



Iowa Department of  
Administrative Services

Director's Office

Thomas J. Vilsack, Governor  
Sally J. Pederson, Lt. Governor

Mollie K. Anderson, Director

September 30, 2005

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HOUSE OF REPRESENTATIVES

MEMORANDUM

**TO:** Honorable Thomas J. Vilsack  
Governor

Margaret Thomson  
Chief Clerk of the House

Michael E. Marshall  
Secretary of the Senate

**FR:** Mollie Anderson  
Director

**RE: FY 2005 Affirmative Action Report,**

In accordance 19B.5 of the *Code of Iowa*, I am pleased to submit the fiscal year 2005 *Affirmative Action in Iowa* report. This report illustrates the progress made during fiscal year 2005 to balance the State's workforce, the challenges that the State must address and the efforts that this department must lead in order to remove barriers that limit the hiring, retention and advancement of protected group members.

Notwithstanding efforts to balance the State's workforce, underutilization increased this year, in good measure due to our use of the 2000 Census to calculate underutilization. This updated labor force data shows minorities significantly increased in Iowa during the 1990's and that females advanced, particularly, into more managerial and professional positions. Additionally, last year's success in resurveying State employees that resulted in an increase of State workers with disabilities from 4.2% to 7.0% was still short of their current labor force rate of 11.8%. The resulting increase in underutilization of females, minorities and persons with disabilities illustrates that our past efforts have not been vigorous enough to keep pace with the changing diversity of the Iowa labor force.

We are still encouraged because of the many initiatives that were pursued during FY 2005 to address the broad range of diversity in State employment. Highlighted in the report are four departments that initiated proactive and innovative measures to address their workplace diversity. Additionally, DAS-HRE intends to build on its past efforts as well as pursue new initiatives to partner with advocacy groups and reach out to the community more directly. We recognize the challenges that face us but we have a firm foundation of positive efforts to build upon.

I look forward to working with you on these goals as we strive to make state government a welcoming work environment for all Iowans.

# **Affirmative Action in Iowa**

**An Annual Review of Affirmative Action  
in the Executive Branch of State Government**

**September 2005**



FY 2005 Affirmative Action Report

*Affirmative Action in Iowa  
An Annual Review of Affirmative Action  
in the Executive Branch  
of State Government*

Iowa Department of Administrative Services  
Human Resources Enterprise  
September 30, 2005

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## EXECUTIVE SUMMARY

The FY 2005 Affirmative Action Report describes the affirmative action efforts of Iowa executive branch departments during the period of June 18, 2004 through June 30, 2005. This report analyzes the progress that Iowa departments made to better represent females, minorities and persons with disabilities in the State's workforce. The report highlights the qualitative efforts made to implement policies and practices that will bring more diversity into State employment.

This report also assesses the overall underutilization in the State's workforce and the impact of the 2000 Census on these calculations. Departments' quantitative efforts to remedy this underutilization ultimately reflect changes in the State's workforce composition.

### Underutilization in the State's Workforce

For the first time, the calculation of underutilization for females and minorities was based on the 2000 Census. This is the labor force standard used to measure the diversity of the State's workforce. The 2000 Census shows that during the 1990's, minority representation in the Iowa labor force increased from 3.4% to 6.03%. Key to this increase was the approximate 240% increase of Latinos alone. Female representation in the labor force increased during the 1990's in several key areas: labor force overall—from 46.0% to 47.4%, Officials and Managers—from 28.4% to 34.7% and Professionals—from 54.4% to 58.2%. Notwithstanding the progress departments made in the past, the State's representation of females, minorities and persons with disabilities did not kept pace with the growing labor force. Consequently, underutilization of females, minorities and persons with disabilities increased.

- In fiscal year 2005, underutilization totaled 656 females, 210 minorities and 662 persons with disabilities. (See "FY '05 Underutilization & Remedial Goals.")
- For fiscal year 2006, total underutilization of females and minorities and persons with disabilities increased to 847, 295 and 708, respectively. (See FY '06 Underutilization & Remedial Goals.)

## **FY 2005 Hiring Goal Achievement**

Individual departments showed some progress in their attempt to balance their workforce. Often, these gains were off-set by decreases in other departments. See table: FY '05 Underutilization & Remedial Goals” and “Underutilization & Progress Towards a Balanced Workforce”

- Eighteen departments set hiring goals for females that totaled 108 and 9 departments showed net progress towards balancing the female workforce. The overall progress of all departments towards balancing the female workforce was 11.
- Four departments set hiring goals for minorities that totaled 8 and 1 department showed progress towards balancing the State’s workforce. The overall progress of all departments towards balancing the minority workforce was a minus -3.
- Twenty-six departments set hiring goals for persons with disabilities that totaled 91. Of these departments, 4 showed progress towards achieving these goals. The overall progress of all departments towards balancing the persons with disabilities workforce was a minus -54.

## **Changes in the State’s Workforce Compositions**

Efforts to remedy underutilization ultimately affect the overall composition of the State’s workforce:

- During FY 2005, the State’s full-time workforce decreased by 3 employees overall, from 19,198 to 19,195.
- Females in the State’s workforce increased by 49 from 49.6% to 49.9%. Females now represent 47.4% of the available labor force based on the 2000 U.S. Census. While the state’s female workforce exceeds the available labor force, underutilization continues to exist in positions where females faced barriers to entry in the past. Some of these include management, skilled craft, and protective services positions.
- Minorities in the State’s workforce decreased 8 employees from 5.08% to 5.04%. Minorities now represent 6.03% of the available labor force based on the 2000 U.S. Census.
- Persons with disabilities decreased by 20 during FY 2005 from 7.0% to 6.9%. Persons with disabilities now represent 11.8% of the available labor force based on the 2000 U.S. Census.

## STATE AFFIRMATIVE ACTION PLAN

### Overview

Iowa Code section 19B.5(2) requires each State agency to annually prepare an affirmative action plan and to submit those plans to the Department of Administrative Services, Human Resource Enterprise (DAS-HRE). DAS-HRE is authorized to oversee the attainment of affirmative action goals and timetables by all State agencies and submit a report on the condition of affirmative action, diversity, and multicultural programs in State agencies by September 30<sup>th</sup> of each year to the Governor and the General Assembly.

Additionally, Iowa Code section 19B.7(1) authorized the Department of Management to impose appropriate sanctions on individual state agencies, in order to ensure compliance with state programs emphasizing equal opportunity through affirmative action, contract compliance policies, and requirements for procurement goals for targeted small businesses.

The annual Affirmative Action Report includes a compilation of the individual departments' plans and a summary of the cumulative results. The report also provides a general review of the State's overall affirmative action program, citing strengths and areas needing improvement. The basic requirements for departmental affirmative action plans and annual reports are found in the DAS-HRE administrative rules. These requirements follow the standards outlined in the Equal Employment Opportunity Commission's (EEOC) "Guidelines on Affirmative Action Appropriate Under Title VII of the Civil Rights Act of 1964," as amended, 44 CFR 4422 (November 21, 1991), 29 CFR 1608. The State adopted these requirements in good faith and in conformance with and reliance upon those guidelines and subsequent guidance contained in relevant U.S. Supreme Court decisions.

### Affirmative Action Plan Methodology

#### Calculating Underutilization

Affirmative Action is defined in Iowa Code Section 19B.1 as "Action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity." The U.S. Supreme Court recognized at least two permissible bases for employers to implement voluntary affirmative action: (1) to remedy a clear and convincing history of past discrimination by the employer or union, and (2) to cure a manifest imbalance in the employer's workforce.

## FY 2005 Affirmative Action Report

Because employers must substantiate compelling conditions of disparity in their workplace to justify the use of race and sex as factors in the selection process, the State of Iowa affirmative action program differentiates between the degrees of underutilization in its workplace. It does so by utilizing two types of affirmative action measures. The first is preferential (remedial) affirmative action. It is the most intrusive and, as a result, has been the most likely basis for affirmative action litigation. Preferential affirmative action permits numerical goals to be set that consider race and sex as factors in the selection process. The second is non-preferential (non-remedial) affirmative action. This results in active efforts by an employer to attack and prevent discrimination by concerted proactive programs other than by setting numerical hiring goals. Non-preferential goals result in system improvements and are more enduring than isolated affirmative action hires.

A key element of the planning and reporting process involves the comparison of the composition of the workforce to the availability of females, minorities and persons with disabilities within the qualified labor market pool. The affirmative action planning process involves the following steps:

### Quantitative Underutilization

- a) The quantitative underutilization analysis compares the State's end-of-fiscal-year workforce composition to the relevant labor force data, i.e., the 2000 Census labor force for Iowa.

The groupings used to categorize the workforce into EEO-4 job categories are based on recommendations from the Equal Employment Opportunity Commission (EEOC). These categories were revised with the release of the 2000 Census and are as follows:

01 Official/Administrator	02 Professional
03 Technician	04 Protective Service: Sworn
05 Protective Service: Non-Sworn	06 Administrative Support
07 Skilled Craft	08 Service/Maintenance

- b) Underutilization exists when females, minorities and persons with disabilities are less than the relevant labor force representation for these groups. For example, a department with 100 employees in its Professional EEO category that also includes 4 minorities would have a representation of 4% minorities. If the labor force showed a representation for that category of 6%, the difference of 2% (6%-4%) or 2 minorities is referred to as underutilization. If this underutilization is within job groupings previously identified as an area of significant underutilization or "manifest imbalance," numerical hiring goals may be set. Hiring goals form the basis of departments' quantitative plan and continue to be set until underutilization is corrected.



## FY 2005 Affirmative Action Report

- d) Hiring goals are based on the number of projected hires occurring during the plan period. These should be set so that the goal-to-hire projection ratio is at least equivalent to the labor market representation of the underutilized groups. The projected hires are multiplied by the rate of the underutilized group in the labor force. For example, 10 hires are projected and the labor force availability in the female underutilized group is 50%. A hiring goal of at least 5 females would be expected (10 hires \* 50%). Suggested goals may be adjusted for a variety of reasons, such as special one-time hiring opportunities that may occur during the next fiscal year.
- e) For persons with disabilities, underutilization is now calculated based on the 2000 statewide labor force availability rate of 11.8%. Unlike racial and gender groups, persons with disabilities are not divided into EEO-4 categories and goals are set department-wide.

### Qualitative Underutilization

- a) When underutilization occurs that does not meet the statistical standard for setting remedial numerical goals or “manifest imbalance,” affirmative action measures (non-remedial goals) must also be set to correct underutilization by implementing changes in processes or programs.
- b) A qualitative analysis is the process for determining the appropriate measures to remedy non-preferential underutilization, i.e., underutilization that does not rise to the level of manifest imbalance in the workforce. Departments are requested to do a qualitative analysis for all underutilization, both remedial and non-remedial. This analysis is designed to identify potential barriers to equal employment opportunity. Departments review the success of their previous efforts and analyze factors that may still be contributing to their underutilization. From this review, the reporting units develop action plans to eliminate/overcome those barriers. Examples of these types of goals are found at the following website:  
<http://das.hre.iowa.gov/pdfs/AEEEO/strategies.pdf>
- c) Finally, affirmative action progress during the previous year is reported to the Department of Administrative Services—Human Resources Enterprise, summarized in this report and reported to the Governor and General Assembly in accordance with Iowa Code Section 19B.

# FY 2005 Affirmative Action Report

## FY 2005 GOAL ACHIEVEMENT

During FY 2005, executive branch departments experienced the following results in meeting their affirmative action goals:

- Ten departments had neither remedial nor non-remedial underutilization, i.e., their workforce population represented females, minorities and persons with disabilities at a rate that equaled or exceeded the available labor market. Included among these are 6 departments with less than 25 employees that are not required to complete an affirmative action plan.
- Four departments out of 17 that set remedial hiring goals for females fully met their goal. Another four made partial progress in meeting them.
- Two departments out of 4 that set remedial hiring goals for minorities met their goal.

The following departments positively contributed towards balancing the State's workforce:

### Hiring Goals Set and Progress:

<u>Departments</u>	<u>AA Hiring Goals Set/Met</u>	
Agriculture	4/1	Females
Agriculture	1/1	Persons with Disabilities
Cultural Affairs	1/1	Females
Education	5/1	Females
College Student Aid	1/1	Females
Human Services	5/4	Minorities
Inspections and Appeals	7/3	Person with a Disability
Natural Resources	30/6	Females
Natural Resources	10/1	Person with a Disability
Public Defense	4/1	Females
Public Health	4/4	Persons with Disabilities
Public Safety	4/4	Females
Revenue	9/9	Females

## FY 2005 Affirmative Action Report

### FY '05 Underutilization & Remedial Goals

DEPARTMENT/DIVISION	Female			Minority			Disability	
	NRUU	RUU	RUU Goal	NRUU	RUU	RUU Goal	UU	Goal
Administrative Services	8			2				
Agriculture	0	20	4	7	5	0	19	1
Auditor	2			1			6	1
Blind								
Civil Rights								
College Student Aid		1	1				1	1
Commerce-Alcoholic Beverage							5	2
Commerce-Banking	1	13	1				5	1
Commerce-Credit Union								
Commerce-Insurance		1	1				1	1
Commerce-Prof License								
Commerce-Utilities		2	2				4	1
Corrections	8	204	38	56	4	1	93	32
Cultural Affairs		1	1				3	1
Economic Development							6	1
Education	3	10	5					
Elder Affairs								
Ethics & Campaign Disclosure								
Finance Authority	1						2	2
Human Rights								
Human Services	100			29	25	5	232	5
Inspections and Appeals	1			4			17	7
Iowa Communications Network	6			1			2	1
Iowa Law Enforcement Academy		0	1					
IPERS	1			0			4	2
Justice	1	1	1	0			17	2
Lottery		9	1				5	1
Management		2	1				1	1
Natural Resources	4	52	30	39			51	10
Parole								
Public Defense	4	19	4	4			14	4
Public Employment Relations								
Public Health				2			13	4
Public Safety	10	18	4	7	1	1	49	2
Public Television	2	3	1				7	1
Revenue		15	9	1				
Secretary of State							3	1
Transportation	2	121	3	11	9	1	62	1
Treasurer								
Veterans Affairs				2			40	5
Workforce Development	10							
<b>TOTAL</b>	<b>164</b>	<b>492</b>	<b>108</b>	<b>166</b>	<b>44</b>	<b>8</b>	<b>662</b>	<b>91</b>

NRUU means Non-Remedial Underutilization. While underutilization exists, it does not meet the statistical standard necessary to set numerical hiring goals.

RUU means Remedial Underutilization. Underutilization exists and meets the statistical standard necessary to set numerical hiring goals.

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FY 05 Underutilization & Progress Towards a Balanced Workforce\*

DEPARTMENT/DIVISION	TOTAL UNDERUTILIZATION			NET PROGRESS TOWARDS BALANCED WORKFORCE		
	FEMALE	MINORITY	PWD	FEMALE	MINORITY	PWD
Administrative Services	8	2	**	0	***0	
Agriculture	20	12	19	1	0	1
Auditor	2	1	6		0	0
Blind						
Civil Rights						
College Student Aid	1		1	1		0
Commerce--Alcoholic Beverage			5			0
Commerce--Banking	14		5	0		0
Commerce--Insurance	1		1	0		-2
Commerce--Utilities	2		4	0		0
Corrections	212	60	93	-10	-6	-12
Cultural Affairs	1		3	1		0
Economic Development			6			-1
Education	13			1	0	
Elder Affairs						
Finance Authority	1		2	0		-1
Human Rights						
Human Services	100	54	232	0	4	-24
Inspections and Appeals	1	4	17	0	0	3
Iowa Communications Network (ICN)	6	1	2	-1	1	-1
Iowa Law Enforcement Academy				0		
Iowa Public Employees Retirement	1		4	0		0
Justice	2		17	-2		-2
Lottery	9		5	0		-1
Management	2		1	0		0
Natural Resources	56	39	51	6	0	1
Public Defense	23	4	14	1	0	-3
Public Health		2	13		0	4
Public Safety	28	8	49	4	0	-2
Public Television	5		7	0		-1
Revenue	15	1		9	0	
Secretary of State			3			0
Transportation	123	11	62	0	-1	-12
Veterans Affairs		2	40	0	0	-1
Workforce Development	10			0		
<b>TOTAL</b>	<b>656</b>	<b>210</b>	<b>662</b>	<b>11</b>	<b>-3</b>	<b>-54</b>

\* Table excludes departments with less than 25 employees where no underutilization is calculated.  
(SOURCE: Affirmative Action Goals Achievement Quarterly Report.)

\*\* Blank cell identifies no underutilization

\*\*\* A zero in the cell show there was underutilization but no change occurred.

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## **FY 2006 UNDERUTILIZATION AND GOALS**

Remedial goals, taking into consideration projected hires for FY 2006, were set by departments to correct underutilization that is statistically significant.

- FY 2006 hiring goals for females address 20.7% of the total remedial (numeric) underutilization identified compared to 22% last year.
- FY 2006 hiring goals for racial/ethnic minorities address 21.1% of the remedial underutilization compared to 18.2%.
- FY 2006 hiring goals for persons with disabilities will address 13.7% of overall underutilization compared to 13.8%.

Departments must set more aggressive goals to meet the challenge of the 2000 Census labor force data.

Non-remedial underutilization, while lacking statistical significance, presents an opportunity for departments to improve policies and practices that may contribute to imbalances in the workforce. See the following table: "FY '06 Underutilization & Remedial Goal."

## FY 2005 Affirmative Action Report

### FY '06 Underutilization & Remedial Goals\*

DEPARTMENT/DIVISION	Female			Minority			Disability	
	NRUU	RUU	RUU Goal	NRUU	RUU	RUU Goal	IUU	Goal
Administrative Services		15	9	2	1	1	14	1
Agriculture	3	22	12		5	3	7	3
Auditor	7				2	1		
Blind	3			1				
Civil Rights								
College Student Aid	1						2	1
Commerce-Alcoholic Beverage	2						5	2
Commerce-Banking	5	5	3				6	1
Commerce-Insurance	1						3	2
Commerce-Utilities		6	1				1	1
Corrections	2	306	47	12	57	13	101	17
Cultural Affairs	4			1			4	1
Economic Development							6	3
Education	23			3	1	1	1	1
Elder Affairs							1	
Finance Authority							3	1
Human Rights								
Human Services	91	1	1	19	74	11	275	6
Inspections and Appeals	1						17	8
ICN		3	2	1			3	1
ILEA	5							
IPERS	1			1			3	1
Justice	1			2			18	2
Lottery	3	4	2				7	1
Management	4						1	1
Natural Resources		144	31	6	22	3	52	10
Public Defense	13	5	1	5	1	1	18	2
Public Health	3			1			8	8
Public Safety	4	37	10		12	4	53	9
Public Television	1	1	1		2	1	7	1
Revenue		20	7	2				
Secretary of State							4	1
Transportation	4	70	5	39	20	2	45	2
Veterans Affairs	2				2	1	43	10
Workforce Development	24			1				
<b>TOTAL</b>	<b>208</b>	<b>639</b>	<b>132</b>	<b>96</b>	<b>199</b>	<b>42</b>	<b>708</b>	<b>97</b>

\* Table excludes departments with less than 25 employees where no underutilization is calculated.

NRUU means Non-Remedial Underutilization. While underutilization exists, it does not meet the statistical standard necessary to set numerical hiring goals.

RUU means Remedial Underutilization. Underutilization exists and meets the statistical standard necessary to set numerical hiring goals.



## DAS-HRE FY 2005 ACTIVITIES

### Partnerships to Employ Persons with Disabilities

During FY 2005, DAS-HRE expanded its involvement in partnerships to employ more persons with disabilities in State government. This continues the efforts begun during FY 2004 when DAS-HRE partnered with the Department of Human Rights—Division of Persons with Disabilities (DHR) to address the underutilization of persons with disabilities in the State's workforce. DHR recognized the importance of helping the State become a model employer and ensuring that, as an employer, the State was identifying and removing barriers to the employment of persons with disabilities. Partnerships were expanded in the following additional ways:

- Central Iowa Employment and Training Consortium (CIETC)—Project Employment. Project Employment is a CIETC program that focuses on serving people with disabilities with less than a high school education who are seeking employment and job advancement. DAS-HRE now serves as a member of CIETC's System Resource Team and through this participation it has done the following:
  - Met regularly as a member of the CIETC Resource Team to discuss coordination of services.
  - Collaborated with CIETC—Project Employment Team to draft a Memorandum of Understanding (MOU) for the purpose of improving and increasing coordination and collaboration between our agencies.
  - Shared information on employment opportunities within State government.
  - Requested assistance from Project Employment to refer its clients to the State of Iowa for employment.
- Olmstead Plan: Governor's Executive Order 27 specifically directed State agencies to undertake steps to identify and address barriers to community living for individuals with disabilities and long-term illness in Iowa. DAS-HRE and the DAS General Services Enterprise (GSE) were among several State agencies that participated in the initiative to identify employment and other barriers in State government for persons with disabilities. The Executive Order resulted from the U.S. Supreme Court decision, *Olmstead v. L.C.*, 527 U.S. 581 (1999), that interpreted Title II of the Americans with Disabilities Act (ADA) to require "States to place qualified individuals with disabilities in community settings, rather than in institutions, whenever treatment

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professionals determine that such placement is appropriate, the affected persons do not oppose such placement, and the State can reasonably accommodate the placement....”

- Activities undertaken during FY 2005 continue the coordination begun with the merger of HRE and GSE implementation plans. This coordinated effort between these two divisions merged staffing and accessibility concerns and provided the base to address a broader range of barriers confronting persons with disabilities.
- Presentations were also made to department leadership staff to assist them to better address disability issues in the workplace.
- Additional Outreach: DAS-HRE met with the Mainstream Living Employment Preparation Class to discuss State employment and expectation in the workplace. These initiatives help program participants to become job ready. They also assist the State in its recruitment efforts for persons with disabilities.

### **Older Worker Initiative Task Force**

During FY 2005, the “Iowa State Task Force on the Mature Worker” was created. Its purpose was to design and, thereafter, the oversight of the implementation of the Iowa State Mature Worker effort. Among its initiatives are to host regional and statewide conferences. The State of Iowa and numerous organizations partnered with AARP Foundation’s Workforce Initiative in this initiative to benefit Iowa’s mature workforce. State departments including DAS are serving on this task force and recognize it as a viable source for qualified workers.

### **State Diversity Conference**

DAS-HRE staff participated in the months of planning required to present the the Iowa’s Mosaic Diversity Conference. The conference is to held on October 17, 2005 at the Scheman Center at Iowa State University in Ames. The conference is aimed at employers, advocates for various protected class groups, youth and the general public. The theme for this year’s conference is “Families, Workers & Neighbors— Discovering our Hidden Assts. Additionally, an institute is planned to provide practitioners with a greater opportunity to learn more about diversity and gain the skills to pass that information on within their areas of discipline. The institute will be held on October 18, 2005.

## State Coordinated Recruitment

As the centralized human resources contact for executive branch vacancies, DAS-HRE processed 43,374 job applications for 1,354 hires. DAS-HRE recognizes its responsibility to notify the public of State of Iowa employment opportunities and to provide a convenient means by which interested applicants can receive vacancy information and apply for State jobs. Several initiatives took place during FY 2005 to facilitate this effort:

- 21 recruitment events were attended.
- Special recruitment assistance was provided to departments and the Governor's Office. Some of this assistance included drafting job descriptions, essential functions and job notices, preparing resume and interview scoring tools and providing other assistance to assist in the recruitment and hire process. Additionally, professional organizations, recruitment sources and advocacy groups were contacted to provide recruitment assistance.
- Staff participated in community and other organizational events promoting diversity, State employment opportunities, and general awareness of the State of Iowa as an employer. Some these included the monthly Workforce Development Job Clubs, Greater Des Moines Multi-Cultural Receptions, Polk County Enrichment Center Job Fair and Latino Resources Fairs.

## Minority Recruitment Task Force

The 2004 Annual Affirmative Action Report state that "the State's workforce overall, based on the 2000 U.S. Census, has not kept pace with the increasing diversity in Iowa." The Minority Recruitment Task Force was convened in August 2005 in coordination with the Governor's office. The Task Force included key personnel from the Department of Human Rights that include director Walter Reed, administrator Kimberly Baxter of the Commission on the Status of African Americans, and administrator John-Paul Chaisson-Cardenas of Commission on Latino Affairs, Mollie Anderson, director of the Department of Administrative Services the chief operating officer for DAS-HRE Nancy Berggren and Representative Wayne Ford. Its purpose is to revitalize the State's efforts to better represent minority workers in State government. Among initiatives being proposed for implementation in FY 2006 are:

- Establish performance expectation for department directors.
- Prepare regular staffing report on the diversity of the State's workforce to the Governor.
- Provide departments with reports that better advise them of their staffing status and available minority hiring opportunities.

## FY 2005 Affirmative Action Report

- Meet with departments to identify barriers in HR systems that limit their progress.
- Identify positions appropriate for targeted recruitment and adjust recruitment periods as needed.
- Provide guidance on workforce data, trends, maintaining a welcoming workplace, and establishing a standard for cultural competencies required for a diverse workplace.

### AA/EEO/Diversity Training

In FY 2005, the number of participants attending the DAS-HRE Personnel Development Seminars addressing EEO/AA/Diversity/ADA related topics increased 37.9% over the previous fiscal year.

<u>Departments</u>	<u>Attendance</u>
Administrative Services	5
Agriculture	3
Blind	97
Commerce (Includes all Commerce Divisions)	136
Corrections	53
Economic Development	2
Education-Vocational Rehabilitation	6
Health	7
Human Services	137
Finance Authority	1
Inspections and Appeals	3
Iowa Public Television	2
Justice	2
Natural Resources	134
Secretary of State	2
Transportation	366
Veterans Home	25
Workforce Development	26
Non-State Attendees	3
TOTAL	1,011

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In total, 1,010 participants attended one of the seven courses offered compared to 650 in FY 2004 and 914 in FY 2003.

<u>Class Selections</u>	<u>Attendance</u>
EEO/AA for Supervisors	85
Preventing Sexual Harassment for Supervisors	180
Preventing Sexual Harassment for Employees	413
What is Sexual Harassment	13
What is the ADA?	103
Valuing Diversity in the Workplace	201
Workplace Diversity	15
TOTAL	1,010

### Department Activities During FY 2005

Several departments conducted activities this fiscal year that can serve as models for other Iowa departments. These efforts entailed recruitment activities, partnerships, diversity initiatives, data tracking and employee involvement. Each department demonstrated through these efforts their desire to build equity and diversity into their organizational strategies.

- Department of Human Services (DHS): DHS has, in recent years, focused its affirmative action efforts on its diversity initiatives. It supports diversity teams within its organization. With its FY 2006 affirmative action (AA) plan, DHS chose to model some recognized best practices in diversity. It sought to have leadership invested in its AA plan and diversity program by requiring all top management to sign the AA plan policy commitment, not just the director. Additionally, DHS is aligning its affirmative action and diversity strategies to the DHS strategic plan. It identified eight priorities for FY 2006: management commitment, employee involvement, management accountability, communication, recruitment, diversity education and training, compliance reviews and investigations and inclusion.
- Department of Public Health (DPH): During the past 5-years, Public Health had the highest increase of minorities in its workforce at 10. Its success is seen in its recruitment of professional staff and in its efforts to develop a working relationship with the School of Public Health at the University of Iowa. Public Health is a frequent user of college interns and these interns are encouraged continue the State's application process to obtain permanent employment upon graduation. Public Health's efforts to grow its own staff pays off as many individuals credit their internship as the starting point in their career.

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- Department of Natural Resources (DNR): DNR has had a diversity team for a number of years. This year, its efforts were revitalized and tied to the department's workforce planning. Extensive staffing data was developed, team planning meetings were held and focus groups were conducted. DNR's work is continuing; however, it is well on its way to merging its workforce planning to its diversity goals. Its efforts have already kept it as one of the top four departments in increasing its minority workforce over the past 5 years, with an increase of 4 minority employees.
- Department of Transportation (DOT): Annually, DOT analyzes that steps applicants take to be hired. By conducting this applicant flow study, DOT assesses where applicants face barriers develop remedial measures to break down those barriers. While this report has been done over several years, it is not routine. The DOT reviews these data seriously, discusses the results with its Federal grantor and, as needed requests clarification and additional reports from DAS-HRE as needed.

## FY 2006 RECOMMENDATIONS

The following observations were considered when establishing the FY 2006 recommendations.

- The rate of goal achievement for females was a gain of 11 of the 110 goals set. However, for minorities and persons with disabilities, the goals achievement was not sufficient to offset the number of minorities and persons with disabilities leaving State government. As a result, the goal achievement for minorities was a minus 3 and the goal achievement for persons with disabilities as a minus 54.
- During fiscal year 2005, the State hired 1,354 hires while the applicant rates for females, minorities and persons with disabilities exceeded their representation in the Iowa labor force. Additionally, there were 1,314 separations from State government in fiscal year 2005.
- While considerable affirmative action, diversity, equal employment opportunity and disability training currently takes place in State government, only half of the departments appear to use it.

The following actions are recommended:

- 1) Department managers must understand their role for affirmative action within their area of responsibility. They must receive training on how to administer affirmative action programs and address workplace issues that create and maintain a welcoming work environment for all employees.
- 2) Department managers must become more diligent in meeting the goals they set. Both aggressive hiring and retention efforts will be necessary to improve results.
- 3) System improvements must be addressed so that the future hiring opportunities are improved. Departments can attract diverse applicants through internships, actively participate in diversity community events, provide mentoring opportunities for underutilized groups in the workforce, and follow other such practices noted at the following website:  
<http://das.hre.iowa.gov/pdfs/AAEEO/strategies.pdf>.
- 4) Department managers must be held accountable for initiatives directed towards balancing their workforce.

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## DAS-HRE FY 2006 PLANS

DAS-HRE plays a leadership role in bringing about the commitment required to comply with 19B of the Code of Iowa. To that end, it plans the following initiatives for FY 2006:

### New Initiatives:

- Implement the work plan developed by the Minority Recruitment Task Force.
- Review AA reporting process and assess methods for improvement. Consideration needs to be given to ways in which the program can be simplified.
- Develop procedures to measure the accomplishment of qualitative AA goals including expanding the quarterly report of affirmative action progress to include qualitative goals updates.
- Review overall State recruitment and develop a State recruitment plan.
- Offer targeted recruitment and additional support to departments with chronic difficulty in meeting their AA goals.
- Provide to all departments the models developed by the departments of Natural Resources and Human Services to integrate their annual affirmative action and diversity programs into their workforce and strategic planning processes.
- As a result of the 2000 Census, minority categories were revised. Upon receipt of further Guidance from the Equal Employment Opportunity Commission (EEOC), DAS-HRE will make appropriate revisions in data systems and applications for employment that track and record employee characteristics so that they match those required by EEOC.

### Continuing Activities:

- Pursue efforts to strengthen hiring of persons with disabilities and to maintain their representation in State government. Such efforts should include:
  - a. Identifying and expanding recruitment sources for persons with disabilities through contacts with State agencies and other organizations that work with and/or advocate for persons with disabilities. These resources will be made available to agencies that are underutilized for persons with disabilities.
  - b. Expanded networking with various advocacy and service groups working with persons with disabilities by attending the board/commission meetings of advocacy groups, personal visits to providers of services to

## FY 2005 Affirmative Action Report

persons with disabilities, and receipt of newsletters and other information from advocacy groups.

- c. Continuing to make State agencies aware of their hiring opportunities for persons with disabilities as well as females and minorities.
  - d. Proceeding with the partnership with the Department of Human Rights and Department for the Blind and, this next year, involving the Department of Education Vocational Rehabilitation Services Division to attract and retain more persons with disabilities to State government.
- DAS-HRE will continue to address the action plan to implement the Olmstead decision in State government.
  - DAS-HRE will continue to maintain its partnerships and will also build upon those with organizations that can assist it in its efforts for a diverse State workforce. These include: Department of Human Rights, Central Iowa Employment and Training Consortium, Easter Seals, Mainstream Living and other such organizations.
  - DAS-HRE will continue to serve as a member of the ADA Advisory Committee, as ex officio member of the Commission on persons with disabilities, as a Task Force member of the Older Worker Task Force and as a Member of the Minority Recruitment Task Force. It will continue to be involved in such organizations and efforts that help it in its role to support a diverse workforce in State government.
  - Evaluate the results of the annual and cumulative State Exit Survey report to further identify any potential problems that may be indicated for members of protected classes such as allegations of harassment or other bias or patterns of conduct that may sabotage diversity and affirmative action efforts.

## APPENDICES

### A. AFFIRMATIVE ACTION ANALYSIS BY DEPARTMENT

#### *Notes on Department Tables:*

##### FY 05 Workforce Changes:

This table shows fiscal year 2005 staffing changes. It details the composition of each department's workforce at the beginning and ending of the fiscal years and the number of hires/promotions and terminations that also occurred during this period. These totals are broken down by Minority, Female and Disability status and by EEO Code. The purpose of these data is to show how the departments' staffing changes during the fiscal year affected its current staffing compositions.

##### FY 05 Goal & Achievements

These tables summarize the progress departments made during FY 2005 in meeting the affirmative action goals they set by EEO category. The numbers for persons with disabilities are only displayed by department overall. (See AA Plan Methodology for details.)

#### **Column Labels**

T Total Full-time Workforce  
F Female  
Mn Racial/Ethnic Minorities  
D Persons with Disabilities

#### **Threshold Labels**

NU No underutilization  
BA Balanced workforce  
NA Not applicable  
ST Statewide measure of underutilization.  
PN Numeric (remedial) hiring goals to address underutilization are needed  
NP Non-remedial methods to address underutilization through means other than using racial/ethnic, gender or disability classification as factors in selection

##### FY 06 Affirmative Action Goals BOFY (Beginning of Fiscal Year)

This table details each department's underutilization--both remedial (manifest imbalance) and non-remedial. By projecting the hires anticipated during the fiscal year, departments can more realistically set attainable goals to correct their remedial underutilization. Numerical goals are not set for non-remedial underutilization; however, departments must address these through other means.

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Administrative Services (010)

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	44	18	1		3	1			7	4			44	20		
Professional	170	68	10		8	4			12	6			171	69	9	
Technical	22	19	2		1	1			4	4			23	20	3	
Protective Service																
Paraprofessional	6	5	1						1	1			7	6	1	
Admin. Support	32	21	4		1				2	1			31	20	4	
Skilled Craft	26		3		4				4				27		3	
Service/Maint.	66	19	13		5	3			7	6	2		63	20	14	
<b>TOTALS</b>	<b>366</b>	<b>150</b>	<b>34</b>	<b>47</b>	<b>22</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>22</b>	<b>2</b>	<b>2</b>	<b>366</b>	<b>155</b>	<b>34</b>	<b>47</b>

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NP	NP		2	1					2		
Professional	NP	NU		5						2		
Technical	NU	NU										
Protective Service	NA	NA										
Paraprofessional	NU	NU										
Admin. Support	NU	NU										
Skilled Craft	NU	NP			1						0	
Service/Maint.	NP	NU		1						0		
<b>TOTALS</b>				<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>NU</b>

FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities				
	Total	Proj.	Hire	Total	Proj.	Hire	Total	Proj.	Hire		
	Label	UU	Hires	Goal	Label	UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				PN	1	7	1			
Professional	PN	15	15	9	NP	2					
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	BA				BA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		<b>15</b>	<b>15</b>	<b>9</b>		<b>3</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

*Agriculture & Land Stewardship (010)*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	31	7			3	1			3				27	6		
Professional	89	28	3		7	1			15	4			96	31	3	
Technical	133	24			6	2			5	1	1		128	21	1	
Protective Service																
Paraprofessional	9	9							1	1			9	9		
Admin. Support	119	117	2		3	3			2	2			117	115	2	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>381</b>	<b>185</b>	<b>5</b>	<b>22</b>	<b>19</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>26</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>377</b>	<b>182</b>	<b>6</b>	<b>26</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	ST	NU		8			1			0		
Professional	PN	NP		3	6		1			2	0	
Technical	PN	NP		9	5		2			-1	1	
Protective Service	NA	NA										
Paraprofessional	BA	NP										
Admin. Support	BA	NP			1							
Skilled Craft	NA	NA										
Service/Maint.	BA	BA										
<b>TOTALS</b>				<b>20</b>	<b>12</b>	<b>19</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	NP	3			BA						
Professional	PN	8	9	1	NP	2	9	1			
Technical	PN	14	3	1	PN	2	3	1			
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				PN	1	4	1			
Skilled Craft	NA				NA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		<b>25</b>	<b>12</b>	<b>2</b>		<b>5</b>	<b>16</b>	<b>3</b>	<b>14</b>	<b>20</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

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### Auditor

### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	10	4			1				2	1			10	6		
Professional	85	47			22	16			54	29			96	49		
Technical	1	1											1	1		
Protective Service																
Paraprofessional																
Admin. Support	4	4							1	1			4	4		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	100	56	0	5	23	16	0	1	57	31	0	0	111	60	0	5

### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	NP			1						0	
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	NA	NA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				0	1	6	0	0	1	0	0	0

### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	7			PN	2	21	1			
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	NU				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		7	0	0		2	21	1	7	24	3

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

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### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	6	2	1										6	2	1	
Professional	50	32	3		2	1			5	3			52	34	3	
Technical	5	4											5	4		
Protective Service																
Paraprofessional	12	6	1		1								10	5	1	
Admin. Support	19	17			4	3			1	1			16	15		
Skilled Craft	10												10			
Service/Maint.																
<b>TOTALS</b>	<b>102</b>	<b>61</b>	<b>5</b>	<b>28</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>99</b>	<b>60</b>	<b>5</b>	<b>28</b>

### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	BA	BA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	BA				NP	1					
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	BA				BA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

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### Civil Rights

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	5	2	1		2								3	2	0	
Professional	17	9	7		1	1							16	8	7	
Technical																
Protective Service																
Paraprofessional		1	1		1	1										
Admin. Support	4	4	1		1	1			1	1			4	4	1	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>26</b>	<b>16</b>	<b>10</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>14</b>	<b>8</b>	<b>3</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	BA				BA						
Technical	NA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.



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### College Student Aid

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	7	5			1				4	1			7	4		
Professional	8	3							1	1			9	5		
Technical	2	2											2	2		
Protective Service																
Paraprofessional	12	7							2	2			14	9		
Admin. Support	7	6	1						2	2			9	8	1	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>36</b>	<b>23</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>28</b>	<b>1</b>	<b>2</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	ST	BA		1			1			2		
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	1			BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>1</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

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*Commerce/Alcoholic Beverages*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	6	2							1				6	2		
Professional	10	3							1				10	2		
Technical	2	2											3	3		
Protective Service																
Paraprofessional	4	3											5	4		
Admin. Support	10	10			1	1			1	1			9	9		
Skilled Craft	1				1											
Service/Maint.	14	1			10	1			17		3		18		1	
<b>TOTALS</b>	<b>47</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>51</b>	<b>20</b>	<b>1</b>	

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	NP										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	BA	BA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	2			BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	BA				BA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>2</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>14</b>	<b>2</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

Commerce/Banking

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	7	2			1								7	2		
Professional	50	14	1		7	2			5	1			52	15	1	
Technical	1	1											1	1		
Protective Service																
Paraprofessional	1	1														
Admin. Support	2	2											2	2		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	61	20	1		8	2	0	0	5	1	0	0	62	20	1	0

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA		1								
Professional	PN	BA		13						1		
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				14	0	5	0	0	1	1	0	0

FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	PN	10	5	3	BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	NA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		10	5	3		0	0	0	6	6	1

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

Commerce/Credit Union

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	3	2											3	2		
Professional	11	3			4				5	2			12	5		
Technical																
Protective Service																
Paraprofessional																
Admin. Support	1	1											1	1		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	15	6	0	1	4	0	0	0	5	2	0	0	16	8	0	1

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NA	NA										
Professional	NA	NA										
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	NA	NA										
Admin. Support	NA	NA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				0	0	0	0	0	0	0	0	0

FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	NA				NA						
Professional	NA				NA						
Technical	NA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	NA				NA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		0	0	0		0	0	0	0	0	0

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Commerce/Insurance

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	19	10	1		1	1			1				20	9	1	
Professional	48	21	3		4	1			4	1	2		45	20	5	
Technical	1	1														
Protective Service																
Paraprofessional	8	8											8	8		
Admin. Support	10	9	2		3	3			5	4	1		11	10	2	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>86</b>	<b>49</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>84</b>	<b>47</b>	<b>8</b>	<b>5</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	PN	BA		1			1			0		
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>-2</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities				
	Total	Proj.	Hire	Total	Proj.	Hire	Total	Proj.	Hire		
	Label	UU	Hires	Goal	Label	UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	NA				BA						
Professional	NP				BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				BA						
Service/Maint.	BA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>11</b>	<b>2</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Commerce/Professional Licensing

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	5	3											5	3		
Professional	1												1			
Technical	1	1											1	1		
Protective Service																
Paraprofessional	1	1											1	1		
Admin. Support	2	2											2	2		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	10	7	0	0	0	0	0	0	0	0	0	0	10	7	0	0

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NA	NA										
Professional	NA	NA										
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	NA	NA										
Admin. Support	NA	NA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				0	0	0	0	0	0	0	0	0

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities					
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal		UU	Hires	Goals
Official /Admin.	NA				NA							
Professional	NA				NA							
Technical	NA				NA							
Protective Service	NA				NA							
Paraprofessional	NA				NA							
Admin. Support	NA				NA							
Skilled Craft	NA				NA							
Service/Maint.	NA				NA							
<b>TOTALS</b>		0	0	0		0	0	0		0	0	0

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Commerce/Utilities

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	13	5							1				12	5		
Professional	34	11			1				6	1	1		38	13	4	
Technical	5	1											6	1		
Protective Service																
Paraprofessional	4	4											4	4		
Admin. Support	8	8	1										8	8	1	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>64</b>	<b>29</b>	<b>1</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>68</b>	<b>31</b>	<b>5</b>	<b>5</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	PN	BA		4			2			0		
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	BA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>4</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	PN	6	1	1	BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>6</b>	<b>1</b>	<b>1</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Corrections

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	87	31	5		4	2			8	2			88	31	5	
Professional	482	238	29		22	12			37	24	5		475	242	29	
Technical	37	24	1		3	3			2	2			36	23	2	
Protective Service	1769	304	94		116	27			140	31	9		1731	294	87	
Paraprofessional	34	34	1		2	2							35	34	1	
Admin. Support	179	160	8		10	9			16	14			172	154	7	
Skilled Craft	194	7	4		15	1			8	1			185	6	4	
Service/Maint.	157	72	4		10	5			8	4			149	70	4	
<b>TOTALS</b>	<b>2939</b>	<b>870</b>	<b>146</b>	<b>182</b>	<b>182</b>	<b>61</b>	<b>0</b>	<b>16</b>	<b>219</b>	<b>78</b>	<b>14</b>	<b>8</b>	<b>2871</b>	<b>854</b>	<b>139</b>	<b>170</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	PN	BA		9			3			-1		
Professional	PN	NP		93	2		15			-1	0	
Technical	NP	NP		1	1					0	0	
Protective Service	PN	NP		86	49		15			-5	-5	
Paraprofessional	BA	BA										
Admin. Support	BA	NP			2						-1	
Skilled Craft	NP	ST		7	4			1		-1	0	
Service/Maint.	ST	BA		16	2		5			-2		
<b>TOTALS</b>				<b>212</b>	<b>60</b>	<b>93</b>	<b>38</b>	<b>1</b>	<b>32</b>	<b>-10</b>	<b>-6</b>	<b>-12</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	PN	19	8	2	BA						
Professional	PN	78	47	15	NP						
Technical	NP	1	3	1	NP	3	1				
Protective Service	PN	201	188	28	NP	188	9				
Paraprofessional	NA				NA						
Admin. Support	NP	2			NP						
Skilled Craft	NP	7	12	1	PN	12	2	1			
Service/Maint.	BA				NP	15	1				
<b>TOTALS</b>		<b>308</b>	<b>258</b>	<b>47</b>		<b>218</b>	<b>13</b>	<b>1</b>	<b>101</b>	<b>213</b>	<b>17</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.



FY 2005 Affirmative Action Report

*Cultural Affairs*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	7	2			1	1			4	3			8	3		
Professional	37	23	1		1	1			1	1			37	23	1	
Technical	5	2			2	1							3	1		
Protective Service																
Paraprofessional	5	5											6	5		
Admin. Support	8	4			1	1							6	3		
Skilled Craft	3												4			
Service/Maint.		1			1									2		
<b>TOTALS</b>	65	37	1	3	6	4	0	0	5	4	0	0	64	37	1	3

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change.		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	ST	BA		1			1			1		
Professional	NP	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	NP	BA										
Skilled Craft	NA	NA										
Service/Maint.	BA	BA										
<b>TOTALS</b>				1	0	3	1	0	1	1	0	0

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	4			NP	1					
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		4	0	0		1	0	0	4	7	1

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### *Economic Development*

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	22	12							1				23	12		
Professional	79	44	4		4	1			12	5			81	44	4	
Technical	5	5											5	5		
Protective Service																
Paraprofessional	5	3	1										6	4	1	
Admin. Support	15	14	3										13	12	3	
Skilled Craft																
Service/Maint.	6	6	1		3	3							3	3	1	
<b>TOTALS</b>	<b>132</b>	<b>84</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>131</b>	<b>80</b>	<b>9</b>	<b>7</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>-1</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	BA				BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>19</b>	<b>3</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3

FY 2005 Affirmative Action Report

Education

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	32	17			6	4			6	4			31	16		
Professional	339	202	23		35	20			32	21	2		329	198	22	
Technical	92	66	5		6	5			10	10	1		92	68	5	
Protective Service																
Paraprofessional	15	13											15	14		
Admin. Support	123	116	9		8	7			7	4			117	110	8	
Skilled Craft	5	1											5	1		
Service/Maint.	3		1										3		1	
<b>TOTALS</b>	609	415	38	67	55	36	0	6	55	39	3	3	592	407	36	63

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	NP										
Professional	PN	BA		10	1		5			1	1	
Technical	NP	BA		2						-1		
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	BA	BA										
Service/Maint.	ST	BA										
<b>TOTALS</b>				12	1	0	5	0	0	0	1	NU

FY '04 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				PN	1	4	1			
Professional	NP	21			NP	3					
Technical	NP	2			BA						
Protective Service	BA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	BA				BA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		23	0	0		4	4	1	1	50	1

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Elder Affairs

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	8	4							2	2			9	5		
Professional	8	5	1		1	1			3	3			11	8	1	
Technical	3	2							1	1			3	2		
Protective Service																
Paraprofessional	2	2							1	1			2	2		
Admin. Support	3	3											3	3		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>24</b>	<b>16</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>20</b>	<b>1</b>	<b>2</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities			
	Total	Proj.	Hire	Total	Proj.	Hire	Total	Proj.	Hire	
	Label	UU	Hires	Label	UU	Hires	UU	Hire	Goals	
Official /Admin.	NA			NA						
Professional	NA			NA						
Technical	NA			NA						
Protective Service	NA			NA						
Paraprofessional	NA			NA						
Admin. Support	NA			NA						
Skilled Craft	NA			NA						
Service/Maint.	NA			NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

*Ethics & Campaign Disclosure*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	1												1			
Professional	3	3											3	3		
Technical	2	2											2	2		
Protective Service																
Paraprofessional																
Admin. Support																
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	6	5	0	0	0	0	0	0	0	0	0	0	6	5	0	0

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NA	NA										
Professional	NA	NA										
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	NA	NA										
Admin. Support	NA	NA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				0	0	0	0	0	0	0	0	0

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female			Minority			Persons w/Disabilities				
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total UU	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal		UU	Hire
Official /Admin.	NA				NA						
Professional	NA				NA						
Technical	NA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	NA				NA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		0	0	0		0	0	0	0	0	0

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

Finance Authority

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	21	8	1					2	1			24	11	1		
Professional	38	19	1		3	2		4	3			36	18	1		
Technical	1	1										1	1			
Protective Service																
Paraprofessional	18	16			1	1						19	16	1		
Admin. Support	6	6						2	1	1		6	5			
Skilled Craft								2	1							
Service/Maint.																
<b>TOTALS</b>	<b>84</b>	<b>50</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>86</b>	<b>51</b>	<b>3</b>	<b>6</b>

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NP	BA		1						3		
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>-1</b>

FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	BA				BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Human Rights

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	10	5	3		1	1			2	1	1		11	5	3	
Professional	34	17	2		1				3	3			37	21	1	
Technical	2	2											2	2		
Protective Service																
Paraprofessional	3	3											3	3		
Admin. Support	5	5	1		1	1							4	4	1	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>54</b>	<b>32</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>57</b>	<b>35</b>	<b>5</b>	<b>9</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	NP	9			PN	6	16	1			
Professional	NP	26			NP	13					
Technical	NP	3			NP	5					
Protective Service	PN	1	193	1	PN	9	193	8			
Paraprofessional	NA				NA						
Admin. Support	BA				NP	1					
Skilled Craft	NP	1			PN	3	6	1			
Service/Maint.	NP	52			PN	57	2	1			
<b>TOTALS</b>		<b>92</b>	<b>193</b>	<b>1</b>		<b>94</b>	<b>217</b>	<b>11</b>	<b>275</b>	<b>481</b>	<b>6</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3

FY 2005 Affirmative Action Report

*Human Services*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	139	67	6		12	2			23	14			154	78	6	
Professional	1770	1318	100		131	87			237	177	17		1809	1357	98	
Technical	870	751	35		48	43			98	86	11		894	773	42	
Protective Service	216	63	9		24	12			16	8			210	58	7	
Paraprofessional	1217	834	35		117	82			167	106	9		1246	844	36	
Admin. Support	623	593	38		45	44			86	82	8		648	588	39	
Skilled Craft	119	5	1		8				8	1			118	8	1	
Service/Maint.	192	121	9		15	9			21	13			188	121	10	
<b>TOTALS</b>	<b>5146</b>	<b>3752</b>	<b>233</b>	<b>288</b>	<b>400</b>	<b>279</b>	<b>0</b>	<b>31</b>	<b>656</b>	<b>487</b>	<b>45</b>	<b>14</b>	<b>5267</b>	<b>3827</b>	<b>239</b>	<b>281</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NP	BA		3						6		
Professional	NP	NP		34	15					-1	4	
Technical	BA	NP			1						0	
Protective Service	NP	NP		18	7					-1	-1	
Paraprofessional	NP	PN		40	25			5		11	1	
Admin. Support	BA	BA			1						0	
Skilled Craft	NP	NP		3	2					2	0	
Service/Maint.	NP	NP		2	3					1	0	
<b>TOTALS</b>				<b>100</b>	<b>54</b>	<b>232</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>18</b>	<b>4</b>	<b>-24</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	NP	9			PN	6	16	1			
Professional	NP	26			NP	13					
Technical	NP	3			NP	5					
Protective Service	PN	1	193	1	PN	9	193	8			
Paraprofessional	NA				NA						
Admin. Support	BA				NP	1					
Skilled Craft	NP	1			PN	3	6	1			
Service/Maint.	NP	52			PN	57	2	1			
<b>TOTALS</b>		<b>92</b>	<b>193</b>	<b>1</b>		<b>94</b>	<b>217</b>	<b>11</b>	<b>275</b>	<b>481</b>	<b>6</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.



FY 2005 Affirmative Action Report

*Inspections & Appeals*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	31	15	1						1	1			33	17	1	
Professional	343	184	14		30	24			51	35	6		357	188	19	
Technical	4	2	1										4	2	1	
Protective Service																
Paraprofessional	15	15			1	1			5	5			17	17		
Admin. Support	81	80	7		5	5			8	7	1		77	75	7	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>474</b>	<b>296</b>	<b>23</b>	<b>30</b>	<b>36</b>	<b>30</b>	<b>0</b>	<b>1</b>	<b>65</b>	<b>48</b>	<b>7</b>	<b>3</b>	<b>488</b>	<b>299</b>	<b>28</b>	<b>36</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	NP	NP		1	4					0	0	
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	BA	NA										
<b>TOTALS</b>				<b>1</b>	<b>4</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>3</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	1			BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>1</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>64</b>	<b>8</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Iowa Communications Network

#### FY '05 Workforce Changes

135 Iowa Communications Network 336																	
	EOFY 2004				FY 2005				FY 2005				EOFY 2005				
	Workforce				Terminations				All Hires				Workforce				
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	
Official /Admin	26	7	3		4	2								22	5	1	
Professional	49	14	1		2	1			1	1				47	14	2	
Technical	11	7	2		1	1			1	1				11	7	2	
Protective Service																	
Paraprofessional	5	5												6	6		
Admin. Support	5	5												4	4		
Skilled Craft																	
Service/Maint.																	
<b>TOTALS</b>	<b>96</b>	<b>38</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>90</b>	<b>36</b>	<b>5</b>	<b>6</b>	

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NP	BA		4						-2		
Professional	BA	NP		2	1					1	1	
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>6</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>-1</b>	<b>1</b>	<b>-1</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	PN	2	2	1	BA						
Professional	PN	1	2	1	NP	1					
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>3</b>	<b>4</b>	<b>2</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3

FY 2005 Affirmative Action Report

Iowa Public Employees Retirement System (IPERS)

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	13	6			3	1							10	5		
Professional	52	29	4		5	3			8	5	1		52	28	5	
Technical	10	9							2	2			10	9		
Protective Service																
Paraprofessional	4	4			1	1			2	2			4	4		
Admin. Support	7	5	1		1	1			1	1			7	5	1	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	86	53	5	5	10	6	0	0	13	10	1	0	83	51	6	5

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	NP	BA		1						0		
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				1	0	4	0	0	2	0	0	0

FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	1			NP	1					
Technical	BA				NP						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		1	0	0		1	0	0	3	8	1

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Justice

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	21	8			1	1			1				20	7		
Professional	170	84	5		14	9			16	8	1		164	76	6	
Technical																
Protective Service																
Paraprofessional	9	8											9	8		
Admin. Support	30	30	1		6	6			12	12	1		31	31	2	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>230</b>	<b>130</b>	<b>6</b>	<b>7</b>	<b>21</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>29</b>	<b>20</b>	<b>2</b>	<b>1</b>	<b>224</b>	<b>122</b>	<b>8</b>	<b>5</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NP	BA		1						-1		
Professional	PN	BA		1			1			-1		
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>2</b>	<b>0</b>	<b>17</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>-2</b>	<b>0</b>	<b>-2</b>

#### FY '06 Affirmative Action Goals BOFY

205 Justice											
EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				NP	1					
Professional	NP	1			NP	1					
Technical	NA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>1</b>	<b>0</b>	<b>0</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>17</b>	<b>2</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

*Law Enforcement Academy*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	2	1											2	1		
Professional	15	4											15	4		
Technical																
Protective Service	1												1			
Paraprofessional																
Admin. Support	7	7											7	7		
Skilled Craft	2												2			
Service/Maint.																
<b>TOTALS</b>	<b>27</b>	<b>12</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>12</b>	<b>0</b>	<b>2</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	ST	BA		3			1			0		
Technical	NA	NA										
Protective Service	BA	BA										
Paraprofessional	NA	NA										
Admin. Support	BA	BA										
Skilled Craft	BA	BA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total UU	Proj. Hires	Hire Goal	Label	Total UU	Proj. Hires	Hire Goal	Total UU	Proj. Hire	Hire Goals
Official /Admin.	NP				BA						
Professional	NP	5			BA						
Technical	NA				NA						
Protective Service	BA				BA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	BA				BA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>5</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Lottery

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce N/A				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin													13	6		
Professional					2				2				66	16	1	
Technical													9	7		
Protective Service																
Paraprofessional																
Admin. Support													18	13	3	
Skilled Craft																
Service/Maint.													2		1	
<b>TOTALS</b>	0	0	0	31	2	0	0	1	2	0	0	0	108	42	5	5

#### FY '03 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	NP										
Professional	PN	BA		9			1			0		
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	BA	BA										
<b>TOTALS</b>				9	0	4	1	0	1	0	0	-1

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities				
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	PN	9	1	1	BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		9	1	1		0	0	0	5	1	1

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

*Management*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	8	5							1				8	4		
Professional	17	4	1		1				1		1		16	4	2	
Technical																
Protective Service																
Paraprofessional	1	1											1	1		
Admin. Support	2	2							1	1			2	2		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>28</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>27</b>	<b>11</b>	<b>2</b>	<b>1</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	ST	BA		2			1			0		
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	4			BA						
Technical	BA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>4</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

*Natural Resources*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	81	22	26		4				10	3	1		85	24	1	
Professional	448	112	1		18	4			34	11	2		457	118	26	
Technical	11	6			1	1			1	1			11	7	1	
Protective Service	112	11	8		2				11				116	11	8	
Paraprofessional	28	25	4		2	1			2	2			26	24	3	
Admin. Support	45	42	3		4	4			8	8	2		47	44	5	
Skilled Craft	3												2			
Service/Maint.	170	20	2		5	1			6	1			168	19	2	
<b>TOTALS</b>	<b>898</b>	<b>238</b>	<b>44</b>	<b>44</b>	<b>36</b>	<b>11</b>	<b>0</b>	<b>2</b>	<b>72</b>	<b>26</b>	<b>5</b>	<b>3</b>	<b>912</b>	<b>247</b>	<b>46</b>	<b>47</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	PN	NP		16	2		3			2	1	
Professional	PN	NP		32	34		26			4	2	
Technical	BA	BA										
Protective Service	PN	BA		6			1			0		
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	BA	BA										
Service/Maint.	NP	NP		4	3					0	0	
<b>TOTALS</b>				<b>58</b>	<b>39</b>	<b>51</b>	<b>30</b>	<b>0</b>	<b>10</b>	<b>6</b>	<b>3</b>	<b>1</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	PN	11	4	2	PN	2	4	1			
Professional	PN	39	48	27	NP	6					
Technical	PN	57	1	1	PN	8	1	1			
Protective Service	PN	37	7	1	PN	12	7	1			
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	BA				BA						
Service/Maint.	NP				NP						
<b>TOTALS</b>		<b>144</b>	<b>60</b>	<b>31</b>		<b>28</b>	<b>12</b>	<b>3</b>	<b>10</b>	<b>83</b>	<b>10</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.



## FY 2005 Affirmative Action Report

### Parole

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	4	2	2		1	1							3	2	2	
Professional	4	2											4	2		
Technical																
Protective Service																
Paraprofessional	1	1											1	1		
Admin. Support	2	2											2	2		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>11</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>2</b>	<b>1</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NA	NA										
Professional	NA	NA										
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	NA	NA										
Admin. Support	NA	NA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities				
	Label	Total UU	Proj. Hires	Hire Goal	Label	Total UU	Proj. Hires	Hire Goal	Total UU	Proj. Hire	Hire Goals
Official /Admin.	NA				NA						
Professional	NA				NA						
Technical	NA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	NA				NA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

Public Defense

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	34	8			2	1			5				37	7		
Professional	80	31	4		5	2			11	3	1		82	31	5	
Technical	16	5	1						1				18	6	1	
Protective Service	120	12	7		7	1			10				121	12	7	
Paraprofessional	16	12			2				3	3			13	12		
Admin. Support	13	12	1										11	10		
Skilled Craft	51	3	2		1				5				57	3	2	
Service/Maint.	36	4	3		2				4	1			34	5	2	
<b>TOTALS</b>	<b>366</b>	<b>87</b>	<b>18</b>	<b>20</b>	<b>19</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>39</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>373</b>	<b>86</b>	<b>17</b>	<b>20</b>

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	ST	BA		7			1			0		
Professional	NP	NP		3	2					-1	1	
Technical	NP	BA		1						1		
Protective Service	ST	BA		7	2		2			0	1	
Paraprofessional	NP	BA								0		
Admin. Support	BA	BA										
Skilled Craft	BA	NP									0	
Service/Maint.	ST	BA		5			1			1		
<b>TOTALS</b>				<b>23</b>	<b>4</b>	<b>14</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>-3</b>

FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities				
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal			
Official /Admin.	PN	5	1	1	PN	1	1	1			
Professional	NP	8			NP	1					
Technical	NP				BA						
Protective Service	NP	4			NP	1					
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NP	1			NP	1					
Service/Maint.	BA				NP	2					
<b>TOTALS</b>		<b>18</b>	<b>1</b>	<b>1</b>		<b>6</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>10</b>	<b>2</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

*Public Employment Relations*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	3	1											3	1		
Professional	4	1											4	1		
Technical																
Protective Service																
Paraprofessional																
Admin. Support	3	3											3	3		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	10	5	0	0	0	0	0	0	0	0	0	0	10	5	0	0

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NA	NA										
Professional	NA	NA										
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	NA	NA										
Admin. Support	NA	NA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				0	0	0	0	0	0	0	0	0

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	NA				NA						
Professional	NA				NA						
Technical	NA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	NA				NA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		0	0	0		0	0	0	0	0	0

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

Public Health

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	65	44	1		6	2			9	5	2		67	46	3	
Professional	217	140	13		22	16			44	28	2		226	148	14	
Technical	8	7	1		1	1			1				7	6		
Protective Service																
Paraprofessional	38	36	3		2	2			1	1			33	30	4	
Admin. Support	60	57	6		2	2			11	10			61	58	5	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>388</b>	<b>284</b>	<b>24</b>	<b>30</b>	<b>33</b>	<b>23</b>	<b>0</b>	<b>3</b>	<b>66</b>	<b>44</b>	<b>4</b>	<b>6</b>	<b>394</b>	<b>288</b>	<b>26</b>	<b>35</b>

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	NP			2							1
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>5</b>

FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	ST	BA			BA						
Professional	BA				NP	2					
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>40</b>	<b>4</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Public Safety

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	22	3			2	1			5	2			28	4	1	
Professional	93	40	7		3				5	2			92	42	8	
Technical	27	10	3		2	2							29	13	3	
Protective Service	559	33	15		27	2			129	8	2		571	34	13	
Paraprofessional	17	15			1								12	10		
Admin. Support	120	95	4		8	7			10	9			114	92	3	
Skilled Craft									1							
Service/Maint.													1			
<b>TOTALS</b>	<b>838</b>	<b>196</b>	<b>29</b>	<b>33</b>	<b>43</b>	<b>12</b>	<b>0</b>	<b>3</b>	<b>150</b>	<b>21</b>	<b>2</b>	<b>3</b>	<b>847</b>	<b>195</b>	<b>28</b>	<b>36</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	ST	BA		3			1			1		
Professional	NP	NP		3	4					1	1	
Technical	PN	NP		1	1					0	0	
Protective Service	PN	BA		12	1		3	1		2	-1	
Paraprofessional	BA	BA										
Admin. Support	BA	NP		7	2					1	0	
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>26</b>	<b>8</b>	<b>49</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>-2</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	ST	5	2	1	BA						
Professional	NP	3			NP	4					
Technical	PN	1	0	0	NP	1					
Protective Service	PN	12	30	3	PN	1	30	1			
Paraprofessional	NA				NA						
Admin. Support	NP	7			NP	2					
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>28</b>	<b>32</b>	<b>4</b>		<b>8</b>	<b>30</b>	<b>1</b>	<b>49</b>	<b>32</b>	<b>2</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Public Television

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	16	12							1				16	12		
Professional	49	16	1		6	2			4				44	13	1	
Technical	35	6											35	6		
Protective Service																
Paraprofessional	6	5											6	5		
Admin. Support	10	8	1		1	1							9	7	1	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>116</b>	<b>47</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>110</b>	<b>43</b>	<b>2</b>	<b>4</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	ST	BA		3			1			0		
Technical	NP	BA		2						0		
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>5</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>-1</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	1			BA						
Technical	PN	1	1	1	PN	2	1	1			
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>2</b>	<b>1</b>	<b>1</b>		<b>2</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Revenue

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	52	18			2	1	1		6	2	1		43	15	1	
Professional	291	120	16		12	3	3		40	20	3		233	112	15	
Technical	13	11							1	1			5	5		
Protective Service																
Paraprofessional	3	3	1						6	5			7	6	1	
Admin. Support	106	94	8		4				10	8			81	74	5	
Skilled Craft																
Service/Maint.	2		1													
<b>TOTALS</b>	<b>467</b>	<b>246</b>	<b>26</b>	<b>48</b>	<b>18</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>63</b>	<b>36</b>	<b>4</b>	<b>5</b>	<b>369</b>	<b>212</b>	<b>22</b>	<b>42</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	PN	NP		5	1		2			1	1	
Professional	PN	BA		10			7			10		
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	BA	BA										
<b>TOTALS</b>				<b>15</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>1</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	PN	5	4	2	NP	1					
Professional	PN	10	12	7	BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		<b>15</b>	<b>16</b>	<b>9</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

Secretary of State

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	10	5	1		1				3	1			9	4	1	
Professional	6	4							2	1			10	7		
Technical	1	1														
Protective Service																
Paraprofessional	6	6											6	6		
Admin. Support	12	11	2						1	1			12	12	2	
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>35</b>	<b>27</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>29</b>	<b>3</b>	<b>0</b>

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	BA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

FY '06 Affirmative Action Goals BOFY

EEO Code	Female			Minority			Persons w/Disabilities				
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal		UU	Hire
Official /Admin.	BA				BA						
Professional	BA				BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				BA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>1</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.



FY 2005 Affirmative Action Report

*Transportation*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	141	52	2		8	1							132	52	2	
Professional	613	188	31		22	7			19	5			607	184	28	
Technical	647	144	24		33	2			7	1			631	145	22	
Protective Service	120	9	5		9	1			9				120	8	5	
Paraprofessional	28	22	2										31	24	2	
Admin. Support	341	313	18		25	24			35	30	1		338	307	17	
Skilled Craft	1226	41	60		52	2			46	2	1		1215	41	59	
Service/Maint.	40	13	3		2	2			5	1			37	12	2	
<b>TOTALS</b>	<b>3156</b>	<b>782</b>	<b>145</b>	<b>266</b>	<b>151</b>	<b>39</b>	<b>0</b>	<b>13</b>	<b>121</b>	<b>39</b>	<b>2</b>	<b>13</b>	<b>3111</b>	<b>773</b>	<b>137</b>	<b>257</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	BA	BA										
Technical	BA	BA										
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	BA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	PN	15	6		NP	2					
Professional	PN	3	20	1	NP	7					
Technical	PN	87	38	1	PN	9	38	1			
Protective Service	ST	9	8	1	BA						
Paraprofessional	NA				NA						
Admin. Support	BA	2			NP						
Skilled Craft	PN	4	38		NP	1					
Service/Maint.	PN	3	6	3	NP	1					
<b>TOTALS</b>		<b>123</b>	<b>116</b>	<b>6</b>		<b>20</b>	<b>38</b>	<b>1</b>	<b>39</b>	<b>143</b>	<b>2</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

*Treasurer*

**FY '05 Workforce Changes**

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	7	4							2	1			5	3		
Professional	11	7			5	5			4	2			12	10		
Technical	1	1			1	1							3	2		
Protective Service																
Paraprofessional	2	2							1	1			2	2		
Admin. Support	3	3											2	2		
Skilled Craft																
Service/Maint.																
<b>TOTALS</b>	<b>24</b>	<b>17</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>24</b>	<b>19</b>	<b>0</b>	<b>0</b>

**FY '05 Goals & Achievements**

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	NA	NA										
Professional	NA	NA										
Technical	NA	NA										
Protective Service	NA	NA										
Paraprofessional	NA	NA										
Admin. Support	NA	NA										
Skilled Craft	NA	NA										
Service/Maint.	NA	NA										
<b>TOTALS</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**FY '06 Affirmative Action Goals BOFY**

EEO Code	Female			Minority			Persons w/Disabilities				
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal		UU	Hire
Official /Admin.	NA				NA						
Professional	NA				NA						
Technical	NA				NA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	NA				NA						
Skilled Craft	NA				NA						
Service/Maint.	NA				NA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

FY 2005 Affirmative Action Report

Veterans Affairs

FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	20	8			2	1			6	3			23	10		
Professional	178	145	5		13	9			33	28			189	154	4	
Technical	93	86	2		15	14			14	13	2		84	77	2	
Protective Service	5				1								5			
Paraprofessional	274	249	15		35	34			50	47	2		284	257	12	
Admin. Support	67	61	1		4	4			7	7			65	59	1	
Skilled Craft	25	1							1				24	1		
Service/Maint.	107	78	7		11	8			11	6			105	76	5	
<b>TOTALS</b>	<b>769</b>	<b>628</b>	<b>30</b>	<b>37</b>	<b>81</b>	<b>70</b>	<b>0</b>	<b>6</b>	<b>122</b>	<b>104</b>	<b>4</b>	<b>5</b>	<b>779</b>	<b>634</b>	<b>24</b>	<b>43</b>

FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA		1						1		
Professional	BA	NP			1							
Technical	BA	BA										
Protective Service	BA	BA										
Paraprofessional	BA	BA										
Admin. Support	BA	NP										
Skilled Craft	BA	BA										
Service/Maint.	BA	BA										
<b>TOTALS</b>				<b>1</b>	<b>1</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>-1</b>

FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Label	Total	Proj.	Hire	Label	Total	Proj.	Hire	Total	Proj.	Hire
		UU	Hires	Goal		UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	BA				NP	1					
Technical	BA				NP						
Protective Service	BA				BA						
Paraprofessional	NA				NA						
Admin. Support	BA				NP	1					
Skilled Craft	BA				BA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>40</b>	<b>95</b>	<b>12</b>

See Appendix A for Notes on Department Tables, page 19. See AA Plan Methodology on page 3.

## FY 2005 Affirmative Action Report

### Workforce Development

#### FY '05 Workforce Changes

	EOFY 2004				FY 2005				FY 2005				EOFY 2005			
	Workforce				Terminations				All Hires				Workforce			
	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D	T	F	Mn	D
Official /Admin	47	30	3		9	3	2		7	2			45	29	5	
Professional	556	319	71		26	13	3		36	19			531	306	67	
Technical	75	61	17		2	1			7	5			69	56	17	
Protective Service																
Paraprofessional	15	14	1		3	3			2	2			16	16		
Admin. Support	87	82	14		17	14	2		5	4			90	84	15	
Skilled Craft																
Service/Maint.	3	2											2	1		
<b>TOTALS</b>	<b>783</b>	<b>508</b>	<b>106</b>	<b>57</b>	<b>57</b>	<b>34</b>	<b>7</b>	<b>1</b>	<b>57</b>	<b>32</b>	<b>0</b>	<b>13</b>	<b>753</b>	<b>492</b>	<b>104</b>	<b>117</b>

#### FY '05 Goals & Achievements

EEO Code	Threshold			BOFY 05			FY 2005			EOFY 05		
	Label			Total UU			Hire Goal*			Net Change		
	F	Mn	D	F	Mn	D	F	Mn	D	F	Mn	D
Official /Admin	BA	BA										
Professional	NP	BA		9						0		
Technical	NP	BA		1						0		
Protective Service	NA	NA										
Paraprofessional	BA	BA										
Admin. Support	BA	BA										
Skilled Craft	NA	NA										
Service/Maint.	NA	BA										
<b>TOTALS</b>				<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### FY '06 Affirmative Action Goals BOFY

EEO Code	Female				Minority				Persons w/Disabilities		
	Bal.	Total	Proj.	Hire	Bal.	Total	Proj.	Hire	Total	Proj.	Hire
	Year	UU	Hires	Goal	Year	UU	Hires	Goal	UU	Hire	Goals
Official /Admin.	BA				BA						
Professional	NP	24			BA						
Technical	BA				BA						
Protective Service	NA				NA						
Paraprofessional	NA				NA						
Admin. Support	BA				NP	1					
Skilled Craft	NA				NA						
Service/Maint.	BA				BA						
<b>TOTALS</b>		<b>24</b>	<b>0</b>	<b>0</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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FY 2005 Affirmative Action Report

**B. WORKFORCE COMPOSITION**

<b>TOTAL FULL-TIME WORKFORCE</b>						
	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	9,620	9,672	-52	50.12%	50.38%	52.60%
Female	9,575	9,526	49	49.88%	49.62%	47.40%
Non-Minority	18,277	18,222	55	95.22%	94.92%	94.00%
Minority	968	976	-8	5.04%	5.08%	6.03%
W/Disability	1,328	1,348	-20	6.92%	7.02%	11.80%
W/O Disability	15,533	15,490	43	80.92%	80.69%	88.20%
Unk/Disability	2,334	2,360	-26	12.16%	12.29%	Unk
<b>TOTALS</b>	<b>19,195</b>	<b>19,198</b>	<b>-3</b>			
<b>1. OFFICIAL/ADMINISTRATOR</b>						
	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	631	633	-2	56.39%	57.44%	65.30%
Female	488	469	19	43.61%	42.56%	33.60%
Non-Minority	1,084	1069	15	96.87%	97.01%	97.30%
Minority	35	33	2	3.13%	2.99%	2.67%
<b>TOTALS</b>	<b>1,119</b>	<b>1102</b>	<b>17</b>			
<b>2. PROFESSIONAL</b>						
	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	3,003	3,010	-7	45.31%	45.85%	41.80%
Female	3,624	3,555	69	54.69%	54.15%	58.20%
Non-Minority	6,236	6,175	61	94.10%	94.06%	94.70%
Minority	391	390	1	5.90%	5.94%	5.27%
<b>TOTALS</b>	<b>6,627</b>	<b>6,565</b>	<b>62</b>			

## FY 2005 Affirmative Action Report

<b>3. TECHNICIAN</b>						
	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	856	877	-21	40.13%	40.92%	36.30%
Female	1,277	1,266	11	59.87%	59.08%	63.60%
Non-Minority	2,031	2,047	-16	95.22%	95.52%	95.40%
Minority	102	96	6	4.78%	4.48%	4.61%
<b>TOTALS</b>	<b>2,133</b>	<b>2,143</b>	<b>-10</b>			

<b>4. PROTECTIVE SERVICE</b>						
	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	2,459	2,470	-11	85.50%	85.11%	83.00%
Female	417	432	-15	14.50%	14.89%	16.90%
Non-Minority	2,746	2,764	-18	95.48%	95.24%	93.90%
Minority	130	138	-8	4.52%	4.76%	6.12%
<b>TOTALS</b>	<b>2,876</b>	<b>2,902</b>	<b>-26</b>			

<b>5. PARAPROFESSIONAL</b>						
	June '05	June '04	Net Change	State Government Workforce %		1990 Census Data Only Available for this Category
				June '05	June '04	
Male	470	488	-18	25.05%	26.57%	7.20%
Female	1,406	1,389	17	74.95%	75.61%	92.80%
Non-Minority	1,812	1,770	42	96.59%	96.35%	95.80%
Minority	64	67	-3	3.41%	3.65%	4.20%
<b>TOTALS</b>	<b>1,876</b>	<b>1,837</b>	<b>39</b>			

<b>6. ADMINISTRATIVE SUPPORT</b>						
	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	167	167	0	7.81%	7.64%	30.10%
Female	1,972	2,018	-46	92.19%	92.36%	69.90%
Non-Minority	2,003	2,048	-45	93.64%	93.73%	95.30%
Minority	136	137	-1	6.36%	6.27%	4.73%
<b>TOTALS</b>	<b>2,139</b>	<b>2,185</b>	<b>-46</b>			

## FY 2005 Affirmative Action Report

	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	1,586	1,604	-76	96.35%	96.51%	92.50%
Female	60	58	2	3.65%	3.49%	7.50%
Non-Minority	1,577	1,592	-15	95.81%	95.79%	95.90%
Minority	69	70	-1	4.19%	4.21%	4.11%
<b>TOTALS</b>	<b>1,646</b>	<b>1,662</b>	<b>-16</b>			

### 8. SERVICE MAINTENANCE

	June '05	June '04	Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '04	
Male	448	463	-354	57.51%	57.73%	57.00%
Female	331	339	-8	42.49%	42.27%	43.00%
Non-Minority	735	757	-22	94.35%	94.39%	90.60%
Minority	44	45	-1	5.65%	5.61%	9.43%
<b>TOTALS</b>	<b>779</b>	<b>802</b>	<b>-23</b>			

- a. Payroll Query, Executive Branch Full-time Workforce Composition (pay periods ending 6-17-04 and 6-30-2005). Does not include Fair Authority, Regents, Governor's Office, and Elected Officials, Alliance on Substance Abuse or Board Members and Commissioners.
- b. State Government Workforce % identifies the percentage of each employee group compared to all groups within each EEO. For example, of all employees in the Professional category in 2005, 5.9% were racial/ethnic minority.
- c. Census 2000 EEO Tool, [www.census.gov/eo2000/](http://www.census.gov/eo2000/)
- d. Census 2000 Summary File 3, employed person with disabilities age 16-64

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**C. WORKFORCE COMPOSITION OVER 10 YEARS**

<b>TOTAL FULL-TIME WORKFORCE</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	9,620	9,369	251	50.12%	50.91%	52.60%
Female	9,575	9,035	540	49.88%	49.09%	47.40%
Non-Minority	18,277	17,395	882	95.22%	94.52%	94.00%
Minority	968	974	-6	5.04%	5.29%	6.03%
W/Disability	1,328	980	348	6.92%	5.32%	11.80%
W/O Disability	15,533	17,424	-1,891	80.92%	94.68%	88.20%
Unk/Disability	2,334		2,334	12.16%	0.00%	Unk
<b>TOTALS</b>	<b>19,195</b>	<b>18,404</b>	<b>791</b>			
<b>1. OFFICIAL/ADMINISTRATOR</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	631	548	83	56.39%	65.63%	65.30%
Female	488	287	201	43.61%	34.37%	33.60%
Non-Minority	1,084	815	269	96.87%	97.60%	97.30%
Minority	35	20	15	3.13%	2.40%	2.67%
<b>TOTALS</b>	<b>1,119</b>	<b>835</b>	<b>284</b>			
<b>2. PROFESSIONAL</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	3,003	2,854	149	45.31%	49.87%	41.80%
Female	3,624	2,864	760	54.69%	50.04%	58.20%
Non-Minority	6,236	5,378	858	94.10%	93.97%	94.70%
Minority	391	345	46	5.90%	6.03%	5.27%
<b>TOTALS</b>	<b>6,627</b>	<b>5,723</b>	<b>904</b>			

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<b>3. TECHNICIAN</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	856	1,145	-289	40.13%	47.18%	36.30%
Female	1,277	1,282	-5	59.87%	52.82%	63.60%
Non-Minority	2,031	2,317	-286	95.22%	95.47%	95.40%
Minority	102	110	-8	4.78%	4.53%	4.61%
<b>TOTALS</b>	<b>2,133</b>	<b>2,427</b>	<b>-294</b>			
<b>4. PROTECTIVE SERVICE</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	2,459	2,005	454	85.50%	87.17%	83.00%
Female	417	295	122	14.50%	12.83%	16.90%
Non-Minority	2,746	2,200	546	95.48%	95.65%	93.90%
Minority	130	100	30	4.52%	4.35%	6.12%
<b>TOTALS</b>	<b>2,876</b>	<b>2,300</b>	<b>576</b>			
<b>5. PARAPROFESSIONAL</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		1990 Census Data Only Available for this Category
				June '05	June '95	
Male	470	508	-38	25.05%	26.82%	7.20%
Female	1,406	1,386	20	74.95%	73.18%	92.80%
Non-Minority	1,812	1,826	-14	96.59%	96.41%	95.80%
Minority	64	68	-4	3.41%	3.59%	4.20%
<b>TOTALS</b>	<b>1,876</b>	<b>1,894</b>	<b>-18</b>			
<b>6. ADMINISTRATIVE SUPPORT</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	167	211	-44	7.81%	7.73%	30.10%
Female	1,972	2,517	-545	92.19%	92.27%	69.90%
Non-Minority	2,003	2,520	-517	93.64%	92.38%	95.30%
Minority	136	208	-72	6.36%	7.62%	4.73%
<b>TOTALS</b>	<b>2,139</b>	<b>2,728</b>	<b>-589</b>			

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<b>7. SKILLED CRAFT</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	1,586	1,684	-178	96.35%	95.46%	92.50%
Female	60	81	-21	3.65%	4.59%	7.50%
Non-Minority	1,577	1,693	-116	95.81%	95.98%	95.90%
Minority	69	72	-3	4.19%	4.08%	4.11%
<b>TOTALS</b>	<b>1,646</b>	<b>1,764</b>	<b>-118</b>			
<b>8. SERVICE MAINTENANCE</b>						
	June '05	June '95	10 Year Net Change	State Government Workforce %		2000 Census Iowa Labor Force Availability
				June '05	June '95	
Male	448	414	-284	57.51%	56.56%	57.00%
Female	331	318	13	42.49%	43.44%	43.00%
Non-Minority	735	681	54	94.35%	93.03%	90.60%
Minority	44	51	-7	5.65%	6.97%	9.43%
<b>TOTALS</b>	<b>779</b>	<b>732</b>	<b>47</b>			

- a. Payroll Query, Executive Branch Full-time Workforce Composition (pay period 6-30-05) and *Affirmative Action in Iowa*, Iowa Department of Personnel, September 1995. Does not include Fair Authority, Regents, Governor's Office, and Elected Officials, Alliance on Substance Abuse or Board Members and Commissioners.
- b. State Government Workforce % identifies the percentage of each employee group compared to all groups within each EEO category. For example, of all employees in the Professional category in 2005, 5.9% were racial/ethnic minority.
- c. Census 2000 EEO Tool, [www.census.gov/eo2000/](http://www.census.gov/eo2000/)
- d. Census 2000 Summary File 3, employed person with disabilities age 16-64

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**D. MINORITY 5-YEAR NET CHANGE BY DEPARTMENT**

TITLE	FY '00 TOTAL	WHITE	AFRICAN/ AM	ASIAN/ PACIFIC ISL	NATIVE AM/ ALASKAN NTV	LATINO	TOTAL MIN	*NET-5- YR CHANGE
Admin Services**	515	-140	-8	2	-2	-2	-10	-152
Agriculture	436	-57	-1	-1	0	0	-2	-59
Auditor	128	-16	0	0	0	0	0	-16
Blind	99	1	-1	1	0	0	0	0
Civil Rights	32	-5	-6	0	0	0	-6	-9
Commerce-Alc Bev	24	26	0	0	0	1	1	27
Commerce-Banking	78	-15	-1	0	0	0	-1	-16
Commerce-CU	16	0	0	0	0	0	0	0
Commerce-Insurance	81	0	1	1	0	1	3	3
Commerce-Prof Lic	11	-1	0	0	0	0	0	-1
Commerce-Utilities	63	2	0	1	0	1	2	5
Commerce***	16	-15	0	0	0	-1	-1	-16
Corrections	3,069	-177	-12	5	1	-6	-12	-198
Cultural Affairs	85	-16	-1	0	-1	0	-2	-21
Transportation	3,569	-440	-6	-8	-3	-3	-20	-457
Economic Dev	129	0	2	1	0	1	4	2
Education	591	5	-7	1	-1	3	-4	1
Elder Affairs	26	4	0	-1	0	0	-1	2
Ethics & Cmpgn Disc	8	-2	0	0	0	0	0	-2
Human Rights	48	9	1	0	0	-1	0	9
Human Services	5,428	-208	-1	-3	-6	11	1	-191
Iowa Comm Network	93	19	-1	-1	0	2	0	-3
Finance Authority	56	31	-1	0	0	1	0	30
Inspections & Appls	468	7	-2	0	2	0	0	20
Public Television	135	-22	0	0	0	-1	-1	-25
Justice	235	-10	1	-1	0	1	1	-10
Law Enf Academy	29	-2	0	0	0	0	0	-2
Lottery	108	1	-1	0	0	0	-1	0
Management	31	-4	1	0	0	0	1	-4
Natural Resources	836	72	-3	7	0	0	4	76
Parole	12	-2	0	0	0	0	0	-2
PERB	12	-2	0	0	0	0	0	-2
Public Defense	276	93	4	3	0	0	7	97
Public Health	346	41	1	4	3	2	10	48
Public Safety	943	-94	-2	2	-1	-2	-3	-96
Revenue	458	-85	-7	0	0	1	-6	-89
Secretary of State	40	0	0	0	0	0	0	-1
College Student Aid	35	6	0	0	0	0	0	6
Treasurer	25	-1	0	0	0	0	0	0
Workforce Dev	847	-94	-5	6	-2	3	2	-94
<b>TOTAL</b>	<b>20199</b>	<b>-1073</b>	<b>-56</b>	<b>14</b>	<b>-8</b>	<b>13</b>	<b>-37</b>	<b>-1123</b>
<b>PERCENT</b>	<b>100.0%</b>	<b>-5.3%</b>	<b>-0.3%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>-0.2%</b>	<b>-5.6%</b>

\* This table does not include non-responses

\*\* Administrative Services represents adjusted figures bases on the FY 2000 counts within Personnel, Information Technology, IPERS, General Services.

\*\*\* Commerce 2000 counts are indistinguishable from its divisions so it was included, even though the core department no longer exists.

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## E. GLOSSARY

### **Accessibility**

Accessibility for persons with disabilities requires a barrier-free environment in which the mobility of physically disabled persons is not inhibited by external barriers such as architectural design. This includes entrances into buildings, elevators, restrooms, water fountains, cafeterias, and conference rooms and office equipment.

### **Affirmative Action**

"Action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity (Iowa Code Section 19B.1).

### **Availability**

The availability of minorities or females for a job group means the percentage of minorities or females among persons in the relevant labor area having the requisite qualifications to perform the positions included in the job group. The availability of persons with disabilities means the percentage of persons with disabilities among persons the statewide labor area. The term is broad enough to include any factor that is in fact relevant to determining the availability of individuals for the. Availability figures are used in determining whether underutilization exists, and, where a goal is established, in determining the level of the goal. (*Adapted from the Glossary of Equal Opportunity/Affirmative Action Terms, Mary Jane Sinclair, and SPHR. SHRM White Paper.*)

### **Balanced Workforce**

A workforce that has women, racial/ethnic minorities and persons with disabilities represented in all job groups and salary ranges at approximately the same rate as their representation in the wider labor force, as reflected by availability.

### **Disability**

A Disability is a physical or mental impairment, which substantially limits one or more major life activity, a record of having such an impairment, or being perceived as having such impairment.

### **Diversity**

Diversity refers to any perceived difference among people. According to Roosevelt Thomas, Executive Director of the Institute for Managing, managing diversity is a complex process for developing an environment that works for all employees. Ann Morrison in *New Leaders: Guidelines on Leadership Diversity in America* has defined diversity on four levels:

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- Diversity as racial/ethnic and gender balance
- Diversity as understanding of other cultures
- Diversity as culturally divergent values
- Diversity as broadly inclusive

The key to an organization initiating diversity as a managerial process is to clarify the organization's diversity objectives and to incorporate the objectives into its strategic plan.

### **Equal Employment Opportunity**

A system of practices that guarantees, by law, the same employment opportunity to all individuals regardless of their gender, creed, race, color, religion, national origin, age or physical or mental disabilities.

### **Goal**

An annual target for the placement of underutilized groups of protected class members in job groups where underutilization exists. Goals are not rigid and inflexible quotas. They must be targets reasonably attainable through good faith effort and must not cause any group of applicants to be excluded from the hiring process.

### **Manifest Imbalance**

Manifest imbalance occurs when the representation of protected groups in specific occupational groupings in the workforce is substantially below its representation in the relevant labor market. Numerical Goals can only be used as an affirmative action remedy for those job groupings that are identified as substantially underutilized. See Manifest Imbalance.

### **Olmstead Plan**

Governor's Executive Order 27 directs state agencies to undertake steps to identify and address barriers to community living for individuals with disabilities and long term illness in Iowa. DAS-HRE was one of the identified state agencies and is participating in the initiative to identify employment barriers in state government for persons with disabilities. The "Olmstead decision" resulted from the U.S. Supreme Court decision, *Olmstead v. L.C.*, 527 U.S. 581 (1999), that interpreted Title II of the ADA to require "States to place qualified individuals with disabilities in community settings, rather than in institutions, whenever treatment professionals determine that such placement is appropriate, the affected persons do not oppose such placement, and the State can reasonably accommodate the placement...."

### **Preferential and Non-preferential**

Preferential (remedial) affirmative action permits numerical hiring goals that



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consider race and gender as factors in the selection process. It is the most intrusive and, as a result, the most likely basis for affirmative action litigation. Non-preferential (non-remedial) affirmative action results in active efforts by an employer to attack and prevent discrimination by concerted proactive programs, but not by setting numerical goals. Non-preferential goals result in system improvements and are more enduring than isolated affirmative action hires

### Protected Groups

All employees regardless of racial/ethnic, gender, disability status or age groups are regarded as "protected groups" under equal employment opportunity laws. Those groups for which affirmative action remedies or EEO compliance are appropriate are those groups of employees, former employees or applicants who have experienced and/or continue to experience the loss of employment opportunities or benefits due to discriminatory practices or policies of the employer.

### Racial/Ethnic Categories

Black, (not of Hispanic Origin): A person having origins in any of the Black racial groups of Africa.

Hispanic: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian or Pacific Islander: A person having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

American Indian or Alaskan Native: A person having origins in any of the original people of North America who maintains cultural identification through tribal affiliation or community recognition.

White, Not of Hispanic Origin: A person having origins in any of the original people of Europe, North Africa, or the Middle East.

(Source: EEOC Form 164, State and Local Government Information, (EEO-4))

### Reasonable Accommodation

The ADA does not define "reasonable accommodation." Equal Employment Opportunity Commission (EEOC) regulations define "reasonable accommodations" as modifications or adjustments to the application process, work environment, or manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to be considered for a desired position, perform the essential functions of a position, or enjoy equal benefits and privileges of employment to other similarly-situated employees without disabilities (29 C.F.R. § 1630.2(o)(1) (1999)). EEOC interpretive guidelines define "reasonable accommodation" as any change in the work environment or in the way things are usually done that results in equal employment opportunities for an individual with a disability (29 C.F.R. Pt. 1630, App. §1630.2(o) (1999)).

### Relevant Labor Force or Market

The relevant labor force or labor market is the geographic area from which an

employer obtains a large portion of its workforce for a given occupational group.

### **Remedial and Non-remedial Underutilization**

Executive branch departments are required to participate in the State's Affirmative Action Plan and address all areas of underutilization with appropriate goals. Areas of manifest imbalance require both remedial (numeric) goals for balancing the state's workforce within that department and non-remedial goals, i.e., any methods in addition to affirmative action hires designed to balance the department's workforce. Where underutilization is not statistically significant and for underutilization of persons with disabilities, non-remedial goals are required.

### **Qualitative Analysis**

A qualitative utilization analysis shows whether and where an agency's employment policies and practices do or tend to exclude, disadvantage, restrict or adversely affect employees based on their age, sex, disability, and racial/ethnic Minorities status. It should also show whether and where effects of prior illegal discrimination are left uncorrected. The analysis may include, but not be limited to, the following areas:

- Recruitment efforts and methods.
- Applicant flow characteristics study.
- Interview, selection, appointment, and placement policies and practices.
- Policies and practices affecting transfers, promotions, and reallocations.
- Selection of employees for training.
- Policies and practices in demotion, discipline, termination, and reduction in force.
- Laws, policies, and practices external to the agency that discourage effective results in affirmative action.

### **Quantitative Analysis**

A quantitative utilization analysis compares the employers workforce with relevant labor force in order to calculate the numerical and percentile of underrepresentation in the agency's work force, if any, by racial /ethnic Minorities, gender and disability. (Adapted from IAC 581—20.1(19B))

A qualitative analysis determines the appropriate numerical hiring goals to set for preferential underutilization, i.e., underutilization that statistically significant and indicative of manifest imbalance in the workforce.

### **Underutilization**

Condition when there are fewer women, racial/ethnic minorities, or persons with disabilities with requisite skills in a particular job category/group than would reasonably be expected by their availability in the relevant labor market for which an organization recruits.