15	15	0	55.56%	51.72%
Non-Minority	22	24	-2	81.48%	82.76%
Minority	5	5	0	18.52%	17.24%
TOTALS	27	29	-2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	50.00%	50.00%
Female	5	5	0	50.00%	50.00%
Non-Minority	9	8	1	90.00%	80.00%
Minority	1	2	-1	10.00%	20.00%
TOTALS	10	10	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	3	-2	10.00%	25.00%
Female	9	9	0	90.00%	75.00%
Non-Minority	6	9	-3	60.00%	75.00%
Minority	4	3	1	40.00%	25.00%
TOTALS	10	12	-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-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	2,026	1,985	41	78.74%	78.68%
Female	547	538	9	21.26%	21.32%
Non-Minority	2,441	2,395	46	94.87%	94.93%
Minority	132	128	4	5.13%	5.07%
TOTALS	2,573	2,523	50		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	185	187	-2	61.87%	63.18%
Female	114	109	5	38.13%	36.82%
Non-Minority	283	279	4	94.65%	94.26%
Minority	16	17	-1	5.35%	5.74%
TOTALS	299	296	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	287	271	16	69.32%	68.96%
Female	127	122	5	30.68%	31.04%
Non-Minority	370	353	17	89.37%	89.82%
Minority	44	40	4	10.63%	10.18%
TOTALS	414	393	21		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	171	174	-3	83.82%	83.25%
Female	33	35	-2	16.18%	16.75%
Non-Minority	196	199	-3	96.08%	95.22%
Minority	8	10	-2	3.92%	4.78%
TOTALS	204	209	-5		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	93	90	3	91.18%	92.78%
Female	9	7	2	8.82%	7.22%
Non-Minority	101	96	5	99.02%	98.97%
Minority	1	1	0	0.98%	1.03%
TOTALS	102	97	5		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	56	52	4	19.18%	17.93%
Female	236	238	-2	80.82%	82.07%
Non-Minority	267	267	0	91.44%	92.07%
Minority	25	23	2	8.56%	7.93%
TOTALS	292	290	2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,192	1,161	31	98.84%	98.64%
Female	14	16	-2	1.16%	1.36%
Non-Minority	1,169	1,141	28	96.93%	96.94%
Minority	37	36	1	3.07%	3.06%
TOTALS	1,206	1,177	29		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	42	50	-8	75.00%	81.97%
Female	14	11	3	25.00%	18.03%
Non-Minority	55	60	-5	98.21%	98.36%
Minority	1	1	0	1.79%	1.64%
TOTALS	56	61	-5		

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	9	8	1	37.50%	33.33%
Female	15	16	-1	62.50%	66.67%
Non-Minority	23	23	0	95.83%	95.83%
Minority	1	1	0	4.17%	4.17%
TOTALS	24	24	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	36.36%	30.00%
Female	7	7	0	63.64%	70.00%
Non-Minority	11	10	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	11	10	1		

2. PROFESSIONAL	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		

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

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

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

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

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

Agency-670

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	10	1	73.33%	66.67%
Female	4	5	-1	26.67%	33.33%
Non-Minority	14	14	0	93.33%	93.33%
Minority	1	1	0	6.67%	6.67%
TOTALS	15	15	0		

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

2. PROFESSIONAL	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		

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	33.33%	16.67%
Female	4	5	-1	66.67%	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	4	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	75.00%	75.00%
Minority	1	1	0	25.00%	25.00%
TOTALS	4	4	0		

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

Agency-671

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	125	133	-8	18.88%	19.67%
Female	537	543	-6	81.12%	80.33%
Non-Minority	575	590	-15	86.86%	87.28%
Minority	87	86	1	13.14%	12.72%
TOTALS	662	676	-14		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	25.00%	26.67%
Female	21	22	-1	75.00%	73.33%
Non-Minority	28	30	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	28	30	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	17	-1	17.78%	18.09%
Female	74	77	-3	82.22%	81.91%
Non-Minority	85	90	-5	94.44%	95.74%
Minority	5	4	1	5.56%	4.26%
TOTALS	90	94	-4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	7	-2	8.06%	9.86%
Female	57	64	-7	91.94%	90.14%
Non-Minority	56	63	-7	90.32%	88.73%
Minority	6	8	-2	9.68%	11.27%
TOTALS	62	71	-9		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	6	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	6	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	5	6	-1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	7	-1	11.32%	12.73%
Female	47	48	-1	88.68%	87.27%
Non-Minority	51	53	-2	96.23%	96.36%
Minority	2	2	0	3.77%	3.64%
TOTALS	53	55	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	18	0	85.71%	90.00%
Female	3	2	1	14.29%	10.00%
Non-Minority	21	20	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	21	20	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	68	70	-2	16.87%	17.50%
Female	335	330	5	83.13%	82.50%
Non-Minority	329	328	1	81.64%	82.00%
Minority	74	72	2	18.36%	18.00%
TOTALS	403	400	3		

APPENDIX D:

FY 2021 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 DIRECTOR
01	ACTIVITIES SPECIALIST SUPERVISOR
01	ACTIVITIES SPECIALIST SUPERVISOR
01	ACTUARIAL ADMINISTRATOR
01	ACTUARY CHIEF
01	ADJUTANT GENERAL
01	ADMIN/ALCOHOLIC BEVERAGES DIVISION
01	ADMIN/CIVIL COM UNIT SEXUAL OFFENDERS
01	ADMIN/HOMELAND SECURITY & EMERGENCY MGMT
01	ADMIN/PUBLIC BROADCASTING DIVISION
01	ADMIN/RACING & GAMING DIVISION
01	ADMINISTRATOR OF NURSING
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 1
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 2
01	AFFIRMATIVE ACTION COMPLIANCE OFFICER 2
01	AGRICULTURE COMPLIANCE INVESTIGATOR
01	AGRICULTURE MARKETING SPECIALIST
01	AGRICULTURE PRODUCTS INSPECTOR
01	AGRICULTURE PROGRAM MANAGER 3
01	ASSISTANT DIRECTOR ENGINEERING/TECHNOLOGY
01	ATTORNEY SUPERVISOR
01	AUDITOR ADMINISTRATOR
01	AUDITOR CHIEF DEPUTY
01	AUDITOR DEPUTY
01	BANK ANALYST
01	BANK BUREAU CHIEF
01	BANK EXAMINER
01	BANK EXAMINER REGIONAL MANAGER
01	BANK EXAMINER SENIOR
01	BOARD, COMMISSION, 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/MANUFACTURED HOUSING INSPECTOR
01 CHIEF BENEFITS OFFICER
01 CHIEF HEALTH PROFESSION INVESTIGATOR
01 CHIEF INFORMATION OFFICER
01 CHIEF INVESTMENT OFFICER
01 CHIEF OPERATING OFFICER IEDA
01 CHIEF REVENUE 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 SUPERVISOR
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 PROGRAM ADMIN
01 DEPUTY DIRECTOR DEPARTMENT OF EDUCATION
01 DEPUTY DIRECTOR OF HUMAN SERVICES
01 DEPUTY SECRETARY OF AGRICULTURE
01 DEPUTY SUPERINTENDENT
01 DEPUTY WORKERS COMPENSATION COMMISSIONER
01 DIRECTOR DEPT FOR THE BLIND
01 DIRECTOR DEPT OF ADMINISTRATIVE SERVICES
01 DIRECTOR DEPT OF CIVIL RIGHTS
01 DIRECTOR DEPT OF CORRECTIONS

01 DIRECTOR DEPT OF CULTURAL AFFAIRS
01 DIRECTOR DEPT OF ECONOMIC DEVELOPMENT
01 DIRECTOR DEPT OF EDUCATION
01 DIRECTOR DEPT OF HUMAN RIGHTS
01 DIRECTOR DEPT OF HUMAN SERVICES
01 DIRECTOR DEPT OF INSPECTIONS & APPEALS
01 DIRECTOR DEPT OF MANAGEMENT
01 DIRECTOR DEPT OF NATURAL RESOURCES
01 DIRECTOR DEPT OF PUBLIC HEALTH
01 DIRECTOR DEPT OF REVENUE
01 DIRECTOR DEPT OF TRANSPORTATION
01 DIRECTOR DEPT OF WORKFORCE DEVELOPMENT
01 DIRECTOR DEPT ON AGING
01 DIRECTOR LAW ENFORCEMENT ACADEMY
01 DISASTER PROJECT SPECIALIST 1
01 DISASTER PROJECT SPECIALIST 2
01 DRUG POLICY COORDINATOR
01 ECONOMIC DEVELOPMENT SPECIALIST 1
01 ECONOMIC DEVELOPMENT SPECIALIST 2
01 ECONOMIC DEVELOPMENT SPECIALIST 3
01 ECONOMIC DEVELOPMENT SPECIALIST 4
01 EDUCATION ADMINISTRATOR
01 ELECTRICAL INSPECTOR
01 ELECTRICAL INSPECTOR SUPERVISOR
01 ELEVATOR/AMUSEMENT RIDE INSPECTOR
01 EMPLOYER LIABILITY SPECIALIST
01 EMPLOYMENT APPEAL BOARD MEMBER
01 EXECUTIVE DIRECTOR CMPGN FIN DISCL COMM
01 EXECUTIVE DIRECTOR COLLEGE AID COMM
01 EXECUTIVE DIRECTOR ED EXAMINERS BOARD
01 EXECUTIVE DIRECTOR FINANCE AUTHORITY
01 EXECUTIVE DIRECTOR IA TELE & TECH COMM
01 EXECUTIVE DIRECTOR PUBLIC INFORMATION BOARD
01 EXECUTIVE DIRECTOR VETERANS AFFAIRS
01 EXECUTIVE OFFICER 1
01 EXECUTIVE OFFICER 1
01 EXECUTIVE OFFICER 1
01 EXECUTIVE OFFICER 2
01 EXECUTIVE OFFICER 2
01 EXECUTIVE OFFICER 2
01 EXECUTIVE OFFICER 2
01 EXECUTIVE OFFICER 3
01 EXECUTIVE OFFICER 3
01 EXECUTIVE OFFICER 4

01 EXECUTIVE OFFICER 4
01 EXECUTIVE OFFICER 5
01 EXECUTIVE OFFICER 5
01 FIRE SERVICE COORDINATOR
01 FISCAL & POLICY ANALYST
01 FISCAL & POLICY ANALYST
01 FISCAL & POLICY ANALYST PRINCIPAL
01 FISCAL & POLICY ANALYST SENIOR
01 FISCAL & POLICY ANALYST SENIOR
01 HEALTH PROFESSIONS INVESTIGATOR
01 HEALTH SERVICES ADMINISTRATOR
01 HIGHWAY DIVISION ADMINISTRATOR
01 HUMAN SERVICES QUAL ASSURANCE COORD
01 INFORMATION TECHNOLOGY ADMIN 1
01 INFORMATION TECHNOLOGY ADMIN 2
01 INFORMATION TECHNOLOGY ADMIN 3
01 INFORMATION TECHNOLOGY ADMIN 4
01 INFORMATION TECHNOLOGY ENTERPRISE EXPERT
01 INSTITUTIONAL SUPERINTENDENT
01 INSTITUTIONAL SUPERINTENDENT MEDICAL
01 INSURANCE ACCOUNTING SPECIALIST
01 INSURANCE CLAIMS INVESTIGATOR
01 INSURANCE COMMISSIONER
01 INSURANCE COMPANY EXAMINER
01 INSURANCE COMPANY EXAMINER CHIEF
01 INSURANCE COMPANY EXAMINER DEPUTY ADMIN
01 INSURANCE COMPANY EXAMINER SENIOR
01 INSURANCE COMPANY EXAMINER SPECIALIST
01 INSURANCE COMPANY EXAMINER SPECIALIST 2
01 INSURANCE COMPLAINT ANALYST
01 INSURANCE DEPUTY COMMISSIONER - SUPERVISION
01 INSURANCE INVESTMENT SPECIALIST
01 INSURANCE POLICY ANALYST
01 INSURANCE PROGRAM SPECIALIST
01 INVESTIGATOR 1
01 INVESTIGATOR 1
01 INVESTIGATOR 2
01 INVESTIGATOR 2
01 INVESTIGATOR 2
01 INVESTIGATOR 2
01 INVESTIGATOR 3
01 INVESTIGATOR 3
01 INVESTIGATOR 3

01 INVESTIGATOR 4
01 IOWA TELECOM & TECH COMM CHAIR
01 IOWA TELECOM & TECH COMM MEMBER
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 COORDINATOR
01 LOTTERY DIRECTOR OF RETAIL SERVICES
01 LOTTERY EXEC VP & CHIEF OPERATING OFFICER
01 LOTTERY REGIONAL SALES MANAGER
01 LOTTERY SENIOR PROJECT DIRECTOR
01 LOTTERY VP EXTERNAL RELATIONS
01 LOTTERY VP FINANCE
01 LOTTERY VP GENERAL COUNSEL
01 LOTTERY VP OF SYSTEMS
01 LOTTERY VP SALES & MARKETING
01 LOTTERY VP SECURITY
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 APPEAL BOARD MEMBER
01 PSYCHOLOGY ADMINISTRATOR
01 PUBLIC EMPLOYMENT RELATIONS BOARD CHAIR
01 PUBLIC EMPLOYMENT RELATIONS BOARD 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 COMMISSION MEMBER
01 RACING STEWARD EQUINE
01 RESOURCE MANAGER
01 RETIREMENT BENEFITS OFFICER
01 RETIREMENT BENEFITS OFFICER SENIOR
01 RETIREMENT COMPLIANCE OFFICER
01 RETIREMENT COMPLIANCE OFFICER SENIOR
01 RETIREMENT INVESTMENT OFFICER - COMPLIANCE
01 RETIREMENT INVESTMENT OFFICER - QUANTITATIVE
01 RETIREMENT INVESTMENT OFFICER SENIOR
01 RETIREMENT INVESTMENT RISK & ASSET ALLOC OFF
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 DIVISION
01 SUPERINTENDENT CREDIT UNION DIVISION
01 TAXPAYER SERVICE SPECIALIST
01 TECHNICAL TAX SPECIALIST 1
01 TECHNICAL TAX SPECIALIST 2
01 TECHNICAL TAX SPECIALIST 3
01 TELECOMMUNICATIONS ADMINISTRATOR
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 ADMINISTRATOR
01 TRANSPORTATION ENGINEER EXECUTIVE
01 TRANSPORTATION ENGINEER MANAGER
01 TREASURY INVESTMENT OFFICER 1
01 TREASURY INVESTMENT OFFICER 2
01 TREATMENT PROGRAM ADMINISTRATOR
01 TREATMENT PROGRAM MANAGER
01 TREATMENT PROGRAM SUPERVISOR
01 TREATMENT SERVICES DIRECTOR
01 TREATMENT SERVICES DIRECTOR
01 UNEMPLOYMENT INSURANCE MANAGER
01 UTILITIES BOARD CHAIR
01 UTILITIES BOARD GENERAL 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 DEALER EXAMINER
01 WAREHOUSE/GRAIN DEALER EXAMINER SUPERVISOR
01 WORKERS COMPENSATION COMMISSIONER
01 WORKFORCE DEVELOPMENT MANAGER
01 WORKFORCE DEVELOPMENT SUPERVISOR
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 ADMINISTRATIVE CONSULTANT
02 ADMINISTRATIVE CONSULTANT VOC REHAB 1
02 ADMINISTRATIVE CONSULTANT VOC REHAB 2
02 ADMINISTRATIVE CONSULTANT VOC REHAB 3
02 ADMINISTRATIVE LAW JUDGE 1
02 ADMINISTRATIVE LAW JUDGE 2
02 ADMINISTRATIVE LAW JUDGE 2
02 ADMINISTRATIVE 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 ASSISTANT ATTORNEY GENERAL 1
02 ASSISTANT ATTORNEY GENERAL 2
02 ASSISTANT ATTORNEY GENERAL 3
02 ASSISTANT AUDITOR 1
02 ASSISTANT AUDITOR 2
02 ASSISTANT AUDITOR 3
02 ASSISTANT AUDITOR 4

02 ASSISTANT AUDITOR 5
02 ASSISTANT VIDEOGRAPHER
02 ATTORNEY 1
02 ATTORNEY 2
02 ATTORNEY 2
02 ATTORNEY 3
02 ATTORNEY 3
02 AUDIOLOGIST
02 BRAILLE TRANSCRIBER
02 BUSINESS MARKETING SPECIALIST WORKFORCE DEV
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 ENGINEER
02 CONSTRUCTION/DESIGN ENGINEER ASSOCIATE
02 CONSTRUCTION/DESIGN ENGINEER SENIOR
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 SUPERVISOR
02 ENVIRONMENTAL SPECIALIST
02 ENVIRONMENTAL SPECIALIST SENIOR

02 FACILITIES ENGINEER 1
02 FACILITIES ENGINEER 2
02 FACILITIES ENGINEER ASSOCIATE
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 HUMAN RESOURCES PROFESSIONAL 1
02 HUMAN RESOURCES PROFESSIONAL 2
02 HUMAN RESOURCES PROGRAM COORDINATOR
02 ICN BUSINESS DEVELOPMENT MANAGER
02 INFORMATION SPECIALIST 1
02 INFORMATION SPECIALIST 1
02 INFORMATION SPECIALIST 2
02 INFORMATION SPECIALIST 2
02 INFORMATION SPECIALIST 3
02 INFORMATION SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 1
02 INFORMATION TECHNOLOGY SPECIALIST 1
02 INFORMATION TECHNOLOGY SPECIALIST 2
02 INFORMATION TECHNOLOGY SPECIALIST 2
02 INFORMATION TECHNOLOGY SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 4
02 INFORMATION TECHNOLOGY SPECIALIST 4
02 INFORMATION TECHNOLOGY SPECIALIST 5
02 INFORMATION TECHNOLOGY SPECIALIST 5
02 INTERNAL AUDITOR
02 IOWA FINANCE AUTHORITY COMPTROLLER
02 IOWA FINANCE AUTHORITY GENERAL 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 ACADEMY TRAINING 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 REPRESENTATIVE
02 OCCUPATIONAL THERAPIST 1
02 OCCUPATIONAL THERAPIST 2
02 OPERATIONS ASSISTANT
02 PARK MANAGER
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 SPECIALIST
02 REHABILITATION REFERRAL SPECIALIST
02 REHABILITATION SUPERVISOR
02 REHABILITATION TECHNOLOGY SPECIALIST
02 REVENUE AUDITOR 2
02 REVENUE AUDITOR 3
02 ROADSIDE DEVELOPMENT SPECIALIST 1

02 ROADSIDE DEVELOPMENT SPECIALIST 2
02 ROADSIDE DEVELOPMENT SPECIALIST 3
02 SENIOR PRODUCER/DIRECTOR
02 SENIOR SERVICES SPECIALIST FOR THE BLIND 1
02 SENIOR SERVICES SPECIALIST FOR THE BLIND 2
02 SENIOR SERVICES SPECIALIST FOR THE BLIND 3
02 SENIOR TRANSPORTATION ENGINEER
02 SERVICES SPECIALIST FOR THE BLIND 1
02 SERVICES SPECIALIST FOR THE BLIND 2
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 TAX ATTORNEY
02 TAX PERFORMANCE SYSTEM ANALYST
02 TECHNICAL SERVICE SPECIALIST SENIOR
02 TECHNOLOGY ACCOUNT MANAGER
02 TELECOMMUNICATIONS DESIGN SPECIALIST
02 TELECOMMUNICATIONS ENGINEER
02 TELECOMMUNICATIONS ENGINEER SENIOR
02 TELECOMMUNICATIONS MARKETING ANALYST
02 TELECOMMUNICATIONS MARKETING ANALYST SR
02 TELECOMMUNICATIONS SALES ENGINEER
02 TELECOMMUNICATIONS SPECIALIST
02 TELECOMMUNICATIONS SPECIALIST SENIOR
02 TELECOMMUNICATIONS TECHNOLOGY ENT EXPERT
02 TRANSPORTATION ENGINEER
02 TRANSPORTATION ENGINEER ASSOCIATE

02 TRANSPORTATION ENGINEER ASSOCIATE
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 COORDINATOR
02 YOUTH COUNSELOR
02 YOUTH COUNSELOR SUPERVISOR
02 YOUTH SERVICES TECHNICIAN
02 YOUTH SERVICES WORKER
03 ARCHITECTURAL TECHNICIAN 1
03 ARCHITECTURAL TECHNICIAN 2
03 ASSISTANT SOILS PARTY CHIEF
03 ASSISTANT 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 TECHNICIAN

03 ENGINEERING TECHNICIAN SENIOR
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 OPERATIONS TECH SENIOR
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 TECHNICIAN
03 SOILS PARTY CHIEF
03 STATE INDUSTRIES PRODUCTION COORDINATOR
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 INTELLIGENCE ANALYST
04 CRIMINAL INTELLIGENCE ANALYST ADVANCED
04 CRIMINAL INTELLIGENCE ANALYST SENIOR
04 CRIMINAL INTELLIGENCE ANALYST SUPERVISOR
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 PARK RANGER
04 PEACE OFFICER CANDIDATE
04 PUBLIC SAFETY ASSISTANT CHIEF
04 PUBLIC SAFETY CHIEF
04 PUBLIC SAFETY EXECUTIVE OFFICER
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 ADMINISTRATIVE ASSISTANT 1
06 ADMINISTRATIVE ASSISTANT 1
06 ADMINISTRATIVE ASSISTANT 2
06 ADMINISTRATIVE ASSISTANT 2
06 ADMINISTRATIVE INTERN
06 ADMINISTRATIVE SECRETARY
06 CANTEEN CLERK
06 CANTEEN OPERATOR
06 CHILD SUPPORT RECOVERY OFFICER
06 CHILD SUPPORT RECOVERY SUPERVISOR
06 CLERK
06 CLERK
06 CLERK ADVANCED
06 CLERK ADVANCED
06 CLERK SPECIALIST
06 CLERK SPECIALIST
06 COMMUNICATIONS CENTER SPECIALIST 1
06 COMMUNICATIONS CENTER SPECIALIST 2
06 DISABILITY EXAMINER
06 DISABILITY EXAMINER SPECIALIST
06 DISABILITY EXAMINER SPECIALIST ADVANCED
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 ASSISTANT 1
06 ENGINEERING OFFICE ASSISTANT 2
06 EXECUTIVE SECRETARY
06 HUMAN RESOURCES ASSOCIATE
06 HUMAN RESOURCES TECHNICAL ASSISTANT
06 HUMAN RESOURCES TECHNICAL SPECIALIST
06 INCOME MAINTENANCE ADMINISTRATOR
06 INCOME MAINTENANCE SUPERVISOR
06 INCOME MAINTENANCE WORKER 2
06 INCOME MAINTENANCE WORKER 3
06 INCOME MAINTENANCE WORKER 4
06 INCOME MAINTENANCE WORKER 5
06 INCOME MAINTENANCE WORKER 6
06 INFORMATION TECHNOLOGY SUPPORT WORKER 1
06 INFORMATION TECHNOLOGY SUPPORT WORKER 2
06 INFORMATION TECHNOLOGY SUPPORT WORKER 3
06 INFORMATION TECHNOLOGY 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 REPRESENTATIVE
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 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 REPRESENTATIVE
06 STATISTICAL ASSISTANT
06 STOREKEEPER 1
06 STOREKEEPER 2
06 STOREKEEPER 2
06 STOREKEEPER 3
06 STOREKEEPER 3
06 TECHNICAL SERVICE SPECIALIST
06 TELEPHONE OPERATOR
06 TYPIST
06 TYPIST ADVANCED
06 UTILITY OFFICE WORKER
06 UTILITY WORKER
06 VEHICLE DISPATCHER
06 WORD PROCESSOR 1
06 WORD PROCESSOR 2
06 WORD PROCESSOR 3
06 WORKFORCE ASSOCIATE
07 AUTOMOTIVE SERVICE WORKER
07 BOILER INSPECTOR
07 CARPENTER 1
07 CARPENTER 2
07 COMMUNICATIONS TECHNICIAN 1
07 COMMUNICATIONS TECHNICIAN 2
07 COMMUNICATIONS TECHNICIAN 3
07 CONSTRUCTION TECHNICIAN SENIOR
07 CONSTRUCTION TECHNICIAN SENIOR
07 CONSTRUCTION TECHNICIAN SUPERVISOR
07 CONTROL CENTER OPERATOR
07 CORRECTIONAL TRADES LEADER
07 DISTRICT MECHANIC
07 ELECTRICAL MAINTENANCE SPECIALIST
07 ELECTRICIAN
07 ELECTRICIAN
07 ENERGY MANAGEMENT TECHNICIAN
07 EQUIPMENT OPERATOR
07 EQUIPMENT OPERATOR SENIOR
07 FACILITIES MAINTENANCE COORDINATOR
07 FIRE SERVICE TECHNICAL ASSISTANT
07 FURNITURE UPHOLSTERER
07 GARAGE OPERATIONS ASSISTANT
07 HEAVY EQUIPMENT OPERATOR
07 HIGHWAY MAINTENANCE SUPERVISOR

07 HIGHWAY TECHNICIAN
07 HIGHWAY TECHNICIAN ASSOCIATE
07 HIGHWAY TECHNICIAN SENIOR
07 HVAC COORDINATOR
07 HVAC COORDINATOR
07 HVAC TECHNICIAN
07 HVAC TECHNICIAN
07 LOCKSMITH
07 MACHINIST
07 MAINTENANCE LEADER
07 MAINTENANCE REPAIRER
07 MAINTENANCE REPAIRS SUPERVISOR
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 OPERATOR 1
07 WATER & DISPOSAL PLANT OPERATOR 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 ASSISTANT
08 COOK 1
08 COOK 2

08 CORRECTIONAL BUILDING SERVICES COORDINATOR
08 CORRECTIONAL FOOD SERVICE COORDINATOR
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 DIRECTOR
08 FOOD SERVICES ASSISTANT DIRECTOR
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 INSPECTOR 1
08 MATERIALS FABRICATION INSPECTOR 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 ASSISTANT
08 PHARMACY ASSISTANT
08 PHARMACY TECHNICIAN
08 PHYSICAL THERAPY AIDE
08 PSYCHIATRIC SECURITY SPECIALIST
08 RECREATIONAL AIDE
08 REPRODUCTION EQUIPMENT LEADER

08 REPRODUCTION EQUIPMENT OPERATOR 1
08 REPRODUCTION EQUIPMENT OPERATOR 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