

**Fiscal Year 2015 Report on the Condition of
Affirmative Action, Diversity, and Multi-cultural
Programs in State Government
and
Fiscal Year 2016 Plan**

September 30, 2015



Fiscal Year 2015
Report on the Condition of Affirmative Action,
Diversity, and Multi-cultural Programs in State Government
and
Fiscal Year 2016 Plan

September 30, 2015

Iowa Department of Administrative Services
Human Resources Enterprise
Hoover State Office Building
1305 E. Walnut Street
Des Moines, IA 50319-0150

Please direct questions and comments to:

Brad Thomas, HRE Employment Bureau Chief
brad.thomas@iowa.gov

or

Anika Gaar, Affirmative Action Administrator
anika.gaar@iowa.gov



September 30, 2015

MEMORANDUM

TO: The Honorable Terry Branstad, Governor
The Honorable Kim Reynolds, Lt. Governor
Carmine Boal, Chief Clerk of the House
Michael Marshall, Secretary of the Senate

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

RE: FY 2015 Affirmative Action Report and FY 2016 Plan

In accordance with Iowa Code section 19B.5, enclosed please find the Fiscal Year 2015 Report on the Condition of Affirmative Action, Diversity, and Multi-cultural Programs in State Government and Fiscal Year 2016 Plan as required by Chapter 19B.5.

Contents

Section I. Equal Opportunity in State Government – Affirmative Action	1
Section II. FY 2015 Progress and Results	2
Section III. FY 2016 Plan.....	6
Section IV: Appendices	7
APPENDIX A: Executive Branch Workforce Composition Five-Year Trends.....	7
APPENDIX B: FY 2015 DAS Recruitment and Community Event Participation.....	12
APPENDIX C: FY 2015 DAS PDS Training Participation Report.....	14
APPENDIX D: FY 2014 - FY 2015 Workforce Composition Charts, Statewide and by Agency.....	15
APPENDIX E: Resources and Links.....	112

Annual Affirmative Action, Diversity and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This section provides a brief summary of equal opportunity and affirmative action concepts and requirements, as set forth in Iowa Code Chapter 19B.

Definitions

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

Responsibilities

Each agency is required to submit an annual report of its affirmative action accomplishments and plan to the Department of Administrative Services (DAS) by July 31 of each year. Iowa Code 19B.5(1). Each agency’s plan contains goals and time specifications for meeting those goals, as well as, the report of the last year’s affirmative action accomplishments. DAS reviews the individual agency annual reports and submits a statewide annual report on the condition of affirmative action, diversity, and multicultural programs in the executive branch by September 30 of each year to the governor and general assembly. Iowa Code 19B.5(2).

Executive Branch Statewide Workforce Composition by Female, Minority, and Persons with Disabilities

DAS uses the Equal Employment Opportunity Commission (EEOC)’s state and local government (EEO-4) job categories to compile metrics and categorize the State of Iowa’s workforce. These categories, revised with the release of the 2000 Census, are as follows:

- 01 Official/Administrator
- 02 Professional
- 03 Technician
- 04 Protective Service: Sworn
- 05 Protective Service: Not-Sworn
- 06 Administrative Support
- 07 Skilled Craft
- 08 Service/Maintenance

Each state job title is assigned an Occupational Code that links to the census counts for that occupational area by race, sex, and geographic area. The Occupational Codes are in turn assigned by the EEOC to the broader EEO-4 job categories that are identified in the state's report.

These EEO-4 job categories are also used in Appendix A for the charts labeled *Executive Branch Statewide Workforce Composition Five-Year Trends by Female, Minority, and Persons with Disabilities*.

Section II. FY 2015 Progress and Results

For the FY 2015 reporting period, the State assessed affirmative action methodologies, continued its work with partners on the State Recruitment Coordinating Committee and engaged an outside consultant to improve our data collection, analysis, and help improve agency plans. Progress was also made in recruitment, training, and self-credentialing.

Affirmative Action Methodologies

In FY 2013, DAS completed the initial process of establishing the populations of the communities in which the agencies function and operate. In FY 2014, DAS added county of residence data as a mandatory field within the applicant tracking system. The mandatory field enables DAS to better understand the location of the available labor pool, focus recruitment, and permit a closer match between the available labor pool and the current workforce. In FY 2014, DAS worked with the Attorney General's Office and an external consultant to determine the available labor force using the county data and the new census data.

In FY 2015, DAS began work with the Office of the Chief Information Officer to develop a database for pulling available relevant labor force and workforce data¹. Once available, this information will be provided to agencies so they can perform an availability² and quantitative utilization analysis³.

Also in 2015, DAS implemented a standardized form for agencies to use for annual agency affirmative action reports and plans. Each agency was issued a template for FY 2015 that identified specific areas to address. These areas included: agency policy statement; agency administration statement; agency's progress of the prior year's goals; agency's qualitative utilization analysis, which allows agencies to identify areas of focus to increase participation of females, minorities, and/or persons with disabilities; and an overall goals section. The goals section allows agencies to categorize their goals into the areas of organizational goals, recruitment goals, training goals and other goals (this may include employee retention, development and inclusion strategies). The template provided a tool to encourage agencies to write meaningful and measurable goals that have a direct impact on hiring women, minorities, and persons with disabilities.

Consultant Engagement

In FY 2015, DAS also engaged a consulting firm to provide oversight, support and guidance to the Affirmative Action Administrator to ensure the timely and effective delivery of the Affirmative Action Program, training, and consultation to the executive branch agencies in order to achieve full engagement in the Affirmative Action Program. Consultation with executive branch agencies included one-on-one meetings to develop Affirmative Action plans; assistance in identifying and gathering relevant data points, such as applicant flow, turnover and demographic information; and assistance in understanding and identifying potential gaps and opportunities for recruitment. These meetings were very well received and resulted in increased engagement in agency affirmative action activities (see Affirmative Action/Recruitment Committee; Recruitment Activities and Community Event Participation

¹ "Relevant labor force" is the group of persons in the general population of a specified geographic area who are qualified to perform a particular type of work. "Workforce" means an agency of organizational unit's full-time employees and other than full-time employees. Iowa Code 11-68.1 (19B)

² Availability analysis shall show the percentile breakdown by racial or ethnic minorities and sex of the relevant labor force arrayed according to their state and local government job categories and relevant subcategories. Iowa Code 11-68.3 (3).

³ A quantitative utilization analysis shall compare workforce analysis with availability analysis to show the numerical and percentile underrepresentation in the agency's workforce, if any, by racial or ethnic minorities, sex, and disability. Iowa Code 11-68.3 (4).

and Overall Results: Workforce Composition Changes from End of FY 2014 to End of FY 2015 below for details).

Affirmative Action/Recruitment Committee ⁴

Each agency is invited and encouraged to send a representative to a quarterly Department of Administrative Services State Recruitment Coordinating Committee “Committee” meeting. This Committee conducts strategic planning sessions to identify top goals and initiatives for the next 2-3 years.

In FY 2015, the following agencies were represented on the Committee:

- Iowa Civil Rights Commission
- Iowa College Student Aid Commission
- Iowa Communications Network
- Iowa Department of Administrative Services
- Iowa Department for the Blind
- Iowa Department of Commerce (Alcoholic Beverages Division)
- Iowa Department of Commerce (Insurance Division)
- Iowa Department of Corrections
- Iowa Department of Economic Development Authority
- Iowa Department of Education
- Iowa Department of Inspections and Appeals (State Public Defender)
- Iowa Department of Human Rights
- Iowa Department of Human Services
- Iowa Department of Management
- Iowa Department of Natural Resources
- Iowa Department of Public Defense
- Iowa Department of Public Health
- Iowa Department of Public Safety
- Iowa Department of Revenue
- Iowa Department of Transportation
- Iowa Department of Vocational Rehabilitation Services
- Iowa Workforce Development

This represents an increase of 10 agency participants from FY14.

The focus of the Committee in FY 2015 included:

- Improving communications both internally and externally
- Expanding the use of technology
- Increasing employee involvement
- Creating programs to recruit persons with disabilities
- Increasing community partnerships

⁴ The State Recruitment Coordinating Committee, as required by Iowa Code section 19B.3 (1)(f), assists agencies in addressing affirmative action recruitment needs. Members are appointed by the Director of the Department of Administrative Services. The working name for this “committee” is the Affirmative Action/Recruitment Committee.

Recruitment Activities and Community Event Participation

In FY 2015, DAS coordinated the State's attendance at the following key community and cultural events:

Event	Date
Latino Heritage Festival ⁵	September 6-7, 2014
I'll Make Me A World In Iowa ⁶	January 10, 2015
2015 CelebrAsian ⁷	May 23, 2015
Iowa Juneteenth Observance ⁸	June 20, 2015

The statewide DAS Recruiter, Robin Jenkins, was engaged in 41 recruitment events with organizations such as the Greater Des Moines Partnership, American Institute of Business, and Iowa Workforce Development. Through these engagements, the state sought to educate the attendees, of job vacancies on behalf of, and in partnership with, executive branch agencies. (A complete list of events can be found in Appendix B.)

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

DAS continues to support agencies with their recruitment strategies in an effort to identify and recruit minorities, females and persons with disabilities. A specific focus of these recruitment activities has been on higher level positions within state government, which are found in EEO Category 1 (Official/Administrator) and EEO Category 2 (Professional).

To expand the search for qualified applicants, the executive branch offers the use of LinkedIn, an integrated online networking tool. LinkedIn reaches a wider prospective applicant pool, and performs searches for hard to find talent. The use of LinkedIn as a recruitment tool is available and marketed to executive branch agencies, which has resulted in an increased use and therefore broader recruitment activities. DAS anticipates increases diversity numbers with the introduction of the tool; but no numbers are currently available for comparison.

DAS continues to focus on the recruitment of persons with disabilities (PWDs). One of the main initiatives is the Veterans Non-Compete Program. This program invites qualified disabled veterans to participate in a state sponsored training program, which trains the disabled veteran for future full-time employment. The Veterans Non-Compete Program is run in partnership with DAS, the Department of Vocational Rehabilitation Services, the Department of Veterans Affairs, and Iowa Workforce Development. This program is in its first year of operation, so overall successes are not yet know, however, we continue to educate agencies on the program and encourage their participation. A number of agencies are already utilizing this program.

⁵ Largest Latino Festival and ethnic event in the state.

⁶ Highlights African-American arts, culture and contributions through education, awareness and preservation during an annual enrichment celebration and with continual educational outreach.

⁷ Largest Asian American event in Iowa, showcasing cultural exhibits, history, food, performance artists, sports, martial arts and family-friendly activities.

⁸ Juneteenth (combination of "June" and "nineteenth" celebrates the end of the last bastion of slavery in Galveston, Texas. This is a national celebration.

Performance & Development Solutions (PDS) Training

In FY 2015, 922 state employees attended courses related to affirmative action and diversity. This was a 69% increase from the 547 participants who attended the same classes in FY 2014.

During FY 2015, two affirmative action related classes were redesigned: the Americans with Disabilities Act course and the Equal Employment Opportunity/Affirmative Action course. The classes were developed as webinars. This provided employees an e-learning delivery option. As of the date of this report, 53 state employees have registered for affirmative action and diversity-related classes for FY 2016. (Please see Appendix C for a complete listing of attendance by executive branch employees in affirmative action and diversity-related classes in FY 2015.)

Self-Credentialing

In FY 2015, a self-credentialing program became a priority for development. The primary objective of this program is to create an electronic system for candidates to self-identify the minimum qualifications and related job competencies of a position. When fully implemented, this program will offer the following benefits: a more transparent and defensible hiring process; and elimination of dependency on resumes. Self-credentialing will also provide for consistent application of objective/quantifiable screening criteria. A natural result of self-credentialing is also the agencies' opportunity to assess the job related selection criteria they need in order to meet their business needs prior to the posting going up on Brass Ring, the State's applicant tracking software. Self-credentialing is expected to be in the third quarter of FY 2016.

Overall Results: Workforce Composition Changes from End of FY 2014 to End of FY 2015

Workforce composition measures the change in number of females, minorities, and persons with disabilities in the total workforce. This information shows minority workforce changes over time in the total workforce of the executive branch agencies. The chart below reflects the executive branch workforce as a whole. (Appendix D provides an expanded view of workforce composition measures to the EEO category level statewide and by each agency.)

Total Agency	June '15	June '14	As a % of Agency Workforce		Net Change
			June '15	June '14	
Male	8,734	8,845	49.47%	49.59%	-0.12
Female	8,922	8,991	50.53%	50.41%	0.12
Non-Minority	16,152	16,351	91.48%	91.67%	-0.19
Minority	1,175	1,142	6.65%	6.40%	0.25
Unknown (Minority) ⁹	329	343	1.86%	1.92%	-0.06
Non-PWD	15,275	15,369	86.51%	86.17%	0.34
PWD	576	638	3.26%	3.58%	-0.32
Unknown (PWD) ⁹	1,805	1,829	10.22%	10.25%	-0.03
TOTALS	17,656	17,836			

⁹ Employees who did not answer the question regarding status were listed as "unknown" for reporting purposes.

From the data above, that the following can be extrapolated:

- The female population increased in the State's executive branch workforce from 50.41% at the end of FY 2014 to 50.53% at the end of FY 2015.
- The minority population increased in the State's executive branch workforce from 6.40% at the end of FY 2014 to 6.65% at the end of FY 2015.
- The population of persons with disabilities in the State's executive branch decreased from 3.58% at the end of FY 2014 to 3.26% at the end of FY 2015.

Section III. FY 2016 Plan

For FY 2015, agencies received a series of reports including applicant flow, workforce composition, requisition list, and turnover data to assist them in the development of their annual reports. Agencies submitted their FY 2015 affirmative action plan with FY 2016 qualitative goals based on their analysis of the FY 2014 and FY 2015 data provided. Agencies reported that the 1 on 1 visits, template changes, and increased involvement with the goal writing process allowed them to engage in and produce more meaningful goals for 2016. The Affirmative Action Administrator will continue to engage agencies in the development of refining their individual goals over the next year.

The departmental goals and information requested from each department changed significantly from FY 2014 to FY 2015. During FY 2016, the Committee will continue its strategic planning process to expand and further define goals developed during the recent Strengths Weaknesses Opportunity Threats (SWOT) analysis. This project will improve our ability to focus on diverse candidates and communities, improve our data collection, and further refine our approach to reach diverse applicants.

APPENDIX A:

**EXECUTIVE BRANCH WORKFORCE COMPOSITION FIVE-YEAR TRENDS
BY FEMALE, MINORITY, AND PERSONS WITH DISABILITY**

Appendix A contains a five-year workforce trend analysis. The following charts show the overall percentage of the executive branch workforce and by EEO-4 category over a five year period for female, minority, and persons with disabilities.

Females

Executive Branch – Total

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	49.47%	49.47%	49.60%	49.59%	49.47%	49.52%
Female	50.53%	50.53%	50.40%	50.41%	50.53%	50.48%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 1 -Officials/Administrators

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	52.64%	52.38%	52.32%	50.92%	50.32%	51.72%
Female	47.36%	47.62%	47.68%	49.08%	49.68%	48.28%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 2 – Professional

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	39.86%	39.69%	39.31%	42.43%	42.53%	40.76%
Female	60.14%	60.31%	60.69%	57.57%	57.47%	59.24%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 3 - Technical

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	40.32%	40.51%	40.43%	59.30%	59.98%	48.11%
Female	59.68%	59.49%	59.57%	40.70%	40.02%	51.89%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 4 - Protective Service

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	85.07%	84.88%	85.40%	85.98%	86.05%	85.48%
Female	14.93%	15.12%	14.60%	14.02%	13.95%	14.52%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 6 - Administrative Support

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	9.73%	9.11%	9.25%	11.84%	12.07%	10.40%
Female	90.27%	90.89%	90.75%	88.16%	87.93%	89.60%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 7 - Skilled Craft

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	97.28%	97.31%	97.57%	97.29%	97.52%	97.39%
Female	2.72%	2.69%	2.43%	2.71%	2.48%	2.61%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 8 - Service/Maintenance

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Male	37.52%	38.05%	38.30%	40.08%	39.50%	38.69%
Female	62.48%	61.95%	61.70%	59.92%	60.50%	61.31%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Minorities

Executive Branch – Total

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Non-Minority	91.85%	91.90%	91.73%	91.68%	91.48%	91.73%
Minority	6.25%	6.20%	6.32%	6.40%	6.65%	6.36%
Unknown	1.91%	1.89%	1.95%	1.92%	1.86%	1.91%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 1 - Officials/Administrators

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Non-Minority	92.85%	93.22%	93.18%	92.06%	92.34%	92.73%
Minority	4.79%	4.55%	4.50%	5.58%	5.57%	5.00%
Unknown	2.36%	2.24%	2.32%	2.36%	2.10%	2.27%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 2 – Professional

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Non-Minority	90.74%	90.68%	90.51%	90.86%	90.15%	90.59%
Minority	7.33%	7.20%	7.30%	7.21%	7.83%	7.37%
Unknown	1.93%	2.12%	2.19%	1.93%	2.02%	2.04%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 3 - Technical

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Non-Minority	91.99%	92.11%	91.98%	93.12%	93.35%	92.51%
Minority	6.24%	6.34%	6.38%	5.07%	4.84%	5.77%
Unknown	1.77%	1.55%	1.64%	1.81%	1.81%	1.72%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 4 - Protective Service

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Non-Minority	94.24%	94.13%	94.15%	93.39%	93.65%	93.91%
Minority	5.28%	5.37%	5.35%	5.89%	5.56%	5.49%
Unknown	0.49%	0.50%	0.51%	0.72%	0.79%	0.60%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 6 - Administrative Support

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Ave
Non-Minority	90.92%	90.77%	90.33%	90.26%	90.03%	90.47%
Minority	7.87%	7.92%	8.23%	8.22%	8.57%	8.16%
Unknown	1.20%	1.31%	1.43%	1.52%	1.40%	1.37%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 7 - Skilled Craft

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Non-Minority	96.22%	96.30%	96.10%	95.91%	96.04%	96.11%
Minority	2.97%	3.07%	3.13%	3.21%	3.16%	3.11%
Unknown	0.80%	0.63%	0.77%	0.88%	0.80%	0.78%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EEO Category 8 - Service/Maintenance

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
Non-Minority	88.75%	89.29%	88.83%	89.40%	88.96%	89.05%
Minority	6.03%	5.96%	6.49%	6.21%	6.98%	6.33%
Unknown	5.22%	4.75%	4.68%	4.39%	4.05%	4.62%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Persons with Disabilities

Class	EFY2011	EFY2012	EFY2013	EFY2014	EFY2015	Five Year Avg
With Disabilities	4.27%	4.13%	3.92%	3.58%	3.26%	3.83%
Without Disabilities	85.31%	85.55%	85.72%	86.17%	86.51%	85.85%
Unknown	10.43%	10.32%	10.36%	10.25%	10.22%	10.32%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

APPENDIX B:

FY 2015 DAS RECRUITMENT AND COMMUNITY EVENT PARTICIPATION

DAS coordinated the State's presence or participation at the following community and cultural events:

Date	Event/Activity	Focus
9-Jul-14	IWD Mini Job Fair	General Recruitment
11-Jul-14	ICIW Life Skills Presentation	Diversity/Educational/Process Awareness
23-Jul-14	DMACC Accounting Internship Program	General Recruitment
30-Jul-14	GDMP Diversity Council D&I Roundtable	Diversity Awareness
5-Aug-14	DOC Recruitment Projects	Diversity/General Recruitment
7-Aug-14	NAACP Career Fair	Diversity Recruitment
8-Aug-14	ICIW Life Skills Presentation	Diversity/Educational/Process Awareness
13-Aug-14	IWD Mini Job Fair	General Recruitment
21-Aug-14	GDMP Workforce Development/Education Meeting	Educational/Diversity Awareness
6-Sep-14	Latino Heritage Festival	Diversity Recruitment
7-Sep-14	Latino Heritage Festival	Diversity Recruitment
11-Sep-14	Women in Leadership	Educational/Diversity Awareness
23-Sep-14	U of I Career Fair	General Recruitment
24-Sep-14	People to People Career Fair	General Recruitment
29-Sep-14	2014 Iowa Statewide Veterans Conference	General Recruitment
1-Oct-14	Catalyst (Elevating Women in the Workforce)	Educational/Diversity Awareness
9-Oct-14	2014 BMIT Career Fair	General Recruitment
17-Oct-14	Multiculturalism	Diversity Awareness
22-Oct-14	ICIW Life Skills Mock Interviews	Diversity/Educational/Process Awareness
4-Nov-14	AIB Career Fair	General Recruitment
6-Nov-14	GDMP Career Fair and Multicultural Receptions	Diversity/General Recruitment
11-Nov-14	Hiring Our Heroes	Veteran/General Recruitment
19-Nov-14	CEO Forum on Diversity and Inclusion	Educational/Diversity Awareness
2-Dec-14	EDGE	Talent Development
10-Dec-14	IWD Mini Job Fair	General Recruitment
10-Jan-15	I'll Make Me A World In Iowa	Diversity Recruitment
14-Jan-15	KEYS Recruiting and Retaining Young Talen	Educational/Diversity Awareness
15-Jan-15	2015 Iowa Career Expo	General Recruitment
28-Jan-15	Drake Law Public Interest Career Fair	General Recruitment
6-Feb-15	ICIW Life Skills	Diversity/Educational/Process Awareness
11-Feb-15	IWD Employment Presentation	Process Awareness
13-Feb-15	Iowa Wild Community Career Fair	General Recruitment
25-Feb-15	U of I Spring Career & Internship Fair	General Recruitment
3-Mar-15	GDMP Diversity Event	Diversity Recruitment

10-Mar-15	IWD Mini Job Fair	General Recruitment
18-Mar-15	DSM Civil and Human Rights Symposium	Educational/Diversity Awareness
24-Apr-15	DSM Career & Trades Expo	General Recruitment
6-May-15	DMACC Career Fair	General Recruitment
21-May-15	Center of Influence Diversity Event	Veterans Awareness
23-May-15	2015 CelebrAsian	Diversity Recruitment
10-Jun-15	IWD Mini Job Fair	General Recruitment
16-Jun-15	Executive Branch Career Fair	General Recruitment
17-Jun-15	IWD Employment Presentation	Re-Entry/Process Awareness
20-Jun-15	Iowa Juneteenth Observance	Diversity Recruitment

APPENDIX C:
FY 2015 DAS PERFORMANCE AND DEVELOPMENT SOLUTIONS (PDS)
TRAINING PARTICIPATION REPORT

Appendix C notes the number of executive branch employees who enrolled in affirmative action and diversity-related courses in FY 2015 through Performance and Development Solutions.

Course Title	Total Participation for FY2015
Americans with Disabilities Act	40
Americans with Disabilities Act/Equal Employment Opportunity/Affirmative Action/Prevention of Sexual Harassment (Combination Class)	99
Diversity for Employees	141
Diversity for Supervisors	119
Equal Employment Opportunity/Affirmative Action	119
From Interview to Hire	206
Managing Generational Differences at Work	0
Prevention of Sexual Harassment for Employees	139
Prevention of Sexual Harassment for Supervisors	59
Total	922

APPENDIX D:

**FY 2014 - FY 2015 WORKFORCE COMPOSITION CHARTS
STATEWIDE AND BY AGENCY**

Appendix D provides a view of the changes in workforce composition from the end of FY 2014 to the end of FY 2015 for the entire State of Iowa Executive Branch, as well as changes in workforce composition for each individual agency. The reports also reflect the changes in workforce composition by EEO-4 category for the entire state, as well as each individual agency. Each chart reflects counts and percentage representation for males, females, minorities, persons with disabilities and for individuals who do not self-report (noted as “unknown”).

For purposes of confidentiality, disability figures are totaled only by each department as a whole. EEO category 5 (Protective Service: Not-Sworn) is not used and is deliberately absent from the charts. Finally, the data in Appendix D includes both merit and non-merit employees.

Statewide Workforce Composition of the Executive Branch

Statewide Workforce Composition of the Executive Branch

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	8,734	8,845	-111	49.47%	49.59%
Female	8,922	8,991	-69	50.53%	50.41%
Non-Minority	16,152	16,351	-199	91.48%	91.67%
Minority	1,175	1,142	33	6.65%	6.40%
Unknown (Minority)	329	343	-14	1.86%	1.92%
Non-PWD	15,275	15,369	-94	86.51%	86.17%
PWD	576	638	-62	3.26%	3.58%
Unknown (PWD)	1,805	1,829	-24	10.22%	10.25%
TOTALS	17,656	17,836	-180		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1,320	1,359	-39	50.32%	50.92%
Female	1,303	1,310	-7	49.68%	49.08%
Non-Minority	2,422	2,457	-35	92.34%	92.06%
Minority	146	149	-3	5.57%	5.58%
Unknown	55	63	-8	2.10%	2.36%
TOTALS	2,623	2,669	-46		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2,064	2,106	-42	42.53%	42.43%
Female	2,789	2,857	-68	57.47%	57.57%
Non-Minority	4,375	4,509	-134	90.15%	90.85%
Minority	380	358	22	7.83%	7.21%
Unknown	98	96	2	2.02%	1.93%
TOTALS	4,853	4,963	-110		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	496	491	5	59.98%	59.30%
Female	331	337	-6	40.02%	40.70%
Non-Minority	772	771	1	93.35%	93.12%
Minority	40	42	-2	4.84%	5.07%
Unknown	15	15	0	1.81%	1.81%
TOTALS	827	828	-1		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2,073	2,159	-86	86.05%	85.98%
Female	336	352	-16	13.95%	14.02%
Non-Minority	2,256	2,345	-89	93.65%	93.39%
Minority	134	148	-14	5.56%	5.89%
Unknown	19	18	1	0.79%	0.72%
TOTALS	2,409	2,511	-102		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	396	390	6	12.07%	11.84%
Female	2,884	2,905	-21	87.93%	88.16%
Non-Minority	2,953	2,974	-21	90.03%	90.26%
Minority	281	271	10	8.57%	8.22%
Unknown	46	50	-4	1.40%	1.52%
TOTALS	3,280	3,295	-15		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1,576	1,546	30	97.52%	97.29%
Female	40	43	-3	2.48%	2.71%
Non-Minority	1,552	1,524	28	96.04%	95.91%
Minority	51	51	0	3.16%	3.21%
Unknown	13	14	-1	0.80%	0.88%
TOTALS	1,616	1,589	27		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	809	794	15	39.50%	40.08%
Female	1,239	1,187	52	60.50%	59.92%
Non-Minority	1,822	1,771	51	88.96%	89.40%
Minority	143	123	20	6.98%	6.21%
Unknown	83	87	-4	4.05%	4.39%
TOTALS	2,048	1,981	67		

005-Administrative Services

Iowa Department of Administrative Services Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	104	176	-72	49.52%	55.87%
Female	106	139	-33	50.48%	44.13%
Non-Minority	186	279	-93	88.57%	88.57%
Minority	21	30	-9	10.00%	9.52%
Unknown (Minority)	3	6	-3	1.43%	1.90%
Non-PWD	188	278	-90	89.52%	88.25%
PWD	13	21	-8	6.19%	6.67%
Unknown (PWD)	9	16	-7	4.29%	5.08%
TOTALS	210	315	-105		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	31	40	-9	48.44%	50.63%
Female	33	39	-6	51.56%	49.37%
Non-Minority	63	77	-14	98.44%	97.47%
Minority	1	1	0	1.56%	1.27%
Unknown	0	1	-1	0.00%	1.27%
TOTALS	64	79	-15		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	14	69	-55	35.90%	61.06%
Female	25	44	-19	64.10%	38.94%
Non-Minority	35	99	-64	89.74%	87.61%
Minority	4	11	-7	10.26%	9.73%
Unknown	0	3	-3	0.00%	2.65%
TOTALS	39	113	-74		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	6	1	16.67%	12.50%
Female	35	42	-7	83.33%	87.50%
Non-Minority	35	40	-5	83.33%	83.33%
Minority	7	8	-1	16.67%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	42	48	-6		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	30	30	0	93.75%	93.75%
Female	2	2	0	6.25%	6.25%
Non-Minority	30	31	-1	93.75%	96.88%
Minority	1	1	0	3.13%	3.13%
Unknown	1	0	1	3.13%	0.00%
TOTALS	32	32	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	22	31	-9	66.67%	72.09%
Female	11	12	-1	33.33%	27.91%
Non-Minority	23	32	-9	69.70%	74.42%
Minority	8	9	-1	24.24%	20.93%
Unknown	2	2	0	6.06%	4.65%
TOTALS	33	43	-10		

009-Agriculture & Land Stewardship

Iowa Department of Agriculture Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	170	173	-3	52.15%	52.27%
Female	156	158	-2	47.85%	47.73%
Non-Minority	310	315	-5	95.09%	95.17%
Minority	11	11	0	3.37%	3.32%
Unknown (Minority)	5	5	0	1.53%	1.51%
Non-PWD	302	304	-2	92.64%	91.84%
PWD	11	14	-3	3.37%	4.23%
Unknown (PWD)	13	13	0	3.99%	3.93%
TOTALS	326	331	-5		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	80	80	0	78.43%	79.21%
Female	22	21	1	21.57%	20.79%
Non-Minority	97	97	0	95.10%	96.04%
Minority	2	1	1	1.96%	0.99%
Unknown	3	3	0	2.94%	2.97%
TOTALS	102	101	1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	82	85	-3	72.57%	73.91%
Female	31	30	1	27.43%	26.09%
Non-Minority	108	109	-1	95.58%	94.78%
Minority	4	5	-1	3.54%	4.35%
Unknown	1	1	0	0.88%	0.87%
TOTALS	113	115	-2		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	102	106	-4	100.00%	100.00%
Non-Minority	97	101	-4	95.10%	95.28%
Minority	5	5	0	4.90%	4.72%
Unknown	0	0	0	0.00%	0.00%
TOTALS	102	106	-4		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	8	8	0	88.89%	88.89%
Female	1	1	0	11.11%	11.11%
Non-Minority	8	8	0	88.89%	88.89%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	11.11%	11.11%
TOTALS	9	9	0		

112 & 114 – Department of Justice

Iowa Department of Justice Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	94	95	-1	39.50%	40.25%
Female	144	141	3	60.50%	59.75%
Non-Minority	218	219	-1	91.60%	92.80%
Minority	15	13	2	6.30%	5.51%
Unknown (Minority)	5	4	1	2.10%	1.69%
Non-PWD	218	215	3	91.60%	91.10%
PWD	1	2	-1	0.42%	0.85%
Unknown (PWD)	19	19	0	7.98%	8.05%
TOTALS	238	236	2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	25	26	-1	51.02%	52.00%
Female	24	24	0	48.98%	48.00%
Non-Minority	45	46	-1	91.84%	92.00%
Minority	4	4	0	8.16%	8.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	49	50	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	69	69	0	47.26%	38.76%
Female	80	77	3	54.79%	43.26%
Non-Minority	136	134	2	93.15%	75.28%
Minority	8	8	0	5.48%	4.49%
Unknown	5	4	1	3.42%	2.25%
TOTALS	149	146	3		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	40	40	0	100.00%	100.00%
Non-Minority	37	39	-2	92.50%	97.50%
Minority	3	1	2	7.50%	2.50%
Unknown	0	0	0	0.00%	0.00%
TOTALS	40	40	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

126-Auditor

Iowa Department of Auditor Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	49	55	-6	47.57%	50.93%
Female	54	53	1	52.43%	49.07%
Non-Minority	99	107	-8	96.12%	99.07%
Minority	4	1	3	3.88%	0.93%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	99	102	-3	96.12%	94.44%
PWD	4	6	-2	3.88%	5.56%
Unknown (PWD)	0	0	0	0.00%	0.00%
TOTALS	103	108	-5		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	37.50%	37.50%
Female	5	5	0	62.50%	62.50%
Non-Minority	8	8	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	8	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	46	52	-6	49.46%	52.53%
Female	47	47	0	50.54%	47.47%
Non-Minority	90	98	-8	96.77%	98.99%
Minority	3	1	2	3.23%	1.01%
Unknown	0	0	0	0.00%	0.00%
TOTALS	93	99	-6		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	2	1	1	100.00%	100.00%
Non-Minority	1	1	0	50.00%	100.00%
Minority	1	0	1	50.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	1	1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

131-Department for the Blind

Iowa Department for the Blind Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	26	24	2	34.21%	32.88%
Female	50	49	1	65.79%	67.12%
Non-Minority	68	70	-2	89.47%	95.89%
Minority	5	3	2	6.58%	4.11%
Unknown (Minority)	3	0	3	3.95%	0.00%
Non-PWD	49	53	-4	64.47%	72.60%
PWD	20	17	3	26.32%	23.29%
Unknown (PWD)	7	3	4	9.21%	4.11%
TOTALS	76	73	3		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	50.00%	50.00%
Female	3	3	0	50.00%	50.00%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	14	13	1	31.11%	29.55%
Female	31	31	0	68.89%	70.45%
Non-Minority	37	41	-4	82.22%	93.18%
Minority	5	3	2	11.11%	6.82%
Unknown	3	0	3	6.67%	0.00%
TOTALS	45	44	1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	15.79%	16.67%
Female	16	15	1	84.21%	83.33%
Non-Minority	19	18	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	19	18	1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	5	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	0	1	100.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	0	1		

140-Ethics and Campaign Disclosure

Iowa Department of Ethics & Campaign Disclosure Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	50.00%	60.00%
Female	3	2	1	50.00%	40.00%
Non-Minority	5	5	0	83.33%	100.00%
Minority	1	0	1	16.67%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	6	5	1	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
TOTALS	6	5	1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	75.00%	100.00%
Female	1	0	1	25.00%	0.00%
Non-Minority	3	3	0	75.00%	100.00%
Minority	1	0	1	25.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	3	1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

167-Civil Rights

Iowa Department of Civil Rights Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	9	9	0	39.13%	33.33%
Female	14	18	-4	60.87%	66.67%
Non-Minority	20	20	0	86.96%	74.07%
Minority	3	6	-3	13.04%	22.22%
Unknown (Minority)	0	1	-1	0.00%	3.70%
Non-PWD	20	26	-6	86.96%	96.30%
PWD	1	0	1	4.35%	0.00%
Unknown (PWD)	2	1	1	8.70%	3.70%
TOTALS	23	27	-4		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	9	9	0	45.00%	39.13%
Female	11	14	-3	55.00%	60.87%
Non-Minority	18	19	-1	90.00%	82.61%
Minority	2	3	-1	10.00%	13.04%
Unknown	0	1	-1	0.00%	4.35%
TOTALS	20	23	-3		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	3	4	-1	100.00%	100.00%
Non-Minority	2	1	1	66.67%	25.00%
Minority	1	3	-2	33.33%	75.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	4	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

185-Office of Chief Information Officer (OCIO)

Office of Chief of Information Officer Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	69	68	1	65.09%	65.38%
Female	37	36	1	34.91%	34.62%
Non-Minority	91	90	1	85.85%	86.54%
Minority	11	10	1	10.38%	9.62%
Unknown (Minority)	4	4	0	3.77%	3.85%
Non-PWD	94	92	2	88.68%	88.46%
PWD	5	5	0	4.72%	4.81%
Unknown (PWD)	7	7	0	6.60%	6.73%
TOTALS	106	104	2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	16	9	7	64.00%	52.94%
Female	9	8	1	36.00%	47.06%
Non-Minority	23	16	7	92.00%	94.12%
Minority	1	0	1	4.00%	0.00%
Unknown	1	1	0	4.00%	5.88%
TOTALS	25	17	8		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	47	53	-6	71.21%	74.65%
Female	19	18	1	28.79%	25.35%
Non-Minority	56	61	-5	84.85%	85.92%
Minority	7	7	0	10.61%	9.86%
Unknown	3	3	0	4.55%	4.23%
TOTALS	66	71	-5		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	11.11%	10.00%
Female	8	9	-1	88.89%	90.00%
Non-Minority	7	8	-1	77.78%	80.00%
Minority	2	2	0	22.22%	20.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	9	10	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	5	0	83.33%	83.33%
Female	1	1	0	16.67%	16.67%
Non-Minority	5	5	0	83.33%	83.33%
Minority	1	1	0	16.67%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

212-Alcoholic Beverage Division

**Iowa Department of Alcoholic Beverages Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category**

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	60	61	-1	80.00%	72.62%
Female	15	23	-8	20.00%	27.38%
Non-Minority	68	78	-10	90.67%	92.86%
Minority	7	6	1	9.33%	7.14%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	74	84	-10	98.67%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	1	0	1	1.33%	0.00%
TOTALS	75	84	-9		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	6	1	53.85%	46.15%
Female	6	7	-1	46.15%	53.85%
Non-Minority	13	13	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	13	13	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	4	0	80.00%	57.14%
Female	1	3	-2	20.00%	42.86%
Non-Minority	5	7	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	7	-2		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	2	3	38.46%	14.29%
Female	8	12	-4	61.54%	85.71%
Non-Minority	12	14	-2	92.31%	100.00%
Minority	1	0	1	7.69%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	13	14	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	33.33%	33.33%
Minority	2	2	0	66.67%	66.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	41	46	-5	100.00%	97.87%
Female	0	1	-1	0.00%	2.13%
Non-Minority	37	43	-6	90.24%	91.49%
Minority	4	4	0	9.76%	8.51%
Unknown	0	0	0	0.00%	0.00%
TOTALS	41	47	-6		

213-Banking

Iowa Department of Banking Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	39	40	-1	57.35%	60.61%
Female	29	26	3	42.65%	39.39%
Non-Minority	65	65	0	95.59%	98.48%
Minority	1	1	0	1.47%	1.52%
Unknown (Minority)	2	0	2	2.94%	0.00%
Non-PWD	58	57	1	85.29%	86.36%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	10	9	1	14.71%	13.64%
TOTALS	68	66	2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	39	40	-1	60.00%	63.49%
Female	26	23	3	40.00%	36.51%
Non-Minority	62	62	0	95.38%	98.41%
Minority	1	1	0	1.54%	1.59%
Unknown	2	0	2	3.08%	0.00%
TOTALS	65	63	2		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

216-Insurance

Iowa Department of Insurance Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	37	37	0	40.22%	41.11%
Female	55	53	2	59.78%	58.89%
Non-Minority	72	70	2	78.26%	77.78%
Minority	11	11	0	11.96%	12.22%
Unknown (Minority)	9	9	0	9.78%	10.00%
Non-PWD	77	74	3	83.70%	82.22%
PWD	3	4	-1	3.26%	4.44%
Unknown (PWD)	12	12	0	13.04%	13.33%
TOTALS	92	90	2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	31	32	-1	47.69%	50.79%
Female	34	31	3	52.31%	49.21%
Non-Minority	48	47	1	73.85%	74.60%
Minority	8	8	0	12.31%	12.70%
Unknown	9	8	1	13.85%	12.70%
TOTALS	65	63	2		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	42.86%	42.86%
Female	4	4	0	57.14%	57.14%
Non-Minority	7	7	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	7	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	2	1	75.00%	66.67%
Female	1	1	0	25.00%	33.33%
Non-Minority	4	3	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	3	1		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	16	17	-1	100.00%	100.00%
Non-Minority	13	13	0	81.25%	76.47%
Minority	3	3	0	18.75%	17.65%
Unknown	0	1	-1	0.00%	5.88%
TOTALS	16	17	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

214-Credit Union

Iowa Department of Credit Union Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	8	-1	58.33%	61.54%
Female	5	5	0	41.67%	38.46%
Non-Minority	10	12	-2	83.33%	92.31%
Minority	1	0	1	8.33%	0.00%
Unknown (Minority)	1	1	0	8.33%	7.69%
Non-PWD	12	13	-1	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
TOTALS	12	13	-1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	8	-1	70.00%	72.73%
Female	3	3	0	30.00%	27.27%
Non-Minority	8	10	-2	80.00%	90.91%
Minority	1	0	1	10.00%	0.00%
Unknown	1	1	0	10.00%	9.09%
TOTALS	10	11	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

217-Professional Licensing

Professional Licensing Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	3	-1	20.00%	27.27%
Female	8	8	0	80.00%	72.73%
Non-Minority	10	11	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	10	10	0	100.00%	90.91%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	1	-1	0.00%	9.09%
TOTALS	10	11	-1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	3	-1	33.33%	50.00%
Female	4	3	1	66.67%	50.00%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	2	3	-1	100.00%	100.00%
Non-Minority	2	3	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	3	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

219-Utilities

Utilities Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	30	29	1	50.85%	50.00%
Female	29	29	0	49.15%	50.00%
Non-Minority	49	49	0	83.05%	84.48%
Minority	8	7	1	13.56%	12.07%
Unknown (Minority)	2	2	0	3.39%	3.45%
Non-PWD	51	51	0	86.44%	87.93%
PWD	1	1	0	1.69%	1.72%
Unknown (PWD)	7	6	1	11.86%	10.34%
TOTALS	59	58	1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	21	22	-1	58.33%	59.46%
Female	15	15	0	41.67%	40.54%
Non-Minority	31	32	-1	86.11%	86.49%
Minority	3	3	0	8.33%	8.11%
Unknown	2	2	0	5.56%	5.41%
TOTALS	36	37	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	9	7	2	64.29%	58.33%
Female	5	5	0	35.71%	41.67%
Non-Minority	10	9	1	71.43%	75.00%
Minority	4	3	1	28.57%	25.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	14	12	2		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	9	9	0	100.00%	100.00%
Non-Minority	8	8	0	88.89%	88.89%
Minority	1	1	0	11.11%	11.11%
Unknown	0	0	0	0.00%	0.00%
TOTALS	9	9	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

238 thru 252 – Corrections

Iowa Department of Corrections Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1,795	1,863	-68	67.71%	67.67%
Female	856	890	-34	32.29%	32.33%
Non-Minority	2,463	2,550	-87	92.91%	92.63%
Minority	167	182	-15	6.30%	6.61%
Unknown (Minority)	21	21	0	0.79%	0.76%
Non-PWD	2,287	2,369	-82	86.27%	86.05%
PWD	61	64	-3	2.30%	2.32%
Unknown (PWD)	303	320	-17	11.43%	11.62%
TOTALS	2,651	2,753	-102		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	89	99	-10	50.86%	52.94%
Female	86	88	-2	49.14%	47.06%
Non-Minority	165	175	-10	94.29%	93.58%
Minority	10	10	0	5.71%	5.35%
Unknown	0	2	-2	0.00%	1.07%
TOTALS	175	187	-12		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	139	134	5	39.49%	37.64%
Female	213	222	-9	60.51%	62.36%
Non-Minority	323	325	-2	91.76%	91.29%
Minority	27	30	-3	7.67%	8.43%
Unknown	2	1	1	0.57%	0.28%
TOTALS	352	356	-4		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	56	53	3	49.12%	45.30%
Female	58	64	-6	50.88%	54.70%
Non-Minority	106	108	-2	92.98%	92.31%
Minority	8	9	-1	7.02%	7.69%
Unknown	0	0	0	0.00%	0.00%
TOTALS	114	117	-3		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1,273	1,344	-71	82.24%	82.25%
Female	275	290	-15	17.76%	17.75%
Non-Minority	1,428	1,503	-75	92.25%	91.98%
Minority	105	117	-12	6.78%	7.16%
Unknown	15	14	1	0.97%	0.86%
TOTALS	1,548	1,634	-86		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	17	19	-2	10.69%	11.45%
Female	142	147	-5	89.31%	88.55%
Non-Minority	152	159	-7	95.60%	95.78%
Minority	6	5	1	3.77%	3.01%
Unknown	1	2	-1	0.63%	1.20%
TOTALS	159	166	-7		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	113	112	1	99.12%	100.00%
Female	1	0	1	0.88%	0.00%
Non-Minority	112	110	2	98.25%	98.21%
Minority	2	2	0	1.75%	1.79%
Unknown	0	0	0	0.00%	0.00%
TOTALS	114	112	2		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	108	102	6	57.14%	56.35%
Female	81	79	2	42.86%	43.65%
Non-Minority	177	170	7	93.65%	93.92%
Minority	9	9	0	4.76%	4.97%
Unknown	3	2	1	1.59%	1.10%
TOTALS	189	181	8		

259-Cultural Affairs

Iowa Department of Cultural Affairs Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	21	20	1	41.18%	37.74%
Female	30	33	-3	58.82%	62.26%
Non-Minority	47	48	-1	92.16%	90.57%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	4	5	-1	7.84%	9.43%
Non-PWD	50	51	-1	98.04%	96.23%
PWD	0	1	-1	0.00%	1.89%
Unknown (PWD)	1	1	0	1.96%	1.89%
TOTALS	51	53	-2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	3	1	50.00%	37.50%
Female	4	5	-1	50.00%	62.50%
Non-Minority	8	8	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	8	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	13	14	-1	38.24%	40.00%
Female	21	21	0	61.76%	60.00%
Non-Minority	32	32	0	94.12%	91.43%
Minority	0	0	0	0.00%	0.00%
Unknown	2	3	-1	5.88%	8.57%
TOTALS	34	35	-1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	33.33%	25.00%
Female	4	6	-2	66.67%	75.00%
Non-Minority	4	6	-2	66.67%	75.00%
Minority	0	0	0	0.00%	0.00%
Unknown	2	2	0	33.33%	25.00%
TOTALS	6	8	-2		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	0	1	50.00%	0.00%
Female	1	1	0	50.00%	100.00%
Non-Minority	2	1	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	1	1		

270-Finance Authority

Iowa Department of Finance Authority Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	25	28	-3	28.41%	30.77%
Female	63	63	0	71.59%	69.23%
Non-Minority	83	85	-2	94.32%	93.41%
Minority	5	6	-1	5.68%	6.59%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	83	85	-2	94.32%	93.41%
PWD	2	2	0	2.27%	2.20%
Unknown (PWD)	3	4	-1	3.41%	4.40%
TOTALS	88	91	-3		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	13	16	-3	26.00%	30.77%
Female	37	36	1	74.00%	69.23%
Non-Minority	48	49	-1	96.00%	94.23%
Minority	2	3	-1	4.00%	5.77%
Unknown	0	0	0	0.00%	0.00%
TOTALS	50	52	-2		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	10	10	0	47.62%	47.62%
Female	11	11	0	52.38%	52.38%
Non-Minority	18	18	0	85.71%	85.71%
Minority	3	3	0	14.29%	14.29%
Unknown	0	0	0	0.00%	0.00%
TOTALS	21	21	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	11.76%	11.11%
Female	15	16	-1	88.24%	88.89%
Non-Minority	17	18	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	17	18	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

285-Public Television

Iowa Public Television Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	59	57	2	62.11%	61.29%
Female	36	36	0	37.89%	38.71%
Non-Minority	77	75	2	81.05%	80.65%
Minority	1	1	0	1.05%	1.08%
Unknown (Minority)	17	17	0	17.89%	18.28%
Non-PWD	76	75	1	80.00%	80.65%
PWD	2	2	0	2.11%	2.15%
Unknown (PWD)	17	16	1	17.89%	17.20%
TOTALS	95	93	2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	5	-1	28.57%	38.46%
Female	10	8	2	71.43%	61.54%
Non-Minority	13	12	1	92.86%	92.31%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	7.14%	7.69%
TOTALS	14	13	1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	23	22	1	60.53%	56.41%
Female	15	17	-2	39.47%	43.59%
Non-Minority	28	29	-1	73.68%	74.36%
Minority	1	1	0	2.63%	2.56%
Unknown	9	9	0	23.68%	23.08%
TOTALS	38	39	-1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	29	28	1	90.63%	90.32%
Female	3	3	0	9.38%	9.68%
Non-Minority	26	25	1	81.25%	80.65%
Minority	0	0	0	0.00%	0.00%
Unknown	6	6	0	18.75%	19.35%
TOTALS	32	31	1		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	20.00%	20.00%
Female	8	8	0	80.00%	80.00%
Non-Minority	9	9	0	90.00%	90.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	10.00%	10.00%
TOTALS	10	10	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	0	1	100.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	0	1		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

269-Economic Development

Iowa Department of Economic Development Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	40	38	2	35.40%	33.04%
Female	73	77	-4	64.60%	66.96%
Non-Minority	104	105	-1	92.04%	91.30%
Minority	7	8	-1	6.19%	6.96%
Unknown (Minority)	2	2	0	1.77%	1.74%
Non-PWD	106	108	-2	93.81%	93.91%
PWD	4	4	0	3.54%	3.48%
Unknown (PWD)	3	3	0	2.65%	2.61%
TOTALS	113	115	-2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	35	33	2	38.46%	35.48%
Female	56	60	-4	61.54%	64.52%
Non-Minority	86	87	-1	94.51%	93.55%
Minority	4	5	-1	4.40%	5.38%
Unknown	1	1	0	1.10%	1.08%
TOTALS	91	93	-2		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	4	0	66.67%	66.67%
Female	2	2	0	33.33%	33.33%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	8	8	0	100.00%	100.00%
Non-Minority	5	5	0	62.50%	62.50%
Minority	2	2	0	25.00%	25.00%
Unknown	1	1	0	12.50%	12.50%
TOTALS	8	8	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	12.50%	12.50%
Female	7	7	0	87.50%	87.50%
Non-Minority	7	7	0	87.50%	87.50%
Minority	1	1	0	12.50%	12.50%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	8	0		

282-Education

Iowa Department of Education Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	83	83	0	31.80%	31.32%
Female	178	182	-4	68.20%	68.68%
Non-Minority	236	241	-5	90.42%	90.94%
Minority	19	18	1	7.28%	6.79%
Unknown (Minority)	6	6	0	2.30%	2.26%
Non-PWD	235	240	-5	90.04%	90.57%
PWD	11	10	1	4.21%	3.77%
Unknown (PWD)	15	15	0	5.75%	5.66%
TOTALS	261	265	-4		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	21	23	-2	60.00%	48.94%
Female	14	24	-10	40.00%	51.06%
Non-Minority	33	44	-11	94.29%	93.62%
Minority	1	2	-1	2.86%	4.26%
Unknown	1	1	0	2.86%	2.13%
TOTALS	35	47	-12		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	57	55	2	32.20%	32.54%
Female	120	114	6	67.80%	67.46%
Non-Minority	160	153	7	90.40%	90.53%
Minority	12	11	1	6.78%	6.51%
Unknown	5	5	0	2.82%	2.96%
TOTALS	177	169	8		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	4.35%	4.35%
Female	44	44	0	95.65%	95.65%
Non-Minority	40	41	-1	86.96%	89.13%
Minority	6	5	1	13.04%	10.87%
Unknown	0	0	0	0.00%	0.00%
TOTALS	46	46	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

283-Vocational Rehabilitation

Iowa Department of Vocational Rehabilitation Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	87	78	9	24.30%	23.08%
Female	271	260	11	75.70%	76.92%
Non-Minority	334	315	19	93.30%	93.20%
Minority	24	21	3	6.70%	6.21%
Unknown (Minority)	0	2	-2	0.00%	0.59%
Non-PWD	314	290	24	87.71%	85.80%
PWD	28	33	-5	7.82%	9.76%
Unknown (PWD)	16	15	1	4.47%	4.44%
TOTALS	358	338	20		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	8	-1	38.89%	44.44%
Female	11	10	1	61.11%	55.56%
Non-Minority	18	17	1	100.00%	94.44%
Minority	0	1	-1	0.00%	5.56%
Unknown	0	0	0	0.00%	0.00%
TOTALS	18	18	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	52	44	8	31.33%	26.99%
Female	114	119	-5	68.67%	73.01%
Non-Minority	155	151	4	93.37%	92.64%
Minority	11	10	1	6.63%	6.13%
Unknown	0	2	-2	0.00%	1.23%
TOTALS	166	163	3		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	25	25	0	100.00%	100.00%
Non-Minority	23	24	-1	92.00%	96.00%
Minority	2	1	1	8.00%	4.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	25	25	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	28	26	2	18.79%	19.70%
Female	121	106	15	81.21%	80.30%
Non-Minority	138	123	15	92.62%	93.18%
Minority	11	9	2	7.38%	6.82%
Unknown	0	0	0	0.00%	0.00%
TOTALS	149	132	17		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

284-College Aid

Iowa Department of College Aid Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	8	8	0	24.24%	22.86%
Female	25	27	-2	75.76%	77.14%
Non-Minority	28	30	-2	84.85%	85.71%
Minority	4	5	-1	12.12%	14.29%
Unknown (Minority)	1	0	1	3.03%	0.00%
Non-PWD	30	32	-2	90.91%	91.43%
PWD	2	2	0	6.06%	5.71%
Unknown (PWD)	1	1	0	3.03%	2.86%
TOTALS	33	35	-2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	6	-3	25.00%	33.33%
Female	9	12	-3	75.00%	66.67%
Non-Minority	11	15	-4	91.67%	83.33%
Minority	1	3	-2	8.33%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	12	18	-6		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	1	4	31.25%	10.00%
Female	11	9	2	68.75%	90.00%
Non-Minority	13	9	4	81.25%	90.00%
Minority	2	1	1	12.50%	10.00%
Unknown	1	0	1	6.25%	0.00%
TOTALS	16	10	6		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	1	-1	0.00%	14.29%
Female	5	6	-1	100.00%	85.71%
Non-Minority	4	6	-2	80.00%	85.71%
Minority	1	1	0	20.00%	14.29%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	7	-2		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

297-Iowa Department on Aging

Iowa Department on Aging Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	5	0	13.16%	15.63%
Female	33	27	6	86.84%	84.38%
Non-Minority	36	31	5	94.74%	96.88%
Minority	1	0	1	2.63%	0.00%
Unknown (Minority)	1	1	0	2.63%	3.13%
Non-PWD	35	29	6	92.11%	90.63%
PWD	1	1	0	2.63%	3.13%
Unknown (PWD)	2	2	0	5.26%	6.25%
TOTALS	38	32	6		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	23.08%	25.00%
Female	10	9	1	76.92%	75.00%
Non-Minority	13	12	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	13	12	1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	11.76%	15.38%
Female	15	11	4	88.24%	84.62%
Non-Minority	15	12	3	88.24%	92.31%
Minority	1	0	1	5.88%	0.00%
Unknown	1	1	0	5.88%	7.69%
TOTALS	17	13	4		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	8	7	1	100.00%	100.00%
Non-Minority	8	7	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	7	1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

309-Workforce Development

Iowa Department of Workforce Development Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	241	244	-3	37.42%	37.20%
Female	403	412	-9	62.58%	62.80%
Non-Minority	513	528	-15	79.66%	80.49%
Minority	129	126	3	20.03%	19.21%
Unknown (Minority)	2	2	0	0.31%	0.30%
Non-PWD	545	543	2	84.63%	82.77%
PWD	46	60	-14	7.14%	9.15%
Unknown (PWD)	53	53	0	8.23%	8.08%
TOTALS	644	656	-12		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	60	69	-9	47.24%	51.49%
Female	67	65	2	52.76%	48.51%
Non-Minority	106	112	-6	83.46%	83.58%
Minority	21	22	-1	16.54%	16.42%
Unknown	0	0	0	0.00%	0.00%
TOTALS	127	134	-7		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	137	136	1	35.96%	35.88%
Female	244	243	1	64.04%	64.12%
Non-Minority	303	308	-5	79.53%	81.27%
Minority	78	70	8	20.47%	18.47%
Unknown	0	1	-1	0.00%	0.26%
TOTALS	381	379	2		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	27	24	3	77.14%	75.00%
Female	8	8	0	22.86%	25.00%
Non-Minority	30	25	5	85.71%	78.13%
Minority	5	7	-2	14.29%	21.88%
Unknown	0	0	0	0.00%	0.00%
TOTALS	35	32	3		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	12	10	2	12.63%	9.52%
Female	83	95	-12	87.37%	90.48%
Non-Minority	69	78	-9	72.63%	74.29%
Minority	24	26	-2	25.26%	24.76%
Unknown	2	1	1	2.11%	0.95%
TOTALS	95	105	-10		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	4	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

336-Iowa Communications Network

Iowa Communications Network Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	51	46	5	65.38%	62.16%
Female	27	28	-1	34.62%	37.84%
Non-Minority	65	62	3	83.33%	83.78%
Minority	10	9	1	12.82%	12.16%
Unknown (Minority)	3	3	0	3.85%	4.05%
Non-PWD	73	68	5	93.59%	91.89%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	5	6	-1	6.41%	8.11%
TOTALS	78	74	4		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	9	8	1	60.00%	57.14%
Female	6	6	0	40.00%	42.86%
Non-Minority	11	11	0	73.33%	78.57%
Minority	3	2	1	20.00%	14.29%
Unknown	1	1	0	6.67%	7.14%
TOTALS	15	14	1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	34	30	4	72.34%	69.77%
Female	13	13	0	27.66%	30.23%
Non-Minority	39	36	3	82.98%	83.72%
Minority	6	5	1	12.77%	11.63%
Unknown	2	2	0	4.26%	4.65%
TOTALS	47	43	4		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	27.27%	25.00%
Female	8	9	-1	72.73%	75.00%
Non-Minority	10	10	0	90.91%	83.33%
Minority	1	2	-1	9.09%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	11	12	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

379-Human Rights

Iowa Department of Human Rights Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	17	18	-1	40.48%	40.91%
Female	25	26	-1	59.52%	59.09%
Non-Minority	38	39	-1	90.48%	88.64%
Minority	4	4	0	9.52%	9.09%
Unknown (Minority)	0	1	-1	0.00%	2.27%
Non-PWD	35	37	-2	83.33%	84.09%
PWD	5	5	0	11.90%	11.36%
Unknown (PWD)	2	2	0	4.76%	4.55%
TOTALS	42	44	-2		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	5	-1	25.00%	31.25%
Female	12	11	1	75.00%	68.75%
Non-Minority	13	12	1	81.25%	75.00%
Minority	3	3	0	18.75%	18.75%
Unknown	0	1	-1	0.00%	6.25%
TOTALS	16	16	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	13	13	0	56.52%	52.00%
Female	10	12	-2	43.48%	48.00%
Non-Minority	22	24	-2	95.65%	96.00%
Minority	1	1	0	4.35%	4.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	23	25	-2		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	3	3	0	100.00%	100.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

401 thru 413 – Human Services

Iowa Department of Human Services Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1,244	1,266	-22	26.70%	26.90%
Female	3,416	3,440	-24	73.30%	73.10%
Non-Minority	4,187	4,239	-52	89.85%	90.08%
Minority	307	290	17	6.59%	6.16%
Unknown (Minority)	166	177	-11	3.56%	3.76%
Non-PWD	4,197	4,208	-11	90.06%	89.42%
PWD	119	130	-11	2.55%	2.76%
Unknown (PWD)	344	368	-24	7.38%	7.82%
TOTALS	4,660	4,706	-46		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	178	187	-9	39.04%	41.65%
Female	278	262	16	60.96%	58.35%
Non-Minority	426	416	10	93.42%	92.65%
Minority	17	18	-1	3.73%	4.01%
Unknown	13	15	-2	2.85%	3.34%
TOTALS	456	449	7		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	326	353	-27	25.83%	26.38%
Female	936	985	-49	74.17%	73.62%
Non-Minority	1,144	1,223	-79	90.65%	91.41%
Minority	84	80	4	6.66%	5.98%
Unknown	34	35	-1	2.69%	2.62%
TOTALS	1,262	1,338	-76		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	19	17	2	21.11%	18.48%
Female	71	75	-4	78.89%	81.52%
Non-Minority	82	84	-2	91.11%	91.30%
Minority	1	1	0	1.11%	1.09%
Unknown	7	7	0	7.78%	7.61%
TOTALS	90	92	-2		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	161	157	4	10.31%	10.03%
Female	1,401	1,409	-8	89.69%	89.97%
Non-Minority	1,392	1,397	-5	89.12%	89.21%
Minority	139	136	3	8.90%	8.68%
Unknown	31	33	-2	1.98%	2.11%
TOTALS	1,562	1,566	-4		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	107	107	0	94.69%	94.69%
Female	6	6	0	5.31%	5.31%
Non-Minority	103	102	1	91.15%	90.27%
Minority	1	1	0	0.88%	0.88%
Unknown	9	10	-1	7.96%	8.85%
TOTALS	113	113	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	452	444	8	38.44%	38.71%
Female	724	703	21	61.56%	61.29%
Non-Minority	1,039	1,016	23	88.35%	88.58%
Minority	65	54	11	5.53%	4.71%
Unknown	72	77	-5	6.12%	6.71%
TOTALS	1,176	1,147	29		

**427 – Inspections and Appeals
Central Office**

**Iowa Department of Inspections & Appeals Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category**

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	74	70	4	28.03%	27.67%
Female	190	183	7	71.97%	72.33%
Non-Minority	248	238	10	93.94%	94.07%
Minority	12	10	2	4.55%	3.95%
Unknown (Minority)	4	5	-1	1.52%	1.98%
Non-PWD	239	226	13	90.53%	89.33%
PWD	10	12	-2	3.79%	4.74%
Unknown (PWD)	15	15	0	5.68%	5.93%
TOTALS	264	253	11		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	33	30	3	55.93%	50.00%
Female	26	30	-4	44.07%	50.00%
Non-Minority	54	54	0	91.53%	90.00%
Minority	3	3	0	5.08%	5.00%
Unknown	2	3	-1	3.39%	5.00%
TOTALS	59	60	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	37	34	3	21.64%	21.38%
Female	134	125	9	78.36%	78.62%
Non-Minority	163	152	11	95.32%	95.60%
Minority	6	5	1	3.51%	3.14%
Unknown	2	2	0	1.17%	1.26%
TOTALS	171	159	12		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	6	-2	11.76%	17.65%
Female	30	28	2	88.24%	82.35%
Non-Minority	31	32	-1	91.18%	94.12%
Minority	3	2	1	8.82%	5.88%
Unknown	0	0	0	0.00%	0.00%
TOTALS	34	34	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

428-State Public Defender

State Public Defender Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	90	92	-2	42.65%	42.79%
Female	121	123	-2	57.35%	57.21%
Non-Minority	187	186	1	88.63%	86.51%
Minority	17	19	-2	8.06%	8.84%
Unknown (Minority)	7	10	-3	3.32%	4.65%
Non-PWD	198	199	-1	93.84%	92.56%
PWD	4	4	0	1.90%	1.86%
Unknown (PWD)	9	12	-3	4.27%	5.58%
TOTALS	211	215	-4		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	13	13	0	44.83%	43.33%
Female	16	17	-1	55.17%	56.67%
Non-Minority	27	27	0	93.10%	90.00%
Minority	1	2	-1	3.45%	6.67%
Unknown	1	1	0	3.45%	3.33%
TOTALS	29	30	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	77	79	-2	55.40%	55.63%
Female	62	63	-1	44.60%	44.37%
Non-Minority	119	119	0	85.61%	83.80%
Minority	14	14	0	10.07%	9.86%
Unknown	6	9	-3	4.32%	6.34%
TOTALS	139	142	-3		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	43	43	0	100.00%	100.00%
Non-Minority	41	40	1	95.35%	93.02%
Minority	2	3	-1	4.65%	6.98%
Unknown	0	0	0	0.00%	0.00%
TOTALS	43	43	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

429-Racing and Gaming

Racing Commission Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	20	19	1	43.48%	41.30%
Female	26	27	-1	56.52%	58.70%
Non-Minority	41	41	0	89.13%	89.13%
Minority	4	4	0	8.70%	8.70%
Unknown (Minority)	1	1	0	2.17%	2.17%
Non-PWD	43	44	-1	93.48%	95.65%
PWD	1	0	1	2.17%	0.00%
Unknown (PWD)	2	2	0	4.35%	4.35%
TOTALS	46	46	0		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	17	-12	62.50%	44.74%
Female	3	21	-18	37.50%	55.26%
Non-Minority	7	35	-28	87.50%	92.11%
Minority	0	2	-2	0.00%	5.26%
Unknown	1	1	0	12.50%	2.63%
TOTALS	8	38	-30		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	1	-1	0.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	1	-1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	14.29%	14.29%
Female	6	6	0	85.71%	85.71%
Non-Minority	5	5	0	71.43%	71.43%
Minority	2	2	0	28.57%	28.57%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	7	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	14	0	14	45.16%	0.00%
Female	17	0	17	54.84%	0.00%
Non-Minority	29	0	29	93.55%	0.00%
Minority	2	0	2	6.45%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	31	0	31		

467-Iowa Law Enforcement Academy

Law Enforcement Academy Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	8	9	-1	36.36%	42.86%
Female	14	12	2	63.64%	57.14%
Non-Minority	21	21	0	95.45%	100.00%
Minority	1	0	1	4.55%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	19	18	1	86.36%	85.71%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	3	3	0	13.64%	14.29%
TOTALS	22	21	1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	50.00%	100.00%
Female	1	0	1	50.00%	0.00%
Non-Minority	2	1	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	1	1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	8	-1	63.64%	66.67%
Female	4	4	0	36.36%	33.33%
Non-Minority	11	12	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	11	12	-1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	8	7	1	100.00%	100.00%
Non-Minority	7	7	0	87.50%	100.00%
Minority	1	0	1	12.50%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	7	1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

532-Department of Management

Iowa Department of Management Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	11	11	0	50.00%	47.83%
Female	11	12	-1	50.00%	52.17%
Non-Minority	19	20	-1	86.36%	86.96%
Minority	2	2	0	9.09%	8.70%
Unknown (Minority)	1	1	0	4.55%	4.35%
Non-PWD	20	21	-1	90.91%	91.30%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	2	2	0	9.09%	8.70%
TOTALS	22	23	-1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	11	11	0	55.00%	52.38%
Female	9	10	-1	45.00%	47.62%
Non-Minority	18	19	-1	90.00%	90.48%
Minority	2	2	0	10.00%	9.52%
Unknown	0	0	0	0.00%	0.00%
TOTALS	20	21	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	100.00%	100.00%
TOTALS	1	1	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

542-Natural Resources

Iowa Department of Natural Resources Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	629	635	-6	71.07%	70.71%
Female	256	263	-7	28.93%	29.29%
Non-Minority	839	851	-12	94.80%	94.77%
Minority	42	44	-2	4.75%	4.90%
Unknown (Minority)	4	3	1	0.45%	0.33%
Non-PWD	816	822	-6	92.20%	91.54%
PWD	16	19	-3	1.81%	2.12%
Unknown (PWD)	53	57	-4	5.99%	6.35%
TOTALS	885	898	-13		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	65	65	0	63.11%	61.32%
Female	38	41	-3	36.89%	38.68%
Non-Minority	101	104	-3	98.06%	98.11%
Minority	2	2	0	1.94%	1.89%
Unknown	0	0	0	0.00%	0.00%
TOTALS	103	106	-3		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	345	351	-6	69.98%	70.34%
Female	148	148	0	30.02%	29.66%
Non-Minority	467	471	-4	94.73%	94.39%
Minority	23	26	-3	4.67%	5.21%
Unknown	3	2	1	0.61%	0.40%
TOTALS	493	499	-6		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	135	126	9	93.75%	91.97%
Female	9	11	-2	6.25%	8.03%
Non-Minority	139	133	6	96.53%	97.08%
Minority	4	3	1	2.78%	2.19%
Unknown	1	1	0	0.69%	0.73%
TOTALS	144	137	7		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	70	77	-7	92.11%	92.77%
Female	6	6	0	7.89%	7.23%
Non-Minority	70	77	-7	92.11%	92.77%
Minority	6	6	0	7.89%	7.23%
Unknown	0	0	0	0.00%	0.00%
TOTALS	76	83	-7		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	9	-2	11.29%	13.85%
Female	55	56	-1	88.71%	86.15%
Non-Minority	55	58	-3	88.71%	89.23%
Minority	7	7	0	11.29%	10.77%
Unknown	0	0	0	0.00%	0.00%
TOTALS	62	65	-3		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	5	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	100.00%	66.67%
Female	0	1	-1	0.00%	33.33%
Non-Minority	2	3	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	3	-1		

547-Iowa Board of Parole

Iowa Parole Board Workforce Composition End of FY 2014 to End of FY 2015 Comparison
for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	3	1	44.44%	37.50%
Female	5	5	0	55.56%	62.50%
Non-Minority	8	8	0	88.89%	100.00%
Minority	1	0	1	11.11%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	9	8	1	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
TOTALS	9	8	1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	1	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	50.00%	100.00%
Minority	1	0	1	50.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	1	1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	33.33%	33.33%
Female	4	4	0	66.67%	66.67%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

553-Iowa Public Employees' Retirement System (IPERS)

IPERS Workforce Composition End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	29	27	2	37.18%	36.00%
Female	49	48	1	62.82%	64.00%
Non-Minority	68	67	1	87.18%	89.33%
Minority	10	8	2	12.82%	10.67%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	74	72	2	94.87%	96.00%
PWD	2	1	1	2.56%	1.33%
Unknown (PWD)	2	2	0	2.56%	2.67%
TOTALS	78	75	3		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	23	22	1	45.10%	44.00%
Female	28	28	0	54.90%	56.00%
Non-Minority	46	45	1	90.20%	90.00%
Minority	5	5	0	9.80%	10.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	51	50	1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	6	4	2	37.50%	30.77%
Female	10	9	1	62.50%	69.23%
Non-Minority	12	11	1	75.00%	84.62%
Minority	4	2	2	25.00%	15.38%
Unknown	0	0	0	0.00%	0.00%
TOTALS	16	13	3		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0	0.00%	0.00%

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	1	-1	0.00%	8.33%
Female	11	11	0	100.00%	91.67%
Non-Minority	10	11	-1	90.91%	91.67%
Minority	1	1	0	9.09%	8.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	11	12	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

572-Public Employment Relations Board (PERB)

PERB Workforce Composition End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	4	-1	33.33%	40.00%
Female	6	6	0	66.67%	60.00%
Non-Minority	9	10	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	7	8	-1	77.78%	80.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	2	2	0	22.22%	20.00%
TOTALS	9	10	-1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	66.67%	66.67%
Female	1	1	0	33.33%	33.33%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	2	-1	25.00%	40.00%
Female	3	3	0	75.00%	60.00%
Non-Minority	4	5	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	5	-1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

582-Public Defense

Iowa Department of Public Defense Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	204	221	-17	79.07%	79.78%
Female	54	56	-2	20.93%	20.22%
Non-Minority	238	255	-17	92.25%	92.06%
Minority	13	15	-2	5.04%	5.42%
Unknown (Minority)	7	7	0	2.71%	2.53%
Non-PWD	232	250	-18	89.92%	90.25%
PWD	7	8	-1	2.71%	2.89%
Unknown (PWD)	19	19	0	7.36%	6.86%
TOTALS	258	277	-19		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	17	18	-1	65.38%	66.67%
Female	9	9	0	34.62%	33.33%
Non-Minority	22	23	-1	84.62%	85.19%
Minority	3	3	0	11.54%	11.11%
Unknown	1	1	0	3.85%	3.70%
TOTALS	26	27	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	30	32	-2	75.00%	74.42%
Female	10	11	-1	25.00%	25.58%
Non-Minority	35	38	-3	87.50%	88.37%
Minority	1	1	0	2.50%	2.33%
Unknown	4	4	0	10.00%	9.30%
TOTALS	40	43	-3		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	60.00%	60.00%
Female	2	2	0	40.00%	40.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	71	88	-17	98.61%	95.65%
Female	1	4	-3	1.39%	4.35%
Non-Minority	66	84	-18	91.67%	91.30%
Minority	6	8	-2	8.33%	8.70%
Unknown	0	0	0	0.00%	0.00%
TOTALS	72	92	-20		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	4	1	25.00%	22.22%
Female	15	14	1	75.00%	77.78%
Non-Minority	19	17	2	95.00%	94.44%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	5.00%	5.56%
TOTALS	20	18	2		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	65	63	2	97.01%	96.92%
Female	2	2	0	2.99%	3.08%
Non-Minority	66	64	2	98.51%	98.46%
Minority	1	1	0	1.49%	1.54%
Unknown	0	0	0	0.00%	0.00%
TOTALS	67	65	2		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	13	13	0	46.43%	48.15%
Female	15	14	1	53.57%	51.85%
Non-Minority	25	24	1	89.29%	88.89%
Minority	2	2	0	7.14%	7.41%
Unknown	1	1	0	3.57%	3.70%
TOTALS	28	27	1		

583-Homeland Security and Emergency Management

Iowa Department of Homeland Security Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	55	66	-11	59.78%	58.93%
Female	37	46	-9	40.22%	41.07%
Non-Minority	84	103	-19	91.30%	91.96%
Minority	5	6	-1	5.43%	5.36%
Unknown (Minority)	3	3	0	3.26%	2.68%
Non-PWD	84	104	-20	91.30%	92.86%
PWD	4	4	0	4.35%	3.57%
Unknown (PWD)	4	4	0	4.35%	3.57%
TOTALS	92	112	-20		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	43	53	-10	65.15%	62.35%
Female	23	32	-9	34.85%	37.65%
Non-Minority	58	77	-19	87.88%	90.59%
Minority	5	5	0	7.58%	5.88%
Unknown	3	3	0	4.55%	3.53%
TOTALS	66	85	-19		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	11	12	-1	50.00%	52.17%
Female	11	11	0	50.00%	47.83%
Non-Minority	22	22	0	100.00%	95.65%
Minority	0	1	-1	0.00%	4.35%
Unknown	0	0	0	0.00%	0.00%
TOTALS	22	23	-1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	3	3	0	100.00%	100.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

588-Public Health

Iowa Department of Public Health Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	107	111	-4	26.95%	28.32%
Female	290	281	9	73.05%	71.68%
Non-Minority	358	356	2	90.18%	90.82%
Minority	35	32	3	8.82%	8.16%
Unknown (Minority)	4	4	0	1.01%	1.02%
Non-PWD	364	353	11	91.69%	90.05%
PWD	19	23	-4	4.79%	5.87%
Unknown (PWD)	14	16	-2	3.53%	4.08%
TOTALS	397	392	5		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	40	43	-3	34.19%	37.39%
Female	77	72	5	65.81%	62.61%
Non-Minority	112	110	2	95.73%	95.65%
Minority	4	4	0	3.42%	3.48%
Unknown	1	1	0	0.85%	0.87%
TOTALS	117	115	2		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	56	56	0	28.72%	29.17%
Female	139	136	3	71.28%	70.83%
Non-Minority	177	177	0	90.77%	92.19%
Minority	17	14	3	8.72%	7.29%
Unknown	1	1	0	0.51%	0.52%
TOTALS	195	192	3		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	2	-1	100.00%	66.67%
Female	0	1	-1	0.00%	33.33%
Non-Minority	1	3	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	3	-2		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	10	10	0	11.90%	12.20%
Female	74	72	2	88.10%	87.80%
Non-Minority	68	66	2	80.95%	80.49%
Minority	14	14	0	16.67%	17.07%
Unknown	2	2	0	2.38%	2.44%
TOTALS	84	82	2		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

595-Public Safety

Iowa Department of Public Safety Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	691	681	10	78.43%	78.91%
Female	190	182	8	21.57%	21.09%
Non-Minority	847	828	19	96.14%	95.94%
Minority	27	28	-1	3.06%	3.24%
Unknown (Minority)	7	7	0	0.79%	0.81%
Non-PWD	808	785	23	91.71%	90.96%
PWD	16	18	-2	1.82%	2.09%
Unknown (PWD)	57	60	-3	6.47%	6.95%
TOTALS	881	863	18		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	48	52	-4	72.73%	75.36%
Female	18	17	1	27.27%	24.64%
Non-Minority	64	66	-2	96.97%	95.65%
Minority	2	2	0	3.03%	2.90%
Unknown	0	1	-1	0.00%	1.45%
TOTALS	66	69	-3		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	30	28	2	69.77%	65.12%
Female	13	15	-2	30.23%	34.88%
Non-Minority	36	35	1	83.72%	81.40%
Minority	5	6	-1	11.63%	13.95%
Unknown	2	2	0	4.65%	4.65%
TOTALS	43	43	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	30	29	1	51.72%	55.77%
Female	28	23	5	48.28%	44.23%
Non-Minority	53	48	5	91.38%	92.31%
Minority	4	4	0	6.90%	7.69%
Unknown	1	0	1	1.72%	0.00%
TOTALS	58	52	6		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	550	539	11	93.06%	93.25%
Female	41	39	2	6.94%	6.75%
Non-Minority	574	561	13	97.12%	97.06%
Minority	13	13	0	2.20%	2.25%
Unknown	4	4	0	0.68%	0.69%
TOTALS	591	578	13		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	27	26	1	23.08%	22.81%
Female	90	88	2	76.92%	77.19%
Non-Minority	115	112	3	98.29%	98.25%
Minority	2	2	0	1.71%	1.75%
Unknown	0	0	0	0.00%	0.00%
TOTALS	117	114	3		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	6	7	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	6	-1	83.33%	85.71%
Minority	1	1	0	16.67%	14.29%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	7	-1		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

627-Lottery

Iowa Lottery Workforce Composition End of FY 2014 to End of FY 2015 Comparison for
Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	67	64	3	63.21%	60.95%
Female	39	41	-2	36.79%	39.05%
Non-Minority	102	101	1	96.23%	96.19%
Minority	4	4	0	3.77%	3.81%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	97	97	0	91.51%	92.38%
PWD	8	7	1	7.55%	6.67%
Unknown (PWD)	1	1	0	0.94%	0.95%
TOTALS	106	105	1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	15	13	2	55.56%	52.00%
Female	12	12	0	44.44%	48.00%
Non-Minority	26	24	2	96.30%	96.00%
Minority	1	1	0	3.70%	4.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	27	25	2		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	9	8	1	52.94%	50.00%
Female	8	8	0	47.06%	50.00%
Non-Minority	17	16	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	17	16	1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	40	40	0	67.80%	65.57%
Female	19	21	-2	32.20%	34.43%
Non-Minority	57	59	-2	96.61%	96.72%
Minority	2	2	0	3.39%	3.28%
Unknown	0	0	0	0.00%	0.00%
TOTALS	59	61	-2		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	2	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

625-Revenue

Iowa Department of Revenue Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	106	110	-4	36.18%	39.01%
Female	187	172	15	63.82%	60.99%
Non-Minority	237	224	13	80.89%	79.43%
Minority	41	38	3	13.99%	13.48%
Unknown (Minority)	15	20	-5	5.12%	7.09%
Non-PWD	250	233	17	85.32%	82.62%
PWD	20	21	-1	6.83%	7.45%
Unknown (PWD)	23	28	-5	7.85%	9.93%
TOTALS	293	282	11		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	75	80	-5	40.54%	43.01%
Female	110	106	4	59.46%	56.99%
Non-Minority	157	156	1	84.86%	83.87%
Minority	19	18	1	10.27%	9.68%
Unknown	9	12	-3	4.86%	6.45%
TOTALS	185	186	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	29	26	3	48.33%	47.27%
Female	31	29	2	51.67%	52.73%
Non-Minority	44	41	3	73.33%	74.55%
Minority	12	11	1	20.00%	20.00%
Unknown	4	3	1	6.67%	5.45%
TOTALS	60	55	5		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	3	-2	2.13%	7.50%
Female	46	37	9	97.87%	92.50%
Non-Minority	35	27	8	74.47%	67.50%
Minority	10	9	1	21.28%	22.50%
Unknown	2	4	-2	4.26%	10.00%
TOTALS	47	40	7		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	100.00%
TOTALS	1	1	0		

635-Secretary of State

Secretary of State Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	9	6	3	40.91%	26.09%
Female	13	17	-4	59.09%	73.91%
Non-Minority	16	17	-1	72.73%	73.91%
Minority	3	2	1	13.64%	8.70%
Unknown (Minority)	3	4	-1	13.64%	17.39%
Non-PWD	21	20	1	95.45%	86.96%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	1	3	-2	4.55%	13.04%
TOTALS	22	23	-1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	50.00%	42.86%
Female	3	4	-1	50.00%	57.14%
Non-Minority	6	6	0	100.00%	85.71%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	14.29%
TOTALS	6	7	-1		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	3	1	57.14%	50.00%
Female	3	3	0	42.86%	50.00%
Non-Minority	6	5	1	85.71%	83.33%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	14.29%	16.67%
TOTALS	7	6	1		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2	0	2	22.22%	0.00%
Female	7	10	-3	77.78%	100.00%
Non-Minority	4	6	-2	44.44%	60.00%
Minority	3	2	1	33.33%	20.00%
Unknown	2	2	0	22.22%	20.00%
TOTALS	9	10	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

645-Transportation

Iowa Department of Transportation Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	2,074	2,061	13	76.62%	76.16%
Female	633	645	-12	23.38%	23.84%
Non-Minority	2,575	2,577	-2	95.12%	95.23%
Minority	122	120	2	4.51%	4.43%
Unknown (Minority)	10	9	1	0.37%	0.33%
Non-PWD	1,886	1,905	-19	69.67%	70.40%
PWD	104	117	-13	3.84%	4.32%
Unknown (PWD)	717	684	33	26.49%	25.28%
TOTALS	2,707	2,706	1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	193	168	25	65.42%	63.88%
Female	102	95	7	34.58%	36.12%
Non-Minority	281	253	28	95.25%	96.20%
Minority	13	10	3	4.41%	3.80%
Unknown	1	0	1	0.34%	0.00%
TOTALS	295	263	32		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	281	303	-22	70.78%	71.13%
Female	116	123	-7	29.22%	28.87%
Non-Minority	362	394	-32	91.18%	92.49%
Minority	29	28	1	7.30%	6.57%
Unknown	6	4	2	1.51%	0.94%
TOTALS	397	426	-29		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	183	193	-10	81.70%	82.13%
Female	41	42	-1	18.30%	17.87%
Non-Minority	213	221	-8	95.09%	94.04%
Minority	11	13	-2	4.91%	5.53%
Unknown	0	1	-1	0.00%	0.43%
TOTALS	224	235	-11		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	100	103	-3	90.91%	91.15%
Female	10	10	0	9.09%	8.85%
Non-Minority	106	109	-3	96.36%	96.46%
Minority	4	4	0	3.64%	3.54%
Unknown	0	0	0	0.00%	0.00%
TOTALS	110	113	-3		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	40	40	0	11.36%	11.17%
Female	312	318	-6	88.64%	88.83%
Non-Minority	334	340	-6	94.89%	94.97%
Minority	18	18	0	5.11%	5.03%
Unknown	0	0	0	0.00%	0.00%
TOTALS	352	358	-6		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1,205	1,179	26	97.73%	97.36%
Female	28	32	-4	2.27%	2.64%
Non-Minority	1,187	1,164	23	96.27%	96.12%
Minority	43	43	0	3.49%	3.55%
Unknown	3	4	-1	0.24%	0.33%
TOTALS	1,233	1,211	22		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	72	75	-3	75.00%	75.00%
Female	24	25	-1	24.00%	119.05%
Non-Minority	92	96	-4	92.00%	457.14%
Minority	4	4	0	4.00%	19.05%
Unknown	0	0	0	0.00%	0.00%
TOTALS	96	100	-4		

655-Treasurer

Treasurer of State Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	5	0	20.83%	20.00%
Female	19	20	-1	79.17%	80.00%
Non-Minority	23	24	-1	95.83%	96.00%
Minority	1	1	0	4.17%	4.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	24	25	-1	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
TOTALS	24	25	-1		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	27.27%	27.27%
Female	8	8	0	72.73%	72.73%
Non-Minority	11	11	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	11	11	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	33.33%	33.33%
Female	2	2	0	66.67%	66.67%
Non-Minority	2	2	0	66.67%	66.67%
Minority	1	1	0	33.33%	33.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	10.00%	9.09%
Female	9	10	-1	90.00%	90.91%
Non-Minority	10	11	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	11	-1		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

670-Veteran's Affairs

Iowa Department of Veteran's Affairs Workforce Composition
End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	8	8	0	61.54%	61.54%
Female	5	5	0	38.46%	38.46%
Non-Minority	13	13	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	13	13	0	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
TOTALS	13	13	0		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	4	4	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	1	1	0	16.67%	16.67%
Female	5	5	0	83.33%	83.33%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

671-Veteran's Home

Iowa Veteran's Home Workforce Composition

End of FY 2014 to End of FY 2015 Comparison for Total Agency and by EEO Category

Total Agency	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	151	160	-9	19.53%	20.33%
Female	622	627	-5	80.47%	79.67%
Non-Minority	713	736	-23	92.24%	93.52%
Minority	56	48	8	7.24%	6.10%
Unknown (Minority)	4	3	1	0.52%	0.38%
Non-PWD	724	734	-10	93.66%	93.27%
PWD	24	24	0	3.10%	3.05%
Unknown (PWD)	25	29	-4	3.23%	3.68%
TOTALS	773	787	-14		

1. OFFICIAL/ADMINISTRATOR	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	7	11	-4	28.00%	40.74%
Female	18	16	2	72.00%	59.26%
Non-Minority	25	27	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	25	27	-2		

2. PROFESSIONAL	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	32	33	-1	21.62%	19.41%
Female	116	137	-21	78.38%	80.59%
Non-Minority	143	165	-22	96.62%	97.06%
Minority	5	5	0	3.38%	2.94%
Unknown	0	0	0	0.00%	0.00%
TOTALS	148	170	-22		

3. TECHNICIAN	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	9	12	-3	9.47%	12.63%
Female	86	83	3	90.53%	87.37%
Non-Minority	90	91	-1	94.74%	95.79%
Minority	5	4	1	5.26%	4.21%
Unknown	0	0	0	0.00%	0.00%
TOTALS	95	95	0		

4. PROTECTIVE SERVICE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	5	5	0	83.33%	83.33%
Female	1	1	0	16.67%	16.67%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

6. ADMINISTRATIVE SUPPORT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	11	10	1	19.30%	16.95%
Female	46	49	-3	80.70%	83.05%
Non-Minority	55	57	-2	96.49%	96.61%
Minority	2	2	0	3.51%	3.39%
Unknown	0	0	0	0.00%	0.00%
TOTALS	57	59	-2		

7. SKILLED CRAFT	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	22	21	1	95.65%	95.45%
Female	1	1	0	4.35%	4.55%
Non-Minority	23	22	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	23	22	1		

8. SERVICE/MAINTENANCE	June '15	June '14	Net Change	As a % of Agency Workforce	
				June '15	June '14
Male	65	68	-3	15.51%	16.67%
Female	354	340	14	84.49%	83.33%
Non-Minority	371	368	3	88.54%	90.20%
Minority	44	37	7	10.50%	9.07%
Unknown	4	3	1	0.95%	0.74%
TOTALS	419	408	11		

APPENDIX E:

RESOURCES AND LINKS

The following list of links and resources provide additional information regarding the State's diversity-related programs, DAS resources, and the executive branch departments.

State of Iowa Home Page

<http://www.iowa.gov/state/main/index.html>

Iowa Code, Chapter 19B

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

Iowa Administrative Code

The Department of Administrative Services' primary rule chapter is 11 of the Iowa Administrative Code.

<https://www.legis.iowa.gov/law/administrativeRules/rules?agency=11&chapter=68&pubDate=01-09-2013>

Performance & Development Solutions (PDS) Training Resources

It is the mission of PDS to: *Provide performance development services that directly impact the ability of the State of Iowa to deliver expert, timely and cost effective programs and services.*

<https://das.iowa.gov/human-resources/training-and-development>

Equal Employment Opportunity Commission (EEOC) Home Page

<http://www.eeoc.gov/>