



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

Fiscal Year 2003  
(July 1, 2002 - June 30, 2003)

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

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

## **Fiscal Year 2003**

(July 1, 2002 – June 30, 2003)

Prepared by the  
Office of Equal Opportunity and Workforce Diversity

Office of Personnel Management  
State of Oklahoma

February 2004

# **Table of Contents**

Foreword .....	iii
Executive Summary .....	iv
<b>Part I – Statewide Evaluation Summary</b>	
Report of Agencies' Affirmative Action Plans.....	1
Demographic Overview of State Government Work Force Compared with the Civilian Labor Force .....	3
State Government Work Force by Gender, Race, Ethnicity - 1993 thru 2003 .....	4
Work Force Distribution by Major Occupational Categories ...	6
Appointments, Promotions, Demotions and Separations .....	15
Minority/Targeted Recruitment Program.....	16
<b>Part II – State Work Force Tables</b>	
Explanation of State Work Force Tables.....	18
Statewide Data.....	19
Agency Data .....	25
<b>Index</b>	
Index of Reporting Agencies .....	22

# **Foreword**

This report has been prepared 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. [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 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-2003.

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.

## **The Affirmative Action Plan**

- 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

All data in this report is as of June 30, 2003. 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.

The civilian labor force (CLF) statistics used in this report were compiled from the 1990 Census data as shown in the *State of Oklahoma Labor Force Information for Affirmative Action Programs*, published by the Oklahoma Employment Security Commission. These statistics reflect the percentage representation by gender, race, and ethnicity of persons employed in the statewide CLF.

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.

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, percentages may not always sum to 100.

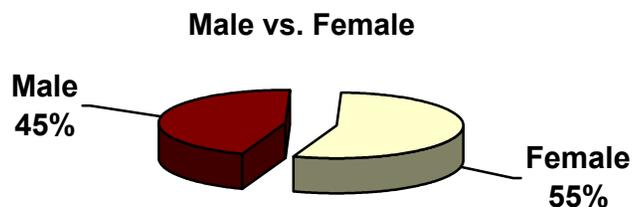
Summary statistical data for FY-2003 contained in this report may not be identical to that reported for FY-2002. This is the result of: 1) new agencies reporting; 2) reporting agencies amending data reported for FY-2002.

## **Executive Summary**

The State of Oklahoma's work force consisted of 33,436 employees in the 110 reporting agencies, boards and commissions as of June 30, 2003. This reflects a decrease of 1,039 employees (-3.014%) from the 34,475 employees reported as of June 30, 2002. Comparative figures for all state government agencies reporting are listed below.

**State Government Work Force Representation**

Race	Male	Female	Total	Percent
White	12340	14436	26776	80.1
Black	1091	2078	3169	9.5
Asian/Pacific Islander	206	256	462	1.4
Amer. Indian/Alaskan Native	1132	1222	2354	7.0
Hispanic	284	391	675	2.0
Totals	15053	18383	33436	
Percent of Totals	45.0	55.0		100.0

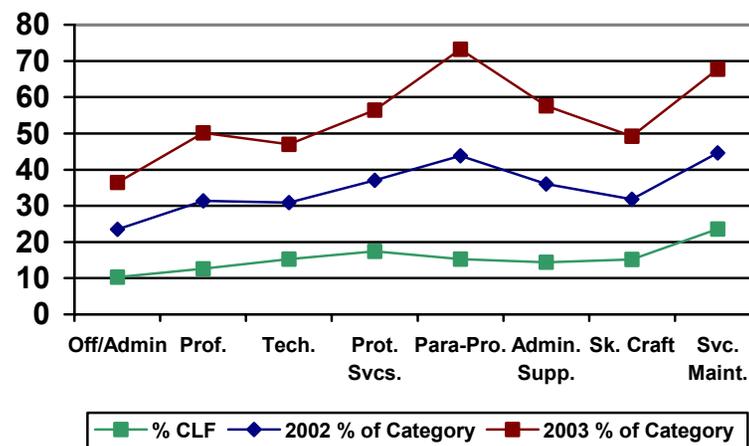


## **Minority Employment**

As of June 30, 2003, minority employees in the State of Oklahoma's work force totaled 6,660. This reflects a decrease of 141 employees or -2.073% from the 6,801 reported during this same period one year ago. The following table lists the distribution of minorities across the job categories:

**Minority Representation by EEO/AA Category**

EEO/AA Category	FY 2002	2002 Percent of Category	FY 2003	2003 Percent of Category	CLF Comparison
Officials/Administrators	243	13.2	236	12.9	10.3
Professionals	2676	18.8	2612	18.8	12.6
Technicians	426	15.6	465	16.1	15.3
Protective Services	810	19.6	762	19.4	17.4
Paraprofessionals	903	28.5	909	29.4	15.3
Administrative Support	1123	21.6	1059	21.6	14.4
Skilled Craft	163	16.6	164	17.4	15.2
Service Maintenance	457	21.0	453	23.1	23.6
Totals	6801	19.7	6660	19.9	16.7



Comparing FY-2003 percentages to those for FY-2002, minorities are represented at a higher percentage rate (19.9 vs. 9.7) even though the raw numbers indicate an overall decrease of 141 employees (6,801 vs. 6,660). Minority representation also increased in the Technicians, Paraprofessionals, Skilled Craft and Service Maintenance EEO categories. The percentages for the Professionals

and Administrative Support EEO categories showed no change.

In comparison to the Civilian Labor Force (CLF), the FY-2003 representation of minorities in state government continues to exceed in all job categories except Service Maintenance.

**OBSERVATION:** State government continues to utilize minorities (19.9%) at an overall rate higher than the CLF (16.7%).

### **Female Employment**

Overall female representation remained at 55% of the state government's work force even though raw numbers indicate a 2.99% decrease from 18,949 in FY-2002 to 18,383 in FY-2003 (-566 employees). The following table lists the female distribution within the EEO job categories:

**FEMALE REPRESENTATION BY EEO/AA CATEGORY**

<b>EEO/AA Category</b>	<b>FY 2002</b>	<b>2002 Percent of Category</b>	<b>FY 2003</b>	<b>2003 Percent of Category</b>	<b>CLF Comparison</b>
Officials/Administrators	779	42.2	798	43.8	42.2
Professionals	8982	63.0	8753	63.0	54.0
Technicians	1027	37.6	1058	36.7	47.3
Protective Services	640	15.5	608	15.5	12.4
Paraprofessionals	2283	72.0	2235	72.2	47.3
Administrative Support	4502	86.7	4241	86.5	79.0
Skilled Craft	43	4.4	47	5.0	8.8
Service Maintenance	693	31.9	643	32.9	19.3
<b>Totals</b>	<b>18949</b>	<b>55.0</b>	<b>18383</b>	<b>55.0</b>	<b>45.4</b>

Comparing the FY-2003 percentages to those for FY-2002, female representation increased in the Officials/Administrators, Paraprofessionals, Skilled Craft and Service Maintenance EEO categories. The percentages for the

Professionals and Protective Services EEO categories showed no change.

In comparison to the Civilian Labor Force (CLF), the FY-2003 representation of females in state government continues to exceed in all job categories except Technicians and Skilled Craft.

**OBSERVATION:** State government continues to utilize females (55.0%) at an overall rate higher than the CLF (45.4%).

**CONCLUSION:** Through affirmative action, equal opportunity and targeted minority recruitment efforts, state government continues to make progress overall proportionate to the employment of minorities and females.

## ***Part I – Statewide Evaluation Summary***

---

## **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). *[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).]* 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 110 state agencies submitted affirmative action plans for the period ending June 30, 2003. Of the state agencies submitting plans, 106 are executive branch agencies, 3 are legislative branch agencies and 1 is a judicial branch agency. The Administrative Director of the Courts did not submit a plan for this reporting period.

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.

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

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 and Ad Valorem Task Force, State

Banking Department, State  
Boll Weevil Eradication Organization  
Career and Technology Education, Department of  
Capitol Complex and Centennial Commemoration Commission  
Central Services, Department of  
Children and Youth, Commission on  
Chiropractic Examiner, Board of  
Commerce, Department of  
CompSource Oklahoma  
Conservation Commission, Oklahoma  
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  
Embalmers and Funeral Directors, State Board of  
Emergency Management, Department of  
Employee Benefits Council  
Employment Security Commission, Oklahoma  
Engineers & 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  
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  
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  
School of Science and Mathematics, Oklahoma  
Secretary of State  
Securities, Department of  
\*Senate, State  
Speech Pathology and Audiology, State Board of  
Tax Commission, Oklahoma  
Teacher Preparation, Commission for  
Teachers' Retirement System  
Tobacco Settlement Endowment Trust  
Tourism and Recreation Department, Oklahoma  
Transportation Authority, Oklahoma  
Transportation, Department of  
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

\* 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 EEO terms when compared with an aggregate "work force" made up of all employers in the State.

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 Gender**

	State %	CLF %	% Difference
Male	45.0	54.6	-9.6
Female	55.0	45.4	9.6
Totals	100.0	100.0	0.0

State government has 9.6 percent more females in its work force than is indicated by the CLF. State government, conversely, has 9.6 percent fewer males than is indicated by the CLF. These figures are identical to those reported in FY-2002.

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

	State %	CLF %	% Difference
Hispanic	2.0	2.4	-0.4
Amer. Indian/Alaskan Native	7.0	6.9	0.1
Asian/Pacific Islander	1.4	1.0	0.4
Black	9.5	6.4	3.1
White	80.1	83.3	-3.2
Totals	100.0	100.0	0.0

State government does not differ significantly from the CLF in most minority groups. Compared to the CLF, state government has about 3.1

percent more Blacks, who make up 9.5 percent of the work force, and 3.2 percent fewer Whites, who make up 80.1 percent of the work force.

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

	State %	CLF %	% Difference
Hispanic	0.8	1.5	-0.7
Amer. Indian/Alaskan Native	3.4	3.7	-0.3
Asian/Pacific Islander	0.6	0.5	0.1
Black	3.3	3.1	0.2
White	36.9	45.8	-8.9
Totals	45.0	54.6	-9.6

Compared to last year's figures, state government male representation increased in Blacks by 0.1 percent and decreased in Whites by 0.2 percent. All other categories remained unchanged.

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

	State %	CLF %	% Difference
Hispanic	1.2	0.9	0.3
Amer. Indian/Alaskan Native	3.7	3.2	0.5
Asian/Pacific Islander	0.8	0.5	0.3
Black	6.2	3.3	2.9
White	43.1	37.5	5.6
Totals	55.0	45.4	9.6

Compared to last year's figures, state government female representation remained unchanged and continues to exceed the CLF in all ethnic groups.

**Source:** Work force information was compiled from the reporting agencies' FY-2003 affirmative action reports. CLF percentages were computed from the *State of Oklahoma Labor Force Information for Affirmative Action Programs* published by the Oklahoma Employment Security Commission.

## State Government Work Force by Gender, Race and Ethnicity—1993 Through 2003

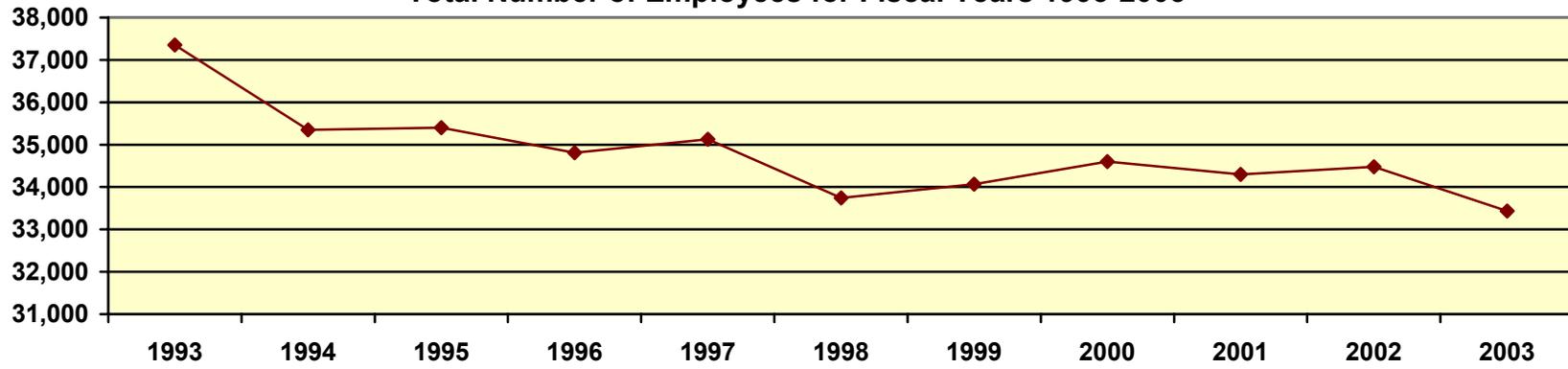
Report Date	Total Employees	White	Black	Asian/Pacific Islander	American Indian	Hispanic	Total Minority	Male	Female
June 30, 1993	37,351	30,675	3,910	368	1,966	432	6,676	16,986	20,365
June 30, 1994	35,353	28,826	3,728	330	2,011	458	6,527	16,510	18,843
June 30, 1995	35,398	28,948	3,588	347	1,983	532	6,450	16,337	19,061
June 30, 1996	34,813	28,285	3,535	383	2,121	489	6,528	16,305	18,508
June 30, 1997	35,125	28,378	3,590	394	2,226	537	6,747	16,319	18,806
June 30, 1998	33,746	27,276	3,237	381	2,320	532	6,470	15,956	17,790
June 30, 1999	34,066	27,485	3,259	385	2,381	556	6,581	15,958	18,108
June 30, 2000	34,599	27,973	3,223	418	2,384	601	6,626	15,843	18,756
June 30, 2001	34,296	27,645	3,215	418	2,400	618	6,651	15,482	18,814
June 30, 2002	34,475	27,674	3,230	461	2,435	675	6,801	15,526	18,949
June 30, 2003	33,436	26,776	3,169	462	2,354	675	6,660	15,053	18,383

### Percent of Change

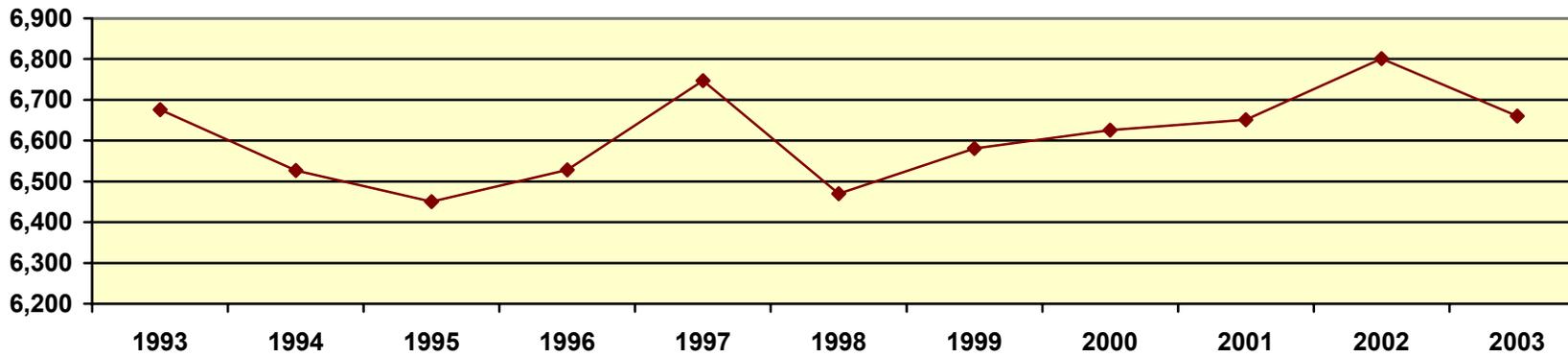
1993—1994	-5.30	-6.03	-4.65	-10.32	+2.29	+6.02	-2.23	-2.80	-7.47
1994—1995	+0.10	+0.42	-3.75	+5.15	-1.39	+16.15	-1.18	-1.05	+1.16
1995—1996	-1.65	-2.29	-1.48	+10.37	+6.96	-8.08	+1.21	-0.19	-2.90
1996—1997	+0.90	+0.33	+1.56	+2.87	+4.95	+9.82	+3.35	+0.09	+1.61
1997—1998	-3.93	-3.88	-9.83	-3.30	+4.22	-0.93	-4.11	-2.22	-5.40
1998—1999	+0.95	+0.77	+0.68	+1.05	+2.62	+4.51	+1.72	+0.01	+1.79
1999—2000	+1.56	+1.78	-1.10	+8.57	+0.13	+8.09	+0.68	-0.72	+3.58
2000—2001	-0.88	-1.17	-0.25	0.00	+0.67	+2.83	+0.38	-2.28	+0.31
2001—2002	+0.52	+0.10	+0.47	+10.29	+1.46	+9.22	+2.26	+0.28	+0.72
2002—2003	-3.014	-3.245	-1.89	+0.22	-3.33	0.00	-2.07	-3.05	-2.99

Source: Oklahoma State Government EEO/AA Status Reports for FY-1993 thru FY-2002 and agencies' EEO/AA reports for FY-2003

**Total Number of Employees for Fiscal Years 1993-2003**



**Total Number of Minority Employees for Fiscal Years 1993-2003**



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

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

Compared to the FY-2002 report:

- The total number of employees in the state government work force indicates a 3.014% decrease or -1,039 employees (34,475 vs. 33,436).
- Minorities are represented at a higher percentage rate (19.7 vs. 19.9) even though the raw numbers indicate an overall decrease of 141 employees (6,801 vs. 6,660).
- Overall female representation remained at 55% of the state government's work force even though raw numbers indicate a 2.99% decrease or -566 employees (18,949 vs. 18,383).

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

- Minority representation increased in the Service Maintenance, Technicians, Paraprofessionals and Skilled Craft EEO categories.
- Female representation increased in the Officials/Administrators, Paraprofessionals, Skilled Craft and Service Maintenance EEO categories.

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

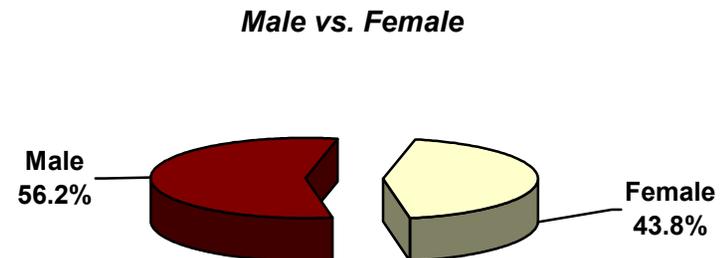
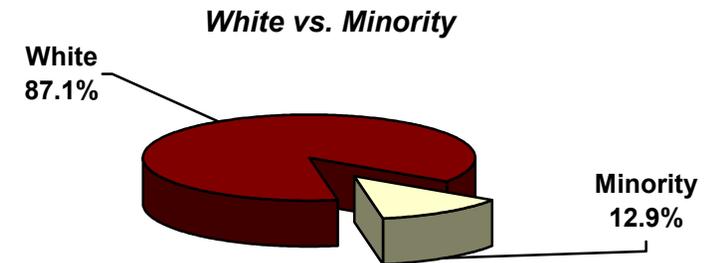
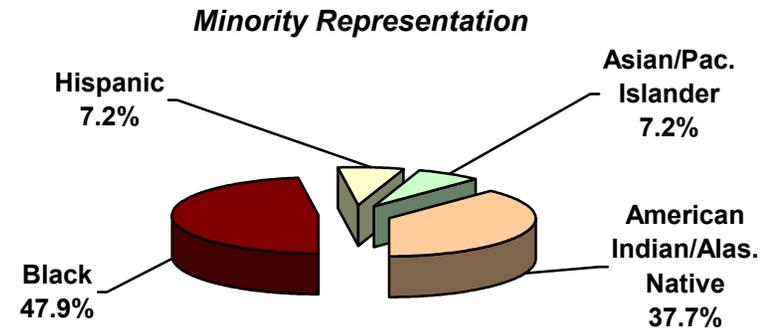
## Officials and Administrators

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 minority representation in this job category decreased from 13.2% in FY-2002 to 12.9% in FY-2003 but continues to exceed the CLF rate of 10.3%.

Female representation increased from 42.2% in FY-2002 to 43.8% in FY-2003, which exceeds the CLF rate.

<b>MALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	2.8	3.0	1.9
Hispanic	0.7	0.7	0.8
Asian/Pacific Islander	0.6	0.5	0.4
Amer. Indian/Alaskan Native	2.9	2.7	2.4
<b>FEMALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	36.0	37.7	37.2
Black	3.1	3.2	2.0
Hispanic	0.3	0.3	0.5
Asian/Pacific Islander	0.4	0.4	0.3
Amer. Indian/Alaskan Native	2.4	2.2	2.1
<b>Total Female</b>	<b>42.2</b>	<b>43.8</b>	<b>42.2</b>
<b>Total Minority</b>	<b>13.2</b>	<b>12.9</b>	<b>10.3</b>



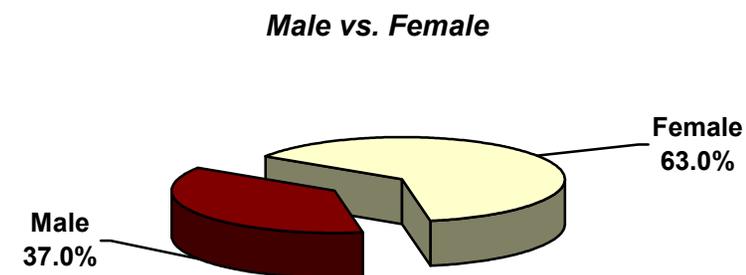
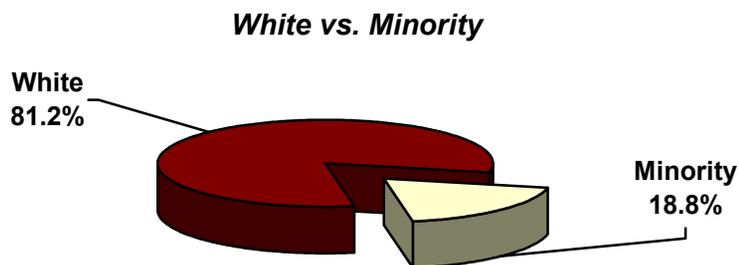
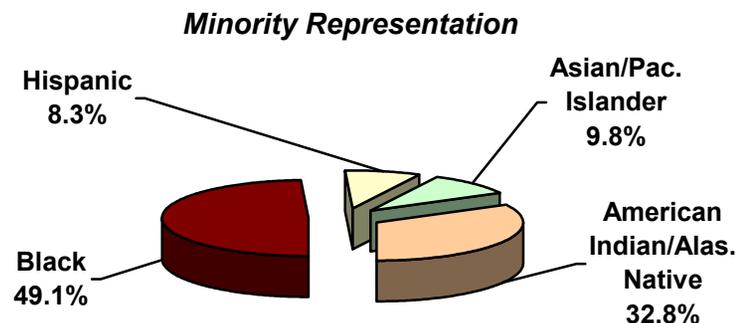
\* See Section II – Statewide Data for the total number of employees in each category.

### 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 minority representation in this job category remained stable at 18.8% during FY-2003 but continues to exceed the CLF rate of 12.6%.

Female representation also remained stable at 63% during FY-2003 and continues to exceed the CLF rate of 54%.



<b>MALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	2.7	2.6	1.6
Hispanic	0.5	0.6	0.6
Asian/Pacific Islander	0.8	0.9	1.0
Amer. Indian/Alaskan Native	1.9	1.9	2.0
<b>FEMALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	50.2	50.2	46.6
Black	6.5	6.6	3.0
Hispanic	1.1	1.0	0.8
Asian/Pacific Islander	1.0	1.0	0.6
Amer. Indian/Alaskan Native	4.2	4.2	3.0
<b>Total Female</b>	<b>63.0</b>	<b>63.0</b>	<b>54.0</b>
<b>Total Minority</b>	<b>18.8</b>	<b>18.8</b>	<b>12.6</b>

\* See Section II – Statewide Data for the total number of employees in each category.

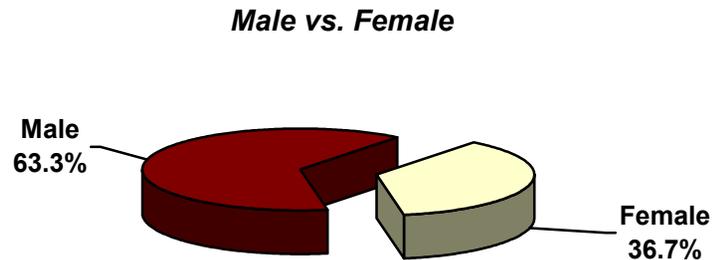
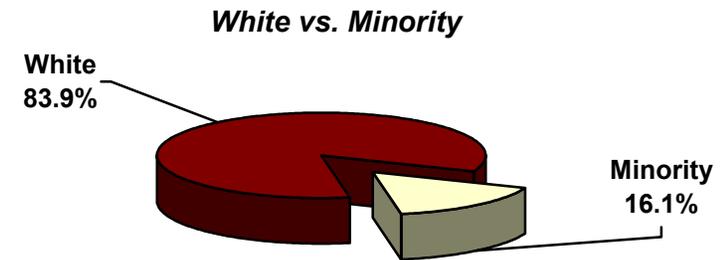
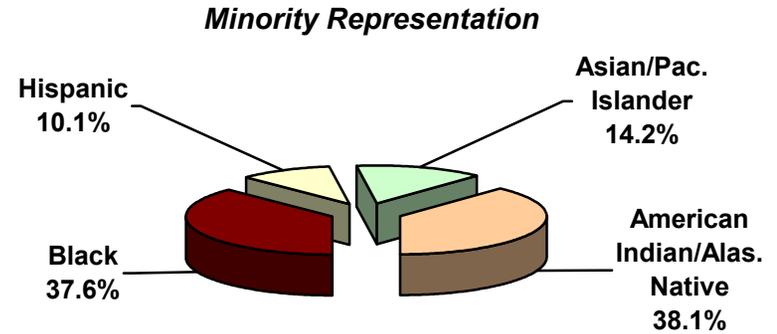
## Technicians

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)

The total number of employees increased by 157 from 2,728 in FY-2002 to 2,885 in FY-2003 in this category.

Total minority representation in this job category increased from 15.6% in FY-2002 to 16.1% in FY-2003 and continues to exceed the CLF (15.3%).

Female representation decreased from 37.6% in FY-2002 to 36.7% in FY-2003 and continues to fall well below the CLF rate of 47.3% in this category.



<b>MALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	2.7	2.7	2.4
Hispanic	0.9	1.0	0.8
Asian/Pacific Islander	1.1	1.4	1.1
Amer. Indian/Alaskan Native	4.0	4.1	3.1
<b>FEMALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	30.8	29.8	39.3
Black	3.2	3.4	3.6
Hispanic	0.5	0.6	0.5
Asian/Pacific Islander	1.0	0.9	0.6
Amer. Indian/Alaskan Native	2.1	2.0	3.3
<b>Total Female</b>	<b>37.6</b>	<b>36.7</b>	<b>47.3</b>
<b>Total Minority</b>	<b>15.6</b>	<b>16.1</b>	<b>15.3</b>

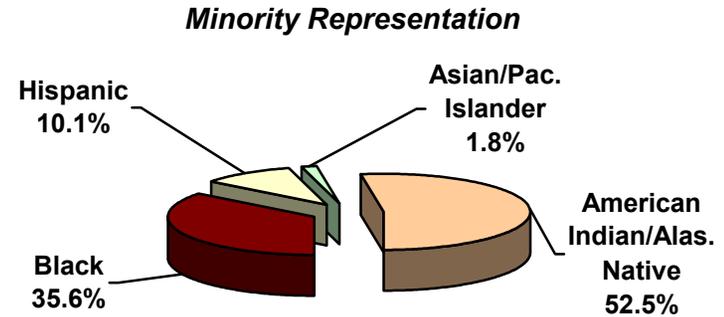
\* See Section II – Statewide Data for the total number of employees in each category.

**Protective Services**

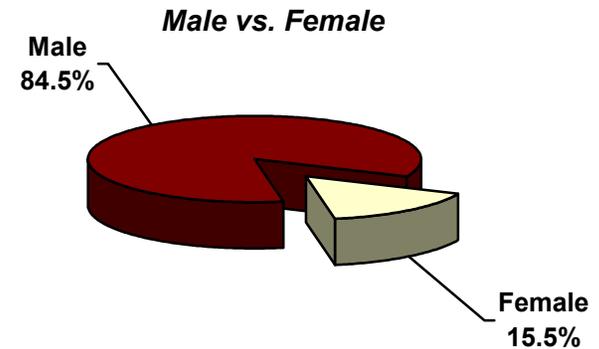
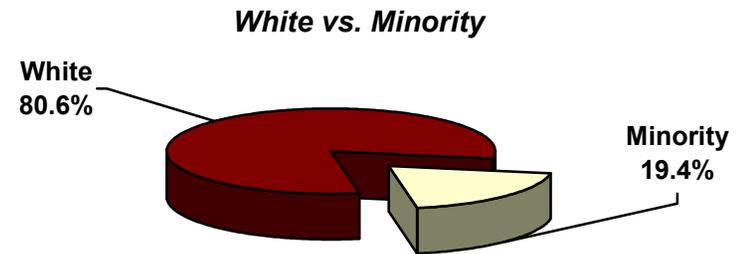
Employees in this category include those entrusted with public safety, security and protection from destructive forces. Includes: police and patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park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

Minority numbers showed a slight decrease from 19.6% in FY-2002 to 19.4% in FY-2003. This still exceeds the CLF rate of 17.4%.

Total female representation remained stable at 15.5%. This figure continues to exceed the CLF rate of 12.4%.



<b>MALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	4.9	5.0	6.2
Hispanic	1.6	1.6	1.3
Asian/Pacific Islander	0.3	0.3	0.1
Amer. Indian/Alaskan Native	8.5	8.6	7.2
<b>FEMALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	11.2	11.6	9.9
Black	2.1	1.9	1.1
Hispanic	0.5	0.3	0.3
Asian/Pacific Islander	0.0	0.1	0.0
Amer. Indian/Alaskan Native	1.7	1.6	1.1
<b>Total Female</b>	<b>15.5</b>	<b>15.5</b>	<b>12.4</b>
<b>Total Minority</b>	<b>19.6</b>	<b>19.4</b>	<b>17.4</b>



\* See Section II – Statewide Data for the total number of employees in each category.

## Paraprofessionals

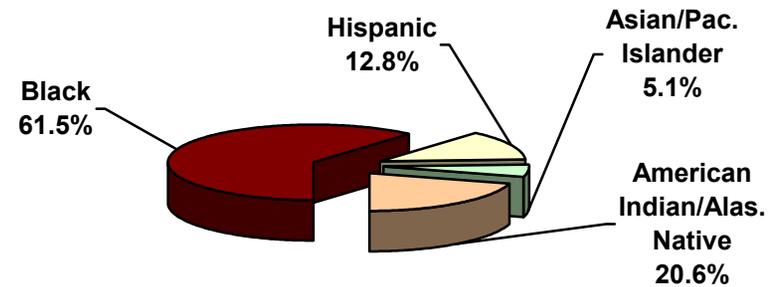
Paraprofessionals normally perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and 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 minority representation increased from 28.5% in FY-2002 to 29.4% in FY-2003. These figures far exceed the CLF rate of 15.3%.

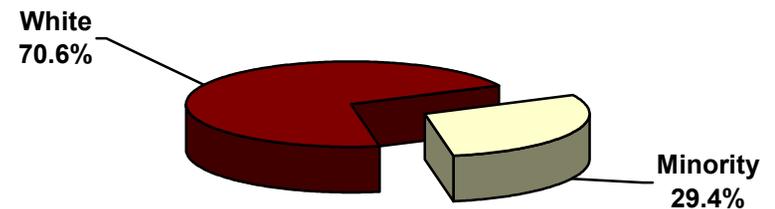
Female representation increased slightly from 72% in FY-2002 to 72.2% in FY-2003, which continues to exceed the CLF (47.3%).

<b>MALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	5.7	5.7	2.4
Hispanic	0.7	0.9	0.8
Asian/Pacific Islander	0.3	0.4	1.1
Amer. Indian/Alaskan Native	2.1	2.2	3.1
<b>FEMALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	52.5	52.0	39.3
Black	11.9	12.4	3.6
Hispanic	2.5	2.9	0.5
Asian/Pacific Islander	1.1	1.2	0.6
Amer. Indian/Alaskan Native	4.1	3.8	3.3
<b>Total Female</b>	<b>72.0</b>	<b>72.2</b>	<b>47.3</b>
<b>Total Minority</b>	<b>28.5</b>	<b>29.4</b>	<b>15.3</b>

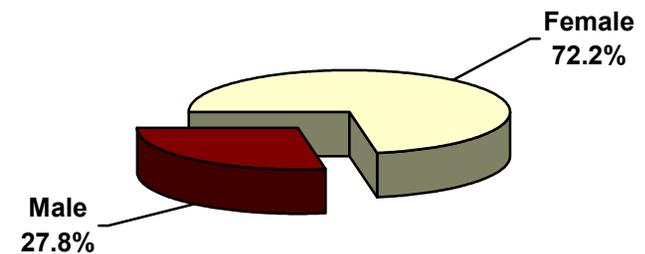
### *Minority Representation*



### *White vs. Minority*



### *Male vs. Female*



\* See Section II – Statewide Data for the total number of employees in each category.

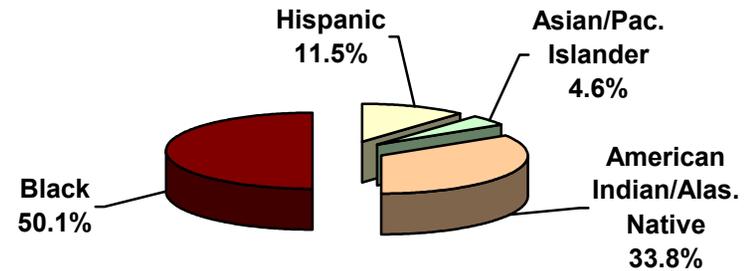
### Administrative Support

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)

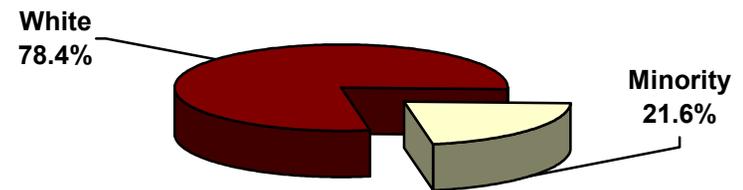
The comparison of females for the past two years showed a slight decrease in Whites and Blacks, an increase in Hispanics and American Indian/Alaskan Natives, and no change in Asian/Pacific Islanders. Males remained constant in all ethnic groups.

Overall, total females and minorities are well represented in this category in comparison to the CLF.

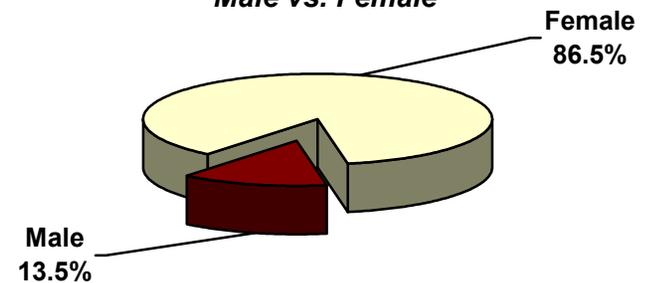
**Minority Representation**



**White vs. Minority**



**Male vs. Female**



<b>MALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	1.3	1.3	1.5
Hispanic	0.3	0.3	0.5
Asian/Pacific Islander	0.1	0.1	0.2
Amer. Indian/Alaskan Native	1.0	1.0	1.3
<b>FEMALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	67.7	67.6	68.1
Black	9.7	9.5	4.6
Hispanic	2.1	2.2	1.2
Asian/Pacific Islander	0.9	0.9	0.4
Amer. Indian/Alaskan Native	6.2	6.3	4.6
<b>Total Female</b>	<b>86.7</b>	<b>86.5</b>	<b>79.0</b>
<b>Total Minority</b>	<b>21.6</b>	<b>21.6</b>	<b>14.4</b>

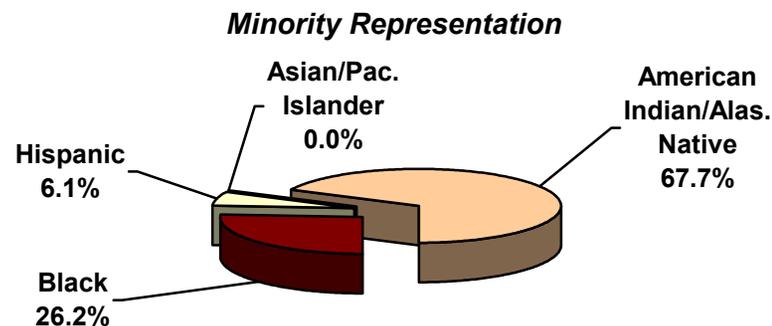
\* See Section II – Statewide Data for the total number of employees in each category.

### Skilled Crafts

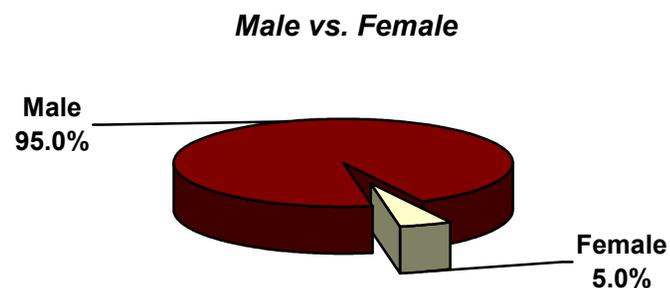
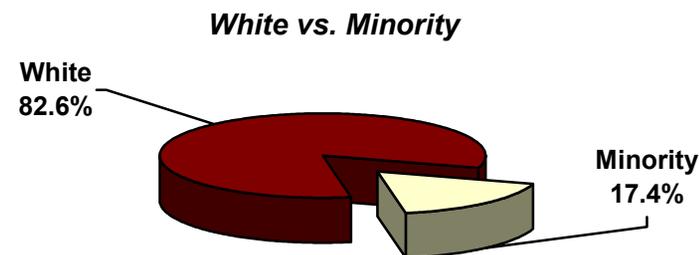
This job group performs duties/tasks that require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work that is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, 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)

The total minority workforce increased from 16.6% in FY-2002 to 17.4% in FY-2003 and continues to exceed the CLF (15.2%).

Total female representation increased from 4.4% in FY-2002 to 5.0% in FY-2003 but remains well below the CLF rate of 8.8%.



<b>MALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	3.9	3.8	3.6
Hispanic	1.0	1.1	2.1
Asian/Pacific Islander	0.1	0.0	0.5
Amer. Indian/Alaskan Native	10.8	11.4	6.9
<b>FEMALE*</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	3.6	3.9	6.8
Black	0.7	0.7	0.7
Hispanic	0.0	0.0	0.3
Asian/Pacific Islander	0.0	0.0	0.3
Amer. Indian/Alaskan Native	0.1	0.3	0.8
<b>Total Female</b>	<b>4.4</b>	<b>5.0</b>	<b>8.8</b>
<b>Total Minority</b>	<b>16.6</b>	<b>17.4</b>	<b>15.2</b>



\* See Section II – Statewide Data for the total number of employees in each 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)

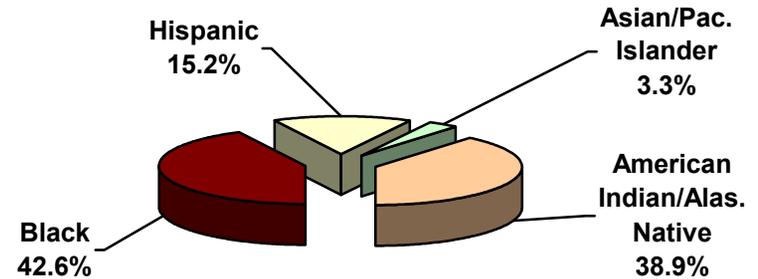
Whereas, American Indian/Alaskan Native males remained constant, all other ethnic groups for both genders reported an increase in this category.

Total minority representation increased from 21% in FY-2002 to 23.1% in FY-2003, falling just below the CLF rate of 23.6%.

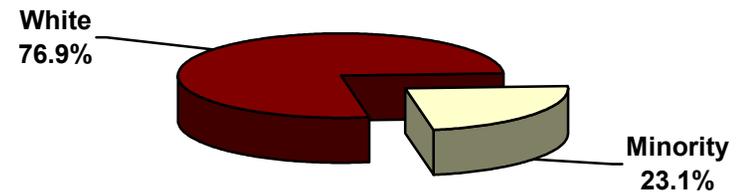
Total female representation also increased from 31.9% in FY-2002 to 32.9% in FY-2003, which well exceeds the 19.3% CLF rate.

<b>MALE✘</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
Black	5.2	6.2	7.0
Hispanic	2.0	2.4	3.4
Asian/Pacific Islander	0.2	0.3	0.5
Amer. Indian/Alaskan Native	6.7	6.7	8.1
<b>FEMALE✘</b>	<b>% FY 2002</b>	<b>% FY 2003</b>	<b>% CLF</b>
White	24.9	25.3	14.7
Black	3.6	3.7	1.5
Hispanic	0.9	1.1	0.9
Asian/Pacific Islander	0.4	0.5	0.2
Amer. Indian/Alaskan Native	2.1	2.3	1.9
<b>Total Female</b>	<b>31.9</b>	<b>32.9</b>	<b>19.3</b>
<b>Total Minority</b>	<b>21.0</b>	<b>23.1</b>	<b>23.6</b>

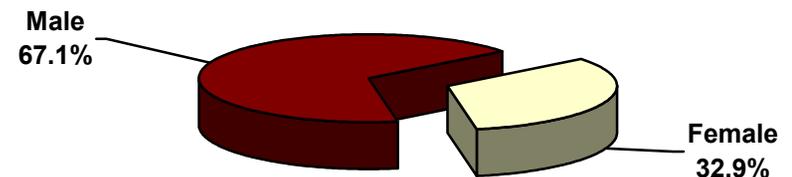
### *Minority Representation*



### *White vs. Minority*



### *Male vs. Female*



✘ See Section II – Statewide Data for the total number of employees in each category.

## Appointments, Promotions, Demotions and Separations

This page provides a summary of the state government work force appointments, promotions, demotions, and separations for FY-03.

### 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 CLF.

- ❖ New appointments for all minority groups exceeded their representation in the civilian labor force; female appointments (60%) greatly exceeded their availability of 45.4% in the state's civilian labor force.

### Promotions

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

- ❖ Total minorities received 21% and females received 57.3% of the promotions granted in FY-03. This is 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 work force:

- ❖ Blacks, Hispanics and males were demoted less often in FY-03 (i.e., Total Minorities 18.7% vs. 19.9%, Blacks 8.2% vs. 9.5%, Hispanics 1.9% vs. 2% and Males 36% vs. 45%).

### 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 work force:

- ❖ Asian/Pacific Islanders, American Indian/Alaskan Natives, Hispanics and females left state government at a higher rate in FY-03 (i.e., Total Minorities 20.5% vs. 19.9%, Asian/Pacific Islanders 1.6% vs. 1.4%, American Indian/Alaskan Natives 7.3% vs. 7%, Hispanics 2.2% vs. 2% and females 59% vs. 55%).

## FY-2003 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	Hisp	% of Total	Total Min	% of Total	Male	% of Total	Female	% of Total
<b>Appointments</b>	3,094	2,388	77.2	324	10.5	68	2.2	221	7.1	93	3.0	706	22.8	1,239	40.0	1,855	60.0
<b>CLF Availability %</b>			83.3		6.4		1.0		6.9		2.4		16.7		54.6		45.4
<b>Promotions</b>	2,146	1,695	79.0	205	9.6	25	1.2	173	8.0	48	2.2	451	21.0	917	42.7	1,229	57.3
<b>Demotions</b>	208	169	81.3	17	8.2	3	1.4	15	7.2	4	1.9	39	18.7	75	36.0	133	64.0
<b>Separations</b>	4,288	3,410	79.5	401	9.4	69	1.6	311	7.3	97	2.2	878	20.5	1,765	41.0	2,523	59.0
<b>% State Government Work Force for FY-2003</b>			80.1		9.5		1.4		7.0		2.0		19.9		45.0		55.0

## **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 51 persons through the Fair Employment Practices Act during FY-2003. These appointments included 4 Blacks, 6 Asian/Pacific Islanders, 8 American Indian/Native Alaskans, 7 Hispanics, and 26 females.

According to the major occupational categories, these 51 FEPA appointments included 17 in Professional, 2 in Technician, 12 in Protective Services, 11 in Paraprofessional, 8 in Administrative Support, and 1 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-2003, OPM attended 32 career fairs and 10 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 OPM Targeted Recruitment Coordinator attended 3 agency Reduction-in-Force orientation sessions during FY-2003.

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***

---

## **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-2003 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 compiled from the *Labor Force Information for Affirmative Action Programs* published by the Oklahoma Employment Security Commission, which is based on 1990 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 times 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-2003 may not be identical to that reported for FY-2002. This is the result of: 1) new agencies reporting; 2) reporting agencies amending data reported for FY-2002.

## ***Section I — Index of Reporting Agencies***

---

# PRESENT STAFFING

AGENCY: STATEWIDE

DATE: As of June 30, 2003

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	1824	901	55	12	9	49	1026	687	58	5	8	40	798	236
% Represented	5.5	49.4	3.0	0.7	0.5	2.7	56.3	37.7	3.2	0.3	0.4	2.2	43.8	12.9
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	13899	4310	366	78	122	270	5146	6977	918	139	133	586	8753	2612
% Represented	41.6	31.0	2.6	0.6	0.9	1.9	37.0	50.2	6.6	1.0	1.0	4.2	63.0	18.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	2885	1560	78	30	40	119	1827	860	97	17	26	58	1058	465
% Represented	8.6	54.1	2.7	1.0	1.4	4.1	63.3	29.8	3.4	0.6	0.9	2.0	36.7	16.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	3928	2712	196	64	12	336	3320	454	75	13	2	64	608	762
% Represented	11.7	69.0	5.0	1.6	0.3	8.6	84.5	11.6	1.9	0.3	0.1	1.6	15.5	19.4
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	3094	577	176	27	11	68	859	1608	383	89	36	119	2235	909
% Represented	9.3	18.6	5.7	0.9	0.4	2.2	27.8	52.0	12.4	2.9	1.2	3.8	72.2	29.4
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	4905	528	63	16	6	51	664	3318	468	106	42	307	4241	1059
% Represented	14.7	10.8	1.3	0.3	0.1	1.0	13.5	67.6	9.5	2.2	0.9	6.3	86.5	21.6
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	944	743	36	10	0	108	897	37	7	0	0	3	47	164
% Represented	2.8	78.7	3.8	1.1	0.0	11.4	95.0	3.9	0.7	0.0	0.0	0.3	5.0	17.4
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	1957	1009	121	47	6	131	1314	495	72	22	9	45	643	453
% Represented	5.9	51.6	6.2	2.4	0.3	6.7	67.1	25.3	3.7	1.1	0.5	2.3	32.9	23.1
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>33436</b>	<b>12340</b>	<b>1091</b>	<b>284</b>	<b>206</b>	<b>1132</b>	<b>15053</b>	<b>14436</b>	<b>2078</b>	<b>391</b>	<b>256</b>	<b>1222</b>	<b>18383</b>	<b>6660</b>
% Represented	100.0	36.9	3.3	0.8	0.6	3.4	45.0	43.2	6.2	1.2	0.8	3.7	55.0	19.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATEWIDE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	34475	27674	3230	461	2435	675	6801	15526	18949
BREAKDOWN PERCENTAGES		80.3	9.4	1.3	7.1	2.0	19.7	45.0	55.0
BREAKDOWN AS OF JUNE 30, 2003	33436	26776	3169	462	2354	675	6660	15053	18383
BREAKDOWN PERCENTAGES		80.1	9.5	1.4	7.0	2.0	19.9	45.0	55.0
NET INCREASES OR DECREASES	-1039	-898	-61	1	-81	0	-141	-473	-566
NUMBER OF NEW HIRES	3094	2388	324	68	221	93	706	1239	1855
NUMBER OF PROMOTIONS	2146	1695	205	25	173	48	451	917	1229
NUMBER OF DEMOTIONS	208	169	17	3	15	4	39	75	133
NUMBER OF SEPARATIONS	4288	3410	401	69	311	97	878	1765	2523

## WORKFORCE/CLF COMPARISON

AGENCY: STATEWIDE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	33436	15053	18383	26776	3169	462	2354	675	6660
EMPLOYEES (%)		45.0	55.0	80.1	9.5	1.4	7.0	2.0	19.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			15180		2140	334	2307	802	5584
DIFFERENCE (#)			0		0	0	0	127	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## ***Section II — Agency Work Force Tables***

---

## **Index of Reporting Agencies**

<u><b>Agency</b></u>	<u><b>Page</b></u>		
Accountancy Board, The Oklahoma .....	25	Educational Television Authority, Oklahoma .....	79
Advancement of Science and Technology, Center for the .....	27	Election Board, State.....	81
Aeronautics Commission, Oklahoma.....	29	Embalmers and Funeral Directors, State Board of.....	83
Agriculture, Department of.....	31	Emergency Management, Department of.....	85
Alcoholic Beverage Laws Enforcement Commission.....	33	Employee Benefits Council .....	87
Architects and Landscape Architects Board of Governors.....	35	Employment Security Commission, Oklahoma.....	89
Arts Council, State.....	37	Engineers & Land Surveyors Board.....	91
Attorney General's Office.....	39	Environmental Quality, Department of.....	93
Auditor and Inspector and Ad Valorem Task Force, State.....	41	Ethics Commission.....	95
Banking Department, State .....	43	Finance, Office of State.....	97
Boll Weevil Eradication Organization .....	45	Firefighter's Pension and Retirement System, Oklahoma .....	99
Career and Technology Education, Department of.....	47	Fire Marshal, State .....	101
Capitol Complex and Centennial Commemoration Commission.	49	Governor, Office of the .....	103
Central Services, Department of.....	51	Grand River Dam Authority .....	105
Children and Youth, Commission on.....	53	Handicapped Concerns, Office of.....	107
Chiropractic Examiner, Board of.....	55	Health, State Department of .....	109
Commerce, Department of.....	57	Health Care Authority, Oklahoma.....	111
CompSource Oklahoma.....	59	Historical Society, Oklahoma.....	113
Conservation Commission, Oklahoma .....	61	Horse Racing Commission, Oklahoma.....	115
Consumer Credit.....	63	House of Representatives .....	117
Corporation Commission.....	65	Human Rights Commission, Oklahoma.....	119
Corrections, Department of .....	67	Human Services, Department of.....	121
Cosmetology Board, State .....	69	Indian Affairs Commission, Oklahoma .....	123
Council on Law Enforcement Education and Training.....	71	Indigent Defense System, Oklahoma.....	125
Dentists, Board of Governors of the Registered.....	73	Industrial Finance Authority, Oklahoma.....	127
District Attorney's Council .....	75	Insurance Board, State and Education Employees Group.....	129
Education, State Department of.....	77	Insurance Department, Oklahoma .....	131
<u><b>Agency</b></u>	<u><b>Page</b></u>	Investigation, Oklahoma State Bureau of.....	133

<b>Agency</b>	<b>Page</b>
J.D. McCarty Center for Handicapped Children.....	135
J. M. Davis Memorial Commission .....	137
Juvenile Affairs, Office of.....	139
Labor, Department of .....	141
Land Office, Commissioners of the .....	143
Law Enforcement Retirement System, Oklahoma .....	145
Legislative Service Bureau.....	147
Libraries, Department of .....	149
Lieutenant Governor, Office of the .....	151
Liquefied Petroleum Gas Administration.....	153
Marginally Producing Oil and Gas Wells, Commission on.....	155
Medical Licensure and Supervision, Board of .....	157
Medicolegal Investigations, Board of.....	159
Mental Health and Substance Abuse Services, Department of....	161
Merit Protection Commission, Oklahoma .....	163
Military Department, Oklahoma .....	165
Mines, Department of .....	167
Motor Vehicle Commission, Oklahoma.....	169
Narcotics and Dangerous Drugs, State Bureau of.....	171
Nursing, Oklahoma Board of.....	173
Nursing Home Administrators, Board of Examiners of .....	175
Osteopathic Examiners, State Board of .....	177
Pardon and Parole Board.....	179
Personnel Management, Office of.....	181
Pharmacy, Oklahoma State Board of.....	183
Physician Manpower Training Commission .....	185
Police Pension and Retirement System, Oklahoma.....	187
Private Vocational Schools, Oklahoma Board of .....	189

<b>Agency</b>	<b>Page</b>
Psychologists, State Board of Examiners for .....	191
Public Employees Retirement System, Oklahoma .....	193
Public Safety, Department of .....	195
Real Estate Commission, Oklahoma .....	197
Rehabilitation Services, Department of .....	199
School of Science and Mathematics, Oklahoma .....	201
Secretary of State .....	203
Securities, Department of .....	205
Senate, State .....	207
Speech Pathology and Audiology, State Board of .....	209
Statewide.....	19
Tax Commission, Oklahoma .....	211
Teacher Preparation, Commission for .....	213
Teachers' Retirement System .....	215
Tobacco Settlement Endowment Trust .....	217
Tourism and Recreation Department, Oklahoma.....	219
Transportation Authority, Oklahoma.....	221
Transportation, Department of .....	223
Treasurer, Office of the State.....	225
University Hospitals Authority .....	227
Used Motor Vehicle and Parts Commission .....	229
Veterans Affairs, Department of .....	231
Veterinary Medical Examiners, Board of.....	233
Water Resources Board, Oklahoma .....	235
Wheat Utilization, Commission for.....	237
Wildlife Conservation, Department of .....	239
Will Rogers Memorial Commission .....	241
Workers' Compensation Court.....	243

## PRESENT STAFFING

AGENCY: ACCOUNTANCY BOARD  
 EEO COORDINATOR: [EDITH STEELE](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	6	2	0	0	0	0	2	2	1	0	0	1	4	2
% Represented	85.7	33.3	0.0	0.0	0.0	0.0	33.3	33.3	16.7	0.0	0.0	16.7	66.7	33.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	7	2	0	0	0	0	2	3	1	0	0	1	5	2
% Represented	100.0	28.6	0.0	0.0	0.0	0.0	28.6	42.9	14.3	0.0	0.0	14.3	71.4	28.6
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ACCOUNTANCY BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	6	5	1	0	0	0	1	2	4
BREAKDOWN PERCENTAGES		83.3	16.7	0.0	0.0	0.0	16.7	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2003	7	5	1	0	1	0	2	2	5
BREAKDOWN PERCENTAGES		71.4	14.3	0.0	14.3	0.0	28.6	28.6	71.4
NET INCREASES OR DECREASES	1	0	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	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: ACCOUNTANCY BOARD

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	2	5	5	1	0	1	0	2
EMPLOYEES (%)		28.6	71.4	71.4	14.3	0.0	14.3	0.0	28.6
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY  
 EEO COORDINATOR: [SHARRON DaVAULT](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	4	0	0	0	0	4	0
% Represented	31.6	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	11	2	0	0	0	1	3	8	0	0	0	0	8	1
% Represented	57.9	18.2	0.0	0.0	0.0	9.1	27.3	72.7	0.0	0.0	0.0	0.0	72.7	9.1
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	2	2	0	0	0	0	2	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	19	6	0	0	0	1	7	12	0	0	0	0	12	1
% 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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	19	18	0	0	1	0	1	6	13
BREAKDOWN PERCENTAGES		94.7	0.0	0.0	5.3	0.0	5.3	31.6	68.4
BREAKDOWN AS OF JUNE 30, 2003	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	0	0	0	0	0	0	0	1	-1
NUMBER OF NEW HIRES	1	0	0	0	1	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	1	0	0	0	1	0	1	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			9		1	0	1	0	3
DIFFERENCE (#)			0		1	0	0	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA AERONAUTICS COMMISSION  
 EEO COORDINATOR: [LaDONNA AUTREY](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	7	4	1	0	0	0	5	2	0	0	0	0	2	1
% Represented	77.8	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	1	0
% Represented	11.1	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	9	5	1	0	0	0	6	3	0	0	0	0	3	1
% Represented	100.0	55.6	11.1	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	11.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA AERONAUTICS COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	8	6	2	0	0	0	2	7	1
BREAKDOWN PERCENTAGES		75.0	25.0	0.0	0.0	0.0	25.0	87.5	12.5
BREAKDOWN AS OF JUNE 30, 2003	9	8	1	0	0	0	1	6	3
BREAKDOWN PERCENTAGES		88.9	11.1	0.0	0.0	0.0	11.1	66.7	33.3
NET INCREASES OR DECREASES	1	2	-1	0	0	0	-1	-1	2
NUMBER OF NEW HIRES	12	10	2	0	0	0	2	8	4
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	3	2	1	0	0	0	1	2	1

Commission separated from ODOT on July 1, 2002, to become an independent state agency. Figures reflected on line 1 include the initial start-up staff (including the new hires for this fiscal year); therefore, this form will not balance with the figures indicated.

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA AERONAUTICS COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	9	6	3	8	1	0	0	0	1
EMPLOYEES (%)		66.7	33.3	88.9	11.1	0.0	0.0	0.0	11.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			1		0	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF AGRICULTURE  
EEO COORDINATOR: [CHERRY WILLIAMS](#)

DATE: As of June 30, 2003

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	23	19	0	0	0	1	20	2	1	0	0	0	3	2
% Represented	5.1	82.6	0.0	0.0	0.0	4.3	87.0	8.7	4.3	0.0	0.0	0.0	13.0	8.7
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	119	64	1	0	1	3	69	46	2	0	2	0	50	9
% Represented	26.6	53.8	0.8	0.0	0.8	2.5	58.0	38.7	1.7	0.0	1.7	0.0	42.0	7.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	125	97	2	0	1	3	103	19	3	0	0	0	22	9
% Represented	27.9	77.6	1.6	0.0	0.8	2.4	82.4	15.2	2.4	0.0	0.0	0.0	17.6	7.2
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	111	97	0	0	0	13	110	1	0	0	0	0	1	13
% Represented	24.8	87.4	0.0	0.0	0.0	11.7	99.1	0.9	0.0	0.0	0.0	0.0	0.9	11.7
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	2	0	1	0	0	0	1	0	0	1	0	0	1	2
% Represented	0.4	0.0	50.0	0.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	100.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	53	2	1	0	0	0	3	35	9	3	1	2	50	16
% Represented	11.8	3.8	1.9	0.0	0.0	0.0	5.7	66.0	17.0	5.7	1.9	3.8	94.3	30.2
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	4	4	0	0	0	0	4	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	11	4	0	0	0	1	5	6	0	0	0	0	6	1
% Represented	2.5	36.4	0.0	0.0	0.0	9.1	45.5	54.5	0.0	0.0	0.0	0.0	54.5	9.1
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	448	287	5	0	2	21	315	109	15	4	3	2	133	52
% Represented	100.0	64.1	1.1	0.0	0.4	4.7	70.3	24.3	3.3	0.9	0.7	0.4	29.7	11.6
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF AGRICULTURE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	472	422	17	4	25	4	50	333	139
BREAKDOWN PERCENTAGES		89.4	3.6	0.8	5.3	0.8	10.6	70.6	29.4
BREAKDOWN AS OF JUNE 30, 2003	448	396	20	5	23	4	52	315	133
BREAKDOWN PERCENTAGES		88.4	4.5	1.1	5.1	0.9	11.6	70.3	29.7
NET INCREASES OR DECREASES	-24	-26	3	1	-2	0	2	-18	-6
NUMBER OF NEW HIRES	24	18	4	1	0	1	6	13	11
NUMBER OF PROMOTIONS	11	8	3	0	0	0	3	7	4
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	2	0
NUMBER OF SEPARATIONS	48	44	1	0	2	1	4	31	17

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF AGRICULTURE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	448	315	133	396	20	5	23	4	52
EMPLOYEES (%)		70.3	29.7	88.4	4.5	1.1	5.1	0.9	11.6
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			203		29	4	31	11	75
DIFFERENCE (#)			70		9	0	8	7	23

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION  
 EEO COORDINATOR: [KAREN PILKINGTON](#)

DATE: As of June 30, 2003

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	5	0	0	0	0	5	1	0	0	0	0	1	0
% Represented	10.9	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	6	1	0	0	0	0	1	3	2	0	0	0	5	2
% Represented	10.9	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	31	23	1	0	0	1	25	5	1	0	0	0	6	3
% Represented	56.4	74.2	3.2	0.0	0.0	3.2	80.6	16.1	3.2	0.0	0.0	0.0	19.4	9.7
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	12	1	0	0	0	0	1	6	4	0	1	0	11	5
% Represented	21.8	8.3	0.0	0.0	0.0	0.0	8.3	50.0	33.3	0.0	8.3	0.0	91.7	41.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	55	30	1	0	0	1	32	15	7	0	1	0	23	10
% Represented	100.0	54.5	1.8	0.0	0.0	1.8	58.2	27.3	12.7	0.0	1.8	0.0	41.8	18.2
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	62	51	8	1	1	1	11	35	27
BREAKDOWN PERCENTAGES		82.3	12.9	1.6	1.6	1.6	17.7	56.5	43.5
BREAKDOWN AS OF JUNE 30, 2003	55	45	8	1	1	0	10	32	23
BREAKDOWN PERCENTAGES		81.8	14.5	1.8	1.8	0.0	18.2	58.2	41.8
NET INCREASES OR DECREASES	-7	-6	0	0	0	-1	-1	-3	-4
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	2	2	0	0	0	0	0	1	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	7	6	0	0	0	1	1	3	4

## WORKFORCE/CLF COMPARISON

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	55	32	23	45	8	1	1	0	10
EMPLOYEES (%)		58.2	41.8	81.8	14.5	1.8	1.8	0.0	18.2
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			25		4	1	4	1	9
DIFFERENCE (#)			2		0	0	3	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 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, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF GOVERNORS OF THE LICENSED ARCHITECTS AND LANDSCAPE ARCHITECTS DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ARTS COUNCIL  
EEO COORDINATOR: JOE TURNER

DATE: As of June 30, 2003

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	0	0	0	0	1	3	2	0	0	0	5	2
% Represented	37.5	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	7	1	1	0	0	0	2	4	0	0	0	1	5	2
% Represented	43.8	14.3	14.3	0.0	0.0	0.0	28.6	57.1	0.0	0.0	0.0	14.3	71.4	28.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3	0	0	0	0	0	0	2	0	0	0	1	3	1
% Represented	18.8	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	16	2	1	0	0	0	3	9	2	0	0	2	13	5
% Represented	100.0	12.5	6.3	0.0	0.0	0.0	18.8	56.3	12.5	0.0	0.0	12.5	81.3	31.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ARTS COUNCIL

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	17	12	3	0	2	0	5	3	14
BREAKDOWN PERCENTAGES		70.6	17.6	0.0	11.8	0.0	29.4	17.6	82.4
BREAKDOWN AS OF JUNE 30, 2003	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
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: ARTS COUNCIL

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	16	3	13	11	3	0	2	0	5
EMPLOYEES (%)		18.8	81.3	68.8	18.8	0.0	12.5	0.0	31.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			7		1	0	1	0	3
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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	7	0	0	0	0	7	10	0	0	0	1	11	1
% Represented	11.3	38.9	0.0	0.0	0.0	0.0	38.9	55.6	0.0	0.0	0.0	5.6	61.1	5.6
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	78	35	0	0	0	1	36	39	2	0	0	1	42	4
% Represented	49.1	44.9	0.0	0.0	0.0	1.3	46.2	50.0	2.6	0.0	0.0	1.3	53.8	5.1
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	2	2	0	0	0	0	2	0	0	0	0	0	0	0
% Represented	1.3	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	30	19	1	0	0	2	22	8	0	0	0	0	8	3
% Represented	18.9	63.3	3.3	0.0	0.0	6.7	73.3	26.7	0.0	0.0	0.0	0.0	26.7	10.0
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	31	2	0	0	0	0	2	21	3	1	0	4	29	8
% Represented	19.5	6.5	0.0	0.0	0.0	0.0	6.5	67.7	9.7	3.2	0.0	12.9	93.5	25.8
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	159	65	1	0	0	3	69	78	5	1	0	6	90	16
% Represented	100.0	40.9	0.6	0.0	0.0	1.9	43.4	49.1	3.1	0.6	0.0	3.8	56.6	10.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ATTORNEY GENERAL'S OFFICE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	162	141	8	1	11	1	21	69	93
BREAKDOWN PERCENTAGES		87.0	4.9	0.6	6.8	0.6	13.0	42.6	57.4
BREAKDOWN AS OF JUNE 30, 2003	159	143	6	0	9	1	16	69	90
BREAKDOWN PERCENTAGES		89.9	3.8	0.0	5.7	0.6	10.1	43.4	56.6
NET INCREASES OR DECREASES	-3	2	-2	-1	-2	0	-5	0	-3
NUMBER OF NEW HIRES	21	18	2	0	1	0	3	8	13
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	24	16	4	1	3	0	8	8	16

## WORKFORCE/CLF COMPARISON

AGENCY: ATTORNEY GENERAL'S OFFICE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	159	69	90	143	6	0	9	1	16
EMPLOYEES (%)		43.4	56.6	89.9	3.8	0.0	5.7	0.6	10.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			72		10	2	11	4	27
DIFFERENCE (#)			0		4	2	2	3	11

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE AUDITOR AND INSPECTOR  
 EEO COORDINATOR: **JIM McGOODWIN**

DATE: As of June 30, 2003

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	38	18	0	0	0	0	18	19	0	0	0	1	20	1
% Represented	25.5	47.4	0.0	0.0	0.0	0.0	47.4	50.0	0.0	0.0	0.0	2.6	52.6	2.6
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	96	32	1	0	0	3	36	53	4	0	0	3	60	11
% Represented	64.4	33.3	1.0	0.0	0.0	3.1	37.5	55.2	4.2	0.0	0.0	3.1	62.5	11.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	15	2	0	0	0	1	3	10	0	0	0	2	12	3
% Represented	10.1	13.3	0.0	0.0	0.0	6.7	20.0	66.7	0.0	0.0	0.0	13.3	80.0	20.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	149	52	1	0	0	4	57	82	4	0	0	6	92	15
% Represented	100.0	34.9	0.7	0.0	0.0	2.7	38.3	55.0	2.7	0.0	0.0	4.0	61.7	10.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE AUDITOR AND INSPECTOR

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	152	138	4	0	10	0	14	62	90
BREAKDOWN PERCENTAGES		90.8	2.6	0.0	6.6	0.0	9.2	40.8	59.2
BREAKDOWN AS OF JUNE 30, 2003	149	134	5	0	10	0	15	57	92
BREAKDOWN PERCENTAGES		89.9	3.4	0.0	6.7	0.0	10.1	38.3	61.7
NET INCREASES OR DECREASES	-3	-4	1	0	0	0	1	-5	2
NUMBER OF NEW HIRES	20	17	1	0	2	0	3	12	8
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	23	21	0	0	2	0	2	17	6

## WORKFORCE/CLF COMPARISON

AGENCY: STATE AUDITOR AND INSPECTOR

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	149	57	92	134	5	0	10	0	15
EMPLOYEES (%)		38.3	61.7	89.9	3.4	0.0	6.7	0.0	10.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			68		10	1	10	4	25
DIFFERENCE (#)			0		5	1	0	4	10

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BANKING DEPARTMENT  
 EEO COORDINATOR: [STACEY TAYAR](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	34	22	0	0	0	0	22	9	1	1	0	1	12	3
% Represented	87.2	64.7	0.0	0.0	0.0	0.0	64.7	26.5	2.9	2.9	0.0	2.9	35.3	8.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3	0	0	0	0	0	0	1	0	1	0	1	3	2
% Represented	7.7	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	33.3	0.0	33.3	100.0	66.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	39	24	0	0	0	0	24	10	1	2	0	2	15	5
% Represented	100.0	61.5	0.0	0.0	0.0	0.0	61.5	25.6	2.6	5.1	0.0	5.1	38.5	12.8
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BANKING DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	42	37	1	0	2	2	5	27	15
BREAKDOWN PERCENTAGES		88.1	2.4	0.0	4.8	4.8	11.9	64.3	35.7
BREAKDOWN AS OF JUNE 30, 2003	39	34	1	0	2	2	5	24	15
BREAKDOWN PERCENTAGES		87.2	2.6	0.0	5.1	5.1	12.8	61.5	38.5
NET INCREASES OR DECREASES	-3	-3	0	0	0	0	0	-3	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	12	10	1	0	1	0	2	7	5
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	3	0	0	0	0	0	3	0

## WORKFORCE/CLF COMPARISON

AGENCY: BANKING DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	39	24	15	34	1	0	2	2	5
EMPLOYEES (%)		61.5	38.5	87.2	2.6	0.0	5.1	5.1	12.8
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			18		2	0	3	1	7
DIFFERENCE (#)			3		1	0	1	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION  
 EEO COORDINATOR: [BILL MASSEY](#)

DATE: As of June 30, 2003

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	5	4	0	0	0	0	4	1	0	0	0	0	1	0
% Represented	45.5	80.0	0.0	0.0	0.0	0.0	80.0	20.0	0.0	0.0	0.0	0.0	20.0	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	1	0	0	0	1	2	1
% Represented	18.2	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	3	3	0	0	0	0	3	0	0	0	0	0	0	0
% Represented	27.3	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	11	8	0	0	0	0	8	2	0	0	0	1	3	1
% Represented	100.0	72.7	0.0	0.0	0.0	0.0	72.7	18.2	0.0	0.0	0.0	9.1	27.3	9.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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
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: BOLL WEEVIL ERADICATION ORGANIZATION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	11	8	3	10	0	0	1	0	1
EMPLOYEES (%)		72.7	27.3	90.9	0.0	0.0	9.1	0.0	9.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			2		1	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION  
 EEO COORDINATOR: [MEGAN MOODY](#)

DATE: As of June 30, 2003

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	26	13	0	0	0	0	13	13	0	0	0	0	13	0
% Represented	8.2	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	171	96	5	1	0	5	107	61	1	0	1	1	64	14
% Represented	53.8	56.1	2.9	0.6	0.0	2.9	62.6	35.7	0.6	0.0	0.6	0.6	37.4	8.2
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	20	6	0	0	0	1	7	12	0	0	0	1	13	2
% Represented	6.3	30.0	0.0	0.0	0.0	5.0	35.0	60.0	0.0	0.0	0.0	5.0	65.0	10.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	15	4	0	0	0	0	4	9	1	0	0	1	11	2
% Represented	4.7	26.7	0.0	0.0	0.0	0.0	26.7	60.0	6.7	0.0	0.0	6.7	73.3	13.3
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	58	0	0	0	0	0	0	54	2	0	0	2	58	4
% Represented	18.2	0.0	0.0	0.0	0.0	0.0	0.0	93.1	3.4	0.0	0.0	3.4	100.0	6.9
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	19	13	0	0	0	0	13	6	0	0	0	0	6	0
% Represented	6.0	68.4	0.0	0.0	0.0	0.0	68.4	31.6	0.0	0.0	0.0	0.0	31.6	0.0
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	9	7	0	1	0	0	8	1	0	0	0	0	1	1
% Represented	2.8	77.8	0.0	11.1	0.0	0.0	88.9	11.1	0.0	0.0	0.0	0.0	11.1	11.1
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	318	139	5	2	0	6	152	156	4	0	1	5	166	23
% Represented	100.0	43.7	1.6	0.6	0.0	1.9	47.8	49.1	1.3	0.0	0.3	1.6	52.2	7.2
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	374	346	12	1	13	2	28	182	192
BREAKDOWN PERCENTAGES		92.5	3.2	0.3	3.5	0.5	7.5	48.7	51.3
BREAKDOWN AS OF JUNE 30, 2003	318	295	9	1	11	2	23	152	166
BREAKDOWN PERCENTAGES		92.8	2.8	0.3	3.5	0.6	7.2	47.8	52.2
NET INCREASES OR DECREASES	-56	-51	-3	0	-2	0	-5	-30	-26
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	2	0
NUMBER OF PROMOTIONS	8	8	0	0	0	0	0	1	7
NUMBER OF DEMOTIONS	5	5	0	0	0	0	0	3	2
NUMBER OF SEPARATIONS	58	53	3	0	2	0	5	32	26

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	318	152	166	295	9	1	11	2	23
EMPLOYEES (%)		47.8	52.2	92.8	2.8	0.3	3.5	0.6	7.2
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			144		20	3	22	8	53
DIFFERENCE (#)			0		11	2	11	6	30

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA CENTENNIAL COMMISSION  
 EEO COORDINATOR: [GEORGIANA RYMER](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	0	0	0	0	0	0	0
% Represented	22.2	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	5	1	0	0	0	0	1	2	0	0	0	2	4	2
% Represented	55.6	20.0	0.0	0.0	0.0	0.0	20.0	40.0	0.0	0.0	0.0	40.0	80.0	40.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	2	0
% Represented	22.2	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	9	3	0	0	0	0	3	4	0	0	0	2	6	2
% Represented	100.0	33.3	0.0	0.0	0.0	0.0	33.3	44.4	0.0	0.0	0.0	22.2	66.7	22.2
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA CENTENNIAL COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	8	6	0	0	2	0	2	3	5
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	37.5	62.5
BREAKDOWN AS OF JUNE 30, 2003	9	7	0	0	2	0	2	3	6
BREAKDOWN PERCENTAGES		77.8	0.0	0.0	22.2	0.0	22.2	33.3	66.7
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: OKLAHOMA CENTENNIAL COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	9	3	6	7	0	0	2	0	2
EMPLOYEES (%)		33.3	66.7	77.8	0.0	0.0	22.2	0.0	22.2
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		1	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CENTRAL SERVICES  
 EEO COORDINATOR: GERRY SMEDLEY

DATE: As of June 30, 2003

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	23	9	0	0	0	1	10	10	2	0	0	1	13	4
% Represented	9.7	39.1	0.0	0.0	0.0	4.3	43.5	43.5	8.7	0.0	0.0	4.3	56.5	17.4
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	57	19	2	0	0	0	21	23	7	0	3	3	36	15
% Represented	23.9	33.3	3.5	0.0	0.0	0.0	36.8	40.4	12.3	0.0	5.3	5.3	63.2	26.3
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	26	20	4	0	0	0	24	2	0	0	0	0	2	4
% Represented	10.9	76.9	15.4	0.0	0.0	0.0	92.3	7.7	0.0	0.0	0.0	0.0	7.7	15.4
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	5	0	0	0	0	0	0	1	4	0	0	0	5	4
% Represented	2.1	0.0	0.0	0.0	0.0	0.0	0.0	20.0	80.0	0.0	0.0	0.0	100.0	80.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	47	10	3	0	0	0	13	18	7	4	0	5	34	19
% Represented	19.7	21.3	6.4	0.0	0.0	0.0	27.7	38.3	14.9	8.5	0.0	10.6	72.3	40.4
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	42	28	4	0	0	4	36	2	3	0	0	1	6	12
% Represented	17.6	66.7	9.5	0.0	0.0	9.5	85.7	4.8	7.1	0.0	0.0	2.4	14.3	28.6
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	38	13	8	1	0	4	26	2	9	1	0	0	12	23
% Represented	16.0	34.2	21.1	2.6	0.0	10.5	68.4	5.3	23.7	2.6	0.0	0.0	31.6	60.5
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	238	99	21	1	0	9	130	58	32	5	3	10	108	81
% Represented	100.0	41.6	8.8	0.4	0.0	3.8	54.6	24.4	13.4	2.1	1.3	4.2	45.4	34.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CENTRAL SERVICES

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	259	171	58	4	20	6	88	141	118
BREAKDOWN PERCENTAGES		66.0	22.4	1.5	7.7	2.3	34.0	54.4	45.6
BREAKDOWN AS OF JUNE 30, 2003	238	157	53	3	19	6	81	130	108
BREAKDOWN PERCENTAGES		66.0	22.3	1.3	8.0	2.5	34.0	54.6	45.4
NET INCREASES OR DECREASES	-21	-14	-5	-1	-1	0	-7	-11	-10
NUMBER OF NEW HIRES	8	6	1	0	0	1	2	6	2
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	18	14	3	1	0	0	4	11	7

**Note:** The net increase/decrease does not compute with last year's ending totals. The employee who prepared the report is no longer with DCS . Have been unable to reconcile her figures.

## WORKFORCE/CLF COMPARISON

AGENCY: CENTRAL SERVICES

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	238	130	108	157	53	3	19	6	81
EMPLOYEES (%)		54.6	45.4	66.0	22.3	1.3	8.0	2.5	34.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			108		15	2	16	6	40
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSION ON CHILDREN AND YOUTH  
 EEO COORDINATOR: [DEBBIE McCOWAN](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	2	1	0	0	1	4	2
% Represented	25.0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	11	3	0	0	0	1	4	7	0	0	0	0	7	1
% Represented	55.0	27.3	0.0	0.0	0.0	9.1	36.4	63.6	0.0	0.0	0.0	0.0	63.6	9.1
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	4	0	0	0	0	0	0	3	0	0	0	1	4	1
% Represented	20.0	0.0	0.0	0.0	0.0	0.0	0.0	75.0	0.0	0.0	0.0	25.0	100.0	25.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	20	4	0	0	0	1	5	12	1	0	0	2	15	4
% Represented	100.0	20.0	0.0	0.0	0.0	5.0	25.0	60.0	5.0	0.0	0.0	10.0	75.0	20.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION ON CHILDREN AND YOUTH

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	23	19	3	0	1	0	4	6	17
BREAKDOWN PERCENTAGES		82.6	13.0	0.0	4.3	0.0	17.4	26.1	73.9
BREAKDOWN AS OF JUNE 30, 2003	20	16	1	0	3	0	4	5	15
BREAKDOWN PERCENTAGES		80.0	5.0	0.0	15.0	0.0	20.0	25.0	75.0
NET INCREASES OR DECREASES	-3	-3	-2	0	2	0	0	-1	-2
NUMBER OF NEW HIRES	6	4	0	0	2	0	2	3	3
NUMBER OF PROMOTIONS	6	6	0	0	0	0	0	2	4
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	9	7	2	0	0	0	2	4	5

## WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION ON CHILDREN AND YOUTH

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	20	5	15	16	1	0	3	0	4
EMPLOYEES (%)		25.0	75.0	80.0	5.0	0.0	15.0	0.0	20.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			9		1	0	1	0	3
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CHIROPRACTIC EXAMINER BOARD  
 EEO COORDINATOR: [BETH KELLY](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	2	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CHIROPRACTIC EXAMINER BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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
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, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2	0	2	2	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	0
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMERCE DEPARTMENT  
 EEO COORDINATOR: [LaRONDA MOLINA](#)

DATE: As of June 30, 2003

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	10	3	0	0	0	1	4	4	1	0	0	1	6	3
% Represented	8.8	30.0	0.0	0.0	0.0	10.0	40.0	40.0	10.0	0.0	0.0	10.0	60.0	30.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	79	29	4	1	1	5	40	35	3	0	1	0	39	15
% Represented	69.3	36.7	5.1	1.3	1.3	6.3	50.6	44.3	3.8	0.0	1.3	0.0	49.4	19.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	3	0	1	0	1	0	2	1	0	0	0	0	1	2
% Represented	2.6	0.0	33.3	0.0	33.3	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	66.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	8	1	0	0	0	0	1	5	1	0	0	1	7	2
% Represented	7.0	12.5	0.0	0.0	0.0	0.0	12.5	62.5	12.5	0.0	0.0	12.5	87.5	25.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	13	1	1	0	0	1	3	7	3	0	0	0	10	5
% Represented	11.4	7.7	7.7	0.0	0.0	7.7	23.1	53.8	23.1	0.0	0.0	0.0	76.9	38.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>114</b>	<b>35</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>51</b>	<b>52</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>63</b>	<b>27</b>
% Represented	100.0	30.7	5.3	0.9	1.8	6.1	44.7	45.6	7.0	0.0	0.9	1.8	55.3	23.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMERCE DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	146	115	17	4	7	3	31	66	80
BREAKDOWN PERCENTAGES		78.8	11.6	2.7	4.8	2.1	21.2	45.2	54.8
BREAKDOWN AS OF JUNE 30, 2003	114	87	14	3	9	1	27	51	63
BREAKDOWN PERCENTAGES		76.3	12.3	2.6	7.9	0.9	23.7	44.7	55.3
NET INCREASES OR DECREASES	-32	-28	-3	-1	2	-2	-4	-15	-17
NUMBER OF NEW HIRES	11	8	1	0	2	0	3	3	8
NUMBER OF PROMOTIONS	13	13	0	0	0	0	0	3	10
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	43	36	4	1	0	2	7	18	25

## WORKFORCE/CLF COMPARISON

AGENCY: COMMERCE DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	114	51	63	87	14	3	9	1	27
EMPLOYEES (%)		44.7	55.3	76.3	12.3	2.6	7.9	0.9	23.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			52		7	1	8	3	19
DIFFERENCE (#)			0		0	0	0	2	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CompSource Oklahoma  
 EEO COORDINATOR: SHARON O'CONNOR

DATE: As of June 30, 2003

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	17	0	0	0	1	18	15	1	0	1	0	17	3
% Represented	9.7	48.6	0.0	0.0	0.0	2.9	51.4	42.9	2.9	0.0	2.9	0.0	48.6	8.6
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	210	60	1	0	0	3	64	125	17	1	0	3	146	25
% Represented	58.3	28.6	0.5	0.0	0.0	1.4	30.5	59.5	8.1	0.5	0.0	1.4	69.5	11.9
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	20	13	0	0	1	0	14	2	2	0	2	0	6	5
% Represented	5.6	65.0	0.0	0.0	5.0	0.0	70.0	10.0	10.0	0.0	10.0	0.0	30.0	25.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	42	4	0	0	0	1	5	32	4	0	1	0	37	6
% Represented	11.7	9.5	0.0	0.0	0.0	2.4	11.9	76.2	9.5	0.0	2.4	0.0	88.1	14.3
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	51	7	2	0	0	0	9	34	5	0	0	3	42	10
% Represented	14.2	13.7	3.9	0.0	0.0	0.0	17.6	66.7	9.8	0.0	0.0	5.9	82.4	19.6
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	2	1	0	1	0	0	2	0	0	0	0	0	0	1
% Represented	0.6	50.0	0.0	50.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	360	102	3	1	1	5	112	208	29	1	4	6	248	50
% Represented	100.0	28.3	0.8	0.3	0.3	1.4	31.1	57.8	8.1	0.3	1.1	1.7	68.9	13.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CompSource Oklahoma

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	328	280	29	5	12	2	48	103	225
BREAKDOWN PERCENTAGES		85.4	8.8	1.5	3.7	0.6	14.6	31.4	68.6
BREAKDOWN AS OF JUNE 30, 2003	360	310	32	5	11	2	50	112	248
BREAKDOWN PERCENTAGES		86.1	8.9	1.4	3.1	0.6	13.9	31.1	68.9
NET INCREASES OR DECREASES	32	30	3	0	-1	0	2	9	23
NUMBER OF NEW HIRES	94	83	7	0	3	1	11	32	62
NUMBER OF PROMOTIONS	14	10	2	0	2	0	4	5	9
NUMBER OF DEMOTIONS	3	3	0	0	0	0	0	1	2
NUMBER OF SEPARATIONS	66	56	4	0	5	1	10	25	41

Separations include 4 retirements on 6-30-02: 2 WM, 1WF, and 1 AIF

## WORKFORCE/CLF COMPARISON

AGENCY: CompSource Oklahoma

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	360	112	248	310	32	5	11	2	50
EMPLOYEES (%)		31.1	68.9	86.1	8.9	1.4	3.1	0.6	13.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			163		23	4	25	9	60
DIFFERENCE (#)			0		0	0	14	7	10

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CONSERVATION COMMISSION  
 EEO COORDINATOR: [BEN POLLARD](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	11	7	1	0	0	0	8	3	0	0	0	0	3	1
% Represented	68.8	63.6	9.1	0.0	0.0	0.0	72.7	27.3	0.0	0.0	0.0	0.0	27.3	9.1
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3	0	0	0	0	0	0	3	0	0	0	0	3	0
% Represented	18.8	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	16	9	1	0	0	0	10	6	0	0	0	0	6	1
% Represented	100.0	56.3	6.3	0.0	0.0	0.0	62.5	37.5	0.0	0.0	0.0	0.0	37.5	6.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CONSERVATION COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	16	15	1	0	0	0	1	10	6
BREAKDOWN PERCENTAGES		93.8	6.3	0.0	0.0	0.0	6.3	62.5	37.5
BREAKDOWN AS OF JUNE 30, 2003	16	15	1	0	0	0	1	10	6
BREAKDOWN PERCENTAGES		93.8	6.3	0.0	0.0	0.0	6.3	62.5	37.5
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: CONSERVATION COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	16	10	6	15	1	0	0	0	1
EMPLOYEES (%)		62.5	37.5	93.8	6.3	0.0	0.0	0.0	6.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			7		1	0	1	0	3
DIFFERENCE (#)			1		0	0	1	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CONSUMER CREDIT  
 EEO COORDINATOR: [CINDY BARRETT](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	1	0	0	0	0	1	0
% Represented	15.4	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	8	4	0	0	0	2	6	1	0	1	0	0	2	3
% Represented	61.5	50.0	0.0	0.0	0.0	25.0	75.0	12.5	0.0	12.5	0.0	0.0	25.0	37.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3	0	0	0	0	0	0	3	0	0	0	0	3	0
% Represented	23.1	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	13	5	0	0	0	2	7	5	0	1	0	0	6	3
% Represented	100.0	38.5	0.0	0.0	0.0	15.4	53.8	38.5	0.0	7.7	0.0	0.0	46.2	23.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CONSUMER CREDIT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	13	9	1	0	2	1	4	7	6
BREAKDOWN PERCENTAGES		69.2	7.7	0.0	15.4	7.7	30.8	53.8	46.2
BREAKDOWN AS OF JUNE 30, 2003	13	10	0	0	2	1	3	7	6
BREAKDOWN PERCENTAGES		76.9	0.0	0.0	15.4	7.7	23.1	53.8	46.2
NET INCREASES OR DECREASES	0	1	-1	0	0	0	-1	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	0	1	0	0	0	1	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: CONSUMER CREDIT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	13	7	6	10	0	0	2	1	3
EMPLOYEES (%)		53.8	46.2	76.9	0.0	0.0	15.4	7.7	23.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			6		1	0	1	0	2
DIFFERENCE (#)			0		1	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: CORPORATION COMMISSION  
EEO COORDINATOR: [PAT WALTERS](#)

DATE: As of June 30, 2003

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	43	28	1	0	1	1	31	10	1	0	0	1	12	5
% Represented	10.4	65.1	2.3	0.0	2.3	2.3	72.1	23.3	2.3	0.0	0.0	2.3	27.9	11.6
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	138	67	3	2	3	5	80	39	14	0	3	2	58	32
% Represented	33.3	48.6	2.2	1.4	2.2	3.6	58.0	28.3	10.1	0.0	2.2	1.4	42.0	23.2
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	25	15	0	0	0	1	16	5	2	0	2	0	9	5
% Represented	6.0	60.0	0.0	0.0	0.0	4.0	64.0	20.0	8.0	0.0	8.0	0.0	36.0	20.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	105	90	1	0	0	13	104	1	0	0	0	0	1	14
% Represented	25.3	85.7	1.0	0.0	0.0	12.4	99.0	1.0	0.0	0.0	0.0	0.0	1.0	13.3
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	22	1	0	0	0	0	1	17	2	0	0	2	21	4
% Represented	5.3	4.5	0.0	0.0	0.0	0.0	4.5	77.3	9.1	0.0	0.0	9.1	95.5	18.2
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	82	7	1	2	0	1	11	57	7	3	1	3	71	18
% Represented	19.8	8.5	1.2	2.4	0.0	1.2	13.4	69.5	8.5	3.7	1.2	3.7	86.6	22.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	415	208	6	4	4	21	243	129	26	3	6	8	172	78
% Represented	100.0	50.1	1.4	1.0	1.0	5.1	58.6	31.1	6.3	0.7	1.4	1.9	41.4	18.8
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: CORPORATION COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	433	349	36	10	31	7	84	255	178
BREAKDOWN PERCENTAGES		80.6	8.3	2.3	7.2	1.6	19.4	58.9	41.1
BREAKDOWN AS OF JUNE 30, 2003	415	337	32	10	29	7	78	243	172
BREAKDOWN PERCENTAGES		81.2	7.7	2.4	7.0	1.7	18.8	58.6	41.4
NET INCREASES OR DECREASES	-18	-12	-4	0	-2	0	-6	-12	-6
NUMBER OF NEW HIRES	8	8	0	0	0	0	0	5	3
NUMBER OF PROMOTIONS	14	9	3	0	2	0	5	6	8
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	26	20	4	0	2	0	6	17	9

## WORKFORCE/CLF COMPARISON

AGENCY: CORPORATION COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	415	243	172	337	32	10	29	7	78
EMPLOYEES (%)		58.6	41.4	81.2	7.7	2.4	7.0	1.7	18.8
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			188		27	4	29	10	69
DIFFERENCE (#)			16		0	0	0	3	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF CORRECTIONS  
EEO COORDINATOR: PEGGY CARTER

DATE: As of June 30, 2003

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	82	39	8	1	0	3	51	27	4	0	0	0	31	16
% Represented	1.8	47.6	9.8	1.2	0.0	3.7	62.2	32.9	4.9	0.0	0.0	0.0	37.8	19.5
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1276	577	60	9	6	53	705	431	85	8	2	45	571	268
% Represented	27.3	45.2	4.7	0.7	0.5	4.2	55.3	33.8	6.7	0.6	0.2	3.5	44.7	21.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	253	113	9	2	3	14	141	92	8	1	1	10	112	48
% Represented	5.4	44.7	3.6	0.8	1.2	5.5	55.7	36.4	3.2	0.4	0.4	4.0	44.3	19.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	2342	1471	126	35	7	198	1837	373	64	11	2	55	505	498
% Represented	50.2	62.8	5.4	1.5	0.3	8.5	78.4	15.9	2.7	0.5	0.1	2.3	21.6	21.3
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	35	2	0	0	1	0	3	26	3	0	0	3	32	7
% Represented	0.7	5.7	0.0	0.0	2.9	0.0	8.6	74.3	8.6	0.0	0.0	8.6	91.4	20.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	507	56	4	0	0	2	62	352	44	11	8	30	445	99
% Represented	10.9	11.0	0.8	0.0	0.0	0.4	12.2	69.4	8.7	2.2	1.6	5.9	87.8	19.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	29	27	0	0	0	2	29	0	0	0	0	0	0	2
% Represented	0.6	93.1	0.0	0.0	0.0	6.9	100.0	0.0	0.0	0.0	0.0	0.0	0.0	6.9
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	145	56	7	0	0	9	72	52	14	4	0	3	73	37
% Represented	3.1	38.6	4.8	0.0	0.0	6.2	49.7	35.9	9.7	2.8	0.0	2.1	50.3	25.5
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	4669	2341	214	47	17	281	2900	1353	222	35	13	146	1769	975
% Represented	100.0	50.1	4.6	1.0	0.4	6.0	62.1	29.0	4.8	0.7	0.3	3.1	37.9	20.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF CORRECTIONS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	4942	3917	457	34	444	90	1025	3083	1859
BREAKDOWN PERCENTAGES		79.3	9.2	0.7	9.0	1.8	20.7	62.4	37.6
BREAKDOWN AS OF JUNE 30, 2003	4669	3694	436	30	427	82	975	2900	1769
BREAKDOWN PERCENTAGES		79.1	9.3	0.6	9.1	1.8	20.9	62.1	37.9
NET INCREASES OR DECREASES	-273	-223	-21	-4	-17	-8	-50	-183	-90
NUMBER OF NEW HIRES	295	240	23	0	26	6	55	159	136
NUMBER OF PROMOTIONS	500	397	40	4	45	14	103	351	149
NUMBER OF DEMOTIONS	38	31	5	0	1	1	7	14	24
NUMBER OF SEPARATIONS	568	463	44	4	43	14	105	342	226

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF CORRECTIONS

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4669	2900	1769	3694	436	30	427	82	975
EMPLOYEES (%)		62.1	37.9	79.1	9.3	0.6	9.1	1.8	20.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2120		299	47	322	112	780
DIFFERENCE (#)			351		0	17	0	30	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COSMETOLOGY BOARD  
 EEO COORDINATOR: CANDIS ROSS

DATE: As of June 30, 2003

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	13	2	0	0	0	1	3	9	0	0	1	0	10	2
% Represented	92.9	15.4	0.0	0.0	0.0	7.7	23.1	69.2	0.0	0.0	7.7	0.0	76.9	15.4
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	14	2	0	0	0	1	3	10	0	0	1	0	11	2
% Represented	100.0	14.3	0.0	0.0	0.0	7.1	21.4	71.4	0.0	0.0	7.1	0.0	78.6	14.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COSMETOLOGY BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	12	10	0	1	1	0	2	4	8
BREAKDOWN PERCENTAGES		83.3	0.0	8.3	8.3	0.0	16.7	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2003	14	12	0	1	1	0	2	3	11
BREAKDOWN PERCENTAGES		85.7	0.0	7.1	7.1	0.0	14.3	21.4	78.6
NET INCREASES OR DECREASES	2	2	0	0	0	0	0	-1	3
NUMBER OF NEW HIRES	4	4	0	0	0	0	0	0	4
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: COSMETOLOGY BOARD

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	14	3	11	12	0	1	1	0	2
EMPLOYEES (%)		21.4	78.6	85.7	0.0	7.1	7.1	0.0	14.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			6		1	0	1	0	2
DIFFERENCE (#)			0		1	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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	0	0	0	1	3	4	0	0	0	1	5	2
% Represented	23.5	25.0	0.0	0.0	0.0	12.5	37.5	50.0	0.0	0.0	0.0	12.5	62.5	25.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	18	15	0	1	0	0	16	2	0	0	0	0	2	1
% Represented	52.9	83.3	0.0	5.6	0.0	0.0	88.9	11.1	0.0	0.0	0.0	0.0	11.1	5.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	8	0	0	0	0	0	0	8	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	34	17	0	1	0	1	19	14	0	0	0	1	15	3
% Represented	100.0	50.0	0.0	2.9	0.0	2.9	55.9	41.2	0.0	0.0	0.0	2.9	44.1	8.8
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	38	33	0	0	4	1	5	22	16
BREAKDOWN PERCENTAGES		86.8	0.0	0.0	10.5	2.6	13.2	57.9	42.1
BREAKDOWN AS OF JUNE 30, 2003	34	31	0	0	2	1	3	19	15
BREAKDOWN PERCENTAGES		91.2	0.0	0.0	5.9	2.9	8.8	55.9	44.1
NET INCREASES OR DECREASES	-4	-2	0	0	-2	0	-2	-3	-1
NUMBER OF NEW HIRES	3	3	0	0	0	0	0	0	3
NUMBER OF PROMOTIONS	2	2	0	0	0	0	0	1	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	7	5	0	0	2	0	2	3	4

## WORKFORCE/CLF COMPARISON

AGENCY: COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	34	19	15	31	0	0	2	1	3
EMPLOYEES (%)		55.9	44.1	91.2	0.0	0.0	5.9	2.9	8.8
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			15		2	0	2	1	6
DIFFERENCE (#)			0		2	0	0	0	3

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF GOVERNORS OF THE REGISTERED DENTISTS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DISTRICT ATTORNEYS COUNCIL  
 EEO COORDINATOR: [LEE COHLMIA](#)

DATE: As of June 30, 2003

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	3	0	0	0	0	3	3	0	0	0	0	3	0
% Represented	18.8	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	6	2	0	0	0	1	3	3	0	0	0	0	3	1
% Represented	18.8	33.3	0.0	0.0	0.0	16.7	50.0	50.0	0.0	0.0	0.0	0.0	50.0	16.7
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	8	2	0	0	0	0	2	6	0	0	0	0	6	0
% Represented	25.0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	12	1	0	0	0	0	1	9	2	0	0	0	11	2
% Represented	37.5	8.3	0.0	0.0	0.0	0.0	8.3	75.0	16.7	0.0	0.0	0.0	91.7	16.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>32</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>9</b>	<b>21</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>3</b>
% Represented	100.0	25.0	0.0	0.0	0.0	3.1	28.1	65.6	6.3	0.0	0.0	0.0	71.9	9.4
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DISTRICT ATTORNEYS COUNCIL

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	33	31	2	0	0	0	2	8	25
BREAKDOWN PERCENTAGES		93.9	6.1	0.0	0.0	0.0	6.1	24.2	75.8
BREAKDOWN AS OF JUNE 30, 2003	32	29	2	0	1	0	3	9	23
BREAKDOWN PERCENTAGES		90.6	6.3	0.0	3.1	0.0	9.4	28.1	71.9
NET INCREASES OR DECREASES	-1	-2	0	0	1	0	1	1	-2
NUMBER OF NEW HIRES	2	1	0	0	1	0	1	2	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	3	3	0	0	0	0	0	1	2

## WORKFORCE/CLF COMPARISON

AGENCY: DISTRICT ATTORNEYS COUNCIL

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	32	9	23	29	2	0	1	0	3
EMPLOYEES (%)		28.1	71.9	90.6	6.3	0.0	3.1	0.0	9.4
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			15		2	0	2	1	5
DIFFERENCE (#)			0		0	0	1	1	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF EDUCATION  
EEO COORDINATOR: **JONI YOUNTS**

DATE: As of June 30, 2003

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	20	0	2	0	2	24	45	3	0	1	2	51	10
% Represented	21.6	26.7	0.0	2.7	0.0	2.7	32.0	60.0	4.0	0.0	1.3	2.7	68.0	13.3
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	155	25	1	0	0	1	27	113	10	1	0	4	128	17
% Represented	44.7	16.1	0.6	0.0	0.0	0.6	17.4	72.9	6.5	0.6	0.0	2.6	82.6	11.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	12	5	0	1	1	0	7	4	1	0	0	0	5	3
% Represented	3.5	41.7	0.0	8.3	8.3	0.0	58.3	33.3	8.3	0.0	0.0	0.0	41.7	25.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	26	1	0	0	0	0	1	22	1	0	0	2	25	3
% Represented	7.5	3.8	0.0	0.0	0.0	0.0	3.8	84.6	3.8	0.0	0.0	7.7	96.2	11.5
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	79	3	0	0	0	0	3	62	9	1	1	3	76	14
% Represented	22.8	3.8	0.0	0.0	0.0	0.0	3.8	78.5	11.4	1.3	1.3	3.8	96.2	17.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	347	54	1	3	1	3	62	246	24	2	2	11	285	47
% Represented	100.0	15.6	0.3	0.9	0.3	0.9	17.9	70.9	6.9	0.6	0.6	3.2	82.1	13.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF EDUCATION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	468	398	30	5	27	8	70	82	386
BREAKDOWN PERCENTAGES		85.0	6.4	1.1	5.8	1.7	15.0	17.5	82.5
BREAKDOWN AS OF JUNE 30, 2003	347	300	25	3	14	5	47	62	285
BREAKDOWN PERCENTAGES		86.5	7.2	0.9	4.0	1.4	13.5	17.9	82.1
NET INCREASES OR DECREASES	-121	-98	-5	-2	-13	-3	-23	-20	-101
NUMBER OF NEW HIRES	16	14	1	0	1	0	2	2	14
NUMBER OF PROMOTIONS	9	8	0	1	0	0	1	4	5
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	137	112	6	2	14	3	25	22	115

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF EDUCATION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	347	62	285	300	25	3	14	5	47
EMPLOYEES (%)		17.9	82.1	86.5	7.2	0.9	4.0	1.4	13.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			158		22	3	24	8	58
DIFFERENCE (#)			0		0	0	10	3	11

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY  
 EEO COORDINATOR: SARAH BLEW

DATE: As of June 30, 2003

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	8	0	0	0	1	9	3	0	0	0	0	3	1
% Represented	18.2	66.7	0.0	0.0	0.0	8.3	75.0	25.0	0.0	0.0	0.0	0.0	25.0	8.3
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	23	14	1	1	0	0	16	6	0	0	1	0	7	3
% Represented	34.8	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	21	19	0	0	0	2	21	0	0	0	0	0	0	2
% Represented	31.8	90.5	0.0	0.0	0.0	9.5	100.0	0.0	0.0	0.0	0.0	0.0	0.0	9.5
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	0	0	0	0	0	0	4	2	0	0	1	7	3
% Represented	10.6	0.0	0.0	0.0	0.0	0.0	0.0	57.1	28.6	0.0	0.0	14.3	100.0	42.9
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	2	1	1	0	0	0	2	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	1	0	1	0	0	0	1	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	66	42	3	1	0	3	49	13	2	0	1	1	17	11
% Represented	100.0	63.6	4.5	1.5	0.0	4.5	74.2	19.7	3.0	0.0	1.5	1.5	25.8	16.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	71	59	6	1	4	1	12	53	18
BREAKDOWN PERCENTAGES		83.1	8.5	1.4	5.6	1.4	16.9	74.6	25.4
BREAKDOWN AS OF JUNE 30, 2003	66	55	5	1	4	1	11	49	17
BREAKDOWN PERCENTAGES		83.3	7.6	1.5	6.1	1.5	16.7	74.2	25.8
NET INCREASES OR DECREASES	-5	-4	-1	0	0	0	-1	-4	-1
NUMBER OF NEW HIRES	6	5	1	0	0	0	1	4	2
NUMBER OF PROMOTIONS	5	3	0	0	0	2	2	4	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	11	9	2	0	0	0	2	8	3

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	66	49	17	55	5	1	4	1	11
EMPLOYEES (%)		74.2	25.8	83.3	7.6	1.5	6.1	1.5	16.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			30		4	1	5	2	11
DIFFERENCE (#)			13		0	0	1	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ELECTION BOARD

EEO COORDINATOR: CAROL SLATER

DATE: As of June 30, 2003

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	1	0	0	0	0	1	3	0	0	0	0	3	0
% Represented	18.2	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	5	0	0	0	0	0	0	4	1	0	0	0	5	1
% Represented	22.7	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	5	2	0	1	0	0	3	1	0	0	0	1	2	2
% Represented	22.7	40.0	0.0	20.0	0.0	0.0	60.0	20.0	0.0	0.0	0.0	20.0	40.0	40.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	8	0	0	0	1	0	1	5	2	0	0	0	7	3
% Represented	36.4	0.0	0.0	0.0	12.5	0.0	12.5	62.5	25.0	0.0	0.0	0.0	87.5	37.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	22	3	0	1	1	0	5	13	3	0	0	1	17	6
% Represented	100.0	13.6	0.0	4.5	4.5	0.0	22.7	59.1	13.6	0.0	0.0	4.5	77.3	27.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ELECTION BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	23	17	3	1	1	1	6	5	18
BREAKDOWN PERCENTAGES		73.9	13.0	4.3	4.3	4.3	26.1	21.7	78.3
BREAKDOWN AS OF JUNE 30, 2003	22	16	3	1	1	1	6	5	17
BREAKDOWN PERCENTAGES		72.7	13.6	4.5	4.5	4.5	27.3	22.7	77.3
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: ELECTION BOARD

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	22	5	17	16	3	1	1	1	6
EMPLOYEES (%)		22.7	77.3	72.7	13.6	4.5	4.5	4.5	27.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			10		1	0	2	1	4
DIFFERENCE (#)			0		0	0	1	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF EMBALMERS and FUNERAL DIRECTORS  
 EEO COORDINATOR: [TERRY McENANY](#)

DATE: As of June 30, 2003

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF EMBALMERS and FUNERAL DIRECTORS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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: BOARD OF EMBALMERS and FUNERAL DIRECTORS

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			1		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: EMERGENCY MANAGEMENT  
 EEO COORDINATOR: [JEFF CHALMERS](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	17	10	1	0	0	0	11	4	0	1	0	1	6	3
% Represented	63.0	58.8	5.9	0.0	0.0	0.0	64.7	23.5	0.0	5.9	0.0	5.9	35.3	17.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	1	0
% Represented	3.7	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	1	0	0	0	0	1	4	2	0	0	0	6	2
% Represented	25.9	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	27	13	1	0	0	0	14	9	2	1	0	1	13	5
% Represented	100.0	48.1	3.7	0.0	0.0	0.0	51.9	33.3	7.4	3.7	0.0	3.7	48.1	18.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: EMERGENCY MANAGEMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	28	23	3	0	1	1	5	15	13
BREAKDOWN PERCENTAGES		82.1	10.7	0.0	3.6	3.6	17.9	53.6	46.4
BREAKDOWN AS OF JUNE 30, 2003	27	22	3	0	1	1	5	14	13
BREAKDOWN PERCENTAGES		81.5	11.1	0.0	3.7	3.7	18.5	51.9	48.1
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	-1	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
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	1	1	0	0	0	0	0	1	0

## WORKFORCE/CLF COMPARISON

AGENCY: EMERGENCY MANAGEMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	27	14	13	22	3	0	1	1	5
EMPLOYEES (%)		51.9	48.1	81.5	11.1	0.0	3.7	3.7	18.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			12		2	0	2	1	5
DIFFERENCE (#)			0		0	0	1	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: EMPLOYEE BENEFITS COUNCIL  
EEO COORDINATOR: PHIL KRAFT

DATE: As of June 30, 2003

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	3	0	0	0	1	4	1	0	0	1	0	2	2
% Represented	20.7	50.0	0.0	0.0	0.0	16.7	66.7	16.7	0.0	0.0	16.7	0.0	33.3	33.3
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	17	4	0	0	1	1	6	9	1	1	0	0	11	4
% Represented	58.6	23.5	0.0	0.0	5.9	5.9	35.3	52.9	5.9	5.9	0.0	0.0	64.7	23.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	2	0	0	0	0	0	0	1	1	0	0	0	2	1
% Represented	6.9	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	4	1	0	0	0	0	1	3	0	0	0	0	3	0
% Represented	13.8	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	29	8	0	0	1	2	11	14	2	1	1	0	18	7
% Represented	100.0	27.6	0.0	0.0	3.4	6.9	37.9	48.3	6.9	3.4	3.4	0.0	62.1	24.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: EMPLOYEE BENEFITS COUNCIL

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	29	22	2	2	2	1	7	10	19
BREAKDOWN PERCENTAGES		75.9	6.9	6.9	6.9	3.4	24.1	34.5	65.5
BREAKDOWN AS OF JUNE 30, 2003	29	22	2	2	2	1	7	11	18
BREAKDOWN PERCENTAGES		75.9	6.9	6.9	6.9	3.4	24.1	37.9	62.1
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	1	-1
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	2	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	2	0	0	0	0	0	1	1

## WORKFORCE/CLF COMPARISON

AGENCY: EMPLOYEE BENEFITS COUNCIL

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	29	11	18	22	2	2	2	1	7
EMPLOYEES (%)		37.9	62.1	75.9	6.9	6.9	6.9	3.4	24.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			13		2	0	2	1	5
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: EMPLOYMENT SECURITY COMMISSION

EEO COORDINATOR: [BARBARA WILLIAMS](#)

DATE: As of June 30, 2003

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
<b>OFFICIALS/ADMINISTRATORS</b>														
Incumbents	17	10	3	0	0	0	13	2	2	0	0	0	4	5
% Represented	2.5	58.8	17.6	0.0	0.0	0.0	76.5	11.8	11.8	0.0	0.0	0.0	23.5	29.4
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	480	166	22	6	6	5	205	195	57	4	3	16	275	119
% Represented	71.4	34.6	4.6	1.3	1.3	1.0	42.7	40.6	11.9	0.8	0.6	3.3	57.3	24.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	36	16	2	0	1	1	20	14	1	0	1	0	16	6
% Represented	5.4	44.4	5.6	0.0	2.8	2.8	55.6	38.9	2.8	0.0	2.8	0.0	44.4	16.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	14	3	1	0	0	1	5	5	3	1	0	0	9	6
% Represented	2.1	21.4	7.1	0.0	0.0	7.1	35.7	35.7	21.4	7.1	0.0	0.0	64.3	42.9
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	116	20	2	1	1	2	26	56	16	4	0	14	90	40
% Represented	17.3	17.2	1.7	0.9	0.9	1.7	22.4	48.3	13.8	3.4	0.0	12.1	77.6	34.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	4	4	0	0	0	0	4	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	5	3	2	0	0	0	5	0	0	0	0	0	0	2
% Represented	0.7	60.0	40.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	40.0
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>672</b>	<b>222</b>	<b>32</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>278</b>	<b>272</b>	<b>79</b>	<b>9</b>	<b>4</b>	<b>30</b>	<b>394</b>	<b>178</b>
% Represented	100.0	33.0	4.8	1.0	1.2	1.3	41.4	40.5	11.8	1.3	0.6	4.5	58.6	26.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: EMPLOYMENT SECURITY COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	669	498	109	12	34	16	171	290	379
BREAKDOWN PERCENTAGES		74.4	16.3	1.8	5.1	2.4	25.6	43.3	56.7
BREAKDOWN AS OF JUNE 30, 2003	672	494	111	12	39	16	178	278	394
BREAKDOWN PERCENTAGES		73.5	16.5	1.8	5.8	2.4	26.5	41.4	58.6
NET INCREASES OR DECREASES	3	-4	2	0	5	0	7	-12	15
NUMBER OF NEW HIRES	80	57	12	2	7	2	23	28	52
NUMBER OF PROMOTIONS	40	32	5	0	2	1	8	16	24
NUMBER OF DEMOTIONS	3	1	2	0	0	0	2	1	2
NUMBER OF SEPARATIONS	77	61	10	2	2	2	16	40	37

## WORKFORCE/CLF COMPARISON

AGENCY: EMPLOYMENT SECURITY COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	672	278	394	494	111	12	39	16	178
EMPLOYEES (%)		41.4	58.6	73.5	16.5	1.8	5.8	2.4	26.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			305		43	7	46	16	112
DIFFERENCE (#)			0		0	0	7	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS  
 EEO COORDINATOR: [KATHY HART](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	5	0	1	0	0	0	1	4	0	0	0	0	4	1
% Represented	83.3	0.0	20.0	0.0	0.0	0.0	20.0	80.0	0.0	0.0	0.0	0.0	80.0	20.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	6	0	1	0	0	0	1	5	0	0	0	0	5	1
% Represented	100.0	0.0	16.7	0.0	0.0	0.0	16.7	83.3	0.0	0.0	0.0	0.0	83.3	16.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	6	6	0	0	0	0	0	0	6
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2003	6	5	1	0	0	0	1	1	5
BREAKDOWN PERCENTAGES		83.3	16.7	0.0	0.0	0.0	16.7	16.7	83.3
NET INCREASES OR DECREASES	0	-1	1	0	0	0	1	1	-1
NUMBER OF NEW HIRES	1	0	1	0	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	1	1	0	0	0	0	0	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	6	1	5	5	1	0	0	0	1
EMPLOYEES (%)		16.7	83.3	83.3	16.7	0.0	0.0	0.0	16.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY  
 EEO COORDINATOR: [JAMIE FANNIN](#)

DATE: As of June 30, 2003

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	37	29	0	0	0	1	30	7	0	0	0	0	7	1
% Represented	7.2	78.4	0.0	0.0	0.0	2.7	81.1	18.9	0.0	0.0	0.0	0.0	18.9	2.7
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	398	240	13	3	14	9	279	96	4	4	4	11	119	62
% Represented	77.3	60.3	3.3	0.8	3.5	2.3	70.1	24.1	1.0	1.0	1.0	2.8	29.9	15.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	15	10	0	0	1	0	11	3	0	0	1	0	4	2
% Represented	2.9	66.7	0.0	0.0	6.7	0.0	73.3	20.0	0.0	0.0	6.7	0.0	26.7	13.3
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	0	0	0	0	1	1	1
% Represented	0.2	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	63	6	1	0	0	1	8	41	5	2	1	6	55	16
% Represented	12.2	9.5	1.6	0.0	0.0	1.6	12.7	65.1	7.9	3.2	1.6	9.5	87.3	25.4
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	1	0	1	0	0	0	1	0	0	0	0	0	0	1
% Represented	0.2	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>515</b>	<b>285</b>	<b>15</b>	<b>3</b>	<b>15</b>	<b>11</b>	<b>329</b>	<b>147</b>	<b>9</b>	<b>6</b>	<b>6</b>	<b>18</b>	<b>186</b>	<b>83</b>
% Represented	100.0	55.3	2.9	0.6	2.9	2.1	63.9	28.5	1.7	1.2	1.2	3.5	36.1	16.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	502	420	21	25	27	9	82	322	180
BREAKDOWN PERCENTAGES		83.7	4.2	5.0	5.4	1.8	16.3	64.1	35.9
BREAKDOWN AS OF JUNE 30, 2003	515	432	24	21	29	9	83	329	186
BREAKDOWN PERCENTAGES		83.9	4.7	4.1	5.6	1.7	16.1	63.9	36.1
NET INCREASES OR DECREASES	13	12	3	-4	2	0	1	7	6
NUMBER OF NEW HIRES	51	40	5	2	4	0	11	26	25
NUMBER OF PROMOTIONS	53	49	1	2	1	0	4	28	25
NUMBER OF DEMOTIONS	5	3	0	1	1	0	2	5	0
NUMBER OF SEPARATIONS	38	28	2	6	2	0	10	19	19

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	515	329	186	432	24	21	29	9	83
EMPLOYEES (%)		63.9	36.1	83.9	4.7	4.1	5.6	1.7	16.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			234		33	5	36	12	86
DIFFERENCE (#)			48		9	0	7	3	3

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: ETHICS COMMISSION  
 EEO COORDINATOR: [PATRICIA BRYANT](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	3	2	0	0	0	0	2	1	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	1	0	0	0	0	1	0	1	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	7	3	0	0	0	0	3	3	1	0	0	0	4	1
% 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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: ETHICS COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF STATE FINANCE  
 EEO COORDINATOR: JIM BRATKOVICH

DATE: As of June 30, 2003

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	0	0	0	0	11	5	0	0	0	1	6	1
% Represented	17.0	64.7	0.0	0.0	0.0	0.0	64.7	29.4	0.0	0.0	0.0	5.9	35.3	5.9
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	21	7	1	0	0	0	8	11	0	0	0	2	13	3
% Represented	21.0	33.3	4.8	0.0	0.0	0.0	38.1	52.4	0.0	0.0	0.0	9.5	61.9	14.3
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	47	29	2	0	1	1	33	11	2	1	0	0	14	7
% Represented	47.0	61.7	4.3	0.0	2.1	2.1	70.2	23.4	4.3	2.1	0.0	0.0	29.8	14.9
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	15	2	1	0	0	0	3	7	4	0	1	0	12	6
% Represented	15.0	13.3	6.7	0.0	0.0	0.0	20.0	46.7	26.7	0.0	6.7	0.0	80.0	40.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	100	49	4	0	1	1	55	34	6	1	1	3	45	17
% Represented	100.0	49.0	4.0	0.0	1.0	1.0	55.0	34.0	6.0	1.0	1.0	3.0	45.0	17.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF STATE FINANCE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	113	96	10	1	5	1	17	62	51
BREAKDOWN PERCENTAGES		85.0	8.8	0.9	4.4	0.9	15.0	54.9	45.1
BREAKDOWN AS OF JUNE 30, 2003	100	83	10	2	4	1	17	55	45
BREAKDOWN PERCENTAGES		83.0	10.0	2.0	4.0	1.0	17.0	55.0	45.0
NET INCREASES OR DECREASES	-13	-13	0	1	-1	0	0	-7	-6
NUMBER OF NEW HIRES	11	8	1	1	1	0	3	7	4
NUMBER OF PROMOTIONS	5	5	0	0	0	0	0	3	2
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	2	0
NUMBER OF SEPARATIONS	24	21	1	0	2	0	3	14	10

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF STATE FINANCE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	100	55	45	83	10	2	4	1	17
EMPLOYEES (%)		55.0	45.0	83.0	10.0	2.0	4.0	1.0	17.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			45		6	1	7	2	17
DIFFERENCE (#)			0		0	0	3	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: FIREFIGHTERS PENSION AND RETIREMENT BOARD  
 EEO COORDINATOR: [HERB BRADSHAW](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	0	0	0	0	0	0	5	1	0	0	1	7	2
% Represented	70.0	0.0	0.0	0.0	0.0	0.0	0.0	71.4	14.3	0.0	0.0	14.3	100.0	28.6
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	10	2	0	0	0	0	2	6	1	0	0	1	8	2
% Represented	100.0	20.0	0.0	0.0	0.0	0.0	20.0	60.0	10.0	0.0	0.0	10.0	80.0	20.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: FIREFIGHTERS PENSION AND RETIREMENT BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	10	8	1	0	1	0	2	2	8
BREAKDOWN PERCENTAGES		80.0	10.0	0.0	10.0	0.0	20.0	20.0	80.0
BREAKDOWN AS OF JUNE 30, 2003	10	8	1	0	1	0	2	2	8
BREAKDOWN PERCENTAGES		80.0	10.0	0.0	10.0	0.0	20.0	20.0	80.0
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: FIREFIGHTERS PENSION AND RETIREMENT BOARD

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	10	2	8	8	1	0	1	0	2
EMPLOYEES (%)		20.0	80.0	80.0	10.0	0.0	10.0	0.0	20.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE FIRE MARSHAL  
 EEO COORDINATOR: [JERRY PRUNER](#)

DATE: As of June 30, 2003

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	0	0	1	0	3	0	0	0	0	0	0	1
% Represented	10.3	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	0	0
% Represented	3.4	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	21	19	0	0	0	0	19	2	0	0	0	0	2	0
% Represented	72.4	90.5	0.0	0.0	0.0	0.0	90.5	9.5	0.0	0.0	0.0	0.0	9.5	0.0
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	4	0	0	0	0	0	0	4	0	0	0	0	4	0
% Represented	13.8	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	29	22	0	0	1	0	23	6	0	0	0	0	6	1
% Represented	100.0	75.9	0.0	0.0	3.4	0.0	79.3	20.7	0.0	0.0	0.0	0.0	20.7	3.4
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE FIRE MARSHAL

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	32	31	0	1	0	0	1	24	8
BREAKDOWN PERCENTAGES		96.9	0.0	3.1	0.0	0.0	3.1	75.0	25.0
BREAKDOWN AS OF JUNE 30, 2003	29	28	0	1	0	0	1	23	6
BREAKDOWN PERCENTAGES		96.6	0.0	3.4	0.0	0.0	3.4	79.3	20.7
NET INCREASES OR DECREASES	-3	-3	0	0	0	0	0	-1	-2
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	3	3	0	0	0	0	0	1	2

## WORKFORCE/CLF COMPARISON

AGENCY: STATE FIRE MARSHAL

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	29	23	6	28	0	1	0	0	1
EMPLOYEES (%)		79.3	20.7	96.6	0.0	3.4	0.0	0.0	3.4
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			13		2	0	2	1	5
DIFFERENCE (#)			7		2	0	2	1	4

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF THE GOVERNOR  
 EEO COORDINATOR: [NELDA KIRK](#)

DATE: As of June 30, 2003

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	6	0	0	0	0	6	4	0	0	0	0	4	0
% Represented	29.4	60.0	0.0	0.0	0.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	12	3	0	1	0	0	4	5	1	0	1	1	8	4
% Represented	35.3	25.0	0.0	8.3	0.0	0.0	33.3	41.7	8.3	0.0	8.3	8.3	66.7	33.3
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	12	4	0	0	0	0	4	7	1	0	0	0	8	1
% Represented	35.3	33.3	0.0	0.0	0.0	0.0	33.3	58.3	8.3	0.0	0.0	0.0	66.7	8.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	34	13	0	1	0	0	14	16	2	0	1	1	20	5
% Represented	100.0	38.2	0.0	2.9	0.0	0.0	41.2	47.1	5.9	0.0	2.9	2.9	58.8	14.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF THE GOVERNOR

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	36	30	4	0	2	0	6	20	16
BREAKDOWN PERCENTAGES		83.3	11.1	0.0	5.6	0.0	16.7	55.6	44.4
BREAKDOWN AS OF JUNE 30, 2003	34	29	2	1	1	1	5	14	20
BREAKDOWN PERCENTAGES		85.3	5.9	2.9	2.9	2.9	14.7	41.2	58.8
NET INCREASES OR DECREASES	-2	-1	-2	1	-1	1	-1	-6	4
NUMBER OF NEW HIRES	32	28	1	1	1	1	4	13	19
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	34	29	3	0	2	0	5	19	15

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF THE GOVERNOR

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	34	14	20	29	2	1	1	1	5
EMPLOYEES (%)		41.2	58.8	85.3	5.9	2.9	2.9	2.9	14.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			15		2	0	2	1	6
DIFFERENCE (#)			0		0	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: GRAND RIVER DAM AUTHORITY  
 EEO COORDINATOR: [TOM RICKNER](#)

DATE: As of June 30, 2003

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	43	31	0	0	0	7	38	4	0	0	0	1	5	8
% Represented	9.7	72.1	0.0	0.0	0.0	16.3	88.4	9.3	0.0	0.0	0.0	2.3	11.6	18.6
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	39	9	0	0	1	3	13	14	0	0	0	12	26	16
% Represented	8.8	23.1	0.0	0.0	2.6	7.7	33.3	35.9	0.0	0.0	0.0	30.8	66.7	41.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	73	56	1	3	0	8	68	4	0	0	0	1	5	13
% Represented	16.5	76.7	1.4	4.1	0.0	11.0	93.2	5.5	0.0	0.0	0.0	1.4	6.8	17.8
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	10	8	0	0	0	2	10	0	0	0	0	0	0	2
% Represented	2.3	80.0	0.0	0.0	0.0	20.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	2	0	0	0	0	0	0	1	0	0	0	1	2	1
% Represented	0.5	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	32	6	0	0	0	3	9	17	0	0	1	5	23	9
% Represented	7.2	18.8	0.0	0.0	0.0	9.4	28.1	53.1	0.0	0.0	3.1	15.6	71.9	28.1
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	238	176	0	2	0	58	236	1	0	0	0	1	2	61
% Represented	53.8	73.9	0.0	0.8	0.0	24.4	99.2	0.4	0.0	0.0	0.0	0.4	0.8	25.6
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	5	1	0	0	0	2	3	2	0	0	0	0	2	2
% Represented	1.1	20.0	0.0	0.0	0.0	40.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	40.0
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	442	287	1	5	1	83	377	43	0	0	1	21	65	112
% Represented	100.0	64.9	0.2	1.1	0.2	18.8	85.3	9.7	0.0	0.0	0.2	4.8	14.7	25.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: GRAND RIVER DAM AUTHORITY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	437	328	2	2	100	5	109	373	64
BREAKDOWN PERCENTAGES		75.1	0.5	0.5	22.9	1.1	24.9	85.4	14.6
BREAKDOWN AS OF JUNE 30, 2003	442	330	1	2	104	5	112	377	65
BREAKDOWN PERCENTAGES		74.7	0.2	0.5	23.5	1.1	25.3	85.3	14.7
NET INCREASES OR DECREASES	5	2	-1	0	4	0	3	4	1
NUMBER OF NEW HIRES	22	15	0	0	6	1	7	20	2
NUMBER OF PROMOTIONS	42	26	0	0	16	0	16	33	9
NUMBER OF DEMOTIONS	2	1	0	0	1	0	1	2	0
NUMBER OF SEPARATIONS	16	12	1	0	2	1	4	15	1

The numbers for (7-1-02) in the *Total, White and Male* columns are what were reported in last year's report; however, after researching, we found the figures should have been reported as follows: *Total 436, White 327, and Male 372.*

## WORKFORCE/CLF COMPARISON

AGENCY: GRAND RIVER DAM AUTHORITY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	442	377	65	330	1	2	104	5	112
EMPLOYEES (%)		85.3	14.7	74.7	0.2	0.5	23.5	1.1	25.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			201		28	4	30	11	74
DIFFERENCE (#)			136		27	2	0	6	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF HANDICAPPED CONCERNS  
 EEO COORDINATOR: [STEVEN STOKES](#)

DATE: As of June 30, 2003

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	0	0	0	1	2	0	0	0	0	0	0	1
% Represented	28.6	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	4	1	0	0	0	0	1	3	0	0	0	0	3	0
% Represented	57.1	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	7	3	0	0	0	1	4	3	0	0	0	0	3	1
% Represented	100.0	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF HANDICAPPED CONCERNS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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	-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: OFFICE OF HANDICAPPED CONCERNS

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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	97	41	2	1	0	1	45	50	2	0	0	0	52	6
% Represented	4.6	42.3	2.1	1.0	0.0	1.0	46.4	51.5	2.1	0.0	0.0	0.0	53.6	6.2
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1378	253	18	4	8	11	294	911	66	19	14	74	1084	214
% Represented	64.7	18.4	1.3	0.3	0.6	0.8	21.3	66.1	4.8	1.4	1.0	5.4	78.7	15.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	71	15	1	3	0	2	21	42	4	1	0	3	50	14
% Represented	3.3	21.1	1.4	4.2	0.0	2.8	29.6	59.2	5.6	1.4	0.0	4.2	70.4	19.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	2	0	2	0	0	0	2	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	214	2	2	0	0	0	4	159	13	28	1	9	210	53
% Represented	10.0	0.9	0.9	0.0	0.0	0.0	1.9	74.3	6.1	13.1	0.5	4.2	98.1	24.8
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	356	17	3	0	0	1	21	262	29	11	5	28	335	77
% Represented	16.7	4.8	0.8	0.0	0.0	0.3	5.9	73.6	8.1	3.1	1.4	7.9	94.1	21.6
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	13	2	6	0	0	0	8	3	2	0	0	0	5	8
% Represented	0.6	15.4	46.2	0.0	0.0	0.0	61.5	23.1	15.4	0.0	0.0	0.0	38.5	61.5
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	2131	330	34	8	8	15	395	1427	116	59	20	114	1736	374
% Represented	100.0	15.5	1.6	0.4	0.4	0.7	18.5	67.0	5.4	2.8	0.9	5.3	81.5	17.6
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF HEALTH

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	2305	1911	153	31	143	67	394	405	1900
BREAKDOWN PERCENTAGES		82.9	6.6	1.3	6.2	2.9	17.1	17.6	82.4
BREAKDOWN AS OF JUNE 30, 2003	2131	1757	150	28	129	67	374	395	1736
BREAKDOWN PERCENTAGES		82.4	7.0	1.3	6.1	3.1	17.6	18.5	81.5
NET INCREASES OR DECREASES	-174	-154	-3	-3	-14	0	-20	-10	-164
NUMBER OF NEW HIRES	177	136	19	2	9	11	41	37	140
NUMBER OF PROMOTIONS	89	75	6	1	6	1	14	15	74
NUMBER OF DEMOTIONS	4	3	0	0	0	1	1	0	4
NUMBER OF SEPARATIONS	351	290	22	5	23	11	61	47	304

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF HEALTH

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2131	395	1736	1757	150	28	129	67	374
EMPLOYEES (%)		18.5	81.5	82.4	7.0	1.3	6.1	3.1	17.6
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			967		136	21	147	51	356
DIFFERENCE (#)			0		0	0	18	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HEALTH CARE AUTHORITY  
 EEO COORDINATOR: DONNA HUCKLEBERRY

DATE: As of June 30, 2003

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	0	0	6	3	0	0	0	1	4	3
% Represented	3.7	40.0	10.0	10.0	0.0	0.0	60.0	30.0	0.0	0.0	0.0	10.0	40.0	30.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	107	29	1	1	1	2	34	48	17	2	2	4	73	30
% Represented	39.8	27.1	0.9	0.9	0.9	1.9	31.8	44.9	15.9	1.9	1.9	3.7	68.2	28.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	41	6	0	1	0	0	7	21	10	0	1	2	34	14
% Represented	15.2	14.6	0.0	2.4	0.0	0.0	17.1	51.2	24.4	0.0	2.4	4.9	82.9	34.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	83	8	4	0	0	2	14	41	21	2	2	3	69	34
% Represented	30.9	9.6	4.8	0.0	0.0	2.4	16.9	49.4	25.3	2.4	2.4	3.6	83.1	41.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	28	1	0	0	0	0	1	19	6	1	0	1	27	8
% Represented	10.4	3.6	0.0	0.0	0.0	0.0	3.6	67.9	21.4	3.6	0.0	3.6	96.4	28.6
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>269</b>	<b>48</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>62</b>	<b>132</b>	<b>54</b>	<b>5</b>	<b>5</b>	<b>11</b>	<b>207</b>	<b>89</b>
% Represented	100.0	17.8	2.2	1.1	0.4	1.5	23.0	49.1	20.1	1.9	1.9	4.1	77.0	33.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HEALTH CARE AUTHORITY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	270	184	55	6	17	8	86	62	208
BREAKDOWN PERCENTAGES		68.1	20.4	2.2	6.3	3.0	31.9	23.0	77.0
BREAKDOWN AS OF JUNE 30, 2003	269	180	60	6	15	8	89	62	207
BREAKDOWN PERCENTAGES		66.9	22.3	2.2	5.6	3.0	33.1	23.0	77.0
NET INCREASES OR DECREASES	-1	-4	5	0	-2	0	3	0	-1
NUMBER OF NEW HIRES	15	8	6	0	0	1	7	2	13
NUMBER OF PROMOTIONS	3	1	1	0	1	0	2	0	3
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	16	12	1	0	2	1	4	2	14

## WORKFORCE/CLF COMPARISON

AGENCY: HEALTH CARE AUTHORITY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	269	62	207	180	60	6	15	8	89
EMPLOYEES (%)		23.0	77.0	66.9	22.3	2.2	5.6	3.0	33.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			122		17	3	19	6	45
DIFFERENCE (#)			0		0	0	4	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HISTORICAL SOCIETY  
 EEO COORDINATOR: [GLADYS BENNETT](#)

DATE: As of June 30, 2003

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	8	0	0	0	1	9	4	1	0	0	0	5	2
% Represented	10.1	57.1	0.0	0.0	0.0	7.1	64.3	28.6	7.1	0.0	0.0	0.0	35.7	14.3
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	69	42	1	0	0	2	45	23	1	0	0	0	24	4
% Represented	50.0	60.9	1.4	0.0	0.0	2.9	65.2	33.3	1.4	0.0	0.0	0.0	34.8	5.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	9	3	0	0	0	1	4	4	1	0	0	0	5	2
% Represented	6.5	33.3	0.0	0.0	0.0	11.1	44.4	44.4	11.1	0.0	0.0	0.0	55.6	22.2
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	27	7	0	1	0	1	9	14	1	0	0	3	18	6
% Represented	19.6	25.9	0.0	3.7	0.0	3.7	33.3	51.9	3.7	0.0	0.0	11.1	66.7	22.2
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	10	1	1	0	0	1	3	4	2	0	0	1	7	5
% Represented	7.2	10.0	10.0	0.0	0.0	10.0	30.0	40.0	20.0	0.0	0.0	10.0	70.0	50.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	5	3	0	0	0	1	4	1	0	0	0	0	1	1
% Represented	3.6	60.0	0.0	0.0	0.0	20.0	80.0	20.0	0.0	0.0	0.0	0.0	20.0	20.0
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	4	2	2	0	0	0	4	0	0	0	0	0	0	2
% Represented	2.9	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	138	66	4	1	0	7	78	50	6	0	0	4	60	22
% Represented	100.0	47.8	2.9	0.7	0.0	5.1	56.5	36.2	4.3	0.0	0.0	2.9	43.5	15.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HISTORICAL SOCIETY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	149	124	12	0	11	2	25	87	62
BREAKDOWN PERCENTAGES		83.2	8.1	0.0	7.4	1.3	16.8	58.4	41.6
BREAKDOWN AS OF JUNE 30, 2003	138	116	10	0	11	1	22	78	60
BREAKDOWN PERCENTAGES		84.1	7.2	0.0	8.0	0.7	15.9	56.5	43.5
NET INCREASES OR DECREASES	-11	-8	-2	0	0	-1	-3	-9	-2
NUMBER OF NEW HIRES	8	8	0	0	0	0	0	4	4
NUMBER OF PROMOTIONS	6	6	0	0	0	0	0	5	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	19	16	2	0	0	1	3	13	6

## WORKFORCE/CLF COMPARISON

AGENCY: HISTORICAL SOCIETY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	138	78	60	116	10	0	11	1	22
EMPLOYEES (%)		56.5	43.5	84.1	7.2	0.0	8.0	0.7	15.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			63		9	1	10	3	23
DIFFERENCE (#)			3		0	1	0	2	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HORSE RACING COMMISSION  
 EEO COORDINATOR: [BONNIE MORRIS](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	15	13	0	0	0	0	13	2	0	0	0	0	2	0
% Represented	41.7	86.7	0.0	0.0	0.0	0.0	86.7	13.3	0.0	0.0	0.0	0.0	13.3	0.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	2	2	0	0	0	0	2	0	0	0	0	0	0	0
% Represented	5.6	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	19	0	1	0	0	0	1	15	2	1	0	0	18	4
% Represented	52.8	0.0	5.3	0.0	0.0	0.0	5.3	78.9	10.5	5.3	0.0	0.0	94.7	21.1
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	36	15	1	0	0	0	16	17	2	1	0	0	20	4
% Represented	100.0	41.7	2.8	0.0	0.0	0.0	44.4	47.2	5.6	2.8	0.0	0.0	55.6	11.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HORSE RACING COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	39	34	3	0	1	1	5	17	22
BREAKDOWN PERCENTAGES		87.2	7.7	0.0	2.6	2.6	12.8	43.6	56.4
BREAKDOWN AS OF JUNE 30, 2003	36	32	3	0	0	1	4	16	20
BREAKDOWN PERCENTAGES		88.9	8.3	0.0	0.0	2.8	11.1	44.4	55.6
NET INCREASES OR DECREASES	-3	-2	0	0	-1	0	-1	-1	-2
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
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	4	3	0	0	1	0	1	1	3

## WORKFORCE/CLF COMPARISON

AGENCY: HORSE RACING COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	36	16	20	32	3	0	0	1	4
EMPLOYEES (%)		44.4	55.6	88.9	8.3	0.0	0.0	2.8	11.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			16		2	0	2	1	6
DIFFERENCE (#)			0		0	0	2	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HOUSE OF REPRESENTATIVES  
 EEO COORDINATOR: JOE BLOUGH

DATE: As of June 30, 2003

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	0	0	0	0	11	6	0	0	0	0	6	0
% Represented	17.2	64.7	0.0	0.0	0.0	0.0	64.7	35.3	0.0	0.0	0.0	0.0	35.3	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	29	12	0	1	0	0	13	16	0	0	0	0	16	1
% Represented	29.3	41.4	0.0	3.4	0.0	0.0	44.8	55.2	0.0	0.0	0.0	0.0	55.2	3.4
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	6	3	0	0	0	0	3	1	1	0	0	1	3	2
% Represented	6.1	50.0	0.0	0.0	0.0	0.0	50.0	16.7	16.7	0.0	0.0	16.7	50.0	33.3
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	12	2	0	0	0	0	2	10	0	0	0	0	10	0
% Represented	12.1	16.7	0.0	0.0	0.0	0.0	16.7	83.3	0.0	0.0	0.0	0.0	83.3	0.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	31	5	0	2	0	0	7	24	0	0	0	0	24	2
% Represented	31.3	16.1	0.0	6.5	0.0	0.0	22.6	77.4	0.0	0.0	0.0	0.0	77.4	6.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	4	0	4	0	0	0	4	0	0	0	0	0	0	4
% Represented	4.0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	99	33	4	3	0	0	40	57	1	0	0	1	59	9
% Represented	100.0	33.3	4.0	3.0	0.0	0.0	40.4	57.6	1.0	0.0	0.0	1.0	59.6	9.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HOUSE OF REPRESENTATIVES

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	99	89	6	0	1	3	10	41	58
BREAKDOWN PERCENTAGES		89.9	6.1	0.0	1.0	3.0	10.1	41.4	58.6
BREAKDOWN AS OF JUNE 30, 2003	99	90	5	0	1	3	9	40	59
BREAKDOWN PERCENTAGES		90.9	5.1	0.0	1.0	3.0	9.1	40.4	59.6
NET INCREASES OR DECREASES	0	1	-1	0	0	0	-1	-1	1
NUMBER OF NEW HIRES	8	8	0	0	0	0	0	2	6
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	8	7	1	0	0	0	1	3	5

During the preparation of this report, an error was discovered in the way the reported information was being gathered. Changes include the subtraction of 2 white females in the Support Staff category during this period. This occurs because they were separated from service during the reporting period but didn't get removed from the staff list at the proper time. The collection problem will be corrected from this point forward.

## WORKFORCE/CLF COMPARISON

AGENCY: HOUSE OF REPRESENTATIVES

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	99	40	59	90	5	0	1	3	9
EMPLOYEES (%)		40.4	59.6	90.9	5.1	0.0	1.0	3.0	9.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			45		6	1	7	2	17
DIFFERENCE (#)			0		1	1	6	0	8

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: HUMAN RIGHTS COMMISSION  
 EEO COORDINATOR: [KENNETH R. KENDRICKS](#)

DATE: As of June 30, 2003

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	0	0	0	1	0	1	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	11	1	1	1	0	1	4	2	4	0	1	0	7	8
% Represented	64.7	9.1	9.1	9.1	0.0	9.1	36.4	18.2	36.4	0.0	9.1	0.0	63.6	72.7
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	4	0	0	0	0	0	0	1	3	0	0	0	4	3
% Represented	23.5	0.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	100.0	75.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	17	1	2	1	0	1	5	3	8	0	1	0	12	13
% Represented	100.0	5.9	11.8	5.9	0.0	5.9	29.4	17.6	47.1	0.0	5.9	0.0	70.6	76.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: HUMAN RIGHTS COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	21	5	12	1	1	2	16	6	15
BREAKDOWN PERCENTAGES		23.8	57.1	4.8	4.8	9.5	76.2	28.6	71.4
BREAKDOWN AS OF JUNE 30, 2003	17	4	10	1	1	1	13	5	12
BREAKDOWN PERCENTAGES		23.5	58.8	5.9	5.9	5.9	76.5	29.4	70.6
NET INCREASES OR DECREASES	-4	-1	-2	0	0	-1	-3	-1	-3
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	4	1	2	0	0	1	3	1	3

## WORKFORCE/CLF COMPARISON

AGENCY: HUMAN RIGHTS COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	17	5	12	4	10	1	1	1	13
EMPLOYEES (%)		29.4	70.6	23.5	58.8	5.9	5.9	5.9	76.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			8		1	0	1	0	3
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF HUMAN SERVICES  
 EEO COORDINATOR: [SHERLEEN JACKSON](#)

DATE: As of June 30, 2003

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	351	106	16	3	1	6	132	193	19	0	0	7	219	52
% Represented	4.8	30.2	4.6	0.9	0.3	1.7	37.6	55.0	5.4	0.0	0.0	2.0	62.4	14.8
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	4714	891	104	20	22	67	1104	2824	416	60	33	277	3610	999
% Represented	64.3	18.9	2.2	0.4	0.5	1.4	23.4	59.9	8.8	1.3	0.7	5.9	76.6	21.2
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	209	70	4	1	7	6	88	97	16	1	3	4	121	42
% Represented	2.9	33.5	1.9	0.5	3.3	2.9	42.1	46.4	7.7	0.5	1.4	1.9	57.9	20.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	3	3	0	0	0	0	3	0	0	0	0	0	0	0
% Represented	0.0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	778	150	45	9	4	6	214	389	129	13	13	20	564	239
% Represented	10.6	19.3	5.8	1.2	0.5	0.8	27.5	50.0	16.6	1.7	1.7	2.6	72.5	30.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	993	57	14	2	0	6	79	699	136	13	4	62	914	237
% Represented	13.5	5.7	1.4	0.2	0.0	0.6	8.0	70.4	13.7	1.3	0.4	6.2	92.0	23.9
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	159	134	9	2	0	12	157	2	0	0	0	0	2	23
% Represented	2.2	84.3	5.7	1.3	0.0	7.5	98.7	1.3	0.0	0.0	0.0	0.0	1.3	14.5
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	123	25	7	0	0	4	36	73	10	2	0	2	87	25
% Represented	1.7	20.3	5.7	0.0	0.0	3.3	29.3	59.3	8.1	1.6	0.0	1.6	70.7	20.3
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>7330</b>	<b>1436</b>	<b>199</b>	<b>37</b>	<b>34</b>	<b>107</b>	<b>1813</b>	<b>4277</b>	<b>726</b>	<b>89</b>	<b>53</b>	<b>372</b>	<b>5517</b>	<b>1617</b>
% Represented	100.0	19.6	2.7	0.5	0.5	1.5	24.7	58.3	9.9	1.2	0.7	5.1	75.3	22.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF HUMAN SERVICES

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	7475	5818	957	80	497	123	1657	1860	5615
BREAKDOWN PERCENTAGES		77.8	12.8	1.1	6.6	1.6	22.2	24.9	75.1
BREAKDOWN AS OF JUNE 30, 2003	7330	5713	925	87	479	126	1617	1813	5517
BREAKDOWN PERCENTAGES		77.9	12.6	1.2	6.5	1.7	22.1	24.7	75.3
NET INCREASES OR DECREASES	-145	-105	-32	7	-18	3	-40	-47	-98
NUMBER OF NEW HIRES	730	553	83	24	47	23	177	186	544
NUMBER OF PROMOTIONS	698	528	92	7	56	15	170	158	540
NUMBER OF DEMOTIONS	80	66	5	1	8	0	14	17	63
NUMBER OF SEPARATIONS	875	658	115	17	65	20	217	233	642

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF HUMAN SERVICES

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7330	1813	5517	5713	925	87	479	126	1617
EMPLOYEES (%)		24.7	75.3	77.9	12.6	1.2	6.5	1.7	22.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3328		469	73	506	176	1224
DIFFERENCE (#)			0		0	0	27	50	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INDIAN AFFAIRS COMMISSION  
 EEO COORDINATOR: [CAROLYN HOLLOWAY](#)

DATE: As of June 30, 2003

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	0	0	0	1	0	0	0	1	2	1
% Represented	40.0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3	0	0	0	0	0	0	1	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	5	0	0	0	0	0	0	2	0	0	0	3	5	3
% Represented	100.0	0.0	0.0	0.0	0.0	0.0	0.0	40.0	0.0	0.0	0.0	60.0	100.0	60.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INDIAN AFFAIRS COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	3	0	0	0	3	0	3	0	3
BREAKDOWN PERCENTAGES		0.0	0.0	0.0	100.0	0.0	100.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2003	5	2	0	0	3	0	3	0	5
BREAKDOWN PERCENTAGES		40.0	0.0	0.0	60.0	0.0	60.0	0.0	100.0
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: INDIAN AFFAIRS COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	5	0	5	2	0	0	3	0	3
EMPLOYEES (%)		0.0	100.0	40.0	0.0	0.0	60.0	0.0	60.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INDIGENT DEFENSE SYSTEM  
 EEO COORDINATOR: [ANGIE L. COLE](#)

DATE: As of June 30, 2003

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	23	14	0	0	0	0	14	6	0	0	0	3	9	3
% Represented	19.2	60.9	0.0	0.0	0.0	0.0	60.9	26.1	0.0	0.0	0.0	13.0	39.1	13.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	45	16	0	1	0	4	21	22	0	0	0	2	24	7
% Represented	37.5	35.6	0.0	2.2	0.0	8.9	46.7	48.9	0.0	0.0	0.0	4.4	53.3	15.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	25	10	0	0	2	1	13	10	1	0	1	0	12	5
% Represented	20.8	40.0	0.0	0.0	8.0	4.0	52.0	40.0	4.0	0.0	4.0	0.0	48.0	20.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	27	1	2	0	0	0	3	21	0	2	0	1	24	5
% Represented	22.5	3.7	7.4	0.0	0.0	0.0	11.1	77.8	0.0	7.4	0.0	3.7	88.9	18.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	120	41	2	1	2	5	51	59	1	2	1	6	69	20
% Represented	100.0	34.2	1.7	0.8	1.7	4.2	42.5	49.2	0.8	1.7	0.8	5.0	57.5	16.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INDIGENT DEFENSE SYSTEM

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	138	116	4	4	10	4	22	57	81
BREAKDOWN PERCENTAGES		84.1	2.9	2.9	7.2	2.9	15.9	41.3	58.7
BREAKDOWN AS OF JUNE 30, 2003	120	100	3	3	11	3	20	51	69
BREAKDOWN PERCENTAGES		83.3	2.5	2.5	9.2	2.5	16.7	42.5	57.5
NET INCREASES OR DECREASES	-18	-16	-1	-1	1	-1	-2	-6	-12
NUMBER OF NEW HIRES	7	6	0	0	1	0	1	1	6
NUMBER OF PROMOTIONS	15	14	0	0	0	1	1	4	11
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	25	22	1	1	0	1	3	7	18

## WORKFORCE/CLF COMPARISON

AGENCY: INDIGENT DEFENSE SYSTEM

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	120	51	69	100	3	3	11	3	20
EMPLOYEES (%)		42.5	57.5	83.3	2.5	2.5	9.2	2.5	16.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			54		8	1	8	3	20
DIFFERENCE (#)			0		5	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INDUSTRIAL FINANCE AUTHORITY  
 EEO COORDINATOR: [HARRY BROWN](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	4	3	0	0	0	0	3	0	0	0	0	1	1	1
% Represented	50.0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3	0	0	0	0	0	0	2	1	0	0	0	3	1
% Represented	37.5	0.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	100.0	33.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	8	4	0	0	0	0	4	2	1	0	0	1	4	2
% Represented	100.0	50.0	0.0	0.0	0.0	0.0	50.0	25.0	12.5	0.0	0.0	12.5	50.0	25.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INDUSTRIAL FINANCE AUTHORITY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	8	6	1	0	1	0	2	4	4
BREAKDOWN PERCENTAGES		75.0	12.5	0.0	12.5	0.0	25.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2003	8	6	1	0	1	0	2	4	4
BREAKDOWN PERCENTAGES		75.0	12.5	0.0	12.5	0.0	25.0	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: INDUSTRIAL FINANCE AUTHORITY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	4	4	6	1	0	1	0	2
EMPLOYEES (%)		50.0	50.0	75.0	12.5	0.0	12.5	0.0	25.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			4		1	0	1	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD  
 EEO COORDINATOR: [GENE KRIER](#)

DATE: As of June 30, 2003

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	10	0	0	0	0	10	8	0	0	0	1	9	1
% Represented	10.9	52.6	0.0	0.0	0.0	0.0	52.6	42.1	0.0	0.0	0.0	5.3	47.4	5.3
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	69	14	3	1	1	0	19	45	2	0	1	2	50	10
% Represented	39.4	20.3	4.3	1.4	1.4	0.0	27.5	65.2	2.9	0.0	1.4	2.9	72.5	14.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	13	6	0	0	2	0	8	4	0	0	0	1	5	3
% Represented	7.4	46.2	0.0	0.0	15.4	0.0	61.5	30.8	0.0	0.0	0.0	7.7	38.5	23.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	53	12	3	0	1	0	16	28	6	0	1	2	37	13
% Represented	30.3	22.6	5.7	0.0	1.9	0.0	30.2	52.8	11.3	0.0	1.9	3.8	69.8	24.5
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	21	5	0	0	0	0	5	12	1	2	0	1	16	4
% Represented	12.0	23.8	0.0	0.0	0.0	0.0	23.8	57.1	4.8	9.5	0.0	4.8	76.2	19.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	175	47	6	1	4	0	58	97	9	2	2	7	117	31
% Represented	100.0	26.9	3.4	0.6	2.3	0.0	33.1	55.4	5.1	1.1	1.1	4.0	66.9	17.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	170	142	14	4	7	3	28	52	118
BREAKDOWN PERCENTAGES		83.5	8.2	2.4	4.1	1.8	16.5	30.6	69.4
BREAKDOWN AS OF JUNE 30, 2003	175	144	15	6	7	3	31	58	117
BREAKDOWN PERCENTAGES		82.3	8.6	3.4	4.0	1.7	17.7	33.1	66.9
NET INCREASES OR DECREASES	5	2	1	2	0	0	3	6	-1
NUMBER OF NEW HIRES	17	14	1	2	0	0	3	9	8
NUMBER OF PROMOTIONS	13	9	3	1	0	0	4	4	9
NUMBER OF DEMOTIONS	4	4	0	0	0	0	0	0	4
NUMBER OF SEPARATIONS	12	12	0	0	0	0	0	3	9

## WORKFORCE/CLF COMPARISON

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	175	58	117	144	15	6	7	3	31
EMPLOYEES (%)		33.1	66.9	82.3	8.6	3.4	4.0	1.7	17.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			79		11	2	12	4	29
DIFFERENCE (#)			0		0	0	5	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: INSURANCE DEPARTMENT  
 EEO COORDINATOR: **JOE GARCIA**

DATE: As of June 30, 2003

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	0	1	2	0	11	7	0	0	0	1	8	4
% Represented	15.2	42.1	0.0	5.3	10.5	0.0	57.9	36.8	0.0	0.0	0.0	5.3	42.1	21.1
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	57	16	1	0	0	2	19	28	4	1	4	1	38	13
% Represented	45.6	28.1	1.8	0.0	0.0	3.5	33.3	49.1	7.0	1.8	7.0	1.8	66.7	22.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	4	1	0	0	0	0	1	3	0	0	0	0	3	0
% Represented	3.2	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	45	4	1	0	0	0	5	23	14	1	1	1	40	18
% Represented	36.0	8.9	2.2	0.0	0.0	0.0	11.1	51.1	31.1	2.2	2.2	2.2	88.9	40.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	125	29	2	1	2	2	36	61	18	2	5	3	89	35
% Represented	100.0	23.2	1.6	0.8	1.6	1.6	28.8	48.8	14.4	1.6	4.0	2.4	71.2	28.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: INSURANCE DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	127	90	21	7	6	3	37	35	92
BREAKDOWN PERCENTAGES		70.9	16.5	5.5	4.7	2.4	29.1	27.6	72.4
BREAKDOWN AS OF JUNE 30, 2003	125	90	20	7	5	3	35	36	89
BREAKDOWN PERCENTAGES		72.0	16.0	5.6	4.0	2.4	28.0	28.8	71.2
NET INCREASES OR DECREASES	-2	0	-1	0	-1	0	-2	1	-3
NUMBER OF NEW HIRES	14	11	2	0	0	1	3	4	10
NUMBER OF PROMOTIONS	25	16	7	0	1	1	9	6	19
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	16	11	3	0	1	1	5	3	13

## WORKFORCE/CLF COMPARISON

AGENCY: INSURANCE DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	125	36	89	90	20	7	5	3	35
EMPLOYEES (%)		28.8	71.2	72.0	16.0	5.6	4.0	2.4	28.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			57		8	1	9	3	21
DIFFERENCE (#)			0		0	0	4	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION  
 EEO COORDINATOR: [FELICIA JACKSON](#)

DATE: As of June 30, 2003

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	4	1	0	0	0	5	1	0	0	0	0	1	1
% Represented	2.1	66.7	16.7	0.0	0.0	0.0	83.3	16.7	0.0	0.0	0.0	0.0	16.7	16.7
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	72	35	0	0	0	2	37	31	2	0	0	2	35	6
% Represented	25.1	48.6	0.0	0.0	0.0	2.8	51.4	43.1	2.8	0.0	0.0	2.8	48.6	8.3
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	144	80	3	1	2	6	92	43	4	0	1	4	52	21
% Represented	50.2	55.6	2.1	0.7	1.4	4.2	63.9	29.9	2.8	0.0	0.7	2.8	36.1	14.6
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	7	3	0	0	0	0	3	4	0	0	0	0	4	0
% Represented	2.4	42.9	0.0	0.0	0.0	0.0	42.9	57.1	0.0	0.0	0.0	0.0	57.1	0.0
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	54	3	0	0	0	0	3	41	6	0	1	3	51	10
% Represented	18.8	5.6	0.0	0.0	0.0	0.0	5.6	75.9	11.1	0.0	1.9	5.6	94.4	18.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	3	3	0	0	0	0	3	0	0	0	0	0	0	0
% Represented	1.0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>287</b>	<b>128</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>143</b>	<b>121</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>144</b>	<b>38</b>
% Represented	100.0	44.6	1.4	0.3	0.7	2.8	49.8	42.2	4.2	0.0	0.7	3.1	50.2	13.2
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	270	231	16	4	18	1	39	140	130
BREAKDOWN PERCENTAGES		85.6	5.9	1.5	6.7	0.4	14.4	51.9	48.1
BREAKDOWN AS OF JUNE 30, 2003	287	249	16	4	17	1	38	143	144
BREAKDOWN PERCENTAGES		86.8	5.6	1.4	5.9	0.3	13.2	49.8	50.2
NET INCREASES OR DECREASES	17	18	0	0	-1	0	-1	3	14
NUMBER OF NEW HIRES	38	36	1	0	1	0	2	15	23
NUMBER OF PROMOTIONS	39	36	1	0	2	0	3	15	24
NUMBER OF DEMOTIONS	4	4	0	0	0	0	0	2	2
NUMBER OF SEPARATIONS	21	18	1	0	2	0	3	12	9

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	287	143	144	249	16	4	17	1	38
EMPLOYEES (%)		49.8	50.2	86.8	5.6	1.4	5.9	0.3	13.2
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			130		18	3	20	7	48
DIFFERENCE (#)			0		2	0	3	6	10

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES  
 EEO COORDINATOR: [DEBBIE BARRETT](#)

DATE: As of June 30, 2003

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	0	0	0	0	6	9	0	1	0	1	11	2
% Represented	12.4	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	30	5	0	0	0	0	5	18	0	0	2	5	25	7
% Represented	21.9	16.7	0.0	0.0	0.0	0.0	16.7	60.0	0.0	0.0	6.7	16.7	83.3	23.3
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	8	2	0	0	0	0	2	3	0	1	1	1	6	3
% Represented	5.8	25.0	0.0	0.0	0.0	0.0	25.0	37.5	0.0	12.5	12.5	12.5	75.0	37.5
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	59	11	2	1	0	1	15	32	5	2	1	4	44	16
% Represented	43.1	18.6	3.4	1.7	0.0	1.7	25.4	54.2	8.5	3.4	1.7	6.8	74.6	27.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	12	2	1	0	0	1	4	5	0	1	0	2	8	5
% Represented	8.8	16.7	8.3	0.0	0.0	8.3	33.3	41.7	0.0	8.3	0.0	16.7	66.7	41.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	11	3	2	0	0	1	6	3	0	0	1	1	5	5
% Represented	8.0	27.3	18.2	0.0	0.0	9.1	54.5	27.3	0.0	0.0	9.1	9.1	45.5	45.5
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	137	29	5	1	0	3	38	70	5	5	5	14	99	38
% Represented	100.0	21.2	3.6	0.7	0.0	2.2	27.7	51.1	3.6	3.6	3.6	10.2	72.3	27.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	139	102	10	5	16	6	37	34	105
BREAKDOWN PERCENTAGES		73.4	7.2	3.6	11.5	4.3	26.6	24.5	75.5
BREAKDOWN AS OF JUNE 30, 2003	137	99	10	5	17	6	38	38	99
BREAKDOWN PERCENTAGES		72.3	7.3	3.6	12.4	4.4	27.7	27.7	72.3
NET INCREASES OR DECREASES	-2	-3	0	0	1	0	1	4	-6
NUMBER OF NEW HIRES	20	11	5	1	3	0	9	10	10
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	22	14	5	1	2	0	8	6	16

## WORKFORCE/CLF COMPARISON

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	137	38	99	99	10	5	17	6	38
EMPLOYEES (%)		27.7	72.3	72.3	7.3	3.6	12.4	4.4	27.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			62		9	1	9	3	23
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: J. M. DAVIS MEMORIAL COMMISSION  
 EEO COORDINATOR: [DUANE KYLER](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	3	0	0	0	0	0	0	1	0	0	0	2	3	2
% Represented	42.9	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	1	0	0	0	0	1	1	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	7	3	0	0	0	1	4	1	0	0	0	2	3	3
% Represented	100.0	42.9	0.0	0.0	0.0	14.3	57.1	14.3	0.0	0.0	0.0	28.6	42.9	42.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: J. M. DAVIS MEMORIAL COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE *	BLACK	ASIAN	AMER INDIAN **	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	8	5	0	0	3	0	3	4	4
BREAKDOWN PERCENTAGES		62.5	0.0	0.0	37.5	0.0	37.5	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2003	7	4	0	0	3	0	3	4	3
BREAKDOWN PERCENTAGES		57.1	0.0	0.0	42.9	0.0	42.9	57.1	42.9
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	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	1	1	0	0	0	0	0	0	1

\* One employee retired 11/30/02

\*\* One employee EOD effective 07/01/02

## WORKFORCE/CLF COMPARISON

AGENCY: J. M. DAVIS MEMORIAL COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	4	3	4	0	0	3	0	3
EMPLOYEES (%)		57.1	42.9	57.1	0.0	0.0	42.9	0.0	42.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OFFICE OF JUVENILE AFFAIRS  
EEO COORDINATOR: [MIKE HEATH](#)

DATE: As of June 30, 2003

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	57	30	4	0	0	3	37	16	2	0	0	2	20	11
% Represented	5.8	52.6	7.0	0.0	0.0	5.3	64.9	28.1	3.5	0.0	0.0	3.5	35.1	19.3
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	406	147	37	4	0	15	203	167	21	3	1	11	203	92
% Represented	41.4	36.2	9.1	1.0	0.0	3.7	50.0	41.1	5.2	0.7	0.2	2.7	50.0	22.7
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	14	4	0	0	0	0	4	9	1	0	0	0	10	1
% Represented	1.4	28.6	0.0	0.0	0.0	0.0	28.6	64.3	7.1	0.0	0.0	0.0	71.4	7.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	84	61	7	0	1	5	74	8	1	0	0	1	10	15
% Represented	8.6	72.6	8.3	0.0	1.2	6.0	88.1	9.5	1.2	0.0	0.0	1.2	11.9	17.9
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	272	66	52	4	0	9	131	79	49	6	0	7	141	127
% Represented	27.7	24.3	19.1	1.5	0.0	3.3	48.2	29.0	18.0	2.2	0.0	2.6	51.8	46.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	116	7	2	1	0	0	10	85	12	1	1	7	106	24
% Represented	11.8	6.0	1.7	0.9	0.0	0.0	8.6	73.3	10.3	0.9	0.9	6.0	91.4	20.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	15	12	2	1	0	0	15	0	0	0	0	0	0	3
% Represented	1.5	80.0	13.3	6.7	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	17	5	0	0	0	0	5	7	2	1	1	1	12	5
% Represented	1.7	29.4	0.0	0.0	0.0	0.0	29.4	41.2	11.8	5.9	5.9	5.9	70.6	29.4
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>981</b>	<b>332</b>	<b>104</b>	<b>10</b>	<b>1</b>	<b>32</b>	<b>479</b>	<b>371</b>	<b>88</b>	<b>11</b>	<b>3</b>	<b>29</b>	<b>502</b>	<b>278</b>
% Represented	100.0	33.8	10.6	1.0	0.1	3.3	48.8	37.8	9.0	1.1	0.3	3.0	51.2	28.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF JUVENILE AFFAIRS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	1105	784	217	6	69	29	321	545	560
BREAKDOWN PERCENTAGES		71.0	19.6	0.5	6.2	2.6	29.0	49.3	50.7
BREAKDOWN AS OF JUNE 30, 2003	981	703	192	4	61	21	278	479	502
BREAKDOWN PERCENTAGES		71.7	19.6	0.4	6.2	2.1	28.3	48.8	51.2
NET INCREASES OR DECREASES	-124	-81	-25	-2	-8	-8	-43	-66	-58
NUMBER OF NEW HIRES	111	78	26	0	7	0	33	69	42
NUMBER OF PROMOTIONS	30	20	6	0	4	0	10	15	15
NUMBER OF DEMOTIONS	5	2	3	0	0	0	3	4	1
NUMBER OF SEPARATIONS	235	159	51	2	15	8	76	135	100

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF JUVENILE AFFAIRS

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	981	479	502	703	192	4	61	21	278
EMPLOYEES (%)		48.8	51.2	71.7	19.6	0.4	6.2	2.1	28.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			445		63	10	68	24	164
DIFFERENCE (#)			0		0	6	7	3	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF LABOR  
EEO COORDINATOR: [MICHAEL TAYLOR](#)

DATE: As of June 30, 2003

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	16	6	0	0	0	0	6	7	1	0	1	1	10	3
% Represented	15.7	37.5	0.0	0.0	0.0	0.0	37.5	43.8	6.3	0.0	6.3	6.3	62.5	18.8
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	27	8	1	0	1	0	10	14	3	0	0	0	17	5
% Represented	26.5	29.6	3.7	0.0	3.7	0.0	37.0	51.9	11.1	0.0	0.0	0.0	63.0	18.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	35	25	1	1	0	2	29	5	0	1	0	0	6	5
% Represented	34.3	71.4	2.9	2.9	0.0	5.7	82.9	14.3	0.0	2.9	0.0	0.0	17.1	14.3
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	24	1	0	2	0	0	3	15	4	1	0	1	21	8
% Represented	23.5	4.2	0.0	8.3	0.0	0.0	12.5	62.5	16.7	4.2	0.0	4.2	87.5	33.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>102</b>	<b>40</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>48</b>	<b>41</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>54</b>	<b>21</b>
% Represented	100.0	39.2	2.0	2.9	1.0	2.0	47.1	40.2	7.8	2.0	1.0	2.0	52.9	20.6
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF LABOR

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	104	82	10	2	6	4	22	48	56
BREAKDOWN PERCENTAGES		78.8	9.6	1.9	5.8	3.8	21.2	46.2	53.8
BREAKDOWN AS OF JUNE 30, 2003	102	81	10	2	4	5	21	48	54
BREAKDOWN PERCENTAGES		79.4	9.8	2.0	3.9	4.9	20.6	47.1	52.9
NET INCREASES OR DECREASES	-2	-1	0	0	-2	1	-1	0	-2
NUMBER OF NEW HIRES	16	14	1	0	0	1	2	9	7
NUMBER OF PROMOTIONS	19	12	3	1	2	1	7	6	13
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	18	15	1	0	2	0	3	9	9

Adjustment noted on Line 1 represents a corrected number of employees. An error was found on the FLX/HRIS report and an employee's name was found multiple times in the report for unknown reasons. When the error was found, we adjusted to the correct and true number.

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF LABOR

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	102	48	54	81	10	2	4	5	21
EMPLOYEES (%)		47.1	52.9	79.4	9.8	2.0	3.9	4.9	20.6
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			46		7	1	7	2	17
DIFFERENCE (#)			0		0	0	3	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSIONERS OF THE LAND OFFICE  
 EEO COORDINATOR: [NANCY HOLSTED](#)

DATE: As of June 30, 2003

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	9	0	0	0	0	9	1	0	0	0	0	1	0
% Represented	19.2	90.0	0.0	0.0	0.0	0.0	90.0	10.0	0.0	0.0	0.0	0.0	10.0	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	16	5	0	0	0	0	5	8	1	0	1	1	11	3
% Represented	30.8	31.3	0.0	0.0	0.0	0.0	31.3	50.0	6.3	0.0	6.3	6.3	68.8	18.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	17	13	0	0	1	2	16	1	0	0	0	0	1	3
% Represented	32.7	76.5	0.0	0.0	5.9	11.8	94.1	5.9	0.0	0.0	0.0	0.0	5.9	17.6
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	9	1	0	0	0	0	1	7	1	0	0	0	8	1
% Represented	17.3	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	52	28	0	0	1	2	31	17	2	0	1	1	21	7
% Represented	100.0	53.8	0.0	0.0	1.9	3.8	59.6	32.7	3.8	0.0	1.9	1.9	40.4	13.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSIONERS OF THE LAND OFFICE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	54	46	2	2	4	0	8	35	19
BREAKDOWN PERCENTAGES		85.2	3.7	3.7	7.4	0.0	14.8	64.8	35.2
BREAKDOWN AS OF JUNE 30, 2003	52	45	2	2	3	0	7	31	21
BREAKDOWN PERCENTAGES		86.5	3.8	3.8	5.8	0.0	13.5	59.6	40.4
NET INCREASES OR DECREASES	-2	-1	0	0	-1	0	-1	-4	2
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	0	2
NUMBER OF PROMOTIONS	2	1	0	1	0	0	1	1	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	3	0	0	1	0	1	4	0

## WORKFORCE/CLF COMPARISON

AGENCY: COMMISSIONERS OF THE LAND OFFICE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	52	31	21	45	2	2	3	0	7
EMPLOYEES (%)		59.6	40.4	86.5	3.8	3.8	5.8	0.0	13.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			24		3	1	4	1	9
DIFFERENCE (#)			3		1	0	1	1	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM  
 EEO COORDINATOR: [INEZ FOSTER](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	0	0	1	0	1	2	2
% Represented	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	50.0	100.0	100.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	4	1	0	0	0	0	1	1	0	1	0	1	3	2
% Represented	100.0	25.0	0.0	0.0	0.0	0.0	25.0	25.0	0.0	25.0	0.0	25.0	75.0	50.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	4	2	0	0	1	1	2	1	3
BREAKDOWN PERCENTAGES		50.0	0.0	0.0	25.0	25.0	50.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2003	4	2	0	0	1	1	2	1	3
BREAKDOWN PERCENTAGES		50.0	0.0	0.0	25.0	25.0	50.0	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: LAW ENFORCEMENT RETIREMENT SYSTEM

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4	1	3	2	0	0	1	1	2
EMPLOYEES (%)		25.0	75.0	50.0	0.0	0.0	25.0	25.0	50.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LEGISLATIVE SERVICE BUREAU  
 EEO COORDINATOR: [JOAN HAGAR](#)

DATE: As of June 30, 2003

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	6	0	0	0	0	6	0	0	0	0	0	0	0
% Represented	21.4	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	1	0
% Represented	3.6	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	19	8	1	0	3	0	12	5	0	0	2	0	7	6
% Represented	67.9	42.1	5.3	0.0	15.8	0.0	63.2	26.3	0.0	0.0	10.5	0.0	36.8	31.6
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	1	0	0	0	0	1	1	0	0	0	0	1	0
% Represented	7.1	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	28	15	1	0	3	0	19	7	0	0	2	0	9	6
% Represented	100.0	53.6	3.6	0.0	10.7	0.0	67.9	25.0	0.0	0.0	7.1	0.0	32.1	21.4
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LEGISLATIVE SERVICE BUREAU

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	28	22	1	5	0	0	6	17	11
BREAKDOWN PERCENTAGES		78.6	3.6	17.9	0.0	0.0	21.4	60.7	39.3
BREAKDOWN AS OF JUNE 30, 2003	28	22	1	5	0	0	6	19	9
BREAKDOWN PERCENTAGES		78.6	3.6	17.9	0.0	0.0	21.4	67.9	32.1
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	2	-2
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	1	3

## WORKFORCE/CLF COMPARISON

AGENCY: LEGISLATIVE SERVICE BUREAU

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	28	19	9	22	1	5	0	0	6
EMPLOYEES (%)		67.9	32.1	78.6	3.6	17.9	0.0	0.0	21.4
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			13		2	0	2	1	5
DIFFERENCE (#)			4		1	0	2	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF LIBRARIES  
 EEO COORDINATOR: BILL PETRIE

DATE: As of June 30, 2003

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
OFFICIALS/ADMINISTRATORS														
Incumbents	7	1	0	0	0	0	1	5	0	0	0	1	6	1
% Represented	9.5	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
PROFESSIONALS														
Incumbents	40	13	0	1	0	0	14	21	1	0	3	1	26	6
% Represented	54.1	32.5	0.0	2.5	0.0	0.0	35.0	52.5	2.5	0.0	7.5	2.5	65.0	15.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
TECHNICIANS														
Incumbents	2	0	0	0	0	0	0	0	2	0	0	0	2	2
% Represented	2.7	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
PROTECTIVE SERVICES														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
PARAPROFESSIONALS														
Incumbents	6	1	0	0	0	0	1	4	0	0	0	1	5	1
% Represented	8.1	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
ADMINISTRATIVE SUPPORT														
Incumbents	19	3	2	0	0	0	5	11	2	1	0	0	14	5
% Represented	25.7	15.8	10.5	0.0	0.0	0.0	26.3	57.9	10.5	5.3	0.0	0.0	73.7	26.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
SKILLED CRAFT														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
SERVICE MAINTENANCE														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	74	18	2	1	0	0	21	41	5	1	3	3	53	15
% Represented	100.0	24.3	2.7	1.4	0.0	0.0	28.4	55.4	6.8	1.4	f	4.1	71.6	20.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF LIBRARIES

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	75	59	8	3	3	2	16	21	54
BREAKDOWN PERCENTAGES		78.7	10.7	4.0	4.0	2.7	21.3	28.0	72.0
BREAKDOWN AS OF JUNE 30, 2003	74	59	7	3	3	2	15	21	53
BREAKDOWN PERCENTAGES		79.7	9.5	4.1	4.1	2.7	20.3	28.4	71.6
NET INCREASES OR DECREASES	-1	0	-1	0	0	0	-1	0	-1
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
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	1	0	1	0	0	0	1	0	1

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF LIBRARIES

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	74	21	53	59	7	3	3	2	15
EMPLOYEES (%)		28.4	71.6	79.7	9.5	4.1	4.1	2.7	20.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			34		5	1	5	2	12
DIFFERENCE (#)			0		0	0	2	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LIEUTENANT GOVERNOR'S OFFICE  
 EEO COORDINATOR: [NATE WEBB](#)

DATE: As of June 30, 2003

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	1	0	0	0	0	1	2	0	0	0	0	2	0
% Represented	42.9	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	2	1	0	0	0	0	1	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	7	2	0	0	0	0	2	5	0	0	0	0	5	0
% Represented	100.0	28.6	0.0	0.0	0.0	0.0	28.6	71.4	0.0	0.0	0.0	0.0	71.4	0.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LIEUTENANT GOVERNOR'S OFFICE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	6	5	1	0	0	0	1	1	5
BREAKDOWN PERCENTAGES		83.3	16.7	0.0	0.0	0.0	16.7	16.7	83.3
BREAKDOWN AS OF JUNE 30, 2003	7	7	0	0	0	0	0	2	5
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	28.6	71.4
NET INCREASES OR DECREASES	1	2	-1	0	0	0	-1	1	0
NUMBER OF NEW HIRES	4	4	0	0	0	0	0	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	3	2	1	0	0	0	1	0	3

## WORKFORCE/CLF COMPARISON

AGENCY: LIEUTENANT GOVERNOR'S OFFICE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	2	5	7	0	0	0	0	0
EMPLOYEES (%)		28.6	71.4	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION  
 EEO COORDINATOR: [CHERYL FOREMAN](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	5	5	0	0	0	0	5	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			4		1	0	1	0	1
DIFFERENCE (#)			2		1	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS  
 EEO COORDINATOR: [PAT POLLARD](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	2	1	0	0	0	0	1	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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: COMMISSION ON MARGINALLY PRODUCING WELLS

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION  
 EEO COORDINATOR: [JAN EWING](#)

DATE: As of June 30, 2003

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	1	0	0	0	0	1	2	0	0	0	0	2	0
% Represented	13.6	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	9	3	1	0	1	3	8	1	0	0	0	0	1	5
% Represented	40.9	33.3	11.1	0.0	11.1	33.3	88.9	11.1	0.0	0.0	0.0	0.0	11.1	55.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	10	0	0	0	0	0	0	9	0	1	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	22	4	1	0	1	3	9	12	0	1	0	0	13	6
% Represented	100.0	18.2	4.5	0.0	4.5	13.6	40.9	54.5	0.0	4.5	0.0	0.0	59.1	27.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	20	15	1	1	3	0	5	8	12
BREAKDOWN PERCENTAGES		75.0	5.0	5.0	15.0	0.0	25.0	40.0	60.0
BREAKDOWN AS OF JUNE 30, 2003	22	16	1	1	3	1	6	9	13
BREAKDOWN PERCENTAGES		72.7	4.5	4.5	13.6	4.5	27.3	40.9	59.1
NET INCREASES OR DECREASES	2	1	0	0	0	1	1	1	1
NUMBER OF NEW HIRES	2	1	0	0	0	1	1	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	0	0	0	0	0	0	0	0	0

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	22	9	13	16	1	1	3	1	6
EMPLOYEES (%)		40.9	59.1	72.7	4.5	4.5	13.6	4.5	27.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			10		1	0	2	1	4
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS  
 EEO COORDINATOR: [STEPHEN SLATER](#)

DATE: As of June 30, 2003

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	5	0	0	0	0	5	2	0	0	0	0	2	0
% Represented	11.3	71.4	0.0	0.0	0.0	0.0	71.4	28.6	0.0	0.0	0.0	0.0	28.6	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	11	6	1	0	0	0	7	3	0	0	1	0	4	2
% Represented	17.7	54.5	9.1	0.0	0.0	0.0	63.6	27.3	0.0	0.0	9.1	0.0	36.4	18.2
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	7	7	0	0	0	0	7	0	0	0	0	0	0	0
% Represented	11.3	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	4	1	0	0	0	0	1	3	0	0	0	0	3	0
% Represented	6.5	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	23	16	0	0	0	2	18	5	0	0	0	0	5	2
% Represented	37.1	69.6	0.0	0.0	0.0	8.7	78.3	21.7	0.0	0.0	0.0	0.0	21.7	8.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	9	1	0	0	0	0	1	7	0	1	0	0	8	1
% Represented	14.5	11.1	0.0	0.0	0.0	0.0	11.1	77.8	0.0	11.1	0.0	0.0	88.9	11.1
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	1	0	1	0	0	0	1	0	0	0	0	0	0	1
% Represented	1.6	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	62	36	2	0	0	2	40	20	0	1	1	0	22	6
% Represented	100.0	58.1	3.2	0.0	0.0	3.2	64.5	32.3	0.0	1.6	1.6	0.0	35.5	9.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	62	56	2	1	2	1	6	41	21
BREAKDOWN PERCENTAGES		90.3	3.2	1.6	3.2	1.6	9.7	66.1	33.9
BREAKDOWN AS OF JUNE 30, 2003	62	56	2	1	2	1	6	40	22
BREAKDOWN PERCENTAGES		90.3	3.2	1.6	3.2	1.6	9.7	64.5	35.5
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

## WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	62	40	22	56	2	1	2	1	6
EMPLOYEES (%)		64.5	35.5	90.3	3.2	1.6	3.2	1.6	9.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			28		4	1	4	1	10
DIFFERENCE (#)			6		2	0	2	0	4

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES  
 EEO COORDINATOR: [MARGARET JIMENEZ HARRIS](#)

DATE: As of June 30, 2003

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	51	21	2	0	0	2	25	16	3	2	2	3	26	14
% Represented	3.0	41.2	3.9	0.0	0.0	3.9	49.0	31.4	5.9	3.9	3.9	5.9	51.0	27.5
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	691	168	22	1	14	11	216	379	32	13	20	31	475	144
% Represented	40.7	24.3	3.2	0.1	2.0	1.6	31.3	54.8	4.6	1.9	2.9	4.5	68.7	20.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	109	25	1	0	1	6	33	64	2	3	1	6	76	20
% Represented	6.4	22.9	0.9	0.0	0.9	5.5	30.3	58.7	1.8	2.8	0.9	5.5	69.7	18.3
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	27	15	4	0	0	4	23	3	0	0	0	1	4	9
% Represented	1.6	55.6	14.8	0.0	0.0	14.8	85.2	11.1	0.0	0.0	0.0	3.7	14.8	33.3
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	461	147	46	8	5	25	231	167	37	6	5	15	230	147
% Represented	27.1	31.9	10.0	1.7	1.1	5.4	50.1	36.2	8.0	1.3	1.1	3.3	49.9	31.9
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	207	15	2	0	0	3	20	154	11	2	3	17	187	38
% Represented	12.2	7.2	1.0	0.0	0.0	1.4	9.7	74.4	5.3	1.0	1.4	8.2	90.3	18.4
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	41	33	1	0	0	4	38	3	0	0	0	0	3	5
% Represented	2.4	80.5	2.4	0.0	0.0	9.8	92.7	7.3	0.0	0.0	0.0	0.0	7.3	12.2
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	112	26	3	1	2	5	37	61	4	1	1	8	75	25
% Represented	6.6	23.2	2.7	0.9	1.8	4.5	33.0	54.5	3.6	0.9	0.9	7.1	67.0	22.3
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	1699	450	81	10	22	60	623	847	89	27	32	81	1076	402
% Represented	100.0	26.5	4.8	0.6	1.3	3.5	36.7	49.9	5.2	1.6	1.9	4.8	63.3	23.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	1764	1373	146	55	158	32	391	635	1129
BREAKDOWN PERCENTAGES		77.8	8.3	3.1	9.0	1.8	22.2	36.0	64.0
BREAKDOWN AS OF JUNE 30, 2003	1699	1297	170	54	141	37	402	623	1076
BREAKDOWN PERCENTAGES		76.3	10.0	3.2	8.3	2.2	23.7	36.7	63.3
NET INCREASES OR DECREASES	-65	-76	24	-1	-17	5	11	-12	-53
NUMBER OF NEW HIRES	247	164	44	9	19	11	83	95	152
NUMBER OF PROMOTIONS	45	35	5	1	4	0	10	14	31
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	312	240	20	10	36	6	72	107	205

## WORKFORCE/CLF COMPARISON

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1699	623	1076	1297	170	54	141	37	402
EMPLOYEES (%)		36.7	63.3	76.3	10.0	3.2	8.3	2.2	23.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			771		109	17	117	41	284
DIFFERENCE (#)			0		0	0	0	4	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MERIT PROTECTION COMMISSION  
 EEO COORDINATOR: [CLYDE L. McLENDON](#)

DATE: As of June 30, 2003

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	1	0	0	0	3	0	1	0	0	0	1	2
% Represented	57.1	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	2	0	0	0	0	0	0	1	0	0	1	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	7	2	1	0	0	0	3	2	1	0	1	0	4	3
% Represented	100.0	28.6	14.3	0.0	0.0	0.0	42.9	28.6	14.3	0.0	14.3	0.0	57.1	42.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MERIT PROTECTION COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	9	4	3	1	1	0	5	5	4
BREAKDOWN PERCENTAGES		44.4	33.3	11.1	11.1	0.0	55.6	55.6	44.4
BREAKDOWN AS OF JUNE 30, 2003	7	4	2	1	0	0	3	3	4
BREAKDOWN PERCENTAGES		57.1	28.6	14.3	0.0	0.0	42.9	42.9	57.1
NET INCREASES OR DECREASES	-2	0	-1	0	-1	0	-2	-2	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	2	0	1	0	1	0	2	2	0

## WORKFORCE/CLF COMPARISON

AGENCY: MERIT PROTECTION COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7	3	4	4	2	1	0	0	3
EMPLOYEES (%)		42.9	57.1	57.1	28.6	14.3	0.0	0.0	42.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MILITARY DEPARTMENT  
EEO COORDINATOR: SHEILA DANKER

DATE: As of June 30, 2003

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	15	0	0	0	1	16	1	0	0	0	1	2	2
% Represented	4.8	83.3	0.0	0.0	0.0	5.6	88.9	5.6	0.0	0.0	0.0	5.6	11.1	11.1
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	124	65	1	1	2	6	75	39	2	3	0	5	49	20
% Represented	33.2	52.4	0.8	0.8	1.6	4.8	60.5	31.5	1.6	2.4	0.0	4.0	39.5	16.1
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	9	7	0	0	0	0	7	2	0	0	0	0	2	0
% Represented	2.4	77.8	0.0	0.0	0.0	0.0	77.8	22.2	0.0	0.0	0.0	0.0	22.2	0.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	64	46	6	2	1	3	58	3	1	0	0	2	6	15
% Represented	17.1	71.9	9.4	3.1	1.6	4.7	90.6	4.7	1.6	0.0	0.0	3.1	9.4	23.4
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	49	14	8	1	0	3	26	17	2	1	0	3	23	18
% Represented	13.1	28.6	16.3	2.0	0.0	6.1	53.1	34.7	4.1	2.0	0.0	6.1	46.9	36.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	56	3	0	0	1	0	4	44	3	2	0	3	52	9
% Represented	15.0	5.4	0.0	0.0	1.8	0.0	7.1	78.6	5.4	3.6	0.0	5.4	92.9	16.1
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	35	26	1	2	0	6	35	0	0	0	0	0	0	9
% Represented	9.4	74.3	2.9	5.7	0.0	17.1	100.0	0.0	0.0	0.0	0.0	0.0	0.0	25.7
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	19	8	1	0	0	1	10	8	0	0	1	0	9	3
% Represented	5.1	42.1	5.3	0.0	0.0	5.3	52.6	42.1	0.0	0.0	5.3	0.0	47.4	15.8
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	374	184	17	6	4	20	231	114	8	6	1	14	143	76
% Represented	100.0	49.2	4.5	1.6	1.1	5.3	61.8	30.5	2.1	1.6	0.3	3.7	38.2	20.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MILITARY DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	397	319	26	3	37	12	78	236	161
BREAKDOWN PERCENTAGES		80.4	6.5	0.8	9.3	3.0	19.6	59.4	40.6
BREAKDOWN AS OF JUNE 30, 2003	374	298	25	5	34	12	76	231	143
BREAKDOWN PERCENTAGES		79.7	6.7	1.3	9.1	3.2	20.3	61.8	38.2
NET INCREASES OR DECREASES	-23	-21	-1	2	-3	0	-2	-5	-18
NUMBER OF NEW HIRES	57	42	4	2	8	1	15	36	21
NUMBER OF PROMOTIONS	21	13	2	1	4	1	8	10	11
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	80	63	5	0	11	1	17	41	39

## WORKFORCE/CLF COMPARISON

AGENCY: MILITARY DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	374	231	143	298	25	5	34	12	76
EMPLOYEES (%)		61.8	38.2	79.7	6.7	1.3	9.1	3.2	20.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			170		24	4	26	9	62
DIFFERENCE (#)			27		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF MINES  
EEO COORDINATOR: [CAROLEEN CARMEN](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	3	0	0	0	0	3	0
% Represented	12.2	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	13	4	2	0	0	0	6	4	1	0	0	2	7	5
% Represented	31.7	30.8	15.4	0.0	0.0	0.0	46.2	30.8	7.7	0.0	0.0	15.4	53.8	38.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	12	11	0	0	0	1	12	0	0	0	0	0	0	1
% Represented	29.3	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	3	0	0	0	0	0	0	2	1	0	0	0	3	1
% Represented	7.3	0.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	100.0	33.3
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	8	0	0	0	0	0	0	8	0	0	0	0	8	0
% Represented	19.5	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	41	17	2	0	0	1	20	17	2	0	0	2	21	7
% Represented	100.0	41.5	4.9	0.0	0.0	2.4	48.8	41.5	4.9	0.0	0.0	4.9	51.2	17.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF MINES

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	41	34	4	0	3	0	7	20	21
BREAKDOWN PERCENTAGES		82.9	9.8	0.0	7.3	0.0	17.1	48.8	51.2
BREAKDOWN AS OF JUNE 30, 2003	41	34	4	0	3	0	7	20	21
BREAKDOWN PERCENTAGES		82.9	9.8	0.0	7.3	0.0	17.1	48.8	51.2
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: DEPARTMENT OF MINES

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	41	20	21	34	4	0	3	0	7
EMPLOYEES (%)		48.8	51.2	82.9	9.8	0.0	7.3	0.0	17.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			19		3	0	3	1	7
DIFFERENCE (#)			0		0	0	0	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: MOTOR VEHICLE COMMISSION  
 EEO COORDINATOR: [MARILYN MAXWELL](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: MOTOR VEHICLE COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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: MOTOR VEHICLE COMMISSION

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS  
 EEO COORDINATOR: [MARK WOODWARD](#)

DATE: As of June 30, 2003

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
OFFICIALS/ADMINISTRATORS														
Incumbents	14	9	0	0	0	2	11	2	0	0	1	0	3	3
% Represented	14.3	64.3	0.0	0.0	0.0	14.3	78.6	14.3	0.0	0.0	7.1	0.0	21.4	21.4
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
PROFESSIONALS														
Incumbents	7	4	0	0	0	0	4	1	1	0	0	1	3	2
% Represented	7.1	57.1	0.0	0.0	0.0	0.0	57.1	14.3	14.3	0.0	0.0	14.3	42.9	28.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
TECHNICIANS														
Incumbents	8	1	0	0	0	0	1	7	0	0	0	0	7	0
% Represented	8.2	12.5	0.0	0.0	0.0	0.0	12.5	87.5	0.0	0.0	0.0	0.0	87.5	0.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
PROTECTIVE SERVICES														
Incumbents	48	29	3	10	0	2	44	1	1	1	0	1	4	18
% Represented	49.0	60.4	6.3	20.8	0.0	4.2	91.7	2.1	2.1	2.1	0.0	2.1	8.3	37.5
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
PARAPROFESSIONALS														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
ADMINISTRATIVE SUPPORT														
Incumbents	21	0	0	0	0	0	0	12	2	3	0	4	21	9
% Represented	21.4	0.0	0.0	0.0	0.0	0.0	0.0	57.1	9.5	14.3	0.0	19.0	100.0	42.9
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
SKILLED CRAFT														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
SERVICE MAINTENANCE														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	98	43	3	10	0	4	60	23	4	4	1	6	38	32
% Represented	100.0	43.9	3.1	10.2	0.0	4.1	61.2	23.5	4.1	4.1	1.0	6.1	38.8	32.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	98	67	7	1	11	12	31	59	39
BREAKDOWN PERCENTAGES		68.4	7.1	1.0	11.2	12.2	31.6	60.2	39.8
BREAKDOWN AS OF JUNE 30, 2003	98	66	7	1	10	14	32	60	38
BREAKDOWN PERCENTAGES		67.3	7.1	1.0	10.2	14.3	32.7	61.2	38.8
NET INCREASES OR DECREASES	0	-1	0	0	-1	2	1	1	-1
NUMBER OF NEW HIRES	6	2	0	0	0	4	4	5	1
NUMBER OF PROMOTIONS	7	5	0	0	0	2	2	3	4
NUMBER OF DEMOTIONS	1	0	1	0	0	0	1	1	0
NUMBER OF SEPARATIONS	6	3	0	0	1	2	3	4	2

## WORKFORCE/CLF COMPARISON

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	98	60	38	66	7	1	10	14	32
EMPLOYEES (%)		61.2	38.8	67.3	7.1	1.0	10.2	14.3	32.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			44		6	1	7	2	16
DIFFERENCE (#)			6		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: NURSING BOARD

EEO COORDINATOR: [DARLENE McCULLOCK](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	1	0
% Represented	4.8	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	9	0	0	0	0	0	0	8	1	0	0	0	9	1
% Represented	42.9	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	11	1	1	0	0	0	2	7	2	0	0	0	9	3
% Represented	52.4	9.1	9.1	0.0	0.0	0.0	18.2	63.6	18.2	0.0	0.0	0.0	81.8	27.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	21	1	1	0	0	0	2	16	3	0	0	0	19	4
% Represented	100.0	4.8	4.8	0.0	0.0	0.0	9.5	76.2	14.3	0.0	0.0	0.0	90.5	19.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: NURSING BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	20	17	3	0	0	0	3	3	17
BREAKDOWN PERCENTAGES		85.0	15.0	0.0	0.0	0.0	15.0	15.0	85.0
BREAKDOWN AS OF JUNE 30, 2003	21	17	4	0	0	0	4	2	19
BREAKDOWN PERCENTAGES		81.0	19.0	0.0	0.0	0.0	19.0	9.5	90.5
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	-1	2
NUMBER OF NEW HIRES	3	2	1	0	0	0	1	1	2
NUMBER OF PROMOTIONS	4	2	2	0	0	0	2	1	3
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	3	0	0	0	0	0	2	1

Note on Separations: We had one WF employee whose last working day was June 30, 2002. She was not with the agency on July 1, 2002.

## WORKFORCE/CLF COMPARISON

AGENCY: NURSING BOARD

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	21	2	19	17	4	0	0	0	4
EMPLOYEES (%)		9.5	90.5	81.0	19.0	0.0	0.0	0.0	19.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			10		1	0	1	1	4
DIFFERENCE (#)			0		0	0	1	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS  
 EEO COORDINATOR: [H. ED HENDRIX](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF OSTEOPATHIC EXAMINERS  
 EEO COORDINATOR: [GARY R. CLARK](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	2	2	0	0	0	0	2	0	0	0	0	0	0	0
% Represented	40.0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	1	0	0	0	0	0	0	0	1	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	1	0
% Represented	20.0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	5	3	0	0	0	0	3	1	1	0	0	0	2	1
% Represented	100.0	60.0	0.0	0.0	0.0	0.0	60.0	20.0	20.0	0.0	0.0	0.0	40.0	20.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF OSTEOPATHIC EXAMINERS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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
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 OSTEOPATHIC EXAMINERS

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	5	3	2	4	1	0	0	0	1
EMPLOYEES (%)		60.0	40.0	80.0	20.0	0.0	0.0	0.0	20.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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	0	0	0	3	0	0	0	0	0	0	1
% Represented	7.7	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	4	0	1	0	0	0	1	3	0	0	0	0	3	1
% Represented	10.3	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	25	8	2	1	0	2	13	8	2	0	0	2	12	9
% Represented	64.1	32.0	8.0	4.0	0.0	8.0	52.0	32.0	8.0	0.0	0.0	8.0	48.0	36.0
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	2	0	0	0	0	2	3	1	0	0	1	5	2
% Represented	17.9	28.6	0.0	0.0	0.0	0.0	28.6	42.9	14.3	0.0	0.0	14.3	71.4	28.6
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	39	12	4	1	0	2	19	14	3	0	0	3	20	13
% Represented	100.0	30.8	10.3	2.6	0.0	5.1	48.7	35.9	7.7	0.0	0.0	7.7	51.3	33.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PARDON AND PAROLE BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	41	28	8	0	4	1	13	19	22
BREAKDOWN PERCENTAGES		68.3	19.5	0.0	9.8	2.4	31.7	46.3	53.7
BREAKDOWN AS OF JUNE 30, 2003	39	26	7	0	5	1	13	19	20
BREAKDOWN PERCENTAGES		66.7	17.9	0.0	12.8	2.6	33.3	48.7	51.3
NET INCREASES OR DECREASES	-2	-2	-1	0	1	0	0	0	-2
NUMBER OF NEW HIRES	1	0	0	0	1	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	3	2	1	0	0	0	1	1	2

## WORKFORCE/CLF COMPARISON

AGENCY: PARDON AND PAROLE BOARD

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	39	19	20	26	7	0	5	1	13
EMPLOYEES (%)		48.7	51.3	66.7	17.9	0.0	12.8	2.6	33.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			18		2	0	3	1	7
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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	3	2	0	0	1	6	7	1	0	0	0	8	4
% Represented	18.2	21.4	14.3	0.0	0.0	7.1	42.9	50.0	7.1	0.0	0.0	0.0	57.1	28.6
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	31	4	2	1	1	2	10	12	7	0	0	2	21	15
% Represented	40.3	12.9	6.5	3.2	3.2	6.5	32.3	38.7	22.6	0.0	0.0	6.5	67.7	48.4
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	18	5	0	0	1	0	6	9	2	0	1	0	12	4
% Represented	23.4	27.8	0.0	0.0	5.6	0.0	33.3	50.0	11.1	0.0	5.6	0.0	66.7	22.2
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	3	1	0	0	0	0	1	2	0	0	0	0	2	0
% Represented	3.9	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	11	1	0	0	1	0	2	6	0	2	0	1	9	4
% Represented	14.3	9.1	0.0	0.0	9.1	0.0	18.2	54.5	0.0	18.2	0.0	9.1	81.8	36.4
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	77	14	4	1	3	3	25	36	10	2	1	3	52	27
% Represented	100.0	18.2	5.2	1.3	3.9	3.9	32.5	46.8	13.0	2.6	1.3	3.9	67.5	35.1
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF PERSONNEL MANAGEMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	88	59	18	4	2	5	29	28	60
BREAKDOWN PERCENTAGES		67.0	20.5	4.5	2.3	5.7	33.0	31.8	68.2
BREAKDOWN AS OF JUNE 30, 2003	77	50	14	4	6	3	27	25	52
BREAKDOWN PERCENTAGES		64.9	18.2	5.2	7.8	3.9	35.1	32.5	67.5
NET INCREASES OR DECREASES	-11	-9	-4	0	4	-2	-2	-3	-8
NUMBER OF NEW HIRES	10	8	1	0	0	1	2	5	5
NUMBER OF PROMOTIONS	14	9	1	1	3	0	5	8	6
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	0	2
NUMBER OF SEPARATIONS	20	14	5	1	0	0	6	7	13

Due to a change of methodology for collecting statistical data, we discovered that we had inadvertently submitted incorrect information for 2003. Our new system for collecting and analyzing statistical information is more accurate; however, this report does not balance.

## WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF PERSONNEL MANAGEMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	77	25	52	50	14	4	6	3	27
EMPLOYEES (%)		32.5	67.5	64.9	18.2	5.2	7.8	3.9	35.1
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			35		5	1	5	2	13
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: PHARMACY BOARD  
 EEO COORDINATOR: [MARY ANN TERRAL](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	3	1	0	0	0	0	1	2	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PHARMACY BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			4		1	0	1	0	1
DIFFERENCE (#)			0		1	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION  
 EEO COORDINATOR: [RICK ERNEST](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	3	1	0	0	0	0	1	2	0	0	0	0	2	0
% Represented	50.0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			3		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: POLICE PENSION AND RETIREMENT SYSTEM  
 EEO COORDINATOR: [ELIZABETH MOORE](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	0	0	0	1	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	0	0	0	0	0	0	7	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	10	1	0	0	0	0	1	8	0	0	1	0	9	1
% 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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: POLICE PENSION AND RETIREMENT SYSTEM

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	9	8	0	1	0	0	1	1	8
BREAKDOWN PERCENTAGES		88.9	0.0	11.1	0.0	0.0	11.1	11.1	88.9
BREAKDOWN AS OF JUNE 30, 2003	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	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: POLICE PENSION AND RETIREMENT SYSTEM

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			0		1	0	1	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF PRIVATE VOCATIONAL SCHOOLS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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	-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 PRIVATE VOCATIONAL SCHOOLS

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	0
DIFFERENCE (#)			1		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF EXAMINERS OF PSYCHOLOGISTS  
 EEO COORDINATOR: [SUE FLEMING](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF EXAMINERS OF PSYCHOLOGISTS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM  
 EEO COORDINATOR: [BRAD HOLT](#)

DATE: As of June 30, 2003

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	0	0	0	0	4	3	0	0	0	0	3	0
% Represented	14.6	57.1	0.0	0.0	0.0	0.0	57.1	42.9	0.0	0.0	0.0	0.0	42.9	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	16	2	1	0	0	0	3	12	0	0	0	1	13	2
% Represented	33.3	12.5	6.3	0.0	0.0	0.0	18.8	75.0	0.0	0.0	0.0	6.3	81.3	12.5
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	5	1	1	0	1	0	3	2	0	0	0	0	2	2
% Represented	10.4	20.0	20.0	0.0	20.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	40.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	10	3	1	0	0	0	4	5	1	0	0	0	6	2
% Represented	20.8	30.0	10.0	0.0	0.0	0.0	40.0	50.0	10.0	0.0	0.0	0.0	60.0	20.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	10	2	0	0	0	0	2	5	1	0	1	1	8	3
% Represented	20.8	20.0	0.0	0.0	0.0	0.0	20.0	50.0	10.0	0.0	10.0	10.0	80.0	30.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	48	12	3	0	1	0	16	27	2	0	1	2	32	9
% Represented	100.0	25.0	6.3	0.0	2.1	0.0	33.3	56.3	4.2	0.0	2.1	4.2	66.7	18.8
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	48	37	6	1	2	2	11	15	33
BREAKDOWN PERCENTAGES		77.1	12.5	2.1	4.2	4.2	22.9	31.3	68.8
BREAKDOWN AS OF JUNE 30, 2003	48	39	5	2	2	0	9	16	32
BREAKDOWN PERCENTAGES		81.3	10.4	4.2	4.2	0.0	18.8	33.3	66.7
NET INCREASES OR DECREASES	0	2	-1	1	0	-2	-2	1	-1
NUMBER OF NEW HIRES	4	3	0	1	0	0	1	2	2
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	4	1	1	0	0	2	3	1	3

## WORKFORCE/CLF COMPARISON

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	48	16	32	39	5	2	2	0	9
EMPLOYEES (%)		33.3	66.7	81.3	10.4	4.2	4.2	0.0	18.8
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			22		3	0	3	1	8
DIFFERENCE (#)			0		0	0	1	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF PUBLIC SAFETY  
 EEO COORDINATOR: GARY HORNBACK

DATE: As of June 30, 2003

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	27	19	1	0	0	0	20	6	1	0	0	0	7	2
% Represented	1.9	70.4	3.7	0.0	0.0	0.0	74.1	22.2	3.7	0.0	0.0	0.0	25.9	7.4
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	120	75	2	0	0	4	81	33	4	1	0	1	39	12
% Represented	8.5	62.5	1.7	0.0	0.0	3.3	67.5	27.5	3.3	0.8	0.0	0.8	32.5	10.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	42	28	3	1	2	0	34	7	1	0	0	0	8	7
% Represented	3.0	66.7	7.1	2.4	4.8	0.0	81.0	16.7	2.4	0.0	0.0	0.0	19.0	16.7
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	830	658	41	15	2	75	791	31	5	1	0	2	39	141
% Represented	58.6	79.3	4.9	1.8	0.2	9.0	95.3	3.7	0.6	0.1	0.0	0.2	4.7	17.0
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	5	1	0	0	0	0	1	3	1	0	0	0	4	1
% Represented	0.4	20.0	0.0	0.0	0.0	0.0	20.0	60.0	20.0	0.0	0.0	0.0	80.0	20.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	356	99	6	1	0	7	113	208	20	6	0	9	243	49
% Represented	25.1	27.8	1.7	0.3	0.0	2.0	31.7	58.4	5.6	1.7	0.0	2.5	68.3	13.8
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	27	20	5	0	0	1	26	1	0	0	0	0	1	6
% Represented	1.9	74.1	18.5	0.0	0.0	3.7	96.3	3.7	0.0	0.0	0.0	0.0	3.7	22.2
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	10	4	1	1	0	1	7	0	2	0	0	1	3	6
% Represented	0.7	40.0	10.0	10.0	0.0	10.0	70.0	0.0	20.0	0.0	0.0	10.0	30.0	60.0
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>1417</b>	<b>904</b>	<b>59</b>	<b>18</b>	<b>4</b>	<b>88</b>	<b>1073</b>	<b>289</b>	<b>34</b>	<b>8</b>	<b>0</b>	<b>13</b>	<b>344</b>	<b>224</b>
% Represented	100.0	63.8	4.2	1.3	0.3	6.2	75.7	20.4	2.4	0.6	0.0	0.9	24.3	15.8
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF PUBLIC SAFETY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	1465	1239	96	3	102	25	226	1119	346
BREAKDOWN PERCENTAGES		84.6	6.6	0.2	7.0	1.7	15.4	76.4	23.6
BREAKDOWN AS OF JUNE 30, 2003	1417	1193	93	4	101	26	224	1073	344
BREAKDOWN PERCENTAGES		84.2	6.6	0.3	7.1	1.8	15.8	75.7	24.3
NET INCREASES OR DECREASES	-48	-46	-3	1	-1	1	-2	-46	-2
NUMBER OF NEW HIRES	24	19	1	1	2	1	5	11	13
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	72	65	4	0	3	0	7	57	15

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF PUBLIC SAFETY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1417	1073	344	1193	93	4	101	26	224
EMPLOYEES (%)		75.7	24.3	84.2	6.6	0.3	7.1	1.8	15.8
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			643		91	14	98	34	237
DIFFERENCE (#)			299		0	10	0	8	13

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: REAL ESTATE COMMISSION  
 EEO COORDINATOR: [CONNIE MILLER](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	5	2	0	0	0	0	2	3	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	12	1	0	0	0	0	1	8	2	0	1	0	11	3
% Represented	66.7	8.3	0.0	0.0	0.0	0.0	8.3	66.7	16.7	0.0	8.3	0.0	91.7	25.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	18	3	0	0	0	0	3	12	2	0	1	0	15	3
% Represented	100.0	16.7	0.0	0.0	0.0	0.0	16.7	66.7	11.1	0.0	5.6	0.0	83.3	16.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: REAL ESTATE COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	18	15	2	1	0	0	3	4	14
BREAKDOWN PERCENTAGES		83.3	11.1	5.6	0.0	0.0	16.7	22.2	77.8
BREAKDOWN AS OF JUNE 30, 2003	18	15	2	1	0	0	3	3	15
BREAKDOWN PERCENTAGES		83.3	11.1	5.6	0.0	0.0	16.7	16.7	83.3
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: REAL ESTATE COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	18	3	15	15	2	1	0	0	3
EMPLOYEES (%)		16.7	83.3	83.3	11.1	5.6	0.0	0.0	16.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			8		1	0	1	0	3
DIFFERENCE (#)			0		0	0	1	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF REHABILITATION SERVICES  
 EEO COORDINATOR: [WILLIAM R. TURNER](#)

DATE: As of June 30, 2003

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	61	25	1	1	0	2	29	23	3	2	1	3	32	13
% Represented	7.1	41.0	1.6	1.6	0.0	3.3	47.5	37.7	4.9	3.3	1.6	4.9	52.5	21.3
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	435	122	15	2	5	4	148	242	33	2	6	4	287	71
% Represented	50.3	28.0	3.4	0.5	1.1	0.9	34.0	55.6	7.6	0.5	1.4	0.9	66.0	16.3
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	35	9	2	0	0	2	13	13	9	0	0	0	22	13
% Represented	4.1	25.7	5.7	0.0	0.0	5.7	37.1	37.1	25.7	0.0	0.0	0.0	62.9	37.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	3	3	0	0	0	0	3	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	206	18	1	0	0	2	21	139	33	6	2	5	185	49
% Represented	23.8	8.7	0.5	0.0	0.0	1.0	10.2	67.5	16.0	2.9	1.0	2.4	89.8	23.8
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	83	12	2	0	0	1	15	49	11	2	1	5	68	22
% Represented	9.6	14.5	2.4	0.0	0.0	1.2	18.1	59.0	13.3	2.4	1.2	6.0	81.9	26.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	18	14	1	0	0	1	16	2	0	0	0	0	2	2
% Represented	2.1	77.8	5.6	0.0	0.0	5.6	88.9	11.1	0.0	0.0	0.0	0.0	11.1	11.1
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	23	8	1	0	0	0	9	7	3	0	0	4	14	8
% Represented	2.7	34.8	4.3	0.0	0.0	0.0	39.1	30.4	13.0	0.0	0.0	17.4	60.9	34.8
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	864	211	23	3	5	12	254	475	92	12	10	21	610	178
% Represented	100.0	24.4	2.7	0.3	0.6	1.4	29.4	55.0	10.6	1.4	1.2	2.4	70.6	20.6
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF REHABILITATION SERVICES

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	915	733	118	11	36	17	182	271	644
BREAKDOWN PERCENTAGES		80.1	12.9	1.2	3.9	1.9	19.9	29.6	70.4
BREAKDOWN AS OF JUNE 30, 2003	864	686	115	15	33	15	178	254	610
BREAKDOWN PERCENTAGES		79.4	13.3	1.7	3.8	1.7	20.6	29.4	70.6
NET INCREASES OR DECREASES	-51	-47	-3	4	-3	-2	-4	-17	-34
NUMBER OF NEW HIRES	58	43	9	3	3	0	15	24	34
NUMBER OF PROMOTIONS	7	7	0	0	0	0	0	2	5
NUMBER OF DEMOTIONS	5	5	0	0	0	0	0	2	3
NUMBER OF SEPARATIONS	89	68	14	0	5	2	21	33	56

Agency included temps last year and was informed that temps should not be included in these figures; therefore, form will not balance. Form will balance in next year's affirmative action plan.

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF REHABILITATION SERVICES

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	864	254	610	686	115	15	33	15	178
EMPLOYEES (%)		29.4	70.6	79.4	13.3	1.7	3.8	1.7	20.6
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			392		55	9	60	21	144
DIFFERENCE (#)			0		0	0	27	6	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS  
 EEO COORDINATOR: [KAREN JOHNSON](#)

DATE: As of June 30, 2003

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	0	0	0	0	2	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	55	29	1	1	6	0	37	14	2	0	2	0	18	12
% Represented	82.1	52.7	1.8	1.8	10.9	0.0	67.3	25.5	3.6	0.0	3.6	0.0	32.7	21.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	7	0	0	0	0	0	0	6	0	1	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	2	1	1	0	0	0	2	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	67	32	2	1	6	0	41	21	2	1	2	0	26	14
% Represented	100.0	47.8	3.0	1.5	9.0	0.0	61.2	31.3	3.0	1.5	3.0	0.0	38.8	20.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	64	51	3	6	2	2	13	37	27
BREAKDOWN PERCENTAGES		79.7	4.7	9.4	3.1	3.1	20.3	57.8	42.2
BREAKDOWN AS OF JUNE 30, 2003	67	53	4	8	0	2	14	41	26
BREAKDOWN PERCENTAGES		79.1	6.0	11.9	0.0	3.0	20.9	61.2	38.8
NET INCREASES OR DECREASES	3	2	1	2	-2	0	1	4	-1
NUMBER OF NEW HIRES	11	8	1	2	0	0	3	7	4
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	8	6	0	0	2	0	2	3	5

## WORKFORCE/CLF COMPARISON

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	67	41	26	53	4	8	0	2	14
EMPLOYEES (%)		61.2	38.8	79.1	6.0	11.9	0.0	3.0	20.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			30		4	1	5	2	11
DIFFERENCE (#)			4		0	0	5	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: SECRETARY OF STATE  
 EEO COORDINATOR: EUGENA ZACHARY

DATE: As of June 30, 2003

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	0	0	0	0	1	1	0	0	0	0	1	0
% Represented	6.5	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	9	0	0	0	0	0	0	7	2	0	0	0	9	2
% Represented	29.0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	2	1	0	0	0	1	2	0	0	0	0	0	0	1
% Represented	6.5	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	17	0	0	1	0	0	1	9	2	2	0	3	16	8
% Represented	54.8	0.0	0.0	5.9	0.0	0.0	5.9	52.9	11.8	11.8	0.0	17.6	94.1	47.1
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	1	0	0	0	0	1	1	0	0	0	0	0	0	1
% Represented	3.2	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>31</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>17</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>26</b>	<b>12</b>
% Represented	100.0	6.5	0.0	3.2	0.0	6.5	16.1	54.8	12.9	6.5	0.0	9.7	83.9	38.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: SECRETARY OF STATE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	33	21	5	0	4	3	12	5	28
BREAKDOWN PERCENTAGES		63.6	15.2	0.0	12.1	9.1	36.4	15.2	84.8
BREAKDOWN AS OF JUNE 30, 2003	31	19	4	0	5	3	12	5	26
BREAKDOWN PERCENTAGES		61.3	12.9	0.0	16.1	9.7	38.7	16.1	83.9
NET INCREASES OR DECREASES	-2	-2	-1	0	1	0	0	0	-2
NUMBER OF NEW HIRES	3	2	0	0	1	0	1	1	2
NUMBER OF PROMOTIONS	2	1	0	0	1	0	1	1	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	5	4	1	0	0	0	1	1	4

## WORKFORCE/CLF COMPARISON

AGENCY: SECRETARY OF STATE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	31	5	26	19	4	0	5	3	12
EMPLOYEES (%)		16.1	83.9	61.3	12.9	0.0	16.1	9.7	38.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			14		2	0	2	1	5
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF SECURITIES  
 EEO COORDINATOR: [MELANIE HALL](#)

DATE: As of June 30, 2003

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	0	0	0	5	2	0	0	0	0	2	1
% Represented	25.9	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	15	6	0	0	1	0	7	6	0	0	0	2	8	3
% Represented	55.6	40.0	0.0	0.0	6.7	0.0	46.7	40.0	0.0	0.0	0.0	13.3	53.3	20.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	5	0	0	0	1	0	1	4	0	0	0	0	4	1
% Represented	18.5	0.0	0.0	0.0	20.0	0.0	20.0	80.0	0.0	0.0	0.0	0.0	80.0	20.0
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	27	10	1	0	2	0	13	12	0	0	0	2	14	5
% Represented	100.0	37.0	3.7	0.0	7.4	0.0	48.1	44.4	0.0	0.0	0.0	7.4	51.9	18.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF SECURITIES

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	27	22	1	2	2	0	5	13	14
BREAKDOWN PERCENTAGES		81.5	3.7	7.4	7.4	0.0	18.5	48.1	51.9
BREAKDOWN AS OF JUNE 30, 2003	27	22	1	2	2	0	5	13	14
BREAKDOWN PERCENTAGES		81.5	3.7	7.4	7.4	0.0	18.5	48.1	51.9
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: DEPARTMENT OF SECURITIES

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	27	13	14	22	1	2	2	0	5
EMPLOYEES (%)		48.1	51.9	81.5	3.7	7.4	7.4	0.0	18.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			12		2	0	2	1	5
DIFFERENCE (#)			0		1	0	0	1	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE SENATE

EEO COORDINATOR: PAULA GEORGE

DATE: As of June 30, 2003

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	9	4	0	0	1	0	5	4	0	0	0	0	4	1
% Represented	9.9	44.4	0.0	0.0	11.1	0.0	55.6	44.4	0.0	0.0	0.0	0.0	44.4	11.1
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	35	12	1	0	0	1	14	19	1	1	0	0	21	4
% Represented	38.5	34.3	2.9	0.0	0.0	2.9	40.0	54.3	2.9	2.9	0.0	0.0	60.0	11.4
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	5	1	0	0	0	0	1	2	1	0	0	1	4	2
% Represented	5.5	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	33	6	1	0	0	0	7	18	3	1	1	3	26	9
% Represented	36.3	18.2	3.0	0.0	0.0	0.0	21.2	54.5	9.1	3.0	3.0	9.1	78.8	27.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	9	1	4	0	0	0	5	1	2	0	1	0	4	7
% Represented	9.9	11.1	44.4	0.0	0.0	0.0	55.6	11.1	22.2	0.0	11.1	0.0	44.4	77.8
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	91	24	6	0	1	1	32	44	7	2	2	4	59	23
% Represented	100.0	26.4	6.6	0.0	1.1	1.1	35.2	48.4	7.7	2.2	2.2	4.4	64.8	25.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE SENATE

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	90	69	11	3	5	2	21	31	59
BREAKDOWN PERCENTAGES		76.7	12.2	3.3	5.6	2.2	23.3	34.4	65.6
BREAKDOWN AS OF JUNE 30, 2003	91	68	13	3	5	2	23	32	59
BREAKDOWN PERCENTAGES		74.7	14.3	3.3	5.5	2.2	25.3	35.2	64.8
NET INCREASES OR DECREASES	1	-1	2	0	0	0	2	1	0
NUMBER OF NEW HIRES	7	5	2	0	0	0	2	2	5
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	1	5

## WORKFORCE/CLF COMPARISON

AGENCY: STATE SENATE

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	91	32	59	68	13	3	5	2	23
EMPLOYEES (%)		35.2	64.8	74.7	14.3	3.3	5.5	2.2	25.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			41		6	1	6	2	15
DIFFERENCE (#)			0		0	0	1	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD of EXAMINERS for SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY  
 EEO COORDINATOR: [JEANIE WALL](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	2	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD of EXAMINERS for SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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
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 SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2	0	2	2	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	0
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TAX COMMISSION

EEO COORDINATOR: RONALD J. HENRY

DATE: As of June 30, 2003

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	98	56	4	0	0	2	62	33	3	0	0	0	36	9
% Represented	9.1	57.1	4.1	0.0	0.0	2.0	63.3	33.7	3.1	0.0	0.0	0.0	36.7	9.2
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	687	260	13	2	9	8	292	296	60	8	9	22	395	131
% Represented	64.0	37.8	1.9	0.3	1.3	1.2	42.5	43.1	8.7	1.2	1.3	3.2	57.5	19.1
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	109	53	3	0	2	5	63	33	7	1	4	1	46	23
% Represented	10.1	48.6	2.8	0.0	1.8	4.6	57.8	30.3	6.4	0.9	3.7	0.9	42.2	21.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	52	9	1	0	0	0	10	27	8	3	1	3	42	16
% Represented	4.8	17.3	1.9	0.0	0.0	0.0	19.2	51.9	15.4	5.8	1.9	5.8	80.8	30.8
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	122	14	1	0	0	2	17	83	13	2	0	7	105	25
% Represented	11.4	11.5	0.8	0.0	0.0	1.6	13.9	68.0	10.7	1.6	0.0	5.7	86.1	20.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	6	2	2	0	0	0	4	1	1	0	0	0	2	3
% Represented	0.6	33.3	33.3	0.0	0.0	0.0	66.7	16.7	16.7	0.0	0.0	0.0	33.3	50.0
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>1074</b>	<b>394</b>	<b>24</b>	<b>2</b>	<b>11</b>	<b>17</b>	<b>448</b>	<b>473</b>	<b>92</b>	<b>14</b>	<b>14</b>	<b>33</b>	<b>626</b>	<b>207</b>
% Represented	100.0	36.7	2.2	0.2	1.0	1.6	41.7	44.0	8.6	1.3	1.3	3.1	58.3	19.3
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TAX COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	1149	929	121	28	55	16	220	478	671
BREAKDOWN PERCENTAGES		80.9	10.5	2.4	4.8	1.4	19.1	41.6	58.4
BREAKDOWN AS OF JUNE 30, 2003	1074	867	116	25	50	16	207	448	626
BREAKDOWN PERCENTAGES		80.7	10.8	2.3	4.7	1.5	19.3	41.7	58.3
NET INCREASES OR DECREASES	-75	-62	-5	-3	-5	0	-13	-30	-45
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	5	4	1	0	0	0	1	2	3
NUMBER OF DEMOTIONS	4	4	0	0	0	0	0	1	3
NUMBER OF SEPARATIONS	84	68	6	1	6	3	16	41	43

Agency changed to a new computer system last year which inadvertently did not submit correct information. This year, before information was submitted for the AAP, error in computer system was realized and correct information used. This report, therefore, does not balance.

## WORKFORCE/CLF COMPARISON

AGENCY: TAX COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1074	448	626	867	116	25	50	16	207
EMPLOYEES (%)		41.7	58.3	80.7	10.8	2.3	4.7	1.5	19.3
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			488		69	11	74	26	179
DIFFERENCE (#)			0		0	0	24	10	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: COMMISSION FOR TEACHER PREPARATION  
 EEO COORDINATOR: TED GILLISPIE

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	4	0	0	0	0	0	0	4	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	4	0	0	0	0	0	0	4	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	9	1	0	0	0	0	1	8	0	0	0	0	8	0
% Represented	100.0	11.1	0.0	0.0	0.0	0.0	11.1	88.9	0.0	0.0	0.0	0.0	88.9	0.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION FOR TEACHER PREPARATION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	9	9	0	0	0	0	0	1	8
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	11.1	88.9
BREAKDOWN AS OF JUNE 30, 2003	9	9	0	0	0	0	0	1	8
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	11.1	88.9
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	3	3	0	0	0	0	0	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	3	3	0	0	0	0	0	0	3

## WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION FOR TEACHER PREPARATION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	9	1	8	9	0	0	0	0	0
EMPLOYEES (%)		11.1	88.9	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		1	0	1	0	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TEACHERS' RETIREMENT SYSTEM  
 EEO COORDINATOR: **KIM BOLD**

DATE: As of June 30, 2003

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	0	0	0	0	2	1	0	0	0	0	1	0
% Represented	6.1	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	20	4	2	1	0	0	7	12	0	0	0	1	13	4
% Represented	40.8	20.0	10.0	5.0	0.0	0.0	35.0	60.0	0.0	0.0	0.0	5.0	65.0	20.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	12	1	0	0	0	0	1	8	1	0	1	1	11	3
% Represented	24.5	8.3	0.0	0.0	0.0	0.0	8.3	66.7	8.3	0.0	8.3	8.3	91.7	25.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	14	1	0	0	0	0	1	8	2	0	1	2	13	5
% Represented	28.6	7.1	0.0	0.0	0.0	0.0	7.1	57.1	14.3	0.0	7.1	14.3	92.9	35.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	49	8	2	1	0	0	11	29	3	0	2	4	38	12
% Represented	100.0	16.3	4.1	2.0	0.0	0.0	22.4	59.2	6.1	0.0	4.1	8.2	77.6	24.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TEACHERS' RETIREMENT SYSTEM

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	49	36	7	2	3	1	13	13	36
BREAKDOWN PERCENTAGES		73.5	14.3	4.1	6.1	2.0	26.5	26.5	73.5
BREAKDOWN AS OF JUNE 30, 2003	49	37	5	2	4	1	12	11	38
BREAKDOWN PERCENTAGES		75.5	10.2	4.1	8.2	2.0	24.5	22.4	77.6
NET INCREASES OR DECREASES	0	1	-2	0	1	0	-1	-2	2
NUMBER OF NEW HIRES	3	2	0	0	1	0	1	0	3
NUMBER OF PROMOTIONS	4	4	0	0	0	0	0	2	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	1	2	0	0	0	2	2	1

## WORKFORCE/CLF COMPARISON

AGENCY: TEACHERS' RETIREMENT SYSTEM

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	49	11	38	37	5	2	4	1	12
EMPLOYEES (%)		22.4	77.6	75.5	10.2	4.1	8.2	2.0	24.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			22		3	0	3	1	8
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND  
 EEO COORDINATOR: [DOROTHY ANTWINE](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	2	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	0	0	0	0	0	0	0	0	0
BREAKDOWN PERCENTAGES		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BREAKDOWN AS OF JUNE 30, 2003	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
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

\* No numbers to report since this agency was created August 2002.

## WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2	0	2	2	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1		0	0	0	0	0
DIFFERENCE (#)			0		0	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TOURISM AND RECREATION DEPARTMENT  
 EEO COORDINATOR: [ELLEN KING](#)

DATE: As of June 30, 2003

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	13	0	0	0	0	13	4	0	0	0	2	6	2
% Represented	3.0	68.4	0.0	0.0	0.0	0.0	68.4	21.1	0.0	0.0	0.0	10.5	31.6	10.5
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	108	62	1	0	0	2	65	35	3	0	1	4	43	11
% Represented	17.0	57.4	0.9	0.0	0.0	1.9	60.2	32.4	2.8	0.0	0.9	3.7	39.8	10.2
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	19	14	0	0	0	2	16	3	0	0	0	0	3	2
% Represented	3.0	73.7	0.0	0.0	0.0	10.5	84.2	15.8	0.0	0.0	0.0	0.0	15.8	10.5
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	47	39	0	0	1	5	45	2	0	0	0	0	2	6
% Represented	7.4	83.0	0.0	0.0	2.1	10.6	95.7	4.3	0.0	0.0	0.0	0.0	4.3	12.8
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	54	35	0	0	0	5	40	13	1	0	0	0	14	6
% Represented	8.5	64.8	0.0	0.0	0.0	9.3	74.1	24.1	1.9	0.0	0.0	0.0	25.9	11.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	117	10	1	0	0	1	12	86	5	2	0	12	105	21
% Represented	18.5	8.5	0.9	0.0	0.0	0.9	10.3	73.5	4.3	1.7	0.0	10.3	89.7	17.9
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	150	118	4	2	0	9	133	15	1	0	0	1	17	17
% Represented	23.7	78.7	2.7	1.3	0.0	6.0	88.7	10.0	0.7	0.0	0.0	0.7	11.3	11.3
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	120	37	0	1	0	5	43	62	5	3	0	7	77	21
% Represented	18.9	30.8	0.0	0.8	0.0	4.2	35.8	51.7	4.2	2.5	0.0	5.8	64.2	17.5
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	634	328	6	3	1	29	367	220	15	5	1	26	267	86
% Represented	100.0	51.7	0.9	0.5	0.2	4.6	57.9	34.7	2.4	0.8	0.2	4.1	42.1	13.6
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TOURISM AND RECREATION DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	709	621	22	1	56	9	88	403	306
BREAKDOWN PERCENTAGES		87.6	3.1	0.1	7.9	1.3	12.4	56.8	43.2
BREAKDOWN AS OF JUNE 30, 2003	634	548	21	2	55	8	86	367	267
BREAKDOWN PERCENTAGES		86.4	3.3	0.3	8.7	1.3	13.6	57.9	42.1
NET INCREASES OR DECREASES	-75	-73	-1	1	-1	-1	-2	-36	-39
NUMBER OF NEW HIRES	39	34	1	1	3	0	5	24	15
NUMBER OF PROMOTIONS	24	22	0	0	2	0	2	14	10
NUMBER OF DEMOTIONS	2	1	0	0	1	0	1	0	2
NUMBER OF SEPARATIONS	114	107	2	0	4	1	7	60	54

## WORKFORCE/CLF COMPARISON

AGENCY: TOURISM AND RECREATION DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	634	367	267	548	21	2	55	8	86
EMPLOYEES (%)		57.9	42.1	86.4	3.3	0.3	8.7	1.3	13.6
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			288		41	6	44	15	106
DIFFERENCE (#)			21		20	4	0	7	20

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TRANSPORTATION AUTHORITY  
 EEO COORDINATOR: [CHERYL O'ROURKE](#)

DATE: As of June 30, 2003

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	10	0	0	0	0	10	4	0	0	0	0	4	0
% Represented	2.7	71.4	0.0	0.0	0.0	0.0	71.4	28.6	0.0	0.0	0.0	0.0	28.6	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	39	18	1	0	0	0	19	16	3	0	0	1	20	5
% Represented	7.5	46.2	2.6	0.0	0.0	0.0	48.7	41.0	7.7	0.0	0.0	2.6	51.3	12.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	17	11	0	0	0	1	12	3	1	0	1	0	5	3
% Represented	3.3	64.7	0.0	0.0	0.0	5.9	70.6	17.6	5.9	0.0	5.9	0.0	29.4	17.6
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	316	83	4	3	0	14	104	165	15	4	3	25	212	68
% Represented	60.5	26.3	1.3	0.9	0.0	4.4	32.9	52.2	4.7	1.3	0.9	7.9	67.1	21.5
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	12	10	1	0	0	1	12	0	0	0	0	0	0	2
% Represented	2.3	83.3	8.3	0.0	0.0	8.3	100.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	124	89	10	4	0	20	123	1	0	0	0	0	1	34
% Represented	23.8	71.8	8.1	3.2	0.0	16.1	99.2	0.8	0.0	0.0	0.0	0.0	0.8	27.4
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>522</b>	<b>221</b>	<b>16</b>	<b>7</b>	<b>0</b>	<b>36</b>	<b>280</b>	<b>189</b>	<b>19</b>	<b>4</b>	<b>4</b>	<b>26</b>	<b>242</b>	<b>112</b>
% Represented	100.0	42.3	3.1	1.3	0.0	6.9	53.6	36.2	3.6	0.8	0.8	5.0	46.4	21.5
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TRANSPORTATION AUTHORITY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	500	397	35	5	55	8	103	272	228
BREAKDOWN PERCENTAGES		79.4	7.0	1.0	11.0	1.6	20.6	54.4	45.6
BREAKDOWN AS OF JUNE 30, 2003	522	410	35	4	62	11	112	280	242
BREAKDOWN PERCENTAGES		78.5	6.7	0.8	11.9	2.1	21.5	53.6	46.4
NET INCREASES OR DECREASES	22	13	0	-1	7	3	9	8	14
NUMBER OF NEW HIRES	100	76	5	2	12	5	24	48	52
NUMBER OF PROMOTIONS	31	27	1	0	3	0	4	12	19
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	1	1
NUMBER OF SEPARATIONS	78	63	5	3	5	2	15	40	38

## WORKFORCE/CLF COMPARISON

AGENCY: TRANSPORTATION AUTHORITY

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	522	280	242	410	35	4	62	11	112
EMPLOYEES (%)		53.6	46.4	78.5	6.7	0.8	11.9	2.1	21.5
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			237		33	5	36	13	87
DIFFERENCE (#)			0		0	1	0	2	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: TRANSPORTATION DEPARTMENT  
 EEO COORDINATOR: [GLENN BROOKS](#)

DATE: As of June 30, 2003

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	97	70	4	1	2	4	81	15	1	0	0	0	16	12
% Represented	4.1	72.2	4.1	1.0	2.1	4.1	83.5	15.5	1.0	0.0	0.0	0.0	16.5	12.4
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	392	250	7	7	8	13	285	88	8	2	4	5	107	54
% Represented	16.4	63.8	1.8	1.8	2.0	3.3	72.7	22.4	2.0	0.5	1.0	1.3	27.3	13.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	812	626	35	14	3	39	717	79	5	4	0	7	95	107
% Represented	34.0	77.1	4.3	1.7	0.4	4.8	88.3	9.7	0.6	0.5	0.0	0.9	11.7	13.2
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	179	16	0	0	0	3	19	142	5	3	2	8	160	21
% Represented	7.5	8.9	0.0	0.0	0.0	1.7	10.6	79.3	2.8	1.7	1.1	4.5	89.4	11.7
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	90	77	4	0	0	4	85	3	2	0	0	0	5	10
% Represented	3.8	85.6	4.4	0.0	0.0	4.4	94.4	3.3	2.2	0.0	0.0	0.0	5.6	11.1
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	815	633	41	35	2	68	779	30	1	2	0	3	36	152
% Represented	34.2	77.7	5.0	4.3	0.2	8.3	95.6	3.7	0.1	0.2	0.0	0.4	4.4	18.7
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>2385</b>	<b>1672</b>	<b>91</b>	<b>57</b>	<b>15</b>	<b>131</b>	<b>1966</b>	<b>357</b>	<b>22</b>	<b>11</b>	<b>6</b>	<b>23</b>	<b>419</b>	<b>356</b>
% Represented	100.0	70.1	3.8	2.4	0.6	5.5	82.4	15.0	0.9	0.5	0.3	1.0	17.6	14.9
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: TRANSPORTATION DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	2378	2021	114	20	158	65	357	1949	429
BREAKDOWN PERCENTAGES		85.0	4.8	0.8	6.6	2.7	15.0	82.0	18.0
BREAKDOWN AS OF JUNE 30, 2003	2385	2029	113	21	154	68	356	1966	419
BREAKDOWN PERCENTAGES		85.1	4.7	0.9	6.5	2.9	14.9	82.4	17.6
NET INCREASES OR DECREASES	7	8	-1	1	-4	3	-1	17	-10
NUMBER OF NEW HIRES	181	151	9	1	12	8	30	155	26
NUMBER OF PROMOTIONS	87	75	4	0	4	4	12	66	21
NUMBER OF DEMOTIONS	16	14	0	0	1	1	2	11	5
NUMBER OF SEPARATIONS	174	143	10	0	16	5	31	138	36

## WORKFORCE/CLF COMPARISON

AGENCY: TRANSPORTATION DEPARTMENT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2385	1966	419	2029	113	21	154	68	356
EMPLOYEES (%)		82.4	17.6	85.1	4.7	0.9	6.5	2.9	14.9
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			1083		153	24	165	57	398
DIFFERENCE (#)			664		40	3	11	0	42

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: STATE TREASURER  
 EEO COORDINATOR: MARRIA BRATCHER

DATE: As of June 30, 2003

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
OFFICIALS/ADMINISTRATORS														
Incumbents	8	7	0	0	0	0	7	1	0	0	0	0	1	0
% Represented	11.0	87.5	0.0	0.0	0.0	0.0	87.5	12.5	0.0	0.0	0.0	0.0	12.5	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
PROFESSIONALS														
Incumbents	22	6	0	1	0	0	7	11	2	0	1	1	15	5
% Represented	30.1	27.3	0.0	4.5	0.0	0.0	31.8	50.0	9.1	0.0	4.5	4.5	68.2	22.7
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
TECHNICIANS														
Incumbents	10	6	1	0	1	0	8	0	1	0	0	1	2	4
% Represented	13.7	60.0	10.0	0.0	10.0	0.0	80.0	0.0	10.0	0.0	0.0	10.0	20.0	40.0
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
PROTECTIVE SERVICES														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
PARAPROFESSIONALS														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
ADMINISTRATIVE SUPPORT														
Incumbents	33	5	1	0	0	0	6	19	5	1	1	1	27	9
% Represented	45.2	15.2	3.0	0.0	0.0	0.0	18.2	57.6	15.2	3.0	3.0	3.0	81.8	27.3
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
SKILLED CRAFT														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
SERVICE MAINTENANCE														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
	73	24	2	1	1	0	28	31	8	1	2	3	45	18
% Represented	100.0	32.9	2.7	1.4	1.4	0.0	38.4	42.5	11.0	1.4	2.7	4.1	61.6	24.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE TREASURER

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	72	56	9	3	3	1	16	27	45
BREAKDOWN PERCENTAGES		77.8	12.5	4.2	4.2	1.4	22.2	37.5	62.5
BREAKDOWN AS OF JUNE 30, 2003	73	55	10	3	3	2	18	28	45
BREAKDOWN PERCENTAGES		75.3	13.7	4.1	4.1	2.7	24.7	38.4	61.6
NET INCREASES OR DECREASES	1	-1	1	0	0	1	2	1	0
NUMBER OF NEW HIRES	7	4	1	1	0	1	3	5	2
NUMBER OF PROMOTIONS	2	1	1	0	0	0	1	1	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	5	0	1	0	0	1	4	2

## WORKFORCE/CLF COMPARISON

AGENCY: STATE TREASURER

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	73	28	45	55	10	3	3	2	18
EMPLOYEES (%)		38.4	61.6	75.3	13.7	4.1	4.1	2.7	24.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			33		5	1	5	2	12
DIFFERENCE (#)			0		0	0	2	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

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

DATE: As of June 30, 2003

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
OFFICIALS/ADMINISTRATORS														
Incumbents	2	2	0	0	0	0	2	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
PROFESSIONALS														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
TECHNICIANS														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
PROTECTIVE SERVICES														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
PARAPROFESSIONALS														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
ADMINISTRATIVE SUPPORT														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
SKILLED CRAFT														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
SERVICE MAINTENANCE														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: UNIVERSITY HOSPITALS AUTHORITY

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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	2	2	0	0	0	0	0	1	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: UNIVERSITY HOSPITALS AUTHORITY

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: USED MOTOR VEHICLE AND PARTS COMMISSION  
 EEO COORDINATOR: [JOHN W. MAILE](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	4	3	0	0	0	1	4	0	0	0	0	0	0	1
% Represented	40.0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	5	0	0	0	0	0	0	5	0	0	0	0	5	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	10	4	0	0	0	1	5	5	0	0	0	0	5	1
% Represented	100.0	40.0	0.0	0.0	0.0	10.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	10.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: USED MOTOR VEHICLE AND PARTS COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	10	9	0	0	1	0	1	5	5
BREAKDOWN PERCENTAGES		90.0	0.0	0.0	10.0	0.0	10.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2003	10	9	0	0	1	0	1	5	5
BREAKDOWN PERCENTAGES		90.0	0.0	0.0	10.0	0.0	10.0	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: USED MOTOR VEHICLE AND PARTS COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	10	5	5	9	0	0	1	0	1
EMPLOYEES (%)		50.0	50.0	90.0	0.0	0.0	10.0	0.0	10.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			0		1	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF VETERANS AFFAIRS  
 EEO COORDINATOR: [CHRISTY HOWELL](#)

DATE: As of June 30, 2003

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	26	11	0	1	1	1	14	11	1	0	0	0	12	4
% Represented	1.7	42.3	0.0	3.8	3.8	3.8	53.8	42.3	3.8	0.0	0.0	0.0	46.2	15.4
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	232	59	5	2	7	1	74	142	2	1	3	10	158	31
% Represented	15.5	25.4	2.2	0.9	3.0	0.4	31.9	61.2	0.9	0.4	1.3	4.3	68.1	13.4
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	256	31	1	1	2	2	37	194	7	3	2	13	219	31
% Represented	17.1	12.1	0.4	0.4	0.8	0.8	14.5	75.8	2.7	1.2	0.8	5.1	85.5	12.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	18	17	1	0	0	0	18	0	0	0	0	0	0	1
% Represented	1.2	94.4	5.6	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	5.6
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	527	54	9	3	0	10	76	337	54	20	8	32	451	136
% Represented	35.1	10.2	1.7	0.6	0.0	1.9	14.4	63.9	10.2	3.8	1.5	6.1	85.6	25.8
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	79	10	0	1	1	0	12	58	4	3	1	1	67	11
% Represented	5.3	12.7	0.0	1.3	1.3	0.0	15.2	73.4	5.1	3.8	1.3	1.3	84.8	13.9
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	39	35	1	0	0	3	39	0	0	0	0	0	0	4
% Represented	2.6	89.7	2.6	0.0	0.0	7.7	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.3
% CLF		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	324	71	18	3	2	10	104	176	18	8	4	14	220	77
% Represented	21.6	21.9	5.6	0.9	0.6	3.1	32.1	54.3	5.6	2.5	1.2	4.3	67.9	23.8
% CLF		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	1501	288	35	11	13	27	374	918	86	35	18	70	1127	295
% Represented	100.0	19.2	2.3	0.7	0.9	1.8	24.9	61.2	5.7	2.3	1.2	4.7	75.1	19.7
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF VETERANS AFFAIRS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	1394	1134	102	31	88	39	260	342	1052
BREAKDOWN PERCENTAGES		81.3	7.3	2.2	6.3	2.8	18.7	24.5	75.5
BREAKDOWN AS OF JUNE 30, 2003	1501	1206	121	31	97	46	295	374	1127
BREAKDOWN PERCENTAGES		80.3	8.1	2.1	6.5	3.1	19.7	24.9	75.1
NET INCREASES OR DECREASES	107	72	19	0	9	7	35	32	75
NUMBER OF NEW HIRES	388	303	38	9	28	10	85	92	296
NUMBER OF PROMOTIONS	165	136	11	3	10	5	29	42	123
NUMBER OF DEMOTIONS	16	11	1	1	2	1	5	4	12
NUMBER OF SEPARATIONS	281	231	19	9	19	3	50	60	221

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF VETERANS AFFAIRS

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1501	374	1127	1206	121	31	97	46	295
EMPLOYEES (%)		24.9	75.1	80.3	8.1	2.1	6.5	3.1	19.7
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			681		96	15	104	36	251
DIFFERENCE (#)			0		0	0	7	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: BOARD OF VETERINARY MEDICAL EXAMINERS  
 EEO COORDINATOR: [CATHY KIRKPATRICK](#)

DATE: As of June 30, 2003

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	0	0	0	0	0	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF VETERINARY MEDICAL EXAMINERS

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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 VETERINARY MEDICAL EXAMINERS

DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: WATER RESOURCES BOARD  
 EEO COORDINATOR: JIM SCHUELEIN

DATE: As of June 30, 2003

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	0	0	0	1	8	0	0	0	0	0	0	1
% Represented	9.3	87.5	0.0	0.0	0.0	12.5	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	57	30	0	0	2	2	34	18	3	0	1	1	23	9
% Represented	66.3	52.6	0.0	0.0	3.5	3.5	59.6	31.6	5.3	0.0	1.8	1.8	40.4	15.8
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	6	5	0	0	0	0	5	1	0	0	0	0	1	0
% Represented	7.0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	2	0	0	0	0	0	0	2	0	0	0	0	2	0
% Represented	2.3	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	13	2	0	0	0	0	2	9	1	0	0	1	11	2
% Represented	15.1	15.4	0.0	0.0	0.0	0.0	15.4	69.2	7.7	0.0	0.0	7.7	84.6	15.4
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	86	44	0	0	2	3	49	30	4	0	1	2	37	12
% Represented	100.0	51.2	0.0	0.0	2.3	3.5	57.0	34.9	4.7	0.0	1.2	2.3	43.0	14.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WATER RESOURCES BOARD

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	90	76	5	4	4	1	14	52	38
BREAKDOWN PERCENTAGES		84.4	5.6	4.4	4.4	1.1	15.6	57.8	42.2
BREAKDOWN AS OF JUNE 30, 2003	86	74	4	3	5	0	12	49	37
BREAKDOWN PERCENTAGES		86.0	4.7	3.5	5.8	0.0	14.0	57.0	43.0
NET INCREASES OR DECREASES	-4	-2	-1	-1	1	-1	-2	-3	-1
NUMBER OF NEW HIRES	2	1	0	0	1	0	1	1	1
NUMBER OF PROMOTIONS	14	12	1	1	0	0	2	8	6
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	6	3	1	1	0	1	3	4	2

## WORKFORCE/CLF COMPARISON

AGENCY: WATER RESOURCES BOARD

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	86	49	37	74	4	3	5	0	12
EMPLOYEES (%)		57.0	43.0	86.0	4.7	3.5	5.8	0.0	14.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			39		6	1	6	2	14
DIFFERENCE (#)			2		2	0	1	2	2

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION  
 EEO COORDINATOR: [JUDI WILLIAMS](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	0	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	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		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	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, 2003	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: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION DATE: As of June 30, 2003

	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 (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	1

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION  
 EEO COORDINATOR: [KYLE EASTHAM](#)

DATE: As of June 30, 2003

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	13	0	0	0	0	13	1	0	0	0	0	1	0
% Represented	4.5	92.9	0.0	0.0	0.0	0.0	92.9	7.1	0.0	0.0	0.0	0.0	7.1	0.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	91	79	1	0	0	3	83	6	1	0	0	1	8	6
% Represented	29.3	86.8	1.1	0.0	0.0	3.3	91.2	6.6	1.1	0.0	0.0	1.1	8.8	6.6
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	74	64	0	0	0	9	73	1	0	0	0	0	1	9
% Represented	23.8	86.5	0.0	0.0	0.0	12.2	98.6	1.4	0.0	0.0	0.0	0.0	1.4	12.2
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	100	87	1	1	0	10	99	1	0	0	0	0	1	12
% Represented	32.2	87.0	1.0	1.0	0.0	10.0	99.0	1.0	0.0	0.0	0.0	0.0	1.0	12.0
% CLF		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	27	0	0	0	0	0	0	21	2	1	0	3	27	6
% Represented	8.7	0.0	0.0	0.0	0.0	0.0	0.0	77.8	7.4	3.7	0.0	11.1	100.0	22.2
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	3	3	0	0	0	0	3	0	0	0	0	0	0	0
% Represented	1.0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>311</b>	<b>248</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>22</b>	<b>273</b>	<b>30</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>38</b>	<b>33</b>
% Represented	100.0	79.7	0.6	0.3	0.0	7.1	87.8	9.6	1.0	0.3	0.0	1.3	12.2	10.6
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	312	278	6	0	26	2	34	273	39
BREAKDOWN PERCENTAGES		89.1	1.9	0.0	8.3	0.6	10.9	87.5	12.5
BREAKDOWN AS OF JUNE 30, 2003	311	278	5	0	26	2	33	273	38
BREAKDOWN PERCENTAGES		89.4	1.6	0.0	8.4	0.6	10.6	87.8	12.2
NET INCREASES OR DECREASES	-1	0	-1	0	0	0	-1	0	-1
NUMBER OF NEW HIRES	20	18	0	0	2	0	2	13	7
NUMBER OF PROMOTIONS	24	23	0	0	1	0	1	21	3
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	21	18	1	0	2	0	3	13	8

## WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	311	273	38	278	5	0	26	2	33
EMPLOYEES (%)		87.8	12.2	89.4	1.6	0.0	8.4	0.6	10.6
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			141		20	3	21	7	52
DIFFERENCE (#)			103		15	3	0	5	19

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: WILL ROGERS MEMORIAL COMMISSION  
 EEO COORDINATOR: [GREGORY MALAK](#)

DATE: As of June 30, 2003

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	0	0	0	0	1	1	0	0	0	0	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		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	1	0	0	0	0	1	1	0	0	0	0	0	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		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	1	0	0	0	0	0	0	1	0	0	0	0	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		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	1	1	0	0	0	0	1	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	3	2	0	0	0	0	2	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>														
Incumbents	8	4	0	0	0	1	5	2	0	0	0	1	3	2
% Represented	100.0	50.0	0.0	0.0	0.0	12.5	62.5	25.0	0.0	0.0	0.0	12.5	37.5	25.0
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WILL ROGERS MEMORIAL COMMISSION

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	10	8	0	0	2	0	2	7	3
BREAKDOWN PERCENTAGES		80.0	0.0	0.0	20.0	0.0	20.0	70.0	30.0
BREAKDOWN AS OF JUNE 30, 2003	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
NET INCREASES OR DECREASES	-2	-2	0	0	0	0	0	-2	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	2	2	0	0	0	0	0	2	0

## WORKFORCE/CLF COMPARISON

AGENCY: WILL ROGERS MEMORIAL COMMISSION

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	5	3	6	0	0	2	0	2
EMPLOYEES (%)		62.5	37.5	75.0	0.0	0.0	25.0	0.0	25.0
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			4		1	0	1	0	1
DIFFERENCE (#)			1		1	0	0	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

## PRESENT STAFFING

AGENCY: WORKERS' COMPENSATION COURT  
 EEO COORDINATOR: MARY SCOTT

DATE: As of June 30, 2003

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	2	1	0	0	0	3	6	0	0	0	1	7	2
% Represented	12.3	20.0	10.0	0.0	0.0	0.0	30.0	60.0	0.0	0.0	0.0	10.0	70.0	20.0
% CLF		52.5	1.9	0.8	0.4	2.4	57.8	37.2	2.0	0.5	0.3	2.1	42.2	10.3
<b>PROFESSIONALS</b>														
Incumbents	20	5	0	0	0	0	5	13	0	1	0	1	15	2
% Represented	24.7	25.0	0.0	0.0	0.0	0.0	25.0	65.0	0.0	5.0	0.0	5.0	75.0	10.0
% CLF		40.8	1.6	0.6	1.0	2.0	46.0	46.6	3.0	0.8	0.6	3.0	54.0	12.6
<b>TECHNICIANS</b>														
Incumbents	9	2	0	0	0	0	2	6	1	0	0	0	7	1
% Represented	11.1	22.2	0.0	0.0	0.0	0.0	22.2	66.7	11.1	0.0	0.0	0.0	77.8	11.1
% CLF		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>PROTECTIVE SERVICES</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		72.7	6.2	1.3	0.1	7.2	87.6	9.9	1.1	0.3	0.0	1.1	12.4	17.4
<b>PARAPROFESSIONALS</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		45.4	2.4	0.8	1.1	3.1	52.7	39.3	3.6	0.5	0.6	3.3	47.3	15.3
<b>ADMINISTRATIVE SUPPORT</b>														
Incumbents	42	0	0	0	0	0	0	31	9	1	0	1	42	11
% Represented	51.9	0.0	0.0	0.0	0.0	0.0	0.0	73.8	21.4	2.4	0.0	2.4	100.0	26.2
% CLF		17.5	1.5	0.5	0.2	1.3	21.0	68.1	4.6	1.2	0.4	4.6	79.0	14.4
<b>SKILLED CRAFT</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		78.0	3.6	2.1	0.5	6.9	91.2	6.8	0.7	0.3	0.3	0.8	8.8	15.2
<b>SERVICE MAINTENANCE</b>														
Incumbents	0	0	0	0	0	0	0	0	0	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		61.7	7.0	3.4	0.5	8.1	80.7	14.7	1.5	0.9	0.2	1.9	19.3	23.6
<b>TOTALS</b>	<b>81</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>56</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>71</b>	<b>16</b>
% Represented	100.0	11.1	1.2	0.0	0.0	0.0	12.3	69.1	12.3	2.5	0.0	3.7	87.7	19.8
% CLF		45.8	3.1	1.5	0.5	3.7	54.6	37.5	3.3	0.9	0.5	3.2	45.4	16.7

## AFFIRMATIVE ACTION PROGRESS

AGENCY: WORKERS' COMPENSATION COURT

DATE: As of June 30, 2003

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2002	86	70	11	0	3	2	16	10	76
BREAKDOWN PERCENTAGES		81.4	12.8	0.0	3.5	2.3	18.6	11.6	88.4
BREAKDOWN AS OF JUNE 30, 2003	81	65	11	0	3	2	16	10	71
BREAKDOWN PERCENTAGES		80.2	13.6	0.0	3.7	2.5	19.8	12.3	87.7
NET INCREASES OR DECREASES	-5	-5	0	0	0	0	0	0	-5
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	5	5	0	0	0	0	0	0	5

## WORKFORCE/CLF COMPARISON

AGENCY: WORKERS' COMPENSATION COURT

DATE: As of June 30, 2003

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	81	10	71	65	11	0	3	2	16
EMPLOYEES (%)		12.3	87.7	80.2	13.6	0.0	3.7	2.5	19.8
C.L.F. AVAILABILITY (%)			45.4		6.4	1.0	6.9	2.4	16.7
PARITY (#)			37		5	1	6	2	14
DIFFERENCE (#)			0		0	1	3	0	0

WORK FORCE DATA OBTAINED FROM AGENCY'S 2003 AFFIRMATIVE ACTION REPORTS

**Cost Statement**

*This publication is printed and issued by the Office of Personnel Management as authorized by 74 O.S. (1994 Supp.) 840-2.1. Seventeen (17) copies have been prepared and distributed at a cost of \$31.35. Copies have been deposited with the Publications Clearinghouse of the Oklahoma Department of Libraries.*