

**Fiscal Year 2022 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2023 Plan**

September 29, 2022



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Diversity, and Multicultural Programs in State Government
and
Fiscal Year 2023 Plan**

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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, 2021, through June 30, 2022, 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 2022 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 decreased by 245 employees: a net loss of 82 males and 163 females.
 - The overall representation of females, by percentage, in the State's Executive Branch workforce decreased from 50.05% to 49.80%.
 - The overall representation of minorities, by percentage, in the State's Executive Branch workforce increased from 9.04% to 9.72%.
- 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 52.44% to 52.60%, while the percentage of minorities increased from 7.76% to 8.73%.
- The Professional category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Professional category, the percentage of females decreased from 58.89% to 58.54%, while the percentage of minorities increased from 10.76% to 11.69%.
- The Technician category experienced a decrease, by percentage, among females and minorities.
 - In the Technician category, the percentage of females decreased from 38.31% to 36.61%, while the percentage of minorities decreased from 6.08% to 5.52%.
- The Protective Service: Sworn category experienced an increase, by percentage, among females and minorities.
 - In the Protective Service: Sworn category, the percentage of females increased from 13.01% to 13.36%, while the percentage of minorities increased from 7.44% to 8.29%.

- 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 86.20% to 86.14%, while the percentage of minorities increased from 11.01% to 11.20%.

- The Skilled Craft category experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Skilled Craft category, the percentage of females decreased from 1.95% to 1.93%, while the percentage of minorities increased from 2.86% to 3.54%.

- 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 59.83% to 60.09%, while the percentage of minorities increased from 11.92% to 13.07%.

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 consists of all Executive Branch agency representatives engaged in attraction and acquisition of talent for the agency. The goal of this committee is to work collaboratively in addressing statewide staffing concerns and overall needs, including diversity recruitment efforts.

The statewide recruitment strategy remains focused on promoting the State of Iowa as an employer of choice, emphasizing the collaborative and inclusive work of Executive Branch agencies in hiring and retaining talent for the diverse careers utilized in state government. To accomplish this, the committee remained focused for FY 2022 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 2022, PDS moved to a blended delivery system of courses which included online live instructor-led courses as well as returning to face to face classroom offerings. This has provided State of Iowa workers an increased opportunity to participate in professional development courses offered by the state. PDS continues to offer on-demand e-learning courses related to diversity and multicultural topics delivered through the statewide Learning Management System (LMS). In FY 2022, 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 communications 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 2023 Plan

To aid in affirmative action goal setting for FY 2023, 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 2023 will be submitted to DAS at the end of FY 2023.

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	FY2018	FY2019	FY2020	FY2021	FY2022
Male	50.00%	50.39%	50.28%	49.95%	50.20%
Female	50.00%	49.61%	49.72%	50.05%	49.80%

Category 1 - Officials/Administrators

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Male	48.46%	48.62%	48.45%	47.56%	47.40%
Female	51.54%	51.38%	51.55%	52.44%	52.60%

Category 2 – Professional

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Male	42.13%	41.90%	41.45%	41.11%	41.46%
Female	57.87%	58.10%	58.55%	58.89%	58.54%

Category 3 - Technician

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Male	61.32%	60.77%	61.72%	61.69%	63.39%
Female	38.68%	39.23%	38.28%	38.31%	36.61%

Category 4 - Protective Service: Sworn

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Male	86.45%	85.81%	86.17%	86.99%	86.64%
Female	13.55%	14.19%	13.83%	13.01%	13.36%

Category 6 - Administrative Support

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Male	13.08%	13.27%	13.43%	13.80%	13.86%
Female	86.92%	86.73%	86.57%	86.20%	86.14%

Category 7 - Skilled Craft Workers

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Male	97.73%	97.96%	97.96%	98.05%	98.07%
Female	2.27%	2.04%	2.04%	1.95%	1.93%

Category 8 - Service/Maintenance

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Male	41.33%	41.85%	40.35%	40.17%	39.91%
Female	58.67%	58.15%	59.65%	59.83%	60.09%

Minorities*Executive Branch - Total*

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	92.02%	91.66%	91.29%	90.96%	90.28%
Minority	7.98%	8.34%	8.71%	9.04%	9.72%

Category 1 - Officials/Administrators

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	93.17%	92.65%	92.53%	92.24%	91.27%
Minority	6.83%	7.35%	7.47%	7.76%	8.73%

Category 2 – Professional

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	90.72%	90.35%	89.92%	89.24%	88.31%
Minority	9.28%	9.65%	10.08%	10.76%	11.69%

Category 3 - Technician

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	94.61%	94.55%	93.49%	93.92%	94.48%
Minority	5.39%	5.45%	6.51%	6.08%	5.52%

Category 4 - Protective Service: Sworn

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	93.61%	92.69%	92.32%	92.56%	91.71%
Minority	6.39%	7.31%	7.68%	7.44%	8.29%

Category 6 - Administrative Support

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	89.87%	90.03%	89.44%	88.99%	88.80%
Minority	10.13%	9.97%	10.56%	11.01%	11.20%

Category 7 - Skilled Craft Workers

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	96.80%	96.77%	97.11%	97.14%	96.46%
Minority	3.20%	3.23%	2.89%	2.86%	3.54%

Category 8 - Service/Maintenance

Class	FY2018	FY2019	FY2020	FY2021	FY2022
Non-Minority	90.11%	89.25%	88.67%	88.08%	86.93%
Minority	9.89%	10.75%	11.33%	11.92%	13.07%

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	8,194	8,276	-82	50.20%	49.95%
Female	8,128	8,291	-163	49.80%	50.05%
Non-Minority	14,736	15,070	-334	90.28%	90.96%
Minority	1,586	1,497	89	9.72%	9.04%
TOTALS	16,322	16,567	-245		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,276	1,250	26	47.40%	47.56%
Female	1,416	1,378	38	52.60%	52.44%
Non-Minority	2,457	2,424	33	91.27%	92.24%
Minority	235	204	31	8.73%	7.76%
TOTALS	2,692	2,628	64		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,951	1,952	-1	41.46%	41.11%
Female	2,755	2,796	-41	58.54%	58.89%
Non-Minority	4,156	4,237	-81	88.31%	89.24%
Minority	550	511	39	11.69%	10.76%
TOTALS	4,706	4,748	-42		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	471	467	4	63.39%	61.69%
Female	272	290	-18	36.61%	38.31%
Non-Minority	702	711	-9	94.48%	93.92%
Minority	41	46	-5	5.52%	6.08%
TOTALS	743	757	-14		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,965	2,012	-47	86.64%	86.99%
Female	303	301	2	13.36%	13.01%
Non-Minority	2,080	2,141	-61	91.71%	92.56%
Minority	188	172	16	8.29%	7.44%
TOTALS	2,268	2,313	-45		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	390	395	-5	13.86%	13.80%
Female	2,423	2,467	-44	86.14%	86.20%
Non-Minority	2,498	2,547	-49	88.80%	88.99%
Minority	315	315	0	11.20%	11.01%
TOTALS	2,813	2,862	-49		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,524	1,509	15	98.07%	98.05%
Female	30	30	0	1.93%	1.95%
Non-Minority	1,499	1,495	4	96.46%	97.14%
Minority	55	44	11	3.54%	2.86%
TOTALS	1,554	1,539	15		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	617	691	-74	39.91%	40.17%
Female	929	1,029	-100	60.09%	59.83%
Non-Minority	1,344	1,515	-171	86.93%	88.08%
Minority	202	205	-3	13.07%	11.92%
TOTALS	1,546	1,720	-174		

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	102	90	12	46.79%	44.55%
Female	116	112	4	53.21%	55.45%
Non-Minority	197	180	17	90.37%	89.11%
Minority	21	22	-1	9.63%	10.89%
TOTALS	218	202	16		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	35	30	5	52.24%	47.62%
Female	32	33	-1	47.76%	52.38%
Non-Minority	65	61	4	97.01%	96.83%
Minority	2	2	0	2.99%	3.17%
TOTALS	67	63	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	13	0	27.66%	28.89%
Female	34	32	2	72.34%	71.11%
Non-Minority	43	41	2	91.49%	91.11%
Minority	4	4	0	8.51%	8.89%
TOTALS	47	45	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	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		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	7	1	17.39%	16.28%
Female	38	36	2	82.61%	83.72%
Non-Minority	39	38	1	84.78%	88.37%
Minority	7	5	2	15.22%	11.63%
TOTALS	46	43	3		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	20	4	92.31%	95.24%
Female	2	1	1	7.69%	4.76%
Non-Minority	25	21	4	96.15%	100.00%
Minority	1	0	1	3.85%	0.00%
TOTALS	26	21	5		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	20	2	70.97%	68.97%
Female	9	9	0	29.03%	31.03%
Non-Minority	24	18	6	77.42%	62.07%
Minority	7	11	-4	22.58%	37.93%
TOTALS	31	29	2		

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	162	170	-8	46.69%	49.28%
Female	185	175	10	53.31%	50.72%
Non-Minority	333	335	-2	95.97%	97.10%
Minority	14	10	4	4.03%	2.90%
TOTALS	347	345	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	74	77	-3	67.27%	68.75%
Female	36	35	1	32.73%	31.25%
Non-Minority	104	108	-4	94.55%	96.43%
Minority	6	4	2	5.45%	3.57%
TOTALS	110	112	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	78	83	-5	63.41%	67.48%
Female	45	40	5	36.59%	32.52%
Non-Minority	115	118	-3	93.50%	95.93%
Minority	8	5	3	6.50%	4.07%
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	0.96%	1.00%
Female	103	99	4	99.04%	99.00%
Non-Minority	104	99	5	100.00%	99.00%
Minority	0	1	-1	0.00%	1.00%
TOTALS	104	100	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	9	9	0	90.00%	90.00%
Female	1	1	0	10.00%	10.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

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	104	102	2	42.62%	41.46%
Female	140	144	-4	57.38%	58.54%
Non-Minority	220	224	-4	90.16%	91.06%
Minority	24	22	2	9.84%	8.94%
TOTALS	244	246	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	20	0	44.44%	42.55%
Female	25	27	-2	55.56%	57.45%
Non-Minority	39	41	-2	86.67%	87.23%
Minority	6	6	0	13.33%	12.77%
TOTALS	45	47	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	82	81	1	50.93%	50.31%
Female	79	80	-1	49.07%	49.69%
Non-Minority	147	149	-2	91.30%	92.55%
Minority	14	12	2	8.70%	7.45%
TOTALS	161	161	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	5.26%	2.63%
Female	36	37	-1	94.74%	97.37%
Non-Minority	34	34	0	89.47%	89.47%
Minority	4	4	0	10.53%	10.53%
TOTALS	38	38	0		

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

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

Agency-126

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	48	50	-2	53.93%	49.50%
Female	41	51	-10	46.07%	50.50%
Non-Minority	76	90	-14	85.39%	89.11%
Minority	13	11	2	14.61%	10.89%
TOTALS	89	101	-12		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	43	46	-3	55.13%	50.55%
Female	35	45	-10	44.87%	49.45%
Non-Minority	65	80	-15	83.33%	87.91%
Minority	13	11	2	16.67%	12.09%
TOTALS	78	91	-13		

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	30.26%	30.67%
Female	53	52	1	69.74%	69.33%
Non-Minority	64	65	-1	84.21%	86.67%
Minority	12	10	2	15.79%	13.33%
TOTALS	76	75	1		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	18	1	33.33%	31.58%
Female	38	39	-1	66.67%	68.42%
Non-Minority	47	48	-1	82.46%	84.21%
Minority	10	9	1	17.54%	15.79%
TOTALS	57	57	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	11.11%	12.50%
Female	8	7	1	88.89%	87.50%
Non-Minority	8	7	1	88.89%	87.50%
Minority	1	1	0	11.11%	12.50%
TOTALS	9	8	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	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

Agency-140

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	66.67%	71.43%
Female	2	2	0	33.33%	28.57%
Non-Minority	5	6	-1	83.33%	85.71%
Minority	1	1	0	16.67%	14.29%
TOTALS	6	7	-1		

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	3	4	-1	75.00%	80.00%
Female	1	1	0	25.00%	20.00%
Non-Minority	3	4	-1	75.00%	80.00%
Minority	1	1	0	25.00%	20.00%
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	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	10	6	4	40.00%	26.09%
Female	15	17	-2	60.00%	73.91%
Non-Minority	21	20	1	84.00%	86.96%
Minority	4	3	1	16.00%	13.04%
TOTALS	25	23	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	6	3	42.86%	31.58%
Female	12	13	-1	57.14%	68.42%
Non-Minority	20	18	2	95.24%	94.74%
Minority	1	1	0	4.76%	5.26%
TOTALS	21	19	2		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	25.00%	0.00%
Female	3	4	-1	75.00%	100.00%
Non-Minority	1	2	-1	25.00%	50.00%
Minority	3	2	1	75.00%	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	70	74	-4	72.16%	69.16%
Female	27	33	-6	27.84%	30.84%
Non-Minority	83	95	-12	85.57%	88.79%
Minority	14	12	2	14.43%	11.21%
TOTALS	97	107	-10		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	18	-2	64.00%	69.23%
Female	9	8	1	36.00%	30.77%
Non-Minority	25	26	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	25	26	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	54	53	1	77.14%	73.61%
Female	16	19	-3	22.86%	26.39%
Non-Minority	57	61	-4	81.43%	84.72%
Minority	13	11	2	18.57%	15.28%
TOTALS	70	72	-2		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	1	-1	0.00%	14.29%
Female	2	6	-4	100.00%	85.71%
Non-Minority	1	6	-5	50.00%	85.71%
Minority	1	1	0	50.00%	14.29%
TOTALS	2	7	-5		

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

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

Agency-212

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	23	-1	40.74%	46.94%
Female	32	26	6	59.26%	53.06%
Non-Minority	44	39	5	81.48%	79.59%
Minority	10	10	0	18.52%	20.41%
TOTALS	54	49	5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	15	-1	66.67%	71.43%
Female	7	6	1	33.33%	28.57%
Non-Minority	17	17	0	80.95%	80.95%
Minority	4	4	0	19.05%	19.05%
TOTALS	21	21	0		

2. PROFESSIONAL	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	6	2	100.00%	85.71%
Minority	0	1	-1	0.00%	14.29%
TOTALS	8	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	3	4	-1	12.50%	20.00%
Female	21	16	5	87.50%	80.00%
Non-Minority	19	16	3	79.17%	80.00%
Minority	5	4	1	20.83%	20.00%
TOTALS	24	20	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	39	43	-4	53.42%	55.84%
Female	34	34	0	46.58%	44.16%
Non-Minority	70	75	-5	95.89%	97.40%
Minority	3	2	1	4.11%	2.60%
TOTALS	73	77	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	43	-5	55.07%	58.11%
Female	31	31	0	44.93%	41.89%
Non-Minority	67	72	-5	97.10%	97.30%
Minority	2	2	0	2.90%	2.70%
TOTALS	69	74	-5		

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

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

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

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

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

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

Agency-214

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

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

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

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

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

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

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

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

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

Agency-216

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	47	51	-4	47.47%	50.00%
Female	52	51	1	52.53%	50.00%
Non-Minority	87	89	-2	87.88%	87.25%
Minority	12	13	-1	12.12%	12.75%
TOTALS	99	102	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	40	41	-1	54.79%	54.67%
Female	33	34	-1	45.21%	45.33%
Non-Minority	62	63	-1	84.93%	84.00%
Minority	11	12	-1	15.07%	16.00%
TOTALS	73	75	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	25.00%	33.33%
Female	6	6	0	75.00%	66.67%
Non-Minority	8	9	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	8	9	-1		

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

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	6	-2	80.00%	85.71%
Female	1	1	0	20.00%	14.29%
Non-Minority	4	6	-2	80.00%	85.71%
Minority	1	1	0	20.00%	14.29%
TOTALS	5	7	-2		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	7.69%	9.09%
Female	12	10	2	92.31%	90.91%
Non-Minority	13	11	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	13	11	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-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	40	42	-2	57.97%	60.00%
Female	29	28	1	42.03%	40.00%
Non-Minority	59	60	-1	85.51%	85.71%
Minority	10	10	0	14.49%	14.29%
TOTALS	69	70	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	23	0	67.65%	67.65%
Female	11	11	0	32.35%	32.35%
Non-Minority	32	31	1	94.12%	91.18%
Minority	2	3	-1	5.88%	8.82%
TOTALS	34	34	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	16	-1	65.22%	72.73%
Female	8	6	2	34.78%	27.27%
Non-Minority	17	17	0	73.91%	77.27%
Minority	6	5	1	26.09%	22.73%
TOTALS	23	22	1		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	16.67%	21.43%
Female	10	11	-1	83.33%	78.57%
Non-Minority	10	12	-2	83.33%	85.71%
Minority	2	2	0	16.67%	14.29%
TOTALS	12	14	-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	1,683	1,701	-18	68.44%	68.76%
Female	776	773	3	31.56%	31.24%
Non-Minority	2,234	2,264	-30	90.85%	91.51%
Minority	225	210	15	9.15%	8.49%
TOTALS	2,459	2,474	-15		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	105	97	8	57.38%	55.11%
Female	78	79	-1	42.62%	44.89%
Non-Minority	168	161	7	91.80%	91.48%
Minority	15	15	0	8.20%	8.52%
TOTALS	183	176	7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	138	132	6	40.71%	39.52%
Female	201	202	-1	59.29%	60.48%
Non-Minority	311	309	2	91.74%	92.51%
Minority	28	25	3	8.26%	7.49%
TOTALS	339	334	5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	66	62	4	55.93%	52.99%
Female	52	55	-3	44.07%	47.01%
Non-Minority	110	108	2	93.22%	92.31%
Minority	8	9	-1	6.78%	7.69%
TOTALS	118	117	1		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,153	1,200	-47	82.47%	83.33%
Female	245	240	5	17.53%	16.67%
Non-Minority	1,244	1,295	-51	88.98%	89.93%
Minority	154	145	9	11.02%	10.07%
TOTALS	1,398	1,440	-42		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	14	-1	9.49%	10.29%
Female	124	122	2	90.51%	89.71%
Non-Minority	133	132	1	97.08%	97.06%
Minority	4	4	0	2.92%	2.94%
TOTALS	137	136	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	108	103	5	98.18%	98.10%
Female	2	2	0	1.82%	1.90%
Non-Minority	105	103	2	95.45%	98.10%
Minority	5	2	3	4.55%	1.90%
TOTALS	110	105	5		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	100	93	7	57.47%	56.02%
Female	74	73	1	42.53%	43.98%
Non-Minority	163	156	7	93.68%	93.98%
Minority	11	10	1	6.32%	6.02%
TOTALS	174	166	8		

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	17	0	33.33%	34.00%
Female	34	33	1	66.67%	66.00%
Non-Minority	50	49	1	98.04%	98.00%
Minority	1	1	0	1.96%	2.00%
TOTALS	51	50	1		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	10	0	27.03%	27.03%
Female	27	27	0	72.97%	72.97%
Non-Minority	36	36	0	97.30%	97.30%
Minority	1	1	0	2.70%	2.70%
TOTALS	37	37	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	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	34	35	-1	34.69%	35.00%
Female	64	65	-1	65.31%	65.00%
Non-Minority	90	94	-4	91.84%	94.00%
Minority	8	6	2	8.16%	6.00%
TOTALS	98	100	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	32	-1	34.83%	35.16%
Female	58	59	-1	65.17%	64.84%
Non-Minority	81	85	-4	91.01%	93.41%
Minority	8	6	2	8.99%	6.59%
TOTALS	89	91	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	33.33%	33.33%
Female	4	4	0	66.67%	66.67%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	6	6	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	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

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	33	31	2	37.08%	34.83%
Female	56	58	-2	62.92%	65.17%
Non-Minority	80	81	-1	89.89%	91.01%
Minority	9	8	1	10.11%	8.99%
TOTALS	89	89	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	13	4	34.69%	27.66%
Female	32	34	-2	65.31%	72.34%
Non-Minority	46	43	3	93.88%	91.49%
Minority	3	4	-1	6.12%	8.51%
TOTALS	49	47	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	16	-3	48.15%	55.17%
Female	14	13	1	51.85%	44.83%
Non-Minority	23	26	-3	85.19%	89.66%
Minority	4	3	1	14.81%	10.34%
TOTALS	27	29	-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	23.08%	15.38%
Female	10	11	-1	76.92%	84.62%
Non-Minority	11	12	-1	84.62%	92.31%
Minority	2	1	1	15.38%	7.69%
TOTALS	13	13	0		

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

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

Agency-282

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	61	65	-4	28.37%	28.89%
Female	154	160	-6	71.63%	71.11%
Non-Minority	188	208	-20	87.44%	92.44%
Minority	27	17	10	12.56%	7.56%
TOTALS	215	225	-10		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	13	-2	37.93%	43.33%
Female	18	17	1	62.07%	56.67%
Non-Minority	27	30	-3	93.10%	100.00%
Minority	2	0	2	6.90%	0.00%
TOTALS	29	30	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	46	48	-2	28.22%	28.74%
Female	117	119	-2	71.78%	71.26%
Non-Minority	143	151	-8	87.73%	90.42%
Minority	20	16	4	12.27%	9.58%
TOTALS	163	167	-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	1	1	0	5.00%	4.00%
Female	19	24	-5	95.00%	96.00%
Non-Minority	15	24	-9	75.00%	96.00%
Minority	5	1	4	25.00%	4.00%
TOTALS	20	25	-5		

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	79	84	-5	19.95%	21.43%
Female	317	308	9	80.05%	78.57%
Non-Minority	340	345	-5	85.86%	88.01%
Minority	56	47	9	14.14%	11.99%
TOTALS	396	392	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	26.09%	27.27%
Female	17	16	1	73.91%	72.73%
Non-Minority	20	20	0	86.96%	90.91%
Minority	3	2	1	13.04%	9.09%
TOTALS	23	22	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	46	-8	22.49%	25.27%
Female	131	136	-5	77.51%	74.73%
Non-Minority	148	162	-14	87.57%	89.01%
Minority	21	20	1	12.43%	10.99%
TOTALS	169	182	-13		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	12.90%	10.00%
Female	27	27	0	87.10%	90.00%
Non-Minority	28	28	0	90.32%	93.33%
Minority	3	2	1	9.68%	6.67%
TOTALS	31	30	1		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	29	2	17.92%	18.35%
Female	142	129	13	82.08%	81.65%
Non-Minority	144	135	9	83.24%	85.44%
Minority	29	23	6	16.76%	14.56%
TOTALS	173	158	15		

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	22.58%	20.00%
Female	24	28	-4	77.42%	80.00%
Non-Minority	27	29	-2	87.10%	82.86%
Minority	4	6	-2	12.90%	17.14%
TOTALS	31	35	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	23.08%	25.00%
Female	10	9	1	76.92%	75.00%
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	4	4	0	28.57%	20.00%
Female	10	16	-6	71.43%	80.00%
Non-Minority	12	15	-3	85.71%	75.00%
Minority	2	5	-3	14.29%	25.00%
TOTALS	14	20	-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	0	0	0	0.00%	0.00%
Female	4	3	1	100.00%	100.00%
Non-Minority	2	2	0	50.00%	66.67%
Minority	2	1	1	50.00%	33.33%
TOTALS	4	3	1		

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

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

Agency-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	52	55	-3	60.47%	62.50%
Female	34	33	1	39.53%	37.50%
Non-Minority	83	85	-2	96.51%	96.59%
Minority	3	3	0	3.49%	3.41%
TOTALS	86	88	-2		

1. OFFICIAL/ADMINISTRATOR	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	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	22	22	0	53.66%	53.66%
Female	19	19	0	46.34%	46.34%
Non-Minority	38	38	0	92.68%	92.68%
Minority	3	3	0	7.32%	7.32%
TOTALS	41	41	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	24	-2	95.65%	96.00%
Female	1	1	0	4.35%	4.00%
Non-Minority	23	25	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	23	25	-2		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	25.00%	33.33%
Female	6	6	0	75.00%	66.67%
Non-Minority	8	9	-1	100.00%	100.00%
Minority	0	0	0	0.00%	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	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	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	35.71%	38.46%
Female	9	8	1	64.29%	61.54%
Non-Minority	11	10	1	78.57%	76.92%
Minority	3	3	0	21.43%	23.08%
TOTALS	14	13	1		

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	4	4	0	57.14%	57.14%
Female	3	3	0	42.86%	42.86%
Non-Minority	7	7	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
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	0	0	0	0.00%	0.00%
Female	5	4	1	100.00%	100.00%
Non-Minority	3	2	1	60.00%	50.00%
Minority	2	2	0	40.00%	50.00%
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-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	4	5	-1	9.76%	16.67%
Female	37	25	12	90.24%	83.33%
Non-Minority	39	28	11	95.12%	93.33%
Minority	2	2	0	4.88%	6.67%
TOTALS	41	30	11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	19.05%	25.00%
Female	17	9	8	80.95%	75.00%
Non-Minority	21	12	9	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	21	12	9		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	2	-2	0.00%	15.38%
Female	16	11	5	100.00%	84.62%
Non-Minority	14	12	2	87.50%	92.31%
Minority	2	1	1	12.50%	7.69%
TOTALS	16	13	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	4	5	-1	100.00%	100.00%
Non-Minority	4	4	0	100.00%	80.00%
Minority	0	1	-1	0.00%	20.00%
TOTALS	4	5	-1		

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

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

Agency-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	263	241	22	37.90%	36.40%
Female	431	421	10	62.10%	63.60%
Non-Minority	544	511	33	78.39%	77.19%
Minority	150	151	-1	21.61%	22.81%
TOTALS	694	662	32		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	78	70	8	48.15%	47.30%
Female	84	78	6	51.85%	52.70%
Non-Minority	131	123	8	80.86%	83.11%
Minority	31	25	6	19.14%	16.89%
TOTALS	162	148	14		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	146	127	19	32.52%	29.88%
Female	303	298	5	67.48%	70.12%
Non-Minority	348	321	27	77.51%	75.53%
Minority	101	104	-3	22.49%	24.47%
TOTALS	449	425	24		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	34	-3	86.11%	87.18%
Female	5	5	0	13.89%	12.82%
Non-Minority	31	32	-1	86.11%	82.05%
Minority	5	7	-2	13.89%	17.95%
TOTALS	36	39	-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	4	6	-2	9.52%	13.33%
Female	38	39	-1	90.48%	86.67%
Non-Minority	30	31	-1	71.43%	68.89%
Minority	12	14	-2	28.57%	31.11%
TOTALS	42	45	-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	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	53	49	4	69.74%	70.00%
Female	23	21	2	30.26%	30.00%
Non-Minority	65	61	4	85.53%	87.14%
Minority	11	9	2	14.47%	12.86%
TOTALS	76	70	6		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	8	4	63.16%	66.67%
Female	7	4	3	36.84%	33.33%
Non-Minority	15	10	5	78.95%	83.33%
Minority	4	2	2	21.05%	16.67%
TOTALS	19	12	7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	31	0	75.61%	75.61%
Female	10	10	0	24.39%	24.39%
Non-Minority	35	35	0	85.37%	85.37%
Minority	6	6	0	14.63%	14.63%
TOTALS	41	41	0		

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	6	6	0	50.00%	46.15%
Female	6	7	-1	50.00%	53.85%
Non-Minority	11	12	-1	91.67%	92.31%
Minority	1	1	0	8.33%	7.69%
TOTALS	12	13	-1		

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

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

Agency-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	10	0	25.00%	25.64%
Female	30	29	1	75.00%	74.36%
Non-Minority	32	31	1	80.00%	79.49%
Minority	8	8	0	20.00%	20.51%
TOTALS	40	39	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	15.00%	15.00%
Female	17	17	0	85.00%	85.00%
Non-Minority	14	15	-1	70.00%	75.00%
Minority	6	5	1	30.00%	25.00%
TOTALS	20	20	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	41.18%	46.67%
Female	10	8	2	58.82%	53.33%
Non-Minority	16	13	3	94.12%	86.67%
Minority	1	2	-1	5.88%	13.33%
TOTALS	17	15	2		

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

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

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

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

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

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	1,039	1,102	-63	26.75%	27.08%
Female	2,845	2,968	-123	73.25%	72.92%
Non-Minority	3,486	3,663	-177	89.75%	90.00%
Minority	398	407	-9	10.25%	10.00%
TOTALS	3,884	4,070	-186		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	138	128	10	32.17%	30.33%
Female	291	294	-3	67.83%	69.67%
Non-Minority	398	394	4	92.77%	93.36%
Minority	31	28	3	7.23%	6.64%
TOTALS	429	422	7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	310	303	7	27.58%	26.17%
Female	814	855	-41	72.42%	73.83%
Non-Minority	996	1,041	-45	88.61%	89.90%
Minority	128	117	11	11.39%	10.10%
TOTALS	1,124	1,158	-34		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	12	-1	18.64%	18.18%
Female	48	54	-6	81.36%	81.82%
Non-Minority	58	64	-6	98.31%	96.97%
Minority	1	2	-1	1.69%	3.03%
TOTALS	59	66	-7		

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	142	147	-5	10.81%	10.99%
Female	1,171	1,190	-19	89.19%	89.01%
Non-Minority	1,163	1,177	-14	88.58%	88.03%
Minority	150	160	-10	11.42%	11.97%
TOTALS	1,313	1,337	-24		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	90	89	1	92.78%	91.75%
Female	7	8	-1	7.22%	8.25%
Non-Minority	97	97	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	97	97	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	348	423	-75	40.37%	42.73%
Female	514	567	-53	59.63%	57.27%
Non-Minority	774	890	-116	89.79%	89.90%
Minority	88	100	-12	10.21%	10.10%
TOTALS	862	990	-128		

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	54	63	-9	22.98%	25.61%
Female	181	183	-2	77.02%	74.39%
Non-Minority	210	226	-16	89.36%	91.87%
Minority	25	20	5	10.64%	8.13%
TOTALS	235	246	-11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	28	-3	44.64%	50.00%
Female	31	28	3	55.36%	50.00%
Non-Minority	48	52	-4	85.71%	92.86%
Minority	8	4	4	14.29%	7.14%
TOTALS	56	56	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	32	-5	17.65%	19.51%
Female	126	132	-6	82.35%	80.49%
Non-Minority	141	153	-12	92.16%	93.29%
Minority	12	11	1	7.84%	6.71%
TOTALS	153	164	-11		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	7.69%	11.54%
Female	24	23	1	92.31%	88.46%
Non-Minority	21	21	0	80.77%	80.77%
Minority	5	5	0	19.23%	19.23%
TOTALS	26	26	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-428

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	90	92	-2	42.86%	43.60%
Female	120	119	1	57.14%	56.40%
Non-Minority	183	183	0	87.14%	86.73%
Minority	27	28	-1	12.86%	13.27%
TOTALS	210	211	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	13	-1	44.44%	50.00%
Female	15	13	2	55.56%	50.00%
Non-Minority	22	24	-2	81.48%	92.31%
Minority	5	2	3	18.52%	7.69%
TOTALS	27	26	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	78	79	-1	54.17%	55.63%
Female	66	63	3	45.83%	44.37%
Non-Minority	125	119	6	86.81%	83.80%
Minority	19	23	-4	13.19%	16.20%
TOTALS	144	142	2		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	39	43	-4	100.00%	100.00%
Non-Minority	36	40	-4	92.31%	93.02%
Minority	3	3	0	7.69%	6.98%
TOTALS	39	43	-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-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	24	21	3	48.98%	46.67%
Female	25	24	1	51.02%	53.33%
Non-Minority	45	42	3	91.84%	93.33%
Minority	4	3	1	8.16%	6.67%
TOTALS	49	45	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	4	4	61.54%	50.00%
Female	5	4	1	38.46%	50.00%
Non-Minority	13	8	5	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	13	8	5		

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	16	17	-1	53.33%	54.84%
Female	14	14	0	46.67%	45.16%
Non-Minority	27	29	-2	90.00%	93.55%
Minority	3	2	1	10.00%	6.45%
TOTALS	30	31	-1		

Agency-467

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	12	-1	39.29%	48.00%
Female	17	13	4	60.71%	52.00%
Non-Minority	25	24	1	89.29%	96.00%
Minority	3	1	2	10.71%	4.00%
TOTALS	28	25	3		

1. OFFICIAL/ADMINISTRATOR	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		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	53.85%	72.73%
Female	6	3	3	46.15%	27.27%
Non-Minority	10	10	0	76.92%	90.91%
Minority	3	1	2	23.08%	9.09%
TOTALS	13	11	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	1	2	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	2	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	1	2	-1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	9	8	1	100.00%	100.00%
Non-Minority	9	8	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	8	1		

7. SKILLED CRAFT	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		

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	10	11	-1	50.00%	52.38%
Female	10	10	0	50.00%	47.62%
Non-Minority	18	20	-2	90.00%	95.24%
Minority	2	1	1	10.00%	4.76%
TOTALS	20	21	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	11	-1	52.63%	57.89%
Female	9	8	1	47.37%	42.11%
Non-Minority	17	18	-1	89.47%	94.74%
Minority	2	1	1	10.53%	5.26%
TOTALS	19	19	0		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	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	589	580	9	70.29%	69.88%
Female	249	250	-1	29.71%	30.12%
Non-Minority	798	795	3	95.23%	95.78%
Minority	40	35	5	4.77%	4.22%
TOTALS	838	830	8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	51	55	-4	58.62%	62.50%
Female	36	33	3	41.38%	37.50%
Non-Minority	86	87	-1	98.85%	98.86%
Minority	1	1	0	1.15%	1.14%
TOTALS	87	88	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	297	290	7	67.35%	66.67%
Female	144	145	-1	32.65%	33.33%
Non-Minority	415	414	1	94.10%	95.17%
Minority	26	21	5	5.90%	4.83%
TOTALS	441	435	6		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	126	121	5	87.50%	87.68%
Female	18	17	1	12.50%	12.32%
Non-Minority	141	135	6	97.92%	97.83%
Minority	3	3	0	2.08%	2.17%
TOTALS	144	138	6		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	105	103	2	94.59%	94.50%
Female	6	6	0	5.41%	5.50%
Non-Minority	107	105	2	96.40%	96.33%
Minority	4	4	0	3.60%	3.67%
TOTALS	111	109	2		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	7	-1	11.76%	12.50%
Female	45	49	-4	88.24%	87.50%
Non-Minority	45	50	-5	88.24%	89.29%
Minority	6	6	0	11.76%	10.71%
TOTALS	51	56	-5		

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	4	2	2	33.33%	28.57%
Female	8	5	3	66.67%	71.43%
Non-Minority	11	6	5	91.67%	85.71%
Minority	1	1	0	8.33%	14.29%
TOTALS	12	7	5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	1	2	50.00%	50.00%
Female	3	1	2	50.00%	50.00%
Non-Minority	5	1	4	83.33%	50.00%
Minority	1	1	0	16.67%	50.00%
TOTALS	6	2	4		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	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-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	36	32	4	44.44%	39.51%
Female	45	49	-4	55.56%	60.49%
Non-Minority	69	70	-1	85.19%	86.42%
Minority	12	11	1	14.81%	13.58%
TOTALS	81	81	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	23	3	47.27%	41.82%
Female	29	32	-3	52.73%	58.18%
Non-Minority	49	50	-1	89.09%	90.91%
Minority	6	5	1	10.91%	9.09%
TOTALS	55	55	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	9	1	52.63%	47.37%
Female	9	10	-1	47.37%	52.63%
Non-Minority	15	15	0	78.95%	78.95%
Minority	4	4	0	21.05%	21.05%
TOTALS	19	19	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	7	7	0	100.00%	100.00%
Non-Minority	5	5	0	71.43%	71.43%
Minority	2	2	0	28.57%	28.57%
TOTALS	7	7	0		

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

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

Agency-572

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

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

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

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	2	3	-1	100.00%	100.00%
Non-Minority	2	3	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	2	3	-1		

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

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

Agency-582

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	199	203	-4	80.57%	81.85%
Female	48	45	3	19.43%	18.15%
Non-Minority	227	231	-4	91.90%	93.15%
Minority	20	17	3	8.10%	6.85%
TOTALS	247	248	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	22	-1	75.00%	75.86%
Female	7	7	0	25.00%	24.14%
Non-Minority	24	25	-1	85.71%	86.21%
Minority	4	4	0	14.29%	13.79%
TOTALS	28	29	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	31	-1	69.77%	75.61%
Female	13	10	3	30.23%	24.39%
Non-Minority	40	38	2	93.02%	92.68%
Minority	3	3	0	6.98%	7.32%
TOTALS	43	41	2		

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	68	70	-2	98.55%	97.22%
Female	1	2	-1	1.45%	2.78%
Non-Minority	64	69	-5	92.75%	95.83%
Minority	5	3	2	7.25%	4.17%
TOTALS	69	72	-3		

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	17	18	-1	94.44%	100.00%
Minority	1	0	1	5.56%	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	95.38%	96.88%
Female	3	2	1	4.62%	3.13%
Non-Minority	63	61	2	96.92%	95.31%
Minority	2	3	-1	3.08%	4.69%
TOTALS	65	64	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	9	0	45.00%	45.00%
Female	11	11	0	55.00%	55.00%
Non-Minority	15	16	-1	75.00%	80.00%
Minority	5	4	1	25.00%	20.00%
TOTALS	20	20	0		

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	37	30	7	48.68%	48.39%
Female	39	32	7	51.32%	51.61%
Non-Minority	68	58	10	89.47%	93.55%
Minority	8	4	4	10.53%	6.45%
TOTALS	76	62	14		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	24	7	51.67%	54.55%
Female	29	20	9	48.33%	45.45%
Non-Minority	53	41	12	88.33%	93.18%
Minority	7	3	4	11.67%	6.82%
TOTALS	60	44	16		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	40.00%	35.29%
Female	9	11	-2	60.00%	64.71%
Non-Minority	14	16	-2	93.33%	94.12%
Minority	1	1	0	6.67%	5.88%
TOTALS	15	17	-2		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	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	122	118	4	27.66%	27.38%
Female	319	313	6	72.34%	72.62%
Non-Minority	393	383	10	89.12%	88.86%
Minority	48	48	0	10.88%	11.14%
TOTALS	441	431	10		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	41	44	-3	33.06%	34.11%
Female	83	85	-2	66.94%	65.89%
Non-Minority	116	121	-5	93.55%	93.80%
Minority	8	8	0	6.45%	6.20%
TOTALS	124	129	-5		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	69	61	8	29.87%	28.37%
Female	162	154	8	70.13%	71.63%
Non-Minority	208	192	16	90.04%	89.30%
Minority	23	23	0	9.96%	10.70%
TOTALS	231	215	16		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	60.00%	75.00%
Female	2	1	1	40.00%	25.00%
Non-Minority	5	4	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	5	4	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	9	10	-1	11.25%	12.20%
Female	71	72	-1	88.75%	87.80%
Non-Minority	63	65	-2	78.75%	79.27%
Minority	17	17	0	21.25%	20.73%
TOTALS	80	82	-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	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		

Agency-592

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

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

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

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

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	640	648	-8	75.92%	75.88%
Female	203	206	-3	24.08%	24.12%
Non-Minority	805	818	-13	95.49%	95.78%
Minority	38	36	2	4.51%	4.22%
TOTALS	843	854	-11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	37	1	67.86%	68.52%
Female	18	17	1	32.14%	31.48%
Non-Minority	55	53	2	98.21%	98.15%
Minority	1	1	0	1.79%	1.85%
TOTALS	56	54	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	24	-4	55.56%	60.00%
Female	16	16	0	44.44%	40.00%
Non-Minority	33	37	-4	91.67%	92.50%
Minority	3	3	0	8.33%	7.50%
TOTALS	36	40	-4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	29	-3	39.39%	43.94%
Female	40	37	3	60.61%	56.06%
Non-Minority	59	57	2	89.39%	86.36%
Minority	7	9	-2	10.61%	13.64%
TOTALS	66	66	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	534	533	1	92.87%	92.53%
Female	41	43	-2	7.13%	7.47%
Non-Minority	553	558	-5	96.17%	96.88%
Minority	22	18	4	3.83%	3.13%
TOTALS	575	576	-1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	21	-4	16.19%	18.42%
Female	88	93	-5	83.81%	81.58%
Non-Minority	101	109	-8	96.19%	95.61%
Minority	4	5	-1	3.81%	4.39%
TOTALS	105	114	-9		

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

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

Agency-625

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	99	105	-6	33.00%	35.47%
Female	201	191	10	67.00%	64.53%
Non-Minority	249	242	7	83.00%	81.76%
Minority	51	54	-3	17.00%	18.24%
TOTALS	300	296	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	79	-4	37.50%	39.70%
Female	125	120	5	62.50%	60.30%
Non-Minority	168	166	2	84.00%	83.42%
Minority	32	33	-1	16.00%	16.58%
TOTALS	200	199	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	18	-2	28.57%	38.30%
Female	40	29	11	71.43%	61.70%
Non-Minority	48	40	8	85.71%	85.11%
Minority	8	7	1	14.29%	14.89%
TOTALS	56	47	9		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	16.28%	14.29%
Female	36	42	-6	83.72%	85.71%
Non-Minority	32	35	-3	74.42%	71.43%
Minority	11	14	-3	25.58%	28.57%
TOTALS	43	49	-6		

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	60	63	-3	60.61%	61.17%
Female	39	40	-1	39.39%	38.83%
Non-Minority	93	97	-4	93.94%	94.17%
Minority	6	6	0	6.06%	5.83%
TOTALS	99	103	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	15	-2	59.09%	60.00%
Female	9	10	-1	40.91%	40.00%
Non-Minority	20	23	-3	90.91%	92.00%
Minority	2	2	0	9.09%	8.00%
TOTALS	22	25	-3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	41.18%	38.89%
Female	10	11	-1	58.82%	61.11%
Non-Minority	16	17	-1	94.12%	94.44%
Minority	1	1	0	5.88%	5.56%
TOTALS	17	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	37	38	-1	64.91%	66.67%
Female	20	19	1	35.09%	33.33%
Non-Minority	55	55	0	96.49%	96.49%
Minority	2	2	0	3.51%	3.51%
TOTALS	57	57	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	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	13	12	1	46.43%	44.44%
Female	15	15	0	53.57%	55.56%
Non-Minority	23	22	1	82.14%	81.48%
Minority	5	5	0	17.86%	18.52%
TOTALS	28	27	1		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	50.00%	50.00%
Female	6	5	1	50.00%	50.00%
Non-Minority	10	9	1	83.33%	90.00%
Minority	2	1	1	16.67%	10.00%
TOTALS	12	10	2		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	20.00%	10.00%
Female	8	9	-1	80.00%	90.00%
Non-Minority	7	6	1	70.00%	60.00%
Minority	3	4	-1	30.00%	40.00%
TOTALS	10	10	0		

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

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

Agency-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	2,031	2,026	5	79.37%	78.74%
Female	528	547	-19	20.63%	21.26%
Non-Minority	2,414	2,441	-27	94.33%	94.87%
Minority	145	132	13	5.67%	5.13%
TOTALS	2,559	2,573	-14		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	185	185	0	61.06%	61.87%
Female	118	114	4	38.94%	38.13%
Non-Minority	285	283	2	94.06%	94.65%
Minority	18	16	2	5.94%	5.35%
TOTALS	303	299	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	279	287	-8	69.06%	69.32%
Female	125	127	-2	30.94%	30.68%
Non-Minority	355	370	-15	87.87%	89.37%
Minority	49	44	5	12.13%	10.63%
TOTALS	404	414	-10		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	175	171	4	84.95%	83.82%
Female	31	33	-2	15.05%	16.18%
Non-Minority	199	196	3	96.60%	96.08%
Minority	7	8	-1	3.40%	3.92%
TOTALS	206	204	2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	94	93	1	91.26%	91.18%
Female	9	9	0	8.74%	8.82%
Non-Minority	101	101	0	98.06%	99.02%
Minority	2	1	1	1.94%	0.98%
TOTALS	103	102	1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	64	56	8	22.70%	19.18%
Female	218	236	-18	77.30%	80.82%
Non-Minority	257	267	-10	91.13%	91.44%
Minority	25	25	0	8.87%	8.56%
TOTALS	282	292	-10		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,192	1,192	0	98.92%	98.84%
Female	13	14	-1	1.08%	1.16%
Non-Minority	1,162	1,169	-7	96.43%	96.93%
Minority	43	37	6	3.57%	3.07%
TOTALS	1,205	1,206	-1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	42	42	0	75.00%	75.00%
Female	14	14	0	25.00%	25.00%
Non-Minority	55	55	0	98.21%	98.21%
Minority	1	1	0	1.79%	1.79%
TOTALS	56	56	0		

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	7	9	-2	31.82%	37.50%
Female	15	15	0	68.18%	62.50%
Non-Minority	21	23	-2	95.45%	95.83%
Minority	1	1	0	4.55%	4.17%
TOTALS	22	24	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	44.44%	36.36%
Female	5	7	-2	55.56%	63.64%
Non-Minority	9	11	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	11	-2		

2. PROFESSIONAL	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		

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	4	-2	18.18%	36.36%
Female	9	7	2	81.82%	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	12	11	1	75.00%	73.33%
Female	4	4	0	25.00%	26.67%
Non-Minority	14	14	0	87.50%	93.33%
Minority	2	1	1	12.50%	6.67%
TOTALS	16	15	1		

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	2	0	33.33%	33.33%
Female	4	4	0	66.67%	66.67%
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	5	4	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	60.00%	75.00%
Minority	2	1	1	40.00%	25.00%
TOTALS	5	4	1		

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

Agency-671

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	120	125	-5	20.55%	18.88%
Female	464	537	-73	79.45%	81.12%
Non-Minority	480	575	-95	82.19%	86.86%
Minority	104	87	17	17.81%	13.14%
TOTALS	584	662	-78		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	7	2	30.00%	25.00%
Female	21	21	0	70.00%	75.00%
Non-Minority	30	28	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	30	28	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	16	-6	13.51%	17.78%
Female	64	74	-10	86.49%	82.22%
Non-Minority	66	85	-19	89.19%	94.44%
Minority	8	5	3	10.81%	5.56%
TOTALS	74	90	-16		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	10.00%	8.06%
Female	45	57	-12	90.00%	91.94%
Non-Minority	43	56	-13	86.00%	90.32%
Minority	7	6	1	14.00%	9.68%
TOTALS	50	62	-12		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	6	2	15.69%	11.32%
Female	43	47	-4	84.31%	88.68%
Non-Minority	47	51	-4	92.16%	96.23%
Minority	4	2	2	7.84%	3.77%
TOTALS	51	53	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	18	1	86.36%	85.71%
Female	3	3	0	13.64%	14.29%
Non-Minority	22	21	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	22	21	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	63	68	-5	17.95%	16.87%
Female	288	335	-47	82.05%	83.13%
Non-Minority	266	329	-63	75.78%	81.64%
Minority	85	74	11	24.22%	18.36%
TOTALS	351	403	-52		

APPENDIX D:

FY 2022 JOB CLASSIFICATION TITLES LISTED BY EEO CATEGORY

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

EEO CATEGORY	JOB CLASSIFICATION TITLE
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01	ACTIVITIES DIRECTOR
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	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 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 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 2
01 EXECUTIVE OFFICER 3
01 EXECUTIVE OFFICER 4
01 EXECUTIVE OFFICER 5
01 FIRE SERVICE COORDINATOR
01 FISCAL & POLICY ANALYST
01 FISCAL & POLICY ANALYST PRINCIPAL
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 2
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 4
01 MEAT INSPECTOR
01 MEDICAID ADMINISTRATOR
01 MEDICAID OPERATIONS ADMINISTRATOR
01 MEDICOLEGAL DEATH INVESTIGATOR
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 2
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 MANAGER 1
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 SEASONAL WORKER
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 TEMPORARY WORKER
01 TRAINING SPECIALIST 1
01 TRAINING SPECIALIST 2
01 TRANSPORTATION CHIEF OPERATING OFFICER
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 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 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 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 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 DEPUTY STATE EPIDEMIOLOGIST
02 DISABILITIES CONSULTANT
02 DISEASE PREVENTION SPECIALIST
02 DRIVER'S LICENSE HEARING OFFICER
02 DRUG ABUSE COUNSELOR 1
02 DRUG ABUSE COUNSELOR 2
02 EDUCATION PROGRAM CONSULTANT
02 EDUCATOR
02 ENTOMOLOGIST
02 ENVIRONMENTAL ENGINEER

02 ENVIRONMENTAL ENGINEER SENIOR
02 ENVIRONMENTAL PROGRAM SUPERVISOR
02 ENVIRONMENTAL SPECIALIST
02 ENVIRONMENTAL SPECIALIST SENIOR
02 EPIDEMIOLOGIST
02 EPIDEMIOLOGIST SENIOR
02 FACILITIES ENGINEER 1
02 FACILITIES ENGINEER 2
02 FACILITIES ENGINEER ASSOCIATE
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 2
02 INFORMATION SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 1
02 INFORMATION TECHNOLOGY SPECIALIST 2
02 INFORMATION TECHNOLOGY SPECIALIST 3
02 INFORMATION TECHNOLOGY SPECIALIST 4
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 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 PRACTITIONER
02 NURSE SPECIALIST
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 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 3
02 PSYCHOLOGIST 1
02 PSYCHOLOGIST 2
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 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 SERVICES SPECIALIST FOR THE BLIND 1
02 SERVICES SPECIALIST FOR THE BLIND 2
02 SOCIAL WORKER 2
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 SENIOR
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 2
02 UTILIZATION SPECIALIST
02 VETERINARIAN
02 VETERINARIAN SUPERVISOR
02 VETERINARY EPIDEMIOLOGIST
02 VIDEO PRODUCTION COORDINATOR

02 VOCATIONAL INSTRUCTOR
02 VOCATIONAL REHABILITATION SPECIALIST
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 DESIGN TECHNICIAN
03 DESIGN TECHNICIAN ASSOCIATE
03 DESIGN TECHNICIAN SPECIALIST
03 ELECTRONIC ENGINEER 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 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 TECHNICIAN 1
03 NATURAL RESOURCES TECHNICIAN 2
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/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 TECHNICIAN 1
06 ACCOUNTING TECHNICIAN 2
06 ACCOUNTING TECHNICIAN 3
06 ADMINISTRATIVE ASSISTANT 1
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 ADVANCED
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 PARTS WORKER
06 PSYCHOLOGY ASSISTANT
06 PURCHASING ASSISTANT
06 RECEPTIONIST
06 RETIREMENT BENEFITS TECHNICIAN
06 SECRETARY 1

06 SECRETARY 2
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 3
06 TECHNICAL SERVICE SPECIALIST
06 TELEPHONE OPERATOR
06 TYPIST
06 TYPIST ADVANCED
06 UTILITY OFFICE 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 SUPERVISOR
07 CONTROL CENTER OPERATOR
07 CORRECTIONAL TRADES LEADER
07 DISTRICT MECHANIC
07 ELECTRICAL MAINTENANCE SPECIALIST
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 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 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 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 DRIVER
08 FARM LEADER
08 FOOD PRODUCTION SUPERVISOR
08 FOOD SERVICE WORKER
08 FOOD SERVICES ASSISTANT DIRECTOR
08 FOOD SERVICES DIRECTOR 1
08 FOOD SERVICES DIRECTOR 2
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 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 WAREHOUSE OPERATIONS WORKER
- 08 WEIGHTS & MEASURES INSPECTOR
- 08 WELDER