



**Oklahoma State Government  
Equal Employment Opportunity/  
Affirmative Action  
Status Report**

(Revised – June 1, 2006)

**Fiscal Year 2005**  
(July 1, 2004 - June 30, 2005)

State of Oklahoma  
Office of Personnel Management  
Oscar B. Jackson, Jr., IPMA-CP, Administrator and  
Cabinet Secretary of Human Resources and Administration

**Cost Statement**

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STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT

*"Serving Equal Opportunity Employers"*

April 8, 2006

The Honorable Brad Henry  
Governor  
State of Oklahoma  
Capitol Building, Room 212  
Oklahoma City, OK 73105

The Honorable Todd Hiatt  
Speaker  
Oklahoma House of Representatives  
Capitol Building, Room 401  
Oklahoma City, OK 73105

The Honorable Mike Morgan  
President Pro Tempore  
Oklahoma Senate  
Capitol Building, Room 519  
Oklahoma City, OK 73105

Dear Governor Henry, Speaker Hiatt, and Senator Morgan:

In compliance with Section 840-2.1 of Title 74 of the Oklahoma Statutes, enclosed is the *Oklahoma State Government Equal Employment Opportunity/Affirmative Action Status Report* for the reporting period July 1, 2004, through June 30, 2005. A copy of the full report is also located on the OPM website ([www.opm.ok.gov](http://www.opm.ok.gov)) under Reports and Publications / Miscellaneous.

During this reporting period, one hundred fourteen (114) state agencies submitted affirmative action plans. Highlights from this report indicate:

- an increase of 1,035 state employees (3.1%) from 33,316 employees reported in FY-04 to 34,351 employees reported in FY-05;
- minority representation increased 5.5% or 369 employees, from 6,717 in FY-04 to 7,086 in FY-05; and
- female representation increased to 55.7% of state government's total work force, an increase of 727 employees, from 18,420 in FY-04 to 19,147 in FY-05.

An analysis of state government's equal employment opportunity and affirmative action efforts for this reporting period indicates progress was made in the employment of minorities and females.

Significant demographic changes have been observed with the reporting and use of the new 2000 census figures, impacting the percentage representation of females and minorities. Because of these changes, the Census 2000 data on race are not directly comparable to those collected for the 1990 census. Caution must be used when interpreting changes in the racial composition over time.

If you have questions or need more information, feel free to contact me at (405) 521-6301 or Brenda C. Thornton, OPM Director of Equal Opportunity and Workforce Diversity, at (405) 521-3082 or [brenda.thornton@opm.ok.gov](mailto:brenda.thornton@opm.ok.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "Oscar B. Jackson, Jr.".

Oscar B. Jackson, Jr., IPMA-CP  
Administrator and Cabinet Secretary  
of Human Resources and Administration

Enclosure

*"We serve the people of Oklahoma by delivering reliable and innovative  
human resource services to our partner agencies to achieve their missions."*

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(July 1, 2004 – June 30, 2005)

Prepared by the  
Office of Equal Opportunity and Workforce Diversity

Office of Personnel Management  
State of Oklahoma

March 2006

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## *Foreword*

**Authorization:** The information presented in this report reflects the status of state government agencies' efforts and progress in the area of affirmative action and equal employment opportunity during FY-2005. Pursuant to Section 840-2.1 of Title 74 of the Oklahoma Statutes, each agency in all branches of state government is required to develop and adopt a written affirmative action plan for submission to the Office of Personnel Management (OPM) annually no later than September 1.

**Procedure:** Affirmative action plans for executive branch agencies are subject to the approval of the Administrator, Office of Personnel Management. The Administrator submits all plans to the Affirmative Action Review Council for the Council's review. The Council reviews the plans for compliance with the standards adopted by the Administrator and makes recommendations to the Administrator to reject or approve the plan. Each plan approved by the Administrator is constructed according to the following standards as contained in Merit Rules 530:10-3-33.1 through 530:10-3-33.11 and the Manual for Affirmative Action Plans in Oklahoma State Government.

- Equal Employment Opportunity Policy Statement
- Responsibility for AA/EEO Implementation
- Dissemination of Affirmative Action Plan and Policy
- Evaluation of Preceding Years' EEO/AA Efforts
- Identification and Analysis of Problem Areas
- Job Group Analysis
- Availability Analysis
- Utilization Analysis
- Goals and Timetable
- Present Staffing Report
- Personnel Transactions Report
- 3-Year Evaluation of Previous EEO Efforts (New Hires)

All data in this report is as of June 30, 2005. The work force information in the tables was compiled from data submitted by state agencies. The "total number of state employees" shown in this report include only those employed by the reporting agencies listed on page one.

Agencies with fewer than 2 employees are not required to report work force data under the state's Affirmative Action Program. The Attorney General has determined that the Administrative Director of the Courts cannot be required to submit an affirmative action plan for the judicial branch of state government to OPM unless directed to do so by order of the Supreme Court of Oklahoma (AG Opinion 2001-16). The Administrative Director of the Courts did not submit a plan for this reporting period.

The civilian labor force (CLF) statistics used in this report were compiled from the 2000 census data as shown in the table provided by OPM. These statistics reflect the percentage representation by gender, race, and ethnicity of persons employed in the statewide CLF. Significant demographic changes may be observed with the reporting and use of the new 2000 census figures, possibly impacting the percentage representation of females and minorities.

This report uses the statewide CLF for comparison with agency work force data. Therefore, any analysis of the data for a specific agency should be conducted using the agency's entire affirmative action plan rather than this report. OPM maintains a copy of each agency's affirmative action plan for review by interested parties.

**Disclaimer:** The statewide CLF statistics may not provide the most accurate information available in "a reasonable recruitment area" for a given agency. However, for the purpose of this report, the data is used as a general standard of comparison with the state work force. Due to number rounding and other adjustments in the CLF, the sum total of all percentages may not always equal 100.

Summary statistical data for FY-2005 contained in this report may not be identical to that reported for FY-2004. This is the result of: 1) new agencies reporting or 2) reporting agencies amending data reported for FY-2004.

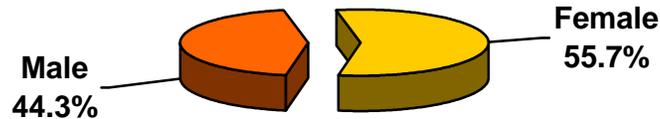
## Executive Summary

The State of Oklahoma's work force consisted of 34,351 employees in the 114 reporting agencies, boards and commissions as of June 30, 2005. This reflects an increase of 1,035 employees or 3.1% from the 33,316 employees reported as of June 30, 2004. Comparative figures for all state government agencies reporting are listed below.

### State Government Work Force Representation

Race	Male	Female	Total	Percent
White	12,398	14,867	27,265	79.4
Black	1,081	2,241	3,322	9.7
Asian/Pacific Islander	225	317	542	1.6
Amer. Indian/Alaskan Native	1,201	1,269	2,470	7.2
Hispanic	299	453	752	2.2
<b>Totals</b>	<b>15,204</b>	<b>19,147</b>	<b>34,351</b>	
Percent of Totals	44.3	55.7		100.0

### Male vs. Female

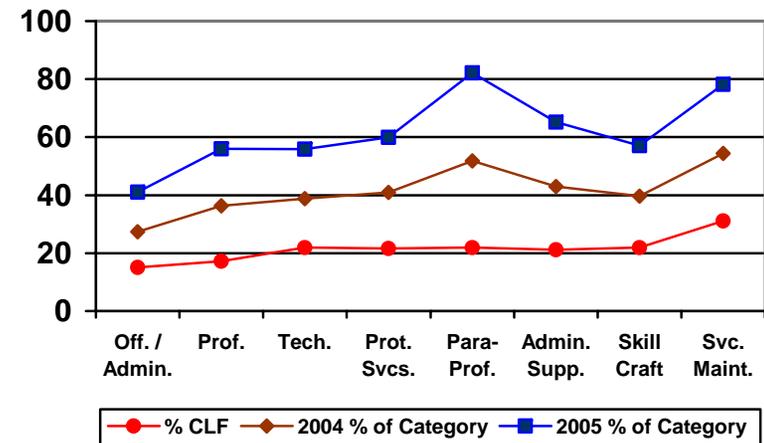


### Minority Employment

As of June 30, 2005, minorities comprised 20.6% of the state's work force, totaling 7,086 employees. This figure reflects an increase of 369 employees or 5.5% from the 6,717 reported during this same period one year ago. The following table lists the distribution of minorities across the various EEO job categories:

### Minority Representation by EEO Category

EEO Category	FY 2004	2004 Percent of Category	FY 2005	2005 Percent of Category	CLF Comparison
Officials/Administrators	227	12.3	265	13.6	15.1
Professionals	2,671	19.1	2,821	19.7	17.2
Technicians	487	16.9	492	17.1	21.9
Protective Services	738	19.3	762	19.0	21.6
Paraprofessionals	936	29.9	1,025	30.4	21.9
Administrative Support	1,025	21.8	1,080	22.2	21.2
Skilled Craft	161	17.7	159	17.5	21.9
Service Maintenance	472	23.3	482	23.8	31.1
<b>Totals</b>	<b>6,717</b>	<b>20.2</b>	<b>7,086</b>	<b>20.6</b>	<b>22.9</b>



Comparing the FY-2005 percentages to those for FY-2004, most of the EEO job categories showed increased progress for minorities, with the Officials/Administrators EEO category reflecting the largest increase (13.6 vs. 12.3).

Overall, minority representation remained steady (20.6 vs. 20.2) even though the raw numbers indicate an overall increase of 369 employees (7,086 vs. 6,717).

A comparison of the representation of minorities in the state work force to the 2000 Civilian Labor Force (CLF) representation yields the following observations:

- Minority representation in state government continues to exceed the CLF in the Administrative Support, Professional, and Paraprofessional job categories in FY-2005.
- Overall, minorities in Oklahoma state government are utilized at a rate lower than the CLF (20.6% vs. 22.9%).

### **Female Employment**

Total female representation continues to increase, making up 55.7% of the state government's work force. Raw numbers show an increase of 727 employees from 18,420 in FY-2004 to 19,147 in FY-2005. The following table lists the female distribution within the EEO job categories:

**Female Representation by EEO Category**

<b>EEO Category</b>	<b>FY 2004</b>	<b>2004 Percent of Category</b>	<b>FY 2005</b>	<b>2005 Percent of Category</b>	<b>CLF Comparison</b>
Officials/Administrators	801	43.3	848	43.6	37.6
Professionals	8,872	63.5	9,225	64.3	55.6
Technicians	1,076	37.2	1,086	37.7	59.7
Protective Services	588	15.4	607	15.1	16.7
Paraprofessionals	2,309	73.8	2,472	73.4	59.7
Administrative Support	4,071	86.5	4,204	86.4	70.1
Skilled Craft	44	4.8	35	3.8	6.5
Service Maintenance	659	32.5	670	33.0	41.5
<b>Totals</b>	<b>18,420</b>	<b>55.3</b>	<b>19,147</b>	<b>55.7</b>	<b>46.2</b>

Comparing the FY-2005 percentages to the FY-2004 percentages, female representation increased in the Professional, Officials/Administrators, Technician, and Service Maintenance EEO categories. Even though the FY-2005 raw figures were higher than the FY-2004 raw figures in the Protective Services, Paraprofessional,

and Administrative Support EEO categories, the percentages for FY-2005 were lower.

A comparison to the representation of females in the state work force to the 2000 Civilian Labor Force (CLF) representation yields the following observations:

- Female representation in state government continues to exceed the CLF in the Officials/Administrators, Professional, Paraprofessional, and Administrative Support job categories in FY-2005.
- Overall, females in Oklahoma state government are utilized at a rate higher than the CLF (55.7% vs. 46.2%).

### **SUMMARY COMMENTS**

The civilian labor force (CLF) statistics used in this report were compiled from the 2000 census data. Significant demographic changes may be observed with the reporting and use of the new 2000 census figures, possibly impacting the percentage representation of females and minorities. Special attention needs to be placed on bringing specific areas of underutilization, both statewide and within agencies, up to at least the CLF levels.

## *Part I – Statewide Evaluation Summary*

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## **Report of Agencies' Affirmative Action Plans**

Title 74, Section 840-2.1 of the Oklahoma Statutes requires all agencies, boards, commissions, departments, and offices to annually submit an affirmative action plan to the Office of Personnel Management (OPM). Oklahoma Statutes also require the Affirmative Action Review Council (AARC) to review and recommend approval of plans submitted by executive branch agencies to the Administrator of OPM.

In compliance with the statutes, a total of 114 state agencies submitted affirmative action plans for the period ending June 30, 2005. Of the state agencies submitting plans, 110 are executive branch agencies, 3 are legislative branch agencies and 1 is a judicial branch agency. Agencies with fewer than 2 employees are not required to report work force data under the state's Affirmative Action Program.

The Administrative Director of the Courts did not submit a plan for this reporting period. The Attorney General has determined that the Administrative Director of the Courts cannot be required to submit an affirmative action plan for the judicial branch of state government to OPM unless directed to do so by order of the Supreme Court of Oklahoma (AG Opinion 2001-16).\*\*

This report uses the statewide civilian labor force (CLF) statistics computed from the Census 2000 special tabulation data for comparison with agency work force data. These statistics reflect the percentage representation by gender, race, and ethnicity of persons employed in the statewide CLF. Significant demographic changes may be observed with the reporting and use of the new 2000 census figures, possibly impacting the percentage representation of females and minorities. Therefore, any analysis of the data for a specific agency should be conducted using the agency's entire affirmative action plan rather than this report. OPM maintains a copy of each agency's affirmative action plan for review by interested parties.

The agencies listed below have submitted affirmative action plans for review by OPM staff and meet the requirements of the Oklahoma Personnel Act and Merit Rules for Employment. Unless otherwise indicated, these plans have been reviewed by the AARC.

Accountancy Board, Oklahoma  
Advancement of Science and Technology, Center for the  
Aeronautics Commission, Oklahoma  
Agriculture, Department of  
Alcoholic Beverage Laws Enforcement Commission  
Architects and Landscape Architects Board of Governors  
Arts Council, State  
Attorney General's Office  
Auditor and Inspector, State  
Banking Department, State  
Boll Weevil Eradication Organization  
Bond Advisor, Office of the State  
Capitol Complex and Centennial Commemoration Commission  
Career and Technology Education, Department of  
Central Services, Department of  
Children and Youth, Commission on  
Chiropractic Examiner, Board of  
Commerce, Department of  
CompSource Oklahoma  
Conservation Commission, Oklahoma  
Construction Industries Board  
Consumer Credit  
Corporation Commission  
Corrections, Department of  
Cosmetology Board, State  
Council on Law Enforcement Education and Training  
Dentists, Board of Governors of the Registered  
District Attorney's Council  
Education, State Department of  
Educational Television Authority, Oklahoma  
Election Board, State

Emergency Management, Department of  
Employee Benefits Council  
Employment Security Commission, Oklahoma  
Engineers and Land Surveyors, Board of Registration for Professional  
Environmental Quality, Department of  
Ethics Commission  
Finance, Office of State  
Firefighters Pension and Retirement System, Oklahoma  
Fire Marshal, State  
Funeral Board, State  
Governor, Office of the  
Grand River Dam Authority  
Handicapped Concerns, Office of  
Health, State Department of  
Health Care Authority, Oklahoma  
Historical Society, Oklahoma  
Horse Racing Commission, Oklahoma  
\*House of Representatives  
Human Rights Commission, Oklahoma  
Human Services, Department of  
Indian Affairs Commission, Oklahoma  
Indigent Defense System, Oklahoma  
Industrial Finance Authority, Oklahoma  
Insurance Board, State and Education Employees Group  
Insurance Department, Oklahoma  
Investigation, Oklahoma State Bureau of  
J.D. McCarty Center for Handicapped Children  
J.M. Davis Memorial Commission  
Juvenile Affairs, Office of  
Labor, Department of  
Land Office, Commissioners of the  
Law Enforcement Retirement System, Oklahoma  
\*Legislative Service Bureau

Libraries, Department of  
Lieutenant Governor, Office of the  
Liquefied Petroleum Gas Administration  
Lottery Commission, Oklahoma  
Marginally Producing Oil and Gas Wells, Commission on  
Medical Licensure and Supervision, Board of  
Medicolegal Investigations, Board of  
Mental Health and Substance Abuse Services, Department of  
Merit Protection Commission, Oklahoma  
Military Department, Oklahoma  
Mines, Department of  
Motor Vehicle Commission, Oklahoma  
Narcotics and Dangerous Drugs, State Bureau of  
Nursing, Oklahoma Board of  
Nursing Home Administrators, Board of Examiners of  
Osteopathic Examiners, State Board of  
Pardon and Parole Board  
Personnel Management, Office of  
Pharmacy, State Board of  
Physician Manpower Training Commission  
Police Pension and Retirement System, Oklahoma  
Private Vocational Schools, Oklahoma Board of  
Psychologists, State Board of Examiners for  
Public Employees Retirement System, Oklahoma  
Public Safety, Department of  
Real Estate Commission, Oklahoma  
Rehabilitation Services, Department of  
Scenic Rivers Commission, Oklahoma  
School of Science and Mathematics, Oklahoma  
Secretary of State  
Securities, Department of  
\*Senate, State  
Space Industry Development Authority, Oklahoma

Tax Commission, Oklahoma  
Teacher Preparation, Commission for  
Teachers' Retirement System  
Tobacco Settlement Endowment Trust  
Tourism and Recreation Department, Oklahoma  
Transportation, Department of  
Transportation Authority, Oklahoma  
Treasurer, Office of the State  
University Hospitals Authority  
Used Motor Vehicle and Parts Commission  
Veterans Affairs, Department of  
Veterinary Medical Examiners, Board of  
Water Resources Board, Oklahoma  
Wheat Utilization, Research and Market Development Commission  
Wildlife Conservation, Department of  
Will Rogers Memorial Commission  
\*Workers' Compensation Court

***EXECUTIVE BRANCH AGENCIES  
WITH FEWER THAN TWO EMPLOYEES***

Anatomical Board, Oklahoma  
Interstate Oil Compact Commission  
Optometry, Board of Examiners in  
Peanut Commission, Oklahoma  
Polygraph Examiners Board  
Sheep and Wool Utilization  
Social Workers, State Board of Licensed  
Speech-Language Pathology and Audiology, Board of Exam for

***JUDICIAL BRANCH AGENCIES  
NOT SUBMITTING A REPORT\*\****

Court of Criminal Appeals  
Supreme Court

\* Plans for Judicial & Legislative branches are not subject to approval by the Administrator.

## **Demographic Overview of State Government Work Force Compared with the Civilian Labor Force**

The following charts provide a basic overall comparison of the demographics of the state government work force with the civilian labor force (CLF). The objective of these charts is to provide an easy reference as to how state government looks in terms of EEO when compared with an aggregate "work force" made up of all employers in the State. Work force information was compiled from the reporting agencies' FY-2005 affirmative action reports.

These CLF numbers are only provided as a general comparison and may not accurately reflect the desired goals or overall EEO demographic objectives of the state of Oklahoma. The CLF includes state government work force numbers as a part of their aggregate composition. Changes in the demographic composition of the state will, therefore, produce changes in the CLF. The comparisons are in percentage of overall work force.

### **Comparisons of State Government to the CLF by Race/Ethnicity**

	State %	CLF %	% Difference
Amer. Indian/Alaskan Native	7.2	6.8	0.4
Asian/Pacific Islander	1.6	1.3	0.3
Hispanic	2.2	4.5	-2.3
Black	9.6	6.4	3.2
White	79.4	77.1	2.3
Some Other Race*	0.0	3.9	-3.9
<b>Totals</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>

### **Comparisons of State Government to the CLF by Female Gender and Race/Ethnicity**

	State %	CLF %	% Difference
Amer. Indian/Alaskan Native	3.7	3.3	0.4
Asian/Pacific Islander	0.9	0.6	0.3
Hispanic	1.3	1.7	-0.4
Black	6.5	3.4	3.1
White	43.3	35.4	7.9
Some Other Race*	0.0	1.8	-1.8
<b>Totals</b>	<b>55.7</b>	<b>46.2</b>	<b>9.5</b>

### **Comparisons of State Government to the CLF by Male Gender and Race/Ethnicity**

	State %	CLF %	% Difference
Amer. Indian/Alaskan Native	3.5	3.5	0.0
Asian/Pacific Islander	0.7	0.7	0.0
Hispanic	0.9	2.8	-1.9
Black	3.1	3.0	0.1
White	36.1	41.7	-5.6
Some Other Race*	0.0	2.1	-2.1
<b>Totals</b>	<b>44.3</b>	<b>53.8</b>	<b>-9.5</b>

CLF percentages were computed from the Census 2000 special tabulation published by the U.S. Census Bureau. Significant demographic changes have been observed with the reporting and use of the new 2000 census figures, impacting the percentage representation of females and minorities. Because of these changes, the Census 2000 data on race are not directly comparable to those collected for the 1990 census. Caution must be used when interpreting changes in the racial composition over time.

\*The question on race for Census 2000 was different from the one for the 1990 census in several ways. Most significantly, respondents were given the option of selecting one or more race categories to indicate their racial identities. Starting with Census 2000, the Office of Management and Budget (OMB) requires agencies to use a minimum of five race categories. For respondents unable to identify with any of the five categories, OMB approved using a sixth category – Some other race – on the Census 2000 questionnaire. The questionnaire also included 15 separate response categories and three areas where respondents could write in a more specific race group. People who responded to the question on race by indicating only one race are referred to as the race *alone* population or the group that reported *only one* race category. Six categories make up this population. Individuals who chose more than one of the six race categories are referred to as the "*Two or more races*" population or the group that reported *more than one race*, which combined with the six *alone* categories, sum to the total population.<sup>1</sup> The State of Oklahoma does not currently use the "Some other race" or "*Two or more races*" category but must include their figure in the CLF to represent the total population.

<sup>1</sup> See [www.census.gov](http://www.census.gov)

## State Government Work Force by Gender, Race and Ethnicity—1995 Through 2005

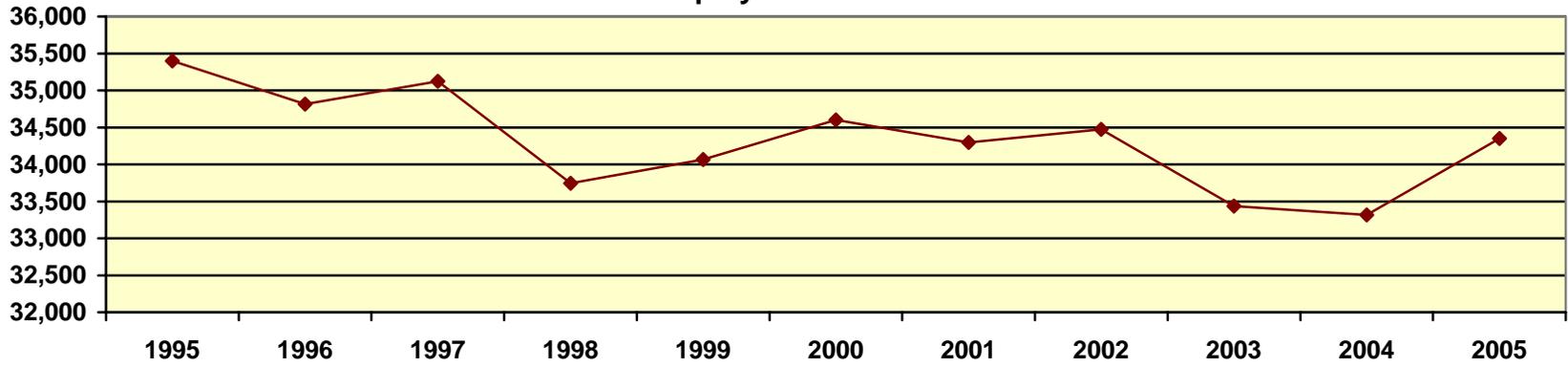
Report Date	Total Employees	White	Black	Hispanic	Asian/Pacific Islander	American Indian	Total Minority	Male	Female
June 30, 1995	35,398	28,948	3,588	532	347	1,983	6,450	16,337	19,061
June 30, 1996	34,813	28,285	3,535	489	383	2,121	6,528	16,305	18,508
June 30, 1997	35,125	28,378	3,590	537	394	2,226	6,747	16,319	18,806
June 30, 1998	33,746	27,276	3,237	532	381	2,320	6,470	15,956	17,790
June 30, 1999	34,066	27,485	3,259	556	385	2,381	6,581	15,958	18,108
June 30, 2000	34,599	27,973	3,223	601	418	2,384	6,626	15,843	18,756
June 30, 2001	34,296	27,645	3,215	618	418	2,400	6,651	15,482	18,814
June 30, 2002	34,475	27,674	3,230	675	461	2,435	6,801	15,526	18,949
June 30, 2003	33,436	26,776	3,169	675	462	2,354	6,660	15,053	18,383
June 30, 2004	33,316	26,599	3,188	692	498	2,339	6,717	14,896	18,420
June 30, 2005	34,351	27,265	3,322	752	542	2,470	7,086	15,204	19,147

### Percent of Change

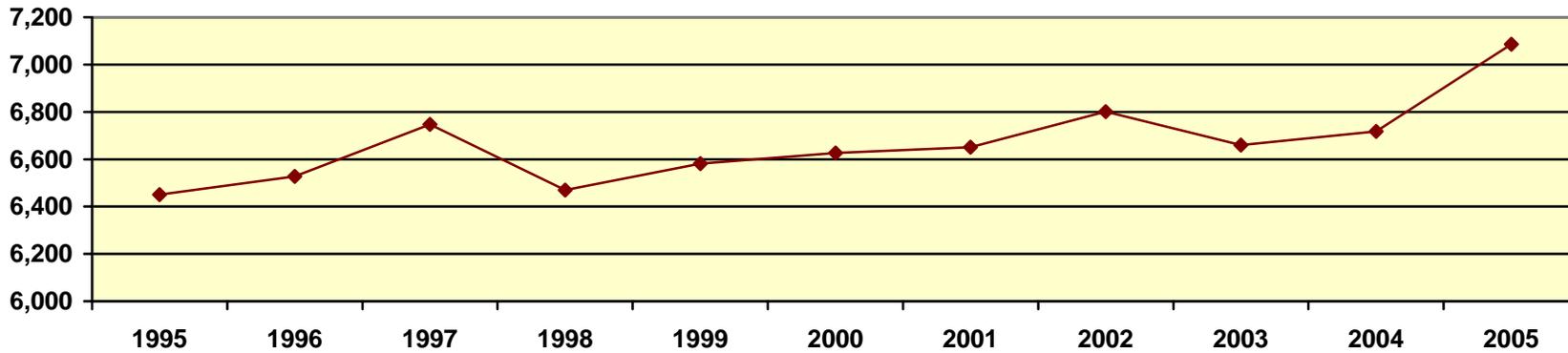
1995—1996	-1.65	-2.29	-1.48	-8.08	+10.37	+6.96	+1.21	-0.19	-2.90
1996—1997	+0.90	+0.33	+1.56	+9.82	+2.87	+4.95	+3.35	+0.09	+1.61
1997—1998	-3.93	-3.88	-9.83	-0.93	-3.30	+4.22	-4.11	-2.22	-5.40
1998—1999	+0.95	+0.77	+0.68	+4.51	+1.05	+2.62	+1.72	+0.01	+1.79
1999—2000	+1.56	+1.78	-1.10	+8.09	+8.57	+0.13	+0.68	-0.72	+3.58
2000—2001	-0.88	-1.17	-0.25	+2.83	0.00	+0.67	+0.38	-2.28	+0.31
2001—2002	+0.52	+0.10	+0.47	+9.22	+10.29	+1.46	+2.26	+0.28	+0.72
2002—2003	-3.01	-3.25	-1.89	0.00	+0.22	-3.33	-2.07	-3.05	-2.99
2003—2004	-0.36	-0.66	+0.60	+2.52	+7.79	-0.64	+0.86	-1.04	+0.20
2004—2005	+3.10	+2.50	+4.20	+8.67	+8.84	+5.60	+5.49	+2.07	+3.95

Source: Oklahoma State Government EEO/AA Status Reports for FY-1995 thru FY-2005 and agencies' EEO/AA reports for FY-2005

**Total Number of Employees for Fiscal Years 1995-2005**



**Total Number of Minority Employees for Fiscal Years 1995-2005**



## **Work Force Distribution by Major Occupational Categories**

### **Compared to the FY-2004 Report:**

- The total number of employees in the state work force indicates 1,035 more employees (33,316 vs. 34,351) or an increase of 3.1 percent.
- Minority representation increased 5.5 percent. Raw numbers indicate an overall increase of 369 employees (6,717 vs. 7,086).
- Female representation increased to 55.7 percent from 55.3 percent a year ago. Overall raw numbers indicate 727 more female employees (18,420 vs. 19,147) employed by the state or an increase of 3.9 percent.

*For evaluation purposes, the eight occupational categories defined by the federal Equal Employment Opportunity Commission (EEOC) are utilized.*

### **In FY-2005:**

- Minority representation increased in the Officials/Administrator, Professional, Technician, Paraprofessional, Administrative Support, and Service Maintenance EEO categories.
- Female representation increased in the Officials/Administrator, Professional, Technician, and Service Maintenance EEO categories.

### **Summary Analysis of EEO/AA Efforts:**

An analysis of state government's equal employment opportunity and affirmative action efforts for this reporting period indicates progress was made in the employment of minorities and females.

The following pages provide additional analysis of the state government work force for each occupational category.

(NOTE: Significant demographic changes have been observed with the reporting and use of the new 2000 census figures, impacting the percentage representation of females and minorities. Because of these changes, the Census 2000 data on race are not directly comparable to those collected for the 1990 census. Caution must be used when interpreting changes in the racial composition over time.)

**Officials and Administrators**

Employees included in this job category set broad administrative policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, ABC Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers. (EEOC Definition)

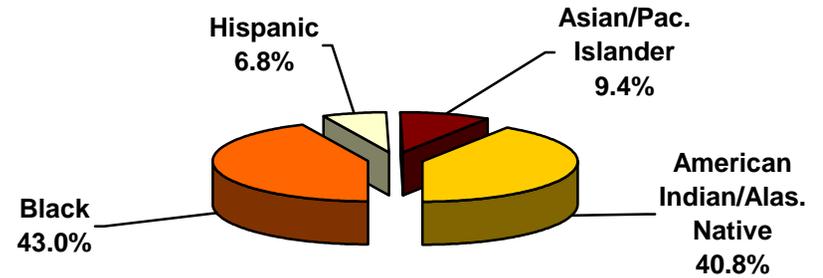
Total employees in this category: 1,947

Total minority representation rose from 12.3% (FY-2004) to 13.6% (FY-2005) but remains below the CLF rate of 15.1%.

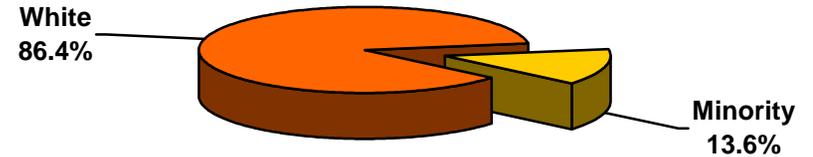
Female representation rose slightly from 43.3% in FY-2004 to 43.6% in FY-2005 and continues to exceed the CLF rate of 37.6%.

<b>MALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
Black	2.8	2.7	1.8
Hispanic	0.5	0.5	1.3
Asian/Pacific Islander	0.5	0.7	0.7
Amer. Indian/Alaskan Native	2.8	3.3	2.7
<b>FEMALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
White	37.7	37.1	31.0
Black	3.0	3.2	1.8
Hispanic	0.3	0.4	1.0
Asian/Pacific Islander	0.3	0.6	0.3
Amer. Indian/Alaskan Native	1.9	2.3	2.2
<b>Total Female</b>	<b>43.3</b>	<b>43.6</b>	<b>37.6</b>
<b>Total Minority</b>	<b>12.3</b>	<b>13.6</b>	<b>15.1</b>

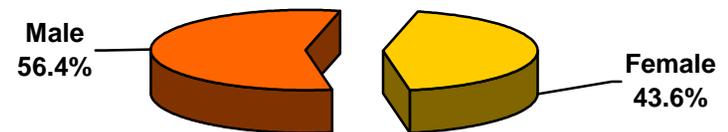
**Minority Representation**



**White vs. Minority**



**Male vs. Female**



⊛ See Section II – Statewide Data for the number of employees in each specific category.

## Professionals

This category represents incumbents that possess specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training that provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers. (EEOC Definition)

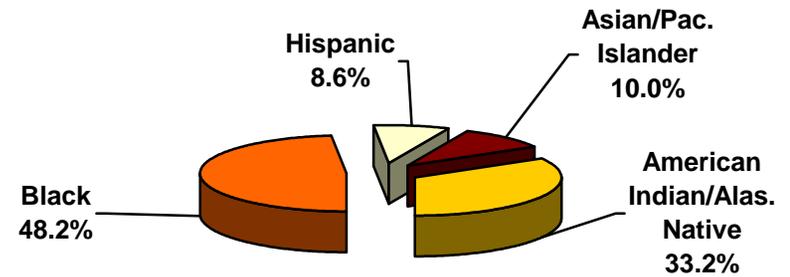
Total employees in this category: 14,338

Total minority representation rose to 19.7% during FY-2005 and continues to exceed the CLF rate of 17.2%.

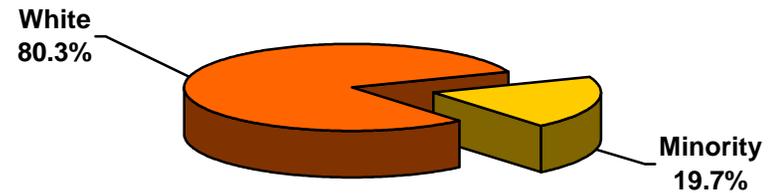
Female representation increased to 64.3% during FY-2005 from 63.5% in FY-2004 and continues to exceed the CLF rate of 55.6%.

MALE♁	% FY 2004	% FY 2005	% CLF
Black	2.6	2.5	1.8
Hispanic	0.6	0.5	0.9
Asian/Pacific Islander	0.9	0.9	1.3
Amer. Indian/Alaskan Native	2.0	2.0	1.8
FEMALE♁	% FY 2004	% FY 2005	% CLF
White	50.4	50.6	45.5
Black	6.7	7.0	2.9
Hispanic	1.0	1.1	1.1
Asian/Pacific Islander	1.0	1.1	0.9
Amer. Indian/Alaskan Native	4.3	4.5	3.3
<b>Total Female</b>	<b>63.5</b>	<b>64.3</b>	<b>55.6</b>
<b>Total Minority</b>	<b>19.1</b>	<b>19.7</b>	<b>17.2</b>

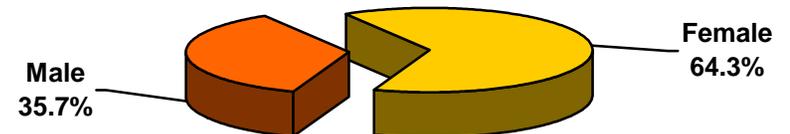
### Minority Representation



### White vs. Minority



### Male vs. Female



♁ See Section II – Statewide Data for the number of employees in each specific category.

## Technicians

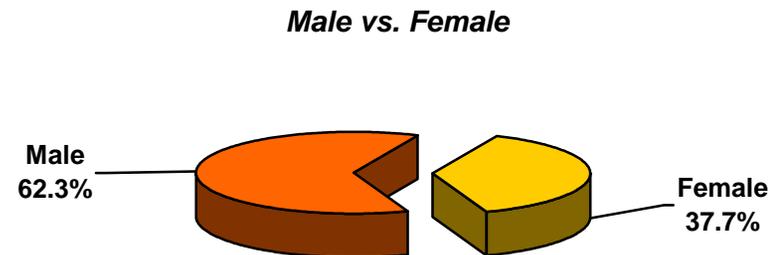
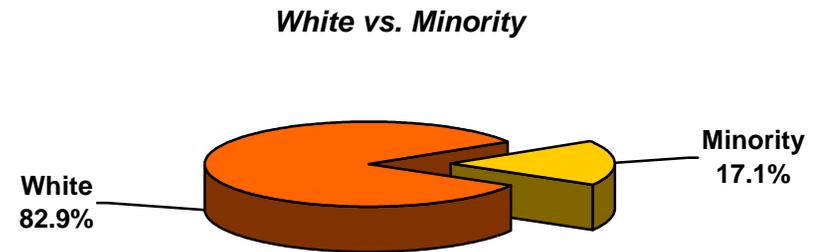
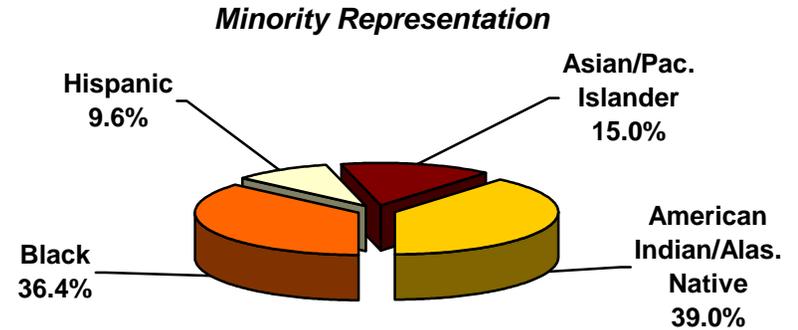
Employees in this occupational job category possess a combination of basic scientific or technical knowledge and manual skills that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers. (EEOC Definition)

Total employees in this category: 2,878

Total minority representation rose from 16.9% (FY-2004) to 17.1% (FY-2005) but well below the CLF rate of 21.9%.

Female representation rose slightly from 37.2% in FY-2004 to 37.7% in FY-2005 but well below the CLF rate of 59.7%.

MALE⊛	% FY 2004	% FY 2005	% CLF
Black	2.7	2.7	2.2
Hispanic	1.1	1.0	1.2
Asian/Pacific Islander	1.6	1.4	0.6
Amer. Indian/Alaskan Native	3.9	4.3	2.5
FEMALE⊛	% FY 2004	% FY 205	% CLF
White	29.7	30.1	45.7
Black	3.9	3.5	4.9
Hispanic	0.6	0.6	1.0
Asian/Pacific Islander	1.1	1.2	0.7
Amer. Indian/Alaskan Native	2.0	2.4	5.1
<b>Total Female</b>	<b>37.2</b>	<b>37.7</b>	<b>59.7</b>
<b>Total Minority</b>	<b>16.9</b>	<b>17.1</b>	<b>21.9</b>



⊛ See Section II – Statewide Data for the number of employees in each specific category.

**Protective Services**

Employees in this category include those entrusted with public safety, security and protection from destructive forces. Includes: police and patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers. (EEOC Definition)

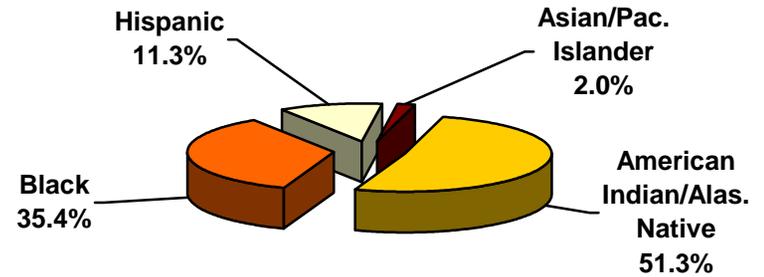
Total employees in this category: 4,016

Total minority representation decreased slightly to 19.0% during FY-2005 and remains below the CLF rate of 21.6%.

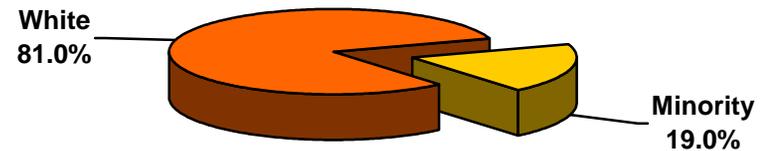
Female representation decreased slightly to 15.1% during FY-2005 and remains below the CLF rate of 16.7%.

<b>MALE</b> ⚔	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
Black	4.8	4.8	4.5
Hispanic	1.7	1.9	1.7
Asian/Pacific Islander	0.4	0.3	0.3
Amer. Indian/Alaskan Native	8.8	8.5	7.1
<b>FEMALE</b> ♀	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
White	11.7	11.6	12.2
Black	1.7	1.9	1.8
Hispanic	0.4	0.3	0.5
Asian/Pacific Islander	0.1	0.0	0.2
Amer. Indian/Alaskan Native	1.5	1.2	1.3
<b>Total Female</b>	<b>15.4</b>	<b>15.1</b>	<b>16.7</b>
<b>Total Minority</b>	<b>19.3</b>	<b>19.0</b>	<b>21.6</b>

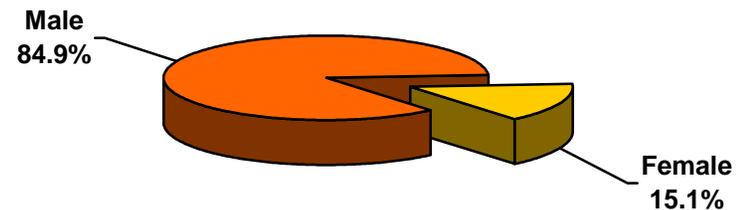
**Minority Representation**



**White vs. Minority**



**Male vs. Female**



⚔ See Section II – Statewide Data for the number of employees in each specific category.

## Paraprofessionals

Paraprofessionals normally perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers. (EEOC Definition)

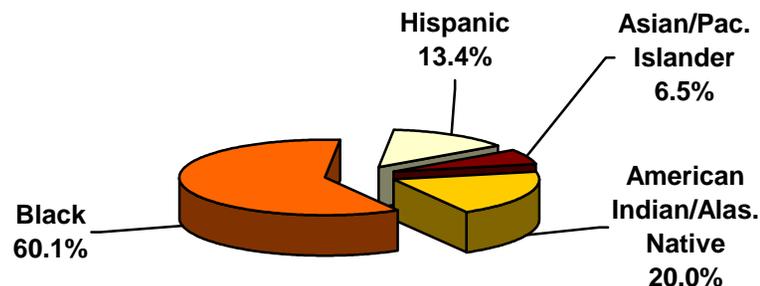
Total employees in this category: 3,368

Total minority representation rose from 30% (FY-2004) to 30.4% (FY-2005) and continues to exceed the CLF rate of 21.9%.

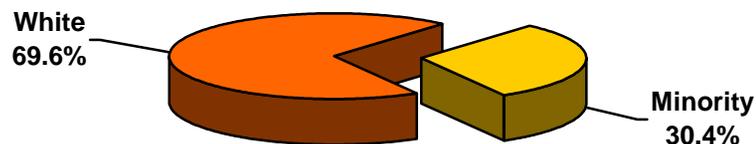
Female representation decreased in this category (73.8% in FY-2004 vs. 73.4% in FY-2005) but far exceeds the CLF rate of 59.7%.

MALE⊗	% FY 2004	% FY 2005	% CLF
Black	5.2	5.4	2.2
Hispanic	0.9	1.0	1.2
Asian/Pacific Islander	0.4	0.4	0.6
Amer. Indian/Alaskan Native	2.1	2.2	2.5
FEMALE⊗	% FY 2004	% FY 2005	% CLF
White	52.4	51.9	45.7
Black	13.4	12.9	4.9
Hispanic	2.9	3.1	1.0
Asian/Pacific Islander	1.5	1.6	0.7
Amer. Indian/Alaskan Native	3.6	3.9	5.1
<b>Total Female</b>	<b>73.8</b>	<b>73.4</b>	<b>59.7</b>
<b>Total Minority</b>	<b>30.0</b>	<b>30.4</b>	<b>21.9</b>

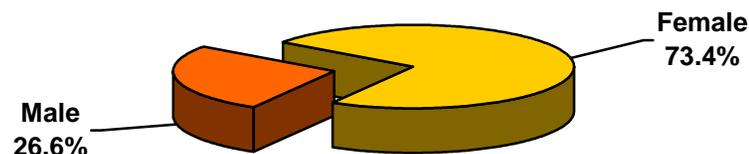
### Minority Representation



### White vs. Minority



### Male vs. Female



⊗ See Section II – Statewide Data for the number of employees in each specific category.

**Administrative Support**

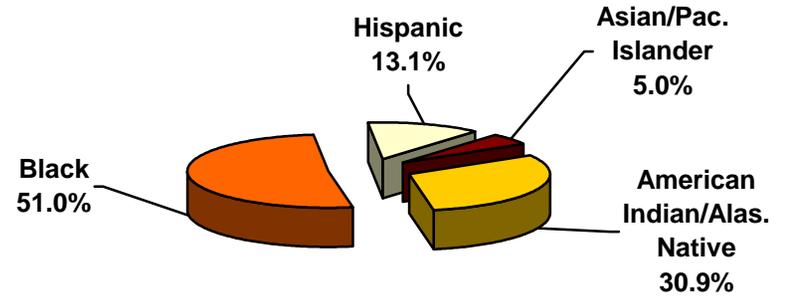
Employees in this category are responsible for internal and external communication, recording and retrieval of data, and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers. (EEOC Definition)

Total employees in this category: 4,866

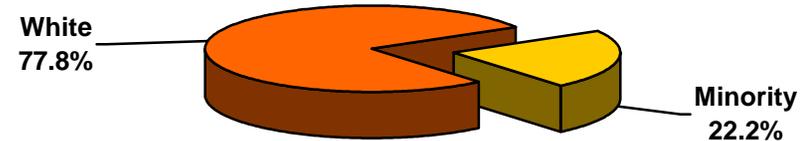
Total minority representation increased to 22.2% in FY-2005 from 21.8% during FY-2004, remaining above the CLF rate of 21.2%.

Female representation remained steady at 86.4%, exceeding the CLF rate of 70.1%.

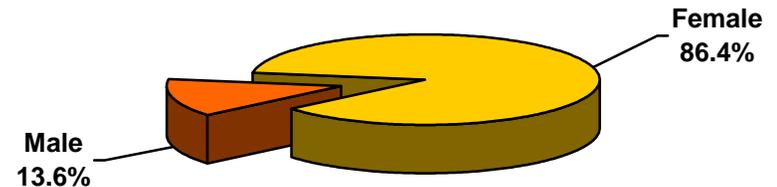
**Minority Representation**



**White vs. Minority**



**Male vs. Female**



<b>MALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
Black	1.2	1.2	2.1
Hispanic	0.4	0.4	0.9
Asian/Pacific Islander	0.1	0.2	0.3
Amer. Indian/Alaskan Native	1.1	1.0	1.7
<b>FEMALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
White	67.5	67.0	55.3
Black	9.8	10.1	5.0
Hispanic	2.4	2.5	2.0
Asian/Pacific Islander	0.8	0.9	0.6
Amer. Indian/Alaskan Native	5.9	5.8	4.6
<b>Total Female</b>	<b>86.5</b>	<b>86.4</b>	<b>70.1</b>
<b>Total Minority</b>	<b>21.8</b>	<b>22.2</b>	<b>21.2</b>

⊛ See Section II – Statewide Data for the number of employees in each specific category.

### Skilled Crafts

This job group performs duties/tasks that require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work that is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, sanitary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers. (EEOC Definition)

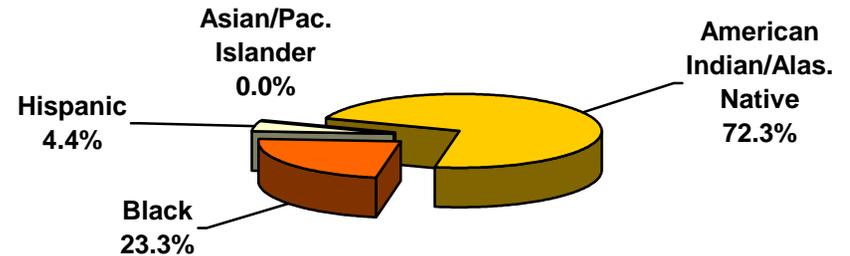
Total employees in this category: 910

Total minority representation fell slightly from 17.7% (FY-2004) to 17.5% (FY-2005), remaining below the CLF rate of 21.9%.

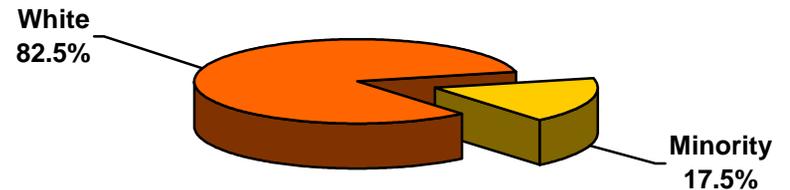
Female representation showed a 1% decrease (4.8% in FY-2004 vs. 3.8% in FY-2005), still below the CLF rate of 6.5%.

<b>MALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
Black	3.6	3.3	3.4
Hispanic	0.8	0.8	5.3
Asian/Pacific Islander	0.0	0.0	0.5
Amer. Indian/Alaskan Native	12.1	12.2	7.0
<b>FEMALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
White	3.6	2.6	4.8
Black	0.8	0.8	0.4
Hispanic	0.0	0.0	0.3
Asian/Pacific Islander	0.0	0.0	0.2
Amer. Indian/Alaskan Native	0.4	0.4	0.5
<b>Total Female</b>	<b>4.8</b>	<b>3.8</b>	<b>6.5</b>
<b>Total Minority</b>	<b>17.7</b>	<b>17.5</b>	<b>21.9</b>

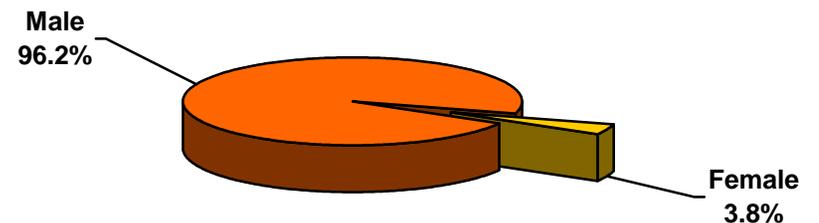
**Minority Representation**



**White vs. Minority**



**Male vs. Female**



⊛ See Section II – Statewide Data for the number of employees in each specific category.

**Service Maintenance**

Service Maintenance employees perform duties that result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers. (EEOC Definition)

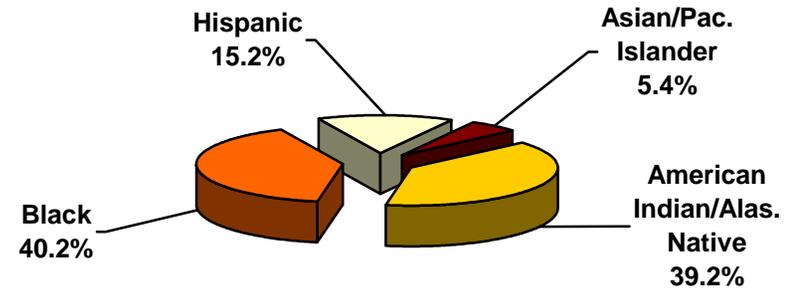
Total employees in this category: 2,028

Total minority representation increased slightly to 23.8% during FY-2005 but remains below the CLF rate of 31.1%.

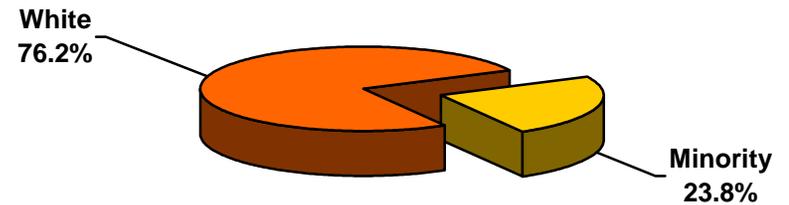
Female representation increased to 33% during FY-2005 and remains below the CLF rate of 41.5%.

<b>MALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
Black	6.5	6.3	4.8
Hispanic	2.4	2.4	5.2
Asian/Pacific Islander	0.5	0.5	0.8
Amer. Indian/Alaskan Native	6.7	7.1	4.8
<b>FEMALE</b> ⊛	<b>% FY 2004</b>	<b>% FY 2005</b>	<b>% CLF</b>
White	25.3	25.6	28.4
Black	3.3	3.3	4.1
Hispanic	1.2	1.2	2.6
Asian/Pacific Islander	0.6	0.7	0.9
Amer. Indian/Alaskan Native	2.1	2.2	3.7
<b>Total Female</b>	<b>32.5</b>	<b>33.0</b>	<b>41.5</b>
<b>Total Minority</b>	<b>23.3</b>	<b>23.8</b>	<b>31.1</b>

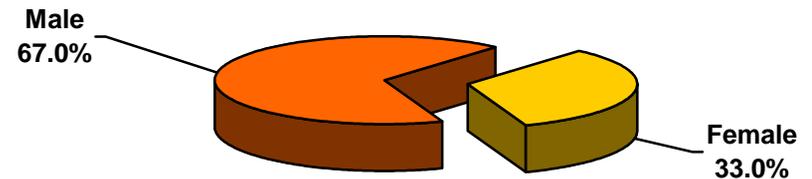
**Minority Representation**



**White vs. Minority**



**Male vs. Female**



⊛ See Section II – Statewide Data for the number of employees in each specific category.

## **Appointments, Promotions, Demotions and Separations**

This page provides a summary of the state government work force appointments, promotions, demotions, and separations during FY-2005.

### **Appointments**

Progress made in affirmative action on a statewide basis is shown by comparing the percentage of new appointments in each group with their representation in the civilian labor force. It is noted that:

- *Except for Hispanics, minority new appointments exceeded their CLF representation. Female appointments (65.3%) greatly exceeded their availability of 46.2% of the state's civilian labor force.*

### **Promotions**

Once hired, one measure of fairness and equity in promotional decisions is to compare the rates of promotion of minorities and females with their presence within the state work force. It is noted that:

- *Minorities received promotions at a rate at or higher than their percentage of representation in state government in FY-2005. Females received 59% of the promotions granted in FY-2005, well above their presence in the state's work force.*

### **Demotions**

It would be incorrect to presume that all demotions occur due to an adverse action against an employee. Demotions occur in the state service for a variety of reasons. Demotions may be either voluntary or involuntary, and may or may not involve a reduction in salary. A common reason given by state employees for voluntary demotions is to

change from a job with little opportunity for upward mobility to one with more opportunity. Demotions may result from the reclassification of a classified employee to a job with a lower pay band assignment or to a lower level within the same job family. With these factors in mind, it is noted that compared to their presence in the state work force:

- *Blacks (7.9% vs. 9.7%) and males (33.3% vs. 44.3%) were demoted less often in FY-2005. Females received 66.7% of the demotions granted in FY-2005, well above their presence in the state's work force.*

### **Separations**

Retention of minorities and females is also a necessary goal of equal employment opportunity programs. Caution must be exercised, however, in the analysis of statistics regarding separations. Transfers of employees between state agencies occur frequently and are reported by the losing agency as a separation and by the receiving agency as an appointment. Separations also include discharges, resignations, retirements, reductions-in-force, or other voluntary or involuntary separations from full time employment within an agency. This category does not include the separation of persons on temporary, part-time, or time-limited appointments. Again, with these factors in mind, it is noted that compared to their presence in the state work force:

- *Minorities (22.3%) and females (60.8%) left state government at a rate higher than their presence in the state's work force in FY-2005.*

### **FY-2005 Appointments, Promotions, Demotions and Separations by Gender and Race/Ethnicity**

	Total	White	% of Total	Black	% of Total	AS/PI	% of Total	AI/AN	% of Total	Hispanic	% of Total	Total Min	% of Total	Male	% of Total	Female	% of Total
<b>Appointments</b>	4,987	3,697	74.1	600	12.0	109	2.2	404	8.1	177	3.6	1,290	25.9	1,729	34.7	3,258	65.3
<b>CLF Availability %</b>			77.1		6.4		1.3		6.8		4.5		22.9		53.8		46.2
<b>Promotions</b>	3,228	2,504	77.6	343	10.6	65	2.0	233	7.2	83	2.6	724	22.4	1,323	41.0	1,905	59.0
<b>Demotions</b>	252	194	77.0	20	7.9	4	1.6	26	10.3	8	3.2	58	23.0	84	33.3	168	66.7
<b>Separations</b>	4,389	3,410	77.7	472	10.8	70	1.6	322	7.3	115	2.6	979	22.3	1,720	39.2	2,669	60.8
<b>% State Government Work Force for FY-2005</b>			79.4		9.7		1.6		7.2		2.2		20.6		44.3		55.7

## **Minority/Targeted Recruitment Program**

The Fair Employment Practices Act, often referred to as FEPA, is an optional hiring procedure that allows state agencies to obtain a list of eligible Black, Hispanic, Asian/Pacific Islander, American Indian/Alaskan Native, and female applicants for job categories that have been determined to be under represented in the requesting agency's affirmative action plan.

To use the FEPA, the requesting state agency must have an approved affirmative action plan on file with the Office of Personnel Management (OPM) indicating that a manifest imbalance exists, requiring remedial hiring. This special listing of eligibles permits discretionary hiring by the requesting agency.

To participate in the FEPA program, interested applicants must complete the voluntary survey located at the bottom of the merit system employment application form.

### **FEPA Appointments**

State government employed 96 persons through the Fair Employment Practices Act during FY-2005. These appointments included 19 Blacks, 5 Asian/Pacific Islanders, 12 American Indian/Native Alaskans, 12 Hispanics, and 48 females.

According to the major occupational categories, these 96 FEPA appointments included 32 in Professional, 13 in Technician, 6 in Protective Services, 14 in Paraprofessional, 29 in Administrative Support, and 2 in Service Maintenance.

These FEPA hires reflect the state agencies' continued efforts to correct under representation of minorities and females in the work force.

### **Employment Outreach**

Expanded public relations efforts serve to market state government as a positive career choice and an equal opportunity employer. Our employment outreach efforts market state government employment opportunity information while penetrating targeted communities. A referral network has been established that periodically disseminates specific job opportunity information among community, civic, and ethnic/female individuals; news media and business organizations/associations that interact and communicate with selected groups. These community contacts satisfy a vital link in employment outreach as a means to establish immediate contact with selected groups where traditional media may have failed. In addition, the employment outreach referral network is also capable of providing state agencies with the opportunity to request specific recruitment assistance for particular regions of the state.

During FY-2005, OPM attended 30 career fairs and 6 outreach events at the request of various colleges/universities, business or vocational schools and civic/community organizations. Community outreach was promoted through the attendance of these career fairs and civic functions, and assertive efforts were made to ensure targeted recruitment information was frequently distributed in minority and female communities.

### **Targeted Recruitment Assistance**

The Office of Personnel Management staff is available to assist both merit and non-merit state agencies in the dissemination of job information to specific minority or targeted group members. Depending upon member availability, outreach efforts may include distribution of job information through the use of community resources or advertisement with audience-specific media.

## *PART II — State Work Force Tables*

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## **Explanation of State Work Force Tables**

### **I. Present Staffing**

The information in this table pertains to each agency's statistical data as reported in its FY-2005 affirmative action report. Percentages may not always total 100 due to rounding. The number of incumbents indicates the distribution of persons employed by state government by gender and minority status in each of the eight major occupational groups. The CLF percentages were computed from the *Census 2000 special tabulation* published by the U.S. Census Bureau, based on 2000 census data.

### **II. Affirmative Action Progress**

This table indicates whether or not there was an increase or decrease in the agency's work force during the fiscal year. This table also shows, by minority group, the number of new hires, promotions, demotions and separations that occurred during the reporting period.

### **III. Work Force/CLF Comparison**

**A. Employees (#)** — Indicates the number of employees, by minority group, in the agency work force. This data is furnished by the agencies.

**B. Employees (%)** — Notates employees in each of the minority groups as a percentage of the total agency employees.

**C. CLF Availability (%)** — Represents the standard statewide percent distribution of employed persons in each of the minority groups. This percentage figure is different from the availability data contained in the agencies' affirmative action plans. This Civilian Labor Force (CLF) availability is based on the total work force by minority group without any consideration given to the EEO categories, job groups, etc.

**D. Parity (#)** — Shows the number of employees that should be in the agency's work force to conform to the CLF by minority group, compared to the total number of employees in the agency work force (total number of employees X the CLF availability percentage).

**E. Difference (#)** — Identifies whether or not there is parity in each minority group. A zero (0) indicates that there is parity in that particular minority group (the number of employees in that minority group equals or exceeds the CLF availability for that group). A positive number indicates that there is no parity in that minority group. This positive number also indicates that number of additional employees needed to reach parity in that minority group (number of employees in the minority group are less than the CLF availability).

#### **NOTE:**

- This analysis may not agree with the work force data submitted by a given agency due to the differences of data used. For example, whereas this report uses the CLF availability percent and total number of employees in each minority category, the state agencies have the option of using the most accurate information available in its recruitment area, job groups, significance tests, etc. Any analysis of the data for a specific agency should, therefore, be conducted using the agency's entire affirmative action plan rather than this report.
- Summary statistical data contained in this report for FY-2005 may not be identical to that reported for FY-2004. This is the result of: 1) new agencies reporting or 2) reporting agencies amending data reported for FY-2004.
- During the collection of the 2000 census data, respondents were given the option of selecting one or more race categories to indicate their racial identities. The State of Oklahoma does not currently use the "Some other race" or "Two or more races" category but must include these figures in the CLF to represent the total population.

## PRESENT STAFFING

AGENCY: STATEWIDE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1,947	959	52	10	14	64	1,099	723	62	8	11	44	848	265	
% Represented	5.7	49.3	2.7	0.5	0.7	3.3	56.4	37.1	3.2	0.4	0.6	2.3	43.6	13.6	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	14,338	4,259	361	78	123	292	5,113	7,258	1,000	164	159	644	9,225	2,821	
% Represented	41.7	29.7	2.5	0.5	0.9	2.0	35.7	50.6	7.0	1.1	1.1	4.5	64.3	19.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	2,878	1,521	78	29	40	124	1,792	865	101	18	34	68	1,086	492	
% Represented	8.4	52.8	2.7	1.0	1.4	4.3	62.3	30.1	3.5	0.6	1.2	2.4	37.7	17.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	4,016	2,787	193	75	13	341	3,409	467	77	11	2	50	607	762	
% Represented	11.7	69.4	4.8	1.9	0.3	8.5	84.9	11.6	1.9	0.3	0.0	1.2	15.1	19.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	3,368	593	181	34	14	74	896	1,750	435	103	53	131	2,472	1,025	
% Represented	9.8	17.6	5.4	1.0	0.4	2.2	26.6	51.9	12.9	3.1	1.6	3.9	73.4	30.4	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	4,866	525	59	18	10	50	662	3,261	492	124	43	284	4,204	1,080	
% Represented	14.2	10.8	1.2	0.4	0.2	1.0	13.6	67.0	10.1	2.5	0.9	5.8	86.4	22.2	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	910	727	30	7	0	111	875	24	7	0	0	4	35	159	
% Represented	2.6	79.9	3.3	0.8	0.0	12.2	96.2	2.6	0.8	0.0	0.0	0.4	3.8	17.5	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	2,028	1,027	127	48	11	145	1,358	519	67	25	15	44	670	482	
% Represented	5.9	50.6	6.3	2.4	0.5	7.1	67.0	25.6	3.3	1.2	0.7	2.2	33.0	23.8	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	34,351	12,398	1,081	299	225	1,201	15,204	14,867	2,241	453	317	1,269	19,147	7,086	
% Represented	100.0	36.1	3.1	0.9	0.7	3.5	44.3	43.3	6.5	1.3	0.9	3.7	55.7	20.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATEWIDE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	33,316	26,599	3,188	498	2,339	692	6,717	14,896	18,420
BREAKDOWN PERCENTAGES		79.8	9.6	1.5	7.0	2.1	20.2	44.7	55.3
BREAKDOWN AS OF JUNE 30, 2005	34,351	27,265	3,322	542	2,470	752	7,086	15,204	19,147
BREAKDOWN PERCENTAGES		79.4	9.7	1.6	7.2	2.2	20.6	44.3	55.7
NET INCREASES OR DECREASES	1035	666	134	44	131	60	369	308	727
NUMBER OF NEW HIRES	4,987	3,697	600	109	404	177	1,290	1,729	3,258
NUMBER OF PROMOTIONS	3,228	2,504	343	65	233	83	724	1,323	1,905
NUMBER OF DEMOTIONS	252	194	20	4	26	8	58	84	168
NUMBER OF SEPARATIONS	4,389	3,410	472	70	322	115	979	1,720	2,669

## WORKFORCE/CLF COMPARISON

AGENCY: STATEWIDE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	34,351	15,204	19,147	27,265	3,322	542	2,470	752	7,086
EMPLOYEES (%)		44.3	55.7	79.4	9.7	1.6	7.2	2.2	20.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			15,870		2,198	447	2,336	1,546	7,866
DIFFERENCE (#)			0		0	0	0	794	780

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

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## *Section II — Agency Work Force Tables*

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## PRESENT STAFFING

AGENCY: ACCOUNTANCY BOARD  
EEO COORDINATOR: KELLY BROWN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	2						0	1				1	2	1
% Represented	22.2	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0	100.0	50.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	3					3	3	1				4	1
% Represented	77.8	42.9	0.0	0.0	0.0	0.0	42.9	42.9	14.3	0.0	0.0	0.0	57.1	14.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>2</b>
% Represented	100.0	33.3	0.0	0.0	0.0	0.0	33.3	44.4	11.1	0.0	0.0	11.1	66.7	22.2
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ACCOUNTANCY BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	8	5	1	0	2	0	3	2	6
BREAKDOWN PERCENTAGES		62.5	12.5	0.0	25.0	0.0	37.5	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	9	7	1	0	1	0	2	3	6
BREAKDOWN PERCENTAGES		77.8	11.1	0.0	11.1	0.0	22.2	33.3	66.7
NET INCREASES OR DECREASES	1	2	0	0	-1	0	-1	1	0
NUMBER OF NEW HIRES	3	2	0	0	0	1	1	2	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	0	0	0	1	1	2	1	1

## WORKFORCE/CLF COMPARISON

AGENCY: ACCOUNTANCY BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	9	3	6	7	1	0	1	0	2
EMPLOYEES (%)		33.3	66.7	77.8	11.1	0.0	11.1	0.0	22.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY  
 EEO COORDINATOR: SHARRON DaVAULT

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	4	2					2	2					2	0
% Represented	21.1	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	12	2				1	3	9					9	1
% Represented	63.2	16.7	0.0	0.0	0.0	8.3	25.0	75.0	0.0	0.0	0.0	0.0	75.0	8.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	2	2					2						0	0
% Represented	10.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	1						0	1					1	0
% Represented	5.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>19</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>1</b>
% Represented	100.0	31.6	0.0	0.0	0.0	5.3	36.8	63.2	0.0	0.0	0.0	0.0	63.2	5.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	17	16	0	0	1	0	1	6	11
BREAKDOWN PERCENTAGES		94.1	0.0	0.0	5.9	0.0	5.9	35.3	64.7
BREAKDOWN AS OF JUNE 30, 2005	19	18	0	0	1	0	1	7	12
BREAKDOWN PERCENTAGES		94.7	0.0	0.0	5.3	0.0	5.3	36.8	63.2
NET INCREASES OR DECREASES	2	2	0	0	0	0	0	1	1
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	1	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	1	0

One White male resigned effective July 1, 2004

## WORKFORCE/CLF COMPARISON

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	19	7	12	18	0	0	1	0	1
EMPLOYEES (%)		36.8	63.2	94.7	0.0	0.0	5.3	0.0	5.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			9		1	0	1	1	4
DIFFERENCE (#)			0		1	0	0	1	3

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA AERONAUTICS COMMISSION  
 EEO COORDINATOR: DENISE MANEK

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN	TOT FEMALE	TOT MIN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1	1					1						0	0
% Represented	9.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	7	3	1		1		5	2					2	2
% Represented	63.6	42.9	14.3	0.0	14.3	0.0	71.4	28.6	0.0	0.0	0.0	0.0	28.6	28.6
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3						0	2				1	3	1
% Represented	27.3	0.0	0.0	0.0	0.0	0.0	0.0	66.7	0.0	0.0	0.0	33.3	100.0	33.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>11</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>3</b>
% Represented	100.0	36.4	9.1	0.0	9.1	0.0	54.5	36.4	0.0	0.0	0.0	9.1	45.5	27.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA AERONAUTICS COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	10	8	1	1	0	0	2	7	3
BREAKDOWN PERCENTAGES		80.0	10.0	10.0	0.0	0.0	20.0	70.0	30.0
BREAKDOWN AS OF JUNE 30, 2005	11	8	1	1	1	0	3	6	5
BREAKDOWN PERCENTAGES		72.7	9.1	9.1	9.1	0.0	27.3	54.5	45.5
NET INCREASES OR DECREASES	1	0	0	0	1	0	1	-1	2
NUMBER OF NEW HIRES	3	2	0	0	1	0	1	0	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	1	1

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA AERONAUTICS COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	11	6	5	8	1	1	1	0	3
EMPLOYEES (%)		54.5	45.5	72.7	9.1	9.1	9.1	0.0	27.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	0.0	22.9
PARITY (#)			5		1	0	1	0	3
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF AGRICULTURE  
EEO COORDINATOR: CHERRY WILLIAMS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	30	22				1	23	6	1				7	2	
% Represented	7.0	73.3	0.0	0.0	0.0	3.3	76.7	20.0	3.3	0.0	0.0	0.0	23.3	6.7	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	111	61	1			4	66	42		2	1	45	8		
% Represented	26.1	55.0	0.9	0.0	0.0	3.6	59.5	37.8	0.0	0.0	1.8	0.9	40.5	7.2	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	113	86	5			2	93	15	3	1		1	20	12	
% Represented	26.5	76.1	4.4	0.0	0.0	1.8	82.3	13.3	2.7	0.9	0.0	0.9	17.7	10.6	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	114	95				18	113	1					1	18	
% Represented	26.8	83.3	0.0	0.0	0.0	15.8	99.1	0.9	0.0	0.0	0.0	0.0	0.9	15.8	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	47	1	1				2	31	8	2	2	2	45	15	
% Represented	11.0	2.1	2.1	0.0	0.0	0.0	4.3	66.0	17.0	4.3	4.3	4.3	95.7	31.9	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	1	1					1						0	0	
% Represented	0.2	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	10	6					6	3				1	4	1	
% Represented	2.3	60.0	0.0	0.0	0.0	0.0	60.0	30.0	0.0	0.0	0.0	10.0	40.0	10.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	426	272	7	0	0	25	304	98	12	3	4	5	122	56	
% Represented	100.0	63.8	1.6	0.0	0.0	5.9	71.4	23.0	2.8	0.7	0.9	1.2	28.6	13.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF AGRICULTURE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	416	367	19	4	23	3	49	295	121
BREAKDOWN PERCENTAGES		88.2	4.6	1.0	5.5	0.7	11.8	70.9	29.1
BREAKDOWN AS OF JUNE 30, 2005	426	370	19	4	30	3	56	304	122
BREAKDOWN PERCENTAGES		86.9	4.5	0.9	7.0	0.7	13.1	71.4	28.6
NET INCREASES OR DECREASES	10	3	0	0	7	0	7	9	1
NUMBER OF NEW HIRES	41	32	2	0	7	0	9	29	12
NUMBER OF PROMOTIONS	35	30	2	1	2	0	5	17	18
NUMBER OF DEMOTIONS	1	0	0	0	1	0	1	1	0
NUMBER OF SEPARATIONS	31	29	2	0	0	0	2	20	11

The numbers on last year's report were overstated by 2 White males and 1 Hispanic female. Corrections have been made on this year's report.

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF AGRICULTURE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	426	304	122	370	19	4	30	3	56
EMPLOYEES (%)		71.4	28.6	86.9	4.5	0.9	7.0	0.7	13.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			197		27	6	29	19	98
DIFFERENCE (#)			75		8	2	0	16	42

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION  
 EEO COORDINATOR: KAREN PILKINGTON

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN	TOT FEMALE	TOT MIN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	6	4					4	2					2	0
% Represented	13.0	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	7	1					1	3	3				6	3
% Represented	15.2	14.3	0.0	0.0	0.0	0.0	14.3	42.9	42.9	0.0	0.0	0.0	85.7	42.9
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	26	19	1			1	21	5					5	2
% Represented	56.5	73.1	3.8	0.0	0.0	3.8	80.8	19.2	0.0	0.0	0.0	0.0	19.2	7.7
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	1					1	4	2				6	2
% Represented	15.2	14.3	0.0	0.0	0.0	0.0	14.3	57.1	28.6	0.0	0.0	0.0	85.7	28.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	46	25	1	0	0	1	27	14	5	0	0	0	19	7
% Represented	100.0	54.3	2.2	0.0	0.0	2.2	58.7	30.4	10.9	0.0	0.0	0.0	41.3	15.2
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	44	38	5	0	1	0	6	27	17
BREAKDOWN PERCENTAGES		86.4	11.4	0.0	2.3	0.0	13.6	61.4	38.6
<a href="#">BREAKDOWN AS OF JUNE 30, 2005</a>	46	39	6	0	1	0	7	27	19
BREAKDOWN PERCENTAGES		84.8	13.0	0.0	2.2	0.0	15.2	58.7	41.3
NET INCREASES OR DECREASES	2	1	1	0	0	0	1	0	2
NUMBER OF NEW HIRES	4	3	1	0	0	0	1	1	3
NUMBER OF PROMOTIONS	3	2	1	0	0	0	1	0	3
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	1	1

One White female was inadvertently left out of last year's count. This report corrects this error.

## WORKFORCE/CLF COMPARISON

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	46	27	19	39	6	0	1	0	7
EMPLOYEES (%)		58.7	41.3	84.8	13.0	0.0	2.2	0.0	15.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			21		3	1	3	2	11
DIFFERENCE (#)			2		0	1	2	2	4

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: BOARD OF GOVERNORS OF THE LICENSED ARCHITECTS AND LANDSCAPE ARCHITECTS  
 EEO COORDINATOR: JEAN WILLIAMS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1						0	1					1	0
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2						0	2					2	0
% Represented	66.7	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
Incumbents	3	0	0	0	0	0	0	3	0	0	0	0	3	0
% Represented	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF GOVERNORS OF THE LICENSED ARCHITECTS AND LANDSCAPE ARCHITECTS DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	3	3	0	0	0	0	0	0	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	0	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF GOVERNORS OF THE LICENSED ARCHITECTS AND LANDSCAPE ARCHITECTS DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	0	3	3	0	0	0	0	0
EMPLOYEES (%)		0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ARTS COUNCIL  
EEO COORDINATOR: JOE TURNER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	6	1					1	3	2				5	2	
% Represented	40.0	16.7	0.0	0.0	0.0	0.0	16.7	50.0	33.3	0.0	0.0	0.0	83.3	33.3	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	6	1					1	4				1	5	1	
% Represented	40.0	16.7	0.0	0.0	0.0	0.0	16.7	66.7	0.0	0.0	0.0	16.7	83.3	16.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	3						0	2				1	3	1	
% Represented	20.0	0.0	0.0	0.0	0.0	0.0	0.0	66.7	0.0	0.0	0.0	33.3	100.0	33.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	15	2	0	0	0	0	2	9	2	0	0	2	13	4	
% Represented	100.0	13.3	0.0	0.0	0.0	0.0	13.3	60.0	13.3	0.0	0.0	13.3	86.7	26.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ARTS COUNCIL

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	16	11	3	0	2	0	5	3	13
BREAKDOWN PERCENTAGES		68.8	18.8	0.0	12.5	0.0	31.3	18.8	81.3
BREAKDOWN AS OF JUNE 30, 2005	15	11	2	0	2	0	4	2	13
BREAKDOWN PERCENTAGES		73.3	13.3	0.0	13.3	0.0	26.7	13.3	86.7
NET INCREASES OR DECREASES	-1	0	-1	0	0	0	-1	-1	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	0	1	0	0	0	1	1	0

## WORKFORCE/CLF COMPARISON

AGENCY: ARTS COUNCIL

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	15	2	13	11	2	0	2	0	4
EMPLOYEES (%)		13.3	86.7	73.3	13.3	0.0	13.3	0.0	26.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			7		1	0	1	1	3
DIFFERENCE (#)			0		0	0	0	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: ATTORNEY GENERAL'S OFFICE  
EEO COORDINATOR: TRENT CORKEN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	19	8					8	9	1			1	11	2	
% Represented	11.9	42.1	0.0	0.0	0.0	0.0	42.1	47.4	5.3	0.0	0.0	5.3	57.9	10.5	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	74	30				1	31	39	2			2	43	5	
% Represented	46.3	40.5	0.0	0.0	0.0	1.4	41.9	52.7	2.7	0.0	0.0	2.7	58.1	6.8	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	3	2					2	1					1	0	
% Represented	1.9	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	29	20	1			2	23	6					6	3	
% Represented	18.1	69.0	3.4	0.0	0.0	6.9	79.3	20.7	0.0	0.0	0.0	0.0	20.7	10.3	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	13	2				1	3	8				2	10	3	
% Represented	8.1	15.4	0.0	0.0	0.0	7.7	23.1	61.5	0.0	0.0	0.0	15.4	76.9	23.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	22	1		1			2	16	1	1		2	20	5	
% Represented	13.8	4.5	0.0	4.5	0.0	0.0	9.1	72.7	4.5	4.5	0.0	9.1	90.9	22.7	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	160	63	1	1	0	4	69	79	4	1	0	7	91	18	
% Represented	100.0	39.4	0.6	0.6	0.0	2.5	43.1	49.4	2.5	0.6	0.0	4.4	56.9	11.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ATTORNEY GENERAL'S OFFICE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	162	144	6	0	10	2	18	72	90
BREAKDOWN PERCENTAGES		88.9	3.7	0.0	6.2	1.2	11.1	44.4	55.6
BREAKDOWN AS OF JUNE 30, 2005	160	142	5	0	11	2	18	69	91
BREAKDOWN PERCENTAGES		88.8	3.1	0.0	6.9	1.3	11.3	43.1	56.9
NET INCREASES OR DECREASES	-2	-2	-1	0	1	0	0	-3	1
NUMBER OF NEW HIRES	17	15	1	0	1	0	2	5	12
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	19	17	2	0	0	0	2	8	11

## WORKFORCE/CLF COMPARISON

AGENCY: ATTORNEY GENERAL'S OFFICE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	160	69	91	142	5	0	11	2	18
EMPLOYEES (%)		43.1	56.9	88.8	3.1	0.0	6.9	1.3	11.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			74		10	2	11	7	37
DIFFERENCE (#)			0		5	2	0	5	19

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: STATE AUDITOR AND INSPECTOR  
 EEO COORDINATOR: JIM McGOODWIN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	24	13				1	14	9	1				10	2		
% Represented	15.1	54.2	0.0	0.0	0.0	4.2	58.3	37.5	4.2	0.0	0.0	0.0	41.7	8.3		
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	111	34	1			4	39	61	4	1		6	72	16		
% Represented	69.8	30.6	0.9	0.0	0.0	3.6	35.1	55.0	3.6	0.9	0.0	5.4	64.9	14.4		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	7	3				1	4	3					3	1		
% Represented	4.4	42.9	0.0	0.0	0.0	14.3	57.1	42.9	0.0	0.0	0.0	0.0	42.9	14.3		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	17	1				1	2	13		1		1	15	3		
% Represented	10.7	5.9	0.0	0.0	0.0	5.9	11.8	76.5	0.0	5.9	0.0	5.9	88.2	17.6		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>	<b>159</b>	<b>51</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>59</b>	<b>86</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>7</b>	<b>100</b>	<b>22</b>		
% Represented	100.0	32.1	0.6	0.0	0.0	4.4	37.1	54.1	3.1	1.3	0.0	4.4	62.9	13.8		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE AUDITOR AND INSPECTOR

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	157	133	7	0	15	2	24	61	96
BREAKDOWN PERCENTAGES		84.7	4.5	0.0	9.6	1.3	15.3	38.9	61.1
BREAKDOWN AS OF JUNE 30, 2005	159	137	6	0	14	2	22	59	100
BREAKDOWN PERCENTAGES		86.2	3.8	0.0	8.8	1.3	13.8	37.1	62.9
NET INCREASES OR DECREASES	2	4	-1	0	-1	0	-2	-2	4
NUMBER OF NEW HIRES	15	13	0	0	1	1	2	4	11
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	13	9	1	0	2	1	4	6	7

## WORKFORCE/CLF COMPARISON

AGENCY: STATE AUDITOR AND INSPECTOR

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	159	59	100	137	6	0	14	2	22
EMPLOYEES (%)		37.1	62.9	86.2	3.8	0.0	8.8	1.3	13.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			73		10	2	11	7	36
DIFFERENCE (#)			0		4	2	0	5	14

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BANKING DEPARTMENT  
EEO COORDINATOR: STACEY TAYAR

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN	TOT FEMALE	TOT MIN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	2	2					2						0	0
% Represented	5.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	33	24					24	7	1	1			9	2
% Represented	84.6	72.7	0.0	0.0	0.0	0.0	72.7	21.2	3.0	3.0	0.0	0.0	27.3	6.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	4						0	2		1		1	4	2
% Represented	10.3	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	25.0	0.0	25.0	100.0	50.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>39</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>4</b>
% Represented	100.0	66.7	0.0	0.0	0.0	0.0	66.7	23.1	2.6	5.1	0.0	2.6	33.3	10.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BANKING DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	39	35	1	0	1	2	4	26	13
BREAKDOWN PERCENTAGES		89.7	2.6	0.0	2.6	5.1	10.3	66.7	33.3
BREAKDOWN AS OF JUNE 30, 2005	39	35	1	0	1	2	4	26	13
BREAKDOWN PERCENTAGES		89.7	2.6	0.0	2.6	5.1	10.3	66.7	33.3
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	5	5	0	0	0	0	0	4	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BANKING DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	39	26	13	35	1	0	1	2	4
EMPLOYEES (%)		66.7	33.3	89.7	2.6	0.0	2.6	5.1	10.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			18		2	1	3	2	9
DIFFERENCE (#)			5		1	1	2	0	5

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION  
EEO COORDINATOR: JOE HARRIS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	5	5					5						0	0	
% Represented	45.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	1	1					1						0	0	
% Represented	9.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	9.1	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	4	1					1	2				1	3	1	
% Represented	36.4	25.0	0.0	0.0	0.0	0.0	25.0	50.0	0.0	0.0	0.0	25.0	75.0	25.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0	0					0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	11	7	0	0	0	0	7	3	0	0	0	1	4	1	
% Represented	100.0	63.6	0.0	0.0	0.0	0.0	63.6	27.3	0.0	0.0	0.0	9.1	36.4	9.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	11	10	0	0	1	0	1	8	3
BREAKDOWN PERCENTAGES		90.9	0.0	0.0	9.1	0.0	9.1	72.7	27.3
BREAKDOWN AS OF JUNE 30, 2005	11	10	0	0	1	0	1	7	4
BREAKDOWN PERCENTAGES		90.9	0.0	0.0	9.1	0.0	9.1	63.6	36.4
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	-1	1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	1	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	11	7	4	10	0	0	1	0	1
EMPLOYEES (%)		63.6	36.4	90.9	0.0	0.0	9.1	0.0	9.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			5		1	0	1	0	3
DIFFERENCE (#)			1		1	0	0	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA STATE BOND ADVISOR  
 EEO COORDINATOR: LORIE COLLIER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1	1					1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
Incumbents	3	2	0	0	0	0	2	1	0	0	0	0	1	0	
% Represented	100.0	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA STATE BOND ADVISOR

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	3	3	0	0	0	0	0	2	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	2	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA STATE BOND ADVISOR

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	2	1	3	0	0	0	0	0
EMPLOYEES (%)		66.7	33.3	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CAPITOL COMPLEX AND CENTENNIAL COMMEMORATION COMMISSION  
 EEO COORDINATOR: GEORGIANA RYMER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					TOT MALE	FEMALE					TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN		WHITE	BLACK	HISP	AS/PI	AI/AN		
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	2	1					1	1					1	0
% Represented	28.6	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	3	0					0	2				1	3	1
% Represented	42.9	0.0	0.0	0.0	0.0	0.0	0.0	66.7	0.0	0.0	0.0	33.3	100.0	33.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2						0	2					2	0
% Represented	28.6	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>1</b>
% Represented	100.0	14.3	0.0	0.0	0.0	0.0	14.3	71.4	0.0	0.0	0.0	14.3	85.7	14.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CAPITOL COMPLEX AND CENTENNIAL COMMEMORATION COMMISSION DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	8	6	0	0	2	0	2	2	6
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	7	6	0	0	1	0	1	1	6
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	14.3	85.7
NET INCREASES OR DECREASES	-1	0	0	0	-1	0	-1	-1	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	1	0	0	1	0	1	1	1

## WORKFORCE/CLF COMPARISON

AGENCY: CAPITOL COMPLEX AND CENTENNIAL COMMEMORATION COMMISSION DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	1	6	6	0	0	1	0	1
EMPLOYEES (%)		14.3	85.7	85.7	0.0	0.0	14.3	0.0	14.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	2
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION  
EEO COORDINATOR: MEGAN MOODY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	29	16					16	13					13	0	
% Represented	8.5	55.2	0.0	0.0	0.0	0.0	55.2	44.8	0.0	0.0	0.0	0.0	44.8	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	165	86	5	1		7	99	62	2		0	2	66	17	
% Represented	48.5	52.1	3.0	0.6	0.0	4.2	60.0	37.6	1.2	0.0	0.0	1.2	40.0	10.3	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	46	19				1	20	23			2	1	26	4	
% Represented	13.5	41.3	0.0	0.0	0.0	2.2	43.5	50.0	0.0	0.0	4.3	2.2	56.5	8.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	22	8	1				9	12	1			0	13	2	
% Represented	6.5	36.4	4.5	0.0	0.0	0.0	40.9	54.5	4.5	0.0	0.0	0.0	59.1	9.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	49						0	46	1			2	49	3	
% Represented	14.4	0.0	0.0	0.0	0.0	0.0	0.0	93.9	2.0	0.0	0.0	4.1	100.0	6.1	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	19	14					14	5					5	0	
% Represented	5.6	73.7	0.0	0.0	0.0	0.0	73.7	26.3	0.0	0.0	0.0	0.0	26.3	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	10	7		1			8	2					2	1	
% Represented	2.9	70.0	0.0	10.0	0.0	0.0	80.0	20.0	0.0	0.0	0.0	0.0	20.0	10.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	340	150	6	2	0	8	166	163	4	0	2	5	174	27	
% Represented	100.0	44.1	1.8	0.6	0.0	2.4	48.8	47.9	1.2	0.0	0.6	1.5	51.2	7.9	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	337	311	10	1	13	2	26	166	171
BREAKDOWN PERCENTAGES		92.3	3.0	0.3	3.9	0.6	7.7	49.3	50.7
BREAKDOWN AS OF JUNE 30, 2005	340	313	10	2	13	2	27	166	174
BREAKDOWN PERCENTAGES		92.1	2.9	0.6	3.8	0.6	7.9	48.8	51.2
NET INCREASES OR DECREASES	3	2	0	1	0	0	1	0	3
NUMBER OF NEW HIRES	28	26	0	1	1	0	2	15	13
NUMBER OF PROMOTIONS	13	13	0	0	0	0	0	5	8
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	2	0
NUMBER OF SEPARATIONS	25	24	0	0	1	0	1	15	10

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	340	166	174	313	10	2	13	2	27
EMPLOYEES (%)		48.8	51.2	92.1	2.9	0.6	3.8	0.6	7.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			157		22	4	23	15	78
DIFFERENCE (#)			0		12	2	10	13	51

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CENTRAL SERVICES  
EEO COORDINATOR: GALE LAWRENCE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	28	13				1	14	13	1				14	2	
% Represented	14.1	46.4	0.0	0.0	0.0	3.6	50.0	46.4	3.6	0.0	0.0	0.0	50.0	7.1	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	45	13	1				14	23	5		2	1	31	9	
% Represented	22.6	28.9	2.2	0.0	0.0	0.0	31.1	51.1	11.1	0.0	4.4	2.2	68.9	20.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	11	7	2		1		10	1					1	3	
% Represented	5.5	63.6	18.2	0.0	9.1	0.0	90.9	9.1	0.0	0.0	0.0	0.0	9.1	27.3	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	4	1					1	1	2				3	2	
% Represented	2.0	25.0	0.0	0.0	0.0	0.0	25.0	25.0	50.0	0.0	0.0	0.0	75.0	50.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	41	11	2		1		14	13	7	3	1	3	27	17	
% Represented	20.6	26.8	4.9	0.0	2.4	0.0	34.1	31.7	17.1	7.3	2.4	7.3	65.9	41.5	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	39	27	4			3	34	2	3				5	10	
% Represented	19.6	69.2	10.3	0.0	0.0	7.7	87.2	5.1	7.7	0.0	0.0	0.0	12.8	25.6	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	31	14	6			2	22	2	6	1			9	15	
% Represented	15.6	45.2	19.4	0.0	0.0	6.5	71.0	6.5	19.4	3.2	0.0	0.0	29.0	48.4	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	199	86	15	0	2	6	109	55	24	4	3	4	90	58	
% Represented	100.0	43.2	7.5	0.0	1.0	3.0	54.8	27.6	12.1	2.0	1.5	2.0	45.2	29.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CENTRAL SERVICES

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	192	130	42	2	13	5	62	100	92
BREAKDOWN PERCENTAGES		67.7	21.9	1.0	6.8	2.6	32.3	52.1	47.9
BREAKDOWN AS OF JUNE 30, 2005	199	141	39	5	10	4	58	109	90
BREAKDOWN PERCENTAGES		70.9	19.6	2.5	5.0	2.0	29.1	54.8	45.2
NET INCREASES OR DECREASES	7	11	-3	3	-3	-1	-4	9	-2
NUMBER OF NEW HIRES	37	30	2	4	1	0	7	21	16
NUMBER OF PROMOTIONS	9	5	2	0	0	2	4	4	5
NUMBER OF DEMOTIONS	1	0	1	0	0	0	1	0	1
NUMBER OF SEPARATIONS	30	19	5	1	4	1	11	12	18

Effective 06/30/2004 - 2 White females and 1 Black male retired, 1 White male took a VOBO

## WORKFORCE/CLF COMPARISON

AGENCY: CENTRAL SERVICES

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	199	109	90	141	39	5	10	4	58
EMPLOYEES (%)		54.8	45.2	70.9	19.6	2.5	5.0	2.0	29.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			92		13	3	14	9	46
DIFFERENCE (#)			2		0	0	4	5	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSION ON CHILDREN AND YOUTH  
EEO COORDINATOR: DEBBIE McCOWAN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	5	1					1	2	1			1	4	2
% Represented	21.7	20.0	0.0	0.0	0.0	0.0	20.0	40.0	20.0	0.0	0.0	20.0	80.0	40.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	13	5		0		1	6	5		1		1	7	3
% Represented	56.5	38.5	0.0	0.0	0.0	7.7	46.2	38.5	0.0	7.7	0.0	7.7	53.8	23.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	5	1					1	1	1	1		1	4	3
% Represented	21.7	20.0	0.0	0.0	0.0	0.0	20.0	20.0	20.0	20.0	0.0	20.0	80.0	60.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>23</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>15</b>	<b>8</b>
% Represented	100.0	30.4	0.0	0.0	0.0	4.3	34.8	34.8	8.7	8.7	0.0	13.0	65.2	34.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION ON CHILDREN AND YOUTH

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	22	15	2	0	4	1	7	9	13
BREAKDOWN PERCENTAGES		68.2	9.1	0.0	18.2	4.5	31.8	40.9	59.1
BREAKDOWN AS OF JUNE 30, 2005	23	15	2	0	4	2	8	8	15
BREAKDOWN PERCENTAGES		65.2	8.7	0.0	17.4	8.7	34.8	34.8	65.2
NET INCREASES OR DECREASES	1	0	0	0	0	1	1	-1	2
NUMBER OF NEW HIRES	6	3	1	0	1	1	3	0	6
NUMBER OF PROMOTIONS	4	2	0	0	2	0	2	3	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	5	3	1	0	1	0	2	1	4

On last year's report, 1 Native American employee was mistakenly counted as Hispanic.

## WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION ON CHILDREN AND YOUTH

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	23	8	15	15	2	0	4	2	8
EMPLOYEES (%)		34.8	65.2	65.2	8.7	0.0	17.4	8.7	34.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			11		1	0	2	1	5
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CHIROPRACTIC EXAMINER BOARD  
EEO COORDINATOR: BETH KELLY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1						0	1					1	0
% Represented	50.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	1					1						0	0
% Represented	50.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
% Represented	100.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CHIROPRACTIC EXAMINER BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	2	2	0	0	0	0	0	1	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2005	2	2	0	0	0	0	0	1	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: CHIROPRACTIC EXAMINER BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2	1	1	2	0	0	0	0	0
EMPLOYEES (%)		50.0	50.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	0
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMERCE DEPARTMENT  
EEO COORDINATOR: LaRONDA MOLINA

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	17	6				1	7	7	2			1	10	4	
% Represented	12.1	35.3	0.0	0.0	0.0	5.9	41.2	41.2	11.8	0.0	0.0	5.9	58.8	23.5	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	92	33	4	1	1	3	42	43	4		2	1	50	16	
% Represented	65.7	35.9	4.3	1.1	1.1	3.3	45.7	46.7	4.3	0.0	2.2	1.1	54.3	17.4	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	8	5	0		1	1	7	1					1	2	
% Represented	5.7	62.5	0.0	0.0	12.5	12.5	87.5	12.5	0.0	0.0	0.0	0.0	12.5	25.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	19	0					0	17	2				19	2	
% Represented	13.6	0.0	0.0	0.0	0.0	0.0	0.0	89.5	10.5	0.0	0.0	0.0	100.0	10.5	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	3		1			1	2	1	0				1	2	
% Represented	2.1	0.0	33.3	0.0	0.0	33.3	66.7	33.3	0.0	0.0	0.0	0.0	33.3	66.7	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	1	1					1						0	0	
% Represented	0.7	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	140	45	5	1	2	6	59	69	8	0	2	2	81	26	
% Represented	100.0	32.1	3.6	0.7	1.4	4.3	42.1	49.3	5.7	0.0	1.4	1.4	57.9	18.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMERCE DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	121	97	13	3	7	1	24	53	68
BREAKDOWN PERCENTAGES		80.2	10.7	2.5	5.8	0.8	19.8	43.8	56.2
BREAKDOWN AS OF JUNE 30, 2005	140	114	13	4	8	1	26	59	81
BREAKDOWN PERCENTAGES		81.4	9.3	2.9	5.7	0.7	18.6	42.1	57.9
NET INCREASES OR DECREASES	19	17	0	1	1	0	2	6	13
NUMBER OF NEW HIRES	37	34	1	1	1	0	3	18	19
NUMBER OF PROMOTIONS	29	21	2	2	3	1	8	15	14
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	2	0
NUMBER OF SEPARATIONS	18	17	1	0	0	0	1	12	6

## WORKFORCE/CLF COMPARISON

AGENCY: COMMERCE DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	140	59	81	114	13	4	8	1	26
EMPLOYEES (%)		42.1	57.9	81.4	9.3	2.9	5.7	0.7	18.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			65		9	2	10	6	32
DIFFERENCE (#)			0		0	0	2	5	6

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMPSOURCE OKLAHOMA  
EEO COORDINATOR: SHARON O'CONNOR

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	35	15				1	16	15	1		1	2	19	5	
% Represented	9.6	42.9	0.0	0.0	0.0	2.9	45.7	42.9	2.9	0.0	2.9	5.7	54.3	14.3	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	200	59	1			4	64	119	14	1		2	136	22	
% Represented	54.6	29.5	0.5	0.0	0.0	2.0	32.0	59.5	7.0	0.5	0.0	1.0	68.0	11.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	23	14		1	1	1	17	3	0		3		6	6	
% Represented	6.3	60.9	0.0	4.3	4.3	4.3	73.9	13.0	0.0	0.0	13.0	0.0	26.1	26.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	55	4				1	5	42	5	1	1	1	50	9	
% Represented	15.0	7.3	0.0	0.0	0.0	1.8	9.1	76.4	9.1	1.8	1.8	1.8	90.9	16.4	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	50	8	2			0	10	31	6	0	1	2	40	11	
% Represented	13.7	16.0	4.0	0.0	0.0	0.0	20.0	62.0	12.0	0.0	2.0	4.0	80.0	22.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	3	1	1	1			3						0	2	
% Represented	0.8	33.3	33.3	33.3	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	66.7	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	366	101	4	2	1	7	115	210	26	2	6	7	251	55	
% Represented	100.0	27.6	1.1	0.5	0.3	1.9	31.4	57.4	7.1	0.5	1.6	1.9	68.6	15.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMPSOURCE OKLAHOMA

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	368	315	30	6	14	3	53	120	248
BREAKDOWN PERCENTAGES		85.6	8.2	1.6	3.8	0.8	14.4	32.6	67.4
BREAKDOWN AS OF JUNE 30, 2005	366	311	30	7	14	4	55	115	251
BREAKDOWN PERCENTAGES		85.0	8.2	1.9	3.8	1.1	15.0	31.4	68.6
NET INCREASES OR DECREASES	-2	-4	0	1	0	1	2	-5	3
NUMBER OF NEW HIRES	39	32	4	1	1	1	7	7	32
NUMBER OF PROMOTIONS	67	58	5	1	3	0	9	18	49
NUMBER OF DEMOTIONS	1	0	1	0	0	0	1	0	1
NUMBER OF SEPARATIONS	41	36	4	0	1	0	5	12	29

## WORKFORCE/CLF COMPARISON

AGENCY: COMPSOURCE OKLAHOMA

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	366	115	251	311	30	7	14	4	55
EMPLOYEES (%)		31.4	68.6	85.0	8.2	1.9	3.8	1.1	15.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			169		23	5	25	16	84
DIFFERENCE (#)			0		0	0	11	12	29

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CONSERVATION COMMISSION  
EEO COORDINATOR: BEN POLLARD

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	2					2						0	0	
% Represented	3.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	46	28	1				29	15				2	17	3	
% Represented	80.7	60.9	2.2	0.0	0.0	0.0	63.0	32.6	0.0	0.0	0.0	4.3	37.0	6.5	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	3	3					3						0	0	
% Represented	5.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	6						0	5				1	6	1	
% Represented	10.5	0.0	0.0	0.0	0.0	0.0	0.0	83.3	0.0	0.0	0.0	16.7	100.0	16.7	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>57</b>	<b>33</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>23</b>	<b>4</b>	
% Represented	100.0	57.9	1.8	0.0	0.0	0.0	59.6	35.1	0.0	0.0	0.0	5.3	40.4	7.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CONSERVATION COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	59	55	2	0	2	0	4	35	24
BREAKDOWN PERCENTAGES		93.2	3.4	0.0	3.4	0.0	6.8	59.3	40.7
BREAKDOWN AS OF JUNE 30, 2005	57	53	1	0	3	0	4	34	23
BREAKDOWN PERCENTAGES		93.0	1.8	0.0	5.3	0.0	7.0	59.6	40.4
NET INCREASES OR DECREASES	-2	-2	-1	0	1	0	0	-1	-1
NUMBER OF NEW HIRES	3	2	0	0	1	0	1	1	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	5	4	1	0	0	0	1	2	3

## WORKFORCE/CLF COMPARISON

AGENCY: CONSERVATION COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	57	34	23	53	1	0	3	0	4
EMPLOYEES (%)		59.6	40.4	93.0	1.8	0.0	5.3	0.0	7.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			26		4	1	4	3	13
DIFFERENCE (#)			3		3	1	1	3	9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CONSTRUCTION INDUSTRIES BOARD  
 EEO COORDINATOR: CHUCK HARRYMAN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	5	2			2		4	1					1	2	
% Represented	14.7	40.0	0.0	0.0	40.0	0.0	80.0	20.0	0.0	0.0	0.0	0.0	20.0	40.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1						0					1	1	1	
% Represented	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	100.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	8						0	7				1	8	1	
% Represented	23.5	0.0	0.0	0.0	0.0	0.0	0.0	87.5	0.0	0.0	0.0	12.5	100.0	12.5	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	20	19		1			20						0	1	
% Represented	58.8	95.0	0.0	5.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	34	21	0	1	2	0	24	8	0	0	0	2	10	5	
% Represented	100.0	61.8	0.0	2.9	5.9	0.0	70.6	23.5	0.0	0.0	0.0	5.9	29.4	14.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CONSTRUCTION INDUSTRIES BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	34	29	0	2	2	1	5	24	10
BREAKDOWN PERCENTAGES		85.3	0.0	5.9	5.9	2.9	14.7	70.6	29.4
BREAKDOWN AS OF JUNE 30, 2005	34	29	0	2	2	1	5	24	10
BREAKDOWN PERCENTAGES		85.3	0.0	5.9	5.9	2.9	14.7	70.6	29.4
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	1	0

## WORKFORCE/CLF COMPARISON

AGENCY: CONSTRUCTION INDUSTRIES BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	34	24	10	29	0	2	2	1	5
EMPLOYEES (%)		70.6	29.4	85.3	0.0	5.9	5.9	2.9	14.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			16		2	0	2	2	8
DIFFERENCE (#)			6		2	0	0	1	3

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CONSUMER CREDIT  
EEO COORDINATOR: WALTER JENNY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	4	3					3	1					1	0	
% Represented	28.6	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	4	3					3	1					1	0	
% Represented	28.6	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	6						0	5		1			6	1	
% Represented	42.9	0.0	0.0	0.0	0.0	0.0	0.0	83.3	0.0	16.7	0.0	0.0	100.0	16.7	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>14</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>1</b>	
% Represented	100.0	42.9	0.0	0.0	0.0	0.0	42.9	50.0	0.0	7.1	0.0	0.0	57.1	7.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CONSUMER CREDIT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	13	12	0	0	0	1	1	6	7
BREAKDOWN PERCENTAGES		92.3	0.0	0.0	0.0	7.7	7.7	46.2	53.8
BREAKDOWN AS OF JUNE 30, 2005	14	13	0	0	0	1	1	6	8
BREAKDOWN PERCENTAGES		92.9	0.0	0.0	0.0	7.1	7.1	42.9	57.1
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	0	1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

Last year two White employees were mistakenly counted as American Indian and one female was mistakenly counted as male. Corrections have been made in this report.

## WORKFORCE/CLF COMPARISON

AGENCY: CONSUMER CREDIT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	14	6	8	13	0	0	0	1	1
EMPLOYEES (%)		42.9	57.1	92.9	0.0	0.0	0.0	7.1	7.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			6		1	0	1	1	3
DIFFERENCE (#)			0		1	0	1	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CORPORATION COMMISSION  
EEO COORDINATOR: PAT WALTERS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	40	26			1	1	28	10	1			1	12	4	
% Represented	9.8	65.0	0.0	0.0	2.5	2.5	70.0	25.0	2.5	0.0	0.0	2.5	30.0	10.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	117	51	3	1	3	6	64	33	14	1	2	3	53	33	
% Represented	28.7	43.6	2.6	0.9	2.6	5.1	54.7	28.2	12.0	0.9	1.7	2.6	45.3	28.2	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	17	9			1		10	4	1		2		7	4	
% Represented	4.2	52.9	0.0	0.0	5.9	0.0	58.8	23.5	5.9	0.0	11.8	0.0	41.2	23.5	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	138	119	1	1		14	135	3					3	16	
% Represented	33.8	86.2	0.7	0.7	0.0	10.1	97.8	2.2	0.0	0.0	0.0	0.0	2.2	11.6	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	20	1					1	14	1	1		3	19	5	
% Represented	4.9	5.0	0.0	0.0	0.0	0.0	5.0	70.0	5.0	5.0	0.0	15.0	95.0	25.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	76	10	1	3		1	15	52	5	1		3	61	14	
% Represented	18.6	13.2	1.3	3.9	0.0	1.3	19.7	68.4	6.6	1.3	0.0	3.9	80.3	18.4	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	408	216	5	5	5	22	253	116	22	3	4	10	155	76	
% Represented	100.0	52.9	1.2	1.2	1.2	5.4	62.0	28.4	5.4	0.7	1.0	2.5	38.0	18.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CORPORATION COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	360	293	27	8	27	5	67	215	145
BREAKDOWN PERCENTAGES		81.4	7.5	2.2	7.5	1.4	18.6	59.7	40.3
BREAKDOWN AS OF JUNE 30, 2005	408	332	27	9	32	8	76	253	155
BREAKDOWN PERCENTAGES		81.4	6.6	2.2	7.8	2.0	18.6	62.0	38.0
NET INCREASES OR DECREASES	48	39	0	1	5	3	9	38	10
NUMBER OF NEW HIRES	90	73	3	3	8	3	17	68	22
NUMBER OF PROMOTIONS	79	68	4	1	5	1	11	57	22
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	42	34	3	2	3	0	8	30	12

## WORKFORCE/CLF COMPARISON

AGENCY: CORPORATION COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	408	253	155	332	27	9	32	8	76
EMPLOYEES (%)		62.0	38.0	81.4	6.6	2.2	7.8	2.0	18.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			188		26	5	28	18	93
DIFFERENCE (#)			33		0	0	0	10	17

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF CORRECTIONS  
EEO COORDINATOR: PEGGY CARTER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN	TOT FEMALE	TOT MIN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	78	41	6			3	50	23	4			1	28	14
% Represented	1.7	52.6	7.7	0.0	0.0	3.8	64.1	29.5	5.1	0.0	0.0	1.3	35.9	17.9
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	1,314	591	53	10	9	56	719	449	82	11	2	51	595	274
% Represented	28.6	45.0	4.0	0.8	0.7	4.3	54.7	34.2	6.2	0.8	0.2	3.9	45.3	20.9
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	236	106	7	1	3	13	130	82	8	2	1	13	106	48
% Represented	5.1	44.9	3.0	0.4	1.3	5.5	55.1	34.7	3.4	0.8	0.4	5.5	44.9	20.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	2,277	1,404	128	39	8	187	1,766	389	71	8	1	42	511	484
% Represented	49.6	61.7	5.6	1.7	0.4	8.2	77.6	17.1	3.1	0.4	0.0	1.8	22.4	21.3
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	37	2					2	30	2			3	35	5
% Represented	0.8	5.4	0.0	0.0	0.0	0.0	5.4	81.1	5.4	0.0	0.0	8.1	94.6	13.5
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	488	50	5	1	1	4	61	345	42	10	6	24	427	93
% Represented	10.6	10.2	1.0	0.2	0.2	0.8	12.5	70.7	8.6	2.0	1.2	4.9	87.5	19.1
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	24	22				2	24						0	2
% Represented	0.5	91.7	0.0	0.0	0.0	8.3	100.0	0.0	0.0	0.0	0.0	0.0	0.0	8.3
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	137	46	7			9	62	60	10	3		2	75	31
% Represented	3.0	33.6	5.1	0.0	0.0	6.6	45.3	43.8	7.3	2.2	0.0	1.5	54.7	22.6
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	4,591	2,262	206	51	21	274	2,814	1,378	219	34	10	136	1,777	951
% Represented	100.0	49.3	4.5	1.1	0.5	6.0	61.3	30.0	4.8	0.7	0.2	3.0	38.7	20.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF CORRECTIONS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4,648	3,697	418	33	420	80	951	2,861	1,787
BREAKDOWN PERCENTAGES		79.5	9.0	0.7	9.0	1.7	20.5	61.6	38.4
BREAKDOWN AS OF JUNE 30, 2005	4,591	3,640	425	31	410	85	951	2,814	1,777
BREAKDOWN PERCENTAGES		79.3	9.3	0.7	8.9	1.9	20.7	61.3	38.7
NET INCREASES OR DECREASES	-57	-57	7	-2	-10	5	0	-47	-10
NUMBER OF NEW HIRES	582	452	53	3	54	20	130	315	267
NUMBER OF PROMOTIONS	774	612	70	6	70	16	162	510	264
NUMBER OF DEMOTIONS	62	50	3	1	5	3	12	27	35
NUMBER OF SEPARATIONS	639	509	46	5	64	15	130	362	277

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF CORRECTIONS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4,591	2,814	1,777	3,640	425	31	410	85	951
EMPLOYEES (%)		61.3	38.7	79.3	9.3	0.7	8.9	1.9	20.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2,121		294	60	312	207	1,051
DIFFERENCE (#)			344		0	29	0	122	100

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COSMETOLOGY BOARD  
EEO COORDINATOR: CANDIS ROSS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1						0	1					1	0	
% Represented	7.1	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	10	2				1	3	6			0	1	7	2	
% Represented	71.4	20.0	0.0	0.0	0.0	10.0	30.0	60.0	0.0	0.0	0.0	10.0	70.0	20.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	3						0	3					3	0	
% Represented	21.4	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	14	2	0	0	0	1	3	10	0	0	0	1	11	2	
% Represented	100.0	14.3	0.0	0.0	0.0	7.1	21.4	71.4	0.0	0.0	0.0	7.1	78.6	14.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COSMETOLOGY BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	14	12	0	1	1	0	2	2	12
BREAKDOWN PERCENTAGES		85.7	0.0	7.1	7.1	0.0	14.3	14.3	85.7
BREAKDOWN AS OF JUNE 30, 2005	14	12	0	0	2	0	2	3	11
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	21.4	78.6
NET INCREASES OR DECREASES	0	0	0	-1	1	0	0	1	-1
NUMBER OF NEW HIRES	3	2	0	0	1	0	1	1	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	2	0	1	0	0	1	0	3

## WORKFORCE/CLF COMPARISON

AGENCY: COSMETOLOGY BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	14	3	11	12	0	0	2	0	2
EMPLOYEES (%)		21.4	78.6	85.7	0.0	0.0	14.3	0.0	14.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			6		1	0	1	1	3
DIFFERENCE (#)			0		1	0	0	1	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING  
 EEO COORDINATOR: CHARLES SPENCER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	6	2					2	3				1	4	1	
% Represented	17.6	33.3	0.0	0.0	0.0	0.0	33.3	50.0	0.0	0.0	0.0	16.7	66.7	16.7	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	20	13	1	1		2	17	3					3	4	
% Represented	58.8	65.0	5.0	5.0	0.0	10.0	85.0	15.0	0.0	0.0	0.0	0.0	15.0	20.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	8						0	8					8	0	
% Represented	23.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>34</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>19</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>15</b>	<b>5</b>	
% Represented	100.0	44.1	2.9	2.9	0.0	5.9	55.9	41.2	0.0	0.0	0.0	2.9	44.1	14.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	34	29	1	0	3	1	5	19	15
BREAKDOWN PERCENTAGES		85.3	2.9	0.0	8.8	2.9	14.7	55.9	44.1
BREAKDOWN AS OF JUNE 30, 2005	34	29	1	0	3	1	5	19	15
BREAKDOWN PERCENTAGES		85.3	2.9	0.0	8.8	2.9	14.7	55.9	44.1
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	4	4	0	0	0	0	0	3	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	4	0	0	0	0	0	3	1

## WORKFORCE/CLF COMPARISON

AGENCY: COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	34	19	15	29	1	0	3	1	5
EMPLOYEES (%)		55.9	44.1	85.3	2.9	0.0	8.8	2.9	14.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			16		2	0	2	2	8
DIFFERENCE (#)			1		1	0	0	1	3

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF GOVERNORS OF THE REGISTERED DENTISTS  
 EEO COORDINATOR: TAMMI MAXBERRY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1						0	1					1	0
% Represented	25.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	1	1					1						0	0
% Represented	25.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2						0	2					2	0
% Represented	50.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	4	1	0	0	0	0	1	3	0	0	0	0	3	0
% Represented	100.0	25.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	0.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF GOVERNORS OF THE REGISTERED DENTISTS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF GOVERNORS OF THE REGISTERED DENTISTS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4	1	3	4	0	0	0	0	0
EMPLOYEES (%)		25.0	75.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DISTRICT ATTORNEYS COUNCIL  
EEO COORDINATOR: LEE COHLMIA

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	6	2				1	3	3						3	1	
% Represented	16.2	33.3	0.0	0.0	0.0	16.7	50.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0	16.7	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	8	4	1			1	6	2						2	2	
% Represented	21.6	50.0	12.5	0.0	0.0	12.5	75.0	25.0	0.0	0.0	0.0	0.0	0.0	25.0	25.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	14	4			1		5	9						9	1	
% Represented	37.8	28.6	0.0	0.0	7.1	0.0	35.7	64.3	0.0	0.0	0.0	0.0	0.0	64.3	7.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	9						0	6	3					9	3	
% Represented	24.3	0.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	100.0	33.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>	<b>37</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>14</b>	<b>20</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>7</b>		
% Represented	100.0	27.0	2.7	0.0	2.7	5.4	37.8	54.1	8.1	0.0	0.0	0.0	62.2	18.9		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DISTRICT ATTORNEYS COUNCIL

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	33	28	2	1	1	1	5	11	22
BREAKDOWN PERCENTAGES		84.8	6.1	3.0	3.0	3.0	15.2	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2005	37	30	4	1	2	0	7	14	23
BREAKDOWN PERCENTAGES		81.1	10.8	2.7	5.4	0.0	18.9	37.8	62.2
NET INCREASES OR DECREASES	4	2	2	0	1	-1	2	3	1
NUMBER OF NEW HIRES	9	6	2	0	1	0	3	6	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	5	4	0	0	0	1	1	3	2

In last year's report, agency mistakenly reported a White male as terminated but termination actually took place this reporting period. Correction has been made.

## WORKFORCE/CLF COMPARISON

AGENCY: DISTRICT ATTORNEYS COUNCIL

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	37	14	23	30	4	1	2	0	7
EMPLOYEES (%)		37.8	62.2	81.1	10.8	2.7	5.4	0.0	18.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			17		2	0	3	2	8
DIFFERENCE (#)			0		0	0	1	2	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF EDUCATION  
EEO COORDINATOR: JONI YOUNTS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	75	21		2		1	24	48			1	2	51	6	
% Represented	21.6	28.0	0.0	2.7	0.0	1.3	32.0	64.0	0.0	0.0	1.3	2.7	68.0	8.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	163	27	1				28	111	9	2	2	11	135	25	
% Represented	46.8	16.6	0.6	0.0	0.0	0.0	17.2	68.1	5.5	1.2	1.2	6.7	82.8	15.3	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	11	6					6	4	1				5	1	
% Represented	3.2	54.5	0.0	0.0	0.0	0.0	54.5	36.4	9.1	0.0	0.0	0.0	45.5	9.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	21	1					1	16			1	3	20	4	
% Represented	6.0	4.8	0.0	0.0	0.0	0.0	4.8	76.2	0.0	0.0	4.8	14.3	95.2	19.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	78	6	1				7	57	9	2	2	1	71	15	
% Represented	22.4	7.7	1.3	0.0	0.0	0.0	9.0	73.1	11.5	2.6	2.6	1.3	91.0	19.2	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>348</b>	<b>61</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>66</b>	<b>236</b>	<b>19</b>	<b>4</b>	<b>6</b>	<b>17</b>	<b>282</b>	<b>51</b>	
% Represented	100.0	17.5	0.6	0.6	0.0	0.3	19.0	67.8	5.5	1.1	1.7	4.9	81.0	14.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF EDUCATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	338	294	20	4	15	5	44	59	279
BREAKDOWN PERCENTAGES		87.0	5.9	1.2	4.4	1.5	13.0	17.5	82.5
BREAKDOWN AS OF JUNE 30, 2005	348	297	21	6	18	6	51	66	282
BREAKDOWN PERCENTAGES		85.3	6.0	1.7	5.2	1.7	14.7	19.0	81.0
NET INCREASES OR DECREASES	10	3	1	2	3	1	7	7	3
NUMBER OF NEW HIRES	71	57	5	2	5	2	14	15	56
NUMBER OF PROMOTIONS	32	27	2	1	2	0	5	0	32
NUMBER OF DEMOTIONS	3	3	0	0	0	0	0	0	3
NUMBER OF SEPARATIONS	61	53	4	0	3	1	8	8	53

One female, formerly counted as White, produced verification of Native American heritage. Ethnicity was changed.

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF EDUCATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	348	66	282	297	21	6	18	6	51
EMPLOYEES (%)		19.0	81.0	85.3	6.0	1.7	5.2	1.7	14.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			161		22	5	24	16	80
DIFFERENCE (#)			0		1	0	6	10	29

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY  
EEO COORDINATOR: SARAH BLEW

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	14	9				2	11	3					3	2	
% Represented	21.5	64.3	0.0	0.0	0.0	14.3	78.6	21.4	0.0	0.0	0.0	0.0	21.4	14.3	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	23	14	1	1			16	6			1		7	3	
% Represented	35.4	60.9	4.3	4.3	0.0	0.0	69.6	26.1	0.0	0.0	4.3	0.0	30.4	13.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	17	13			1	1	15	2					2	2	
% Represented	26.2	76.5	0.0	0.0	5.9	5.9	88.2	11.8	0.0	0.0	0.0	0.0	11.8	11.8	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	8						0	4	3	1			8	4	
% Represented	12.3	0.0	0.0	0.0	0.0	0.0	0.0	50.0	37.5	12.5	0.0	0.0	100.0	50.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	2	2					2						0	0	
% Represented	3.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	1		1				1						0	1	
% Represented	1.5	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	65	38	2	1	1	3	45	15	3	1	1	0	20	12	
% Represented	100.0	58.5	3.1	1.5	1.5	4.6	69.2	23.1	4.6	1.5	1.5	0.0	30.8	18.5	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	68	56	6	2	3	1	12	49	19
BREAKDOWN PERCENTAGES		82.4	8.8	2.9	4.4	1.5	17.6	72.1	27.9
BREAKDOWN AS OF JUNE 30, 2005	65	53	5	2	3	2	12	45	20
BREAKDOWN PERCENTAGES		81.5	7.7	3.1	4.6	3.1	18.5	69.2	30.8
NET INCREASES OR DECREASES	-3	-3	-1	0	0	1	0	-4	1
NUMBER OF NEW HIRES	14	13	0	0	0	1	1	9	5
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	17	16	1	0	0	0	1	13	4

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	65	45	20	53	5	2	3	2	12
EMPLOYEES (%)		69.2	30.8	81.5	7.7	3.1	4.6	3.1	18.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			30		4	1	4	3	15
DIFFERENCE (#)			10		0	0	1	1	3

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ELECTION BOARD

EEO COORDINATOR: MONTIE FISHER / FRAN ROACH

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	5	2					2	3					3	0	
% Represented	20.8	40.0	0.0	0.0	0.0	0.0	40.0	60.0	0.0	0.0	0.0	0.0	60.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	6	1		1			2	2	1			1	4	3	
% Represented	25.0	16.7	0.0	16.7	0.0	0.0	33.3	33.3	16.7	0.0	0.0	16.7	66.7	50.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	6	1					1	4	1				5	1	
% Represented	25.0	16.7	0.0	0.0	0.0	0.0	16.7	66.7	16.7	0.0	0.0	0.0	83.3	16.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	7				1		1	5	1				6	2	
% Represented	29.2	0.0	0.0	0.0	14.3	0.0	14.3	71.4	14.3	0.0	0.0	0.0	85.7	28.6	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	24	4	0	1	1	0	6	14	3	0	0	1	18	6	
% Represented	100.0	16.7	0.0	4.2	4.2	0.0	25.0	58.3	12.5	0.0	0.0	4.2	75.0	25.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ELECTION BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	23	17	3	1	1	1	6	6	17
BREAKDOWN PERCENTAGES		73.9	13.0	4.3	4.3	4.3	26.1	26.1	73.9
BREAKDOWN AS OF JUNE 30, 2005	24	18	3	1	1	1	6	6	18
BREAKDOWN PERCENTAGES		75.0	12.5	4.2	4.2	4.2	25.0	25.0	75.0
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	0	1
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	0	2
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

Previous reports failed to list the head of the agency. This report corrected that error.

## WORKFORCE/CLF COMPARISON

AGENCY: ELECTION BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	24	6	18	18	3	1	1	1	6
EMPLOYEES (%)		25.0	75.0	75.0	12.5	4.2	4.2	4.2	25.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			11		2	0	2	1	5
DIFFERENCE (#)			0		0	0	1	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: EMERGENCY MANAGEMENT  
EEO COORDINATOR: JEFF CHALMERS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	2					2						0	0	
% Represented	8.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	15	9					9	4		1		1	6	2	
% Represented	62.5	60.0	0.0	0.0	0.0	0.0	60.0	26.7	0.0	6.7	0.0	6.7	40.0	13.3	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	7	1					1	4	2				6	2	
% Represented	29.2	14.3	0.0	0.0	0.0	0.0	14.3	57.1	28.6	0.0	0.0	0.0	85.7	28.6	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>24</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>12</b>	<b>4</b>	
% Represented	100.0	50.0	0.0	0.0	0.0	0.0	50.0	33.3	8.3	4.2	0.0	4.2	50.0	16.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: EMERGENCY MANAGEMENT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	25	20	3	0	1	1	5	13	12
BREAKDOWN PERCENTAGES		80.0	12.0	0.0	4.0	4.0	20.0	52.0	48.0
BREAKDOWN AS OF JUNE 30, 2005	24	20	2	0	1	1	4	12	12
BREAKDOWN PERCENTAGES		83.3	8.3	0.0	4.2	4.2	16.7	50.0	50.0
NET INCREASES OR DECREASES	-1	0	-1	0	0	0	-1	-1	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	0	1	0	0	0	1	1	0

## WORKFORCE/CLF COMPARISON

AGENCY: EMERGENCY MANAGEMENT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	24	12	12	20	2	0	1	1	4
EMPLOYEES (%)		50.0	50.0	83.3	8.3	0.0	4.2	4.2	16.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			11		2	0	2	1	5
DIFFERENCE (#)			0		0	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: EMPLOYEE BENEFITS COUNCIL  
EEO COORDINATOR: PHIL KRAFT

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	5	3				2	5						0	2	
% Represented	16.1	60.0	0.0	0.0	0.0	40.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	40.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	22	6	1				7	12	2			1	15	4	
% Represented	71.0	27.3	4.5	0.0	0.0	0.0	31.8	54.5	9.1	0.0	0.0	4.5	68.2	18.2	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	4	1					1	3					3	0	
% Represented	12.9	25.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>31</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>15</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>18</b>	<b>6</b>	
% Represented	100.0	32.3	3.2	0.0	0.0	6.5	41.9	48.4	6.5	0.0	0.0	3.2	58.1	19.4	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: EMPLOYEE BENEFITS COUNCIL

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	30	23	3	0	3	1	7	12	18
BREAKDOWN PERCENTAGES		76.7	10.0	0.0	10.0	3.3	23.3	40.0	60.0
BREAKDOWN AS OF JUNE 30, 2005	31	25	3	0	3	0	6	13	18
BREAKDOWN PERCENTAGES		80.6	9.7	0.0	9.7	0.0	19.4	41.9	58.1
NET INCREASES OR DECREASES	1	2	0	0	0	-1	-1	1	0
NUMBER OF NEW HIRES	4	4	0	0	0	0	0	2	2
NUMBER OF PROMOTIONS	1	0	0	0	1	0	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	2	0	0	0	1	1	1	2

One White female resigned effective June 30, 2004.

## WORKFORCE/CLF COMPARISON

AGENCY: EMPLOYEE BENEFITS COUNCIL

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	31	13	18	25	3	0	3	0	6
EMPLOYEES (%)		41.9	58.1	80.6	9.7	0.0	9.7	0.0	19.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			14		2	0	2	1	7
DIFFERENCE (#)			0		0	0	0	1	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: EMPLOYMENT SECURITY COMMISSION  
EEO COORDINATOR: BARBARA WILLIAMS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	17	11	3				14	1	2				3	5	
% Represented	2.4	64.7	17.6	0.0	0.0	0.0	82.4	5.9	11.8	0.0	0.0	0.0	17.6	29.4	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	502	159	19	5	4	9	196	215	66	5	2	18	306	128	
% Represented	70.1	31.7	3.8	1.0	0.8	1.8	39.0	42.8	13.1	1.0	0.4	3.6	61.0	25.5	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	41	19	2		1	1	23	17	1				18	5	
% Represented	5.7	46.3	4.9	0.0	2.4	2.4	56.1	41.5	2.4	0.0	0.0	0.0	43.9	12.2	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	9	3	1			1	5	4					4	2	
% Represented	1.3	33.3	11.1	0.0	0.0	11.1	55.6	44.4	0.0	0.0	0.0	0.0	44.4	22.2	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	139	20	2			2	24	66	28	4	4	13	115	53	
% Represented	19.4	14.4	1.4	0.0	0.0	1.4	17.3	47.5	20.1	2.9	2.9	9.4	82.7	38.1	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	4	4					4						0	0	
% Represented	0.6	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	4	2	2				4						0	2	
% Represented	0.6	50.0	50.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	716	218	29	5	5	13	270	303	97	9	6	31	446	195	
% Represented	100.0	30.4	4.1	0.7	0.7	1.8	37.7	42.3	13.5	1.3	0.8	4.3	62.3	27.2	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: EMPLOYMENT SECURITY COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	662	489	112	9	38	14	173	266	396
BREAKDOWN PERCENTAGES		73.9	16.9	1.4	5.7	2.1	26.1	40.2	59.8
BREAKDOWN AS OF JUNE 30, 2005	716	521	126	11	44	14	195	270	446
BREAKDOWN PERCENTAGES		72.8	17.6	1.5	6.1	2.0	27.2	37.7	62.3
NET INCREASES OR DECREASES	54	32	14	2	6	0	22	4	50
NUMBER OF NEW HIRES	113	71	29	2	10	1	42	41	72
NUMBER OF PROMOTIONS	146	99	25	2	17	3	47	30	116
NUMBER OF DEMOTIONS	6	5	1	0	0	0	1	2	4
NUMBER OF SEPARATIONS	59	39	15	0	4	1	20	37	22

## WORKFORCE/CLF COMPARISON

AGENCY: EMPLOYMENT SECURITY COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	716	270	446	521	126	11	44	14	195
EMPLOYEES (%)		37.7	62.3	72.8	17.6	1.5	6.1	2.0	27.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			331		46	9	49	32	164
DIFFERENCE (#)			0		0	0	5	18	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS  
 EEO COORDINATOR: KATHY HART

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1						0	1					1	0
% Represented	16.7	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	5						0	4	1				5	1
% Represented	83.3	0.0	0.0	0.0	0.0	0.0	0.0	80.0	20.0	0.0	0.0	0.0	100.0	20.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
Incumbents	6	0	0	0	0	0	0	5	1	0	0	0	6	1
% Represented	100.0	0.0	0.0	0.0	0.0	0.0	0.0	83.3	16.7	0.0	0.0	0.0	100.0	16.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	5	5	0	0	0	0	0	0	5
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2005	6	5	1	0	0	0	1	0	6
BREAKDOWN PERCENTAGES		83.3	16.7	0.0	0.0	0.0	16.7	0.0	100.0
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	0	1
NUMBER OF NEW HIRES	1	0	1	0	0	0	1	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	6	0	6	5	1	0	0	0	1
EMPLOYEES (%)		0.0	100.0	83.3	16.7	0.0	0.0	0.0	16.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY  
EEO COORDINATOR: JAMIE FANNIN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	40	31				1	32	8					8	1	
% Represented	7.5	77.5	0.0	0.0	0.0	2.5	80.0	20.0	0.0	0.0	0.0	0.0	20.0	2.5	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	407	229	12	3	14	12	270	110	5	6	6	10	137	68	
% Represented	76.6	56.3	2.9	0.7	3.4	2.9	66.3	27.0	1.2	1.5	1.5	2.5	33.7	16.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	16	9			1		10	3			2	1	6	4	
% Represented	3.0	56.3	0.0	0.0	6.3	0.0	62.5	18.8	0.0	0.0	12.5	6.3	37.5	25.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	0.2	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	65	7	1			1	9	40	7	2	1	6	56	18	
% Represented	12.2	10.8	1.5	0.0	0.0	1.5	13.8	61.5	10.8	3.1	1.5	9.2	86.2	27.7	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	2		2				2						0	2	
% Represented	0.4	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	531	276	15	3	15	14	323	162	12	8	9	17	208	93	
% Represented	100.0	52.0	2.8	0.6	2.8	2.6	60.8	30.5	2.3	1.5	1.7	3.2	39.2	17.5	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	526	438	25	20	32	11	88	329	197
BREAKDOWN PERCENTAGES		83.3	4.8	3.8	6.1	2.1	16.7	62.5	37.5
BREAKDOWN AS OF JUNE 30, 2005	531	438	27	24	31	11	93	323	208
BREAKDOWN PERCENTAGES		82.5	5.1	4.5	5.8	2.1	17.5	60.8	39.2
NET INCREASES OR DECREASES	5	0	2	4	-1	0	5	-6	11
NUMBER OF NEW HIRES	55	41	6	5	3	0	14	24	31
NUMBER OF PROMOTIONS	82	63	5	3	7	4	19	51	31
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	50	41	4	1	4	0	9	30	20

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	531	323	208	438	27	24	31	11	93
EMPLOYEES (%)		60.8	39.2	82.5	5.1	4.5	5.8	2.1	17.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			245		34	7	36	24	122
DIFFERENCE (#)			37		7	0	5	13	29

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ETHICS COMMISSION  
EEO COORDINATOR: PATRICIA BRYANT

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1						0	1					1	0	
% Represented	14.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	14.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	3	2					2	1					1	0	
% Represented	42.9	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	2	1					1		1				1	1	
% Represented	28.6	50.0	0.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	50.0	50.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	
% Represented	100.0	42.9	0.0	0.0	0.0	0.0	42.9	42.9	14.3	0.0	0.0	0.0	57.1	14.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ETHICS COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	7	6	1	0	0	0	1	3	4
BREAKDOWN PERCENTAGES		85.7	14.3	0.0	0.0	0.0	14.3	42.9	57.1
BREAKDOWN AS OF JUNE 30, 2005	7	6	1	0	0	0	1	3	4
BREAKDOWN PERCENTAGES		85.7	14.3	0.0	0.0	0.0	14.3	42.9	57.1
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: ETHICS COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	3	4	6	1	0	0	0	1
EMPLOYEES (%)		42.9	57.1	85.7	14.3	0.0	0.0	0.0	14.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	2
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF STATE FINANCE  
EEO COORDINATOR: JIM BRATKOVICH

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	22	14				1	15	5		1		1	7	3		
% Represented	17.1	63.6	0.0	0.0	0.0	4.5	68.2	22.7	0.0	4.5	0.0	4.5	31.8	13.6		
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	27	9	1			2	12	10		1		4	15	8		
% Represented	20.9	33.3	3.7	0.0	0.0	7.4	44.4	37.0	0.0	3.7	0.0	14.8	55.6	29.6		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	64	36	3	1	2		42	19	2	1			22	9		
% Represented	49.6	56.3	4.7	1.6	3.1	0.0	65.6	29.7	3.1	1.6	0.0	0.0	34.4	14.1		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	16	3	1				4	7	4		1		12	6		
% Represented	12.4	18.8	6.3	0.0	0.0	0.0	25.0	43.8	25.0	0.0	6.3	0.0	75.0	37.5		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>	<b>129</b>	<b>62</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>73</b>	<b>41</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>56</b>	<b>26</b>		
% Represented	100.0	48.1	3.9	0.8	1.6	2.3	56.6	31.8	4.7	2.3	0.8	3.9	43.4	20.2		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF STATE FINANCE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	117	96	12	2	4	3	21	67	50
BREAKDOWN PERCENTAGES		82.1	10.3	1.7	3.4	2.6	17.9	57.3	42.7
BREAKDOWN AS OF JUNE 30, 2005	129	103	11	3	8	4	26	73	56
BREAKDOWN PERCENTAGES		79.8	8.5	2.3	6.2	3.1	20.2	56.6	43.4
NET INCREASES OR DECREASES	12	7	-1	1	4	1	5	6	6
NUMBER OF NEW HIRES	34	28	0	1	4	1	6	16	18
NUMBER OF PROMOTIONS	11	8	2	0	0	1	3	7	4
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	22	21	1	0	0	0	1	10	12

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF STATE FINANCE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	129	73	56	103	11	3	8	4	26
EMPLOYEES (%)		56.6	43.4	79.8	8.5	2.3	6.2	3.1	20.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			60		8	2	9	6	30
DIFFERENCE (#)			4		0	0	1	2	4

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: FIREFIGHTERS PENSION AND RETIREMENT BOARD  
 EEO COORDINATOR: HERB BRADSHAW

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	2					2						0	0	
% Represented	20.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	10.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	1	1					1						0	0	
% Represented	10.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	6						0	3	2			1	6	3	
% Represented	60.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	33.3	0.0	0.0	16.7	100.0	50.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>3</b>	
% Represented	100.0	30.0	0.0	0.0	0.0	0.0	30.0	40.0	20.0	0.0	0.0	10.0	70.0	30.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: FIREFIGHTERS PENSION AND RETIREMENT BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	11	8	2	0	1	0	3	3	8
BREAKDOWN PERCENTAGES		72.7	18.2	0.0	9.1	0.0	27.3	27.3	72.7
BREAKDOWN AS OF JUNE 30, 2005	10	7	2	0	1	0	3	3	7
BREAKDOWN PERCENTAGES		70.0	20.0	0.0	10.0	0.0	30.0	30.0	70.0
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	0	-1
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: FIREFIGHTERS PENSION AND RETIREMENT BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	10	3	7	7	2	0	1	0	3
EMPLOYEES (%)		30.0	70.0	70.0	20.0	0.0	10.0	0.0	30.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE FIRE MARSHAL  
EEO COORDINATOR: JERRY PRUNER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	3	2			1		3						0	1	
% Represented	11.1	66.7	0.0	0.0	33.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	1	1					1						0	0	
% Represented	3.7	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	18	16					16	2					2	0	
% Represented	66.7	88.9	0.0	0.0	0.0	0.0	88.9	11.1	0.0	0.0	0.0	0.0	11.1	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	5						0	5					5	0	
% Represented	18.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	27	19	0	0	1	0	20	7	0	0	0	0	7	1	
% Represented	100.0	70.4	0.0	0.0	3.7	0.0	74.1	25.9	0.0	0.0	0.0	0.0	25.9	3.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE FIRE MARSHAL

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	27	26	0	1	0	0	1	21	6
BREAKDOWN PERCENTAGES		96.3	0.0	3.7	0.0	0.0	3.7	77.8	22.2
BREAKDOWN AS OF JUNE 30, 2005	27	26	0	1	0	0	1	20	7
BREAKDOWN PERCENTAGES		96.3	0.0	3.7	0.0	0.0	3.7	74.1	25.9
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	-1	1
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	1	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	2	0

One White male's last day on duty was June 30, 2004

## WORKFORCE/CLF COMPARISON

AGENCY: STATE FIRE MARSHAL

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	27	20	7	26	0	1	0	0	1
EMPLOYEES (%)		74.1	25.9	96.3	0.0	3.7	0.0	0.0	3.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			12		2	0	2	1	6
DIFFERENCE (#)			5		2	0	2	1	5

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: FUNERAL BOARD  
EEO COORDINATOR: TERRY McENANY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	2					2						0	0	
% Represented	66.7	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1	1					1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	3	3	0	0	0	0	3	0	0	0	0	0	0	0	
% Represented	100.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: FUNERAL BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	3	3	0	0	0	0	0	3	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	3	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: FUNERAL BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	3	0	3	0	0	0	0	0
EMPLOYEES (%)		100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			1		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF THE GOVERNOR  
EEO COORDINATOR: NELDA KIRK

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	11	6					6	5					5	0	
% Represented	30.6	54.5	0.0	0.0	0.0	0.0	54.5	45.5	0.0	0.0	0.0	0.0	45.5	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	11	3		1			4	5	1		1	0	7	3	
% Represented	30.6	27.3	0.0	9.1	0.0	0.0	36.4	45.5	9.1	0.0	9.1	0.0	63.6	27.3	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	14	4					4	6	3			1	10	4	
% Represented	38.9	28.6	0.0	0.0	0.0	0.0	28.6	42.9	21.4	0.0	0.0	7.1	71.4	28.6	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>36</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>16</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>22</b>	<b>7</b>	
% Represented	100.0	36.1	0.0	2.8	0.0	0.0	38.9	44.4	11.1	0.0	2.8	2.8	61.1	19.4	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF THE GOVERNOR

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	35	29	3	1	1	1	6	14	21
BREAKDOWN PERCENTAGES		82.9	8.6	2.9	2.9	2.9	17.1	40.0	60.0
BREAKDOWN AS OF JUNE 30, 2005	36	29	4	1	1	1	7	14	22
BREAKDOWN PERCENTAGES		80.6	11.1	2.8	2.8	2.8	19.4	38.9	61.1
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	0	1
NUMBER OF NEW HIRES	8	5	2	0	1	0	3	0	8
NUMBER OF PROMOTIONS	11	8	2	0	1	0	3	2	9
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	7	5	1	0	1	0	2	0	7

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF THE GOVERNOR

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	36	14	22	29	4	1	1	1	7
EMPLOYEES (%)		38.9	61.1	80.6	11.1	2.8	2.8	2.8	19.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			17		2	0	2	2	8
DIFFERENCE (#)			0		0	0	1	1	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: GRAND RIVER DAM AUTHORITY  
 EEO COORDINATOR: ROBERT W. SULLIVAN / ROBIN WILLIAMS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	52	38				8	46	3				3	6	11	
% Represented	11.2	73.1	0.0	0.0	0.0	15.4	88.5	5.8	0.0	0.0	0.0	5.8	11.5	21.2	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	42	7			1	3	11	19				12	31	16	
% Represented	9.1	16.7	0.0	0.0	2.4	7.1	26.2	45.2	0.0	0.0	0.0	28.6	73.8	38.1	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	77	57	1	2		12	72	4				1	5	16	
% Represented	16.6	74.0	1.3	2.6	0.0	15.6	93.5	5.2	0.0	0.0	0.0	1.3	6.5	20.8	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	12	11				1	12						0	1	
% Represented	2.6	91.7	0.0	0.0	0.0	8.3	100.0	0.0	0.0	0.0	0.0	0.0	0.0	8.3	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	32	7				3	10	15			1	6	22	10	
% Represented	6.9	21.9	0.0	0.0	0.0	9.4	31.3	46.9	0.0	0.0	3.1	18.8	68.8	31.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	242	180		2		58	240					2	2	62	
% Represented	52.3	74.4	0.0	0.8	0.0	24.0	99.2	0.0	0.0	0.0	0.0	0.8	0.8	25.6	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	6	1				2	3	3					3	2	
% Represented	1.3	16.7	0.0	0.0	0.0	33.3	50.0	50.0	0.0	0.0	0.0	0.0	50.0	33.3	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	463	301	1	4	1	87	394	44	0	0	1	24	69	118	
% Represented	100.0	65.0	0.2	0.9	0.2	18.8	85.1	9.5	0.0	0.0	0.2	5.2	14.9	25.5	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: GRAND RIVER DAM AUTHORITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	451	335	1	2	109	4	116	385	66
BREAKDOWN PERCENTAGES		74.3	0.2	0.4	24.2	0.9	25.7	85.4	14.6
BREAKDOWN AS OF JUNE 30, 2005	463	345	1	2	111	4	118	394	69
BREAKDOWN PERCENTAGES		74.5	0.2	0.4	24.0	0.9	25.5	85.1	14.9
NET INCREASES OR DECREASES	12	10	0	0	2	0	2	9	3
NUMBER OF NEW HIRES	32	25	0	0	7	0	7	28	4
NUMBER OF PROMOTIONS	54	40	0	0	13	1	14	40	14
NUMBER OF DEMOTIONS	2	1	0	0	1	0	1	2	0
NUMBER OF SEPARATIONS	20	13	0	0	7	0	7	19	1

In FY2005, two White males provided CDIB cards causing the counts for Whites, AI/AN and Total Minority to be off by 2.

## WORKFORCE/CLF COMPARISON

AGENCY: GRAND RIVER DAM AUTHORITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	463	394	69	345	1	2	111	4	118
EMPLOYEES (%)		85.1	14.9	74.5	0.2	0.4	24.0	0.9	25.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			214		30	6	31	21	106
DIFFERENCE (#)			145		29	4	0	17	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF HANDICAPPED CONCERNS  
EEO COORDINATOR: STEVEN STOKES

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	1				1	2						0	1	
% Represented	25.0	50.0	0.0	0.0	0.0	50.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	4	1					1	3					3	0	
% Represented	50.0	25.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	1	1					1						0	0	
% Represented	12.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	12.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	8	3	0	0	0	1	4	4	0	0	0	0	4	1	
% Represented	100.0	37.5	0.0	0.0	0.0	12.5	50.0	50.0	0.0	0.0	0.0	0.0	50.0	12.5	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF HANDICAPPED CONCERNS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	8	7	0	0	1	0	1	4	4
BREAKDOWN PERCENTAGES		87.5	0.0	0.0	12.5	0.0	12.5	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2005	8	7	0	0	1	0	1	4	4
BREAKDOWN PERCENTAGES		87.5	0.0	0.0	12.5	0.0	12.5	50.0	50.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF HANDICAPPED CONCERNS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	4	4	7	0	0	1	0	1
EMPLOYEES (%)		50.0	50.0	87.5	0.0	0.0	12.5	0.0	12.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		1	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF HEALTH  
EEO COORDINATOR: R. CHARLES SMITH

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	107	45	2	1		1	49	54	3			1	58	8	
% Represented	5.0	42.1	1.9	0.9	0.0	0.9	45.8	50.5	2.8	0.0	0.0	0.9	54.2	7.5	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1,340	232	12	4	8	11	267	908	65	16	19	65	1,073	200	
% Represented	62.5	17.3	0.9	0.3	0.6	0.8	19.9	67.8	4.9	1.2	1.4	4.9	80.1	14.9	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	75	16	1	4	1	2	24	44	3	2		2	51	15	
% Represented	3.5	21.3	1.3	5.3	1.3	2.7	32.0	58.7	4.0	2.7	0.0	2.7	68.0	20.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	2		2				2						0	2	
% Represented	0.1	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	235	6	2				8	161	15	39		12	227	68	
% Represented	11.0	2.6	0.9	0.0	0.0	0.0	3.4	68.5	6.4	16.6	0.0	5.1	96.6	28.9	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	371	23	3			1	27	262	30	16	6	30	344	86	
% Represented	17.3	6.2	0.8	0.0	0.0	0.3	7.3	70.6	8.1	4.3	1.6	8.1	92.7	23.2	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	14	2	4			1	7	2	4			1	7	10	
% Represented	0.7	14.3	28.6	0.0	0.0	7.1	50.0	14.3	28.6	0.0	0.0	7.1	50.0	71.4	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>2,144</b>	<b>324</b>	<b>26</b>	<b>9</b>	<b>9</b>	<b>16</b>	<b>384</b>	<b>1,431</b>	<b>120</b>	<b>73</b>	<b>25</b>	<b>111</b>	<b>1,760</b>	<b>389</b>	
% Represented	100.0	15.1	1.2	0.4	0.4	0.7	17.9	66.7	5.6	3.4	1.2	5.2	82.1	18.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF HEALTH

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	2,062	1,697	143	31	123	68	365	385	1,677
BREAKDOWN PERCENTAGES		82.3	6.9	1.5	6.0	3.3	17.7	18.7	81.3
BREAKDOWN AS OF JUNE 30, 2005	2,144	1,755	146	34	127	82	389	384	1,760
BREAKDOWN PERCENTAGES		81.9	6.8	1.6	5.9	3.8	18.1	17.9	82.1
NET INCREASES OR DECREASES	82	58	3	3	4	14	24	-1	83
NUMBER OF NEW HIRES	336	266	25	6	16	23	70	43	293
NUMBER OF PROMOTIONS	225	188	12	3	11	11	37	42	183
NUMBER OF DEMOTIONS	9	8	0	0	1	0	1	1	8
NUMBER OF SEPARATIONS	254	208	22	3	12	9	46	44	210

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF HEALTH

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2,144	384	1,760	1,755	146	34	127	82	389
EMPLOYEES (%)		17.9	82.1	81.9	6.8	1.6	5.9	3.8	18.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			991		137	28	146	96	491
DIFFERENCE (#)			0		0	0	19	14	102

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HEALTH CARE AUTHORITY  
EEO COORDINATOR: DONNA HUCKLEBERRY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	10	4	1	1			6	4					4	2
% Represented	2.8	40.0	10.0	10.0	0.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	20.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	151	27	3		1	4	35	80	23	4	4	5	116	44
% Represented	42.4	17.9	2.0	0.0	0.7	2.6	23.2	53.0	15.2	2.6	2.6	3.3	76.8	29.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	75	14	1	2	2		19	38	14		2	2	56	23
% Represented	21.1	18.7	1.3	2.7	2.7	0.0	25.3	50.7	18.7	0.0	2.7	2.7	74.7	30.7
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	83	5	3				8	40	24	3	3	5	75	38
% Represented	23.3	6.0	3.6	0.0	0.0	0.0	9.6	48.2	28.9	3.6	3.6	6.0	90.4	45.8
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	37	1				1	2	19	11	3		2	35	17
% Represented	10.4	2.7	0.0	0.0	0.0	2.7	5.4	51.4	29.7	8.1	0.0	5.4	94.6	45.9
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>356</b>	<b>51</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>70</b>	<b>181</b>	<b>72</b>	<b>10</b>	<b>9</b>	<b>14</b>	<b>286</b>	<b>124</b>
% Represented	100.0	14.3	2.2	0.8	0.8	1.4	19.7	50.8	20.2	2.8	2.5	3.9	80.3	34.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HEALTH CARE AUTHORITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	346	222	80	14	18	12	124	71	275
BREAKDOWN PERCENTAGES		64.2	23.1	4.0	5.2	3.5	35.8	20.5	79.5
BREAKDOWN AS OF JUNE 30, 2005	356	232	80	12	19	13	124	70	286
BREAKDOWN PERCENTAGES		65.2	22.5	3.4	5.3	3.7	34.8	19.7	80.3
NET INCREASES OR DECREASES	10	10	0	-2	1	1	0	-1	11
NUMBER OF NEW HIRES	43	30	6	1	4	2	13	10	33
NUMBER OF PROMOTIONS	17	13	2	2	0	0	4	7	10
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	33	20	6	3	3	1	13	11	22

## WORKFORCE/CLF COMPARISON

AGENCY: HEALTH CARE AUTHORITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	356	70	286	232	80	12	19	13	124
EMPLOYEES (%)		19.7	80.3	65.2	22.5	3.4	5.3	3.7	34.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			164		23	5	24	16	82
DIFFERENCE (#)			0		0	0	5	3	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HISTORICAL SOCIETY  
EEO COORDINATOR: GLADYS BENNETT

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	13	8				1	9	3	1				4	2	
% Represented	9.4	61.5	0.0	0.0	0.0	7.7	69.2	23.1	7.7	0.0	0.0	0.0	30.8	15.4	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	72	43	1	1		2	47	22	1	1		1	25	7	
% Represented	52.2	59.7	1.4	1.4	0.0	2.8	65.3	30.6	1.4	1.4	0.0	1.4	34.7	9.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	8	2				1	3	4	1				5	2	
% Represented	5.8	25.0	0.0	0.0	0.0	12.5	37.5	50.0	12.5	0.0	0.0	0.0	62.5	25.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	23	7	1			1	9	12				2	14	4	
% Represented	16.7	30.4	4.3	0.0	0.0	4.3	39.1	52.2	0.0	0.0	0.0	8.7	60.9	17.4	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	11	1	1			1	3	6	1			1	8	4	
% Represented	8.0	9.1	9.1	0.0	0.0	9.1	27.3	54.5	9.1	0.0	0.0	9.1	72.7	36.4	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	3	2				1	3						0	1	
% Represented	2.2	66.7	0.0	0.0	0.0	33.3	100.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	8	6	2				8						0	2	
% Represented	5.8	75.0	25.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	138	69	5	1	0	7	82	47	4	1	0	4	56	22	
% Represented	100.0	50.0	3.6	0.7	0.0	5.1	59.4	34.1	2.9	0.7	0.0	2.9	40.6	15.9	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HISTORICAL SOCIETY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	127	107	8	0	11	1	20	73	54
BREAKDOWN PERCENTAGES		84.3	6.3	0.0	8.7	0.8	15.7	57.5	42.5
BREAKDOWN AS OF JUNE 30, 2005	138	116	9	0	11	2	22	82	56
BREAKDOWN PERCENTAGES		84.1	6.5	0.0	8.0	1.4	15.9	59.4	40.6
NET INCREASES OR DECREASES	11	9	1	0	0	1	2	9	2
NUMBER OF NEW HIRES	22	18	2	0	1	1	4	12	10
NUMBER OF PROMOTIONS	12	10	0	0	2	0	2	5	7
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	11	9	1	0	1	0	2	3	8

## WORKFORCE/CLF COMPARISON

AGENCY: HISTORICAL SOCIETY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	138	82	56	116	9	0	11	2	22
EMPLOYEES (%)		59.4	40.6	84.1	6.5	0.0	8.0	1.4	15.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			64		9	2	9	6	32
DIFFERENCE (#)			8		0	2	0	4	10

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HORSE RACING COMMISSION  
EEO COORDINATOR: BONNIE MORRIS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	2.7	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	14	12					12	2					2	0	
% Represented	37.8	85.7	0.0	0.0	0.0	0.0	85.7	14.3	0.0	0.0	0.0	0.0	14.3	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	5	5					5						0	0	
% Represented	13.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	17						0	14	2	1			17	3	
% Represented	45.9	0.0	0.0	0.0	0.0	0.0	0.0	82.4	11.8	5.9	0.0	0.0	100.0	17.6	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>37</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>3</b>	
% Represented	100.0	48.6	0.0	0.0	0.0	0.0	48.6	43.2	5.4	2.7	0.0	0.0	51.4	8.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HORSE RACING COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	34	30	3	0	0	1	4	16	18
BREAKDOWN PERCENTAGES		88.2	8.8	0.0	0.0	2.9	11.8	47.1	52.9
BREAKDOWN AS OF JUNE 30, 2005	37	34	2	0	0	1	3	18	19
BREAKDOWN PERCENTAGES		91.9	5.4	0.0	0.0	2.7	8.1	48.6	51.4
NET INCREASES OR DECREASES	3	4	-1	0	0	0	-1	2	1
NUMBER OF NEW HIRES	6	6	0	0	0	0	0	3	3
NUMBER OF PROMOTIONS	1	0	0	0	0	1	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	2	1	0	0	0	1	1	2

## WORKFORCE/CLF COMPARISON

AGENCY: HORSE RACING COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	37	18	19	34	2	0	0	1	3
EMPLOYEES (%)		48.6	51.4	91.9	5.4	0.0	0.0	2.7	8.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			17		2	0	3	2	8
DIFFERENCE (#)			0		0	0	3	1	5

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HOUSE OF REPRESENTATIVES  
EEO COORDINATOR: AMY ALDEN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	10	10					10						0	0	
% Represented	7.4	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	33	15	1			1	17	14	1			1	16	4	
% Represented	24.4	45.5	3.0	0.0	0.0	3.0	51.5	42.4	3.0	0.0	0.0	3.0	48.5	12.1	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	5	3					3	1				1	2	1	
% Represented	3.7	60.0	0.0	0.0	0.0	0.0	60.0	20.0	0.0	0.0	0.0	20.0	40.0	20.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	2	2					2						0	0	
% Represented	1.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	13	2					2	11					11	0	
% Represented	9.6	15.4	0.0	0.0	0.0	0.0	15.4	84.6	0.0	0.0	0.0	0.0	84.6	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	70	7				1	8	56	3			3	62	7	
% Represented	51.9	10.0	0.0	0.0	0.0	1.4	11.4	80.0	4.3	0.0	0.0	4.3	88.6	10.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	2		2				2						0	2	
% Represented	1.5	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	135	39	3	0	0	2	44	82	4	0	0	5	91	14	
% Represented	100.0	28.9	2.2	0.0	0.0	1.5	32.6	60.7	3.0	0.0	0.0	3.7	67.4	10.4	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HOUSE OF REPRESENTATIVES

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	133	117	7	0	7	2	16	39	94
BREAKDOWN PERCENTAGES		88.0	5.3	0.0	5.3	1.5	12.0	29.3	70.7
BREAKDOWN AS OF JUNE 30, 2005	135	121	7	0	7	0	14	44	91
BREAKDOWN PERCENTAGES		89.6	5.2	0.0	5.2	0.0	10.4	32.6	67.4
NET INCREASES OR DECREASES	2	4	0	0	0	-2	-2	5	-3
NUMBER OF NEW HIRES	50	47	3	0	0	0	3	23	27
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	48	43	3	0	0	2	5	18	30

It appears that FY-04 numbers were incorrect; this report corrects those figures.  
One White female's last day on the payroll was 06/30/2004.

## WORKFORCE/CLF COMPARISON

AGENCY: HOUSE OF REPRESENTATIVES

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	135	44	91	121	7	0	7	0	14
EMPLOYEES (%)		32.6	67.4	89.6	5.2	0.0	5.2	0.0	10.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			62		9	2	9	6	31
DIFFERENCE (#)			0		2	2	2	6	17

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HUMAN RIGHTS COMMISSION  
EEO COORDINATOR: KENNETH R. KENDRICKS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	2		1				1		1				1	2
% Represented	11.8	0.0	50.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	50.0	100.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	9	1	1	1		0	3	3	2		1		6	5
% Represented	52.9	11.1	11.1	11.1	0.0	0.0	33.3	33.3	22.2	0.0	11.1	0.0	66.7	55.6
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	6						0	1	3	2			6	5
% Represented	35.3	0.0	0.0	0.0	0.0	0.0	0.0	16.7	50.0	33.3	0.0	0.0	100.0	83.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>17</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>13</b>	<b>12</b>
% Represented	100.0	5.9	11.8	5.9	0.0	0.0	23.5	23.5	35.3	11.8	5.9	0.0	76.5	70.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HUMAN RIGHTS COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	14	4	8	1	1	0	10	4	10
BREAKDOWN PERCENTAGES		28.6	57.1	7.1	7.1	0.0	71.4	28.6	71.4
BREAKDOWN AS OF JUNE 30, 2005	17	5	8	1	0	3	12	4	13
BREAKDOWN PERCENTAGES		29.4	47.1	5.9	0.0	17.6	70.6	23.5	76.5
NET INCREASES OR DECREASES	3	1	0	0	-1	3	2	0	3
NUMBER OF NEW HIRES	5	1	1	0	0	3	4	2	3
NUMBER OF PROMOTIONS	1	0	1	0	0	0	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	0	1	0	1	0	2	2	0

## WORKFORCE/CLF COMPARISON

AGENCY: HUMAN RIGHTS COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	17	4	13	5	8	1	0	3	12
EMPLOYEES (%)		23.5	76.5	29.4	47.1	5.9	0.0	17.6	70.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			8		1	0	1	1	4
DIFFERENCE (#)			0		0	0	1	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF HUMAN SERVICES  
EEO COORDINATOR: SHERLEEN JACKSON

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	369	105	17	2	3	5	132	205	21	1	1	9	237	59	
% Represented	5.0	28.5	4.6	0.5	0.8	1.4	35.8	55.6	5.7	0.3	0.3	2.4	64.2	16.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	4,921	882	110	19	29	75	1,115	2,935	454	69	38	310	3,806	1,104	
% Represented	66.4	17.9	2.2	0.4	0.6	1.5	22.7	59.6	9.2	1.4	0.8	6.3	77.3	22.4	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	158	60	3		7	4	74	65	11	2	2	4	84	33	
% Represented	2.1	38.0	1.9	0.0	4.4	2.5	46.8	41.1	7.0	1.3	1.3	2.5	53.2	20.9	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	778	131	45	7	4	6	193	396	135	14	19	21	585	251	
% Represented	10.5	16.8	5.8	0.9	0.5	0.8	24.8	50.9	17.4	1.8	2.4	2.7	75.2	32.3	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	910	56	13	4		5	78	630	130	15	3	54	832	224	
% Represented	12.3	6.2	1.4	0.4	0.0	0.5	8.6	69.2	14.3	1.6	0.3	5.9	91.4	24.6	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	151	128	8	1		12	149	2					2	21	
% Represented	2.0	84.8	5.3	0.7	0.0	7.9	98.7	1.3	0.0	0.0	0.0	0.0	1.3	13.9	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	119	29	9			6	44	59	10	3		3	75	31	
% Represented	1.6	24.4	7.6	0.0	0.0	5.0	37.0	49.6	8.4	2.5	0.0	2.5	63.0	26.1	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	7,406	1,391	205	33	43	113	1,785	4,292	761	104	63	401	5,621	1,723	
% Represented	100.0	18.8	2.8	0.4	0.6	1.5	24.1	58.0	10.3	1.4	0.9	5.4	75.9	23.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF HUMAN SERVICES

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	7,276	5,633	937	99	487	120	1,643	1,774	5,502
BREAKDOWN PERCENTAGES		77.4	12.9	1.4	6.7	1.6	22.6	24.4	75.6
BREAKDOWN AS OF JUNE 30, 2005	7,406	5,683	966	106	514	137	1,723	1,785	5,621
BREAKDOWN PERCENTAGES		76.7	13.0	1.4	6.9	1.8	23.3	24.1	75.9
NET INCREASES OR DECREASES	130	50	29	7	27	17	80	11	119
NUMBER OF NEW HIRES	1,135	805	160	24	102	44	330	254	881
NUMBER OF PROMOTIONS	737	539	112	17	50	19	198	180	557
NUMBER OF DEMOTIONS	106	83	9	1	9	4	23	24	82
NUMBER OF SEPARATIONS	1,005	755	131	17	75	27	250	243	762

Note: DHS's method of reporting the total number of employees would literally indicate the number of employees DHS had on 06/30/04. Due to terminations (and possible other transactions) occurring at the end of business on 06/30/04, the total number of employees for 07/01/04 would not be the same. This report shows a total of -25 employees than 06/30/04, revealing -18 females; -4 Minorities identified as -6 Blacks, -1 Hispanics, and +3 Native Americans which were probably new hires that were not processed until after 06/30/04.

### WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF HUMAN SERVICES

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7,406	1,785	5,621	5,683	966	106	514	137	1,723
EMPLOYEES (%)		24.1	75.9	76.7	13.0	1.4	6.9	1.8	23.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3,422		474	96	504	333	1,696
DIFFERENCE (#)			0		0	0	0	196	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INDIAN AFFAIRS COMMISSION  
EEO COORDINATOR: BARBARA WARNER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1						0					1	1	1
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	100.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2						0	1				1	2	1
% Represented	66.7	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0	100.0	50.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>2</b>
% Represented	100.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	0.0	0.0	66.7	100.0	66.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INDIAN AFFAIRS COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	3	0	0	1	0	1	0	4
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2005	3	1	0	0	2	0	2	0	3
BREAKDOWN PERCENTAGES		33.3	0.0	0.0	66.7	0.0	66.7	0.0	100.0
NET INCREASES OR DECREASES	-1	-2	0	0	1	0	1	0	-1
NUMBER OF NEW HIRES	1	0	0	0	1	0	1	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	0	2

## WORKFORCE/CLF COMPARISON

AGENCY: INDIAN AFFAIRS COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	0	3	1	0	0	2	0	2
EMPLOYEES (%)		0.0	100.0	33.3	0.0	0.0	66.7	0.0	66.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INDIGENT DEFENSE SYSTEM  
EEO COORDINATOR: ANGIE L. COLE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	25	15				1	16	6				3	9	4	
% Represented	19.1	60.0	0.0	0.0	0.0	4.0	64.0	24.0	0.0	0.0	0.0	12.0	36.0	16.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	47	19		1		2	22	21	3			1	25	7	
% Represented	35.9	40.4	0.0	2.1	0.0	4.3	46.8	44.7	6.4	0.0	0.0	2.1	53.2	14.9	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	26	10			2	2	14	10	1		1		12	6	
% Represented	19.8	38.5	0.0	0.0	7.7	7.7	53.8	38.5	3.8	0.0	3.8	0.0	46.2	23.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	33	3	2			1	6	21	1	3		2	27	9	
% Represented	25.2	9.1	6.1	0.0	0.0	3.0	18.2	63.6	3.0	9.1	0.0	6.1	81.8	27.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	131	47	2	1	2	6	58	58	5	3	1	6	73	26	
% Represented	100.0	35.9	1.5	0.8	1.5	4.6	44.3	44.3	3.8	2.3	0.8	4.6	55.7	19.8	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INDIGENT DEFENSE SYSTEM

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	121	100	2	3	13	3	21	53	68
BREAKDOWN PERCENTAGES		82.6	1.7	2.5	10.7	2.5	17.4	43.8	56.2
BREAKDOWN AS OF JUNE 30, 2005	131	105	7	3	12	4	26	58	73
BREAKDOWN PERCENTAGES		80.2	5.3	2.3	9.2	3.1	19.8	44.3	55.7
NET INCREASES OR DECREASES	10	5	5	0	-1	1	5	5	5
NUMBER OF NEW HIRES	23	15	5	0	2	1	8	12	11
NUMBER OF PROMOTIONS	17	13	0	2	2	0	4	8	9
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	13	10	0	0	3	0	3	7	6

## WORKFORCE/CLF COMPARISON

AGENCY: INDIGENT DEFENSE SYSTEM

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	131	58	73	105	7	3	12	4	26
EMPLOYEES (%)		44.3	55.7	80.2	5.3	2.3	9.2	3.1	19.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			61		8	2	9	6	30
DIFFERENCE (#)			0		1	0	0	2	4

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INDUSTRIAL FINANCE AUTHORITY  
EEO COORDINATOR: HARRY BROWN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	14.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	4	3					3					1	1	1	
% Represented	57.1	75.0	0.0	0.0	0.0	0.0	75.0	0.0	0.0	0.0	0.0	25.0	25.0	25.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	2						0	2					2	0	
% Represented	28.6	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>1</b>	
% Represented	100.0	57.1	0.0	0.0	0.0	0.0	57.1	28.6	0.0	0.0	0.0	14.3	42.9	14.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INDUSTRIAL FINANCE AUTHORITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	7	6	0	0	1	0	1	4	3
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	57.1	42.9
BREAKDOWN AS OF JUNE 30, 2005	7	6	0	0	1	0	1	4	3
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	57.1	42.9
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: INDUSTRIAL FINANCE AUTHORITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	4	3	6	0	0	1	0	1
EMPLOYEES (%)		57.1	42.9	85.7	0.0	0.0	14.3	0.0	14.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	2
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD  
 EEO COORDINATOR: GENE KRIER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	19	9					9	9				1	10	1
% Represented	11.3	47.4	0.0	0.0	0.0	0.0	47.4	47.4	0.0	0.0	0.0	5.3	52.6	5.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	72	13	3	1			17	49	2	1	1	2	55	10
% Represented	42.9	18.1	4.2	1.4	0.0	0.0	23.6	68.1	2.8	1.4	1.4	2.8	76.4	13.9
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	14	6	1		1		8	4			1	1	6	4
% Represented	8.3	42.9	7.1	0.0	7.1	0.0	57.1	28.6	0.0	0.0	7.1	7.1	42.9	28.6
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	46	13	2				15	25	4		1	1	31	8
% Represented	27.4	28.3	4.3	0.0	0.0	0.0	32.6	54.3	8.7	0.0	2.2	2.2	67.4	17.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	17	4					4	10	1	2		0	13	3
% Represented	10.1	23.5	0.0	0.0	0.0	0.0	23.5	58.8	5.9	11.8	0.0	0.0	76.5	17.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>168</b>	<b>45</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>53</b>	<b>97</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>115</b>	<b>26</b>
% Represented	100.0	26.8	3.6	0.6	0.6	0.0	31.5	57.7	4.2	1.8	1.8	3.0	68.5	15.5
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	174	146	12	6	7	3	28	54	120
BREAKDOWN PERCENTAGES		83.9	6.9	3.4	4.0	1.7	16.1	31.0	69.0
BREAKDOWN AS OF JUNE 30, 2005	168	142	13	4	5	4	26	53	115
BREAKDOWN PERCENTAGES		84.5	7.7	2.4	3.0	2.4	15.5	31.5	68.5
NET INCREASES OR DECREASES	-6	-4	1	-2	-2	1	-2	-1	-5
NUMBER OF NEW HIRES	17	13	2	0	0	2	4	7	10
NUMBER OF PROMOTIONS	16	14	1	1	0	0	2	5	11
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	23	17	1	2	2	1	6	8	15

## WORKFORCE/CLF COMPARISON

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	168	53	115	142	13	4	5	4	26
EMPLOYEES (%)		31.5	68.5	84.5	7.7	2.4	3.0	2.4	15.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			78		11	2	11	8	38
DIFFERENCE (#)			0		0	0	6	4	12

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INSURANCE DEPARTMENT  
EEO COORDINATOR: KATHY HANEY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	17	6				1	7	7		1	2		10	4		
% Represented	14.2	35.3	0.0	0.0	0.0	5.9	41.2	41.2	0.0	5.9	11.8	0.0	58.8	23.5		
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	56	18	2			3	23	24	4		3	2	33	14		
% Represented	46.7	32.1	3.6	0.0	0.0	5.4	41.1	42.9	7.1	0.0	5.4	3.6	58.9	25.0		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	3	1					1	2					2	0		
% Represented	2.5	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	44	4	1				5	25	12	1	1		39	15		
% Represented	36.7	9.1	2.3	0.0	0.0	0.0	11.4	56.8	27.3	2.3	2.3	0.0	88.6	34.1		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>																
	120	29	3	0	0	4	36	58	16	2	6	2	84	33		
% Represented	100.0	24.2	2.5	0.0	0.0	3.3	30.0	48.3	13.3	1.7	5.0	1.7	70.0	27.5		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INSURANCE DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	123	92	19	5	5	2	31	39	84
BREAKDOWN PERCENTAGES		74.8	15.4	4.1	4.1	1.6	25.2	31.7	68.3
BREAKDOWN AS OF JUNE 30, 2005	120	87	19	6	6	2	33	36	84
BREAKDOWN PERCENTAGES		72.5	15.8	5.0	5.0	1.7	27.5	30.0	70.0
NET INCREASES OR DECREASES	-3	-5	0	1	1	0	2	-3	0
NUMBER OF NEW HIRES	19	12	1	3	2	1	7	7	12
NUMBER OF PROMOTIONS	19	17	0	1	1	0	2	7	12
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	22	17	1	2	1	1	5	10	12

## WORKFORCE/CLF COMPARISON

AGENCY: INSURANCE DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	120	36	84	87	19	6	6	2	33
EMPLOYEES (%)		30.0	70.0	72.5	15.8	5.0	5.0	1.7	27.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			55		8	2	8	5	27
DIFFERENCE (#)			0		0	0	2	3	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION  
 EEO COORDINATOR: FELICIA JACKSON

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	29	19	1			1	21	7			1		8	3		
% Represented	10.1	65.5	3.4	0.0	0.0	3.4	72.4	24.1	0.0	0.0	3.4	0.0	27.6	10.3		
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	54	20	1			1	22	26	5			1	32	8		
% Represented	18.8	37.0	1.9	0.0	0.0	1.9	40.7	48.1	9.3	0.0	0.0	1.9	59.3	14.8		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	85	31	1		1	3	36	40	4		1	4	49	14		
% Represented	29.6	36.5	1.2	0.0	1.2	3.5	42.4	47.1	4.7	0.0	1.2	4.7	57.6	16.5		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	63	49	1	1		3	54	7	1		1		9	7		
% Represented	22.0	77.8	1.6	1.6	0.0	4.8	85.7	11.1	1.6	0.0	1.6	0.0	14.3	11.1		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	1						0	1					1	0		
% Represented	0.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	53	4	1				5	39	5			4	48	10		
% Represented	18.5	7.5	1.9	0.0	0.0	0.0	9.4	73.6	9.4	0.0	0.0	7.5	90.6	18.9		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	2	2					2						0	0		
% Represented	0.7	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>																
	287	125	5	1	1	8	140	120	15	0	3	9	147	42		
% Represented	100.0	43.6	1.7	0.3	0.3	2.8	48.8	41.8	5.2	0.0	1.0	3.1	51.2	14.6		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	290	252	17	4	16	1	38	144	146
BREAKDOWN PERCENTAGES		86.9	5.9	1.4	5.5	0.3	13.1	49.7	50.3
BREAKDOWN AS OF JUNE 30, 2005	287	245	20	4	17	1	42	140	147
BREAKDOWN PERCENTAGES		85.4	7.0	1.4	5.9	0.3	14.6	48.8	51.2
NET INCREASES OR DECREASES	-3	-7	3	0	1	0	4	-4	1
NUMBER OF NEW HIRES	21	14	3	1	3	0	7	5	16
NUMBER OF PROMOTIONS	28	23	3	1	1	0	5	11	17
NUMBER OF DEMOTIONS	2	0	0	0	2	0	2	1	1
NUMBER OF SEPARATIONS	24	21	0	1	2	0	3	9	15

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	287	140	147	245	20	4	17	1	42
EMPLOYEES (%)		48.8	51.2	85.4	7.0	1.4	5.9	0.3	14.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			133		18	4	20	13	66
DIFFERENCE (#)			0		0	0	3	12	24

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES  
 EEO COORDINATOR: DEBBIE BARRETT

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	17	6					6	9		1		1	11	2	
% Represented	8.6	35.3	0.0	0.0	0.0	0.0	35.3	52.9	0.0	5.9	0.0	5.9	64.7	11.8	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	35	6			1		7	21		1	3	3	28	8	
% Represented	17.8	17.1	0.0	0.0	2.9	0.0	20.0	60.0	0.0	2.9	8.6	8.6	80.0	22.9	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	10	2					2	5		1	1	1	8	3	
% Represented	5.1	20.0	0.0	0.0	0.0	0.0	20.0	50.0	0.0	10.0	10.0	10.0	80.0	30.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	114	16	7	1	1	1	26	63	18		1	6	88	35	
% Represented	57.9	14.0	6.1	0.9	0.9	0.9	22.8	55.3	15.8	0.0	0.9	5.3	77.2	30.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	10	1		1			2	6		1		1	8	3	
% Represented	5.1	10.0	0.0	10.0	0.0	0.0	20.0	60.0	0.0	10.0	0.0	10.0	80.0	30.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	11	2	1				3	6				2	8	3	
% Represented	5.6	18.2	9.1	0.0	0.0	0.0	27.3	54.5	0.0	0.0	0.0	18.2	72.7	27.3	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	197	33	8	2	2	1	46	110	18	4	5	14	151	54	
% Represented	100.0	16.8	4.1	1.0	1.0	0.5	23.4	55.8	9.1	2.0	2.5	7.1	76.6	27.4	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	139	94	22	7	10	6	45	33	106
BREAKDOWN PERCENTAGES		67.6	15.8	5.0	7.2	4.3	32.4	23.7	76.3
BREAKDOWN AS OF JUNE 30, 2005	197	143	26	7	15	6	54	46	151
BREAKDOWN PERCENTAGES		72.6	13.2	3.6	7.6	3.0	27.4	23.4	76.6
NET INCREASES OR DECREASES	58	49	4	0	5	0	9	13	45
NUMBER OF NEW HIRES	76	54	11	2	7	2	22	17	59
NUMBER OF PROMOTIONS	1	0	0	1	0	0	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	18	5	7	2	2	2	13	4	14

## WORKFORCE/CLF COMPARISON

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	197	46	151	143	26	7	15	6	54
EMPLOYEES (%)		23.4	76.6	72.6	13.2	3.6	7.6	3.0	27.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			91		13	3	13	9	45
DIFFERENCE (#)			0		0	0	0	3	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: J. M. DAVIS MEMORIAL COMMISSION  
EEO COORDINATOR: DUANE KYLER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1	1					1						0	0
% Represented	20.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	1					1	1						0	1
% Represented	20.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3						0	1				2	3	2
% Represented	60.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	0.0	0.0	66.7	100.0	66.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	5	1	0	0	0	1	2	1	0	0	0	2	3	3
% Represented	100.0	20.0	0.0	0.0	0.0	20.0	40.0	20.0	0.0	0.0	0.0	40.0	60.0	60.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: J. M. DAVIS MEMORIAL COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	5	2	0	0	3	0	3	2	3
BREAKDOWN PERCENTAGES		40.0	0.0	0.0	60.0	0.0	60.0	40.0	60.0
BREAKDOWN AS OF JUNE 30, 2005	5	2	0	0	3	0	3	2	3
BREAKDOWN PERCENTAGES		40.0	0.0	0.0	60.0	0.0	60.0	40.0	60.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0		0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: J. M. DAVIS MEMORIAL COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	5	2	3	2	0	0	3	0	3
EMPLOYEES (%)		40.0	60.0	40.0	0.0	0.0	60.0	0.0	60.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF JUVENILE AFFAIRS  
EEO COORDINATOR: MIKE HEATH

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	61	29	4	1		3	37	18	4			2	24	14		
% Represented	6.2	47.5	6.6	1.6	0.0	4.9	60.7	29.5	6.6	0.0	0.0	3.3	39.3	23.0		
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	386	137	33	2		12	184	161	22	4	2	13	202	88		
% Represented	39.4	35.5	8.5	0.5	0.0	3.1	47.7	41.7	5.7	1.0	0.5	3.4	52.3	22.8		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	13	5					5	6	2				8	2		
% Represented	1.3	38.5	0.0	0.0	0.0	0.0	38.5	46.2	15.4	0.0	0.0	0.0	61.5	15.4		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	98	64	10	3	1	5	83	12	1			2	15	22		
% Represented	10.0	65.3	10.2	3.1	1.0	5.1	84.7	12.2	1.0	0.0	0.0	2.0	15.3	22.4		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	274	68	44	7		5	124	74	63	7		6	150	132		
% Represented	28.0	24.8	16.1	2.6	0.0	1.8	45.3	27.0	23.0	2.6	0.0	2.2	54.7	48.2		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	101	6	1	1			8	72	12	2	1	6	93	23		
% Represented	10.3	5.9	1.0	1.0	0.0	0.0	7.9	71.3	11.9	2.0	1.0	5.9	92.1	22.8		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	13	11	1	1			13						0	2		
% Represented	1.3	84.6	7.7	7.7	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	15.4		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	34	7					7	21	3	1	1	1	27	6		
% Represented	3.5	20.6	0.0	0.0	0.0	0.0	20.6	61.8	8.8	2.9	2.9	2.9	79.4	17.6		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>																
	980	327	93	15	1	25	461	364	107	14	4	30	519	289		
% Represented	100.0	33.4	9.5	1.5	0.1	2.6	47.0	37.1	10.9	1.4	0.4	3.1	53.0	29.5		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF JUVENILE AFFAIRS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	928	661	184	6	56	21	267	457	471
BREAKDOWN PERCENTAGES		71.2	19.8	0.6	6.0	2.3	28.8	49.2	50.8
BREAKDOWN AS OF JUNE 30, 2005	980	691	200	5	55	29	289	461	519
BREAKDOWN PERCENTAGES		70.5	20.4	0.5	5.6	3.0	29.5	47.0	53.0
NET INCREASES OR DECREASES	52	30	16	-1	-1	8	22	4	48
NUMBER OF NEW HIRES	187	133	37	0	9	8	54	81	106
NUMBER OF PROMOTIONS	55	38	10	0	5	2	17	26	29
NUMBER OF DEMOTIONS	9	5	2	0	1	1	4	6	3
NUMBER OF SEPARATIONS	135	103	21	1	10	0	32	77	58

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF JUVENILE AFFAIRS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	980	461	519	691	200	5	55	29	289
EMPLOYEES (%)		47.0	53.0	70.5	20.4	0.5	5.6	3.0	29.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			453		63	13	67	44	224
DIFFERENCE (#)			0		0	8	12	15	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF LABOR  
EEO COORDINATOR: MICHAEL TAYLOR

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	15	6				1	7	7			1		8	2	
% Represented	16.1	40.0	0.0	0.0	0.0	6.7	46.7	46.7	0.0	0.0	6.7	0.0	53.3	13.3	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	29	7		2	1		10	15	2		1	1	19	7	
% Represented	31.2	24.1	0.0	6.9	3.4	0.0	34.5	51.7	6.9	0.0	3.4	3.4	65.5	24.1	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	31	21	2			2	25	4		2			6	6	
% Represented	33.3	67.7	6.5	0.0	0.0	6.5	80.6	12.9	0.0	6.5	0.0	0.0	19.4	19.4	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	18	1	1				2	12	3	1		0	16	5	
% Represented	19.4	5.6	5.6	0.0	0.0	0.0	11.1	66.7	16.7	5.6	0.0	0.0	88.9	27.8	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>93</b>	<b>35</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>44</b>	<b>38</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>49</b>	<b>20</b>	
% Represented	100.0	37.6	3.2	2.2	1.1	3.2	47.3	40.9	5.4	3.2	2.2	1.1	52.7	21.5	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF LABOR

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	93	71	10	3	4	5	22	46	47
BREAKDOWN PERCENTAGES		76.3	10.8	3.2	4.3	5.4	23.7	49.5	50.5
BREAKDOWN AS OF JUNE 30, 2005	93	73	8	3	4	5	20	44	49
BREAKDOWN PERCENTAGES		78.5	8.6	3.2	4.3	5.4	21.5	47.3	52.7
NET INCREASES OR DECREASES	0	2	-2	0	0	0	-2	-2	2
NUMBER OF NEW HIRES	4	3	0	0	0	1	1	1	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	1	2	0	0	1	3	3	1

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF LABOR

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	93	44	49	73	8	3	4	5	20
EMPLOYEES (%)		47.3	52.7	78.5	8.6	3.2	4.3	5.4	21.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			43		6	1	6	4	21
DIFFERENCE (#)			0		0	0	2	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSIONERS OF THE LAND OFFICE  
EEO COORDINATOR: JOHN RAHHAL

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	10	9					9	1						1	0	
% Represented	17.5	90.0	0.0	0.0	0.0	0.0	90.0	10.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	14	5					5	5	1	1	1	1	9	4		
% Represented	24.6	35.7	0.0	0.0	0.0	0.0	35.7	35.7	7.1	7.1	7.1	7.1	64.3	28.6		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	17	14			1	2	17						0	3		
% Represented	29.8	82.4	0.0	0.0	5.9	11.8	100.0	0.0	0.0	0.0	0.0	0.0	0.0	17.6		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	16						0	12	4				16	4		
% Represented	28.1	0.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	100.0	25.0		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>																
	57	28	0	0	1	2	31	18	5	1	1	1	26	11		
% Represented	100.0	49.1	0.0	0.0	1.8	3.5	54.4	31.6	8.8	1.8	1.8	1.8	45.6	19.3		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSIONERS OF THE LAND OFFICE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	55	47	3	2	3	0	8	33	22
BREAKDOWN PERCENTAGES		85.5	5.5	3.6	5.5	0.0	14.5	60.0	40.0
BREAKDOWN AS OF JUNE 30, 2005	57	46	5	2	3	1	11	31	26
BREAKDOWN PERCENTAGES		80.7	8.8	3.5	5.3	1.8	19.3	54.4	45.6
NET INCREASES OR DECREASES	2	-1	2	0	0	1	3	-2	4
NUMBER OF NEW HIRES	7	4	2	0	0	1	3	0	7
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	5	5	0	0	0	0	0	2	3

One African American employee was mistakenly counted as white in last year's report.

## WORKFORCE/CLF COMPARISON

AGENCY: COMMISSIONERS OF THE LAND OFFICE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	57	31	26	46	5	2	3	1	11
EMPLOYEES (%)		54.4	45.6	80.7	8.8	3.5	5.3	1.8	19.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			26		4	1	4	3	13
DIFFERENCE (#)			0		0	0	1	2	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM  
 EEO COORDINATOR: KRISTI NELSON

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	25.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	2						0	2					2	0	
% Represented	50.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	25.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	4	1	0	0	0	0	1	3	0	0	0	0	3	0	
% Represented	100.0	25.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	2	1	0	0	1	2	1	3
BREAKDOWN PERCENTAGES		50.0	25.0	0.0	0.0	25.0	50.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	2	-1	0	0	-1	-2	0	0
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	0	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	0	1	0	0	1	2	0	2

## WORKFORCE/CLF COMPARISON

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4	1	3	4	0	0	0	0	0
EMPLOYEES (%)		25.0	75.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LEGISLATIVE SERVICE BUREAU  
EEO COORDINATOR: JANIS NELSEN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	2					2						0	0	
% Represented	8.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	5	3					3	1			1		2	1	
% Represented	20.0	60.0	0.0	0.0	0.0	0.0	60.0	20.0	0.0	0.0	20.0	0.0	40.0	20.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	16	6	2		3		11	5					5	5	
% Represented	64.0	37.5	12.5	0.0	18.8	0.0	68.8	31.3	0.0	0.0	0.0	0.0	31.3	31.3	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	2						0	1	1				2	1	
% Represented	8.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	100.0	50.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>25</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>16</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>7</b>	
% Represented	100.0	44.0	8.0	0.0	12.0	0.0	64.0	28.0	4.0	0.0	4.0	0.0	36.0	28.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LEGISLATIVE SERVICE BUREAU

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	29	22	2	5	0	0	7	19	10
BREAKDOWN PERCENTAGES		75.9	6.9	17.2	0.0	0.0	24.1	65.5	34.5
BREAKDOWN AS OF JUNE 30, 2005	25	18	3	4	0	0	7	16	9
BREAKDOWN PERCENTAGES		72.0	12.0	16.0	0.0	0.0	28.0	64.0	36.0
NET INCREASES OR DECREASES	-4	-4	1	-1	0	0	0	-3	-1
NUMBER OF NEW HIRES	2	1	1	0	0	0	1	0	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	5	0	1	0	0	1	3	3

## WORKFORCE/CLF COMPARISON

AGENCY: LEGISLATIVE SERVICE BUREAU

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	25	16	9	18	3	4	0	0	7
EMPLOYEES (%)		64.0	36.0	72.0	12.0	16.0	0.0	0.0	28.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			12		2	0	2	1	6
DIFFERENCE (#)			3		0	0	2	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF LIBRARIES  
EEO COORDINATOR: BILL PETRIE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	8	2					2	5				1	6	1	
% Represented	11.8	25.0	0.0	0.0	0.0	0.0	25.0	62.5	0.0	0.0	0.0	12.5	75.0	12.5	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	37	9		1			10	23	1		3		27	5	
% Represented	54.4	24.3	0.0	2.7	0.0	0.0	27.0	62.2	2.7	0.0	8.1	0.0	73.0	13.5	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	2						0		2				2	2	
% Represented	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	100.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	5	1					1	4					4	0	
% Represented	7.4	20.0	0.0	0.0	0.0	0.0	20.0	80.0	0.0	0.0	0.0	0.0	80.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	16	3	1		1		5	7	2	1		1	11	6	
% Represented	23.5	18.8	6.3	0.0	6.3	0.0	31.3	43.8	12.5	6.3	0.0	6.3	68.8	37.5	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	68	15	1	1	1	0	18	39	5	1	3	2	50	14	
% Represented	100.0	22.1	1.5	1.5	1.5	0.0	26.5	57.4	7.4	1.5	4.4	2.9	73.5	20.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF LIBRARIES

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	66	54	6	3	1	2	12	18	48
BREAKDOWN PERCENTAGES		81.8	9.1	4.5	1.5	3.0	18.2	27.3	72.7
BREAKDOWN AS OF JUNE 30, 2005	68	54	6	4	2	2	14	18	50
BREAKDOWN PERCENTAGES		79.4	8.8	5.9	2.9	2.9	20.6	26.5	73.5
NET INCREASES OR DECREASES	2	0	0	1	1	0	2	0	2
NUMBER OF NEW HIRES	10	8	0	1	1	0	2	2	8
NUMBER OF PROMOTIONS	3	3	0	0	0	0	0	2	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	8	8	0	0	0	0	0	2	6

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF LIBRARIES

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	68	18	50	54	6	4	2	2	14
EMPLOYEES (%)		26.5	73.5	79.4	8.8	5.9	2.9	2.9	20.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			31		4	1	5	3	16
DIFFERENCE (#)			0		0	0	3	1	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LIEUTENANT GOVERNOR'S OFFICE  
EEO COORDINATOR: JANET PETTY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	4	2					2	1				1	2	1	
% Represented	57.1	50.0	0.0	0.0	0.0	0.0	50.0	25.0	0.0	0.0	0.0	25.0	50.0	25.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	3	1				1	2	1					1	1	
% Represented	42.9	33.3	0.0	0.0	0.0	33.3	66.7	33.3	0.0	0.0	0.0	0.0	33.3	33.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>2</b>	
% Represented	100.0	42.9	0.0	0.0	0.0	14.3	57.1	28.6	0.0	0.0	0.0	14.3	42.9	28.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LIEUTENANT GOVERNOR'S OFFICE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	7	6	0	0	1	0	1	2	5
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	28.6	71.4
BREAKDOWN AS OF JUNE 30, 2005	7	5	0	0	2	0	2	4	3
BREAKDOWN PERCENTAGES		71.4	0.0	0.0	28.6	0.0	28.6	57.1	42.9
NET INCREASES OR DECREASES	0	-1	0	0	1	0	1	2	-2
NUMBER OF NEW HIRES	3	2	0	0	1	0	1	2	1
NUMBER OF PROMOTIONS	2	2	0	0	0	0	0	0	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	3	0	0	0	0	0	0	3

## WORKFORCE/CLF COMPARISON

AGENCY: LIEUTENANT GOVERNOR'S OFFICE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	4	3	5	0	0	2	0	2
EMPLOYEES (%)		57.1	42.9	71.4	0.0	0.0	28.6	0.0	28.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	2
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION  
 EEO COORDINATOR: CHERYL FOREMAN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	12.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	12.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	5	5					5						0	0	
% Represented	62.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	12.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	8	6	0	0	0	0	6	2	0	0	0	0	2	0	
% Represented	100.0	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	8	8	0	0	0	0	0	6	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0
BREAKDOWN AS OF JUNE 30, 2005	8	8	0	0	0	0	0	6	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	6	2	8	0	0	0	0	0
EMPLOYEES (%)		75.0	25.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			2		1	0	1	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: LOTTERY COMMISSION  
EEO COORDINATOR: ROLLO REDBURN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	4	3					3	1					1	0	
% Represented	100.0	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	4	3	0	0	0	0	3	1	0	0	0	0	1	0	
% Represented	100.0	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LOTTERY COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	0	0	0	0	0	0	0	0	0
BREAKDOWN PERCENTAGES		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
BREAKDOWN AS OF JUNE 30, 2005	4	4	0	0	0	0	0	3	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0
NET INCREASES OR DECREASES	4	4	0	0	0	0	0	3	1
NUMBER OF NEW HIRES	4	4	0	0	0	0	0	3	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

Agency was created effective June 2005

## WORKFORCE/CLF COMPARISON

AGENCY: LOTTERY COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4	3	1	4	0	0	0	0	0
EMPLOYEES (%)		75.0	25.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			1		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS  
EEO COORDINATOR: TONI KITCHELL

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	2	0	0	0	1	0	1	1					1	1
% Represented	40.0	0.0	0.0	0.0	50.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	2	1					1	1					1	0
% Represented	40.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1						0		1				1	1
% Represented	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	100.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	5	1	0	0	1	0	2	2	1	0	0	0	3	2
% Represented	100.0	20.0	0.0	0.0	20.0	0.0	40.0	40.0	20.0	0.0	0.0	0.0	60.0	40.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	5	3	1	1	0	0	2	2	3
BREAKDOWN PERCENTAGES		60.0	20.0	20.0	0.0	0.0	40.0	40.0	60.0
NET INCREASES OR DECREASES	1	-1	1	1	0	0	2	1	0
NUMBER OF NEW HIRES	1	0	1	0	0	0	1	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	5	2	3	3	1	1	0	0	2
EMPLOYEES (%)		40.0	60.0	60.0	20.0	20.0	0.0	0.0	40.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION  
 EEO COORDINATOR: JAN EWING

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	6	2			1		3	3						3	1	
% Represented	27.3	33.3	0.0	0.0	16.7	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0	16.7	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	6	1	1			3	5	1						1	4	
% Represented	27.3	16.7	16.7	0.0	0.0	50.0	83.3	16.7	0.0	0.0	0.0	0.0	0.0	16.7	66.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	10						0	9		1				10	1	
% Represented	45.5	0.0	0.0	0.0	0.0	0.0	0.0	90.0	0.0	10.0	0.0	0.0	100.0	10.0		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0						0							0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>	<b>22</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>6</b>		
% Represented	100.0	13.6	4.5	0.0	4.5	13.6	36.4	59.1	0.0	4.5	0.0	0.0	63.6	27.3		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	21	16	1	1	2	1	5	7	14
BREAKDOWN PERCENTAGES		76.2	4.8	4.8	9.5	4.8	23.8	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2005	22	16	1	1	3	1	6	8	14
BREAKDOWN PERCENTAGES		72.7	4.5	4.5	13.6	4.5	27.3	36.4	63.6
NET INCREASES OR DECREASES	1	0	0	0	1	0	1	1	0
NUMBER OF NEW HIRES	4	2	1	0	1	0	2	2	2
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	3	2	1	0	0	0	1	1	2

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	22	8	14	16	1	1	3	1	6
EMPLOYEES (%)		36.4	63.6	72.7	4.5	4.5	13.6	4.5	27.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			10		1	0	1	1	5
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS  
 EEO COORDINATOR: PEGGY DEVINISH

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	7	6					6	1					1	0	
% Represented	12.7	85.7	0.0	0.0	0.0	0.0	85.7	14.3	0.0	0.0	0.0	0.0	14.3	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	8	3	1				4	3			1		4	2	
% Represented	14.5	37.5	12.5	0.0	0.0	0.0	50.0	37.5	0.0	0.0	12.5	0.0	50.0	25.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	8	6					6	1		1			2	1	
% Represented	14.5	75.0	0.0	0.0	0.0	0.0	75.0	12.5	0.0	12.5	0.0	0.0	25.0	12.5	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	3	1					1	1	1				2	1	
% Represented	5.5	33.3	0.0	0.0	0.0	0.0	33.3	33.3	33.3	0.0	0.0	0.0	66.7	33.3	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	20	11				3	14	3				3	6	6	
% Represented	36.4	55.0	0.0	0.0	0.0	15.0	70.0	15.0	0.0	0.0	0.0	15.0	30.0	30.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	8						0	5		1		2	8	3	
% Represented	14.5	0.0	0.0	0.0	0.0	0.0	0.0	62.5	0.0	12.5	0.0	25.0	100.0	37.5	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	1		1				1						0	1	
% Represented	1.8	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	55	27	2	0	0	3	32	14	1	2	1	5	23	14	
% Represented	100.0	49.1	3.6	0.0	0.0	5.5	58.2	25.5	1.8	3.6	1.8	9.1	41.8	25.5	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	60	48	3	1	7	1	12	38	22
BREAKDOWN PERCENTAGES		80.0	5.0	1.7	11.7	1.7	20.0	63.3	36.7
BREAKDOWN AS OF JUNE 30, 2005	55	41	3	1	8	2	14	32	23
BREAKDOWN PERCENTAGES		74.5	5.5	1.8	14.5	3.6	25.5	58.2	41.8
NET INCREASES OR DECREASES	-5	-7	0	0	1	1	2	-6	1
NUMBER OF NEW HIRES	8	6	0	0	1	1	2	3	5
NUMBER OF PROMOTIONS	4	4	0	0	0	0	0	3	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	13	13	0	0	0	0	0	9	4

In last year's report, one American Indian was mistakenly counted as White. The correction was made on this report.

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	55	32	23	41	3	1	8	2	14
EMPLOYEES (%)		58.2	41.8	74.5	5.5	1.8	14.5	3.6	25.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			25		4	1	4	2	13
DIFFERENCE (#)			2		1	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES  
EEO COORDINATOR: JOYCE IHDE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	49	21	1		2	1	25	16	3	1	2	2	24	12		
% Represented	2.6	42.9	2.0	0.0	4.1	2.0	51.0	32.7	6.1	2.0	4.1	4.1	49.0	24.5		
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	808	174	27	2	8	14	225	447	51	18	26	41	583	187		
% Represented	43.6	21.5	3.3	0.2	1.0	1.7	27.8	55.3	6.3	2.2	3.2	5.1	72.2	23.1		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	103	23	2		1	4	30	63	3	1	1	5	73	17		
% Represented	5.6	22.3	1.9	0.0	1.0	3.9	29.1	61.2	2.9	1.0	1.0	4.9	70.9	16.5		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	28	20	2			3	25	2				1	3	6		
% Represented	1.5	71.4	7.1	0.0	0.0	10.7	89.3	7.1	0.0	0.0	0.0	3.6	10.7	21.4		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	483	149	57	10	7	30	253	158	37	9	9	17	230	176		
% Represented	26.1	30.8	11.8	2.1	1.4	6.2	52.4	32.7	7.7	1.9	1.9	3.5	47.6	36.4		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	228	16	2			2	20	167	16	5	3	17	208	45		
% Represented	12.3	7.0	0.9	0.0	0.0	0.9	8.8	73.2	7.0	2.2	1.3	7.5	91.2	19.7		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	39	32				5	37	1				1	2	6		
% Represented	2.1	82.1	0.0	0.0	0.0	12.8	94.9	2.6	0.0	0.0	0.0	2.6	5.1	15.4		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	115	28	4	3	5	6	46	52	3	4	2	8	69	35		
% Represented	6.2	24.3	3.5	2.6	4.3	5.2	40.0	45.2	2.6	3.5	1.7	7.0	60.0	30.4		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>																
	1,853	463	95	15	23	65	661	906	113	38	43	92	1,192	484		
% Represented	100.0	25.0	5.1	0.8	1.2	3.5	35.7	48.9	6.1	2.1	2.3	5.0	64.3	26.1		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	1,770	1,338	184	54	153	41	432	632	1,138
BREAKDOWN PERCENTAGES		75.6	10.4	3.1	8.6	2.3	24.4	35.7	64.3
BREAKDOWN AS OF JUNE 30, 2005	1,853	1,369	208	66	157	53	484	661	1,192
BREAKDOWN PERCENTAGES		73.9	11.2	3.6	8.5	2.9	26.1	35.7	64.3
NET INCREASES OR DECREASES	83	31	24	12	4	12	52	29	54
NUMBER OF NEW HIRES	343	238	48	16	25	16	105	111	232
NUMBER OF PROMOTIONS	75	58	8	3	3	3	17	22	53
NUMBER OF DEMOTIONS	2	1	0	0	1	0	1	2	0
NUMBER OF SEPARATIONS	260	207	24	4	21	4	53	82	178

## WORKFORCE/CLF COMPARISON

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1,853	661	1,192	1,369	208	66	157	53	484
EMPLOYEES (%)		35.7	64.3	73.9	11.2	3.6	8.5	2.9	26.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			856		119	24	126	83	424
DIFFERENCE (#)			0		0	0	0	30	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MERIT PROTECTION COMMISSION  
EEO COORDINATOR: CLYDE L. McLENDON

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	4	2					2	2					2	0	
% Represented	57.1	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	2						0	1			1		2	1	
% Represented	28.6	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	100.0	50.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	14.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	7	2	0	0	0	0	2	4	0	0	1	0	5	1	
% Represented	100.0	28.6	0.0	0.0	0.0	0.0	28.6	57.1	0.0	0.0	14.3	0.0	71.4	14.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MERIT PROTECTION COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	5	4	0	1	0	0	1	2	3
BREAKDOWN PERCENTAGES		80.0	0.0	20.0	0.0	0.0	20.0	40.0	60.0
BREAKDOWN AS OF JUNE 30, 2005	7	6	0	1	0	0	1	2	5
BREAKDOWN PERCENTAGES		85.7	0.0	14.3	0.0	0.0	14.3	28.6	71.4
NET INCREASES OR DECREASES	2	2	0	0	0	0	0	0	2
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	0	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: MERIT PROTECTION COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	2	5	6	0	1	0	0	1
EMPLOYEES (%)		28.6	71.4	85.7	0.0	14.3	0.0	0.0	14.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	2
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MILITARY DEPARTMENT  
EEO COORDINATOR: DIANA WATKINS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	18	14				2	16	1				1	2	3	
% Represented	5.9	77.8	0.0	0.0	0.0	11.1	88.9	5.6	0.0	0.0	0.0	5.6	11.1	16.7	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	112	61	1	1	2	7	72	32	1	1		6	40	19	
% Represented	36.7	54.5	0.9	0.9	1.8	6.3	64.3	28.6	0.9	0.9	0.0	5.4	35.7	17.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	14	9				2	11	3					3	2	
% Represented	4.6	64.3	0.0	0.0	0.0	14.3	78.6	21.4	0.0	0.0	0.0	0.0	21.4	14.3	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	57	45	1	3	1	3	53	2				2	4	10	
% Represented	18.7	78.9	1.8	5.3	1.8	5.3	93.0	3.5	0.0	0.0	0.0	3.5	7.0	17.5	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	5	2		1			3	2					2	1	
% Represented	1.6	40.0	0.0	20.0	0.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	20.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	43	3			1		4	34	2	1		2	39	6	
% Represented	14.1	7.0	0.0	0.0	2.3	0.0	9.3	79.1	4.7	2.3	0.0	4.7	90.7	14.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	36	30	1			5	36						0	6	
% Represented	11.8	83.3	2.8	0.0	0.0	13.9	100.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	20	8	1	1		1	11	7	1		1		9	5	
% Represented	6.6	40.0	5.0	5.0	0.0	5.0	55.0	35.0	5.0	0.0	5.0	0.0	45.0	25.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	305	172	4	6	4	20	206	81	4	2	1	11	99	52	
% Represented	100.0	56.4	1.3	2.0	1.3	6.6	67.5	26.6	1.3	0.7	0.3	3.6	32.5	17.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MILITARY DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	298	250	9	4	27	8	48	200	98
BREAKDOWN PERCENTAGES		83.9	3.0	1.3	9.1	2.7	16.1	67.1	32.9
BREAKDOWN AS OF JUNE 30, 2005	305	253	8	5	31	8	52	206	99
BREAKDOWN PERCENTAGES		83.0	2.6	1.6	10.2	2.6	17.0	67.5	32.5
NET INCREASES OR DECREASES	7	3	-1	1	4	0	4	6	1
NUMBER OF NEW HIRES	41	34	1	1	5	0	7	29	12
NUMBER OF PROMOTIONS	36	32	1	0	3	0	4	13	23
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	34	31	2	0	1	0	3	23	11

## WORKFORCE/CLF COMPARISON

AGENCY: MILITARY DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	305	206	99	253	8	5	31	8	52
EMPLOYEES (%)		67.5	32.5	83.0	2.6	1.6	10.2	2.6	17.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			141		20	4	21	14	70
DIFFERENCE (#)			42		12	0	0	6	18

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF MINES  
EEO COORDINATOR: CAROLEEN CARMEN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	5	2					2	3					3	0	
% Represented	13.9	40.0	0.0	0.0	0.0	0.0	40.0	60.0	0.0	0.0	0.0	0.0	60.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	12	5	2				7	3				2	5	4	
% Represented	33.3	41.7	16.7	0.0	0.0	0.0	58.3	25.0	0.0	0.0	0.0	16.7	41.7	33.3	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	10	9				1	10						0	1	
% Represented	27.8	90.0	0.0	0.0	0.0	10.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	4						0	3	1				4	1	
% Represented	11.1	0.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	100.0	25.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	5						0	5					5	0	
% Represented	13.9	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>36</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>19</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>17</b>	<b>6</b>	
% Represented	100.0	44.4	5.6	0.0	0.0	2.8	52.8	38.9	2.8	0.0	0.0	5.6	47.2	16.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF MINES

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	35	29	3	0	3	0	6	18	17
BREAKDOWN PERCENTAGES		82.9	8.6	0.0	8.6	0.0	17.1	51.4	48.6
BREAKDOWN AS OF JUNE 30, 2005	36	30	3	0	3	0	6	19	17
BREAKDOWN PERCENTAGES		83.3	8.3	0.0	8.3	0.0	16.7	52.8	47.2
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	1	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

The net increase is temporary due to a 4 week cross training period for one position that overlapped the fiscal years.

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF MINES

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	36	19	17	30	3	0	3	0	6
EMPLOYEES (%)		52.8	47.2	83.3	8.3	0.0	8.3	0.0	16.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			17		2	0	2	2	8
DIFFERENCE (#)			0		0	0	0	2	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MOTOR VEHICLE COMMISSION  
EEO COORDINATOR: MARILYN MAXWELL

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	1					1	1					1	0	
% Represented	50.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	25.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	25.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	4	1	0	0	0	0	1	3	0	0	0	0	3	0	
% Represented	100.0	25.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MOTOR VEHICLE COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: MOTOR VEHICLE COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4	1	3	4	0	0	0	0	0
EMPLOYEES (%)		25.0	75.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS  
 EEO COORDINATOR: TINA TATE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	15	9		1		3	13	2					2	4	
% Represented	16.5	60.0	0.0	6.7	0.0	20.0	86.7	13.3	0.0	0.0	0.0	0.0	13.3	26.7	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	6	3					3	2				1	3	1	
% Represented	6.6	50.0	0.0	0.0	0.0	0.0	50.0	33.3	0.0	0.0	0.0	16.7	50.0	16.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	7						0	6			1		7	1	
% Represented	7.7	0.0	0.0	0.0	0.0	0.0	0.0	85.7	0.0	0.0	14.3	0.0	100.0	14.3	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	44	25	3	8		2	38	2	1	2		1	6	17	
% Represented	48.4	56.8	6.8	18.2	0.0	4.5	86.4	4.5	2.3	4.5	0.0	2.3	13.6	38.6	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	19	2					2	10	1	4		2	17	7	
% Represented	20.9	10.5	0.0	0.0	0.0	0.0	10.5	52.6	5.3	21.1	0.0	10.5	89.5	36.8	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	91	39	3	9	0	5	56	22	2	6	1	4	35	30	
% Represented	100.0	42.9	3.3	9.9	0.0	5.5	61.5	24.2	2.2	6.6	1.1	4.4	38.5	33.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	95	63	6	1	10	15	32	59	36
BREAKDOWN PERCENTAGES		66.3	6.3	1.1	10.5	15.8	33.7	62.1	37.9
BREAKDOWN AS OF JUNE 30, 2005	91	61	5	1	9	15	30	56	35
BREAKDOWN PERCENTAGES		67.0	5.5	1.1	9.9	16.5	33.0	61.5	38.5
NET INCREASES OR DECREASES	-4	-2	-1	0	-1	0	-2	-3	-1
NUMBER OF NEW HIRES	9	6	0	1	0	2	3	3	6
NUMBER OF PROMOTIONS	10	5	1	0	1	3	5	3	7
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	13	8	1	1	1	2	5	6	7

## WORKFORCE/CLF COMPARISON

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	91	56	35	61	5	1	9	15	30
EMPLOYEES (%)		61.5	38.5	67.0	5.5	1.1	9.9	16.5	33.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			42		6	1	6	4	21
DIFFERENCE (#)			7		1	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: NURSING BOARD  
EEO COORDINATOR: DARLENE McCULLOCK

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	3						0	3					3	0
% Represented	12.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	9						0	8	1				9	1
% Represented	37.5	0.0	0.0	0.0	0.0	0.0	0.0	88.9	11.1	0.0	0.0	0.0	100.0	11.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	12		1				1	7	3			1	11	5
% Represented	50.0	0.0	8.3	0.0	0.0	0.0	8.3	58.3	25.0	0.0	0.0	8.3	91.7	41.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>24</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>18</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>23</b>	<b>6</b>
% Represented	100.0	0.0	4.2	0.0	0.0	0.0	4.2	75.0	16.7	0.0	0.0	4.2	95.8	25.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: NURSING BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	20	15	5	0	0	0	5	1	19
BREAKDOWN PERCENTAGES		75.0	25.0	0.0	0.0	0.0	25.0	5.0	95.0
BREAKDOWN AS OF JUNE 30, 2005	24	18	5	0	1	0	6	1	23
BREAKDOWN PERCENTAGES		75.0	20.8	0.0	4.2	0.0	25.0	4.2	95.8
NET INCREASES OR DECREASES	4	3	0	0	1	0	1	0	4
NUMBER OF NEW HIRES	10	8	1	0	1	0	2	0	10
NUMBER OF PROMOTIONS	5	4	1	0	0	0	1	0	5
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	5	1	0	0	0	1	0	6

One White female's last working day was 06/30/04.

## WORKFORCE/CLF COMPARISON

AGENCY: NURSING BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	24	1	23	18	5	0	1	0	6
EMPLOYEES (%)		4.2	95.8	75.0	20.8	0.0	4.2	0.0	25.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			11		2	0	2	1	5
DIFFERENCE (#)			0		0	0	1	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS  
 EEO COORDINATOR: H. ED HENDRIX

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	1	1						1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	0							0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	0							0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0							0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	0							0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	2							0	2					2	0	
% Represented	66.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0							0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0							0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>																
Incumbents	3	1	0	0	0	0	1	2	0	0	0	0	2	0		
% Represented	100.0	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	1	2	3	0	0	0	0	0
EMPLOYEES (%)		33.3	66.7	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF OSTEOPATHIC EXAMINERS  
EEO COORDINATOR: GARY R. CLARK

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	16.7	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	2	2					2						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	1						0		1				1	1	
% Represented	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	100.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	2						0	2					2	0	
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	6	3	0	0	0	0	3	2	1	0	0	0	3	1	
% Represented	100.0	50.0	0.0	0.0	0.0	0.0	50.0	33.3	16.7	0.0	0.0	0.0	50.0	16.7	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF OSTEOPATHIC EXAMINERS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	5	4	1	0	0	0	1	3	2
BREAKDOWN PERCENTAGES		80.0	20.0	0.0	0.0	0.0	20.0	60.0	40.0
BREAKDOWN AS OF JUNE 30, 2005	6	5	1	0	0	0	1	3	3
BREAKDOWN PERCENTAGES		83.3	16.7	0.0	0.0	0.0	16.7	50.0	50.0
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	0	1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF OSTEOPATHIC EXAMINERS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	6	3	3	5	1	0	0	0	1
EMPLOYEES (%)		50.0	50.0	83.3	16.7	0.0	0.0	0.0	16.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: PARDON AND PAROLE BOARD  
EEO COORDINATOR: J. D. DANIELS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN	TOT FEMALE	TOT MIN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	3	2	1				3						0	1
% Represented	8.1	66.7	33.3	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	4		1				1	3					3	1
% Represented	10.8	0.0	25.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	25.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	23	9	2	1		2	14	7	1			1	9	7
% Represented	62.2	39.1	8.7	4.3	0.0	8.7	60.9	30.4	4.3	0.0	0.0	4.3	39.1	30.4
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	2					2	3	1	1			5	2
% Represented	18.9	28.6	0.0	0.0	0.0	0.0	28.6	42.9	14.3	14.3	0.0	0.0	71.4	28.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>37</b>	<b>13</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>20</b>	<b>13</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>17</b>	<b>11</b>
% Represented	100.0	35.1	10.8	2.7	0.0	5.4	54.1	35.1	5.4	2.7	0.0	2.7	45.9	29.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PARDON AND PAROLE BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	35	23	7	0	4	1	12	20	15
BREAKDOWN PERCENTAGES		65.7	20.0	0.0	11.4	2.9	34.3	57.1	42.9
BREAKDOWN AS OF JUNE 30, 2005	37	26	6	0	3	2	11	20	17
BREAKDOWN PERCENTAGES		70.3	16.2	0.0	8.1	5.4	29.7	54.1	45.9
NET INCREASES OR DECREASES	2	3	-1	0	-1	1	-1	0	2
NUMBER OF NEW HIRES	5	3	1	0	0	1	2	0	5
NUMBER OF PROMOTIONS	1	0	0	0	0	1	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	0	2	0	1	0	3	0	3

## WORKFORCE/CLF COMPARISON

AGENCY: PARDON AND PAROLE BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	37	20	17	26	6	0	3	2	11
EMPLOYEES (%)		54.1	45.9	70.3	16.2	0.0	8.1	5.4	29.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			17		2	0	3	2	8
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF PERSONNEL MANAGEMENT  
EEO COORDINATOR: OSCAR B. JACKSON, JR.

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	15	4	2			1	7	6	2				8	5	
% Represented	24.6	26.7	13.3	0.0	0.0	6.7	46.7	40.0	13.3	0.0	0.0	0.0	53.3	33.3	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	23	2	2	1	1	1	7	12	4				16	9	
% Represented	37.7	8.7	8.7	4.3	4.3	4.3	30.4	52.2	17.4	0.0	0.0	0.0	69.6	39.1	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	11	3			1		4	4	2		1		7	4	
% Represented	18.0	27.3	0.0	0.0	9.1	0.0	36.4	36.4	18.2	0.0	9.1	0.0	63.6	36.4	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	5	1					1	3		1			4	1	
% Represented	8.2	20.0	0.0	0.0	0.0	0.0	20.0	60.0	0.0	20.0	0.0	0.0	80.0	20.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	7	1	1		1		3	1	1	1		1	4	5	
% Represented	11.5	14.3	14.3	0.0	14.3	0.0	42.9	14.3	14.3	14.3	0.0	14.3	57.1	71.4	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>61</b>	<b>11</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>22</b>	<b>26</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>39</b>	<b>24</b>	
% Represented	100.0	18.0	8.2	1.6	4.9	3.3	36.1	42.6	14.8	3.3	1.6	1.6	63.9	39.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF PERSONNEL MANAGEMENT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	70	43	14	4	4	5	27	26	44
BREAKDOWN PERCENTAGES		61.4	20.0	5.7	5.7	7.1	38.6	37.1	62.9
BREAKDOWN AS OF JUNE 30, 2005	61	37	14	4	3	3	24	22	39
BREAKDOWN PERCENTAGES		60.7	23.0	6.6	4.9	4.9	39.3	36.1	63.9
NET INCREASES OR DECREASES	-9	-6	0	0	-1	-2	-3	-4	-5
NUMBER OF NEW HIRES	8	5	2	0	0	1	3	2	6
NUMBER OF PROMOTIONS	13	9	1	0	1	2	4	8	5
NUMBER OF DEMOTIONS	1	0	1	0	0	0	1	0	1
NUMBER OF SEPARATIONS	17	11	2	0	1	3	6	6	11

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF PERSONNEL MANAGEMENT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	61	22	39	37	14	4	3	3	24
EMPLOYEES (%)		36.1	63.9	60.7	23.0	6.6	4.9	4.9	39.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			28		4	1	4	3	14
DIFFERENCE (#)			0		0	0	1	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: PHARMACY BOARD  
EEO COORDINATOR: MARY ANN TERRAL

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	1					1	1					1	0	
% Represented	25.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	3	1					1	2					2	0	
% Represented	37.5	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	1	1					1						0	0	
% Represented	12.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	2						0	2					2	0	
% Represented	25.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
Incumbents	8	3	0	0	0	0	3	5	0	0	0	0	5	0	
% Represented	100.0	37.5	0.0	0.0	0.0	0.0	37.5	62.5	0.0	0.0	0.0	0.0	62.5	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PHARMACY BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	8	8	0	0	0	0	0	3	5
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	37.5	62.5
BREAKDOWN AS OF JUNE 30, 2005	8	8	0	0	0	0	0	3	5
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	37.5	62.5
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: PHARMACY BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	3	5	8	0	0	0	0	0
EMPLOYEES (%)		37.5	62.5	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		1	0	1	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION  
 EEO COORDINATOR: RICK ERNEST

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	2	2					2						0	0
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	2						0	2					2	0
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2						0	2					2	0
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	6	2	0	0	0	0	2	4	0	0	0	0	4	0
% Represented	100.0	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	6	6	0	0	0	0	0	2	4
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2005	6	6	0	0	0	0	0	2	4
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	6	2	4	6	0	0	0	0	0
EMPLOYEES (%)		33.3	66.7	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: POLICE PENSION AND RETIREMENT SYSTEM  
 EEO COORDINATOR: LINDA RUCKMAN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	10.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1						0				1		1	1	
% Represented	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0	100.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	10.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	7						0	7					7	0	
% Represented	70.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>1</b>	
% Represented	100.0	10.0	0.0	0.0	0.0	0.0	10.0	80.0	0.0	0.0	10.0	0.0	90.0	10.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: POLICE PENSION AND RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	10	9	0	1	0	0	1	1	9
BREAKDOWN PERCENTAGES		90.0	0.0	10.0	0.0	0.0	10.0	10.0	90.0
BREAKDOWN AS OF JUNE 30, 2005	10	9	0	1	0	0	1	1	9
BREAKDOWN PERCENTAGES		90.0	0.0	10.0	0.0	0.0	10.0	10.0	90.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: POLICE PENSION AND RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	10	1	9	9	0	1	0	0	1
EMPLOYEES (%)		10.0	90.0	90.0	0.0	10.0	0.0	0.0	10.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			0		1	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: BOARD OF PRIVATE VOCATIONAL SCHOOLS  
 EEO COORDINATOR: DENNIS REA

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	50.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	1	1					1						0	0	
% Represented	50.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
Incumbents	2	2	0	0	0	0	2	0	0	0	0	0	0	0	
% Represented	100.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF PRIVATE VOCATIONAL SCHOOLS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	2	2	0	0	0	0	0	2	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
BREAKDOWN AS OF JUNE 30, 2005	2	2	0	0	0	0	0	2	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF PRIVATE VOCATIONAL SCHOOLS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2	2	0	2	0	0	0	0	0
EMPLOYEES (%)		100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	0
DIFFERENCE (#)			1		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF EXAMINERS OF PSYCHOLOGISTS  
 EEO COORDINATOR: SUE FLEMING

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1						0	1					1	0	
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1	1					1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	
% Represented	100.0	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF EXAMINERS OF PSYCHOLOGISTS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF EXAMINERS OF PSYCHOLOGISTS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	1	2	3	0	0	0	0	0
EMPLOYEES (%)		33.3	66.7	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM  
EEO COORDINATOR: BRAD HOLT

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	8	5				1	6	2					2	1	
% Represented	15.7	62.5	0.0	0.0	0.0	12.5	75.0	25.0	0.0	0.0	0.0	0.0	25.0	12.5	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	16	1	1				2	13				1	14	2	
% Represented	31.4	6.3	6.3	0.0	0.0	0.0	12.5	81.3	0.0	0.0	0.0	6.3	87.5	12.5	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	4	1	1				2	2					2	1	
% Represented	7.8	25.0	25.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	25.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	11	2	1				3	6	1		1		8	3	
% Represented	21.6	18.2	9.1	0.0	0.0	0.0	27.3	54.5	9.1	0.0	9.1	0.0	72.7	27.3	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	12	2					2	7		2		1	10	3	
% Represented	23.5	16.7	0.0	0.0	0.0	0.0	16.7	58.3	0.0	16.7	0.0	8.3	83.3	25.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	51	11	3	0	0	1	15	30	1	2	1	2	36	10	
% Represented	100.0	21.6	5.9	0.0	0.0	2.0	29.4	58.8	2.0	3.9	2.0	3.9	70.6	19.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	47	39	4	2	1	1	8	15	32
BREAKDOWN PERCENTAGES		83.0	8.5	4.3	2.1	2.1	17.0	31.9	68.1
BREAKDOWN AS OF JUNE 30, 2005	51	41	4	1	3	2	10	15	36
BREAKDOWN PERCENTAGES		80.4	7.8	2.0	5.9	3.9	19.6	29.4	70.6
NET INCREASES OR DECREASES	4	2	0	-1	2	1	2	0	4
NUMBER OF NEW HIRES	7	4	0	0	2	1	3	1	6
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	3	2	0	1	0	0	1	1	2

## WORKFORCE/CLF COMPARISON

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	51	15	36	41	4	1	3	2	10
EMPLOYEES (%)		29.4	70.6	80.4	7.8	2.0	5.9	3.9	19.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			24		3	1	3	2	12
DIFFERENCE (#)			0		0	0	0	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF PUBLIC SAFETY  
EEO COORDINATOR: LEIGH NEWBY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	31	20	1				21	9	1				10	2	
% Represented	2.2	64.5	3.2	0.0	0.0	0.0	67.7	29.0	3.2	0.0	0.0	0.0	32.3	6.5	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	129	73	3			4	80	42	6	1			49	14	
% Represented	9.1	56.6	2.3	0.0	0.0	3.1	62.0	32.6	4.7	0.8	0.0	0.0	38.0	10.9	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	41	28	3	1	1		33	6	2				8	7	
% Represented	2.9	68.3	7.3	2.4	2.4	0.0	80.5	14.6	4.9	0.0	0.0	0.0	19.5	17.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	774	624	37	17	2	70	750	21	1	1		1	24	129	
% Represented	54.4	80.6	4.8	2.2	0.3	9.0	96.9	2.7	0.1	0.1	0.0	0.1	3.1	16.7	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	39	15	2				17	17	4			1	22	7	
% Represented	2.7	38.5	5.1	0.0	0.0	0.0	43.6	43.6	10.3	0.0	0.0	2.6	56.4	17.9	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	367	98	5	1		6	110	216	23	7		11	257	53	
% Represented	25.8	26.7	1.4	0.3	0.0	1.6	30.0	58.9	6.3	1.9	0.0	3.0	70.0	14.4	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	30	25	3			1	29	1					1	4	
% Represented	2.1	83.3	10.0	0.0	0.0	3.3	96.7	3.3	0.0	0.0	0.0	0.0	3.3	13.3	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	11	5	2	2			9		1			1	2	6	
% Represented	0.8	45.5	18.2	18.2	0.0	0.0	81.8	0.0	9.1	0.0	0.0	9.1	18.2	54.5	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	1,422	888	56	21	3	81	1,049	312	38	9	0	14	373	222	
% Represented	100.0	62.4	3.9	1.5	0.2	5.7	73.8	21.9	2.7	0.6	0.0	1.0	26.2	15.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF PUBLIC SAFETY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	1,416	1,194	91	4	97	30	222	1,062	354
BREAKDOWN PERCENTAGES		84.3	6.4	0.3	6.9	2.1	15.7	75.0	25.0
BREAKDOWN AS OF JUNE 30, 2005	1,422	1,200	94	3	95	30	222	1,049	373
BREAKDOWN PERCENTAGES		84.4	6.6	0.2	6.7	2.1	15.6	73.8	26.2
NET INCREASES OR DECREASES	6	6	3	-1	-2	0	0	-13	19
NUMBER OF NEW HIRES	73	65	6	0	2	0	8	28	45
NUMBER OF PROMOTIONS	45	39	4	0	1	1	6	28	17
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	67	59	3	1	4	0	8	41	26

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF PUBLIC SAFETY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1,422	1,049	373	1,200	94	3	95	30	222
EMPLOYEES (%)		73.8	26.2	84.4	6.6	0.2	6.7	2.1	15.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			657		91	18	97	64	326
DIFFERENCE (#)			284		0	15	2	34	104

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: REAL ESTATE COMMISSION  
EEO COORDINATOR: LISA HAYS

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1						0	1					1	0	
% Represented	5.6	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	5	2					2	3					3	0	
% Represented	27.8	40.0	0.0	0.0	0.0	0.0	40.0	60.0	0.0	0.0	0.0	0.0	60.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	12	1		1	1		3	5	3			1	9	6	
% Represented	66.7	8.3	0.0	8.3	8.3	0.0	25.0	41.7	25.0	0.0	0.0	8.3	75.0	50.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>18</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>6</b>	
% Represented	100.0	16.7	0.0	5.6	5.6	0.0	27.8	50.0	16.7	0.0	0.0	5.6	72.2	33.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: REAL ESTATE COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	19	13	3	0	2	1	6	4	15
BREAKDOWN PERCENTAGES		68.4	15.8	0.0	10.5	5.3	31.6	21.1	78.9
BREAKDOWN AS OF JUNE 30, 2005	18	12	3	1	1	1	6	5	13
BREAKDOWN PERCENTAGES		66.7	16.7	5.6	5.6	5.6	33.3	27.8	72.2
NET INCREASES OR DECREASES	-1	-1	0	1	-1	0	0	1	-2
NUMBER OF NEW HIRES	1	0	0	1	0	0	1	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	1	0	0	1	0	1	0	2

## WORKFORCE/CLF COMPARISON

AGENCY: REAL ESTATE COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	18	5	13	12	3	1	1	1	6
EMPLOYEES (%)		27.8	72.2	66.7	16.7	5.6	5.6	5.6	33.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			8		1	0	1	1	4
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF REHABILITATION SERVICES  
 EEO COORDINATOR: WILLIAM R. TURNER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	66	30	2	1		2	35	24	3	2	1	1	31	12	
% Represented	7.6	45.5	3.0	1.5	0.0	3.0	53.0	36.4	4.5	3.0	1.5	1.5	47.0	18.2	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	455	130	14		5	4	153	235	47	3	7	10	302	90	
% Represented	52.2	28.6	3.1	0.0	1.1	0.9	33.6	51.6	10.3	0.7	1.5	2.2	66.4	19.8	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	34	9	2			2	13	12	9				21	13	
% Represented	3.9	26.5	5.9	0.0	0.0	5.9	38.2	35.3	26.5	0.0	0.0	0.0	61.8	38.2	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	4	3					3	1					1	0	
% Represented	0.5	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	199	19	2			2	23	138	24	6	2	6	176	42	
% Represented	22.8	9.5	1.0	0.0	0.0	1.0	11.6	69.3	12.1	3.0	1.0	3.0	88.4	21.1	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	75	9	2	1			12	46	10	2	1	4	63	20	
% Represented	8.6	12.0	2.7	1.3	0.0	0.0	16.0	61.3	13.3	2.7	1.3	5.3	84.0	26.7	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	14	10	1			2	13	1					1	3	
% Represented	1.6	71.4	7.1	0.0	0.0	14.3	92.9	7.1	0.0	0.0	0.0	0.0	7.1	21.4	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	25	8	2				10	9	3			3	15	8	
% Represented	2.9	32.0	8.0	0.0	0.0	0.0	40.0	36.0	12.0	0.0	0.0	12.0	60.0	32.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	872	218	25	2	5	12	262	466	96	13	11	24	610	188	
% Represented	100.0	25.0	2.9	0.2	0.6	1.4	30.0	53.4	11.0	1.5	1.3	2.8	70.0	21.6	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF REHABILITATION SERVICES

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	855	675	115	15	34	16	180	258	597
BREAKDOWN PERCENTAGES		78.9	13.5	1.8	4.0	1.9	21.1	30.2	69.8
BREAKDOWN AS OF JUNE 30, 2005	872	684	121	16	36	15	188	262	610
BREAKDOWN PERCENTAGES		78.4	13.9	1.8	4.1	1.7	21.6	30.0	70.0
NET INCREASES OR DECREASES	17	9	6	1	2	-1	8	4	13
NUMBER OF NEW HIRES	111	85	17	1	5	3	26	32	79
NUMBER OF PROMOTIONS	57	46	7	2	1	1	11	16	41
NUMBER OF DEMOTIONS	10	9	0	0	1	0	1	1	9
NUMBER OF SEPARATIONS	94	76	11	0	3	4	18	28	66

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF REHABILITATION SERVICES

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	872	262	610	684	121	16	36	15	188
EMPLOYEES (%)		30.0	70.0	78.4	13.9	1.8	4.1	1.7	21.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			403		56	11	59	39	200
DIFFERENCE (#)			0		0	0	23	24	12

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: SCENIC RIVERS COMMISSION  
 EEO COORDINATOR: ED FITE, III

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1					1	1						0	1	
% Represented	14.3	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1						0	1					1	0	
% Represented	14.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	2	2					2						0	0	
% Represented	28.6	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	14.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	2	2					2						0	0	
% Represented	28.6	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	7	4	0	0	0	1	5	2	0	0	0	0	2	1	
% Represented	100.0	57.1	0.0	0.0	0.0	14.3	71.4	28.6	0.0	0.0	0.0	0.0	28.6	14.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: SCENIC RIVERS COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	7	6	0	0	1	0	1	5	2
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	71.4	28.6
BREAKDOWN AS OF JUNE 30, 2005	7	6	0	0	1	0	1	5	2
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	71.4	28.6
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	1	0

## WORKFORCE/CLF COMPARISON

AGENCY: SCENIC RIVERS COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	5	2	6	0	0	1	0	1
EMPLOYEES (%)		71.4	28.6	85.7	0.0	0.0	14.3	0.0	14.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3		0	0	0	0	2
DIFFERENCE (#)			1		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS  
 EEO COORDINATOR: KAREN JOHNSON

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	3	2					2	1					1	0
% Represented	4.5	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	55	27	1	1	6		35	16	2		2		20	12
% Represented	82.1	49.1	1.8	1.8	10.9	0.0	63.6	29.1	3.6	0.0	3.6	0.0	36.4	21.8
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7						0	6		1			7	1
% Represented	10.4	0.0	0.0	0.0	0.0	0.0	0.0	85.7	0.0	14.3	0.0	0.0	100.0	14.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	2	1	1				2						0	1
% Represented	3.0	50.0	50.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	67	30	2	1	6	0	39	23	2	1	2	0	28	14
% Represented	100.0	44.8	3.0	1.5	9.0	0.0	58.2	34.3	3.0	1.5	3.0	0.0	41.8	20.9
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	67	53	4	8	0	2	14	39	28
BREAKDOWN PERCENTAGES		79.1	6.0	11.9	0.0	3.0	20.9	58.2	41.8
BREAKDOWN AS OF JUNE 30, 2005	67	53	4	8	0	2	14	39	28
BREAKDOWN PERCENTAGES		79.1	6.0	11.9	0.0	3.0	20.9	58.2	41.8
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	6	6	0	0	0	0	0	3	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	6	0	0	0	0	0	3	3

## WORKFORCE/CLF COMPARISON

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	67	39	28	53	4	8	0	2	14
EMPLOYEES (%)		58.2	41.8	79.1	6.0	11.9	0.0	3.0	20.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			31		4	1	5	3	15
DIFFERENCE (#)			3		0	0	5	1	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: SECRETARY OF STATE  
EEO COORDINATOR: EUGENA ZACHARY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	1					1	1					1	0	
% Represented	6.3	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	9						0	7	2				9	2	
% Represented	28.1	0.0	0.0	0.0	0.0	0.0	0.0	77.8	22.2	0.0	0.0	0.0	100.0	22.2	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	3	1				1	2				1		1	2	
% Represented	9.4	33.3	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	33.3	0.0	33.3	66.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	18	1					1	11	1	2		3	17	6	
% Represented	56.3	5.6	0.0	0.0	0.0	0.0	5.6	61.1	5.6	11.1	0.0	16.7	94.4	33.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>32</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>19</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>28</b>	<b>10</b>	
% Represented	100.0	9.4	0.0	0.0	0.0	3.1	12.5	59.4	9.4	6.3	3.1	9.4	87.5	31.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: SECRETARY OF STATE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	32	21	3	0	5	3	11	5	27
BREAKDOWN PERCENTAGES		65.6	9.4	0.0	15.6	9.4	34.4	15.6	84.4
BREAKDOWN AS OF JUNE 30, 2005	32	22	3	1	4	2	10	4	28
BREAKDOWN PERCENTAGES		68.8	9.4	3.1	12.5	6.3	31.3	12.5	87.5
NET INCREASES OR DECREASES	0	1	0	1	-1	-1	-1	-1	1
NUMBER OF NEW HIRES	2	1	0	1	0	0	1	1	1
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	0	0	0	1	1	2	2	0

## WORKFORCE/CLF COMPARISON

AGENCY: SECRETARY OF STATE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	32	4	28	22	3	1	4	2	10
EMPLOYEES (%)		12.5	87.5	68.8	9.4	3.1	12.5	6.3	31.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			15		2	0	2	1	7
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF SECURITIES  
EEO COORDINATOR: MELANIE HALL

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	7	4	1				5	2					2	1	
% Represented	28.0	57.1	14.3	0.0	0.0	0.0	71.4	28.6	0.0	0.0	0.0	0.0	28.6	14.3	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	14	6					6	6				2	8	2	
% Represented	56.0	42.9	0.0	0.0	0.0	0.0	42.9	42.9	0.0	0.0	0.0	14.3	57.1	14.3	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	4				1		1	3					3	1	
% Represented	16.0	0.0	0.0	0.0	25.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	25.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>25</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>12</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>4</b>	
% Represented	100.0	40.0	4.0	0.0	4.0	0.0	48.0	44.0	0.0	0.0	0.0	8.0	52.0	16.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF SECURITIES

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	26	21	1	2	2	0	5	12	14
BREAKDOWN PERCENTAGES		80.8	3.8	7.7	7.7	0.0	19.2	46.2	53.8
BREAKDOWN AS OF JUNE 30, 2005	25	21	1	1	2	0	4	12	13
BREAKDOWN PERCENTAGES		84.0	4.0	4.0	8.0	0.0	16.0	48.0	52.0
NET INCREASES OR DECREASES	-1	0	0	-1	0	0	-1	0	-1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	1	0	1	0	0	1	1	1

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF SECURITIES

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	25	12	13	21	1	1	2	0	4
EMPLOYEES (%)		48.0	52.0	84.0	4.0	4.0	8.0	0.0	16.0
C.L.F. AVAILABILITY (%)			46.2	6.4	1.3	6.8	4.5	22.9	
PARITY (#)			12	2	0	2	1	6	
DIFFERENCE (#)			0	1	0	0	1	2	

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE SENATE  
EEO COORDINATOR: PAULA GEORGE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	10	5			1	1	7	3						3	2
% Represented	12.5	50.0	0.0	0.0	10.0	10.0	70.0	30.0	0.0	0.0	0.0	0.0	0.0	30.0	20.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	29	9					9	19	1					20	1
% Represented	36.3	31.0	0.0	0.0	0.0	0.0	31.0	65.5	3.4	0.0	0.0	0.0	69.0	3.4	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	3						0	1	1			1	3	2	
% Represented	3.8	0.0	0.0	0.0	0.0	0.0	0.0	33.3	33.3	0.0	0.0	33.3	100.0	66.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	30	6	1				7	15	3	1	1	3	23	9	
% Represented	37.5	20.0	3.3	0.0	0.0	0.0	23.3	50.0	10.0	3.3	3.3	10.0	76.7	30.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	8	1	4				5		2		1		3	7	
% Represented	10.0	12.5	50.0	0.0	0.0	0.0	62.5	0.0	25.0	0.0	12.5	0.0	37.5	87.5	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	80	21	5	0	1	1	28	38	7	1	2	4	52	21	
% Represented	100.0	26.3	6.3	0.0	1.3	1.3	35.0	47.5	8.8	1.3	2.5	5.0	65.0	26.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE SENATE

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	82	60	13	3	5	1	22	29	53
BREAKDOWN PERCENTAGES		73.2	15.9	3.7	6.1	1.2	26.8	35.4	64.6
BREAKDOWN AS OF JUNE 30, 2005	80	59	12	3	5	1	21	28	52
BREAKDOWN PERCENTAGES		73.8	15.0	3.8	6.3	1.3	26.3	35.0	65.0
NET INCREASES OR DECREASES	-2	-1	-1	0	0	0	-1	-1	-1
NUMBER OF NEW HIRES	9	9	0	0	0	0	0	4	5
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	11	10	1	0	0	0	1	5	6

## WORKFORCE/CLF COMPARISON

AGENCY: STATE SENATE

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	80	28	52	59	12	3	5	1	21
EMPLOYEES (%)		35.0	65.0	73.8	15.0	3.8	6.3	1.3	26.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			37		5	1	5	4	18
DIFFERENCE (#)			0		0	0	0	3	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA SPACE INDUSTRY DEVELOPMENT AUTHORITY  
 EEO COORDINATOR: KIM McINNERNEY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1	1					1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	1						0	1					1	0	
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
Incumbents	3	2	0	0	0	0	2	1	0	0	0	0	1	0	
% Represented	100.0	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA SPACE INDUSTRY DEVELOPMENT AUTHORITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	2	2	0	0	0	0	0	1	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	2	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	1	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA SPACE INDUSTRY DEVELOPMENT AUTHORITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	2	1	3	0	0	0	0	0
EMPLOYEES (%)		66.7	33.3	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TAX COMMISSION  
EEO COORDINATOR: RONALD J. HENRY

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	99	48	4			2	54	37	3		1	4	45	14	
% Represented	11.2	48.5	4.0	0.0	0.0	2.0	54.5	37.4	3.0	0.0	1.0	4.0	45.5	14.1	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	567	178	9	1	13	4	205	270	59	7	10	16	362	119	
% Represented	64.2	31.4	1.6	0.2	2.3	0.7	36.2	47.6	10.4	1.2	1.8	2.8	63.8	21.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	97	45	5	1	1	3	55	29	7		5	1	42	23	
% Represented	11.0	46.4	5.2	1.0	1.0	3.1	56.7	29.9	7.2	0.0	5.2	1.0	43.3	23.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	39	5				1	6	24	4	3		2	33	10	
% Represented	4.4	12.8	0.0	0.0	0.0	2.6	15.4	61.5	10.3	7.7	0.0	5.1	84.6	25.6	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	77	9			1	1	11	57	5	1		3	66	11	
% Represented	8.7	11.7	0.0	0.0	1.3	1.3	14.3	74.0	6.5	1.3	0.0	3.9	85.7	14.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	4	2	1				3		1				1	2	
% Represented	0.5	50.0	25.0	0.0	0.0	0.0	75.0	0.0	25.0	0.0	0.0	0.0	25.0	50.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	883	287	19	2	15	11	334	417	79	11	16	26	549	179	
% Represented	100.0	32.5	2.2	0.2	1.7	1.2	37.8	47.2	8.9	1.2	1.8	2.9	62.2	20.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TAX COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	877	704	99	24	39	11	173	341	536
BREAKDOWN PERCENTAGES		80.3	11.3	2.7	4.4	1.3	19.7	38.9	61.1
<a href="#">BREAKDOWN AS OF JUNE 30, 2005</a>	883	704	98	31	37	13	179	334	549
BREAKDOWN PERCENTAGES		79.7	11.1	3.5	4.2	1.5	20.3	37.8	62.2
NET INCREASES OR DECREASES	6	0	-1	7	-2	2	6	-7	13
NUMBER OF NEW HIRES	108	84	10	8	3	3	24	47	61
NUMBER OF PROMOTIONS	240	183	39	7	7	4	57	80	160
NUMBER OF DEMOTIONS	7	5	0	1	1	0	2	4	3
NUMBER OF SEPARATIONS	102	84	11	1	5	1	18	54	48

Totals at the beginning of the period are different because agency changed computer systems, thereby, reporting different totals.

## WORKFORCE/CLF COMPARISON

AGENCY: TAX COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	883	334	549	704	98	31	37	13	179
EMPLOYEES (%)		37.8	62.2	79.7	11.1	3.5	4.2	1.5	20.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			408		57	11	60	40	202
DIFFERENCE (#)			0		0	0	23	27	23

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSION FOR TEACHER PREPARATION  
EEO COORDINATOR: TED GILLISPIE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	1					1		1				1	1	
% Represented	22.2	50.0	0.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	50.0	50.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	4						0	4					4	0	
% Represented	44.4	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	3						0	3					3	0	
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	9	1	0	0	0	0	1	7	1	0	0	0	8	1	
% Represented	100.0	11.1	0.0	0.0	0.0	0.0	11.1	77.8	11.1	0.0	0.0	0.0	88.9	11.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION FOR TEACHER PREPARATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	8	8	0	0	0	0	0	2	6
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	9	8	1	0	0	0	1	1	8
BREAKDOWN PERCENTAGES		88.9	11.1	0.0	0.0	0.0	11.1	11.1	88.9
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	-1	2
NUMBER OF NEW HIRES	3	2	1	0	0	0	1	0	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

One White male went from full-time benefits to part-time without benefits during the fiscal year.

## WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION FOR TEACHER PREPARATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	9	1	8	8	1	0	0	0	1
EMPLOYEES (%)		11.1	88.9	88.9	11.1	0.0	0.0	0.0	11.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		0	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TEACHERS' RETIREMENT SYSTEM  
EEO COORDINATOR: KIM BOLD

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	3	2					2	1					1	0	
% Represented	5.9	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	22	6	2	1			9	11			1	1	13	5	
% Represented	43.1	27.3	9.1	4.5	0.0	0.0	40.9	50.0	0.0	0.0	4.5	4.5	59.1	22.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	12	1					1	6	2		2	1	11	5	
% Represented	23.5	8.3	0.0	0.0	0.0	0.0	8.3	50.0	16.7	0.0	16.7	8.3	91.7	41.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	14	1					1	10	1			2	13	3	
% Represented	27.5	7.1	0.0	0.0	0.0	0.0	7.1	71.4	7.1	0.0	0.0	14.3	92.9	21.4	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	51	10	2	1	0	0	13	28	3	0	3	4	38	13	
% Represented	100.0	19.6	3.9	2.0	0.0	0.0	25.5	54.9	5.9	0.0	5.9	7.8	74.5	25.5	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TEACHERS' RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	47	34	5	3	4	1	13	12	35
BREAKDOWN PERCENTAGES		72.3	10.6	6.4	8.5	2.1	27.7	25.5	74.5
BREAKDOWN AS OF JUNE 30, 2005	51	38	5	3	4	1	13	13	38
BREAKDOWN PERCENTAGES		74.5	9.8	5.9	7.8	2.0	25.5	25.5	74.5
NET INCREASES OR DECREASES	4	4	0	0	0	0	0	1	3
NUMBER OF NEW HIRES	4	4	0	0	0	0	0	1	3
NUMBER OF PROMOTIONS	5	3	1	1	0	0	2	0	5
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: TEACHERS' RETIREMENT SYSTEM

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	51	13	38	38	5	3	4	1	13
EMPLOYEES (%)		25.5	74.5	74.5	9.8	5.9	7.8	2.0	25.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			24		3	1	3	2	12
DIFFERENCE (#)			0		0	0	0	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND  
 EEO COORDINATOR: DOROTHY ANTWINE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1						0	1					1	0
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	1			1			1						0	1
% Represented	33.3	0.0	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1						0	1					1	0
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>
% Represented	100.0	0.0	0.0	33.3	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	33.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	2	2	0	0	0	0	0	0	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2005	3	2	0	0	0	1	1	1	2
BREAKDOWN PERCENTAGES		66.7	0.0	0.0	0.0	33.3	33.3	33.3	66.7
NET INCREASES OR DECREASES	1	0	0	0	0	1	1	1	0
NUMBER OF NEW HIRES	1	0	0	0	0	1	1	1	0
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	1	2	2	0	0	0	1	1
EMPLOYEES (%)		33.3	66.7	66.7	0.0	0.0	0.0	33.3	33.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TOURISM AND RECREATION DEPARTMENT  
 EEO COORDINATOR: ELLEN KING

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	15	7					7	7				1	8	1	
% Represented	2.6	46.7	0.0	0.0	0.0	0.0	46.7	46.7	0.0	0.0	0.0	6.7	53.3	6.7	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	103	56	1	1		1	59	35	4	2		3	44	12	
% Represented	18.1	54.4	1.0	1.0	0.0	1.0	57.3	34.0	3.9	1.9	0.0	2.9	42.7	11.7	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	20	16				1	17	1			2		3	3	
% Represented	3.5	80.0	0.0	0.0	0.0	5.0	85.0	5.0	0.0	0.0	10.0	0.0	15.0	15.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	40	32			1	5	38	2					2	6	
% Represented	7.0	80.0	0.0	0.0	2.5	12.5	95.0	5.0	0.0	0.0	0.0	0.0	5.0	15.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	48	26				6	32	13	2			1	16	9	
% Represented	8.5	54.2	0.0	0.0	0.0	12.5	66.7	27.1	4.2	0.0	0.0	2.1	33.3	18.8	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	109	8					8	83	7	1	1	9	101	18	
% Represented	19.2	7.3	0.0	0.0	0.0	0.0	7.3	76.1	6.4	0.9	0.9	8.3	92.7	16.5	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	117	98	3			9	110	6	1				7	13	
% Represented	20.6	83.8	2.6	0.0	0.0	7.7	94.0	5.1	0.9	0.0	0.0	0.0	6.0	11.1	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	116	35		1		6	42	63	2	2		7	74	18	
% Represented	20.4	30.2	0.0	0.9	0.0	5.2	36.2	54.3	1.7	1.7	0.0	6.0	63.8	15.5	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	568	278	4	2	1	28	313	210	16	5	3	21	255	80	
% Represented	100.0	48.9	0.7	0.4	0.2	4.9	55.1	37.0	2.8	0.9	0.5	3.7	44.9	14.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TOURISM AND RECREATION DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	555	483	18	2	47	5	72	317	238
BREAKDOWN PERCENTAGES		87.0	3.2	0.4	8.5	0.9	13.0	57.1	42.9
BREAKDOWN AS OF JUNE 30, 2005	568	488	20	4	49	7	80	313	255
BREAKDOWN PERCENTAGES		85.9	3.5	0.7	8.6	1.2	14.1	55.1	44.9
NET INCREASES OR DECREASES	13	5	2	2	2	2	8	-4	17
NUMBER OF NEW HIRES	84	70	4	3	5	2	14	33	51
NUMBER OF PROMOTIONS	32	29	1	0	1	1	3	13	19
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	71	65	2	1	3	0	6	37	34

## WORKFORCE/CLF COMPARISON

AGENCY: TOURISM AND RECREATION DEPARTMENT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	568	313	255	488	20	4	49	7	80
EMPLOYEES (%)		55.1	44.9	85.9	3.5	0.7	8.6	1.2	14.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			262		36	7	39	26	130
DIFFERENCE (#)			7		16	3	0	19	50

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA DEPARTMENT OF TRANSPORTATION  
 EEO COORDINATOR: GLENN BROOKS / JOHN WHITE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE					TOT MALE	FEMALE					TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN		WHITE	BLACK	HISP	AS/PI	AI/AN		
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	96	69	3	1	1	4	78	16	1	1			18	11
% Represented	4.0	71.9	3.1	1.0	1.0	4.2	81.3	16.7	1.0	1.0	0.0	0.0	18.8	11.5
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
<b>PROFESSIONALS</b>														
Incumbents	409	256	8	7	8	11	290	100	10	2	5	2	119	53
% Represented	17.2	62.6	2.0	1.7	2.0	2.7	70.9	24.4	2.4	0.5	1.2	0.5	29.1	13.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
<b>TECHNICIANS</b>														
Incumbents	782	596	31	15	3	41	686	81	4	3	1	7	96	105
% Represented	32.8	76.2	4.0	1.9	0.4	5.2	87.7	10.4	0.5	0.4	0.1	0.9	12.3	13.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>PROTECTIVE SERVICES</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
<b>PARAPROFESSIONALS</b>														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	169	14				2	16	136	2	3	1	11	153	19
% Represented	7.1	8.3	0.0	0.0	0.0	1.2	9.5	80.5	1.2	1.8	0.6	6.5	90.5	11.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
<b>SKILLED CRAFT</b>														
Incumbents	86	68	5	1		7	81	3	2				5	15
% Represented	3.6	79.1	5.8	1.2	0.0	8.1	94.2	3.5	2.3	0.0	0.0	0.0	5.8	17.4
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
<b>SERVICE MAINTENANCE</b>														
Incumbents	840	653	35	34	2	77	801	34	1	1		3	39	153
% Represented	35.3	77.7	4.2	4.0	0.2	9.2	95.4	4.0	0.1	0.1	0.0	0.4	4.6	18.2
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
<b>TOTALS</b>														
	2,382	1,656	82	58	14	142	1,952	370	20	10	7	23	430	356
% Represented	100.0	69.5	3.4	2.4	0.6	6.0	81.9	15.5	0.8	0.4	0.3	1.0	18.1	14.9
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA DEPARTMENT OF TRANSPORTATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
<a href="#">BREAKDOWN AS OF JULY 1, 2004</a>	2,402	2,053	104	23	156	66	349	1,982	420
BREAKDOWN PERCENTAGES		85.5	4.3	1.0	6.5	2.7	14.5	82.5	17.5
<a href="#">BREAKDOWN AS OF JUNE 30, 2005</a>	2,382	2,026	102	21	165	68	356	1,952	430
BREAKDOWN PERCENTAGES		85.1	4.3	0.9	6.9	2.9	14.9	81.9	18.1
NET INCREASES OR DECREASES	-20	-27	-2	-2	9	2	7	-30	10
NUMBER OF NEW HIRES	192	147	11	2	26	6	45	150	42
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	212	174	13	4	17	4	38	180	32

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA DEPARTMENT OF TRANSPORTATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2,382	1,952	430	2,026	102	21	165	68	356
EMPLOYEES (%)		81.9	18.1	85.1	4.3	0.9	6.9	2.9	14.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1,100		152	31	162	107	545
DIFFERENCE (#)			670		50	10	0	39	189

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA TRANSPORTATION AUTHORITY  
EEO COORDINATOR: CHERYL O'ROURKE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	12	10					10	2					2	0	
% Represented	2.2	83.3	0.0	0.0	0.0	0.0	83.3	16.7	0.0	0.0	0.0	0.0	16.7	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	49	21	1			1	23	22	3			1	26	6	
% Represented	8.9	42.9	2.0	0.0	0.0	2.0	46.9	44.9	6.1	0.0	0.0	2.0	53.1	12.2	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	18	11				1	12	4	1		1		6	3	
% Represented	3.3	61.1	0.0	0.0	0.0	5.6	66.7	22.2	5.6	0.0	5.6	0.0	33.3	16.7	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	332	82	5	3		15	105	173	23	7	2	22	227	77	
% Represented	60.5	24.7	1.5	0.9	0.0	4.5	31.6	52.1	6.9	2.1	0.6	6.6	68.4	23.2	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	13	11	1			1	13						0	2	
% Represented	2.4	84.6	7.7	0.0	0.0	7.7	100.0	0.0	0.0	0.0	0.0	0.0	0.0	15.4	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	125	84	13	4		23	124	1					1	40	
% Represented	22.8	67.2	10.4	3.2	0.0	18.4	99.2	0.8	0.0	0.0	0.0	0.0	0.8	32.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
Incumbents	549	219	20	7	0	41	287	202	27	7	3	23	262	128	
% Represented	100.0	39.9	3.6	1.3	0.0	7.5	52.3	36.8	4.9	1.3	0.5	4.2	47.7	23.3	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA TRANSPORTATION AUTHORITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	535	421	36	4	61	13	114	285	250
BREAKDOWN PERCENTAGES		78.7	6.7	0.7	11.4	2.4	21.3	53.3	46.7
BREAKDOWN AS OF JUNE 30, 2005	549	421	47	3	64	14	128	287	262
BREAKDOWN PERCENTAGES		76.7	8.6	0.5	11.7	2.6	23.3	52.3	47.7
NET INCREASES OR DECREASES	14	0	11	-1	3	1	14	2	12
NUMBER OF NEW HIRES	79	53	16	0	7	3	26	33	46
NUMBER OF PROMOTIONS	30	25	3	0	2	0	5	24	6
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	65	53	5	1	4	2	12	31	34

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA TRANSPORTATION AUTHORITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	549	287	262	421	47	3	64	14	128
EMPLOYEES (%)		52.3	47.7	76.7	8.6	0.5	11.7	2.6	23.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			254		35	7	37	25	126
DIFFERENCE (#)			0		0	4	0	11	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE TREASURER  
EEO COORDINATOR: MARRIA BRATCHER

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	8	6					6	2					2	0	
% Represented	11.1	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	25	9			2		11	11	1		1	1	14	5	
% Represented	34.7	36.0	0.0	0.0	8.0	0.0	44.0	44.0	4.0	0.0	4.0	4.0	56.0	20.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	9	4	1		1		6	1	1			1	3	4	
% Represented	12.5	44.4	11.1	0.0	11.1	0.0	66.7	11.1	11.1	0.0	0.0	11.1	33.3	44.4	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	30	3	1				4	17	5	1	2	1	26	10	
% Represented	41.7	10.0	3.3	0.0	0.0	0.0	13.3	56.7	16.7	3.3	6.7	3.3	86.7	33.3	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>72</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>27</b>	<b>31</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>45</b>	<b>19</b>	
% Represented	100.0	30.6	2.8	0.0	4.2	0.0	37.5	43.1	9.7	1.4	4.2	4.2	62.5	26.4	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE TREASURER

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	71	52	9	6	3	1	19	29	42
BREAKDOWN PERCENTAGES		73.2	12.7	8.5	4.2	1.4	26.8	40.8	59.2
BREAKDOWN AS OF JUNE 30, 2005	72	53	9	6	3	1	19	27	45
BREAKDOWN PERCENTAGES		73.6	12.5	8.3	4.2	1.4	26.4	37.5	62.5
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	-2	3
NUMBER OF NEW HIRES	5	5	0	0	0	0	0	0	5
NUMBER OF PROMOTIONS	10	4	1	5	0	0	6	4	6
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	4	0	0	0	0	0	2	2

## WORKFORCE/CLF COMPARISON

AGENCY: STATE TREASURER

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	72	27	45	53	9	6	3	1	19
EMPLOYEES (%)		37.5	62.5	73.6	12.5	8.3	4.2	1.4	26.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			33		5	1	5	3	16
DIFFERENCE (#)			0		0	0	2	2	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: UNIVERSITY HOSPITALS AUTHORITY  
EEO COORDINATOR: JOHN E. JOHNSON

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	2	2					2						0	0	
% Represented	50.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	2						0	2					2	0	
% Represented	50.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	4	2	0	0	0	0	2	2	0	0	0	0	2	0	
% Represented	100.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: UNIVERSITY HOSPITALS AUTHORITY

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	4	0	0	0	0	0	2	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2005	4	4	0	0	0	0	0	2	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: UNIVERSITY HOSPITALS AUTHORITY

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4	2	2	4	0	0	0	0	0
EMPLOYEES (%)		50.0	50.0	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: USED MOTOR VEHICLE AND PARTS COMMISSION  
 EEO COORDINATOR: JOHN W. MAILE

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	11.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	4	3				1	4						0	1	
% Represented	44.4	75.0	0.0	0.0	0.0	25.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	4						0	4					4	0	
% Represented	44.4	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>	<b>9</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	
% Represented	100.0	44.4	0.0	0.0	0.0	11.1	55.6	44.4	0.0	0.0	0.0	0.0	44.4	11.1	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: USED MOTOR VEHICLE AND PARTS COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	10	9	0	0	1	0	1	6	4
BREAKDOWN PERCENTAGES		90.0	0.0	0.0	10.0	0.0	10.0	60.0	40.0
BREAKDOWN AS OF JUNE 30, 2005	9	8	0	0	1	0	1	5	4
BREAKDOWN PERCENTAGES		88.9	0.0	0.0	11.1	0.0	11.1	55.6	44.4
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	-1	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	1	1

## WORKFORCE/CLF COMPARISON

AGENCY: USED MOTOR VEHICLE AND PARTS COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	9	5	4	8	0	0	1	0	1
EMPLOYEES (%)		55.6	44.4	88.9	0.0	0.0	11.1	0.0	11.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		1	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF VETERANS AFFAIRS  
EEO COORDINATOR: CHRISTY HOWELL

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	33	15			1	1	17	15	1				16	3	
% Represented	1.9	45.5	0.0	0.0	3.0	3.0	51.5	45.5	3.0	0.0	0.0	0.0	48.5	9.1	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	250	62	8	5	3	2	80	148	3	1	4	14	170	40	
% Represented	14.7	24.8	3.2	2.0	1.2	0.8	32.0	59.2	1.2	0.4	1.6	5.6	68.0	16.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	296	28	2		2	2	34	225	15	2	3	17	262	43	
% Represented	17.4	9.5	0.7	0.0	0.7	0.7	11.5	76.0	5.1	0.7	1.0	5.7	88.5	14.5	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	30	26	2			2	30						0	4	
% Represented	1.8	86.7	6.7	0.0	0.0	6.7	100.0	0.0	0.0	0.0	0.0	0.0	0.0	13.3	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	598	44	11	7		13	75	377	84	18	12	32	523	177	
% Represented	35.2	7.4	1.8	1.2	0.0	2.2	12.5	63.0	14.0	3.0	2.0	5.4	87.5	29.6	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	92	10		1	1		12	71	4	2	2	1	80	11	
% Represented	5.4	10.9	0.0	1.1	1.1	0.0	13.0	77.2	4.3	2.2	2.2	1.1	87.0	12.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	40	33	1			5	39	1					1	6	
% Represented	2.4	82.5	2.5	0.0	0.0	12.5	97.5	2.5	0.0	0.0	0.0	0.0	2.5	15.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	361	69	28	2	4	12	115	195	21	10	10	10	246	97	
% Represented	21.2	19.1	7.8	0.6	1.1	3.3	31.9	54.0	5.8	2.8	2.8	2.8	68.1	26.9	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	1,700	287	52	15	11	37	402	1,032	128	33	31	74	1,298	381	
% Represented	100.0	16.9	3.1	0.9	0.6	2.2	23.6	60.7	7.5	1.9	1.8	4.4	76.4	22.4	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF VETERANS AFFAIRS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	1,710	1,338	171	41	100	60	372	430	1,280
BREAKDOWN PERCENTAGES		78.2	10.0	2.4	5.8	3.5	21.8	25.1	74.9
BREAKDOWN AS OF JUNE 30, 2005	1,700	1,319	180	42	111	48	381	402	1,298
BREAKDOWN PERCENTAGES		77.6	10.6	2.5	6.5	2.8	22.4	23.6	76.4
NET INCREASES OR DECREASES	-10	-19	9	1	11	-12	9	-28	18
NUMBER OF NEW HIRES	596	403	107	13	58	15	193	106	490
NUMBER OF PROMOTIONS	149	120	11	2	12	4	29	41	108
NUMBER OF DEMOTIONS	17	11	2	1	3	0	6	4	13
NUMBER OF SEPARATIONS	606	422	98	12	47	27	184	134	472

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF VETERANS AFFAIRS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1,700	402	1,298	1,319	180	42	111	48	381
EMPLOYEES (%)		23.6	76.4	77.6	10.6	2.5	6.5	2.8	22.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			785		109	22	116	77	389
DIFFERENCE (#)			0		0	0	5	29	8

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF VETERINARY MEDICAL EXAMINERS  
 EEO COORDINATOR: CATHY KIRKPATRICK

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	1												1	0		
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	0												0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	1	1					1						0	0		
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	1						0	1					1	0		
% Represented	33.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>		
% Represented	100.0	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF VETERINARY MEDICAL EXAMINERS

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	0	-1
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF VETERINARY MEDICAL EXAMINERS

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	1	2	3	0	0	0	0	0
EMPLOYEES (%)		33.3	66.7	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: WATER RESOURCES BOARD  
EEO COORDINATOR: JIM SCHUELEIN

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	8	7				1	8							0	1
% Represented	9.0	87.5	0.0	0.0	0.0	12.5	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2		37.6	15.1
<b>PROFESSIONALS</b>															
Incumbents	61	32	1	1	2	1	37	19	3	1	1			24	10
% Represented	68.5	52.5	1.6	1.6	3.3	1.6	60.7	31.1	4.9	1.6	1.6	0.0		39.3	16.4
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3		55.6	17.2
<b>TECHNICIANS</b>															
Incumbents	7	6					6	1						1	0
% Represented	7.9	85.7	0.0	0.0	0.0	0.0	85.7	14.3	0.0	0.0	0.0	0.0		14.3	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1		59.7	21.9
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0							0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3		16.7	21.6
<b>PARAPROFESSIONALS</b>															
Incumbents	2						0	2						2	0
% Represented	2.2	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0		100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1		59.7	21.9
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	11	1					1	8	1			1		10	2
% Represented	12.4	9.1	0.0	0.0	0.0	0.0	9.1	72.7	9.1	0.0	0.0	9.1		90.9	18.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6		70.1	21.2
<b>SKILLED CRAFT</b>															
Incumbents	0						0							0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5		6.5	21.9
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0							0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7		41.5	31.1
<b>TOTALS</b>															
	89	46	1	1	2	2	52	30	4	1	1	1		37	13
% Represented	100.0	51.7	1.1	1.1	2.2	2.2	58.4	33.7	4.5	1.1	1.1	1.1		41.6	14.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3		46.2	22.9

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WATER RESOURCES BOARD

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	88	75	5	2	5	1	13	55	33
BREAKDOWN PERCENTAGES		85.2	5.7	2.3	5.7	1.1	14.8	62.5	37.5
BREAKDOWN AS OF JUNE 30, 2005	89	76	5	3	3	2	13	52	37
BREAKDOWN PERCENTAGES		85.4	5.6	3.4	3.4	2.2	14.6	58.4	41.6
NET INCREASES OR DECREASES	1	1	0	1	-2	1	0	-3	4
NUMBER OF NEW HIRES	8	6	0	1	0	1	2	3	5
NUMBER OF PROMOTIONS	9	6	1	0	1	1	3	3	6
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	7	5	0	0	2	0	2	6	1

## WORKFORCE/CLF COMPARISON

AGENCY: WATER RESOURCES BOARD

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	89	52	37	76	5	3	3	2	13
EMPLOYEES (%)		58.4	41.6	85.4	5.6	3.4	3.4	2.2	14.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			41		6	1	6	4	20
DIFFERENCE (#)			4		1	0	3	2	7

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION  
 EEO COORDINATOR: MARK HODGES

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	1	1					1						0	0	
% Represented	33.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	2						0	2					2	0	
% Represented	66.7	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
Incumbents	3	1	0	0	0	0	1	2	0	0	0	0	2	0	
% Represented	100.0	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2005	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	0	-1
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	3	1	2	3	0	0	0	0	0
EMPLOYEES (%)		33.3	66.7	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION  
EEO COORDINATOR: KYLE EASTHAM

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT MALE	TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	WHITE	BLACK	HISP	AS/PI	AI/AN					
<b>OFFICIALS/ADMINISTRATORS</b>																
Incumbents	14	12				1	13	1						1	1	
% Represented	4.3	85.7	0.0	0.0	0.0	7.1	92.9	7.1	0.0	0.0	0.0	0.0	0.0	7.1	7.1	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1		
<b>PROFESSIONALS</b>																
Incumbents	96	82	1			4	87	7	1			1	9	7		
% Represented	29.5	85.4	1.0	0.0	0.0	4.2	90.6	7.3	1.0	0.0	0.0	1.0	9.4	7.3		
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2		
<b>TECHNICIANS</b>																
Incumbents	79	69				9	78	1					1	9		
% Represented	24.3	87.3	0.0	0.0	0.0	11.4	98.7	1.3	0.0	0.0	0.0	0.0	1.3	11.4		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>PROTECTIVE SERVICES</b>																
Incumbents	105	90	1	1		11	103	2					2	13		
% Represented	32.3	85.7	1.0	1.0	0.0	10.5	98.1	1.9	0.0	0.0	0.0	0.0	1.9	12.4		
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6		
<b>PARAPROFESSIONALS</b>																
Incumbents	0						0						0	0		
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9		
<b>ADMINISTRATIVE SUPPORT</b>																
Incumbents	27						0	23	1	1		2	27	4		
% Represented	8.3	0.0	0.0	0.0	0.0	0.0	0.0	85.2	3.7	3.7	0.0	7.4	100.0	14.8		
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2		
<b>SKILLED CRAFT</b>																
Incumbents	1	1					1						0	0		
% Represented	0.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9		
<b>SERVICE MAINTENANCE</b>																
Incumbents	3	3					3						0	0		
% Represented	0.9	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1		
<b>TOTALS</b>																
	325	257	2	1	0	25	285	34	2	1	0	3	40	34		
% Represented	100.0	79.1	0.6	0.3	0.0	7.7	87.7	10.5	0.6	0.3	0.0	0.9	12.3	10.5		
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9		

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	320	288	4	0	26	2	32	279	41
BREAKDOWN PERCENTAGES		90.0	1.3	0.0	8.1	0.6	10.0	87.2	12.8
BREAKDOWN AS OF JUNE 30, 2005	325	291	4	0	28	2	34	285	40
BREAKDOWN PERCENTAGES		89.5	1.2	0.0	8.6	0.6	10.5	87.7	12.3
NET INCREASES OR DECREASES	5	3	0	0	2	0	2	6	-1
NUMBER OF NEW HIRES	13	11	0	0	2	0	2	10	3
NUMBER OF PROMOTIONS	6	5	0	0	1	0	1	5	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	8	8	0	0	0	0	0	4	4

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	325	285	40	291	4	0	28	2	34
EMPLOYEES (%)		87.7	12.3	89.5	1.2	0.0	8.6	0.6	10.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			150		21	4	22	15	74
DIFFERENCE (#)			110		17	4	0	13	40

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

**PRESENT STAFFING**

AGENCY: WILL ROGERS MEMORIAL COMMISSION  
 EEO COORDINATOR: GREGORY MALAK

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	3	2					2	1					1	0	
% Represented	37.5	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	1					1	1						0	1	
% Represented	12.5	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	1	1					1						0	0	
% Represented	12.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	3	2					2					1	1	1	
% Represented	37.5	66.7	0.0	0.0	0.0	0.0	66.7	0.0	0.0	0.0	0.0	33.3	33.3	33.3	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	8	5	0	0	0	1	6	1	0	0	0	1	2	2	
% Represented	100.0	62.5	0.0	0.0	0.0	12.5	75.0	12.5	0.0	0.0	0.0	12.5	25.0	25.0	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WILL ROGERS MEMORIAL COMMISSION

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	8	6	0	0	2	0	2	5	3
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	62.5	37.5
BREAKDOWN AS OF JUNE 30, 2005	8	6	0	0	2	0	2	6	2
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	75.0	25.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	1	-1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: WILL ROGERS MEMORIAL COMMISSION

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	6	2	6	0	0	2	0	2
EMPLOYEES (%)		75.0	25.0	75.0	0.0	0.0	25.0	0.0	25.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			2		1	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: WORKERS' COMPENSATION COURT  
EEO COORDINATOR: TOM HALL

DATE: As of June 30, 2005

JOB CATEGORIES	TOTAL EMP	MALE						FEMALE						TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN			
<b>OFFICIALS/ADMINISTRATORS</b>															
Incumbents	10	3	1			1	5	5					5	2	
% Represented	13.2	30.0	10.0	0.0	0.0	10.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	20.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1	
<b>PROFESSIONALS</b>															
Incumbents	20	5					5	14				1	15	1	
% Represented	26.3	25.0	0.0	0.0	0.0	0.0	25.0	70.0	0.0	0.0	0.0	5.0	75.0	5.0	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2	
<b>TECHNICIANS</b>															
Incumbents	7	2					2	4				1	5	1	
% Represented	9.2	28.6	0.0	0.0	0.0	0.0	28.6	57.1	0.0	0.0	0.0	14.3	71.4	14.3	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>PROTECTIVE SERVICES</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6	
<b>PARAPROFESSIONALS</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9	
<b>ADMINISTRATIVE SUPPORT</b>															
Incumbents	39	1					1	28	9			1	38	10	
% Represented	51.3	2.6	0.0	0.0	0.0	0.0	2.6	71.8	23.1	0.0	0.0	2.6	97.4	25.6	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2	
<b>SKILLED CRAFT</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9	
<b>SERVICE MAINTENANCE</b>															
Incumbents	0						0						0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1	
<b>TOTALS</b>															
	76	11	1	0	0	1	13	51	9	0	0	3	63	14	
% Represented	100.0	14.5	1.3	0.0	0.0	1.3	17.1	67.1	11.8	0.0	0.0	3.9	82.9	18.4	
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9	

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WORKERS' COMPENSATION COURT

DATE: As of June 30, 2005

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JULY 1, 2004	78	62	12	1	3		16	11	67
BREAKDOWN PERCENTAGES		79.5	15.4	1.3	3.8	0.0	20.5	14.1	85.9
BREAKDOWN AS OF JUNE 30, 2005	76	62	10	0	4	0	14	13	63
BREAKDOWN PERCENTAGES		81.6	13.2	0.0	5.3	0.0	18.4	17.1	82.9
NET INCREASES OR DECREASES	-2	0	-2	-1	1	0	-2	2	-4
NUMBER OF NEW HIRES	10	7	1	0	2	0	3	2	8
NUMBER OF PROMOTIONS	5	4	0	0	1	0	1	1	4
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	12	7	3	1	1	0	5	0	12

One Asian employee was mistakenly counted as Hispanic in last year's report. Correction has been made.

## WORKFORCE/CLF COMPARISON

AGENCY: WORKERS' COMPENSATION COURT

DATE: As of June 30, 2005

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	76	13	63	62	10	0	4	0	14
EMPLOYEES (%)		17.1	82.9	81.6	13.2	0.0	5.3	0.0	18.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			35		5	1	5	3	17
DIFFERENCE (#)			0		0	1	1	3	3

WORK FORCE DATA OBTAINED FROM AGENCY'S 2005 AFFIRMATIVE ACTION REPORTS