

**Fiscal Year 2018 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2019 Plan**

September 30, 2018



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

September 30, 2018

**Iowa Department of Administrative Services
Human Resources Enterprise
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September 25, 2018

MEMORANDUM

TO: The Honorable Kim Reynolds, Governor

The Honorable Adam Gregg, Lt. Governor

Carmine Boal, Chief Clerk of the House

W. Charles Smithson, Secretary of the Senate

FR: Janet E. Phipps, Director, Department of Administrative Services

RE: FY 2018 Affirmative Action Report and FY 2019 Plan

In accordance with Iowa Code section 19B.5, enclosed please find the Fiscal Year 2018 Report on the Condition of Affirmative Action, Diversity, and Multicultural Programs in State Government as required by Chapter 19B.5.

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Annual Affirmative Action, Diversity and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This report covers activity for the period of July 1, 2017, through June 30, 2018, and provides information on the condition of affirmative action, diversity, and multicultural programs in the Executive Branch of State Government, as set forth in Iowa Code Chapter 19B.

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

Definitions

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

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

Responsibilities

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

Executive Branch Statewide Workforce Composition by Females and Minorities

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

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

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

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

Section II. FY 2018 Progress and Results

Overall Results: Statewide and by Agency Workforce Composition

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

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

- During the reported period, the State's overall Executive Branch workforce decreased by 819 employees: 336 males and 483 females. It is significant to note that of the 483 females that left the workforce, over 44% (216 employees) were from the Administrative Support category, which is a category that is still very well-represented by females at 86.92%.
 - The overall representation of females, by percentage, in the State's Executive Branch workforce decreased from 50.44% to 50.00%.
 - The overall representation of minorities, by percentage, in the State's Executive Branch workforce increased from 7.53% to 7.98%.
- The Officials and Administrators and Professional categories experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Officials and Administrators category, the percentage of females decreased slightly from 51.56% to 51.54%, while the percentage of minorities increased from 6.52% to 6.83%.
 - In the Professional category, the percentage of females decreased slightly from 57.89% to 57.87%, while the percentage of minorities increased from 8.77% to 9.28%.
- The categories of Technician and Protective Service: Sworn experienced an increase, by percentage, among females and minorities.
 - In the Technician category, the percentage of females increased from 38.03% to 38.68%, while the percentage of minorities increased from 4.99% to 5.39%.
 - In the Protective Service: Sworn category, the percentage of females increased from 13.37% to 13.55%, while the percentage of minorities increased from 5.64% to 6.39%.
- The categories of Administrative Support and Service and Maintenance experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Administrative Support category, the percentage of females decreased from 87.38% to 86.92%, while the percentage of minorities increased from 9.70% to 10.13%.

- In the Service and Maintenance category, the percentage of females decreased from 58.90% to 58.67%, while the percentage of minorities increased from 9.01% to 9.89%.
- The Skilled Craft category experienced an increase, by percentage, among females, and a decrease, by percentage, among minorities.
 - In the Skilled Craft category, the percentage of females increased from 2.08% to 2.27%, while the percentage of minorities decreased from 3.32% to 3.20%.

State Recruitment Coordinating Committee ¹

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

The statewide recruitment strategy remains focused on promoting the State of Iowa as an employer of choice, emphasizing the collaborative and inclusive work of Executive Branch agencies in hiring and retaining talent for the diverse careers utilized in state government. To accomplish this, the committee remained focused for FY 2018 on their collective ability to:

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

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

Recruitment Activities and Community Event Participation

In FY 2018, the statewide DAS Recruiter coordinated Executive Branch participation in 32 recruitment events throughout the State. These events assist Executive Branch agencies to reach a broader and more diverse applicant pool. Through these engagements the State seeks to educate the attendees regarding job vacancies, employment opportunities, and the State’s work culture.

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

Some of the key community and cultural events are:

Latino Heritage Festival (September 23-24, 2017). The Latino Heritage Festival is held every fall in Des Moines and is the largest Latino cultural event in the State. Attracting approximately 50,000 attendees annually, this event is also the largest ethnic event in the State.

I'll Make Me a World in Iowa (January 27, 2018). I'll Make Me a World in Iowa (IMMAWII) is a diverse collaboration of Iowans. It highlights African-American arts, culture, and contributions through education, awareness, and preservation during an annual enrichment celebration and with continual educational outreach.

CelebrAsian (May 25-26, 2018). CelebrAsian is the largest Asian American event in Iowa. The event unites the different Asian, American Asian, and Pacific Islander communities in Iowa. It showcases cultural exhibits, history, food, performance artists, sports, martial arts, and family-friendly activities.

Juneteenth (June 16, 2018). Juneteenth (combination of "June" and "nineteenth") is the oldest known celebration that commemorates the June 19th, 1865 announcement of the abolition of slavery in the United States of America. The Iowa Juneteenth Observance has been in existence for 28 years. On April 11, 2002 the Iowa Juneteenth holiday was made an official holiday.

DAS also actively engages in career fairs and general recruitment activities with the goal of attracting a diverse group of candidates for employment within state government. DAS selects events and activities that will result in an increased number of qualified protected class applicants applying for positions within state government.

Performance & Development Solutions (PDS) Training

Performance & Development Solutions (PDS) is committed to providing training through instructor-led and e-learning courses related to diversity and multicultural content. In FY18, PDS offered the following classes related to these areas: Americans with Disabilities Act, Diversity for Employees, Diversity for Supervisors, Equal Employment Opportunity/Affirmative Action, From Interview to Hire, and Generational Diversity. PDS continues to market courses on a monthly basis through the “HRExpress” employee newsletter and at times offers onsite training to agencies and their staff. PDS frequently updates course content to reflect relevant information and explores new topics for e-learning offerings.

Section III. FY 2019 Plan

To aid in affirmative action goal setting for FY 2019, each agency was provided a series of reports including: applicant flow by minority and sex (merit-covered vacancies only), a list of vacancies that contributed to applicant flow, workforce composition (merit and merit-exempt employees), workforce/labor force comparison by occupational code, and turnover data. Each Executive Branch agency used this data for the creation of affirmative action and diversity and inclusion goals using the S.M.A.R.T. goal setting process, which asks agencies to set goals that are specific, measurable, attainable, realistic, and time-bound. Agency progress on goals set for FY 2019 will be submitted to DAS-HRE at the end of FY 2019.

Section IV. Appendices

APPENDIX A:

ANNUAL AGENCY AFFIRMATIVE ACTION REPORTS AND PLANS

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

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

APPENDIX B:

**EXECUTIVE BRANCH WORKFORCE COMPOSITION FIVE-YEAR TRENDS
BY FEMALES and MINORITIES**

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

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

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

Females

Executive Branch - Total

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	49.59%	49.48%	49.61%	49.56%	50.00%
Female	50.41%	50.52%	50.39%	50.44%	50.00%

Category 1 - Officials/Administrators

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	50.92%	50.34%	49.02%	48.44%	48.46%
Female	49.08%	49.66%	50.98%	51.56%	51.54%

Category 2 – Professional

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	42.43%	42.57%	42.39%	42.11%	42.13%
Female	57.57%	57.43%	57.61%	57.89%	57.87%

Category 3 - Technician

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	59.30%	59.50%	60.55%	61.97%	61.32%
Female	40.70%	40.50%	39.45%	38.03%	38.68%

Category 4 - Protective Service: Sworn

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	85.98%	86.11%	86.22%	86.63%	86.45%
Female	14.02%	13.89%	13.78%	13.37%	13.55%

Category 6 - Administrative Support

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	11.84%	12.05%	12.38%	12.62%	13.08%
Female	88.16%	87.95%	87.62%	87.38%	86.92%

Category 7 - Skilled Craft Workers

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	97.29%	97.51%	97.68%	97.92%	97.73%
Female	2.71%	2.49%	2.32%	2.08%	2.27%

Category 8 - Service/Maintenance

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Male	40.08%	39.65%	40.79%	41.10%	41.33%
Female	59.92%	60.35%	59.21%	58.90%	58.67%

Minorities

Executive Branch - Total

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	91.68%	91.48%	91.34%	92.47%	92.02%
Minority	6.40%	6.63%	6.86%	7.53%	7.98%
Unknown	1.92%	1.89%	1.80%	0.00%	0.00%

Category 1 - Officials/Administrators

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	92.06%	92.26%	92.05%	93.48%	93.17%
Minority	5.58%	5.66%	5.68%	6.52%	6.83%
Unknown	2.36%	2.09%	2.26%	0.00%	0.00%

Category 2 – Professional

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	90.86%	90.15%	90.03%	91.23%	90.72%
Minority	7.21%	7.77%	8.18%	8.77%	9.28%
Unknown	1.93%	2.09%	1.79%	0.00%	0.00%

Category 3 - Technician

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	93.12%	93.15%	93.30%	95.01%	94.61%
Minority	5.07%	5.05%	4.84%	4.99%	5.39%
Unknown	1.81%	1.80%	1.86%	0.00%	0.00%

Category 4 - Protective Service: Sworn

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	93.39%	93.57%	93.57%	94.36%	93.61%
Minority	5.89%	5.65%	5.63%	5.64%	6.39%
Unknown	0.72%	0.78%	0.80%	0.00%	0.00%

Category 6 - Administrative Support

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	90.26%	90.08%	89.65%	90.30%	89.87%
Minority	8.22%	8.49%	8.97%	9.70%	10.13%
Unknown	1.52%	1.43%	1.38%	0.00%	0.00%

Category 7 - Skilled Craft Workers

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	95.91%	96.07%	96.11%	96.68%	96.80%
Minority	3.21%	3.05%	3.20%	3.32%	3.20%
Unknown	0.88%	0.87%	0.69%	0.00%	0.00%

Category 8 - Service/Maintenance

Class	FY2014	FY2015	FY2016	FY2017	FY2018
Non-Minority	89.40%	89.22%	88.96%	90.99%	90.11%
Minority	6.21%	6.77%	7.07%	9.01%	9.89%
Unknown	4.39%	4.01%	3.96%	0.00%	0.00%

APPENDIX C:
WORKFORCE COMPOSITION CHARTS
STATEWIDE AND BY AGENCY

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

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

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8,074	8,410	-336	50.00%	49.56%
Female	8,075	8,558	-483	50.00%	50.44%
Non-Minority	14,861	15,690	-829	92.02%	92.47%
Minority	1,288	1,278	10	7.98%	7.53%
TOTALS	16,149	16,968	-819		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,227	1,256	-29	48.46%	48.44%
Female	1,305	1,337	-32	51.54%	51.56%
Non-Minority	2,359	2,424	-65	93.17%	93.48%
Minority	173	169	4	6.83%	6.52%
TOTALS	2,532	2,593	-61		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,883	1,982	-99	42.13%	42.11%
Female	2,587	2,725	-138	57.87%	57.89%
Non-Minority	4,055	4,294	-239	90.72%	91.23%
Minority	415	413	2	9.28%	8.77%
TOTALS	4,470	4,707	-237		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	455	484	-29	61.32%	61.97%
Female	287	297	-10	38.68%	38.03%
Non-Minority	702	742	-40	94.61%	95.01%
Minority	40	39	1	5.39%	4.99%
TOTALS	742	781	-39		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,921	1,995	-74	86.45%	86.63%
Female	301	308	-7	13.55%	13.37%
Non-Minority	2,080	2,173	-93	93.61%	94.36%
Minority	142	130	12	6.39%	5.64%
TOTALS	2,222	2,303	-81		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	377	393	-16	13.08%	12.62%
Female	2,505	2,721	-216	86.92%	87.38%
Non-Minority	2,590	2,812	-222	89.87%	90.30%
Minority	292	302	-10	10.13%	9.70%
TOTALS	2,882	3,114	-232		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,467	1,506	-39	97.73%	97.92%
Female	34	32	2	2.27%	2.08%
Non-Minority	1,453	1,487	-34	96.80%	96.68%
Minority	48	51	-3	3.20%	3.32%
TOTALS	1,501	1,538	-37		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	744	794	-50	41.33%	41.10%
Female	1,056	1,138	-82	58.67%	58.90%
Non-Minority	1,622	1,758	-136	90.11%	90.99%
Minority	178	174	4	9.89%	9.01%
TOTALS	1,800	1,932	-132		

Agency-005

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	92	101	-9	46.46%	49.27%
Female	106	104	2	53.54%	50.73%
Non-Minority	173	178	-5	87.37%	86.83%
Minority	25	27	-2	12.63%	13.17%
TOTALS	198	205	-7		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	32	-6	43.33%	49.23%
Female	34	33	1	56.67%	50.77%
Non-Minority	59	64	-5	98.33%	98.46%
Minority	1	1	0	1.67%	1.54%
TOTALS	60	65	-5		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	14	1	37.50%	35.00%
Female	25	26	-1	62.50%	65.00%
Non-Minority	36	36	0	90.00%	90.00%
Minority	4	4	0	10.00%	10.00%
TOTALS	40	40	0		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	10	-2	18.60%	23.26%
Female	35	33	2	81.40%	76.74%
Non-Minority	34	31	3	79.07%	72.09%
Minority	9	12	-3	20.93%	27.91%
TOTALS	43	43	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	25	-1	92.31%	96.15%
Female	2	1	1	7.69%	3.85%
Non-Minority	25	25	0	96.15%	96.15%
Minority	1	1	0	3.85%	3.85%
TOTALS	26	26	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	20	-1	65.52%	66.67%
Female	10	10	0	34.48%	33.33%
Non-Minority	19	21	-2	65.52%	70.00%
Minority	10	9	1	34.48%	30.00%
TOTALS	29	30	-1		

Agency-009

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	158	159	-1	49.84%	49.38%
Female	159	163	-4	50.16%	50.62%
Non-Minority	309	313	-4	97.48%	97.20%
Minority	8	9	-1	2.52%	2.80%
TOTALS	317	322	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	75	0	73.53%	75.00%
Female	27	25	2	26.47%	25.00%
Non-Minority	98	98	0	96.08%	98.00%
Minority	4	2	2	3.92%	2.00%
TOTALS	102	100	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	76	-1	68.81%	67.26%
Female	34	37	-3	31.19%	32.74%
Non-Minority	105	109	-4	96.33%	96.46%
Minority	4	4	0	3.67%	3.54%
TOTALS	109	113	-4		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	1.01%	0.00%
Female	98	101	-3	98.99%	100.00%
Non-Minority	99	98	1	100.00%	97.03%
Minority	0	3	-3	0.00%	2.97%
TOTALS	99	101	-2		

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

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

Agencies-112 & 114

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	93	98	-5	39.57%	40.00%
Female	142	147	-5	60.43%	60.00%
Non-Minority	215	224	-9	91.49%	91.43%
Minority	20	21	-1	8.51%	8.57%
TOTALS	235	245	-10		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	23	-2	44.68%	45.10%
Female	26	28	-2	55.32%	54.90%
Non-Minority	42	46	-4	89.36%	90.20%
Minority	5	5	0	10.64%	9.80%
TOTALS	47	51	-4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	71	75	-4	48.30%	48.08%
Female	76	81	-5	51.70%	51.92%
Non-Minority	137	143	-6	93.20%	91.67%
Minority	10	13	-3	6.80%	8.33%
TOTALS	147	156	-9		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	2.44%	0.00%
Female	40	38	2	97.56%	100.00%
Non-Minority	36	35	1	87.80%	92.11%
Minority	5	3	2	12.20%	7.89%
TOTALS	41	38	3		

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

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

Agency-126

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	55	52	3	50.46%	54.74%
Female	54	43	11	49.54%	45.26%
Non-Minority	101	89	12	92.66%	93.68%
Minority	8	6	2	7.34%	6.32%
TOTALS	109	95	14		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	53	50	3	53.00%	58.14%
Female	47	36	11	47.00%	41.86%
Non-Minority	92	80	12	92.00%	93.02%
Minority	8	6	2	8.00%	6.98%
TOTALS	100	86	14		

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

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

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

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

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

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	17	4	36.21%	30.36%
Female	37	39	-2	63.79%	69.64%
Non-Minority	50	50	0	86.21%	89.29%
Minority	8	6	2	13.79%	10.71%
TOTALS	58	56	2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	12	4	39.02%	32.43%
Female	25	25	0	60.98%	67.57%
Non-Minority	34	32	2	82.93%	86.49%
Minority	7	5	2	17.07%	13.51%
TOTALS	41	37	4		

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

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

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

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

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

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	3	3	0	60.00%	50.00%
Female	2	3	-1	40.00%	50.00%
Non-Minority	4	5	-1	80.00%	83.33%
Minority	1	1	0	20.00%	16.67%
TOTALS	5	6	-1		

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

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

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

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

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

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

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

Agency-167

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	9	-2	31.82%	40.91%
Female	15	13	2	68.18%	59.09%
Non-Minority	18	18	0	81.82%	81.82%
Minority	4	4	0	18.18%	18.18%
TOTALS	22	22	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	9	-2	36.84%	50.00%
Female	12	9	3	63.16%	50.00%
Non-Minority	16	15	1	84.21%	83.33%
Minority	3	3	0	15.79%	16.67%
TOTALS	19	18	1		

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

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

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

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

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

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

Agency-185

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	79	85	-6	69.30%	67.46%
Female	35	41	-6	30.70%	32.54%
Non-Minority	101	109	-8	88.60%	86.51%
Minority	13	17	-4	11.40%	13.49%
TOTALS	114	126	-12		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	18	1	76.00%	69.23%
Female	6	8	-2	24.00%	30.77%
Non-Minority	25	25	0	100.00%	96.15%
Minority	0	1	-1	0.00%	3.85%
TOTALS	25	26	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	55	62	-7	72.37%	71.26%
Female	21	25	-4	27.63%	28.74%
Non-Minority	66	74	-8	86.84%	85.06%
Minority	10	13	-3	13.16%	14.94%
TOTALS	76	87	-11		

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

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

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

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

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

Agency-212

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	61	63	-2	78.21%	80.77%
Female	17	15	2	21.79%	19.23%
Non-Minority	68	70	-2	87.18%	89.74%
Minority	10	8	2	12.82%	10.26%
TOTALS	78	78	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	11	-1	58.82%	64.71%
Female	7	6	1	41.18%	35.29%
Non-Minority	15	15	0	88.24%	88.24%
Minority	2	2	0	11.76%	11.76%
TOTALS	17	17	0		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	8	-3	38.46%	53.33%
Female	8	7	1	61.54%	46.67%
Non-Minority	12	15	-3	92.31%	100.00%
Minority	1	0	1	7.69%	0.00%
TOTALS	13	15	-2		

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	41	40	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	35	35	0	85.37%	87.50%
Minority	6	5	1	14.63%	12.50%
TOTALS	41	40	1		

Agency-213

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	42	45	-3	56.00%	60.81%
Female	33	29	4	44.00%	39.19%
Non-Minority	74	73	1	98.67%	98.65%
Minority	1	1	0	1.33%	1.35%
TOTALS	75	74	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	42	45	-3	58.33%	63.38%
Female	30	26	4	41.67%	36.62%
Non-Minority	71	70	1	98.61%	98.59%
Minority	1	1	0	1.39%	1.41%
TOTALS	72	71	1		

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

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

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

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

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

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

Agency-214

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	7	1	61.54%	53.85%
Female	5	6	-1	38.46%	46.15%
Non-Minority	13	12	1	100.00%	92.31%
Minority	0	1	-1	0.00%	7.69%
TOTALS	13	13	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	7	1	72.73%	63.64%
Female	3	4	-1	27.27%	36.36%
Non-Minority	11	10	1	100.00%	90.91%
Minority	0	1	-1	0.00%	9.09%
TOTALS	11	11	0		

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

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

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

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

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

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

Agency-216

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	45	46	-1	45.92%	46.94%
Female	53	52	1	54.08%	53.06%
Non-Minority	84	83	1	85.71%	84.69%
Minority	14	15	-1	14.29%	15.31%
TOTALS	98	98	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	37	40	-3	52.11%	55.56%
Female	34	32	2	47.89%	44.44%
Non-Minority	61	60	1	85.92%	83.33%
Minority	10	12	-2	14.08%	16.67%
TOTALS	71	72	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	25.00%	28.57%
Female	6	5	1	75.00%	71.43%
Non-Minority	7	7	0	87.50%	100.00%
Minority	1	0	1	12.50%	0.00%
TOTALS	8	7	1		

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

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	2	2	100.00%	66.67%
Female	0	1	-1	0.00%	33.33%
Non-Minority	4	3	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	3	1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	13.33%	12.50%
Female	13	14	-1	86.67%	87.50%
Non-Minority	12	13	-1	80.00%	81.25%
Minority	3	3	0	20.00%	18.75%
TOTALS	15	16	-1		

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

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

Agency-217

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

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

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

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

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

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

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

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

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

Agency-219

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	29	1	53.57%	54.72%
Female	26	24	2	46.43%	45.28%
Non-Minority	49	46	3	87.50%	86.79%
Minority	7	7	0	12.50%	13.21%
TOTALS	56	53	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	19	0	59.38%	61.29%
Female	13	12	1	40.63%	38.71%
Non-Minority	30	29	1	93.75%	93.55%
Minority	2	2	0	6.25%	6.45%
TOTALS	32	31	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	9	0	64.29%	69.23%
Female	5	4	1	35.71%	30.77%
Non-Minority	10	9	1	71.43%	69.23%
Minority	4	4	0	28.57%	30.77%
TOTALS	14	13	1		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	20.00%	11.11%
Female	8	8	0	80.00%	88.89%
Non-Minority	9	8	1	90.00%	88.89%
Minority	1	1	0	10.00%	11.11%
TOTALS	10	9	1		

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

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

Agencies-238 thru 252

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	1,635	1,742	-107	68.10%	68.39%
Female	766	805	-39	31.90%	31.61%
Non-Minority	2,227	2,384	-157	92.75%	93.60%
Minority	174	163	11	7.25%	6.40%
TOTALS	2,401	2,547	-146		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	95	93	2	55.23%	51.67%
Female	77	87	-10	44.77%	48.33%
Non-Minority	162	171	-9	94.19%	95.00%
Minority	10	9	1	5.81%	5.00%
TOTALS	172	180	-8		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	121	127	-6	37.46%	38.37%
Female	202	204	-2	62.54%	61.63%
Non-Minority	297	304	-7	91.95%	91.84%
Minority	26	27	-1	8.05%	8.16%
TOTALS	323	331	-8		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	53	60	-7	50.48%	54.05%
Female	52	51	1	49.52%	45.95%
Non-Minority	98	105	-7	93.33%	94.59%
Minority	7	6	1	6.67%	5.41%
TOTALS	105	111	-6		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1161	1,234	-73	82.81%	83.21%
Female	241	249	-8	17.19%	16.79%
Non-Minority	1,288	1,378	-90	91.87%	92.92%
Minority	114	105	9	8.13%	7.08%
TOTALS	1,402	1,483	-81		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	13	-1	9.09%	8.97%
Female	120	132	-12	90.91%	91.03%
Non-Minority	125	140	-15	94.70%	96.55%
Minority	7	5	2	5.30%	3.45%
TOTALS	132	145	-13		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	103	111	-8	99.04%	99.11%
Female	1	1	0	0.96%	0.89%
Non-Minority	103	111	-8	99.04%	99.11%
Minority	1	1	0	0.96%	0.89%
TOTALS	104	112	-8		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	90	104	-14	55.21%	56.22%
Female	73	81	-8	44.79%	43.78%
Non-Minority	154	175	-21	94.48%	94.59%
Minority	9	10	-1	5.52%	5.41%
TOTALS	163	185	-22		

Agency-259

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	20	-4	36.36%	39.22%
Female	28	31	-3	63.64%	60.78%
Non-Minority	43	50	-7	97.73%	98.04%
Minority	1	1	0	2.27%	1.96%
TOTALS	44	51	-7		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	11	-3	27.59%	34.38%
Female	21	21	0	72.41%	65.63%
Non-Minority	29	32	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	29	32	-3		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	40.00%	33.33%
Female	3	4	-1	60.00%	66.67%
Non-Minority	4	5	-1	80.00%	83.33%
Minority	1	1	0	20.00%	16.67%
TOTALS	5	6	-1		

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

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

Agency-269

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	36	2	37.62%	32.73%
Female	63	74	-11	62.38%	67.27%
Non-Minority	97	104	-7	96.04%	94.55%
Minority	4	6	-2	3.96%	5.45%
TOTALS	101	110	-9		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	33	32	1	37.08%	34.41%
Female	56	61	-5	62.92%	65.59%
Non-Minority	85	89	-4	95.51%	95.70%
Minority	4	4	0	4.49%	4.30%
TOTALS	89	93	-4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	57.14%	66.67%
Female	3	2	1	42.86%	33.33%
Non-Minority	7	6	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	7	6	1		

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

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

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

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	33.33%	0.00%
Female	2	6	-4	66.67%	100.00%
Non-Minority	3	5	-2	100.00%	83.33%
Minority	0	1	-1	0.00%	16.67%
TOTALS	3	6	-3		

Agency-270

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	27	0	31.40%	29.67%
Female	59	64	-5	68.60%	70.33%
Non-Minority	80	86	-6	93.02%	94.51%
Minority	6	5	1	6.98%	5.49%
TOTALS	86	91	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	14	0	28.57%	28.57%
Female	35	35	0	71.43%	71.43%
Non-Minority	46	47	-1	93.88%	95.92%
Minority	3	2	1	6.12%	4.08%
TOTALS	49	49	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	12	0	44.44%	48.00%
Female	15	13	2	55.56%	52.00%
Non-Minority	24	23	1	88.89%	92.00%
Minority	3	2	1	11.11%	8.00%
TOTALS	27	25	2		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	10.00%	5.88%
Female	9	16	-7	90.00%	94.12%
Non-Minority	10	16	-6	100.00%	94.12%
Minority	0	1	-1	0.00%	5.88%
TOTALS	10	17	-7		

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

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

Agency-282

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	83	-8	30.24%	31.56%
Female	173	180	-7	69.76%	68.44%
Non-Minority	228	242	-14	91.94%	92.02%
Minority	20	21	-1	8.06%	7.98%
TOTALS	248	263	-15		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	19	-2	53.13%	55.88%
Female	15	15	0	46.88%	44.12%
Non-Minority	31	33	-2	96.88%	97.06%
Minority	1	1	0	3.13%	2.94%
TOTALS	32	34	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	52	58	-6	29.55%	30.85%
Female	124	130	-6	70.45%	69.15%
Non-Minority	162	173	-11	92.05%	92.02%
Minority	14	15	-1	7.95%	7.98%
TOTALS	176	188	-12		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	8.11%	7.89%
Female	34	35	-1	91.89%	92.11%
Non-Minority	32	33	-1	86.49%	86.84%
Minority	5	5	0	13.51%	13.16%
TOTALS	37	38	-1		

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

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

Agency-283

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	81	89	-8	22.44%	23.80%
Female	280	285	-5	77.56%	76.20%
Non-Minority	329	343	-14	91.14%	91.71%
Minority	32	31	1	8.86%	8.29%
TOTALS	361	374	-13		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	44	50	-6	26.51%	29.41%
Female	122	120	2	73.49%	70.59%
Non-Minority	152	157	-5	91.57%	92.35%
Minority	14	13	1	8.43%	7.65%
TOTALS	166	170	-4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	3.45%	0.00%
Female	28	26	2	96.55%	100.00%
Non-Minority	26	22	4	89.66%	84.62%
Minority	3	4	-1	10.34%	15.38%
TOTALS	29	26	3		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	33	-3	20.55%	21.02%
Female	116	124	-8	79.45%	78.98%
Non-Minority	131	143	-12	89.73%	91.08%
Minority	15	14	1	10.27%	8.92%
TOTALS	146	157	-11		

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

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

Agency-284

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	22.22%	22.86%
Female	28	27	1	77.78%	77.14%
Non-Minority	30	31	-1	83.33%	88.57%
Minority	6	4	2	16.67%	11.43%
TOTALS	36	35	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	30.77%	28.57%
Female	9	10	-1	69.23%	71.43%
Non-Minority	12	13	-1	92.31%	92.86%
Minority	1	1	0	7.69%	7.14%
TOTALS	13	14	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	22.22%	23.53%
Female	14	13	1	77.78%	76.47%
Non-Minority	14	15	-1	77.78%	88.24%
Minority	4	2	2	22.22%	11.76%
TOTALS	18	17	1		

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

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

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

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

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

Agency-285

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	60	61	-1	62.50%	63.54%
Female	36	35	1	37.50%	36.46%
Non-Minority	93	93	0	96.88%	96.88%
Minority	3	3	0	3.13%	3.13%
TOTALS	96	96	0		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	25	-1	58.54%	60.98%
Female	17	16	1	41.46%	39.02%
Non-Minority	39	39	0	95.12%	95.12%
Minority	2	2	0	4.88%	4.88%
TOTALS	41	41	0		

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

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

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

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

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

Agency-297

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	14.29%	12.82%
Female	24	34	-10	85.71%	87.18%
Non-Minority	26	36	-10	92.86%	92.31%
Minority	2	3	-1	7.14%	7.69%
TOTALS	28	39	-11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	27.27%	21.43%
Female	8	11	-3	72.73%	78.57%
Non-Minority	11	14	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	11	14	-3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	8.33%	11.11%
Female	11	16	-5	91.67%	88.89%
Non-Minority	11	16	-5	91.67%	88.89%
Minority	1	2	-1	8.33%	11.11%
TOTALS	12	18	-6		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	5	7	-2	100.00%	100.00%
Non-Minority	4	6	-2	80.00%	85.71%
Minority	1	1	0	20.00%	14.29%
TOTALS	5	7	-2		

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

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

Agency-309

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	224	234	-10	36.54%	36.00%
Female	389	416	-27	63.46%	64.00%
Non-Minority	475	506	-31	77.49%	77.85%
Minority	138	144	-6	22.51%	22.15%
TOTALS	613	650	-37		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	63	68	-5	43.45%	45.03%
Female	82	83	-1	56.55%	54.97%
Non-Minority	121	125	-4	83.45%	82.78%
Minority	24	26	-2	16.55%	17.22%
TOTALS	145	151	-6		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	122	125	-3	33.24%	32.64%
Female	245	258	-13	66.76%	67.36%
Non-Minority	280	297	-17	76.29%	77.55%
Minority	87	86	1	23.71%	22.45%
TOTALS	367	383	-16		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	31	-2	87.88%	81.58%
Female	4	7	-3	12.12%	18.42%
Non-Minority	28	32	-4	84.85%	84.21%
Minority	5	6	-1	15.15%	15.79%
TOTALS	33	38	-5		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	9.52%	8.22%
Female	57	67	-10	90.48%	91.78%
Non-Minority	42	48	-6	66.67%	65.75%
Minority	21	25	-4	33.33%	34.25%
TOTALS	63	73	-10		

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

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

Agency-336

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	55	57	-2	68.75%	67.06%
Female	25	28	-3	31.25%	32.94%
Non-Minority	69	74	-5	86.25%	87.06%
Minority	11	11	0	13.75%	12.94%
TOTALS	80	85	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	11	-2	64.29%	68.75%
Female	5	5	0	35.71%	31.25%
Non-Minority	11	13	-2	78.57%	81.25%
Minority	3	3	0	21.43%	18.75%
TOTALS	14	16	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	34	34	0	73.91%	70.83%
Female	12	14	-2	26.09%	29.17%
Non-Minority	39	41	-2	84.78%	85.42%
Minority	7	7	0	15.22%	14.58%
TOTALS	46	48	-2		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	42.86%	40.00%
Female	8	9	-1	57.14%	60.00%
Non-Minority	13	14	-1	92.86%	93.33%
Minority	1	1	0	7.14%	6.67%
TOTALS	14	15	-1		

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

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

Agency-379

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	15	0	35.71%	35.71%
Female	27	27	0	64.29%	64.29%
Non-Minority	37	38	-1	88.10%	90.48%
Minority	5	4	1	11.90%	9.52%
TOTALS	42	42	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	20.00%	20.00%
Female	16	16	0	80.00%	80.00%
Non-Minority	16	17	-1	80.00%	85.00%
Minority	4	3	1	20.00%	15.00%
TOTALS	20	20	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	11	0	57.89%	55.00%
Female	8	9	-1	42.11%	45.00%
Non-Minority	18	19	-1	94.74%	95.00%
Minority	1	1	0	5.26%	5.00%
TOTALS	19	20	-1		

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

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

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

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

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

Agencies-401 thru 413

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	1,084	1,158	-74	26.99%	26.47%
Female	2,933	3,216	-283	73.01%	73.53%
Non-Minority	3,683	4,034	-351	91.69%	92.23%
Minority	334	340	-6	8.31%	7.77%
TOTALS	4,017	4,374	-357		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	137	133	4	34.34%	32.20%
Female	262	280	-18	65.66%	67.80%
Non-Minority	378	395	-17	94.74%	95.64%
Minority	21	18	3	5.26%	4.36%
TOTALS	399	413	-14		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	279	309	-30	26.22%	25.99%
Female	785	880	-95	73.78%	74.01%
Non-Minority	982	1,101	-119	92.29%	92.60%
Minority	82	88	-6	7.71%	7.40%
TOTALS	1,064	1,189	-125		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	16	-6	16.39%	21.33%
Female	51	59	-8	83.61%	78.67%
Non-Minority	60	74	-14	98.36%	98.67%
Minority	1	1	0	1.64%	1.33%
TOTALS	61	75	-14		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	136	149	-13	9.93%	9.93%
Female	1,234	1,351	-117	90.07%	90.07%
Non-Minority	1,222	1,349	-127	89.20%	89.93%
Minority	148	151	-3	10.80%	10.07%
TOTALS	1,370	1,500	-130		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	91	96	-5	93.81%	95.05%
Female	6	5	1	6.19%	4.95%
Non-Minority	97	101	-4	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	97	101	-4		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	431	454	-23	42.01%	41.46%
Female	595	641	-46	57.99%	58.54%
Non-Minority	944	1,013	-69	92.01%	92.51%
Minority	82	82	0	7.99%	7.49%
TOTALS	1,026	1,095	-69		

Agency-427

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	63	65	-2	26.69%	26.10%
Female	173	184	-11	73.31%	73.90%
Non-Minority	219	233	-14	92.80%	93.57%
Minority	17	16	1	7.20%	6.43%
TOTALS	236	249	-13		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	30	-1	54.72%	54.55%
Female	24	25	-1	45.28%	45.45%
Non-Minority	50	52	-2	94.34%	94.55%
Minority	3	3	0	5.66%	5.45%
TOTALS	53	55	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	32	-2	19.48%	19.75%
Female	124	130	-6	80.52%	80.25%
Non-Minority	145	154	-9	94.16%	95.06%
Minority	9	8	1	5.84%	4.94%
TOTALS	154	162	-8		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	13.79%	9.38%
Female	25	29	-4	86.21%	90.63%
Non-Minority	24	27	-3	82.76%	84.38%
Minority	5	5	0	17.24%	15.63%
TOTALS	29	32	-3		

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

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

Agency-428

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	82	89	-7	41.84%	41.59%
Female	114	125	-11	58.16%	58.41%
Non-Minority	178	193	-15	90.82%	90.19%
Minority	18	21	-3	9.18%	9.81%
TOTALS	196	214	-18		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	14	-1	48.15%	50.00%
Female	14	14	0	51.85%	50.00%
Non-Minority	26	26	0	96.30%	92.86%
Minority	1	2	-1	3.70%	7.14%
TOTALS	27	28	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	69	75	-6	53.49%	52.08%
Female	60	69	-9	46.51%	47.92%
Non-Minority	114	127	-13	88.37%	88.19%
Minority	15	17	-2	11.63%	11.81%
TOTALS	129	144	-15		

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

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

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

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

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

Agency-429

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	17	1	42.86%	41.46%
Female	24	24	0	57.14%	58.54%
Non-Minority	40	39	1	95.24%	95.12%
Minority	2	2	0	4.76%	4.88%
TOTALS	42	41	1		

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

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

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

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

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

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	13	1	48.28%	44.83%
Female	15	16	-1	51.72%	55.17%
Non-Minority	27	27	0	93.10%	93.10%
Minority	2	2	0	6.90%	6.90%
TOTALS	29	29	0		

Agency-467

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	40.00%	38.10%
Female	12	13	-1	60.00%	61.90%
Non-Minority	19	21	-2	95.00%	100.00%
Minority	1	0	1	5.00%	0.00%
TOTALS	20	21	-1		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	66.67%	60.00%
Female	3	4	-1	33.33%	40.00%
Non-Minority	8	10	-2	88.89%	100.00%
Minority	1	0	1	11.11%	0.00%
TOTALS	9	10	-1		

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

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

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

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

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

Agency-532

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

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

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

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

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

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

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

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

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

Agency-542

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	574	610	-36	71.93%	71.51%
Female	224	243	-19	28.07%	28.49%
Non-Minority	762	814	-52	95.49%	95.43%
Minority	36	39	-3	4.51%	4.57%
TOTALS	798	853	-55		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	55	60	-5	63.22%	63.83%
Female	32	34	-2	36.78%	36.17%
Non-Minority	86	93	-7	98.85%	98.94%
Minority	1	1	0	1.15%	1.06%
TOTALS	87	94	-7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	316	335	-19	70.07%	69.79%
Female	135	145	-10	29.93%	30.21%
Non-Minority	430	459	-29	95.34%	95.63%
Minority	21	21	0	4.66%	4.38%
TOTALS	451	480	-29		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	120	129	-9	93.02%	93.48%
Female	9	9	0	6.98%	6.52%
Non-Minority	126	134	-8	97.67%	97.10%
Minority	3	4	-1	2.33%	2.90%
TOTALS	129	138	-9		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	71	72	-1	93.42%	92.31%
Female	5	6	-1	6.58%	7.69%
Non-Minority	71	73	-2	93.42%	93.59%
Minority	5	5	0	6.58%	6.41%
TOTALS	76	78	-2		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	14.00%	14.04%
Female	43	49	-6	86.00%	85.96%
Non-Minority	44	49	-5	88.00%	85.96%
Minority	6	8	-2	12.00%	14.04%
TOTALS	50	57	-7		

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

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

Agency-547

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	57.14%	33.33%
Female	3	6	-3	42.86%	66.67%
Non-Minority	6	8	-2	85.71%	88.89%
Minority	1	1	0	14.29%	11.11%
TOTALS	7	9	-2		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	25.00%	16.67%
Female	3	5	-2	75.00%	83.33%
Non-Minority	4	6	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	6	-2		

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

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

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

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

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

Agency-553

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	30	2	41.03%	37.50%
Female	46	50	-4	58.97%	62.50%
Non-Minority	68	69	-1	87.18%	86.25%
Minority	10	11	-1	12.82%	13.75%
TOTALS	78	80	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	23	1	44.44%	42.59%
Female	30	31	-1	55.56%	57.41%
Non-Minority	50	49	1	92.59%	90.74%
Minority	4	5	-1	7.41%	9.26%
TOTALS	54	54	0		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	8	10	-2	100.00%	100.00%
Non-Minority	7	9	-2	87.50%	90.00%
Minority	1	1	0	12.50%	10.00%
TOTALS	8	10	-2		

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

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

Agency-572

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	22.22%	30.00%
Female	7	7	0	77.78%	70.00%
Non-Minority	9	10	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	9	10	-1		

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

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

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

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

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

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

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

Agency-582

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	196	198	-2	80.00%	79.52%
Female	49	51	-2	20.00%	20.48%
Non-Minority	230	235	-5	93.88	94.38%
Minority	15	14	1	6.12%	5.62%
TOTALS	245	249	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	18	0	64.29%	66.67%
Female	10	9	1	35.71%	33.33%
Non-Minority	25	24	1	89.29%	88.89%
Minority	3	3	0	10.71%	11.11%
TOTALS	28	27	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	29	-1	73.68%	76.32%
Female	10	9	1	26.32%	23.68%
Non-Minority	38	37	1	100.00%	97.37%
Minority	0	1	-1	0.00%	2.63%
TOTALS	38	38	0		

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

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	70	67	3	98.59%	98.53%
Female	1	1	0	1.41%	1.47%
Non-Minority	66	64	2	92.96%	94.12%
Minority	5	4	1	7.04%	5.88%
TOTALS	71	68	3		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	5	2	41.18%	29.41%
Female	10	12	-2	58.82%	70.59%
Non-Minority	16	16	0	94.12%	94.12%
Minority	1	1	0	5.88%	5.88%
TOTALS	17	17	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	62	67	-5	95.38%	95.71%
Female	3	3	0	4.62%	4.29%
Non-Minority	62	67	-5	95.38%	95.71%
Minority	3	3	0	4.62%	4.29%
TOTALS	65	70	-5		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	38.10%	37.50%
Female	13	15	-2	61.90%	62.50%
Non-Minority	18	22	-4	85.71%	91.67%
Minority	3	2	1	14.29%	8.33%
TOTALS	21	24	-3		

Agency-583

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	34	-6	50.91%	50.75%
Female	27	33	-6	49.09%	49.25%
Non-Minority	52	64	-12	94.55%	95.52%
Minority	3	3	0	5.45%	4.48%
TOTALS	55	67	-12		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	22	-4	51.43%	52.38%
Female	17	20	-3	48.57%	47.62%
Non-Minority	32	39	-7	91.43%	92.86%
Minority	3	3	0	8.57%	7.14%
TOTALS	35	42	-7		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	10	-2	50.00%	50.00%
Female	8	10	-2	50.00%	50.00%
Non-Minority	16	20	-4	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	16	20	-4		

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

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

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

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

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

Agency-588

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	112	112	0	26.60%	26.35%
Female	309	313	-4	73.40%	73.65%
Non-Minority	380	387	-7	90.26%	91.06%
Minority	41	38	3	9.74%	8.94%
TOTALS	421	425	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	46	44	2	35.38%	34.38%
Female	84	84	0	64.62%	65.63%
Non-Minority	126	124	2	96.92%	96.88%
Minority	4	4	0	3.08%	3.13%
TOTALS	130	128	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	53	57	-4	25.98%	28.22%
Female	151	145	6	74.02%	71.78%
Non-Minority	182	184	-2	89.22%	91.09%
Minority	22	18	4	10.78%	8.91%
TOTALS	204	202	2		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	10	2	14.29%	10.87%
Female	72	82	-10	85.71%	89.13%
Non-Minority	69	76	-7	82.14%	82.61%
Minority	15	16	-1	17.86%	17.39%
TOTALS	84	92	-8		

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

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

Agency-595

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	642	639	3	78.48%	77.45%
Female	176	186	-10	21.52%	22.55%
Non-Minority	786	795	-9	96.09%	96.36%
Minority	32	30	2	3.91%	3.64%
TOTALS	818	825	-7		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	37	33	4	74.00%	67.35%
Female	13	16	-3	26.00%	32.65%
Non-Minority	48	47	1	96.00%	95.92%
Minority	2	2	0	4.00%	4.08%
TOTALS	50	49	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	26	1	64.29%	65.00%
Female	15	14	1	35.71%	35.00%
Non-Minority	36	33	3	85.71%	82.50%
Minority	6	7	-1	14.29%	17.50%
TOTALS	42	40	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	30	0	51.72%	50.85%
Female	28	29	-1	48.28%	49.15%
Non-Minority	54	55	-1	93.10%	93.22%
Minority	4	4	0	6.90%	6.78%
TOTALS	58	59	-1		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	520	517	3	92.36%	92.49%
Female	43	42	1	7.64%	7.51%
Non-Minority	546	545	1	96.98%	97.50%
Minority	17	14	3	3.02%	2.50%
TOTALS	563	559	4		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	27	-4	23.00%	24.11%
Female	77	85	-8	77.00%	75.89%
Non-Minority	98	110	-12	98.00%	98.21%
Minority	2	2	0	2.00%	1.79%
TOTALS	100	112	-12		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	6	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	5	-1	80.00%	83.33%
Minority	1	1	0	20.00%	16.67%
TOTALS	5	6	-1		

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

Agency-625

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	100	101	-1	35.59%	36.07%
Female	181	179	2	64.41%	63.93%
Non-Minority	229	234	-5	81.49%	83.57%
Minority	52	46	6	18.51%	16.43%
TOTALS	281	280	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	76	77	-1	39.79%	39.69%
Female	115	117	-2	60.21%	60.31%
Non-Minority	158	165	-7	82.72%	85.05%
Minority	33	29	4	17.28%	14.95%
TOTALS	191	194	-3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	19	-1	40.91%	47.50%
Female	26	21	5	59.09%	52.50%
Non-Minority	38	35	3	86.36%	87.50%
Minority	6	5	1	13.64%	12.50%
TOTALS	44	40	4		

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	4	1	11.11%	8.89%
Female	40	41	-1	88.89%	91.11%
Non-Minority	32	33	-1	71.11%	73.33%
Minority	13	12	1	28.89%	26.67%
TOTALS	45	45	0		

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

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

Agency-627

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	64	68	-4	62.75%	64.15%
Female	38	38	0	37.25%	35.85%
Non-Minority	97	101	-4	95.10%	95.28%
Minority	5	5	0	4.90%	4.72%
TOTALS	102	106	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	15	16	-1	60.00%	61.54%
Female	10	10	0	40.00%	38.46%
Non-Minority	23	24	-1	92.00%	92.31%
Minority	2	2	0	8.00%	7.69%
TOTALS	25	26	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	8	-3	33.33%	44.44%
Female	10	10	0	66.67%	55.56%
Non-Minority	15	18	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	15	18	-3		

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

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

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

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

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

Agency-635

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	13	-1	48.00%	54.17%
Female	13	11	2	52.00%	45.83%
Non-Minority	23	22	1	92.00%	91.67%
Minority	2	2	0	8.00%	8.33%
TOTALS	25	24	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	5	-2	75.00%	71.43%
Female	1	2	-1	25.00%	28.57%
Non-Minority	4	7	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	4	7	-3		

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

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

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	27.27%	33.33%
Female	8	6	2	72.73%	66.67%
Non-Minority	9	7	2	81.82%	77.78%
Minority	2	2	0	18.18%	22.22%
TOTALS	11	9	2		

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

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

Agency-645

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,949	1,993	-44	77.90%	77.76%
Female	553	570	-17	22.10%	22.24%
Non-Minority	2,379	2,440	-61	95.08%	95.20%
Minority	123	123	0	4.92%	4.80%
TOTALS	2,502	2,563	-61		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	186	188	-2	63.70%	64.38%
Female	106	104	2	36.30%	35.62%
Non-Minority	277	278	-1	94.86%	95.21%
Minority	15	14	1	5.14%	4.79%
TOTALS	292	292	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	266	270	-4	69.82%	70.87%
Female	115	111	4	30.18%	29.13%
Non-Minority	346	350	-4	90.81%	91.86%
Minority	35	31	4	9.19%	8.14%
TOTALS	381	381	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	168	175	-7	83.58%	83.73%
Female	33	34	-1	16.42%	16.27%
Non-Minority	191	199	-8	95.02%	95.22%
Minority	10	10	0	4.98%	4.78%
TOTALS	201	209	-8		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	89	96	-7	89.90%	92.31%
Female	10	8	2	10.10%	7.69%
Non-Minority	98	102	-4	98.99%	98.08%
Minority	1	2	-1	1.01%	1.92%
TOTALS	99	104	-5		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	40	38	2	13.61%	12.18%
Female	254	274	-20	86.39%	87.82%
Non-Minority	275	294	-19	93.54%	94.23%
Minority	19	18	1	6.46%	5.77%
TOTALS	294	312	-18		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,140	1,158	-18	98.28%	98.30%
Female	20	20	0	1.72%	1.70%
Non-Minority	1,119	1,134	-15	96.47%	96.26%
Minority	41	44	-3	3.53%	3.74%
TOTALS	1,160	1,178	-18		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	60	68	-8	80.00%	78.16%
Female	15	19	-4	20.00%	21.84%
Non-Minority	73	83	-10	97.33%	95.40%
Minority	2	4	-2	2.67%	4.60%
TOTALS	75	87	-12		

Agency-655

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

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

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

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

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

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

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

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

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

Agency-670

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	7	7	0	50.00%	53.85%
Female	7	6	1	50.00%	46.15%
Non-Minority	14	13	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
TOTALS	14	13	1		

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

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

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

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

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

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

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

Agency-671

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

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	133	135	-2	19.30%	19.09%
Female	556	572	-16	80.70%	80.91%
Non-Minority	618	643	-25	89.70%	90.95%
Minority	71	64	7	10.30%	9.05%
TOTALS	689	707	-18		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	6	2	27.59%	25.00%
Female	21	18	3	72.41%	75.00%
Non-Minority	29	23	6	100.00%	95.83%
Minority	0	1	-1	0.00%	4.17%
TOTALS	29	24	5		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	22	0	20.95%	19.47%
Female	83	91	-8	79.05%	80.53%
Non-Minority	101	109	-8	96.19%	96.46%
Minority	4	4	0	3.81%	3.54%
TOTALS	105	113	-8		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	8	1	10.71%	9.76%
Female	75	74	1	89.29%	90.24%
Non-Minority	77	78	-1	91.67%	95.12%
Minority	7	4	3	8.33%	4.88%
TOTALS	84	82	2		

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

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	14.81%	17.65%
Female	46	42	4	85.19%	82.35%
Non-Minority	53	50	3	98.15%	98.04%
Minority	1	1	0	1.85%	1.96%
TOTALS	54	51	3		

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	60	65	-5	15.42%	15.85%
Female	329	345	-16	84.58%	84.15%
Non-Minority	330	356	-26	84.83%	86.83%
Minority	59	54	5	15.17%	13.17%
TOTALS	389	410	-21		

APPENDIX D:

FY 2018 JOB CLASSIFICATION TITLES LISTED BY EEO CATEGORY

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

EEO	JOB CLASSIFICATION TITLE
CATEGORY	
01	INFO TECH ADMIN 1
01	INFO TECH ADMIN 2
01	INFO TECH ADMIN 3
01	INFO TECH ADMIN 4
01	INFO TECH ENTERPRISE EXPERT
01	PURCHASING AGENT 1
01	PURCHASING AGENT 2
01	PURCHASING AGENT 3
01	REVENUE EXAMINER 1
01	REVENUE EXAMINER 2
01	REVENUE AGENT 1
01	REVENUE AGENT 2
01	REVENUE AGENT 3
01	REVENUE EXAMINER 3
01	TECHNICAL TAX SPECIALIST 1
01	TECHNICAL TAX SPECIALIST 2
01	TECHNICAL TAX SPECIALIST 3
01	PROPERTY APPRAISER 1
01	PROPERTY APPRAISER 2
01	PROPERTY APPRAISER 3
01	PROPERTY APPRAISER 4
01	TAXPAYER SERVICE SPECIALIST
01	PROFESSIONAL LICENSING INVSTGTR
01	BANK EXAMINER
01	BANK EXAMINER SENIOR
01	BANK EXAM REGIONAL MNGR
01	BANK ANALYST
01	BANK BUREAU CHIEF
01	CREDIT UNION EXAMINER
01	CREDIT UNION EXAMINER SENIOR
01	CREDIT UNION EXAMINER SUPV
01	INSURANCE COMPANY EXAMINER
01	INSURANCE COMPANY EXAM SR
01	INSURANCE COMPANY EXAM SPEC
01	INSURANCE COMPANY EXAM SPEC 2

01 INSURANCE CO EXAMINER CHIEF
01 INSURANCE CO EXAM DEP ADMIN
01 INSURANCE DEPUTY COMM - SUPRVSN
01 INSURANCE CLAIMS INVESTIGATOR
01 INSURANCE PROGRAM SPECIALIST
01 INSURANCE COMPLAINT ANALYST
01 INSURANCE POLICY ANALYST
01 INSURANCE INVESTMENT SPECIALIST
01 ACTUARIAL ADMINISTRATOR
01 ACTUARY CHIEF
01 WAREHOUSE/GRAIN DLR EXAMINER
01 WAREHOUSE/GRAIN DLR EXAM SUPR
01 UTILITY ANALYST 1
01 UTILITY ANALYST 2
01 SENIOR UTILITY ANALYST
01 UTILITY SPECIALIST
01 UTILITY ADMINISTRATOR 1
01 UTILITY ADMINISTRATOR 2
01 UTILITIES REGULATION INSPECTOR
01 DEPUTY WORKERS COMP COMM
01 COMPLIANCE OFFICER 1
01 COMPLIANCE OFFICER 2
01 ELEVATOR/AMUSEMENT RIDE INSPTOR
01 TREASURY INVESTMENT OFFICER 1
01 TREASURY INVESTMENT OFFICER 2
01 INVESTIGATOR 1
01 INVESTIGATOR 2
01 INVESTIGATOR 3
01 MEDICOLEGAL DEATH INVESTIGATOR
01 EXEC OFF 1
01 EXEC OFF 2
01 EXEC OFF 3
01 EXEC OFF 4
01 EXEC OFF 5
01 PERFORMANCE RESULTS PRACTITION
01 PERFORMANCE RESULTS FACLTATR
01 PERFORMANCE RESULTS ADMIN.
01 FISCAL & POLICY ANALYST SENIOR
01 FISCAL & POLICY ANALYST
01 BUDGET ANALYST 1
01 BUDGET ANALYST 2
01 BUDGET ANALYST 3
01 FISCAL & POLICY ANALYST PRINC
01 MANAGEMENT ANALYST 1
01 MANAGEMENT ANALYST 2
01 MANAGEMENT ANALYST 3

01 MANAGEMENT ANALYST 4
01 DATA WAREHOUSE ANALYST
01 TRAINING SPECIALIST 1
01 TRAINING SPECIALIST 2
01 PUBLIC SERVICE SUPERVISOR
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 2
01 PUBLIC SERVICE EXECUTIVE
01 WORKFORCE DEVELOPMENT SUPV
01 WORKFORCE DEVELOPMENT MANAGER
01 UNEMPLOYMENT INSURANCE MGR
01 CHIEF BENEFITS OFFICER
01 CHIEF RISK OFFICER
01 CHIEF INVESTMENT OFFICER
01 IPERS CHIEF EXECUTIVE OFFICER
01 RETIRE INVESTMENT OFFICER 1
01 RETIRE INVESTMENT OFFICER 2
01 RETIRE INVESTMENT OFFICER 3
01 RETIRE INVESTMENT OFFICER 4
01 RETIRE BENEFITS OFFICER
01 RETIRE BENEFITS OFFICER SR
01 RETIRE COMPLIANCE OFFICER SR
01 RETIRE COMPLIANCE OFFICER
01 VETERANS BENEFITS SPECIALIST
01 EMPLOYER LIABILITY SPECIALIST
01 KEY ACCOUNT EXECUTIVE
01 LOTTERY REGIONAL SALES MANAGER
01 LOTTERY COMMUNICATIONS COORD
01 EDUCATION ADMINISTRATOR
01 LIBRARY PROGRAM DIRECTOR
01 NURSING SERVICES DIRECTOR
01 ADMIN OF NURSING
01 ACTIVITIES SPECIALIST SUPV
01 DIR OF ACTIVITIES
01 HEALTH PROFESSIONS INVEST
01 CHIEF HEALTH PROFESSION INVEST
01 PUBLIC HEALTH DENTAL DIRECTOR
01 SOCIAL WORK SUPERVISOR
01 HUMAN SERV QUAL ASSURANCE COORD
01 SOCIAL WORK ADMINISTRATOR
01 TREATMENT PROGRAM SUPERVISOR
01 TREATMENT PROGRAM MANAGER
01 TREATMENT PROGRAM ADMIN
01 TREATMENT SERVICES DIRECTOR
01 PSYCHOLOGY ADMINISTRATOR
01 AFFIRMATIVE ACTION COMPL OFF 1

01 AFFIRMATIVE ACTION COMPL OFF 2
01 CIVIL RIGHTS SPECIALIST
01 DISASTER PROJECT SPECIALIST 1
01 DISASTER PROJECT SPECIALIST 2
01 RIGHT OF WAY AIDE 3
01 RIGHT OF WAY AIDE 4
01 RIGHT OF WAY AGENT 1
01 RIGHT OF WAY AGENT 2
01 RIGHT OF WAY AGENT 3
01 RIGHT OF WAY AGENT 4
01 TRANSPORTATION ENGINEER MGR
01 TRANSPORTATION ENGINEER ADMIN
01 TRANSPORTATION ENGINEER EXEC
01 HIGHWAY DIVISION ADMINISTRATOR
01 TRANSPORTATION DIV DIRECTOR
01 TELECOMMUNICATIONS MANAGER
01 TELECOMMUNICATIONS ADMIN
01 DAIRY PRODUCTS INSPECTOR
01 LIVESTOCK INSPECTOR
01 AGRICULTURE COMPLIANCE INVEST
01 MEAT INSPECTOR
01 AGRICULTURE MARKETING SPEC
01 AGRICULTURE PRODUCTS INSPECTOR
01 PESTICIDE INVESTIGATOR
01 CRIME LABORATORY ADMINISTRATOR
01 DEPUTY SUPERINTENDENT
01 PHARMACY DIRECTOR
01 DEPUTY CORRECTIONS PROG ADMIN
01 BRIDGE INSPECTOR 1
01 BRIDGE INSPECTOR 2
01 ELECTRICAL INSPECTOR
01 ELECTRICAL INSPECTOR SUPV
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 2
01 PLANT OPERATIONS MANAGER 3
01 PROPERTY ASSESSMENT APL BRD MBR
01 PAROLE BOARD MEMBER ALTERNATE
01 PAROLE BOARD CHAIR
01 PAROLE BOARD MEMBER
01 PAROLE BOARD VICE CHAIR
01 DEPT OF TRANS COMMISSIONER
01 DIR DEPT ON AGING
01 DIR DEPT OF CIVIL RIGHTS
01 EXEC DIR/COLLEGE AID COMM
01 SUPERINTENDENT CREDIT UNION DIV
01 EMPLOYMENT APPEAL BOARD MBR

01 DIR DEPT OF WORKFORCE DEV
01 DIR LAW ENFORCEMENT ACADEMY
01 ADMIN HMLND SECURTY/EMRG MGMT
01 DIR DEPT OF CULTURAL AFFAIRS
01 EXEC DIR/CMPGN FIN DISCL COMM
01 DIR DEPT FOR THE BLIND
01 EXEC DIR/FINANCE AUTHORITY
01 EXEC DIR/IA TELE & TECH COMM
01 INSURANCE COMMISSIONER
01 WORKERS COMPENSATION COMM
01 LABOR COMMISSIONER
01 DIR DEPT OF HUMAN RIGHTS
01 DIR DEPT OF INSPECTS & APPEALS
01 CONSUMER ADVOCATE
01 RACING & GAMING COMM MBR
01 SUPERINTENDENT BANKING DIV
01 ADMIN/ALCOHOLIC BEVERAGES DIV
01 UTILITIES BOARD CHAIR
01 UTILITIES BOARD MEMBER
01 DIR DEPT OF NATURAL RESOURCES
01 DIR DEPT OF ECONOMIC DEVELOP
01 ADMIN/PUBLIC BROADCASTING DIV
01 DIR DEPT OF PUBLIC HEALTH
01 COMMISSIONER OF PUBLIC SAFETY
01 STATE PUBLIC DEFENDER
01 DIR DEPT OF MANAGEMENT
01 DIR DEPT OF EDUCATION
01 DIR DEPT OF REVENUE
01 DIR DEPT OF HUMAN SERVICES
01 DIR DEPT OF TRANSPORTATION
01 DIR DEPT OF CORRECTIONS
01 DIR DEPT ADMINISTRATIVE SERV
01 CHIEF INFORMATION OFFICER
01 PUBLIC EMPLOYMENT REL BD CHAIR
01 PUBLIC EMPLOYMENT REL BD MEMBER
01 DRUG POLICY COORDINATOR
01 EXEC DIR VETERANS AFFAIRS
01 COMMANDANT VETERANS' HOME
01 EXEC DIR IA PUBLIC INFO BRD
01 ADJUTANT GENERAL
01 DEPUTY ADJUTANT GENERAL
01 BOARD, COMM, COUNCIL MEMBER
01 IOWA TELECOM & TECH COMM MBR
01 IOWA TELECOM & TECH COMM CHAIR
01 DEPUTY SECRETARY OF AGRI
01 AGRICULTURE PROGRAM MGR 3

01 STATE ENTOMOLOGIST
01 AUDITOR ADMINISTRATOR
01 AUDITOR DEPUTY
01 AUDITOR CHIEF DEPUTY
01 ASST DIRECTOR ENGR & TECH
01 BUILDING/MNUFTRNG HOUSNG INSPTR
01 FIRE SERVICE COORDINATOR
01 CHF OPERATING OFF IEDA
01 RACING STEWARD, EQUINE
01 ADMIN/RACING & GAMING DIV
01 PHYSICIAN SUPERVISOR
01 STATE MEDICAL EXAMINER
01 MEDICAID ADMINISTRATOR
01 DEPUTY DIRECTOR/HUMAN SERVICES
01 ADMIN/CIVIL COM UNT SEXUAL OFND
01 INSTITUTIONAL SUPERINTENDENT
01 INSTITUTION SUPT MEDICAL
01 HEALTH SERVICES ADMINISTRATOR
01 STATE TREASURER DEPUTY
01 DEPUTY ASSISTANT
01 UTILITIES BOARD GEN COUNSEL
01 LOTTERY SENIOR PROJECT DIRECTOR
01 LOTTERY VP GENERAL COUNSEL
01 LOTTERY VICE PRES EXTERNAL REL
01 LOTTERY VICE PRES MARKETING
01 LOTTERY VICE PRES SECURITY
01 LOTTERY VICE PRES FINANCE
01 LOTTERY CHIEF EXECUTIVE OFFICER
01 LOTTERY DIR OF RETAIL SERVICES
01 LOTTERY EXEC VP OF SALES
01 LOTTERY VP OF SYSTEMS
01 DEP DIR DEPT OF ED
01 EXEC DIR/ED EXAMINERS BOARD
01 RESOURCE MANAGER
01 PROGRAM ADMINISTRATOR
01 DEPUTY ATTORNEY GENERAL
01 INVESTIGATOR 1
01 INVESTIGATOR 2
01 INVESTIGATOR 3
01 INVESTIGATOR 4
01 ATTORNEY SUPERVISOR
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 2
01 INVESTIGATOR 2
01 INVESTIGATOR 3
01 EXEC OFF 1

01 EXEC OFF 2
01 TRAINING SPECIALIST 1
01 PUBLIC SERVICE MANAGER 1
01 PUBLIC SERVICE MANAGER 2
01 PUBLIC SERVICE EXECUTIVE
01 NURSING SERVICES DIRECTOR
01 ACTIVITIES SPECIALIST SUPV
01 TREATMENT SERVICES DIRECTOR
01 CORRECTIONAL FARM MANAGER
01 CORRECTIONAL SECURITY MANAGER
01 CORRECTIONAL SECURITY DIRECTOR
01 CORRECTIONAL TREATMENT MANAGER
01 CORRECTIONAL TREATMENT DIRECTOR
01 PLANT OPERATIONS MANAGER 1
01 PLANT OPERATIONS MANAGER 3
01 COMPLIANCE OFFICER 2
01 EXEC OFF 1
01 EXEC OFF 2
01 EXEC OFF 3
01 EXEC OFF 4
01 EXEC OFF 5
01 BUDGET ANALYST 2
01 BUDGET ANALYST 3
01 BUDGET ANALYST 4
01 MANAGEMENT ANALYST 3
01 TRAINING SPECIALIST 1
01 TRAINING SPECIALIST 2
01 AFFIRMATIVE ACTION COMPL OFF 2
01 ECON DEVELOPMENT SPECIALIST 1
01 ECON DEVELOPMENT SPECIALIST 2
01 ECON DEVELOPMENT SPECIALIST 3
01 ECON DEVELOPMENT SPECIALIST 4
02 INFO TECH SPECIALIST 1
02 INFO TECH SPECIALIST 2
02 INFO TECH SPECIALIST 3
02 INFO TECH SPECIALIST 4
02 INFO TECH SPECIALIST 5
02 TECHNOLOGY ACCOUNT MANAGER
02 TECHNICAL SERVICE SPEC SENIOR
02 ACCOUNTANT/AUDITOR 1
02 ACCOUNTANT 2
02 ACCOUNTANT 3
02 ACCOUNTANT 3 (SUPV)
02 ACCOUNTANT 4
02 IOWA FINANCE AUTH COMPTROLLER
02 FIELD AUDITOR

02 INTERNAL AUDITOR
02 REVENUE AUDITOR 2
02 REVENUE AUDITOR 3
02 ACTUARY SENIOR
02 ACTUARIAL ASSISTANT
02 ACTUARY
02 ACTUARY A.S.A.
02 UTILITIES REGULATION ENGINEER 1
02 UTILITIES REGULATION ENGINEER 2
02 UTILITIES REGULATION ENGINEER 3
02 UTILITY ATTORNEY 1
02 UTILITY ATTORNEY 2
02 TAX ATTORNEY
02 PUBLIC DEFENDER FELLOW
02 APPELLATE DEFENDER 1
02 APPELLATE DEFENDER 2
02 APPELLATE DEFENDER 3
02 PUBLIC DEFENDER 1
02 PUBLIC DEFENDER 2
02 PUBLIC DEFENDER 3
02 PUBLIC DEFENDER SUPERVISOR 1
02 PUBLIC DEFENDER SUPERVISOR 2
02 LAW CLERK
02 ATTORNEY 1
02 ATTORNEY 2
02 ATTORNEY 3
02 GENERAL COUNSEL SUPERVISOR
02 PENSION SYSTEM ATTORNEY
02 IOWA FIN AUTH GEN COUNSEL
02 COMMERCIAL ATTORNEY
02 COMMERCIAL ATTORNEY SUPERVISOR
02 STATISTICAL RESEARCH ANALYST 1
02 STATISTICAL RESEARCH ANALYST 2
02 STATISTICAL RESEARCH ANALYST 3
02 INFO SPECIALIST 1
02 INFO SPECIALIST 2
02 INFO SPECIALIST 3
02 HR PROFESSIONAL 1
02 HR PROFESSIONAL 2
02 HR PROGRAM COORD
02 ADMIN LAW JUDGE 1
02 ADMIN LAW JUDGE 2
02 ADMIN LAW JUDGE 3
02 WORKFORCE ADVISOR
02 WORKFORCE PROGRAM COORD
02 BUSINESS MRKTNG SPEC. WF DEVELP

02 LABOR MARKET RESEARCH ECON 1
02 LABOR MARKET RESEARCH ECON 2
02 LABOR MARKET RESEARCH ECON 3
02 JOB INSURANCE QUALITY AUDITOR 1
02 JOB INSURANCE QUALITY AUDITOR 2
02 TAX PERFORM SYSTEM ANALYST
02 JOB INSURANCE QUALITY MANAGER
02 REFUGEE SPECIALIST 1
02 REFUGEE SPECIALIST 2
02 EDUCATOR
02 EDUCATOR
02 EDUCATOR
02 VOCATIONAL INSTRUCTOR
02 CERTIFIED VOCATIONAL INSTRUCTOR
02 EDUCATION PROGRAM CONSULTANT
02 LIBRARIAN 1
02 LIBRARIAN 2
02 LIBRARY CONSULTANT
02 LIBRARIAN SUPERVISOR
02 ARCHIVIST SUPERVISOR
02 MUSEUM TECHNICIAN
02 HISTORICAL PROGRAM SPECIALIST
02 MUSEUM ASSISTANT
02 REGISTERED NURSE
02 NURSE CLINICIAN
02 NURSE SUPERVISOR
02 NURSE SPECIALIST
02 NURSE PRACTITIONER
02 NURSING STANDARDS REP
02 COMMUNITY HEALTH CONSULTANT
02 OCCUPATIONAL THERAPIST 1
02 OCCUPATIONAL THERAPIST 2
02 PHYSICAL THERAPIST 1
02 PHYSICAL THERAPIST 2
02 SPEECH/LANGUAGE PATHOLOGIST 1
02 SPEECH/LANGUAGE PATHOLOGIST 2
02 AUDIOLOGIST
02 PHARMACIST
02 PHARMACY CONSULTANT
02 PHARMACY SUPERVISOR
02 DISEASE PREVENTION SPECIALIST
02 DENTIST
02 PHYSICIAN ASSISTANT
02 REHABILITATION ASSOCIATE
02 REHABILITATION COUNSELOR
02 REHABILITATION COUNSELOR SPEC

02 REHABILITATION SUPERVISOR
02 VOCATIONAL REHABILITATION SPEC
02 BRAILLE TRANSCRIBER
02 LONG TERM CARE OMBUDSMAN
02 SOCIAL WORKER 2
02 SOCIAL WORKER 3
02 SOCIAL WORKER 4
02 SOCIAL WORKER 5
02 SOCIAL WORKER 6
02 YOUTH SERVICES WORKER
02 YOUTH SERVICES TECHNICIAN
02 YOUTH COUNSELOR
02 YOUTH COUNSELOR SUPERVISOR
02 DISABILITIES CONSULTANT
02 PSYCHOLOGIST 1
02 PSYCHOLOGIST 2
02 PSYCHOLOGIST 3
02 DRUG ABUSE COUNSELOR 1
02 DRUG ABUSE COUNSELOR 2
02 CHAPLAIN
02 PROGRAM PLANNER 1
02 PROGRAM PLANNER 2
02 PROGRAM PLANNER 3
02 PROGRAM & PLANNING ADMIN
02 TRANSPORTATION PLANNER 1
02 TRANSPORTATION PLANNER 2
02 TRANSPORTATION PLANNER 3
02 TRANSPORTATION PLANNER 4
02 TRANSPORTATION ENGINEER INTERN
02 TRANSPORTATION STUDENT CO-OP
02 ROADSIDE DEVELOPMENT SPEC 1
02 ROADSIDE DEVELOPMENT SPEC 2
02 ROADSIDE DEVELOPMENT SPEC 3
02 LAND SURVEYOR
02 LAND SURVEYOR SENIOR
02 TRANSPORTATION ENGINEER
02 TRANSPORTATION ENG SPECIALIST
02 SENIOR TRANSPORTATION ENGIN
02 FACILITIES ENGINEER ASSOC
02 FACILITIES ENGINEER 1
02 FACILITIES ENGINEER 2
02 CONSTRUCTION/DESIGN ENG ASSOC
02 CONSTRUCTION/DESIGN ENGINEER
02 CONSTRUCTION/DESIGN ENGNR SR
02 SOILS PARTY SUPERVISOR
02 SURVEYS MANAGER

02 GEOLOGIST 2
02 GEOLOGIST 3
02 CHEMIST
02 CHEMIST SUPERVISOR
02 MICROBIOLOGIST
02 MICROBIOLOGIST SUPERVISOR
02 HEALTH PHYSICIST 1
02 HEALTH PHYSICIST 2
02 HEALTH PHYSICIST 3
02 ENVIRONMENTAL SPECIALIST
02 ENVIRONMENTAL ENGINEER
02 ENVIRONMENTAL PROGRAM SUPV
02 ENVIRONMENTAL SPECIALIST SENIOR
02 ENVIRONMENTAL ENGINEER SENIOR
02 HEALTH FACILITIES OFFICER 1
02 HEALTH FACILITIES OFFICER 2
02 HEALTH FACILITIES SURVEYOR
02 ADULT SERVICES MONITOR
02 COMMUNICATIONS ENGINEER
02 CHIEF COMMUNICATIONS ENGINEER
02 TELECOMMUNICATIONS DESIGN SPEC
02 TELECOMMUNICATIONS SPECIALIST
02 TELECOMMUNICATIONS SPEC SENIOR
02 TELECOMMUNICATIONS ENGINEER
02 TELECOMMUNICATIONS ENG SENIOR
02 TELECOMM TECH ENT EXP
02 ICN BUSINESS DEVEL MANAGER
02 TELECOMM MARKETING ANALYST
02 TELECOMM MARKETING ANALYST SR
02 TELECOMMUNICATIONS SALES ENGR
02 METROLOGIST
02 VETERINARIAN
02 VETERINARIAN SUPERVISOR
02 PLANT PATHOLOGIST
02 ENTOMOLOGIST
02 PARK RANGER
02 PARK MANAGER
02 NATURAL RESOURCES BIOLOGIST
02 NATURAL RESOURCES BIOMETRICIAN
02 FORESTER 2
02 FORESTER 3
02 SOIL CONSERVATION TECHNICIAN 1
02 SOIL CONSERVATION TECHNICIAN 2
02 SOIL CONSERVATION TECHNICIAN 3
02 LAW ENFORCEMENT INSTRUCTOR
02 LAW ENFORCE ACAD TRAIN COORD

02 LEGAL INSTRUCTOR
02 DRIVERS LICENSE HEARING OFFICER
02 PAROLE BOARD LIAISON OFFICER
02 CLINICAL DIETITIAN
02 PHOTOGRAPHER
02 GRAPHIC ARTIST
02 STATE QUARTERMASTER
02 STATE CLIMATOLOGIST
02 ASST AUDITOR 4
02 ASST AUDITOR 5
02 UTILIZATION SPECIALIST
02 PRODUCTION MANAGER
02 SENIOR PRODUCER/DIRECTOR
02 PRODUCER/DIRECTOR
02 VIDEO PRODUCTION COORDINATOR
02 PRODUCTION ASSISTANT
02 PUBLIC INFORMATION ASSISTANT
02 OPERATIONS ASSISTANT
02 ASST VIDEOGRAPHER
02 RACING VETERINARIAN, EQUINE
02 RACING VETERINARIAN CANINE
02 PHYSICIAN
02 ARTS PROGRAMMER 3
02 ARTS PROGRAMMER 1
02 ARTS PROGRAMMER 2
02 JUSTICE SYSTEMS ANALYST
02 SOCIAL WORKER 2
02 SOCIAL WORKER 3
02 ADMIN CONSULTANT
02 ADMIN CONSULTANT VOC REHAB 1
02 ADMIN CONSULTANT VOC REHAB 2
02 ADMIN CONSULTANT VOC REHAB 3
02 REHABILITATION REFERRAL SPEC
02 REHABILITATION CONSULTANT
02 REHABILITATION TECHNOLOGY SPEC
02 SVCS SPEC FOR THE BLIND 1
02 SVCS SPEC FOR THE BLIND 2
02 SENIOR SVC SPEC FOR THE BLIND 3
02 SENIOR SVC SPEC FOR THE BLIND 1
02 SENIOR SVC SPEC FOR THE BLIND 2
02 ASST ATTORNEY GENERAL 1
02 ASST ATTORNEY GENERAL 2
02 ASST ATTORNEY GENERAL 3
02 LAW CLERK
02 NURSE CLINICIAN
02 TRANSPORTATION ENGINEER INTERN

02 REGISTERED NURSE
02 NURSE SUPERVISOR
02 DENTIST
02 PSYCHOLOGIST 1
02 PSYCHOLOGIST 2
02 PSYCHOLOGIST 3
02 DRUG ABUSE COUNSELOR 1
02 DRUG ABUSE COUNSELOR 2
02 CORRECTIONAL COUNSELOR
02 INFO TECH SPECIALIST 1
02 INFO TECH SPECIALIST 2
02 INFO TECH SPECIALIST 3
02 INFO TECH SPECIALIST 4
02 INFO TECH SPECIALIST 5
02 ACCOUNTANT 2
02 ACCOUNTANT 3
02 FIELD AUDITOR
02 LAW CLERK
02 ATTORNEY 2
02 ATTORNEY 3
02 INFO SPECIALIST 1
02 INFO SPECIALIST 2
02 INFO SPECIALIST 3
02 ADMIN LAW JUDGE 2
02 BUSINESS MRKTNG SPEC. WF DEVELP
02 NURSE CLINICIAN
02 PROGRAM PLANNER 2
02 PROGRAM PLANNER 3
02 ASST AUDITOR 1
02 ASST AUDITOR 2
02 ASST AUDITOR 3
03 SAFETY/HEALTH CONSULTANT
03 LABOR SAFETY OFFICER
03 SENIOR INDUSTRIAL HYGIENIST
03 SAFETY INSPECTION COORDINATOR
03 SAFETY OFFICER
03 NURSING UNIT COORDINATOR
03 LICENSED PRACTICAL NURSE
03 RESPIRATORY THERAPY TECHNICIAN
03 FORENSIC MORGUE ATTENDANT
03 FORENSIC AUTOPSY TECHNICIAN
03 MEDICAL LABORATORY TECHNICIAN
03 RADIOLOGICAL TECHNOLOGIST 1
03 RADIOLOGICAL TECHNOLOGIST 2
03 MEDICAL TECHNOLOGIST
03 DENTAL HYGIENIST

03 PUBLIC HEALTH DENTAL HYGIENIST
03 REHABILITATION ASSISTANT
03 PLANNING AIDE 1
03 PLANNING AIDE 2
03 PLANNING AIDE 3
03 ASST SOILS PARTY CHIEF
03 SOILS PARTY CHIEF
03 ENGINEERING TECHNICIAN SR
03 ASST SURVEY PARTY CHIEF
03 SURVEY PARTY CHIEF
03 MATERIALS TECHNICIAN 3
03 MATERIALS TECHNICIAN 4
03 MATERIALS TECHNICIAN 5
03 ARCHITECTURAL TECHNICIAN 1
03 ARCHITECTURAL TECHNICIAN 2
03 DESIGN TECHNICIAN ASSOCIATE
03 DESIGN TECHNICIAN
03 DESIGN TECHNICIAN SPECIALIST
03 ENGINEERING OPERATIONS TECH
03 GEOLOGICAL TECHNICIAN
03 ELECTRONIC ENGINEER TECHNICIAN
03 LABORATORY ASSISTANT 2
03 NATURAL RESOURCES AIDE
03 NATURAL RESOURCES TECHNICIAN 1
03 NATURAL RESOURCES TECHNICIAN 2
03 FORENSIC SCIENCE TECHNICIAN
03 EVIDENCE TECHNICIAN
03 CRIMINALIST
03 CRIMINALIST SUPERVISOR
03 FINGERPRINT TECHNICIAN
03 THERAPEUTIC TECHNICIAN
03 ICN AUDIO-VIDEO TECHNICIAN
03 ELECTRONICS TECHNICIAN
03 MASTER CONTROL OPERATIONS TECH
03 MASTER CONTROL OPR TECH SR
03 PRODUCTION TECHNICIAN
03 PRODUCTION TECHNICIAN SENIOR
03 TRANSMITTER ENGINEER
03 TRANSMITTER ENGINEER SENIOR
03 TRANSMITTER ENGINEER ADVANCED
03 STUDIO ENGINEER
03 ENGINEER 2
03 STUDIO ENGINEER SENIOR
03 STUDIO ENGINEER ADVANCED
03 SAFETY OFFICER
03 NURSING UNIT COORDINATOR

03 LICENSED PRACTICAL NURSE
03 DENTAL HYGIENIST
03 ELECTRONIC ENGINEER TECHNICIAN
03 POLYGRAPH EXAMINER
03 STATE INDUSTRIES TECHNICIAN
03 SENIOR STATE INDUSTRIES TECH
03 STATE INDUSTRIES SUPERVISOR
03 STATE INDUSTRIES PROD COORD
03 ELECTRONICS TECHNICIAN
04 CONSERVATION OFFICER
04 CRIMINAL INTELLIGENCE ANALYST
04 CRIMINAL INTEL ANALYST SR.
04 CRIMINAL INTEL ANALYST ADVANCED
04 CRIMINAL INTEL ANALYST SUPV.
04 SECURITY GUARD 1
04 SECURITY GUARD 2
04 SECURITY GUARD 3
04 AIRPORT FIREFIGHTER
04 AIRPORT ASSISTANT FIRE CHIEF
04 SPECIAL AGENT 1
04 SPECIAL AGENT 2
04 SPECIAL AGENT IN CHARGE
04 PUBLIC SAFETY ASSISTANT CHIEF
04 FIRE INSPECTOR
04 PEACE OFFICER CANDIDATE
04 TROOPER 1
04 TROOPER 2
04 TROOPER 3
04 TROOPER PILOT
04 TROOPER PILOT SENIOR
04 SERGEANT
04 LIEUTENANT
04 CAPTAIN
04 MAJOR
04 PUBLIC SAFETY CHIEF
04 SPECIAL INVESTIGATOR
04 MOTOR VEHICLE INVESTIGATOR
04 MOTOR VEHICLE OFFICER
04 MOTOR VEHICLE SERGEANT
04 MOTOR VEHICLE CAPTAIN
04 MOTOR VEHICLE COMMANDER
04 MOTOR VEHICLE COMMANDER UNIFORM
04 CORRECTIONAL OFFICER
04 SENIOR CORRECTIONAL OFFICER
04 CORRECTIONAL SUPERVISOR
04 INSTALLATION SECURITY OFFICER

04 AIR BASE SECURITY OFFICER
06 UTILITY WORKER
06 RECEPTIONIST
06 UTILITY OFFICE WORKER
06 CLERK
06 TYPIST
06 TYPIST-ADVANCED
06 CLERK-ADVANCED
06 CLERK-SPECIALIST
06 SECRETARY 1
06 SECRETARY 2
06 TELEPHONE OPERATOR
06 WORD PROCESSOR 1
06 WORD PROCESSOR 2
06 WORD PROCESSOR 3
06 INFO TECH SUPPORT WORKER 1
06 INFO TECH SUPPORT WORKER 2
06 INFO TECH SUPPORT WORKER 3
06 INFO TECH SUPPORT WORKER 4
06 INFO TECH SUPERVISOR 1
06 INFO TECH SUPERVISOR 2
06 TECHNICAL SERVICE SPECIALIST
06 PURCHASING ASSISTANT
06 STOREKEEPER 1
06 STOREKEEPER 2
06 STOREKEEPER 3
06 MAIL CLERK 1
06 MAIL CLERK 2
06 ACCOUNTING TECHNICIAN 1
06 ACCOUNTING TECHNICIAN 2
06 ACCOUNTING TECHNICIAN 3
06 ACCOUNTING CLERK 1
06 ACCOUNTING CLERK 2
06 ACCOUNTING CLERK 3
06 ADMIN INTERN
06 ADMIN ASSISTANT 1
06 ADMIN ASSISTANT 2
06 STATISTICAL ASSISTANT
06 HR TECHNICAL ASST
06 HR TECHNICAL SPEC
06 HUMAN RESOURCES ASSOCIATE
06 WORKFORCE ASSOCIATE
06 RETIRE INVESTMENT TECHNICIAN
06 RETIRE BENEFITS TECHNICIAN
06 LOTTERY DISTRICT SALES REP
06 EDUCATION AIDE

06 LIBRARY ASSOCIATE
06 LIBRARY RESOURCES TECHNICIAN
06 SOCIAL WORK ASSOCIATE
06 INCOME MAINT WORKER 2
06 INCOME MAINT WORKER 3
06 INCOME MAINT WORKER 4
06 INCOME MAINT WORKER 5
06 INCOME MAINT WORKER 6
06 INCOME MAINT SUPERVISOR
06 INCOME MAINT ADMINISTRATOR
06 DISABILITY EXAMINER
06 DISABILITY EXAMINER SPECIALIST
06 DISABILITY EXAMINER SPEC ADV
06 PSYCHOLOGY ASSISTANT
06 CHILD SUPPORT RECOVERY OFFICER
06 CHILD SUPPORT RECOVERY SUPV
06 ENGINEERING OFFICE ASST 1
06 ENGINEERING OFFICE ASST 2
06 TELECOMMUNICATIONS OPERATOR
06 COMMUNICATIONS CENTER SPEC 1
06 COMMUNICATIONS CENTER SPEC 2
06 ACCOUNT CONSULTANT
06 DRIVERS LICENSE CLERK
06 DRIVERS LICENSE CLERK SENIOR
06 DRIVERS LICENSE EXAMINER
06 DRIVER LICENSE SUPERVISOR 1
06 DRIVER LICENSE SUPERVISOR 2
06 STATE INDUSTRIES SALES REP
06 CANTEEN CLERK
06 CANTEEN OPERATOR 1
06 PARTS WORKER
06 VEHICLE DISPATCHER
06 SEASONAL AIDE
06 SECRETARY 3
06 ADMIN SECRETARY
06 PARALEGAL
06 EXEC SECRETARY
06 LICENSING ASSISTANT
06 PARALEGAL
06 LEGAL SECRETARY 1
06 LEGAL SECRETARY 2
06 LEGAL SECRETARY 3
06 SECRETARY/RECEPTIONIST
06 STOREKEEPER 2
06 STOREKEEPER 3
06 CANTEEN OPERATOR 2

06 CLERK
06 CLERK-ADVANCED
06 CLERK-SPECIALIST
06 SECRETARY 1
06 SECRETARY 2
06 ACCOUNTING TECHNICIAN 2
06 ACCOUNTING TECHNICIAN 3
06 ACCOUNTING CLERK 3
06 ADMIN ASSISTANT 1
06 ADMIN ASSISTANT 2
06 SECRETARY 3
06 PARALEGAL
07 WAREHOUSE SUPERVISOR
07 CONSTRUCTION TECHNICIAN SR
07 CONSTRUCTION TECHNICIAN SUPVR
07 COMMUNICATIONS TECHNICIAN 1
07 COMMUNICATIONS TECHNICIAN 2
07 COMMUNICATIONS TECHNICIAN 3
07 CONTROL CENTER OPERATOR
07 ENERGY MANAGEMENT TECHNICIAN
07 MAINTENANCE WORKER 2
07 MAINTENANCE LEADER
07 FACILITIES MAINTENANCE COORD
07 MAINTENANCE REPAIRER
07 MAINTENANCE REPAIRS SUPV
07 ELECTRICAL MAINTENANCE SPEC
07 FURNITURE UPHOLSTERER
07 CARPENTER 1
07 CARPENTER 2
07 MASON
07 PAINTER 1
07 PAINTER 2
07 PLUMBER 1
07 PLUMBER 2
07 EQUIPMENT OPERATOR
07 EQUIPMENT OPERATOR SENIOR
07 GARAGE OPERATIONS ASSISTANT
07 HIGHWAY MAINTENANCE SUPV
07 HIGHWAY TECHNICIAN ASSOCIATE
07 HIGHWAY TECHNICIAN
07 HIGHWAY TECHNICIAN SENIOR
07 VEHICLE FLEET SUPERVISOR
07 HEAVY EQUIPMENT OPERATOR
07 MACHINIST
07 HVAC TECHNICIAN
07 ELECTRICIAN

07 HVAC COORDINATOR
07 AUTOMOTIVE SERVICE WORKER
07 MECHANIC
07 MECHANIC SUPERVISOR
07 AUTOMOTIVE SHOP SUPERVISOR
07 DISTRICT MECHANIC
07 WATER & DISPOSAL PLANT OPER 1
07 WATER & DISPOSAL PLANT OPER 2
07 POWER PLANT ENGINEER 1
07 POWER PLANT ENGINEER 2
07 POWER PLANT ENGINEER 3
07 POWER PLANT ENGINEER 4
07 BOILER INSPECTOR
07 LOCKSMITH
07 FIRE SERVICE TECH. ASST.
07 MAINTENANCE ENGINEER
07 CORRECTIONAL TRADES LEADER
07 HVAC TECHNICIAN
07 ELECTRICIAN
07 POWER PLANT ENGINEER 3
07 POWER PLANT ENGINEER 4
07 CONSTRUCTION TECHNICIAN SR
08 WAREHOUSE OPERATIONS WORKER
08 TRACK INSPECTOR
08 MUSEUM GUIDE
08 TOURISM GUIDE
08 ACTIVITIES AIDE
08 ACTIVITIES ASSISTANT
08 ACTIVITIES SPECIALIST 1
08 ACTIVITIES SPECIALIST 2
08 OCCUPATIONAL THERAPY ASST
08 PHYSICAL THERAPY AIDE
08 DENTAL ASSISTANT
08 PHARMACY ASSISTANT
08 PHARMACY TECHNICIAN
08 RESIDENT AIDE
08 RESIDENT TREATMENT WORKER
08 RESIDENT TREATMENT TECHNICIAN
08 RESIDENT TREATMENT SUPERVISOR
08 TRANSPORTATION AIDE
08 CONSTRUCTION TECHNICIAN ASST
08 CONSTRUCTION TECHNICIAN
08 MATERIALS FABRICATION INSPEC 1
08 MATERIALS FABRICATION INSPEC 2
08 NURSERY WORKER 1
08 NURSERY WORKER 2

08 WEIGHTS & MEASURES INSPECTOR
08 APIARY INSPECTOR
08 RECREATIONAL AIDE
08 CUSTODIAL WORKER
08 CUSTODIAL LEADER
08 CUSTODIAL ASSISTANT
08 CUSTODIAL SUPERVISOR
08 FOOD SERVICE WORKER
08 INGREDIENT ROOM WORKER 1
08 INGREDIENT ROOM WORKER 2
08 COOK 1
08 COOK 2
08 BAKER
08 FOOD PRODUCTION SUPERVISOR
08 FOOD SERVICES ASSISTANT DIR
08 FOOD SERVICES DIRECTOR 1
08 FOOD SERVICES DIRECTOR 2
08 FOOD SERVICES DIRECTOR 3
08 LAUNDRY WORKER 1
08 LAUNDRY WORKER 2
08 LAUNDRY SUPERVISOR
08 SEWING ROOM ATTENDANT 1
08 SEWING ROOM ATTENDANT 2
08 MAINTENANCE WORKER 1
08 TRADES HELPER
08 DRIVER
08 TRANSPORT DRIVER
08 WELDER
08 SIGN FABRICATOR 1
08 SIGN FABRICATOR 2
08 MECHANIC HELPER
08 BINDERY WORKER
08 REPRODUCTION EQUIPMENT OPER 1
08 REPRODUCTION EQUIPMENT OPER 2
08 REPRODUCTION EQUIPMENT LEADER
08 COSMETOLOGIST
08 GAMING REPRESENTATIVE 1
08 GAMING REPRESENTATIVE 2
08 ACTIVITIES SPECIALIST 1
08 ACTIVITIES SPECIALIST 2
08 DENTAL ASSISTANT
08 PSYCHIATRIC SECURITY SPECIALIST
08 FARM LEADER
08 CORRECTIONAL FOOD SERVICE COORD
08 FOOD SERVICES ASSISTANT DIR
08 FOOD SERVICES DIRECTOR 2

08 FOOD SERVICES DIRECTOR 3
08 CORRECTIONAL BLDG SVCS COORD
08 NURSERY WORKER 1
08 NURSERY WORKER 2