IOWA DEPARTMENT OF TRANSPORTATION of World Ishiel HF 5549.5 sion/Bureau/Office Directors February 9, 1990 Date .A34 rict/Resident Engineers 159 rict Materials Engineers Ref. No. 263 1990 Rout the numan Resources Bureau Affirmative Action Plan for Calendar Year 1990 bject Attached is the DOT Affirmative Action Plan for 1990 which was approved by the Iowa Department of Personnel in January of this year. This plan reflects our affirmative action goals by organizational unit and as an agency. The goals were established based on input from the divisions and districts regarding anticipated vacancies and hiring opportunities in classes

that are underutilized for females, minorities, or both. DOT is not underutilized for persons with disabilities, so no goals were established.

If you have any questions regarding this information or need additional clarification, please contact me at 515/239-1188 or by PROFS.

#### Attachment

cc: D. Rensink

D. Tice

### STATE OF IOWA

# AFFIRMATIVE ACTION PLAN FOR THE

DEPARTMENT OF Transportation

PPPPOTTUP NA	TP. January 1, 1000
	TE: January 1, 1990
TIME FRAME: January	1, 1990 to December 31, 1990
P	REPARED BY:
Fran Rout	
	(NAME)
Personnel Ma	anagement Specialist 3
	(TITLE)
Darrel Ren	ısink
Davil Ken	wink, DIRECTOR
APPROVED BY:	REVIEWED BY:
STATE OF IOWA	
DEPARTMENT OF PERSONNEL AFFIRMATIVE ACTION ADMINISTRATOR	(EMPLOYMENT SPECIALIST
AFFIRMATIVE ACTION ADMINISTRATOR	(EMPLOIMENT SPECIALIST
THOMAS E. DONAHUE, DIRECTOR	(PERSONNEL OFFICER)

CFN 552-0532

# Iowa Department of Transportation

800 Lincoln Way, Ames, IA 50010

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Iowa Department of Transportation's Equal Employment Opportunity Policy is founded on the principle that equality and human dignity is the right of every individual.

Equal employment opportunity will be provided to all employees and applicants without regard to race, religion, national origin, sex, physical or mental disability or age (except when such may be a bona fide occupational qualification). Every effort shall be made to ensure that reasonable accommodations are provided to persons with disabilities and that the rights of veterans of recognized military conflicts including Vietnam Veterans and all disabled veterans are protected.

Managers and supervisors will assume responsibility for, and will be evaluated on, their equal opportunity performance. These responsibilities include administration of employment policies relating to recruitment, hiring, promotion, classification, compensation, transfer, layoff, return from layoff, training, tuition reimbursement and benefits.

The Human Resources Bureau will be responsible for reviewing, revising and recommending changes in the employment qualifications. standards, policies and procedures to assure compliance with the laws listed below. The Human Resources Bureau will investigate any instance of alleged discrimination in the employment policies and procedures of the Iowa Department of Transportation. Employees who cannot resolve these problems with their immediate supervisors are urged to contact the Human Resources Bureau at 515/239-1431.

> Darrel Rensink Director

U.S. Civil Rights Act of 1964 Title VII Iowa Civil Rights Act of 1965 as Amended State of Iowa Executive Orders 15, 34 and 46 Assurances of the Federal Aid Highway Act 1968 The Vietnam Era Veterans Readjustment Assistance Act 1974

### SUMMARY OF CURRENT YEAR ACTIVITIES

### **Proposed 1989 Actions:**

a. Action Plan

See attached.

b. Results/Evaluation

### Additional actions taken by the Department:

### Areas where Goals were met:

EEO-4	Female	Minority
Category	Goal	Goal
01	1	
04		1
05	2	1
06		5

### Persons With Disabilities Goal:

Our agency is not underutilized for persons with disabilities and therefore no goals were set.

### Areas where Goals NOT met and reason:

EEO-4 Category 02 03	Female Goal 20 14	Percent Achieved Female 50% 50	Female Reason Shortage of females available with required skills " " on lists
04	1	0	
** 06	2	- 0	The high turnover & lack of refilling those positions
07	4	0	Shortage of females
08	17	76	Turnover & lack of candidates
		Percent	
EEO-4	Minority	Achieved	Minority .
Category	Goal	Minority	Reason
02	7	42.8%	Shortage of candidates
03	10	0	Shortage of candidates
07	5	.2	Shortage of candidates
08	12	58.3	Shortage of candidates

Persons With Disabilities Goal: None established.

<sup>\*\*</sup> Losing individuals in the job classes that are not underutilized also led to not being able to achieve our goals in this generally female dominated category.

CFN 552-0531

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	230.03
Related Policies & Procedures	
230.01, 230.02	

Authority: The Director of Transportation in conformance with Title VII of the Civil Rights Act of 1964, U.S. Executive Order 11246, Section 504 of the Rehabilitation Act of 1973, Iowa Civil Rights Act of 1965 as amended (Iowa Code chapter 601A), State of Iowa Executive Orders 15(4-2-73), 34(7-22-88) and 46(12-21-82), Chapters 12 and 20 of the Iowa Department of Personnel Rules, and other pertinent civil rights and affirmative action rules and regulations.

Contents: This policy establishes the agency policy and employee responsibilities for affirmative action and equal opportunity.

#### Affected Offices: All

#### Definitions:

Affirmative action: Action appropriate to overcome the effects of past or present practices, policies or other barriers to equal employment opportunity.

#### Protected classes:

Ethnic Minorities. Persons having origins in any of the following--African racial groups (Blacks); Spanish cultural groups (Hispanic); original North American racial groups (American Indian or Alaskan native); or Far Eastern, S.E. Asian, Indian, or Pacific Island groups (Asian or Pacific Islander).

#### Women.

Disabled. Any person who a) has a physical or mental impairment which substantially limits one or more major life activities, b) has a record of such an impairment, or c) is regarded as having such an impairment.

Persons age 18 or older.

Veterans. Disabled veterans of any war, and veterans who have served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, with a discharge other than dishonorable.

Sexual harassment: Any act of discrimination which uses sexual submission or rejection as a condition of employment, or conduct of a sexual nature which interferes with an employee's work performance by creating an intimidating, hostile, or offensive work environment.

Unlawful discrimination: The act of making a distinction between two or more equally qualified persons on the basis of race, religion, national origin, sex, color, creed, mental or physical disability, or age, when such act affects those persons' employment situations in any way.

#### Forms:

140009: Employee Distribution Interview Report

M-12: Confidential Performance Review/Evaluation, Section A

P-1: Report of Personnel Action

#### Policy and Procedure:

#### L AGENCY POLICY

- A. The Department is an equal employment opportunity and affirmative action employer.
- B. The Department prohibits unlawful discrimination in employment policies and practices on the basis of race, religion, national origin, sex, color, creed, mental or physical disability or age (except when such may be a bona fide occupational qualification).
- C. All applicants and employees shall be treated equally in order to achieve the affirmative action goals of the Department. Managers and supervisors shall appoint, promote, assign, train and evaluate the performance of employees on the basis of individual qualification and merit and shall not unlawfully discriminate against applicants and employees.
- D. Reasonable accommodations for the physical and mental limitations of disabled employees shall be made unless these accommodations would create undue hardship for the agency.
- E. Hiring and promotional goals for protected classes shall be established.
- F. Protected class employees shall be encouraged to participate in training programs to enhance their career development.
- G. A work environment conducive to equal opportunity and affirmative action and free of sexual intimidation or harassment shall be maintained.

#### II. IMPLEMENTATION OF POLICY

#### A. Plan, Goals and Reporting

- 1. The Bureau of Human Resources shall develop the agency Affirmative Action Plan, train employees regarding its implementation, and maintain records as required by law.
- 2. Managers and supervisors shall establish hiring and promotional goals for protected classes, with special consideration for underutilized classifications.
- 3. Form 140009, "Employee Distribution Interview Report", shall be completed by the selecting authority after the candidates have been interviewed (not required for mandatory transfers or nonpermanent appointments). It shall then be attached to the P-1 and forwarded to the Bureau of Human Resources.

#### B. Appointments

- 1. Members of protected classes shall be selected to fill vacant positions in accordance with the intent of the agency's Affirmative Action Plan.
- 2. Form 140009 shall be completed as outlined in Section II.A.
- 3. The Department of Personnel and local Division of Job Service offices shall assist in the recruitment of members of protected classes.
- 4. All advertisements to recruit applicants for employment shall include the phrase "an equal opportunity employer".

#### C. Training and Career Development

All managers and supervisors shall receive affirmative action training.

- 2. Vocational and job-related training shall be made available to all employees.

  Managers and supervisors shall encourage employees to participate in these training programs, giving special consideration to members of protected classes.
- Managers and supervisors shall document assistance and guidance given to members of protected classes in planning career development.
- 4. The Bureau of Human Resources shall assist in the career development of members of protected classes.
- D. Responsibilities and Performance Standards for Managers and Supervisors
  - Managers and supervisors are responsible for assuring that the provisions of this
    policy are followed.
  - Form M-12, "Confidential Performance Review/Evaluation, Section A", for all managers and supervisors shall contain the following standards:
    - a. Members of protected classes shall be selected to fill vacant positions in accordance with the intent of the agency's Affirmative Action Plan.
    - Documented assistance and guidance shall be provided to members of protected classes in planning career development.
    - c. Disposition of grievances and appeals alleging discrimination and the results of exit interviews shall indicate that equitable treatment has been afforded all employees.

#### E. Disciplinary Matters

- Managers and supervisors shall work closely with the Bureau of Human Resources on disciplinary matters involving protected class employees. All disciplinary actions shall be documented in accordance with Policy No. 230.02, "Disciplinary Action".
- Any act of unlawful discrimination or sexual harassment by one employee against another employee, or between groups of employees, is cause for disciplinary action and shall be settled in accordance with Policy No. 230.02.
- F. Resolution of Alleged Acts of Unlawful Discrimination or Sexual Harassment
  - 1. Any employee who alleges an act of unlawful discrimination or sexual harassment has the right to seek resolution of the situation without jeopardizing employment or future professional opportunities.
  - 2. A noncontract employee may seek resolution of the matter by using the grievance (nondisciplinary matters) or the disciplinary action appeal procedure set out in Policy No. 230.01, "Grievances and Disciplinary Action Appeals".
  - 3. A contract employee seeking resolution of a nondisciplinary matter not covered by contract may also use the grievance procedure set out in Policy No. 230.01. Otherwise, the contract grievance procedure shall be followed.
  - 4. In lieu of or concurrently with these procedures, any employee may also formally appeal the matter to either the Iowa Civil Rights Commission or to the U.S. Equal Employment Opportunity Commission. The employee should consult with either or both of these agencies for further advice and procedures, including applicable time limits.

#### G. Posting

Supervisors shall post this policy on bulletin boards within their respective work areas.

### Policy No. 230.03

### H. Contract Employees

If any provision of this policy is in conflict with the terms and conditions of a properly executed collective bargaining agreement, the collective bargaining agreement shall prevail in all issues except those in conflict with state and federal statutes regarding civil rights.

### A) Action Plan

 a) Recruitment targeted towards colleges and universities with civil engineering disciplines and other schools with technically oriented programs.

- b) Continued review of selection criteria to assure objectivity in selections.
- c) Selection of women and minorities in entry-level vacancies to allow for the establishment of a group from which future promotions can be made.

### B) Results/Evaluation

 Participated in engineering recruitment activities at ISU and U of I. DOT hired eighteen engineers, two female and two minority engineers.

Several colleges and other community resources were contacted regarding Motor Vehicle Officer 1 vacancies. As a result 472 applications were received (97 female and 36 minorities). Only 74 of the protected class individuals appeared on a class printout. Several have been considered, but have been unable to complete or pass the required tests.

Technical schools and colleges were notified of DOT interest in recruiting for Automotive Mechanics. Some minority interest in District 3; however no hires in 1989. We've had contact with three females who may be interested in Auto Mechanic Helper vacancies upon graduation. DOT hired their first female Auto Mechanic Helper in District 6.

- b) Through general review of hiring decisions, particularly in underutilized classes, selecting authorities are doing a better job of using job related criteria to make selections.
- DOT has made progress in some job classes as noted on our quarterly reports.

- C) Additional Actions Taken By The Department
- a) Joined the College Placement Council and the Midwest College Placement Council to further our contacts and establish recruitment areas.

Consulted with other states' recruitment departments for insight into civil engineer recruitment activities.

Attended Freshman Engineering Recruitment Banquet at ISU, Minority Student Banquet and Career Fair at ISU, ISU's general career fair, and U of I's career fair.

- b) Offered face to face and telephone consultation to supervisors and managers on selection criteria and/or selections to be made.
- c) Increased contacts with community resources around the state so as to target referrals of women and minority candidates to local Job Service offices.

Seven public orientation sessions were held to give the public information on how to apply for DOT jobs and how the state employment process works.

Additionally HRB has met with minority leaders, attended minority conferences & symposiums, been an active member of Job Placement Network (involved in placement of social program clients), been involved in mock interviews with area community college students. participated in and encouraged public awareness at IDOP's State Fair Booth and DOT's Director's Advisory Committee on Affirmative Action State Fair Booth.

- Continue to work with IDOP to finalize career planning opportunities for employees. Investigate how fast track training programs may be incorporated in specific job classes.
- We also encourage supervisors and managers to take appropriate IMTS courses to learn necessary skills in dealing with situations and attitudes which may present themselves. In some cases, we identify and require additional remedial training when problems are anticipated or have been identified.

- selected.
- Supervisors are responsible to provide on-the-job training for employees in new jobs. We also utilize technical training programs for individuals in specific job classes. We continue to work with supervisors in establishing formalized training plans to ensure employees have every opportunity to be successful.
- We continue to counsel supervisors regarding appropriate activities in preparation of females entering a nontraditional job class or work site for the first time.

Provide necessary technical training to allow for success once

Continued training of managers

and supervisors in dealing with

females in non-traditional

positions.

#### A) Action Plan

f) Continued coordination with local Job Service offices in identifying and referring protected class individuals to interview for vacancies.

### B) Results/Evaluation

f) To date the Recruitment
Specialist has personally met with
District Managers and Office
Managers in 74% of all Job
Service locations across the state
to identify and coordinate DOT's
job needs, our affirmative action
commitment, and to explain and
interpret the state's C class
process.

## Additional Actions Taken By The Department

f) HRB will be finalizing a memo to go to all DOT supervisors and managers outlining the Job Service process and the increasingly important role they play in helping us meet our affirmative action commitment by assisting us in our recruitment needs.

# QUALITATIVE UTILIZATION ANALYSIS

1990

Departmen	Transportation Organizat	ional Unit: All	<del></del>
Factors o	contributing to underutilization:	udes all eight job categories.	
Small	of female and minority candidates on lists of eligibles. I number of females and minorities in work-force to allow fo thy & cumbersome process to begin at recruitment and final	r selections on promotional lists. y end at a hire.	
	Action Plan:	Person Responsible	Target Date
with o	uitment targeted towards colleges & universities civil engineer disciplines, colleges with r populations of women & minority students ther schools with technically oriented programs.	DOT Recruitment Specialist IDOP Recruitment Manager	December 1993
middl	ese recruitment targeted towards high schools/ le schools to orient students toward future byment needs.	DOT Recruitment Specialist Personnel Officers DOT Supervisors & Managers	July 1994
level	positions to allow for the establishment of a group which future promotions can be made.	Selecting Authorities DOT Recruitment Specialist	Ongoing
) Contin	nued review of selection criteria to e objectivity in selections.	Personnel Officers Selecting Authorities	Ongoing
the st	nued coordination with Job Service offices across ate in identifying and referring protected individuals to interview for vacancies	Selecting Authorities DOT Recruitment Specialist Job Service Personnel IDOP Recruitment Manager	Ongoing
) Provid	de necessary additional technical training r support to allow for success once selected.	DOT Supervisors, Managers & Training Coordinators	Ongoing
in dea.	nued awareness/training of managers & supervisors ling with females in non-traditional positions orities when hired.	Personnel Officers Training Officer IMTS Trainers	Ongoing

### QUALITATIVE UTILIZATION ANALYSIS

1990

Department Transportation	Organizational Unit: All
Factors contributing to underutilization: 01	job category
The type of positions filled in the 01 catego experience at an appropriate level and scope.	ry generally require previous experience in a specific area and/or management These positions are generally filled by promotion from within, however we

#### Action Plan:

h) Continued emphasis on selection of females in the mid-level management positions to expose them to skills necessary to be viable candidates for top management positions.

Conduct statewide/nationwide recruitment when applicable.

#### Person Responsible

DOT Recruitment Specialist IDOP Recruitment Manager DOT Managers

### Target Date

Ongoing

a c par il i ci i ci i ci i ci i ci i	Department:	Transportation
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Organization	Unit:	Statewide	
Organization	unit:	Statewide	

### **GOALS AND TIMETABLES**

	Section I	Section	Щ			Section	ш			Section	IY			
		FEMALES					MINORITIES				PERSONS WITH DISABILITIES			
EEO-4 Calegory	Total # Projected Vacancies	A. Total #	B. Projected # vacancies in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Projected # vacancles In UU classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Annual Goal	C. Year Equity Reached		
1	8	11	6	**1	*	1	. 2	0	*					
2	39	18	19	5	*	6	20	2	*					
3	72	159	47	4	*	20	44	3	*					
4	16	17	16	1	*	1	4	1	*					
5	12	0	0	0	*	2	0	0	*					
8	65	8	8	** 4	*	6	33	2	*		•			
7	19	9	11	3	*	11	17	1	.*					
8	32	6	0	0	*	4	2	1	*					
TOTAL														
	263	228	107	13		51	122	10		0	0			

<sup>\*</sup> YEAR EQUITY REACHED IS ON THE INDIVIDUAL ORGANIZATION UNIT PAGES BY EEO CATEGORY \*\* CONTINGENCY GOALS

Department:	Transportation

Organization Unit: Air & Transit

### **GOALS AND TIMETABLES**

	Section I	Section	ul)			Section				Sectio	n.IY			
			FEMAL	FEMALES			MINORITIES				PERSONS WITH DISABILITIES			
		A		C.	D.	^		C.	D.	A.	В.	C.		
EEO-4 Category	Total ∉ Projected Vacancies	Total # UU	Projected # vacancies in UU Classes	Annual Goal(s)	Year Equity Reached	Total # UU	Projected # vacancies in UU classes	Annual Goal(s)	Year Equity Reached	Total # UU	Annual Goal	Year Equity Reached		
1	0	0	0	0	-	0	.0	0	-					
2	0	0	0	0	-	0	0	0	_					
3	0	1	0	0	1994	0	0	0						
4	0	0	0	0	-	0	0	0	-					
5	0	0	0	0	-	0	0	0	-					
6	0	0	0	0	-	0	0	0	-					
7	0	0	0	0		0	0	0	-					
8	0	0	0	0	-	0	0	0	-					
TOTAL	0	1	0	0	-	0	0	0	- 1					

Department:	Transportation
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Organization Unit: Rail & Water

### **GOALS AND TIMETABLES**

	Section 1	Section	П			Section	<b></b>			Section	LIY	
		5,007/10	FEMALES					RITIES			ITH DISABILITIES	
EEO-4 Category	Total # Projected Vacancles	A. Total #	B. Projected # vacancles in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total # UU	B. Projected # vacancles in UU classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total # UU	B. Annual Goal	C. Year Equity Reached
1	0	1	0	0	1994	0	0	0	-			
2	0	1	0	0	1992	0	0	0	-			
3	0	0	0	0	-	0	0	0				
4	0	0	0	0	-	0	0	0	-			
5	0	0	0	0	-	0	0	0	-			
6	0	0	0	0	-	0	0	0	-			
7												
3										<u></u>		
TOTAL	0	2	0	0	- 1	0	0	0	-			

Department:	Transportation
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Organization Unit: Administration

### **GOALS AND TIMETABLES**

	Section I	Section	ul			Section	in			Section	IY]	
			FEMALES				MINO	RITIES	PERSONS WITH DISABILITIES			
		٨		C.	D.	A .	В.	C.	D.	^	В.	C.
EEO-4 Category	Total # Projected Vacancies	Total # UU	Projected # vacancies in UU Classes	Annual Goal(s)	Year Equity Reached	Total # UU	Projected # vacancies in UU classes	Annual Goal(s)	Year Equity Reached	Total # UU	Annual Goal	Year Equity Reached
1	3	4	2	**1	1994	1	2	0	1994			
2	12	8	9	4	1992	1	5	1	1990			
3	7	5	3	1	1994	2	7	1	1991			
4	0	0	0	0	-	0	0	0	-			
5	0	0	0	0	-	1	0	0	1992			
6	5	5	1	**2	1993	2	4	0	1992			
7	1	3	1	0	1994	1	1	0	1994			
8	2	5	0	0	1992	3	2	1	1991			
TOTAL	30	30	16	5	-	11	21	3	-			

<sup>\*\*</sup>CONTINGENCY GOALS

Department: DOT - Administration Division Quarter: First

County/City

EEO-4	Class Code	Job Title	Under for	for	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Meri
1	00784	PSE 3	Y	M Y	1	Story/Ames/85	<u>M</u>
2	00774	PMS 3	N	Y	1	Story/Ames/85	<u>. M</u>
. 2	00733	Mgmt Anal 1	Y	Υ	1	Story/Ames/85	M
2	00751	Info Spec 2			1	Story/Ames/85	M
2	00693	Exec Asst 1	. у	N	1	Story/Ames/85	. <u>M</u>
2	00156	Syst Anal	Y	Y	1	Story/Ames/85	M
2	00151	Comp Prog	Y	N	2	Story	M
2	00152	Prog Anal	N	Y		Story	M
3	00150	Com Prog Trainee	. N	Y		Story	M
_3_	00294	Acct Tech 3	У	Y		Story	M
6	00025	Sec 1	N	<u>Y</u>	1	Story	M
6	00013	Clk Typ 3		Υ	1	Story \	M
********	*******						
******	******						

11 No Vacancies Projected

DOT - Administration Division Second Department: Quarter: County/City Merit/ EE0-4 Class **Underutilized** Proj. No. Locations (Include Co. No.) Non-Merit Vacancies Cat. Code Job Title for for M Story/Ames/85 00775 PMS 4 · M Syst Anal Story 00156 N. 00151 Comp Prog N Story 00152 Prog Anal N Story 00150 Comp Prog Trainee N Story 3 00136 Comp Operator 2 N Story Acct Clk 1 Y 00305 Y Story M 08375 Auto Mech Y Y Story M 07005 Cust Worker Y Story N M

8 No Vacancies Projected

EEO-4	Class	Job Title	Under for F	for	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Meri
2	00309	Acct/Aud 1	· Ý	M Y	1	Story/Ames/85	M
_2_	00151	Comp Prog	Y	N	2	Story	M
2	00152	Prog Anal	N	Υ		Story	М
3	00150	Comp Prog Trainee	N	Y		Story	M
3	00136	Comp Operator 2	N	Υ	1	Story	М
_3_	04742	Elec Eng Tech	Y	Y	1	Story	M
6	00061	Word Proc 2	N	Y	1	Story	M
_6_	00104	Data Ent Op 2	N	N	1	Story	M
8	07005	Cust Worker	N	Y	1	Story	М
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Department:_	Transportation
Department	Transportation

Organization	Unit:	Planning	

### **GOALS AND TIMETABLES**

	Section I	Section	Щ			Section	<u>u</u> ]			Section	NIX	
			FEMAL	ES			MINO	RITIES			TH DISABILITIES	
		A	B.	C.	D.	A	The state of the s	C.	D.	A	В.	C.
EEO-4 Category	Total # Projected Vacancies	Total # UU	Projected # vacancies in UU Classes	Annual Goal(s)	Year Equity Reached	Total # UU	Projected # vacancles in UU classes	Annual Goal(s)	Year Equity Reached	Total # UU	Annual Goal	Year Equity Reached
1	1	2	1	0	1994	0	0	0	-			
2	2	3	2	1	1992	1	2	0	1992			
3	. 5	1	2	1	1990	2	1	0	1993			
4	0	0	0	0		0	0	0	-			
5	0 _	0	0	0		0	0	0	-			
1	5,	1	5	**1	1990	0	0	0	-			
	0	0	0	0		0	0	0	-			
3	0	0	0	0		0	0	0	-			
TOTAL	10	7	10	2	-	3	3	0	- 1			

UU = Underutilized

\*\*CONTINGENCY GOALS

Departme	ent: DO	T - Administration Division	Quarter: Fourth									
EEO-4 Cat.	Class Code 00781	Job Title PSE 1	Under for F	for M Y	Proj. No. Vacancies	County/City Locations (Include Co. No.) Story/Ames/85	Merit/ Non-Merit M					
_2_	00327	Field Aud 2	Y	N	1	Story	M					
. 3	04736	Comm Tech 2	Y	Y	1	Story	М					
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		**************************			********							

3 No Vacancies Projected

Departm	ent:	Planning '	niafalararara	Quarter: 1st								
EEO-4 Cat.	Class Code 04356	Job Title  Design Technician 2	Under for F Y	for M Y	Proj. No. Vacancies	County/City Locations (Include Co. No.)  85/Story/Ames	Merit/ Non-Merit M					
06	04005	Planning Aide 1	Y	N	1	85/Story/Ames	M					
06	00026	Secretary 2	N	Yi	1	85/Story/Ames	М					
-	-				non-marke areas		marks brainformations.					
*****	******	**********************			erarararadadararadar	**************************************	wares erosaritriaritantum					
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Departme	ent:	Planning			Quart	er: 2nd	
EEO-4 Cat. 02	Class Code 04224 04005	Job Title  Transportation Engineer 2  Planning Aide 1	Under	for M Y	Proj. No. Vacancies  1	County/City Locations (Include Co. No.)  17/Cerro Gordo/Mason City  85/Story/Ames	Merit/ Non-Merit M
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Departme	ent:	Planning	Quarter: 3rd								
EEO-4 Cat.	Class Code 04023 04356	Job Title Program Planner 3 Design Technician 2	Under for F Y	for M	Proj. No. Vacancies  1	County/City Locations (Include Co. No.)  85/Story/Ames	Merit/ Non-Merit M				
03	04005	Planning Aide 1	Υ	N	1	85/Story/Ames	М				
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Departme	ent:	Planning	******	Quarter: 4th									
EEO-4 Cat.	Class Code 00784 04005	Job Title  Public Service Exec. 3  Planning Aide 1	Under for F Y	for M N	Proj. No. Vacancies	County/City Locations (Include Co. No.)  85/Story/Ames	Merit/ Non-Merit M						
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2 No Vacancies Projected

Department:	Transportation	

Organization	Unit:	Motor	Vehicle	

### **GOALS AND TIMETABLES**

	Section I	Section	ш			Section	Щ			Sectio	nJY				
			FEMAL	ES				RITIES	PERSONS WITH DISABILITIES						
	Total # Projected Vacancies	A	B.	C.	D.	A	B.	C.	D.	A	B.	c.			
EEO-4 Category		Total # Projected Vacancies	Total # Projected Vacancies	Total # Projected Vacancies	Total ∉ Projected Vacancies	Total #	Projected # vacancies in UU Classes	Annual Goal(s)	Year Equity Reached	Total	Projected # vacancies in UU classes	Annual Goal(s)	Year Equity Reached	Total	Annual Goal
1	1	0	0	0		0	.0	0							
2	2	1	0	0	1994	1	1	0	1994						
3	. 12	0	0	0		0	0 .	0							
4	16	17	16	1	1994	1	4	1	1990						
5	2	0	0	0		0	0	0							
3	51.	2	2	**1	1991	3	27	2	1991						
7	0	0	0	0		0	0	0							
3	0	0	0	0		0	0	0							
TOTAL	84	20	18	1		5	32	3							

<sup>\*\*</sup>CONTINGENCY GOALS

Department: DOT - Motor Vehicle Division Quarter: First

			<u> </u>		1	County/City	Merit/
Cat.	Class Code	Job Title	for	for	Proj. No. Vacancies	Locations * (Include Co. No.)	Non-Merit
2	00734	Mgmt Anal 2	F	M -	1	Polk - D.M(77)	M
3	00031 06340	Office Serv Supr 2 Motor Veh Inv	N Y	N Y	1 2	Polk Kossuth, Dubuque	M M
. 4	06360	Motor Veh Off 1	Y	N	12	(55) (31) Marshall, Polk, Tama,	M
						(64) (77) (86) Dallas, Plymouth, Woodbury,	
						(25) (75) (97) Hancock, Harrison, Story,	
******	***********		***************************************		ararar ar ar ar ar ar ar ar	(41) (43) (85) Pottawattamie, Black Hawk	***************************************
4	06361	Motor Veh Off 2	Y	Υ	1	(78) (7) Cedar (16)	М
6	00104	Data Ent Op 2	N	Υ	1	Po1k (77)	M
6	00236	Storekeeper 2		_	1	Polk (77)	M
_6_	_00260	Mail Clk 1	Y	N		Polk (77)	M
_6_	00306	Acct Clk 2	N	Υ	1	Polk (77)	M
_6_	00013	Clk Typ 3	N	Y	3	Black Hawk, Kossuth, Buena (1)	
6	00011	Clerk	N `	N	3	(Waterloo, Algona, Storm L Polk (77)	.ake)
6	00017	C1k 3	N	N	1	Polk (77)	М
_6_	_00013	Clk Typ 3	L N	Y	2	Polk (77)	M
6	00018	C1k 4	N	Y	3	Polk (77)	M

33 No Vacancies Projected

CFN 552-0466 R 11/89

<sup>\*</sup>For Motor Vehicle Officers we don't designate a city where we post or hire.

EEO-4	Class			utilized	Proj. No.	County/City Locations	Merit/
Cat.	Code	Job Title	for F	for M	Vacancies 1	(Include Co. No.)	Non-Meri
1	00784	PSE 3	N	N	incommon ariana common	Polk (77)	
2	06302	Dr Lic Hearing Off	N	Y	1	Scott (Davenport) (82)	M
. 4	06362	Mot Veh Off 3	Υ	Υ	1	Undetermined	М
5	00708	Admin Asst 1	N	N	1	Polk (77)	M
6	00013	Clk Typ 3	N	Υ	1	Wapello (Ottumwa) (90)	М
6	04705	Telecomm Op	Υ	N	1	Polk (77)	М
6	00011	Clerk	N	N	3	Polk "	М
_6_	00017	C1k 3	N	N	2	Polk "	M
6	00012	Clk Typ 2	N	N	1	Polk "	М
_6_	_00013	Clk Typ 3	N	Y	4	Polk "	M
_6_	00018	C1k 4	N	Υ	2	Polk, Johnson (Iowa City)	М
6	00103	Data Ent Op 1	N	N	1	(77) (52) Polk (77)	M

Department: DOT - Motor Vehicle Division Quarter: Third

EEO-4 Cat.	Class Code 06301	Job Title D. L. Examiner	Underu for F N	for M N	Proj. No. Vacancies		Merit/ Non-Merit M
'aparinparine			maintantan wataratara	*******	ineine ne ne nei inei ne ne ne ne	Black Hawk (Cedar Falls, (7)	M
arterestes				no en la propia de la compania del compania del compania de la compania del compania del compania de la compania de la compania de la compania de la compania del compania d		Polk, Linn (Cedar Rapids)	М
-	**********		***************************************	~~~~~	be apar av ne adapar apan	(77) (57) Scott (Davenport)	М
						(82) Woodbury (Sioux City) (97)	М
						Pottawattamie (Council Bluffs	) M
						Dubuque, Johnson (Iowa City)	М
5	00740	Stat Asst. 1	N	N.	1	(31) (52) Polk (77)	М
6	00013	Clk Typ 3	N	Υ	1	Johnson (Iowa: City) (52)	М
_6_	00011	Clerk	N	N	3	Polk (77)	М
_6_	00017	C1k 3	N	N	1	Polk (77)	М
_6_	00018	C1k 4	N	Υ	2	Polk "	М
6	00012	Clk Typ 2	N	N	1	Polk "	М
6	00013	Clk Typ 3	N	Υ	2	Polk "	М
	04710	Chief Telecomm Op	N	Υ	1	Polk "	М

Departm	ent: DOT	- Motor Vehicle Division	-	Quarter: Fourth								
EEO-4 Cat.	Class Code	Job Title	Under for F N	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Merit					
6	00011	Clerk	N N	N	3	Polk (77)	M					
6	00017	C1k 3	N	N	2	Polk "	M					
. 6	00018	Clk 4	N	Υ	1	Polk "	М					
6	00013	Clk Typ 3	N	Y	3	Polk "	М					
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Department:_	Transportation

Organization Unit: Central Complex

### **GOALS AND TIMETABLES**

	Section I	Section	Ш			Section				Sectio	n.IY	
			FEMAL	ES			MINO	RITIES	Lassassas	PERSONS W	ITH DISABILITIES	
		A	18.	10	D.	A	8.	C.	D.	A	8.	1 a
EEO-4 Category	Total # Projected Vacancies	Total #	Projected # vacancies in UU Classes	Annual Goal(s) .	Year Equity Reached	Total # UU	Projected # vacancies in UU classes	Annual Goal(s)	Year Equity Reached	Total	Annual Goal	Year Equity Reached
1	3	4	3	0	1994	0	.0	0	•			
2	17	5	8	Ó	1992	1	10	1	1990			
	17	25	10	0	1994	3	12	2	1991			
	0	0	0	0		0	0	0				
	2	0	0	0		1	0	0	1991			
	3	0	0	0		1	2	0	1991			
	0	0	. 0	0		0	0	0				
	0	0	0	0		0	0	0				
OTAL	42	34	21	0		6	24	3				

UU = Underutilized

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EEO-4	Class Code	Job Title	Under for	utilized for	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Merit
1	04113	ROW Agent 4	Y	M N	1	Story/Ames/85	M
2	04110	ROW Agent 1	N	Y	2	Story	. · M
2	04111	ROW Agent 2	Υ	N	!	Story	М
2	04112	ROW Agent 3	<u>Y</u>	Y	11	Story	
2	04223	T E 1	. N	N	2	Story	. м
2	04224	T E 2	Y	N	3	Story	M
2	04228	T E 3	Y	Υ	1	Story	M
_2_	_04229	T E M 4		<u>Y</u>	1	Story	M
3	04356	Des Tech 2	· N	Y	2	Story	<u>M</u>
_3_	_04357	Des Tech 3		N		Story	M
_3_	04358	Des Tech 4	Y	Y	1	Story	<u>M</u>
6	00013	Clerk Typist 3	N	Y	1	Story	
-	*****						
-							

Department: DOT - Highway, Development Administration & Support Quarter: Second

EE0-4	Class			tilized	Proj. No.	County/City Locations	Merit/
Cat.	Code	Job Title	for	for M	Vacancies	(Include Co. No.)	Non-Merit
1	00787	PSE 5	Ϋ́	Ň	1	Story (85)	M
2	04110	ROW Agent 1	N	Υ	2	Story "	· M
. 3	04356	Des Tech 2	N	Υ	4	Story "	M
3	04357	Des Tech 3	Y	N	1	Story "	M
3	04358	Des Tech 4	. Υ	Υ	1	Story "	. М
3	04341	Matls Tech 2	Y	Y	2	Story "	M
3	04280	Eng Off Asst 2	N	Υ	1,	Story "	М
3 · 3 - 5	04361 04205	Design Tech 5 Eng Aide 1	N N	N N	1	Story "	M
6	00013	Clk Typ 3	· N	Υ	1	п	
	<b>Valuation</b>				hanninanalarinanananalar		
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Department: DOT - Highway, Development Administration & Support Quarter: Third

EEO-4	Class		Under	utilized	Proj. No.	County/City Locations	Merit/
Cat.	Code	Job Title	for	for	Vacancies	(Include Co. No.)	Non-Merit
v 1	04114	ROW Agent Supr	Ϋ́	M N	1	Story (85)	M
2	03313	Affirm Action Off 1	N	N	1	Story "	· M
. 2	04110	ROW Agent 1	N	Υ	2	Story "	М
2	04227	T E Mgr 2	Y	Υ	1	Story "	M
3	04342	Matls Tech 3	. У	N	2	Story "	. <u>M</u>
3	04343	Matls Tech 4	Υ	Υ	1	Story "	M
3	04340	Matls Tech 1			1	Story "	М
6	04005	Plan Aide 1	N	Y	1		II .
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Departm	ent: High	way- Development Administ	Quar	Quarter: Fourth			
		NO VACANCIES PROJE	CTED FOR THIS QUARTER				
EEO-4	Class Code	Job Title	Underutilize for for F M	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Meri	
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Department:	Transportation

Organization	Unit:	District	1	
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#### **GOALS AND TIMETABLES**

	Section 1	Section				Section	щ			Section	nIY		
			FEMAL	ES			MINORITIES				PERSONS WITH DISABILITIES		
EEO-4 Category	Total # Projected Vacancies	A. Total # UU	B. Projected # vacancies in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Projected # vacancles in UU classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Annual Goal	C. Year Equity Reached	
1	0	0	0	0		0	.0	0					
2	2	0	0	0		0	0	0					
3	7	28	7	0	1994	2	5	0	1991				
	0	0	0	0		0	0	0					
5	4	0	0	0		0	0	0					
	0	0	0	0		0	0	0			•		
	4	2	4	2	1990	4	4	0	1992				
	7	1	0	0	1991	0	0	0					
TOTAL	24	31	11	2		6	9	0					

UU = Underutilized

Department: DOT - Highway, District 1 Quarter: First County/City Proj. No. Merit/ EE0-4 Class Underutilized Locations for (Include Co. No.) Non-Merit Cat. Code Job Title for Vacancies F M 04226 T E Mgr 1 77/Polk. Marshall/64 08133 Bridge Insp I Story/85 04341 08137 Matls Tech 2 Story/85 Bridge Insp 2 Story/85 04305 Eng Aide 1 77/Polk, Green/37 N N Webster/94 08111 Equip Oper 2 94/Webster, Jasper/50 08113 Equip Oper 3 08111 50/Jasper, Polk/77 Equip Oper 1

Departm	ent: <u>DO</u>	- Highway, District 1	Quarter: Second.							
EEO-4 Cat.	Class Code	Job Title  Const Tech 3	Under for F	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.) Polk/77	Merit/ Non-Merit			
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Departme	ent: DOI	- Highway. District 1	Quarter: Third							
EEO-4 Cat. 3 3	Class Code 04320 04321	Job Title  Const Tech 1  Const Tech 2  Equip Oper 1	Unders for F Y Y	for M N Y	Proj. No. Vacancies  1  1	County/City Locations (Include Co. No.)  Polk/77  Polk/77  40/Hamilton, Webster/94	Merit/ Non-Merit			
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Departme	ent: _DOI	- Highway. District 1	Quarter: Fourth						
EEO-4 Cat. 3 5 8	Class Code 04306 04305 08110	Job Title  Eng Aide 2  Eng Aide 1  Eguip Oper 1	Underg for F Y	for M N N	Proj. No. Vacancies  1 2	County/City Locations (Include Co. No.)  Polk/77  77/Polk, Green/37  85/Story, Polk/77	Merit/ Non-Merit M M		
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		************************			************	*****************	Total appropriate residence		

	Department:	Transportation
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Organization Unit: District 2

# **GOALS AND TIMETABLES**

	Section I	Section	П			Section	ш			Sectio		
			FEMAL	ES			MINO	RITIES	PERSONS WITH DISABILITIES			
EEO-4 Calegory	Total # Projected Vacancies	A Total # UU	B. Projected # vacancies in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Projected # vacancies in UU classes	C. Annual Goal(s)	D. Year Equity Reached	A Total	B. Annual Goal	C. Year Equity Reached
1	0	0	0	0	-	0	.0	0				
	1	0	0	0	-	1	1	0	1992			
	7	20	7	1	1994	2	5	0	1991			
	0	0	0	0	-	0	0	0	-			
	1	0	0	0		0	0	0	_			
<u> </u>	0	0	0	0	-	0	0	0	-			
	4	1	- 4	1	1990	1	4	0	1992			
	4	0	0	0	-	0	0	0	-			
OTAL	17	21	11	2	-	4	10	0	-			

.. 98 1st Highway-District 2 Department: Quarter: County/City EE0-4 Class Underutilized Merit/ Proj. No. Locations Cat. Code Job Title Vacancies (Include Co. No.) Non-Merit for for M 02 04227 Trans. Eng. Mgr. 2 17/Cerro Gordo M 17/Cerro Gordo 10/Buchanan 04306 Engineering Aide 2 2 . M 03 N M Right of Way Aide 4 Y 17/Cerro Gordo; 7/Black Hawk 03 04108 03 04322 Const Tech 3 19/Chickasaw 12/Butler Equipment Operator 2 07 08111 07/Black Hawk Equipment Operator 1 08 08110 N M 09/Bremer

Department: Highway-District 2

Quarter: 2nd

County/City

EEO-4 Class

Underutilized Proj. No. Locations Merit/

EEO-4	Class		Underutilized Pr		Proj. No.	Proj. No. Locations		
Cat.	Code	Job Title	for	for	Vacancies	(Include Co. No.)	Non-Merit	
03	04322	Construction Technician 3	Ý	Y	1	19/New Hampton		
03	08116	Hwy. Maint. Supvr. 2	Y	Υ	1	32/Estherville	de lancotaminatera	
05	04305	Engineering Aide 1	N	N	1	19/New Hampton	-	
07	08113	Equipment Operator 3	Y	Υ	1	03/Waukon	-	
08	08110	Equipment Operator 1	N	N	2	22/Elkader 95/Forest City	-	
_07_	08111	. Equipment Operator 2	Y			99/Wright/Clarion	-	
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1/1	MO	Vacancies	Projected

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Department:		Highway-District 2	Quarter: 3rd						
EEO-4 Cat.	Class Code 08116	Job Title  Hwy. Maint. Supvr. 2	Under for F Y	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)  55/Algona	Merit/ Non-Meri M		
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Branch and			
	No	Vacancies	Projected
	110	vacancies	riojected

Departm	ent:	Highway-District 2	Quarter: 4th							
EEO-4 Cat.	Class Code 04322	Job Title  Construction Technician 3	Under for F	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.) 07/Waterloo	Merit/ Non-Meri			
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Department:	Transportation
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Organization Unit: District 3

#### **GOALS AND TIMETABLES**

	Section I	Section	П			Section				Sectio	nIY	
			FEMAL	ES				RITIES	PERSONS WITH DISABILITIES			
EEO-4 Category	Total # Projected Vacancies	A. Total #	B. Projected # vacancies in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B.  Projected # vacancies in UU classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B, Annual Goal	C. Year Equity Resched
1	0	0	0	0		0	.0	0				
2	2	0	0	0		0	0	0				
	3	21	2	0	1994	1	0	0	1991			
	0	0	0	0		0	0	0				
	1	0	0	0		0	0	0				
	1	0	0	0		0	0	0				
	3	0	0	0		1	3	0	1992			
	4	0	0	0		0	0	0				
DTAL	14	21	2	0		2	3	0				

Department: DOT - Highway, District 3 Quarter: First

EE0-4	Class			tilized	Proj. No.	County/City Locations	Merit/
Cat.	Code	Job Title	for F	for M	Vacancies	(Include Co. No.)	Non-Merit
_2_	04241	Land Survey 2	N	<u>N</u>		Woodbury (97)	M
_3_	_04344	Mat Fab Insp 2			1	Woodbury "	M
3	_04320	Const Tech 1	Y	N	1	Cherokee (18)	M
6	_00025	Sec 1	N	N	1	Woodbury (97)	M
7	08111	Equip Oper 2	N	Υ	1	Woodbury "	. <u>M</u>
8	08110	Equip Oper 1	N	N.	2	Woodbury "	M
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Departme	ent: DO	T - Highway, District 3	"Quarter: Second								
EEO-4	Class Code	Job Title	for F	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Merit				
_2_	04241	Land Survey 1		N		Woodbury (97)					
_3_	04306	Eng Aide 2		N	1	Cherokee (18)					
5	04305	Eng Aide 1	N	N	11	Cherokee (18)	vianne insindhene en estarar en				
		September and september and september and an accomplishment and september and septembe				faulte au au auraufau autau auta	-				
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Departme	ent:	DOT - Highway, District 3	Quarter: Third								
EEO-4 Cat. 7	Class Code 08111	Job Title  Equip Oper 2  Equip Oper 1	Under for F N	for M Y	Proj. No. Vacancies  1	County/City Locations (Include Co. No.)  Plymouth (75)	Merit/ Non-Merit				
	20110				in an an althous as as in our	Plymouth, Ida (75) (47)					
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Departme	ent: DOT	- Highway, District 3	Quarter: Fourth								
EEO-4 Cat.	Class Code 08111	Job Title  Equip Oper 2	Underut for F N	ilized for M Y	Proj. No. Vacancies	County/City Locations (Include Co. No.) Woodbury (97)	Merit/ Non-Merit M				
					terannounenterannon						
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Department disportation	Department:	Transportation
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Organization	Unit:	District 4

## **GOALS AND TIMETABLES**

	Section I	Section	ul			Section	тЩ			Sectio	n.IY	
		1	FEMAL	ES				RITIES	PERSONS WITH DISABILITIES			
EEO-4 Calegory	Total # Projected Vacancies	A. Total #	B. Projected # vacancles in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B.  Projected # vacancies in UU classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Annual Goal	C. Year Equity Resched
	0	0	0	0	The state	0	0	0	•			
	0	0	0	0		0	0	0				
	9	17	8	0	1994	2	5	0	1992			
	0	0	0	0		0	0	0				
	1	0	0	0		0	0	0				
	0	0	0	0		0	0	0			•	
	3	0	. 0	0		2	3	0	1992			
	4	0	0	0	Tex 10 E.V.	0	0	0				
OTAL	17	17	8	0		4	8	0				

EEO-4	Class	Job Title	for	for	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Merit
3	04320	Const Tech 1	Ϋ́Υ	M Y	1	Pottawattamie (78)	M
3	04306	Eng Aide 2	Y	N	1	Pottawattamie "	· M
3	04322	Const Tech 3	Υ	Υ	1	Pottawattamie "	M
3	04343	Mat Fab Insp 1	Y	Υ	1	Cass (15)	M
7_	08375	Auto Mech	N N	Y	1	Taylor (87)	. <u>M</u>
_7_	08111	Equip Oper 2		<u>Y</u>	1	Taylor "	M
_8_	08110	Equip Oper 1	N.	N	1	Pottawattamie (78)	M
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Departm	ent: DOT	- Highway, District 4			Quart	er: Second	
EEO-4 Cat.	Class Code 04306	Job Title  Eng Aide 2  Equip Oper 1	Under for F Y	for M N	Proj. No. Vacancies	County/City Locations (Include Co. No.) (89) Montgomery, Union	Merit/ Non-Meri
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Departm	ent: DO	T - Highway, District 4	an aniantarian in malan		Quart	er: <u>Third</u>	
EEO-4 Cat.	Class Code 04321	Job Title Const Tech 2	Under for F Y	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.) Union (88)	Merit/ Non-Merit
3	04322	Const Tech 3	Y	У		Union "	M
8	08110	Equip Oper 1	N	N	1	Montgomery (69)	M
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	-						netro estado est

<sup>3</sup> No Vacancies Projected

Departm	ent: DOT	- Highway, District 4	Quarter: Fourth						
EEO-4 Cat.	Class Code 04380	Job Title Eng Office Asst 1	Under for F N	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)  Pottawattamie (78)	Merit/ Non-Merit		
_7_	08111	Equip Oper 2	N	Y		Montgomery (69)	M		
7	08375	Auto Mech	N	Y	1	Montgomery "	M		
8	08110	Equip Oper 1		N		Montgomery "	M		
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Department:	Transportation	

Organization	Unit:	District	5	

# **GOALS AND TIMETABLES**

	Section I	Section				Section	Щ			Section		
		FEMALES				MINORITIES				PERSONS WITH DISABILITIES		
EEO-4 Category .	Total # Projected Vacancies	Total #	B. Projected # vacancies in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Projected # vacancles in UU classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Annual Goal	C. Year Equity Reached
	0	0	0	0	-	0	.0	0				
	٠.0	0	0	0	-	0	0	0	<u>-</u>			
	4	17	5	1	1994	3	5	0	1993			
	0	0	0	0	-	0	0	0	-			
	1	0	0	0	-	0	0	0	-			
	0	0	0	0		0	0	0	- 1			
	2	1	. 0	0	1992	0	0	0				
	3	0	0	0	-	0	0	0	-			
TAL	10	18	5	1	-	3	5	0				

Department: Highway-District 5				Quarter: 1st					
EEO-4 Cat.	Class Code 04320	Job Title  Construction Technician 1	Under for F	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)  44/Henry/Mt. Pleasant	Merit/ Non-Meri		
03	04306	Construction Technician 3	Υ	Y	1	59/Lucas/Chariton			
03	04353	Materials Tech. Supvr. 2	Υ	Υ	1	51/Jefferson/Fairfield			
08	08110	Equipment Operator 1	N	N	1	20/Clark/Osceola	-		
08	08110	Equipment Operator 1	N	N	1	29/Des Moines/Burlington			
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Department: Highway-District 5			Quarter: 2nd						
EEO-4 Cat.	Class Code 04320	Job Title  Construction Technician 1	Under for F Y	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)  59/Lucas/Chariton	Merit/ Non-Merit		
07	08113	Equipment Operator 3	N.	N.	1	58/Louisa/Columbus Junction			
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Departm	ent: H	ighway-District 5	-		Quart	er: 3rd	**********
03 07	Class Code 04306 08111	Job Title  Engineering Aide 2  Equipment Operator 2	Under for F Y	rutilized for M Y	Proj. No. Vacancies	County/City Locations (Include Co. No.)  59/Lucas/Chariton  58/Louisa/Columbus Junction	Merit/ Non-Merit
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Departm	ent: H	ighway-District 5			Quart	er:4th :	
EEO-4 Cat.	Class Code 08110	Job Title  Equipment Operator 1	Under for F N	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)  58/Louisa/Columbus Junction	Merit/ Non-Merit
	*******	***********************					

Department:	Transportation

Organization	Unit:	District	6	
		the same of the sa		No. of Concession, Name of Street, or other Designation, Name of Street, or other Designation, Name of Street, October 1981

#### **GOALS AND TIMETABLES**

	Section I	Section	all			Section	m			Section	nIY	
		FEMALES				MINORITIES				PERSONS WITH DISABILITIES		
EEO-4 Category	Total # Projected Vacancies	A. Total #	B.  Projected # vacancles in UU Classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B. Projected # vacancies in UU classes	C. Annual Goal(s)	D. Year Equity Reached	A. Total	B, Annual Goal	C. Year Equity Reached
1	0	0	0	0		0	.0	0				
2	1	0	0	0		1	1	0	1991			
3	4	24	3	0	1994	3	4	0	1992			
	0	0	0	0		0	0	0				
5	0	0	0	0		0	0	0				
	0	0	0	0		0	0	0				
	2	2	. 2	0	1992	2	2	1	1992			
1	8	0	0	0		1	0	0	1991			- 100 m
TOTAL	15	26	5	0		7	7	1				

UU - Underutilized

Departm	ent: H	lighway-District 6	-		Quart	er: 1st	
EEO-4 Cat. 02	Class Code 04227 08110	Job Title  Trans. Eng. Mgr. 2  Equipment Operator 1	Under for F N	for M Y	Proj. No. Vacancies  1	County/City Locations (Include Co. No.)  57/Linn	Merit/ Non-Merit
	00110	Equipment operator 1			************	82/Scott	
		**********************			**************		
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Department: Highway-District 6					Quarter: 2nd				
EEO-4 Cat.	Class Code 04320	Job Title  Construction Technician 1	for F Y	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)  82/Scott 23/Clinton 48/Iowa	Merit/ Non-Merit		
08	08110	Equipment Operator 1	Ņ	N	2	48/10wa			
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	and trades		_				-		
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ent:	lighway-District 6			Quart	er: 3rd	
Class Code 08375	Job Title  Automotive Mechanic	Under for F	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)	Merit/ Non-Merit
	Equipment Operator 2	Υ.	Y	1	53/Jones	
08111	Equipment Operator 1	N	N	2	31/Dubuque 48/Iowa	
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	Class Code 08375 08111	Class Code Job Title  08375 Automotive Mechanic  08111 Equipment Operator 2	Class Code Job Title for  08375 Automotive Mechanic Y  08111 Equipment Operator 2 Y	Class Code Job Title Underutilized for for F M Y  08111 Equipment Operator 2  Underutilized for for F M Y Y	Class Code Job Title  08375 Automotive Mechanic  08111 Equipment Operator 2  Underutilized for for Vacancies  F M Y Y 1  1	Class Code Job Title  08375 Automotive Mechanic  08111 Equipment Operator 2  Underutilized for for F M Y Y 1  Equipment Operator 2  Y Y 1  53/Jones  31/Dubuque

Departm	ent:	Highway-District 6			Quart	er: 4th	
EEO-4 Cat.	Class Code 04320	Job Title  Construction Technician 1	Under for F	for M	Proj. No. Vacancies	County/City Locations (Include Co. No.)  82/Scott	Merit/ Non-Mer
03	08117	Hwy. Maint. Supvr. 3	Υ	Υ	1	52/Johnson	
03	04342	Materials Technician 3	N	Υ	1	31/Dubuque	
08	08110	Equipment Operator 1	N	N	2	57/Linn 82/Scott	
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