

Oklahoma State Government
Equal Employment Opportunity/
Affirmative Action
Status Report



Fiscal Year 2004
(July 1, 2003 - June 30, 2004)

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

Cost Statement

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**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

"Serving Equal Opportunity Employers"

April 8, 2005

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

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

The Honorable Mike Morgan
President Pro Tempore
Oklahoma Senate
State Capitol Building, Room 422
Oklahoma City, OK 73105

Dear Governor, Speaker Hiett, and Senator Morgan:

In compliance with Section 840-2.1 of Title 74 of the Oklahoma Statutes, enclosed is the *Oklahoma State Government Equal Employment Opportunity/Affirmative Action Status Report* for the reporting period July 1, 2003, through June 30, 2004. A copy of the full report is also provided on the Office of Personnel Management web site at www.opm.state.ok.us under "Did You Know?"

One hundred twelve (112) state agencies submitted affirmative action plans for this reporting period. Highlights from the report include:

- a decrease of 120 state employees (-0.36%) from 33,436 employees reported in FY-03 to 33,316 for FY-04;
- when comparing FY-04 to FY-03 percentages, minorities are represented at a higher percentage rate (20.2% vs. 19.9%), showing an overall increase of 57 minority employees from 6,660 in FY-03 to 6,717 in FY-04; and
- overall, female representation increased to 55.3% of state government's total work force, an increase of 37 employees or 0.20% from 18,383 in FY-03 to 18,420 in FY-04.

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

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

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

If there are questions or if additional information is desired, please contact me at (405) 521-6301 or Brenda C. Thornton, OPM Director of Equal Opportunity and Workforce Diversity, at (405) 521-3082 or brenda.thornton@opm.state.ok.us.

Sincerely,

OFFICE OF PERSONNEL MANAGEMENT



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

Enclosure

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

Fiscal Year 2004

(July 1, 2003 – June 30, 2004)

Prepared by the
Office of Equal Opportunity and Workforce Diversity

Office of Personnel Management
State of Oklahoma

March 2005

Table of Contents

Foreword.....	iii
Executive Summary	iv
Part I — Statewide Evaluation Summary	
Report of Agencies' Affirmative Action Plans	1
Demographic Overview of State Government Work Force Compared with the Civilian Labor Force	4
State Government Work Force by Gender, Race, Ethnicity - 1994 thru 2004.....	5
Work Force Distribution by Major Occupational Categories	7
Appointments, Promotions, Demotions and Separations	16
Minority/Targeted Recruitment Program.....	17
Part II — State Work Force Tables	
Explanation of State Work Force Tables.....	19
Statewide Data	20
Agency Data	26
Index	
Index of Reporting Agencies	23

Foreword

This report has been prepared pursuant to Section 840-2.1 of Title 74 of the Oklahoma Statutes. Each agency in all branches of state government is required to develop and adopt a written affirmative action plan for submission to the Office of Personnel Management (OPM) annually no later than September 1. The information presented in this report reflects the status of state government agencies' efforts and progress in the area of affirmative action and equal employment opportunity during FY-2004.

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

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

All data in this report is as of June 30, 2004. The work force information in the tables was compiled from data submitted by state agencies. The "total number of state employees" shown in this report include only those employed by the reporting agencies listed on page one.

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

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

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

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

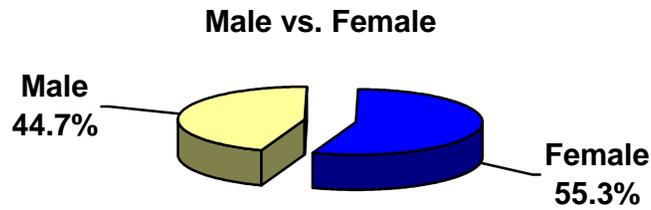
Summary statistical data for FY-2004 contained in this report may not be identical to that reported for FY-2003. This is the result of: 1) new agencies reporting or 2) reporting agencies amending data reported for FY-2003.

Executive Summary

The State of Oklahoma's work force consisted of 33,316 employees in the 112 reporting agencies, boards and commissions as of June 30, 2004. This reflects a decrease of 120 employees or -0.36% from the 33,436 employees reported as of June 30, 2003. Comparative figures for all state government agencies reporting are listed below.

State Government Work Force Representation

Race	Male	Female	Total	Percent
White	12,182	14,417	26,599	79.8
Black	1,065	2,123	3,188	9.6
Asian/Pacific Islander	220	278	498	1.5
Amer. Indian/Alaskan Native	1,142	1,197	2,339	7.0
Hispanic	287	405	692	2.1
Totals	14,896	18,420	33,316	
Percent of Totals	44.7	55.3		100.0

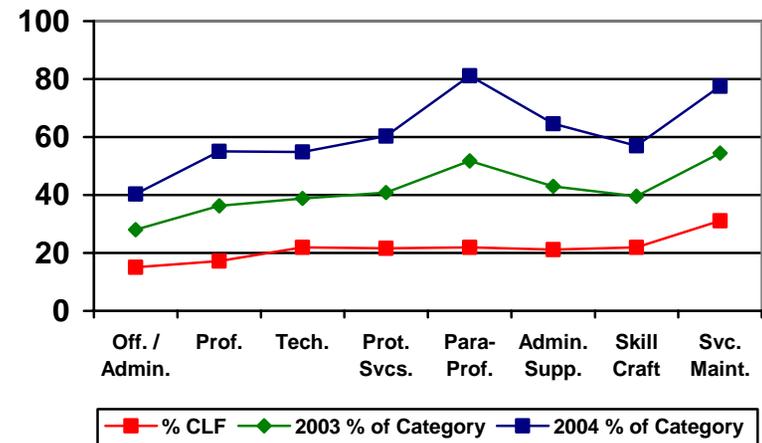


Minority Employment

As of June 30, 2004, minorities comprised 20.2% of the state's work force, totaling 6,717 employees. This figure reflects an increase of 57 employees or 0.86% from the 6,660 reported during this same period one year ago. The following table lists the distribution of minorities across the various EEO/AA job categories:

Minority Representation by EEO/AA Category

EEO/AA Category	FY 2003	2003 Percent of Category	FY 2004	2004 Percent of Category	CLF Comparison
Officials/Administrators	236	12.9	227	12.3	15.1
Professionals	2,612	18.8	2,671	19.1	17.2
Technicians	465	16.1	487	16.9	21.9
Protective Services	762	19.4	738	19.3	21.6
Paraprofessionals	909	29.4	936	29.9	21.9
Administrative Support	1,059	21.6	1,025	21.8	21.2
Skilled Craft	164	17.4	161	17.7	21.9
Service Maintenance	453	23.1	472	23.3	31.1
Totals	6,660	19.9	6,717	20.2	22.9



Progress varied for minorities within the EEO/AA job categories. Comparing the FY-2004 percentages to those for FY-2003, minorities are represented at a higher percentage rate (20.2 vs. 19.9) as the raw numbers indicate, showing an overall increase of 57 employees (6,717 vs. 6,660). Minority representation specifically increased in the Professionals, Technicians, Paraprofessionals, and Service Maintenance EEO categories. The overall percentages for the Administrative Support and Skilled Craft

EEO categories indicated an increase even though the raw numbers showed a decrease of 34 Administrative Support employees and 3 Skilled Craft employees.

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

- Minority representation in state government continues to exceed the CLF in the Administrative Support, Professional, and Paraprofessional job categories in FY-2004.
- Overall, minorities in Oklahoma state government are utilized at a rate lower than the CLF (20.2% vs. 22.9%).

Female Employment

Overall, female representation increased to 55.3% of the state government's work force, an increase of 37 employees or 0.20% from 18,383 in FY-2003 to 18,420 in FY-2004. The following table lists the female distribution within the EEO job categories:

Female Representation by EEO/AA Category

EEO/AA Category	FY 2003	2003 Percent of Category	FY 2004	2004 Percent of Category	CLF Comparison
Officials/Administrators	798	43.8	801	43.3	37.6
Professionals	8,753	63.0	8,872	63.5	55.6
Technicians	1,058	36.7	1,076	37.2	59.7
Protective Services	608	15.5	588	15.4	16.7
Paraprofessionals	2,235	72.2	2,309	73.8	59.7
Administrative Support	4,241	86.5	4,071	86.5	70.1
Skilled Craft	47	5.0	44	4.8	6.5
Service Maintenance	643	32.9	659	32.5	41.5
Totals	18,383	55.0	18,420	55.3	46.2

Comparing the FY-2004 percentages to the FY-2003 percentages, female representation increased in the Professional, Technician, and Paraprofessionals EEO categories. The percentage

for the Administrative Support EEO category showed no change. Even though the FY-2004 raw figures were higher than the FY-2003 raw figures in the Officials/Administrators and Service Maintenance EEO categories, the FY-2004 percentages were lower.

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

- Female representation in state government continues to exceed the CLF in the Officials/Administrators, Professional, Paraprofessional, and Administrative Support job categories in FY-2004.
- Overall, females in Oklahoma state government are utilized at a rate higher than the CLF (55.3% vs. 46.2%).

SUMMARY COMMENTS

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

Part I – Statewide Evaluation Summary

Report of Agencies' Affirmative Action Plans

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

In compliance with the statutes, a total of 112 state agencies submitted affirmative action plans for the period ending June 30, 2004. Of the state agencies submitting plans, 108 are executive branch agencies, 3 are legislative branch agencies and 1 is a judicial branch agency. Agencies with fewer than 2 employees are not required to report work force data under the state's Affirmative Action Program.

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

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

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

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

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

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

***AGENCIES WITH FEWER THAN
TWO EMPLOYEES***

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

Anatomical Board, Oklahoma
Optometry, Board of Examiners in
Peanut Commission, Oklahoma
Polygraph Examiners Board
Sheep and Wool Utilization
Social Workers, State Board of Licensed

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

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

The following charts provide a basic overall comparison of the demographics of the state government work force with the civilian labor force (CLF). The objective of these charts is to provide an easy reference as to how state government looks in terms of EEO when compared with an aggregate "work force" made up of all employers in the State. Work force information was compiled from the reporting agencies' FY-2004 affirmative action reports.

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

Comparisons of State Government to the CLF by Race/Ethnicity

	State %	CLF %	% Difference
Amer. Indian/Alaskan Native	7.0	6.8	0.2
Asian/Pacific Islander	1.5	1.3	0.2
Hispanic	2.1	4.5	-2.4
Black	9.6	6.4	3.2
White	79.8	77.1	2.7
Some Other Race*	0.0	3.9	-3.9
Totals	100.0	100.0	0.0

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

	State %	CLF %	% Difference
Amer. Indian/Alaskan Native	3.6	3.3	0.3
Asian/Pacific Islander	0.8	0.6	0.2
Hispanic	1.2	1.7	-0.5
Black	6.4	3.4	3.0
White	43.3	35.4	7.9
Some Other Race*	0.0	1.8	-1.8
Totals	55.3	46.2	9.1

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

	State %	CLF %	% Difference
Amer. Indian/Alaskan Native	3.4	3.5	-0.1
Asian/Pacific Islander	0.7	0.7	0.0
Hispanic	0.9	2.8	-1.9
Black	3.2	3.0	0.2
White	36.5	41.7	-5.2
Some Other Race*	0.0	2.1	-2.1
Totals	44.7	53.8	-9.1

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

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

¹ See www.census.gov

State Government Work Force by Gender, Race and Ethnicity—1994 Through 2004

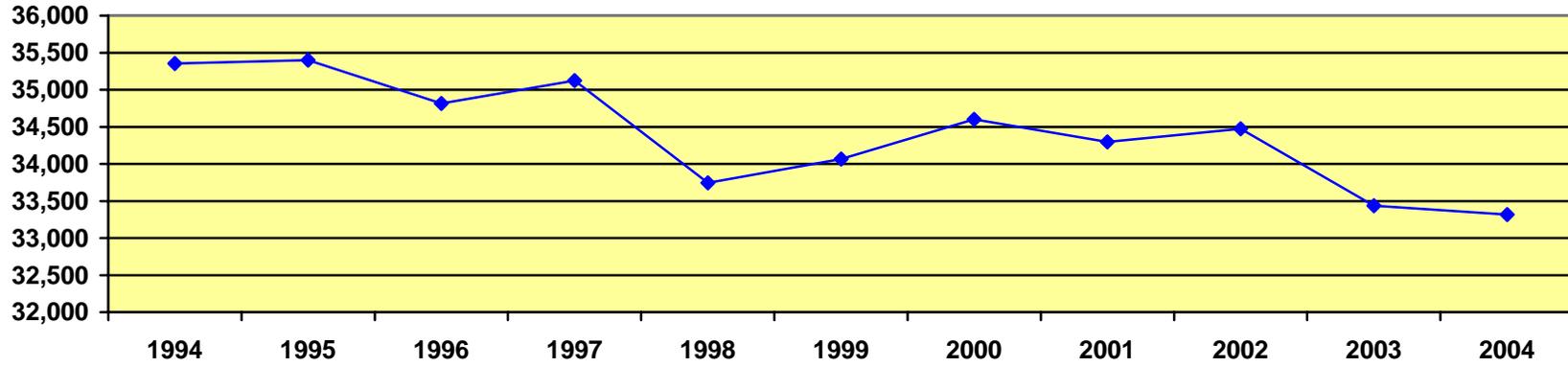
Report Date	Total Employees	White	Black	Hispanic	Asian/Pacific Islander	American Indian	Total Minority	Male	Female
June 30, 1994	35,353	28,826	3,728	458	330	2,011	6,527	16,510	18,843
June 30, 1995	35,398	28,948	3,588	532	347	1,983	6,450	16,337	19,061
June 30, 1996	34,813	28,285	3,535	489	383	2,121	6,528	16,305	18,508
June 30, 1997	35,125	28,378	3,590	537	394	2,226	6,747	16,319	18,806
June 30, 1998	33,746	27,276	3,237	532	381	2,320	6,470	15,956	17,790
June 30, 1999	34,066	27,485	3,259	556	385	2,381	6,581	15,958	18,108
June 30, 2000	34,599	27,973	3,223	601	418	2,384	6,626	15,843	18,756
June 30, 2001	34,296	27,645	3,215	618	418	2,400	6,651	15,482	18,814
June 30, 2002	34,475	27,674	3,230	675	461	2,435	6,801	15,526	18,949
June 30, 2003	33,436	26,776	3,169	675	462	2,354	6,660	15,053	18,383
June 30, 2004	33,316	26,599	3,188	692	498	2,339	6,717	14,896	18,420

Percent of Change

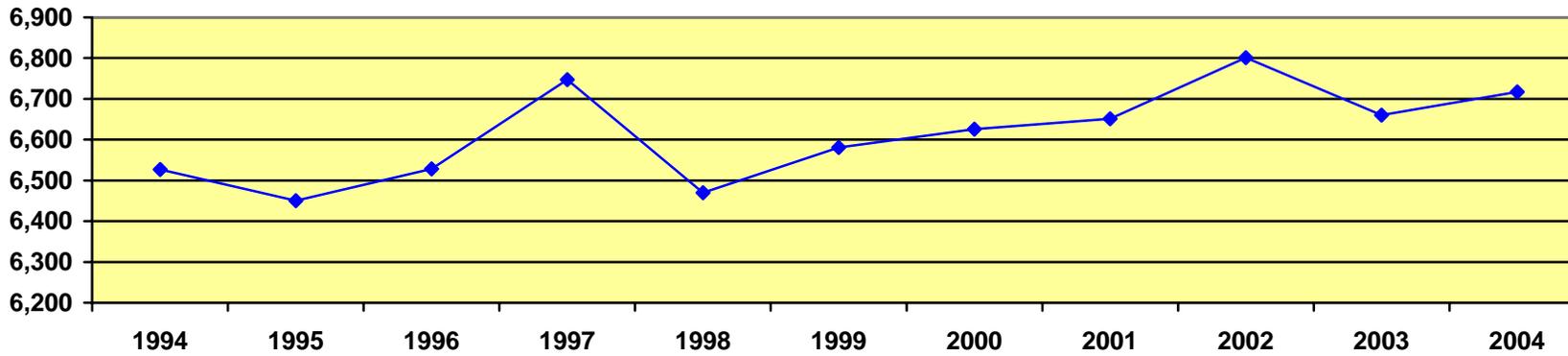
1994—1995	+0.10	+0.42	-3.75	+16.15	+5.15	-1.39	-1.18	-1.05	+1.16
1995—1996	-1.65	-2.29	-1.48	-8.08	+10.37	+6.96	+1.21	-0.19	-2.90
1996—1997	+0.90	+0.33	+1.56	+9.82	+2.87	+4.95	+3.35	+0.09	+1.61
1997—1998	-3.93	-3.88	-9.83	-0.93	-3.30	+4.22	-4.11	-2.22	-5.40
1998—1999	+0.95	+0.77	+0.68	+4.51	+1.05	+2.62	+1.72	+0.01	+1.79
1999—2000	+1.56	+1.78	-1.10	+8.09	+8.57	+0.13	+0.68	-0.72	+3.58
2000—2001	-0.88	-1.17	-0.25	+2.83	0.00	+0.67	+0.38	-2.28	+0.31
2001—2002	+0.52	+0.10	+0.47	+9.22	+10.29	+1.46	+2.26	+0.28	+0.72
2002—2003	-3.01	-3.25	-1.89	0.00	+0.22	-3.33	-2.07	-3.05	-2.99
2003—2004	-0.36	-0.66	+0.60	+2.52	+7.79	-0.64	+0.86	-1.04	+0.20

Source: Oklahoma State Government EEO/AA Status Reports for FY-1994 thru FY-2004 and agencies' EEO/AA reports for FY-2004

Total Number of Employees for Fiscal Years 1994-2004



Total Number of Minority Employees for Fiscal Years 1994-2004



Work Force Distribution by Major Occupational Categories

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

Compared to the FY-2003 report:

- The total number of employees in the state work force indicates 120 fewer employees (33,436 vs. 33,316) or a decrease of 0.36 percent.
- Minority representation increased 0.3 percent to 20.2 percent. Raw numbers indicate an overall increase of 57 employees (6,660 vs. 6,717).
- Female representation increased to 55.3 percent from 55 percent a year ago. Overall raw numbers indicate 37 more employees (18,383 vs. 18,420) employed by the state or an increase of 0.20 percent.

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

- Minority representation increased in the Professionals and Paraprofessionals EEO categories.
- Female representation increased in the Paraprofessionals, Administrative Support, Professionals, and Officials/Administrators EEO categories.

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

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

Officials and Administrators

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

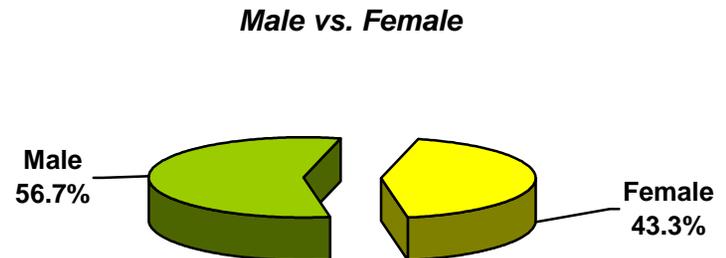
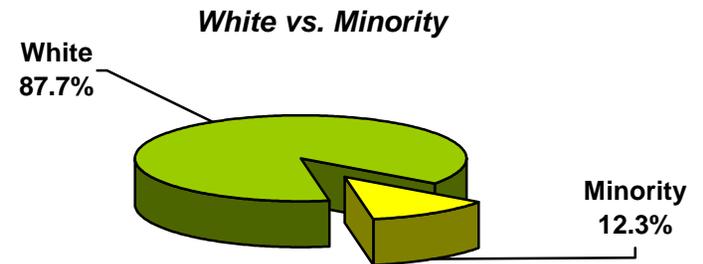
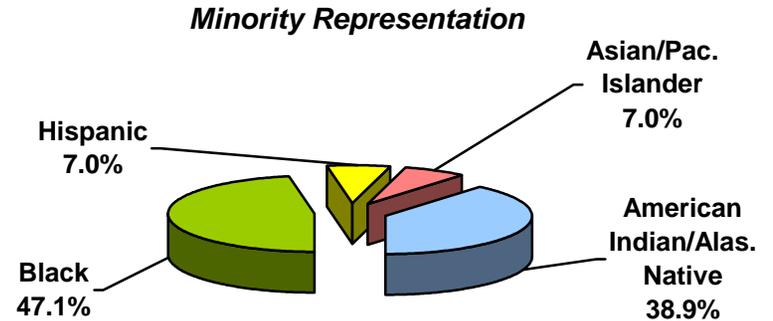
Total employees in this category: 1,850

Total minority representation dropped from 12.9% (FY-2003) to 12.3% (FY-2004) and fell below the CLF rate of 15.1%.

Female representation showed a 0.5% decrease (43.8% in FY-2003 vs. 43.3% in FY-2004) but continues to exceed the CLF rate of 37.6%.

MALE ⊛	% FY 2003	% FY 2004	% CLF
Black	3.0	2.8	1.8
Hispanic	0.7	0.5	1.3
Asian/Pacific Islander	0.5	0.5	0.7
Amer. Indian/Alaskan Native	2.7	2.8	2.7
FEMALE ⊛	% FY 2003	% FY 2004	% CLF
White	37.7	37.7	31.0
Black	3.2	3.0	1.8
Hispanic	0.3	0.3	1.0
Asian/Pacific Islander	0.4	0.3	0.3
Amer. Indian/Alaskan Native	2.2	1.9	2.2
Total Female	43.8	43.3	37.6
Total Minority	12.9	12.3	15.1

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



Professionals

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

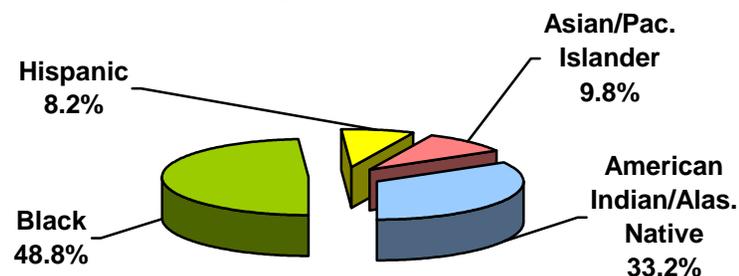
Total employees in this category: 13,981

Total minority representation increased to 19.1% during FY-2004 and continues to exceed the CLF rate of 17.2%.

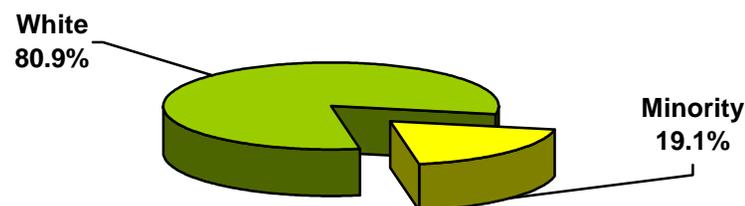
Female representation increased to 63.5% during FY-2004 and continues to exceed the CLF rate of 55.6%.

MALE ☼	% FY 2003	% FY 2004	% CLF
Black	2.6	2.6	1.8
Hispanic	0.6	0.6	0.9
Asian/Pacific Islander	0.9	0.9	1.3
Amer. Indian/Alaskan Native	1.9	2.0	1.8
FEMALE ☼	% FY 2003	% FY 2004	% CLF
White	50.2	50.4	45.5
Black	6.6	6.7	2.9
Hispanic	1.0	1.0	1.1
Asian/Pacific Islander	1.0	1.0	0.9
Amer. Indian/Alaskan Native	4.2	4.3	3.3
Total Female	63.0	63.5	55.6
Total Minority	18.8	19.1	17.2

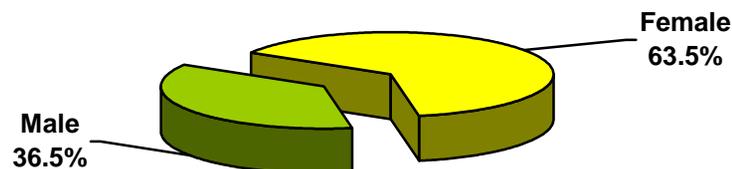
Minority Representation



White vs. Minority



Male vs. Female



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

Technicians

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

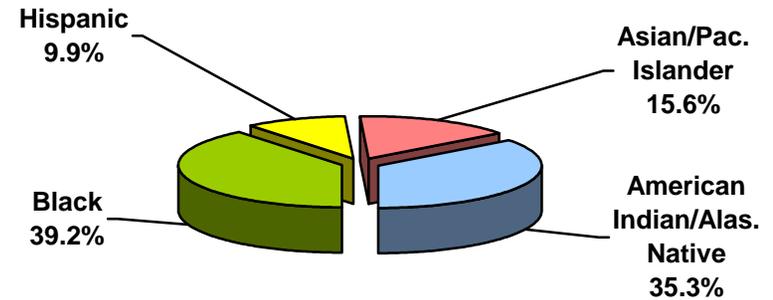
Total employees in this category: 2,889

Total minority representation rose from 16.1% (FY-2003) to 16.9% (FY-2004) but fell below the CLF rate of 21.9%.

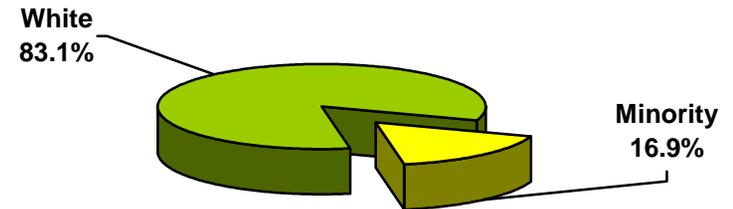
Female representation showed a 0.5% increase (36.7% in FY-2003 vs. 37.2% in FY-2004) but fell well below the CLF rate of 59.7%.

MALE ⊛	% FY 2003	% FY 2004	% CLF
Black	2.7	2.7	2.2
Hispanic	1.0	1.1	1.2
Asian/Pacific Islander	1.4	1.6	0.6
Amer. Indian/Alaskan Native	4.1	3.9	2.5
FEMALE ⊛	% FY 2003	% FY 2004	% CLF
White	29.8	29.7	45.7
Black	3.4	3.9	4.9
Hispanic	0.6	0.6	1.0
Asian/Pacific Islander	0.9	1.1	0.7
Amer. Indian/Alaskan Native	2.0	2.0	5.1
Total Female	36.7	37.2	59.7
Total Minority	16.1	16.9	21.9

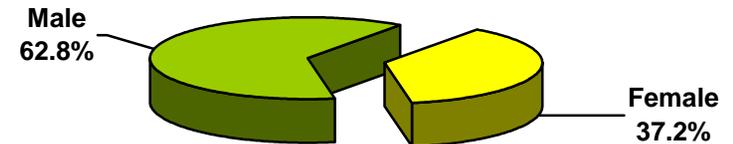
Minority Representation



White vs. Minority



Male vs. Female



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

Protective Services

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

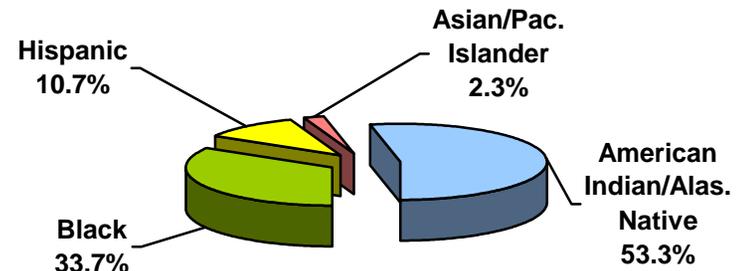
Total employees in this category: 3,821

Total minority representation decreased slightly to 19.3% during FY-2004 and fell below the CLF rate of 21.6%.

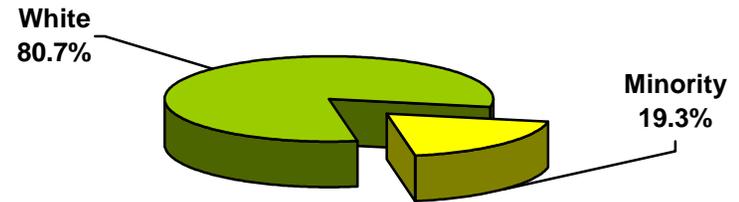
Female representation decreased slightly to 15.4% during FY-2004 and fell below the CLF rate of 16.7%.

MALE ⊗	% FY 2003	% FY 2004	% CLF
Black	5.0	4.8	4.5
Hispanic	1.6	1.7	1.7
Asian/Pacific Islander	0.3	0.4	0.3
Amer. Indian/Alaskan Native	8.6	8.8	7.1
FEMALE ⊗	% FY 2003	% FY 2004	% CLF
White	11.6	11.7	12.2
Black	1.9	1.7	1.8
Hispanic	0.3	0.4	0.5
Asian/Pacific Islander	0.1	0.1	0.2
Amer. Indian/Alaskan Native	1.6	1.5	1.3
Total Female	15.5	15.4	16.7
Total Minority	19.4	19.3	21.6

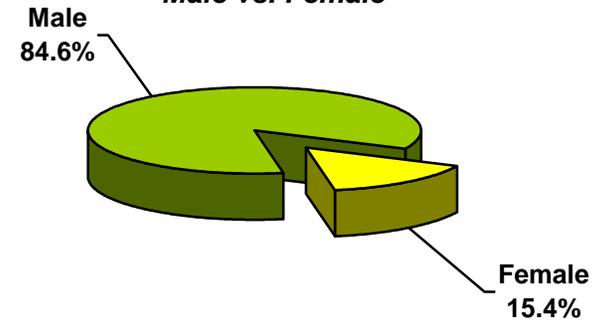
Minority Representation



White vs. Minority



Male vs. Female



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

Paraprofessionals

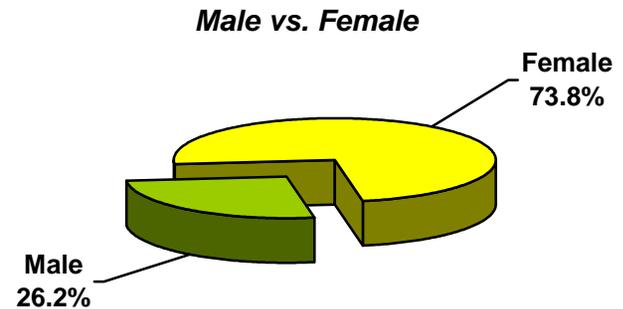
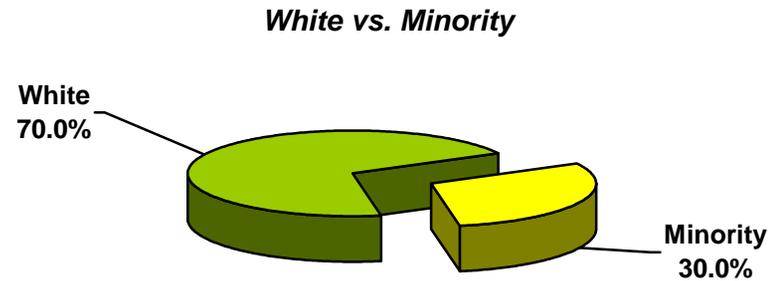
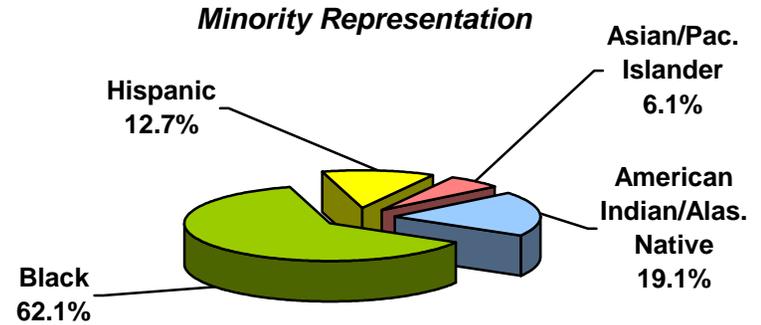
Paraprofessionals normally perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and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

Total employees in this category: 3,128

Total minority representation rose from 29.4% (FY-2003) to 30% (FY-2004) and continues to exceed the CLF rate of 21.9%.

Female representation showed a 1.6% increase (72.2% in FY-2003 vs. 73.8% in FY-2004) and far exceeds the CLF rate of 59.7%.

MALE ⊛	% FY 2003	% FY 2004	% CLF
Black	5.7	5.2	2.2
Hispanic	0.9	0.9	1.2
Asian/Pacific Islander	0.4	0.4	0.6
Amer. Indian/Alaskan Native	2.2	2.1	2.5
FEMALE ⊛	% FY 2003	% FY 2004	% CLF
White	52.0	52.4	45.7
Black	12.4	13.4	4.9
Hispanic	2.9	2.9	1.0
Asian/Pacific Islander	1.2	1.5	0.7
Amer. Indian/Alaskan Native	3.8	3.6	5.1
Total Female	72.2	73.8	59.7
Total Minority	29.4	30.0	21.9



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

Administrative Support

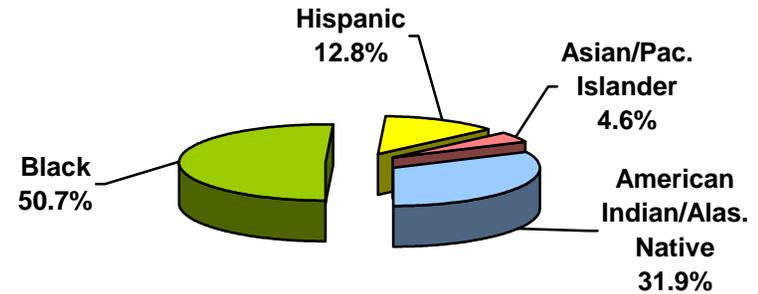
Employees in this category are responsible for internal and external communication, recording and retrieval of data, and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks,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

Total employees in this category: 4,708

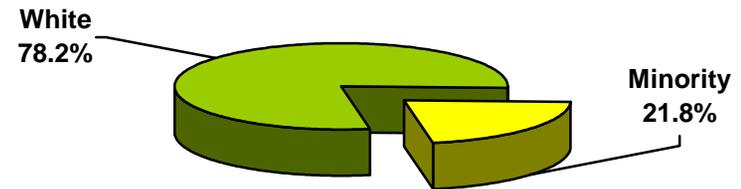
Total minority representation increased slightly to 21.8% during FY-2004 remaining above the CLF rate of 21.2%.

Female representation remained steady at 86.5% and exceeds the CLF rate of 70.1%.

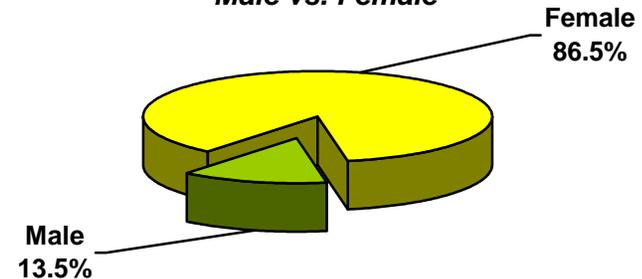
Minority Representation



White vs. Minority



Male vs. Female



MALE ⊛	% FY 2003	% FY 2004	% CLF
Black	1.3	1.2	2.1
Hispanic	0.3	0.4	0.9
Asian/Pacific Islander	0.1	0.1	0.3
Amer. Indian/Alaskan Native	1.0	1.1	1.7
FEMALE ⊛	% FY 2003	% FY 2004	% CLF
White	67.6	67.5	55.3
Black	9.5	9.8	5.0
Hispanic	2.2	2.4	2.0
Asian/Pacific Islander	0.9	0.8	0.6
Amer. Indian/Alaskan Native	6.3	5.9	4.6
Total Female	86.5	86.5	70.1
Total Minority	21.6	21.8	21.2

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

Skilled Crafts

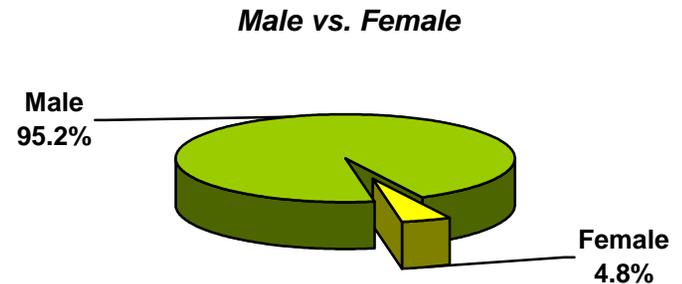
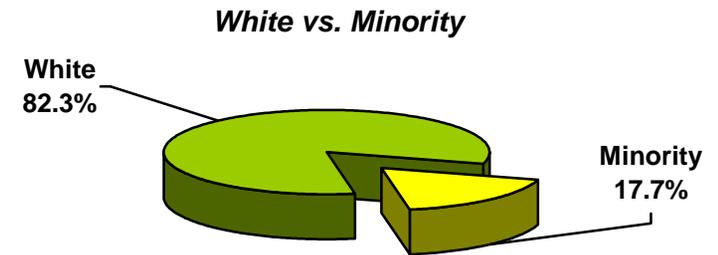
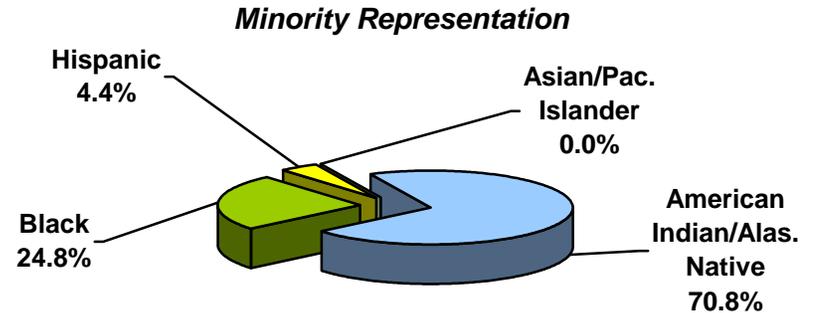
This job group performs duties/tasks that require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work that is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers,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

Total employees in this category: 911

Total minority representation rose from 17.4% (FY-2003) to 17.7% (FY-2004) but fell below the CLF rate of 21.9%.

Female representation showed a 0.2% decrease (5% in FY-2003 vs. 4.8% in FY-2004) and fell below the CLF rate of 6.5%.

MALE ⊛	% FY 2003	% FY 2004	% CLF
Black	3.8	3.6	3.4
Hispanic	1.1	0.8	5.3
Asian/Pacific Islander	0.0	0.0	0.5
Amer. Indian/Alaskan Native	11.4	12.1	7.0
FEMALE ⊛	% FY 2003	% FY 2004	% CLF
White	3.9	3.6	4.8
Black	0.7	0.8	0.4
Hispanic	0.0	0.0	0.3
Asian/Pacific Islander	0.0	0.0	0.2
Amer. Indian/Alaskan Native	0.3	0.4	0.5
Total Female	5.0	4.8	6.5
Total Minority	17.4	17.7	21.9



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

Service Maintenance

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

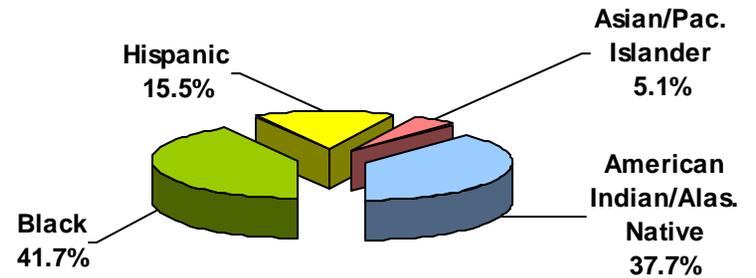
Total employees in this category: 2,028

Total minority representation increased slightly to 23.3% during FY-2004 but fell below the CLF rate of 31.1%.

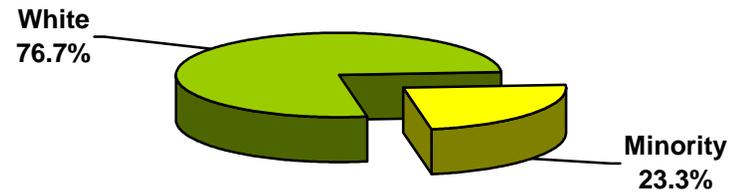
Female representation decreased to 32.5% during FY-2004 and fell below the CLF rate of 41.5%.

MALE ⊛	% FY 2003	% FY 2004	% CLF
Black	6.2	6.5	4.8
Hispanic	2.4	2.4	5.2
Asian/Pacific Islander	0.3	0.5	0.8
Amer. Indian/Alaskan Native	6.7	6.7	4.8
FEMALE ⊛	% FY 2003	% FY 2004	% CLF
White	25.3	25.3	28.4
Black	3.7	3.3	4.1
Hispanic	1.1	1.2	2.6
Asian/Pacific Islander	0.5	0.6	0.9
Amer. Indian/Alaskan Native	2.3	2.1	3.7
Total Female	32.9	32.5	41.5
Total Minority	23.1	23.3	31.1

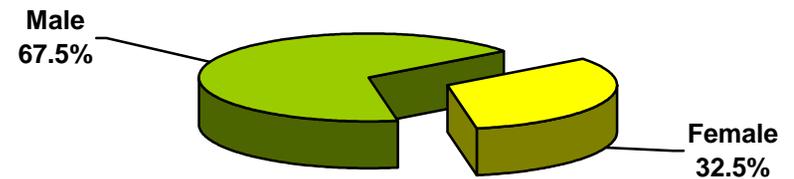
Minority Representation



White vs. Minority



Male vs. Female



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

Appointments, Promotions, Demotions and Separations

This page provides a summary of the state government work force appointments, promotions, demotions, and separations for FY-2004.

Appointments

Progress made in affirmative action on a statewide basis is shown by comparing the percentage of new appointments in each group with their representation in the CLF.

- *Except for Hispanics, minority new appointments exceeded their CLF representation; female appointments (61.5%) greatly exceeded their availability of 46.2% of the state's civilian labor force.*

Promotions

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

- *Total minorities received 19.5% of the promotions granted in FY-2004, slightly below their CLF representation. Females received 61.7% of the promotions granted in FY-2004, well above their presence in the state's work force.*

Demotions

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

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

- *Asians/Pacific Islanders, Hispanics and males were demoted less often in FY-2004 (Asians 0.4% vs. 1.5%, Hispanics 1.3% vs. 2.1%, and males 38.3% vs. 44.7%) compared to their CLF representation.*

Separations

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

- *Total minorities (specifically Blacks 10.6% vs. 9.6%, American Indian/Alaskan Natives 7.5% vs. 7%, and Hispanics 2.8% vs. 2.1%) and females (58.4% vs. 55.3%) left state government at a higher rate in FY-2004 compared to their CLF representation.*

FY-2004 Appointments, Promotions, Demotions and Separations by Gender and Race/Ethnicity

	Total	White	% of Total	Black	% of Total	AS/PI	% of Total	AI/AN	% of Total	Hisp	% of Total	Total Min	% of Total	Male	% of Total	Female	% of Total
Appointments	4,225	3,208	75.9	484	11.5	97	2.2	298	7.1	138	3.3	1,017	24.1	1,626	38.5	2,599	61.5
CLF Availability %			77.1		6.4		1.3		6.8		4.5		22.9		53.8		46.2
Promotions	2,990	2,406	80.5	262	8.8	34	1.1	217	7.2	71	2.4	584	19.5	1,211	41.0	1,765	59.0
Demotions	227	180	79.3	24	10.6	1	0.4	19	8.4	3	1.3	47	20.7	87	38.3	140	61.7
Separations	4,320	3,354	77.6	459	10.6	62	1.5	323	7.5	122	2.8	966	22.4	1,796	41.6	2,524	58.4
% State Government Work Force for FY-2004			79.8		9.6		1.5		7.0		2.1		20.2		44.7		55.3

Minority/Targeted Recruitment Program

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

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

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

FEPA Appointments

State government employed 53 persons through the Fair Employment Practices Act during FY-2004. These appointments included 8 Blacks, 5 Asian/Pacific Islanders, 12 American Indian/Native Alaskans, 9 Hispanics, and 19 females.

According to the major occupational categories, these 53 FEPA appointments included 29 in Professional, 1 in Technician, 10 in Protective Services, 4 in Paraprofessional, 8 in Administrative Support, and 1 in Service Maintenance.

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

Employment Outreach

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

During FY-2004, OPM attended 21 career fairs and 13 outreach events at the request of various colleges/universities, business or vocational schools and civic/community organizations. Community outreach was promoted through the attendance of these career fairs and civic functions, and assertive efforts were made to ensure targeted recruitment information was frequently distributed in minority and female communities.

Targeted Recruitment Assistance

The OPM Targeted Recruitment Coordinator did not attend any agency Reduction-in-Force orientation sessions during FY-2004.

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

PART II — State Work Force Tables

Explanation of State Work Force Tables

I. Present Staffing

The information in this table pertains to each agency's statistical data as reported in its FY-2004 affirmative action report. Percentages may not always total 100 due to rounding. The number of incumbents indicates the distribution of persons employed by state government by gender and minority status in each of the eight major occupational groups. The CLF percentages were computed from the *Census 2000 special tabulation* published by the U.S. Census Bureau, based on 2000 census data.

II. Affirmative Action Progress

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

III. Work Force/CLF Comparison

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

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

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

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

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

NOTE:

- This analysis may not agree with the work force data submitted by a given agency due to the differences of data used. For example, whereas this report uses the CLF availability percent and total number of employees in each minority category, the state agencies have the option of using the most accurate information available in its recruitment area, job groups, significance tests, etc. Any analysis of the data for a specific agency should, therefore, be conducted using the agency's entire affirmative action plan rather than this report.
- Summary statistical data contained in this report for FY-2004 may not be identical to that reported for FY-2003. This is the result of: 1) new agencies reporting or 2) reporting agencies amending data reported for FY-2003.
- The question on race for Census 2000 was different from the one for the 1990 census in several ways. Most significantly, respondents were given the option of selecting one or more race categories to indicate their racial identities. The State of Oklahoma does not currently use the "Some other race" or "*Two or more races*" category but must include their figure in the CLF to represent the total population.

PRESENT STAFFING

AGENCY: STATEWIDE

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1,850	926	51	10	10	52	1,049	697	56	6	6	36	801	227
% Represented	5.6	50.1	2.8	0.5	0.5	2.8	56.7	37.7	3.0	0.3	0.3	1.9	43.3	12.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	13,981	4,261	367	80	121	280	5,109	7,049	936	139	140	608	8,872	2,671
% Represented	42.0	30.5	2.6	0.6	0.9	2.0	36.5	50.4	6.7	1.0	1.0	4.3	63.5	19.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	2,889	1,544	79	31	45	114	1,813	858	112	17	31	58	1,076	487
% Represented	8.7	53.4	2.7	1.1	1.6	3.9	62.8	29.7	3.9	0.6	1.1	2.0	37.2	16.9
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	3,821	2,635	183	65	15	335	3,233	448	66	14	2	58	588	738
% Represented	11.5	69.0	4.8	1.7	0.4	8.8	84.6	11.7	1.7	0.4	0.1	1.5	15.4	19.3
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	3,128	552	163	28	11	65	819	1,640	418	91	46	114	2,309	936
% Represented	9.4	17.6	5.2	0.9	0.4	2.1	26.2	52.4	13.4	2.9	1.5	3.6	73.8	29.9
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	4,708	504	58	17	7	51	637	3,179	462	114	40	276	4,071	1,025
% Represented	14.1	10.7	1.2	0.4	0.1	1.1	13.5	67.5	9.8	2.4	0.8	5.9	86.5	21.8
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	911	717	33	7	0	110	867	33	7	0	0	4	44	161
% Represented	2.7	78.7	3.6	0.8	0.0	12.1	95.2	3.6	0.8	0.0	0.0	0.4	4.8	17.7
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	2,028	1,043	131	49	11	135	1,369	513	66	24	13	43	659	472
% Represented	6.1	51.4	6.5	2.4	0.5	6.7	67.5	25.3	3.3	1.2	0.6	2.1	32.5	23.3
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	33,316	12,182	1,065	287	220	1,142	14,896	14,417	2,123	405	278	1,197	18,420	6,717
% Represented	100.0	36.6	3.2	0.9	0.7	3.4	44.7	43.3	6.4	1.2	0.8	3.6	55.3	20.2
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: STATEWIDE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	33,436	26,776	3,169	462	2,354	675	6,660	15,053	18,383
BREAKDOWN PERCENTAGES		80.1	9.5	1.4	7.0	2.0	19.9	45.0	55.0
BREAKDOWN AS OF JUNE 30, 2004	33,316	26,599	3,188	498	2,339	692	6,717	14,896	18,420
BREAKDOWN PERCENTAGES		79.8	9.6	1.5	7.0	2.1	20.2	44.7	55.3
NET INCREASES OR DECREASES	-120	-177	19	36	-15	17	57	-157	37
NUMBER OF NEW HIRES	4,224	3,207	484	97	298	138	1,017	1,626	2,598
NUMBER OF PROMOTIONS	2,990	2,406	262	34	217	71	584	1,211	1,765
NUMBER OF DEMOTIONS	227	180	24	1	19	3	47	87	140
NUMBER OF SEPARATIONS	4,319	3,354	458	62	323	122	965	1,796	2,523

WORKFORCE/CLF COMPARISON

AGENCY: STATEWIDE

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	33,316	14,896	18,420	26,599	3,188	498	2,339	692	6,717
EMPLOYEES (%)		44.7	55.3	79.8	9.6	1.5	7.0	2.1	20.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			15,392		2,132	433	2,265	1,499	7,629
DIFFERENCE (#)			0		0	0	0	807	912

Section I — Index of Reporting Agencies

Index of Reporting Agencies

<u>Agency</u>	<u>Page</u>		
Accountancy Board, The Oklahoma	26	Education, State Department of	80
Advancement of Science and Technology, Center for the	28	Educational Television Authority, Oklahoma	82
Aeronautics Commission, Oklahoma.....	30	Election Board, State.....	84
Agriculture, Department of.....	32	Emergency Management, Department of.....	86
Alcoholic Beverage Laws Enforcement Commission.....	34	Employee Benefits Council	88
Architects and Landscape Architects Board of Governors.....	36	Employment Security Commission, Oklahoma.....	90
Arts Council, State.....	38	Engineers & Land Surveyors Board.....	92
Attorney General's Office.....	40	Environmental Quality, Department of.....	94
Auditor and Inspector and Ad Valorem Task Force, State	42	Ethics Commission.....	96
Banking Department, State	44	Finance, Office of State.....	98
Boll Weevil Eradication Organization	46	Firefighter's Pension and Retirement System, Oklahoma	100
Bond Advisor, Office of the State.....	48	Fire Marshal, State	102
Career and Technology Education, Department of.....	50	Funeral Board, State	104
Capitol Complex and Centennial Commemoration Commission.	52	Governor, Office of the	106
Central Services, Department of.....	54	Grand River Dam Authority	108
Children and Youth, Commission on	56	Handicapped Concerns, Office of.....	110
Chiropractic Examiner, Board of.....	58	Health, State Department of	112
Commerce, Department of.....	60	Health Care Authority, Oklahoma.....	114
CompSource Oklahoma.....	62	Historical Society, Oklahoma.....	116
Conservation Commission, Oklahoma	64	Horse Racing Commission, Oklahoma.....	118
Consumer Credit.....	66	House of Representatives	120
Corporation Commission.....	68	Human Rights Commission, Oklahoma.....	122
Corrections, Department of	70	Human Services, Department of.....	124
Cosmetology Board, State	72	Indian Affairs Commission, Oklahoma	126
Council on Law Enforcement Education and Training.....	74	Indigent Defense System, Oklahoma.....	128
Dentists, Board of Governors of the Registered.....	76	Industrial Finance Authority, Oklahoma.....	130
District Attorney's Council	78	Insurance Board, State and Education Employees Group.....	132
<u>Agency</u>	<u>Page</u>	Insurance Department, Oklahoma	134

<u>Agency</u>	<u>Page</u>
Investigation, Oklahoma State Bureau of.....	136
J.D. McCarty Center for Handicapped Children.....	138
J. M. Davis Memorial Commission.....	140
Juvenile Affairs, Office of.....	142
Labor, Department of.....	144
Land Office, Commissioners of the.....	146
Law Enforcement Retirement System, Oklahoma.....	148
Legislative Service Bureau.....	150
Libraries, Department of.....	152
Lieutenant Governor, Office of the.....	154
Liquefied Petroleum Gas Administration.....	156
Marginally Producing Oil and Gas Wells, Commission on.....	158
Medical Licensure and Supervision, Board of.....	160
Medicolegal Investigations, Board of.....	162
Mental Health and Substance Abuse Services, Department of....	164
Merit Protection Commission, Oklahoma.....	166
Military Department, Oklahoma.....	168
Mines, Department of.....	170
Motor Vehicle Commission, Oklahoma.....	172
Narcotics and Dangerous Drugs, State Bureau of.....	174
Nursing, Oklahoma Board of.....	176
Nursing Home Administrators, Board of Examiners of.....	178
Osteopathic Examiners, State Board of.....	180
Pardon and Parole Board.....	182
Personnel Management, Office of.....	184
Pharmacy, Oklahoma State Board of.....	186
Physician Manpower Training Commission.....	188
Police Pension and Retirement System, Oklahoma.....	190
Private Vocational Schools, Oklahoma Board of.....	192

<u>Agency</u>	<u>Page</u>
Psychologists, State Board of Examiners for.....	194
Public Employees Retirement System, Oklahoma.....	196
Public Safety, Department of.....	198
Real Estate Commission, Oklahoma.....	200
Rehabilitation Services, Department of.....	202
School of Science and Mathematics, Oklahoma.....	204
Secretary of State.....	206
Securities, Department of.....	208
Senate, State.....	210
Space Industry Development Authority, Oklahoma.....	212
Speech Pathology and Audiology, State Board of.....	214
Statewide.....	20
Tax Commission, Oklahoma.....	216
Teacher Preparation, Commission for.....	218
Teachers' Retirement System.....	220
Tobacco Settlement Endowment Trust.....	222
Tourism and Recreation Department, Oklahoma.....	224
Transportation Authority, Oklahoma.....	226
Transportation, Department of.....	228
Treasurer, Office of the State.....	230
University Hospitals Authority.....	232
Used Motor Vehicle and Parts Commission.....	234
Veterans Affairs, Department of.....	236
Veterinary Medical Examiners, Board of.....	238
Water Resources Board, Oklahoma.....	240
Wheat Utilization, Commission for.....	242
Wildlife Conservation, Department of.....	244
Will Rogers Memorial Commission.....	246
Workers' Compensation Court.....	248

Section II — Agency Work Force Tables

PRESENT STAFFING

AGENCY: ACCOUNTANCY BOARD
EEO COORDINATOR: KELLY BROWN

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: ACCOUNTANCY BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	7	5	1	0	1	0	2	2	5
BREAKDOWN PERCENTAGES		71.4	14.3	0.0	14.3	0.0	28.6	28.6	71.4
BREAKDOWN AS OF JUNE 30, 2004	8	5	1	0	2	0	3	2	6
BREAKDOWN PERCENTAGES		62.5	12.5	0.0	25.0	0.0	37.5	25.0	75.0
NET INCREASES OR DECREASES	1	0	0	0	1	0	1	0	1
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: ACCOUNTANCY BOARD

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	2	6	5	1	0	2	0	3
EMPLOYEES (%)		25.0	75.0	62.5	12.5	0.0	25.0	0.0	37.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	5	2					2	3					3	0
% Represented	27.8	40.0	0.0	0.0	0.0	0.0	40.0	60.0	0.0	0.0	0.0	0.0	60.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	10	2				1	3	7					7	1
% Represented	55.6	20.0	0.0	0.0	0.0	10.0	30.0	70.0	0.0	0.0	0.0	0.0	70.0	10.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	2	2					2						0	0
% Represented	11.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	1						0	1					1	0
% Represented	5.6	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	18	6	0	0	0	1	7	11	0	0	0	0	11	1
% Represented	100.0	33.3	0.0	0.0	0.0	5.6	38.9	61.1	0.0	0.0	0.0	0.0	61.1	5.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	19	18	0	0	1	0	1	7	12
BREAKDOWN PERCENTAGES		94.7	0.0	0.0	5.3	0.0	5.3	36.8	63.2
BREAKDOWN AS OF JUNE 30, 2004	18	17	0	0	1	0	1	7	11
BREAKDOWN PERCENTAGES		94.4	0.0	0.0	5.6	0.0	5.6	38.9	61.1
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	0	-1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	0	2

WORKFORCE/CLF COMPARISON

AGENCY: CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	18	7	11	17	0	0	1	0	1
EMPLOYEES (%)		38.9	61.1	94.4	0.0	0.0	5.6	0.0	5.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			8		1	0	1	1	4
DIFFERENCE (#)			0		1	0	0	1	3

PRESENT STAFFING

AGENCY: OKLAHOMA AERONAUTICS COMMISSION
 EEO COORDINATOR: DENISE MANEK

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1	1					1						0	0
% Represented	10.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	8	4	1		1		6	2					2	2
% Represented	80.0	50.0	12.5	0.0	12.5	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	25.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	1						0	1					1	0
% Represented	10.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	10	5	1	0	1	0	7	3	0	0	0	0	3	2
% Represented	100.0	50.0	10.0	0.0	10.0	0.0	70.0	30.0	0.0	0.0	0.0	0.0	30.0	20.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA AERONAUTICS COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	9	8	1	0	0	0	1	6	3
BREAKDOWN PERCENTAGES		88.9	11.1	0.0	0.0	0.0	11.1	66.7	33.3
BREAKDOWN AS OF JUNE 30, 2004	10	8	1	1	0	0	2	7	3
BREAKDOWN PERCENTAGES		80.0	10.0	10.0	0.0	0.0	20.0	70.0	30.0
NET INCREASES OR DECREASES	1	0	0	1	0	0	1	1	0
NUMBER OF NEW HIRES	1	0	0	1	0	0	1	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA AERONAUTICS COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	10	7	3	8	1	1	0	0	2
EMPLOYEES (%)		70.0	30.0	80.0	10.0	10.0	0.0	0.0	20.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	0.0	22.9
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			2		0	0	1	0	0

PRESENT STAFFING

AGENCY: DEPARTMENT OF AGRICULTURE
EEO COORDINATOR: CHERRY WILLIAMS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	26	20				1	21	4	1				5	2
% Represented	6.2	76.9	0.0	0.0	0.0	3.8	80.8	15.4	3.8	0.0	0.0	0.0	19.2	7.7
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	115	62	2			3	67	45		2	1		48	8
% Represented	27.4	53.9	1.7	0.0	0.0	2.6	58.3	39.1	0.0	0.0	1.7	0.9	41.7	7.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	108	86	3			2	91	13	3	1			17	9
% Represented	25.8	79.6	2.8	0.0	0.0	1.9	84.3	12.0	2.8	0.9	0.0	0.0	15.7	8.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	108	94				12	106	2					2	12
% Represented	25.8	87.0	0.0	0.0	0.0	11.1	98.1	1.9	0.0	0.0	0.0	0.0	1.9	11.1
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	49	2	1				3	30	9	3	2	2	46	17
% Represented	11.7	4.1	2.0	0.0	0.0	0.0	6.1	61.2	18.4	6.1	4.1	4.1	93.9	34.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	3	3					3						0	0
% Represented	0.7	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	10	5				1	6	3				1	4	2
% Represented	2.4	50.0	0.0	0.0	0.0	10.0	60.0	30.0	0.0	0.0	0.0	10.0	40.0	20.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	419	272	6	0	0	19	297	97	13	4	4	4	122	50
% Represented	100.0	64.9	1.4	0.0	0.0	4.5	70.9	23.2	3.1	1.0	1.0	1.0	29.1	11.9
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF AGRICULTURE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	448	396	20	5	23	4	52	315	133
BREAKDOWN PERCENTAGES		88.4	4.5	1.1	5.1	0.9	11.6	70.3	29.7
BREAKDOWN AS OF JUNE 30, 2004	419	369	19	4	23	4	50	297	122
BREAKDOWN PERCENTAGES		88.1	4.5	1.0	5.5	1.0	11.9	70.9	29.1
NET INCREASES OR DECREASES	-29	-27	-1	-1	0	0	-2	-18	-11
NUMBER OF NEW HIRES	36	26	5	1	3	1	10	22	14
NUMBER OF PROMOTIONS	35	32	3	0	0	0	3	25	10
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	62	56	3	2	0	1	6	41	21

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF AGRICULTURE

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	419	297	122	369	19	4	23	4	50
EMPLOYEES (%)		70.9	29.1	88.1	4.5	1.0	5.5	1.0	11.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			194		27	5	28	19	96
DIFFERENCE (#)			72		8	1	5	15	46

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	7	5					5	2					2	0
% Represented	15.2	71.4	0.0	0.0	0.0	0.0	71.4	28.6	0.0	0.0	0.0	0.0	28.6	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	4	1					1	2	1				3	1
% Represented	8.7	25.0	0.0	0.0	0.0	0.0	25.0	50.0	25.0	0.0	0.0	0.0	75.0	25.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	25	18	1			1	20	5					5	2
% Represented	54.3	72.0	4.0	0.0	0.0	4.0	80.0	20.0	0.0	0.0	0.0	0.0	20.0	8.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	10	1					1	5	3		1		9	4
% Represented	21.7	10.0	0.0	0.0	0.0	0.0	10.0	50.0	30.0	0.0	10.0	0.0	90.0	40.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	46	25	1	0	0	1	27	14	4	0	1	0	19	7
% Represented	100.0	54.3	2.2	0.0	0.0	2.2	58.7	30.4	8.7	0.0	2.2	0.0	41.3	15.2
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	55	45	8	1	1	0	10	32	23
BREAKDOWN PERCENTAGES		81.8	14.5	1.8	1.8	0.0	18.2	58.2	41.8
BREAKDOWN AS OF JUNE 30, 2004	46	39	5	1	1	0	7	27	19
BREAKDOWN PERCENTAGES		84.8	10.9	2.2	2.2	0.0	15.2	58.7	41.3
NET INCREASES OR DECREASES	-9	-6	-3	0	0	0	-3	-5	-4
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	3	3	0	0	0	0	0	1	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	9	6	3	0	0	0	3	5	4

WORKFORCE/CLF COMPARISON

AGENCY: ALCOHOLIC BEVERAGE LAWS ENFORCEMENT COMMISSION DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	46	27	19	39	5	1	1	0	7
EMPLOYEES (%)		58.7	41.3	84.8	10.9	2.2	2.2	0.0	15.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			21		3	1	3	2	11
DIFFERENCE (#)			2		0	0	2	2	4

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF GOVERNORS OF THE LICENSED ARCHITECTS AND LANDSCAPE ARCHITECTS DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	3	3	0	0	0	0	0	0	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2004	3	3	0	0	0	0	0	0	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF GOVERNORS OF THE LICENSED ARCHITECTS AND LANDSCAPE ARCHITECTS DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: ARTS COUNCIL
EEO COORDINATOR: JOE TURNER

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	6	1					1	3	2				5	2
% Represented	37.5	16.7	0.0	0.0	0.0	0.0	16.7	50.0	33.3	0.0	0.0	0.0	83.3	33.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	7	1	1				2	4				1	5	2
% Represented	43.8	14.3	14.3	0.0	0.0	0.0	28.6	57.1	0.0	0.0	0.0	14.3	71.4	28.6
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	3						0	2				1	3	1
% Represented	18.8	0.0	0.0	0.0	0.0	0.0	0.0	66.7	0.0	0.0	0.0	33.3	100.0	33.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	16	2	1	0	0	0	3	9	2	0	0	2	13	5
% Represented	100.0	12.5	6.3	0.0	0.0	0.0	18.8	56.3	12.5	0.0	0.0	12.5	81.3	31.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: ARTS COUNCIL

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	16	11	3	0	2	0	5	3	13
BREAKDOWN PERCENTAGES		68.8	18.8	0.0	12.5	0.0	31.3	18.8	81.3
BREAKDOWN AS OF JUNE 30, 2004	16	11	3	0	2	0	5	3	13
BREAKDOWN PERCENTAGES		68.8	18.8	0.0	12.5	0.0	31.3	18.8	81.3
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

WORKFORCE/CLF COMPARISON

AGENCY: ARTS COUNCIL

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	16	3	13	11	3	0	2	0	5
EMPLOYEES (%)		18.8	81.3	68.8	18.8	0.0	12.5	0.0	31.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			7		1	0	1	1	4
DIFFERENCE (#)			0		0	0	0	1	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	19	8					8	9	1			1	11	2
% Represented	11.7	42.1	0.0	0.0	0.0	0.0	42.1	47.4	5.3	0.0	0.0	5.3	57.9	10.5
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	75	33				1	34	39	1			1	41	3
% Represented	46.3	44.0	0.0	0.0	0.0	1.3	45.3	52.0	1.3	0.0	0.0	1.3	54.7	4.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	2	2					2						0	0
% Represented	1.2	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	31	21	1			2	24	7					7	3
% Represented	19.1	67.7	3.2	0.0	0.0	6.5	77.4	22.6	0.0	0.0	0.0	0.0	22.6	9.7
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	13	2				1	3	8				2	10	3
% Represented	8.0	15.4	0.0	0.0	0.0	7.7	23.1	61.5	0.0	0.0	0.0	15.4	76.9	23.1
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	22			1			1	15	3	1		2	21	7
% Represented	13.6	0.0	0.0	4.5	0.0	0.0	4.5	68.2	13.6	4.5	0.0	9.1	95.5	31.8
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	162	66	1	1	0	4	72	78	5	1	0	6	90	18
% Represented	100.0	40.7	0.6	0.6	0.0	2.5	44.4	48.1	3.1	0.6	0.0	3.7	55.6	11.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: ATTORNEY GENERAL'S OFFICE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	159	143	6	0	9	1	16	69	90
BREAKDOWN PERCENTAGES		89.9	3.8	0.0	5.7	0.6	10.1	43.4	56.6
BREAKDOWN AS OF JUNE 30, 2004	162	144	6	0	10	2	18	72	90
BREAKDOWN PERCENTAGES		88.9	3.7	0.0	6.2	1.2	11.1	44.4	55.6
NET INCREASES OR DECREASES	3	1	0	0	1	1	2	3	0
NUMBER OF NEW HIRES	27	24	1	0	1	1	3	13	14
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	24	23	1	0	0	0	1	10	14

WORKFORCE/CLF COMPARISON

AGENCY: ATTORNEY GENERAL'S OFFICE

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	162	72	90	144	6	0	10	2	18
EMPLOYEES (%)		44.4	55.6	88.9	3.7	0.0	6.2	1.2	11.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			75		10	2	11	7	37
DIFFERENCE (#)			0		4	2	1	5	19

PRESENT STAFFING

AGENCY: STATE AUDITOR AND INSPECTOR
EEO COORDINATOR: JIM McGOODWIN

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	28	16				1	17	11					11	1
% Represented	17.8	57.1	0.0	0.0	0.0	3.6	60.7	39.3	0.0	0.0	0.0	0.0	39.3	3.6
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	95	28	1			5	34	50	5	1		5	61	17
% Represented	60.5	29.5	1.1	0.0	0.0	5.3	35.8	52.6	5.3	1.1	0.0	5.3	64.2	17.9
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	7	4				1	5	2					2	1
% Represented	4.5	57.1	0.0	0.0	0.0	14.3	71.4	28.6	0.0	0.0	0.0	0.0	28.6	14.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	27	3	1			1	5	19		1		2	22	5
% Represented	17.2	11.1	3.7	0.0	0.0	3.7	18.5	70.4	0.0	3.7	0.0	7.4	81.5	18.5
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	157	51	2	0	0	8	61	82	5	2	0	7	96	24
% Represented	100.0	32.5	1.3	0.0	0.0	5.1	38.9	52.2	3.2	1.3	0.0	4.5	61.1	15.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE AUDITOR AND INSPECTOR

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	149	134	5	0	10	0	15	57	92
BREAKDOWN PERCENTAGES		89.9	3.4	0.0	6.7	0.0	10.1	38.3	61.7
BREAKDOWN AS OF JUNE 30, 2004	157	133	7	0	15	2	24	61	96
BREAKDOWN PERCENTAGES		84.7	4.5	0.0	9.6	1.3	15.3	38.9	61.1
NET INCREASES OR DECREASES	8	-1	2	0	5	2	9	4	4
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

Comment: During our agencywide review, it came to our attention that 2 males the agency had classified as White listed their ethnic group as American Indian on their EEO Form.

WORKFORCE/CLF COMPARISON

AGENCY: STATE AUDITOR AND INSPECTOR

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	157	61	96	133	7	0	15	2	24
EMPLOYEES (%)		38.9	61.1	84.7	4.5	0.0	9.6	1.3	15.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			73		10	2	11	7	36
DIFFERENCE (#)			0		3	2	0	5	12

PRESENT STAFFING

AGENCY: BANKING DEPARTMENT
 EEO COORDINATOR: STACEY TAYAR

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: BANKING DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	39	34	1	0	2	2	5	24	15
BREAKDOWN PERCENTAGES		87.2	2.6	0.0	5.1	5.1	12.8	61.5	38.5
BREAKDOWN AS OF JUNE 30, 2004	39	35	1	0	1	2	4	26	13
BREAKDOWN PERCENTAGES		89.7	2.6	0.0	2.6	5.1	10.3	66.7	33.3
NET INCREASES OR DECREASES	0	1	0	0	-1	0	-1	2	-2
NUMBER OF NEW HIRES	4	4	0	0	0	0	0	4	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	3	0	0	1	0	1	2	2

WORKFORCE/CLF COMPARISON

AGENCY: BANKING DEPARTMENT

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION
 EEO COORDINATOR: JOE HARRIS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	5	5					5						0	0
% Represented	45.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	1	1					1						0	0
% Represented	9.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	1						0	1					1	0
% Represented	9.1	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	3	1					1	1				1	2	1
% Represented	27.3	33.3	0.0	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0	33.3	66.7	33.3
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	1	1					1						0	0
% Represented	9.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	11	8	0	0	0	0	8	2	0	0	0	1	3	1
% Represented	100.0	72.7	0.0	0.0	0.0	0.0	72.7	18.2	0.0	0.0	0.0	9.1	27.3	9.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	11	10	0	0	1	0	1	8	3
BREAKDOWN PERCENTAGES		90.9	0.0	0.0	9.1	0.0	9.1	72.7	27.3
BREAKDOWN AS OF JUNE 30, 2004	11	10	0	0	1	0	1	8	3
BREAKDOWN PERCENTAGES		90.9	0.0	0.0	9.1	0.0	9.1	72.7	27.3
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	2	0
NUMBER OF PROMOTIONS	3	3	0	0	0	0	0	3	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	2	0

WORKFORCE/CLF COMPARISON

AGENCY: BOLL WEEVIL ERADICATION ORGANIZATION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	11	8	3	10	0	0	1	0	1
EMPLOYEES (%)		72.7	27.3	90.9	0.0	0.0	9.1	0.0	9.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			5		1	0	1	0	3
DIFFERENCE (#)			2		1	0	0	0	2

PRESENT STAFFING

AGENCY: OKLAHOMA STATE BOND ADVISOR
 EEO COORDINATOR: LORIE COLLIER

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA STATE BOND ADVISOR

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	3	3	0	0	0	0	0	2	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3
BREAKDOWN AS OF JUNE 30, 2004	3	3	0	0	0	0	0	2	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA STATE BOND ADVISOR

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	30	15					15	15					15	0
% Represented	8.9	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	182	100	5	1		7	113	66	1		1	1	69	16
% Represented	54.0	54.9	2.7	0.5	0.0	3.8	62.1	36.3	0.5	0.0	0.5	0.5	37.9	8.8
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	20	6				1	7	13					13	1
% Represented	5.9	30.0	0.0	0.0	0.0	5.0	35.0	65.0	0.0	0.0	0.0	0.0	65.0	5.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	23	8	1				9	12	1			1	14	3
% Represented	6.8	34.8	4.3	0.0	0.0	0.0	39.1	52.2	4.3	0.0	0.0	4.3	60.9	13.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	52						0	47	2			3	52	5
% Represented	15.4	0.0	0.0	0.0	0.0	0.0	0.0	90.4	3.8	0.0	0.0	5.8	100.0	9.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	20	14					14	6					6	0
% Represented	5.9	70.0	0.0	0.0	0.0	0.0	70.0	30.0	0.0	0.0	0.0	0.0	30.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	10	7		1			8	2					2	1
% Represented	3.0	70.0	0.0	10.0	0.0	0.0	80.0	20.0	0.0	0.0	0.0	0.0	20.0	10.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	337	150	6	2	0	8	166	161	4	0	1	5	171	26
% Represented	100.0	44.5	1.8	0.6	0.0	2.4	49.3	47.8	1.2	0.0	0.3	1.5	50.7	7.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	318	295	9	1	11	2	23	152	166
BREAKDOWN PERCENTAGES		92.8	2.8	0.3	3.5	0.6	7.2	47.8	52.2
BREAKDOWN AS OF JUNE 30, 2004	337	311	10	1	13	2	26	166	171
BREAKDOWN PERCENTAGES		92.3	3.0	0.3	3.9	0.6	7.7	49.3	50.7
NET INCREASES OR DECREASES	19	16	1	0	2	0	3	14	5
NUMBER OF NEW HIRES	35	30	1	0	4	0	5	22	13
NUMBER OF PROMOTIONS	27	27	0	0	0	0	0	11	16
NUMBER OF DEMOTIONS	3	3	0	0	0	0	0	1	2
NUMBER OF SEPARATIONS	16	14	0	0	2	0	2	8	8

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	337	166	171	311	10	1	13	2	26
EMPLOYEES (%)		49.3	50.7	92.3	3.0	0.3	3.9	0.6	7.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			156		22	4	23	15	77
DIFFERENCE (#)			0		12	3	10	13	51

PRESENT STAFFING

AGENCY: OKLAHOMA CENTENNIAL COMMISSION
 EEO COORDINATOR: GEORGIANA RYMER

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	2	1					1	1					1	0
% Represented	25.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	5	1					1	2				2	4	2
% Represented	62.5	20.0	0.0	0.0	0.0	0.0	20.0	40.0	0.0	0.0	0.0	40.0	80.0	40.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	1						0	1					1	0
% Represented	12.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	8	2	0	0	0	0	2	4	0	0	0	2	6	2
% Represented	100.0	25.0	0.0	0.0	0.0	0.0	25.0	50.0	0.0	0.0	0.0	25.0	75.0	25.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA CENTENNIAL COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	9	7	0	0	2	0	2	3	6
BREAKDOWN PERCENTAGES		77.8	0.0	0.0	22.2	0.0	22.2	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2004	8	6	0	0	2	0	2	2	6
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	25.0	75.0
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	-1	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	1	1

WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA CENTENNIAL COMMISSION

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: CENTRAL SERVICES
EEO COORDINATOR: WENDY SIMPSON

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	22	9				1	10	10	1			1	12	3
% Represented	11.2	40.9	0.0	0.0	0.0	4.5	45.5	45.5	4.5	0.0	0.0	4.5	54.5	13.6
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	50	16	1				17	26	4		2	1	33	8
% Represented	25.5	32.0	2.0	0.0	0.0	0.0	34.0	52.0	8.0	0.0	4.0	2.0	66.0	16.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	11	7	2				9	2					2	2
% Represented	5.6	63.6	18.2	0.0	0.0	0.0	81.8	18.2	0.0	0.0	0.0	0.0	18.2	18.2
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	3						0		3				3	3
% Represented	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	100.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	39	8	3				11	13	7	4		4	28	18
% Represented	19.9	20.5	7.7	0.0	0.0	0.0	28.2	33.3	17.9	10.3	0.0	10.3	71.8	46.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	40	27	4			3	34	2	3			1	6	11
% Represented	20.4	67.5	10.0	0.0	0.0	7.5	85.0	5.0	7.5	0.0	0.0	2.5	15.0	27.5
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	31	12	7			2	21	1	8	1			10	18
% Represented	15.8	38.7	22.6	0.0	0.0	6.5	67.7	3.2	25.8	3.2	0.0	0.0	32.3	58.1
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	196	79	17	0	0	6	102	54	26	5	2	7	94	63
% Represented	100.0	40.3	8.7	0.0	0.0	3.1	52.0	27.6	13.3	2.6	1.0	3.6	48.0	32.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: CENTRAL SERVICES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	240	158	54	3	19	6	82	131	109
BREAKDOWN PERCENTAGES		65.8	22.5	1.3	7.9	2.5	34.2	54.6	45.4
BREAKDOWN AS OF JUNE 30, 2004	196	133	43	2	13	5	63	102	94
BREAKDOWN PERCENTAGES		67.9	21.9	1.0	6.6	2.6	32.1	52.0	48.0
NET INCREASES OR DECREASES	-44	-25	-11	-1	-6	-1	-19	-29	-15
NUMBER OF NEW HIRES	12	11	1	0	0	0	1	5	7
NUMBER OF PROMOTIONS	14	11	2	0	0	1	3	7	7
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	56	36	12	1	6	1	20	34	22

Comment: 07/01/03 had an addition of 1 WM and 1 BF

WORKFORCE/CLF COMPARISON

AGENCY: CENTRAL SERVICES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	196	102	94	133	43	2	13	5	63
EMPLOYEES (%)		52.0	48.0	67.9	21.9	1.0	6.6	2.6	32.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			91		13	3	13	9	45
DIFFERENCE (#)			0		0	1	0	4	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	5	1					1	2	1			1	4	2
% Represented	22.7	20.0	0.0	0.0	0.0	0.0	20.0	40.0	20.0	0.0	0.0	20.0	80.0	40.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	12	6		1			7	4				1	5	2
% Represented	54.5	50.0	0.0	8.3	0.0	0.0	58.3	33.3	0.0	0.0	0.0	8.3	41.7	16.7
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	5	1					1	1	1	1		1	4	3
% Represented	22.7	20.0	0.0	0.0	0.0	0.0	20.0	20.0	20.0	20.0	0.0	20.0	80.0	60.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	22	8	0	1	0	0	9	7	2	1	0	3	13	7
% Represented	100.0	36.4	0.0	4.5	0.0	0.0	40.9	31.8	9.1	4.5	0.0	13.6	59.1	31.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION ON CHILDREN AND YOUTH

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	20	17	1	0	2	0	3	5	15
BREAKDOWN PERCENTAGES		85.0	5.0	0.0	10.0	0.0	15.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2004	22	15	2	0	3	2	7	9	13
BREAKDOWN PERCENTAGES		68.2	9.1	0.0	13.6	9.1	31.8	40.9	59.1
NET INCREASES OR DECREASES	2	-2	1	0	1	2	4	4	-2
NUMBER OF NEW HIRES	7	3	1	0	1	2	4	4	3
NUMBER OF PROMOTIONS	7	6	0	0	1	0	1	3	4
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	5	5	0	0	0	0	0	0	5

Comment: On last year's report, 1 employee was listed as "Native American" but should have been listed as "White".

WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION ON CHILDREN AND YOUTH

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	22	9	13	15	2	0	3	2	7
EMPLOYEES (%)		40.9	59.1	68.2	9.1	0.0	13.6	9.1	31.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			10		1	0	1	1	5
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: CHIROPRACTIC EXAMINER BOARD
EEO COORDINATOR: BETH KELLY

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: CHIROPRACTIC EXAMINER BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	2	2	0	0	0	0	0	0	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2004	2	2	0	0	0	0	0	1	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	1	-1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	1	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

WORKFORCE/CLF COMPARISON

AGENCY: CHIROPRACTIC EXAMINER BOARD

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: COMMERCE DEPARTMENT
EEO COORDINATOR: LaRONDA MOLINA

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	16	5				1	6	7	2			1	10	4
% Represented	13.2	31.3	0.0	0.0	0.0	6.3	37.5	43.8	12.5	0.0	0.0	6.3	62.5	25.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	82	32	4	1	1	3	41	36	3		1	1	41	14
% Represented	67.8	39.0	4.9	1.2	1.2	3.7	50.0	43.9	3.7	0.0	1.2	1.2	50.0	17.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	3		1		1		2	1					1	2
% Represented	2.5	0.0	33.3	0.0	33.3	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	66.7
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	6	1					1	4	1				5	1
% Represented	5.0	16.7	0.0	0.0	0.0	0.0	16.7	66.7	16.7	0.0	0.0	0.0	83.3	16.7
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	13		1			1	2	10	1				11	3
% Represented	10.7	0.0	7.7	0.0	0.0	7.7	15.4	76.9	7.7	0.0	0.0	0.0	84.6	23.1
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	1	1					1						0	0
% Represented	0.8	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	121	39	6	1	2	5	53	58	7	0	1	2	68	24
% Represented	100.0	32.2	5.0	0.8	1.7	4.1	43.8	47.9	5.8	0.0	0.8	1.7	56.2	19.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMERCE DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	114	87	14	3	9	1	27	51	63
BREAKDOWN PERCENTAGES		76.3	12.3	2.6	7.9	0.9	23.7	44.7	55.3
BREAKDOWN AS OF JUNE 30, 2004	121	97	13	3	7	1	24	53	68
BREAKDOWN PERCENTAGES		80.2	10.7	2.5	5.8	0.8	19.8	43.8	56.2
NET INCREASES OR DECREASES	7	10	-1	0	-2	0	-3	2	5
NUMBER OF NEW HIRES	34	32	1	0	1	0	2	12	22
NUMBER OF PROMOTIONS	31	27	2	0	2	0	4	11	20
NUMBER OF DEMOTIONS	10	8	0	0	2	0	2	8	2
NUMBER OF SEPARATIONS	27	22	2	0	3	0	5	10	17

WORKFORCE/CLF COMPARISON

AGENCY: COMMERCE DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	121	53	68	97	13	3	7	1	24
EMPLOYEES (%)		43.8	56.2	80.2	10.7	2.5	5.8	0.8	19.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			56		8	2	8	5	28
DIFFERENCE (#)			0		0	0	1	4	4

PRESENT STAFFING

AGENCY: COMPSOURCE OKLAHOMA
EEO COORDINATOR: SHARON O'CONNOR

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	34	16				1	17	15	1		1		17	3
% Represented	9.2	47.1	0.0	0.0	0.0	2.9	50.0	44.1	2.9	0.0	2.9	0.0	50.0	8.8
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	214	65	2			4	71	123	15	1		4	143	26
% Represented	58.2	30.4	0.9	0.0	0.0	1.9	33.2	57.5	7.0	0.5	0.0	1.9	66.8	12.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	25	14		1	1	1	17	4	2		2		8	7
% Represented	6.8	56.0	0.0	4.0	4.0	4.0	68.0	16.0	8.0	0.0	8.0	0.0	32.0	28.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	42	2				1	3	35	3		1		39	5
% Represented	11.4	4.8	0.0	0.0	0.0	2.4	7.1	83.3	7.1	0.0	2.4	0.0	92.9	11.9
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	50	7	1			1	9	33	5		1	2	41	10
% Represented	13.6	14.0	2.0	0.0	0.0	2.0	18.0	66.0	10.0	0.0	2.0	4.0	82.0	20.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	3	1	1	1			3						0	2
% Represented	0.8	33.3	33.3	33.3	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	66.7
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	368	105	4	2	1	8	120	210	26	1	5	6	248	53
% Represented	100.0	28.5	1.1	0.5	0.3	2.2	32.6	57.1	7.1	0.3	1.4	1.6	67.4	14.4
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: COMPSOURCE OKLAHOMA

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	360	308	32	5	13	2	52	112	248
BREAKDOWN PERCENTAGES		85.6	8.9	1.4	3.6	0.6	14.4	31.1	68.9
BREAKDOWN AS OF JUNE 30, 2004	368	315	30	6	14	3	53	120	248
BREAKDOWN PERCENTAGES		85.6	8.2	1.6	3.8	0.8	14.4	32.6	67.4
NET INCREASES OR DECREASES	8	7	-2	1	1	1	1	8	0
NUMBER OF NEW HIRES	58	51	2	1	3	1	7	28	30
NUMBER OF PROMOTIONS	10	8	2	0	0	0	2	3	7
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	0	2
NUMBER OF SEPARATIONS	50	43	4	0	3	0	7	20	30

Comment: Separations include 1 AI-F on 06/30/04. Counts in employee count and separations count. One WM, 1 WF changed to AI/AN during the year. This change affects White count for 07/01/03 and Hires/Separations.

WORKFORCE/CLF COMPARISON

AGENCY: COMPSOURCE OKLAHOMA

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	368	120	248	315	30	6	14	3	53
EMPLOYEES (%)		32.6	67.4	85.6	8.2	1.6	3.8	0.8	14.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			170		24	5	25	17	84
DIFFERENCE (#)			0		0	0	11	14	31

PRESENT STAFFING

AGENCY: CONSERVATION COMMISSION
EEO COORDINATOR: BEN POLLARD

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	2	2					2						0	0
% Represented	3.4	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	48	29	1				30	15	1			2	18	4
% Represented	81.4	60.4	2.1	0.0	0.0	0.0	62.5	31.3	2.1	0.0	0.0	4.2	37.5	8.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	3	3					3						0	0
% Represented	5.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	6						0	6					6	0
% Represented	10.2	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	59	34	1	0	0	0	35	21	1	0	0	2	24	4
% Represented	100.0	57.6	1.7	0.0	0.0	0.0	59.3	35.6	1.7	0.0	0.0	3.4	40.7	6.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: CONSERVATION COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	56	53	3	0	0	0	3	34	22
BREAKDOWN PERCENTAGES		94.6	5.4	0.0	0.0	0.0	5.4	60.7	39.3
BREAKDOWN AS OF JUNE 30, 2004	59	55	2	0	2	0	4	35	24
BREAKDOWN PERCENTAGES		93.2	3.4	0.0	3.4	0.0	6.8	59.3	40.7
NET INCREASES OR DECREASES	3	2	-1	0	2	0	1	1	2
NUMBER OF NEW HIRES	5	3	0	0	2	0	2	3	2
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	1	1	0	0	0	1	2	0

Comment: Agency FTE limit increased as a result of the conversion of 45 conservation district employees to state employee status.

WORKFORCE/CLF COMPARISON

AGENCY: CONSERVATION COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	59	35	24	55	2	0	2	0	4
EMPLOYEES (%)		59.3	40.7	93.2	3.4	0.0	3.4	0.0	6.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			27		4	1	4	3	14
DIFFERENCE (#)			3		2	1	2	3	10

PRESENT STAFFING

AGENCY: CONSUMER CREDIT
EEO COORDINATOR: JANICE HENDRICKS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	2	1					1	1					1	0
% Represented	15.4	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	8	4				2	6	1		1			2	3
% Represented	61.5	50.0	0.0	0.0	0.0	25.0	75.0	12.5	0.0	12.5	0.0	0.0	25.0	37.5
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	3						0	3					3	0
% Represented	23.1	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	13	5	0	0	0	2	7	5	0	1	0	0	6	3
% Represented	100.0	38.5	0.0	0.0	0.0	15.4	53.8	38.5	0.0	7.7	0.0	0.0	46.2	23.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: CONSUMER CREDIT DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	13	10	0	0	2	1	3	7	6
BREAKDOWN PERCENTAGES		76.9	0.0	0.0	15.4	7.7	23.1	53.8	46.2
BREAKDOWN AS OF JUNE 30, 2004	13	10	0	0	2	1	3	7	6
BREAKDOWN PERCENTAGES		76.9	0.0	0.0	15.4	7.7	23.1	53.8	46.2
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: CONSUMER CREDIT DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	13	7	6	10	0	0	2	1	3
EMPLOYEES (%)		53.8	46.2	76.9	0.0	0.0	15.4	7.7	23.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			6		1	0	1	1	3
DIFFERENCE (#)			0		1	0	0	0	0

PRESENT STAFFING

AGENCY: CORPORATION COMMISSION
EEO COORDINATOR: PAT WALTERS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	35	24			1	1	26	7	1			1	9	4
% Represented	9.7	68.6	0.0	0.0	2.9	2.9	74.3	20.0	2.9	0.0	0.0	2.9	25.7	11.4
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	116	52	3	1	2	5	63	34	13		3	3	53	30
% Represented	32.2	44.8	2.6	0.9	1.7	4.3	54.3	29.3	11.2	0.0	2.6	2.6	45.7	25.9
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	20	13					13	4	1		2		7	3
% Represented	5.6	65.0	0.0	0.0	0.0	0.0	65.0	20.0	5.0	0.0	10.0	0.0	35.0	15.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	102	89	1			11	101	1					1	12
% Represented	28.3	87.3	1.0	0.0	0.0	10.8	99.0	1.0	0.0	0.0	0.0	0.0	1.0	11.8
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	19	1					1	15	1			2	18	3
% Represented	5.3	5.3	0.0	0.0	0.0	0.0	5.3	78.9	5.3	0.0	0.0	10.5	94.7	15.8
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	68	7	1	2		1	11	46	6	2		3	57	15
% Represented	18.9	10.3	1.5	2.9	0.0	1.5	16.2	67.6	8.8	2.9	0.0	4.4	83.8	22.1
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	360	186	5	3	3	18	215	107	22	2	5	9	145	67
% Represented	100.0	51.7	1.4	0.8	0.8	5.0	59.7	29.7	6.1	0.6	1.4	2.5	40.3	18.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: CORPORATION COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	412	335	32	10	28	7	77	242	170
BREAKDOWN PERCENTAGES		81.3	7.8	2.4	6.8	1.7	18.7	58.7	41.3
BREAKDOWN AS OF JUNE 30, 2004	360	293	27	8	27	5	67	215	145
BREAKDOWN PERCENTAGES		81.4	7.5	2.2	7.5	1.4	18.6	59.7	40.3
NET INCREASES OR DECREASES	-52	-42	-5	-2	-1	-2	-10	-27	-25
NUMBER OF NEW HIRES	25	22	0	0	3	0	3	14	11
NUMBER OF PROMOTIONS	27	21	3	0	3	0	6	18	9
NUMBER OF DEMOTIONS	4	3	1	0	0	0	1	2	2
NUMBER OF SEPARATIONS	77	64	5	2	4	2	13	41	36

Comment: Separations effective close-of-business 06/30/2003 affect number of employees at the beginning of the period (07/01/03).

WORKFORCE/CLF COMPARISON

AGENCY: CORPORATION COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	360	215	145	293	27	8	27	5	67
EMPLOYEES (%)		59.7	40.3	81.4	7.5	2.2	7.5	1.4	18.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			166		23	5	24	16	82
DIFFERENCE (#)			21		0	0	0	11	15

PRESENT STAFFING

AGENCY: DEPARTMENT OF CORRECTIONS
EEO COORDINATOR: PEGGY CARTER

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	80	41	6			2	49	26	4			1	31	13
% Represented	1.7	51.3	7.5	0.0	0.0	2.5	61.3	32.5	5.0	0.0	0.0	1.3	38.8	16.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	1,280	574	54	10	8	51	697	443	87	6	4	43	583	263
% Represented	27.5	44.8	4.2	0.8	0.6	4.0	54.5	34.6	6.8	0.5	0.3	3.4	45.5	20.5
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	248	112	8	2	3	14	139	90	8	1	1	9	109	46
% Represented	5.3	45.2	3.2	0.8	1.2	5.6	56.0	36.3	3.2	0.4	0.4	3.6	44.0	18.5
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	2,325	1,452	121	34	9	201	1,817	383	61	12	2	50	508	490
% Represented	50.0	62.5	5.2	1.5	0.4	8.6	78.2	16.5	2.6	0.5	0.1	2.2	21.8	21.1
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	38	2					2	29	3			4	36	7
% Represented	0.8	5.3	0.0	0.0	0.0	0.0	5.3	76.3	7.9	0.0	0.0	10.5	94.7	18.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	500	51	4		1	4	60	353	43	11	5	28	440	96
% Represented	10.8	10.2	0.8	0.0	0.2	0.8	12.0	70.6	8.6	2.2	1.0	5.6	88.0	19.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	26	25				1	26						0	1
% Represented	0.6	96.2	0.0	0.0	0.0	3.8	100.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	151	54	7			10	71	62	12	4		2	80	35
% Represented	3.2	35.8	4.6	0.0	0.0	6.6	47.0	41.1	7.9	2.6	0.0	1.3	53.0	23.2
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	4,648	2,311	200	46	21	283	2,861	1,386	218	34	12	137	1,787	951
% Represented	100.0	49.7	4.3	1.0	0.5	6.1	61.6	29.8	4.7	0.7	0.3	2.9	38.4	20.5
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF CORRECTIONS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4,669	3,694	436	30	427	82	975	2,900	1,769
BREAKDOWN PERCENTAGES		79.1	9.3	0.6	9.1	1.8	20.9	62.1	37.9
BREAKDOWN AS OF JUNE 30, 2004	4,648	3,697	418	33	420	80	951	2,861	1,787
BREAKDOWN PERCENTAGES		79.5	9.0	0.7	9.0	1.7	20.5	61.6	38.4
NET INCREASES OR DECREASES	-21	3	-18	3	-7	-2	-24	-39	18
NUMBER OF NEW HIRES	549	446	39	6	46	12	103	302	247
NUMBER OF PROMOTIONS	672	543	49	3	61	16	129	441	231
NUMBER OF DEMOTIONS	54	37	8	0	7	2	17	29	25
NUMBER OF SEPARATIONS	570	443	57	3	53	14	127	341	229

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF CORRECTIONS

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4,648	2,861	1,787	3,697	418	33	420	80	951
EMPLOYEES (%)		61.6	38.4	79.5	9.0	0.7	9.0	1.7	20.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2,147		297	60	316	209	1,064
DIFFERENCE (#)			360		0	27	0	129	113

PRESENT STAFFING

AGENCY: COSMETOLOGY BOARD
 EEO COORDINATOR: CANDIS ROSS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1						0	1					1	0
% Represented	7.1	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	13	1				1	2	10			1		11	2
% Represented	92.9	7.7	0.0	0.0	0.0	7.7	15.4	76.9	0.0	0.0	7.7	0.0	84.6	15.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	14	1	0	0	0	1	2	11	0	0	1	0	12	2
% Represented	100.0	7.1	0.0	0.0	0.0	7.1	14.3	78.6	0.0	0.0	7.1	0.0	85.7	14.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: COSMETOLOGY BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	14	12	0	1	1	0	2	3	11
BREAKDOWN PERCENTAGES		85.7	0.0	7.1	7.1	0.0	14.3	21.4	78.6
BREAKDOWN AS OF JUNE 30, 2004	14	12	0	1	1	0	2	2	12
BREAKDOWN PERCENTAGES		85.7	0.0	7.1	7.1	0.0	14.3	14.3	85.7
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	-1	1
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	0	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	1	1

WORKFORCE/CLF COMPARISON

AGENCY: COSMETOLOGY BOARD

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	14	2	12	12	0	1	1	0	2
EMPLOYEES (%)		14.3	85.7	85.7	0.0	7.1	7.1	0.0	14.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			6		1	0	1	1	3
DIFFERENCE (#)			0		1	0	0	1	1

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	34	31	0	0	2	1	3	19	15
BREAKDOWN PERCENTAGES		91.2	0.0	0.0	5.9	2.9	8.8	55.9	44.1
BREAKDOWN AS OF JUNE 30, 2004	34	29	1	0	3	1	5	19	15
BREAKDOWN PERCENTAGES		85.3	2.9	0.0	8.8	2.9	14.7	55.9	44.1
NET INCREASES OR DECREASES	0	-2	1	0	1	0	2	0	0
NUMBER OF NEW HIRES	3	1	1	0	1	0	2	3	0
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	3	0	0	0	0	0	3	0

WORKFORCE/CLF COMPARISON

AGENCY: COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF GOVERNORS OF THE REGISTERED DENTISTS DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF GOVERNORS OF THE REGISTERED DENTISTS DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: DISTRICT ATTORNEYS COUNCIL
EEO COORDINATOR: LEE COHLMIA

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	6	2					2	4					4	0
% Represented	18.8	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	5	2				1	3	2					2	1
% Represented	15.6	40.0	0.0	0.0	0.0	20.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	20.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	10	3			1		4	5		1			6	2
% Represented	31.3	30.0	0.0	0.0	10.0	0.0	40.0	50.0	0.0	10.0	0.0	0.0	60.0	20.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	11	1					1	8	2				10	2
% Represented	34.4	9.1	0.0	0.0	0.0	0.0	9.1	72.7	18.2	0.0	0.0	0.0	90.9	18.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	32	8	0	0	1	1	10	19	2	1	0	0	22	5
% Represented	100.0	25.0	0.0	0.0	3.1	3.1	31.3	59.4	6.3	3.1	0.0	0.0	68.8	15.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DISTRICT ATTORNEYS COUNCIL

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	32	29	2	0	1	0	3	9	23
BREAKDOWN PERCENTAGES		90.6	6.3	0.0	3.1	0.0	9.4	28.1	71.9
BREAKDOWN AS OF JUNE 30, 2004	32	27	2	1	1	1	5	10	22
BREAKDOWN PERCENTAGES		84.4	6.3	3.1	3.1	3.1	15.6	31.3	68.8
NET INCREASES OR DECREASES	0	-2	0	1	0	1	2	1	-1
NUMBER OF NEW HIRES	8	5	0	1	1	1	3	4	4
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	8	6	0	0	1	1	2	3	5

Comment: An employee previously classified as White informed us she was actually Hispanic.

WORKFORCE/CLF COMPARISON

AGENCY: DISTRICT ATTORNEYS COUNCIL

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	32	10	22	27	2	1	1	1	5
EMPLOYEES (%)		31.3	68.8	84.4	6.3	3.1	3.1	3.1	15.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			15		2	0	2	1	7
DIFFERENCE (#)			0		0	0	1	0	2

PRESENT STAFFING

AGENCY: DEPARTMENT OF EDUCATION
EEO COORDINATOR: JONI YOUNTS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	73	19		2		2	23	46	1		1	2	50	8
% Represented	21.6	26.0	0.0	2.7	0.0	2.7	31.5	63.0	1.4	0.0	1.4	2.7	68.5	11.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	153	23	1			1	25	113	8	2	1	4	128	17
% Represented	45.3	15.0	0.7	0.0	0.0	0.7	16.3	73.9	5.2	1.3	0.7	2.6	83.7	11.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	11	6					6	4	1				5	1
% Represented	3.3	54.5	0.0	0.0	0.0	0.0	54.5	36.4	9.1	0.0	0.0	0.0	45.5	9.1
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	25	2					2	19	1			3	23	4
% Represented	7.4	8.0	0.0	0.0	0.0	0.0	8.0	76.0	4.0	0.0	0.0	12.0	92.0	16.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	76	3					3	59	8	1	2	3	73	14
% Represented	22.5	3.9	0.0	0.0	0.0	0.0	3.9	77.6	10.5	1.3	2.6	3.9	96.1	18.4
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	338	53	1	2	0	3	59	241	19	3	4	12	279	44
% Represented	100.0	15.7	0.3	0.6	0.0	0.9	17.5	71.3	5.6	0.9	1.2	3.6	82.5	13.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF EDUCATION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	346	298	25	3	15	5	48	62	284
BREAKDOWN PERCENTAGES		86.1	7.2	0.9	4.3	1.4	13.9	17.9	82.1
BREAKDOWN AS OF JUNE 30, 2004	338	294	20	4	15	5	44	59	279
BREAKDOWN PERCENTAGES		87.0	5.9	1.2	4.4	1.5	13.0	17.5	82.5
NET INCREASES OR DECREASES	-8	-4	-5	1	0	0	-4	-3	-5
NUMBER OF NEW HIRES	41	36	1	2	1	1	5	6	35
NUMBER OF PROMOTIONS	23	21	1	0	1	0	2	1	22
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	50	41	6	1	1	1	9	9	41

Comment: One White female separated effective 06/30/2003

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF EDUCATION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	338	59	279	294	20	4	15	5	44
EMPLOYEES (%)		17.5	82.5	87.0	5.9	1.2	4.4	1.5	13.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			156		22	4	23	15	77
DIFFERENCE (#)			0		2	0	8	10	33

PRESENT STAFFING

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY
EEO COORDINATOR: SARAH BLEW

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	14	9				2	11	3					3	2
% Represented	20.6	64.3	0.0	0.0	0.0	14.3	78.6	21.4	0.0	0.0	0.0	0.0	21.4	14.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	24	14	1	1			16	7		1			8	3
% Represented	35.3	58.3	4.2	4.2	0.0	0.0	66.7	29.2	0.0	0.0	4.2	0.0	33.3	12.5
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	19	17			1	1	19						0	2
% Represented	27.9	89.5	0.0	0.0	5.3	5.3	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.5
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	8						0	5	3				8	3
% Represented	11.8	0.0	0.0	0.0	0.0	0.0	0.0	62.5	37.5	0.0	0.0	0.0	100.0	37.5
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	2	1	1				2						0	1
% Represented	2.9	50.0	50.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	1		1				1						0	1
% Represented	1.5	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	68	41	3	1	1	3	49	15	3	0	1	0	19	12
% Represented	100.0	60.3	4.4	1.5	1.5	4.4	72.1	22.1	4.4	0.0	1.5	0.0	27.9	17.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	66	55	5	1	4	1	11	49	17
BREAKDOWN PERCENTAGES		83.3	7.6	1.5	6.1	1.5	16.7	74.2	25.8
BREAKDOWN AS OF JUNE 30, 2004	68	56	6	2	3	1	12	49	19
BREAKDOWN PERCENTAGES		82.4	8.8	2.9	4.4	1.5	17.6	72.1	27.9
NET INCREASES OR DECREASES	2	1	1	1	-1	0	1	0	2
NUMBER OF NEW HIRES	10	7	1	1	1	0	3	7	3
NUMBER OF PROMOTIONS	3	2	0	0	1	0	1	2	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	8	6	0	0	2	0	2	7	1

WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	68	49	19	56	6	2	3	1	12
EMPLOYEES (%)		72.1	27.9	82.4	8.8	2.9	4.4	1.5	17.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			31		4	1	5	3	16
DIFFERENCE (#)			12		0	0	2	2	4

PRESENT STAFFING

AGENCY: ELECTION BOARD
 EEO COORDINATOR: MONTIE FISHER / VADA HOLSTEIN

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	4	1					1	3					3	0
% Represented	18.2	25.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	5	2		1			3	1				1	2	2
% Represented	22.7	40.0	0.0	20.0	0.0	0.0	60.0	20.0	0.0	0.0	0.0	20.0	40.0	40.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	13				1		1	9	3				12	4
% Represented	59.1	0.0	0.0	0.0	7.7	0.0	7.7	69.2	23.1	0.0	0.0	0.0	92.3	30.8
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	22	3	0	1	1	0	5	13	3	0	0	1	17	6
% Represented	100.0	13.6	0.0	4.5	4.5	0.0	22.7	59.1	13.6	0.0	0.0	4.5	77.3	27.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: ELECTION BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	22	16	3	1	1	1	6	5	17
BREAKDOWN PERCENTAGES		72.7	13.6	4.5	4.5	4.5	27.3	22.7	77.3
BREAKDOWN AS OF JUNE 30, 2004	22	16	3	1	1	1	6	5	17
BREAKDOWN PERCENTAGES		72.7	13.6	4.5	4.5	4.5	27.3	22.7	77.3
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: ELECTION BOARD

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	22	5	17	16	3	1	1	1	6
EMPLOYEES (%)		22.7	77.3	72.7	13.6	4.5	4.5	4.5	27.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			10		1	0	1	1	5
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: EMERGENCY MANAGEMENT
EEO COORDINATOR: JEFF CHALMERS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	2	2					2						0	0
% Represented	8.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	16	9	1				10	4		1		1	6	3
% Represented	64.0	56.3	6.3	0.0	0.0	0.0	62.5	25.0	0.0	6.3	0.0	6.3	37.5	18.8
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	7	1					1	4	2				6	2
% Represented	28.0	14.3	0.0	0.0	0.0	0.0	14.3	57.1	28.6	0.0	0.0	0.0	85.7	28.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	25	12	1	0	0	0	13	8	2	1	0	1	12	5
% Represented	100.0	48.0	4.0	0.0	0.0	0.0	52.0	32.0	8.0	4.0	0.0	4.0	48.0	20.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: EMERGENCY MANAGEMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	27	22	3	0	1	1	5	14	13
BREAKDOWN PERCENTAGES		81.5	11.1	0.0	3.7	3.7	18.5	51.9	48.1
BREAKDOWN AS OF JUNE 30, 2004	25	20	3	0	1	1	5	13	12
BREAKDOWN PERCENTAGES		80.0	12.0	0.0	4.0	4.0	20.0	52.0	48.0
NET INCREASES OR DECREASES	-2	-2	0	0	0	0	0	-1	-1
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	1	1

WORKFORCE/CLF COMPARISON

AGENCY: EMERGENCY MANAGEMENT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	25	13	12	20	3	0	1	1	5
EMPLOYEES (%)		52.0	48.0	80.0	12.0	0.0	4.0	4.0	20.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			12		2	0	2	1	6
DIFFERENCE (#)			0		0	0	1	0	1

PRESENT STAFFING

AGENCY: EMPLOYEE BENEFITS COUNCIL
EEO COORDINATOR: PHIL KRAFT

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	5	3				1	4	1					1	1
% Represented	16.1	60.0	0.0	0.0	0.0	20.0	80.0	20.0	0.0	0.0	0.0	0.0	20.0	20.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	20	5	1			1	7	10	1	1		1	13	5
% Represented	64.5	25.0	5.0	0.0	0.0	5.0	35.0	50.0	5.0	5.0	0.0	5.0	65.0	25.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	2						0	1	1				2	1
% Represented	6.5	0.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	100.0	50.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	4	1					1	3					3	0
% Represented	12.9	25.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	31	9	1	0	0	2	12	15	2	1	0	1	19	7
% Represented	100.0	29.0	3.2	0.0	0.0	6.5	38.7	48.4	6.5	3.2	0.0	3.2	61.3	22.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: EMPLOYEE BENEFITS COUNCIL

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	30	23	2	2	2	1	7	11	19
BREAKDOWN PERCENTAGES		76.7	6.7	6.7	6.7	3.3	23.3	36.7	63.3
BREAKDOWN AS OF JUNE 30, 2004	31	24	3	0	3	1	7	12	19
BREAKDOWN PERCENTAGES		77.4	9.7	0.0	9.7	3.2	22.6	38.7	61.3
NET INCREASES OR DECREASES	1	1	1	-2	1	0	0	1	0
NUMBER OF NEW HIRES	6	4	1	0	1	0	2	2	4
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	5	3	0	2	0	0	2	1	4

Comment: Agency hired 1 White female effective 07/01/03.

WORKFORCE/CLF COMPARISON

AGENCY: EMPLOYEE BENEFITS COUNCIL

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	31	12	19	24	3	0	3	1	7
EMPLOYEES (%)		38.7	61.3	77.4	9.7	0.0	9.7	3.2	22.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			14		2	0	2	1	7
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: EMPLOYMENT SECURITY COMMISSION
EEO COORDINATOR: BARBARA WILLIAMS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	16	10	3				13	1	2				3	5
% Represented	2.4	62.5	18.8	0.0	0.0	0.0	81.3	6.3	12.5	0.0	0.0	0.0	18.8	31.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	486	166	18	6	5	5	200	197	65	4	3	17	286	123
% Represented	73.4	34.2	3.7	1.2	1.0	1.0	41.2	40.5	13.4	0.8	0.6	3.5	58.8	25.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	36	17	2		1	1	21	14	1				15	5
% Represented	5.4	47.2	5.6	0.0	2.8	2.8	58.3	38.9	2.8	0.0	0.0	0.0	41.7	13.9
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	9	3					3	3	1	1		1	6	3
% Represented	1.4	33.3	0.0	0.0	0.0	0.0	33.3	33.3	11.1	11.1	0.0	11.1	66.7	33.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	107	17	2			2	21	55	16	3		12	86	35
% Represented	16.2	15.9	1.9	0.0	0.0	1.9	19.6	51.4	15.0	2.8	0.0	11.2	80.4	32.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	4	4					4						0	0
% Represented	0.6	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	4	2	2				4						0	2
% Represented	0.6	50.0	50.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	662	219	27	6	6	8	266	270	85	8	3	30	396	173
% Represented	100.0	33.1	4.1	0.9	0.9	1.2	40.2	40.8	12.8	1.2	0.5	4.5	59.8	26.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: EMPLOYMENT SECURITY COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	672	494	111	12	39	16	178	278	394
BREAKDOWN PERCENTAGES		73.5	16.5	1.8	5.8	2.4	26.5	41.4	58.6
BREAKDOWN AS OF JUNE 30, 2004	662	489	112	9	38	14	173	266	396
BREAKDOWN PERCENTAGES		73.9	16.9	1.4	5.7	2.1	26.1	40.2	59.8
NET INCREASES OR DECREASES	-10	-5	1	-3	-1	-2	-5	-12	2
NUMBER OF NEW HIRES	67	49	14	0	4	0	18	25	42
NUMBER OF PROMOTIONS	94	73	14	1	6	0	21	27	67
NUMBER OF DEMOTIONS	3	3	0	0	0	0	0	1	2
NUMBER OF SEPARATIONS	77	54	13	3	5	2	23	37	40

WORKFORCE/CLF COMPARISON

AGENCY: EMPLOYMENT SECURITY COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	662	266	396	489	112	9	38	14	173
EMPLOYEES (%)		40.2	59.8	73.9	16.9	1.4	5.7	2.1	26.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			306		42	9	45	30	152
DIFFERENCE (#)			0		0	0	7	16	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	6	5	1	0	0	0	1	1	5
BREAKDOWN PERCENTAGES		83.3	16.7	0.0	0.0	0.0	16.7	16.7	83.3
BREAKDOWN AS OF JUNE 30, 2004	5	5	0	0	0	0	0	0	5
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
NET INCREASES OR DECREASES	-1	0	-1	0	0	0	-1	-1	0
NUMBER OF NEW HIRES	3	2	1	0	0	0	1	0	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	2	2	0	0	0	2	1	3

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY
EEO COORDINATOR: JAMIE FANNIN

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	41	31				1	32	9					9	1
% Represented	7.8	75.6	0.0	0.0	0.0	2.4	78.0	22.0	0.0	0.0	0.0	0.0	22.0	2.4
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	403	234	11	3	14	13	275	103	5	6	4	10	128	66
% Represented	76.6	58.1	2.7	0.7	3.5	3.2	68.2	25.6	1.2	1.5	1.0	2.5	31.8	16.4
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	18	12			1		13	3			1	1	5	3
% Represented	3.4	66.7	0.0	0.0	5.6	0.0	72.2	16.7	0.0	0.0	5.6	5.6	27.8	16.7
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	2						0	2					2	0
% Represented	0.4	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	60	5	1			1	7	39	6	2		6	53	16
% Represented	11.4	8.3	1.7	0.0	0.0	1.7	11.7	65.0	10.0	3.3	0.0	10.0	88.3	26.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	2		2				2						0	2
% Represented	0.4	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	526	282	14	3	15	15	329	156	11	8	5	17	197	88
% Represented	100.0	53.6	2.7	0.6	2.9	2.9	62.5	29.7	2.1	1.5	1.0	3.2	37.5	16.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	516	429	24	21	33	9	87	328	188
BREAKDOWN PERCENTAGES		83.1	4.7	4.1	6.4	1.7	16.9	63.6	36.4
BREAKDOWN AS OF JUNE 30, 2004	526	438	25	20	32	11	88	329	197
BREAKDOWN PERCENTAGES		83.3	4.8	3.8	6.1	2.1	16.7	62.5	37.5
NET INCREASES OR DECREASES	10	9	1	-1	-1	2	1	1	9
NUMBER OF NEW HIRES	48	40	3	1	1	3	8	19	29
NUMBER OF PROMOTIONS	92	84	3	2	2	1	8	47	45
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	38	31	2	2	2	1	7	18	20

Comment:

- (1) Four employees, previously classified as White, provided their Indian tribal cards and were reclassified as American Indian.
- (2) One WF was hired to work while an employee was on military duty and this position did not show in the total count for 2003.
- (3) One female was erroneously entered in the database as a male. The mistake was corrected during FY-2004.

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF ENVIRONMENTAL QUALITY

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	526	329	197	438	25	20	32	11	88
EMPLOYEES (%)		62.5	37.5	83.3	4.8	3.8	6.1	2.1	16.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			243		34	7	36	24	120
DIFFERENCE (#)			46		9	0	4	13	32

PRESENT STAFFING

AGENCY: ETHICS COMMISSION
EEO COORDINATOR: PATRICIA BRYANT

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: ETHICS COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	7	6	1	0	0	0	1	3	4
BREAKDOWN PERCENTAGES		85.7	14.3	0.0	0.0	0.0	14.3	42.9	57.1
BREAKDOWN AS OF JUNE 30, 2004	7	6	1	0	0	0	1	3	4
BREAKDOWN PERCENTAGES		85.7	14.3	0.0	0.0	0.0	14.3	42.9	57.1
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: ETHICS COMMISSION

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: OFFICE OF STATE FINANCE
EEO COORDINATOR: JIM BRATKOVICH

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	21	13				1	14	5		1		1	7	3
% Represented	17.9	61.9	0.0	0.0	0.0	4.8	66.7	23.8	0.0	4.8	0.0	4.8	33.3	14.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	25	9	1				10	13				2	15	3
% Represented	21.4	36.0	4.0	0.0	0.0	0.0	40.0	52.0	0.0	0.0	0.0	8.0	60.0	12.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	56	34	4	1	1		40	13	2	1			16	9
% Represented	47.9	60.7	7.1	1.8	1.8	0.0	71.4	23.2	3.6	1.8	0.0	0.0	28.6	16.1
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	15	2	1				3	7	4		1		12	6
% Represented	12.8	13.3	6.7	0.0	0.0	0.0	20.0	46.7	26.7	0.0	6.7	0.0	80.0	40.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	117	58	6	1	1	1	67	38	6	2	1	3	50	21
% Represented	100.0	49.6	5.1	0.9	0.9	0.9	57.3	32.5	5.1	1.7	0.9	2.6	42.7	17.9
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF STATE FINANCE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	100	83	10	2	4	1	17	55	45
BREAKDOWN PERCENTAGES		83.0	10.0	2.0	4.0	1.0	17.0	55.0	45.0
BREAKDOWN AS OF JUNE 30, 2004	117	96	12	2	4	3	21	67	50
BREAKDOWN PERCENTAGES		82.1	10.3	1.7	3.4	2.6	17.9	57.3	42.7
NET INCREASES OR DECREASES	17	13	2	0	0	2	4	12	5
NUMBER OF NEW HIRES	28	23	3	0	0	2	5	18	10
NUMBER OF PROMOTIONS	8	5	1	0	2	0	3	5	3
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	11	10	1	0	0	0	1	6	5

WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF STATE FINANCE

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	117	67	50	96	12	2	4	3	21
EMPLOYEES (%)		57.3	42.7	82.1	10.3	1.7	3.4	2.6	17.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			54		7	2	8	5	27
DIFFERENCE (#)			4		0	0	4	2	6

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	2	2					2						0	0
% Represented	18.2	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	1						0	1					1	0
% Represented	9.1	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	1	1					1						0	0
% Represented	9.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	7						0	4	2			1	7	3
% Represented	63.6	0.0	0.0	0.0	0.0	0.0	0.0	57.1	28.6	0.0	0.0	14.3	100.0	42.9
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	11	3	0	0	0	0	3	5	2	0	0	1	8	3
% Represented	100.0	27.3	0.0	0.0	0.0	0.0	27.3	45.5	18.2	0.0	0.0	9.1	72.7	27.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: FIREFIGHTERS PENSION AND RETIREMENT BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	10	8	1	0	1	0	2	2	8
BREAKDOWN PERCENTAGES		80.0	10.0	0.0	10.0	0.0	20.0	20.0	80.0
BREAKDOWN AS OF JUNE 30, 2004	11	8	2	0	1	0	3	3	8
BREAKDOWN PERCENTAGES		72.7	18.2	0.0	9.1	0.0	27.3	27.3	72.7
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	1	0
NUMBER OF NEW HIRES	3	2	1	0	0	0	1	1	2
NUMBER OF PROMOTIONS	1	0	0	0	1	0	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	0	2

WORKFORCE/CLF COMPARISON

AGENCY: FIREFIGHTERS PENSION AND RETIREMENT BOARD

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	11	3	8	8	2	0	1	0	3
EMPLOYEES (%)		27.3	72.7	72.7	18.2	0.0	9.1	0.0	27.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			5		1	0	1	0	3
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: STATE FIRE MARSHAL
EEO COORDINATOR: JERRY PRUNER

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	3	2			1		3						0	1
% Represented	10.7	66.7	0.0	0.0	33.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	21	19					19	2					2	0
% Represented	75.0	90.5	0.0	0.0	0.0	0.0	90.5	9.5	0.0	0.0	0.0	0.0	9.5	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	4						0	4					4	0
% Represented	14.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	28	21	0	0	1	0	22	6	0	0	0	0	6	1
% Represented	100.0	75.0	0.0	0.0	3.6	0.0	78.6	21.4	0.0	0.0	0.0	0.0	21.4	3.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE FIRE MARSHAL

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	29	28	0	1	0	0	1	23	6
BREAKDOWN PERCENTAGES		96.6	0.0	3.4	0.0	0.0	3.4	79.3	20.7
BREAKDOWN AS OF JUNE 30, 2004	28	27	0	1	0	0	1	22	6
BREAKDOWN PERCENTAGES		96.4	0.0	3.6	0.0	0.0	3.6	78.6	21.4
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	-1	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	1	0

WORKFORCE/CLF COMPARISON

AGENCY: STATE FIRE MARSHAL

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	28	22	6	27	0	1	0	0	1
EMPLOYEES (%)		78.6	21.4	96.4	0.0	3.6	0.0	0.0	3.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			13		2	0	2	1	6
DIFFERENCE (#)			7		2	0	2	1	5

PRESENT STAFFING

AGENCY: FUNERAL BOARD
 EEO COORDINATOR: TERRY McENANY

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: FUNERAL BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	3	3	0	0	0	0	0	3	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
BREAKDOWN AS OF JUNE 30, 2004	3	3	0	0	0	0	0	3	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: FUNERAL BOARD

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: OFFICE OF THE GOVERNOR
EEO COORDINATOR: NELDA KIRK

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	11	6					6	5					5	0
% Represented	31.4	54.5	0.0	0.0	0.0	0.0	54.5	45.5	0.0	0.0	0.0	0.0	45.5	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	13	3		1			4	6	1		1	1	9	4
% Represented	37.1	23.1	0.0	7.7	0.0	0.0	30.8	46.2	7.7	0.0	7.7	7.7	69.2	30.8
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	11	4					4	5	2				7	2
% Represented	31.4	36.4	0.0	0.0	0.0	0.0	36.4	45.5	18.2	0.0	0.0	0.0	63.6	18.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS	35	13	0	1	0	0	14	16	3	0	1	1	21	6
% Represented	100.0	37.1	0.0	2.9	0.0	0.0	40.0	45.7	8.6	0.0	2.9	2.9	60.0	17.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF THE GOVERNOR

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	34	29	2	1	1	1	5	14	20
BREAKDOWN PERCENTAGES		85.3	5.9	2.9	2.9	2.9	14.7	41.2	58.8
BREAKDOWN AS OF JUNE 30, 2004	35	29	3	1	1	1	6	14	21
BREAKDOWN PERCENTAGES		82.9	8.6	2.9	2.9	2.9	17.1	40.0	60.0
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	0	1
NUMBER OF NEW HIRES	5	3	2	0	0	0	2	1	4
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	3	1	0	0	0	1	1	3

WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF THE GOVERNOR

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	35	14	21	29	3	1	1	1	6
EMPLOYEES (%)		40.0	60.0	82.9	8.6	2.9	2.9	2.9	17.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			16		2	0	2	2	8
DIFFERENCE (#)			0		0	0	1	1	2

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	48	35				8	43	4				1	5	9
% Represented	10.6	72.9	0.0	0.0	0.0	16.7	89.6	8.3	0.0	0.0	0.0	2.1	10.4	18.8
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	39	7			1	3	11	15				13	28	17
% Represented	8.6	17.9	0.0	0.0	2.6	7.7	28.2	38.5	0.0	0.0	0.0	33.3	71.8	43.6
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	75	57	1	2		9	69	5				1	6	13
% Represented	16.6	76.0	1.3	2.7	0.0	12.0	92.0	6.7	0.0	0.0	0.0	1.3	8.0	17.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	8	7				1	8						0	1
% Represented	1.8	87.5	0.0	0.0	0.0	12.5	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	1						0	1					1	0
% Represented	0.2	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	32	6				4	10	16			1	5	22	10
% Represented	7.1	18.8	0.0	0.0	0.0	12.5	31.3	50.0	0.0	0.0	3.1	15.6	68.8	31.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	242	179		2		60	241					1	1	63
% Represented	53.7	74.0	0.0	0.8	0.0	24.8	99.6	0.0	0.0	0.0	0.0	0.4	0.4	26.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	6	1				2	3	2				1	3	3
% Represented	1.3	16.7	0.0	0.0	0.0	33.3	50.0	33.3	0.0	0.0	0.0	16.7	50.0	50.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	451	292	1	4	1	87	385	43	0	0	1	22	66	116
% Represented	100.0	64.7	0.2	0.9	0.2	19.3	85.4	9.5	0.0	0.0	0.2	4.9	14.6	25.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: GRAND RIVER DAM AUTHORITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	442	330	1	2	104	5	112	377	65
BREAKDOWN PERCENTAGES		74.7	0.2	0.5	23.5	1.1	25.3	85.3	14.7
BREAKDOWN AS OF JUNE 30, 2004	451	335	1	2	109	4	116	385	66
BREAKDOWN PERCENTAGES		74.3	0.2	0.4	24.2	0.9	25.7	85.4	14.6
NET INCREASES OR DECREASES	9	5	0	0	5	-1	4	8	1
NUMBER OF NEW HIRES	32	19	0	0	13	0	13	31	1
NUMBER OF PROMOTIONS	38	28	0	0	8	2	10	30	8
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	23	14	0	0	8	1	9	23	0

WORKFORCE/CLF COMPARISON

AGENCY: GRAND RIVER DAM AUTHORITY

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	451	385	66	335	1	2	109	4	116
EMPLOYEES (%)		85.4	14.6	74.3	0.2	0.4	24.2	0.9	25.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			208		29	6	31	20	103
DIFFERENCE (#)			142		28	4	0	16	0

PRESENT STAFFING

AGENCY: OFFICE OF HANDICAPPED CONCERNS
EEO COORDINATOR: STEVEN STOKES

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF HANDICAPPED CONCERNS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	7	6	0	0	1	0	1	4	3
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	57.1	42.9
BREAKDOWN AS OF JUNE 30, 2004	8	7	0	0	1	0	1	4	4
BREAKDOWN PERCENTAGES		87.5	0.0	0.0	12.5	0.0	12.5	50.0	50.0
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	0	1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF HANDICAPPED CONCERNS

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	101	42	2	1		1	46	52	3				55	7
% Represented	4.9	41.6	2.0	1.0	0.0	1.0	45.5	51.5	3.0	0.0	0.0	0.0	54.5	6.9
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	1,311	241	15	3	6	11	276	870	63	19	17	66	1,035	200
% Represented	63.6	18.4	1.1	0.2	0.5	0.8	21.1	66.4	4.8	1.4	1.3	5.0	78.9	15.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	70	17	1	3	1	2	24	38	3	1		4	46	15
% Represented	3.4	24.3	1.4	4.3	1.4	2.9	34.3	54.3	4.3	1.4	0.0	5.7	65.7	21.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	2		2				2						0	2
% Represented	0.1	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	212	3	2				5	150	15	31	1	10	207	59
% Represented	10.3	1.4	0.9	0.0	0.0	0.0	2.4	70.8	7.1	14.6	0.5	4.7	97.6	27.8
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	351	20	3			1	24	258	26	10	6	27	327	73
% Represented	17.0	5.7	0.9	0.0	0.0	0.3	6.8	73.5	7.4	2.8	1.7	7.7	93.2	20.8
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	15	3	5				8	3	3			1	7	9
% Represented	0.7	20.0	33.3	0.0	0.0	0.0	53.3	20.0	20.0	0.0	0.0	6.7	46.7	60.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	2,062	326	30	7	7	15	385	1,371	113	61	24	108	1,677	365
% Represented	100.0	15.8	1.5	0.3	0.3	0.7	18.7	66.5	5.5	3.0	1.2	5.2	81.3	17.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF HEALTH

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	2,131	1,757	150	28	129	67	374	395	1,736
BREAKDOWN PERCENTAGES		82.4	7.0	1.3	6.1	3.1	17.6	18.5	81.5
BREAKDOWN AS OF JUNE 30, 2004	2,062	1,697	143	31	123	68	365	385	1,677
BREAKDOWN PERCENTAGES		82.3	6.9	1.5	6.0	3.3	17.7	18.7	81.3
NET INCREASES OR DECREASES	-69	-60	-7	3	-6	1	-9	-10	-59
NUMBER OF NEW HIRES	229	184	15	8	13	9	45	54	175
NUMBER OF PROMOTIONS	158	139	10	1	6	2	19	21	137
NUMBER OF DEMOTIONS	20	19	0	0	1	0	1	1	19
NUMBER OF SEPARATIONS	298	244	22	5	19	8	54	64	234

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF HEALTH

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2,062	385	1,677	1,697	143	31	123	68	365
EMPLOYEES (%)		18.7	81.3	82.3	6.9	1.5	6.0	3.3	17.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			953		132	27	140	93	472
DIFFERENCE (#)			0		0	0	17	25	107

PRESENT STAFFING

AGENCY: HEALTH CARE AUTHORITY
EEO COORDINATOR: DONNA HUCKLEBERRY

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	9	4	1	1			6	3					3	2
% Represented	2.6	44.4	11.1	11.1	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	22.2
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	146	28	2	1	2	5	38	74	22	3	4	5	108	44
% Represented	42.2	19.2	1.4	0.7	1.4	3.4	26.0	50.7	15.1	2.1	2.7	3.4	74.0	30.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	63	9		1	3		13	32	13		3	2	50	22
% Represented	18.2	14.3	0.0	1.6	4.8	0.0	20.6	50.8	20.6	0.0	4.8	3.2	79.4	34.9
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	89	7	5				12	40	28	3	2	4	77	42
% Represented	25.7	7.9	5.6	0.0	0.0	0.0	13.5	44.9	31.5	3.4	2.2	4.5	86.5	47.2
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	39	1				1	2	24	9	3		1	37	14
% Represented	11.3	2.6	0.0	0.0	0.0	2.6	5.1	61.5	23.1	7.7	0.0	2.6	94.9	35.9
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	346	49	8	3	5	6	71	173	72	9	9	12	275	124
% Represented	100.0	14.2	2.3	0.9	1.4	1.7	20.5	50.0	20.8	2.6	2.6	3.5	79.5	35.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: HEALTH CARE AUTHORITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	269	180	60	6	15	8	89	62	207
BREAKDOWN PERCENTAGES		66.9	22.3	2.2	5.6	3.0	33.1	23.0	77.0
BREAKDOWN AS OF JUNE 30, 2004	346	222	80	14	18	12	124	71	275
BREAKDOWN PERCENTAGES		64.2	23.1	4.0	5.2	3.5	35.8	20.5	79.5
NET INCREASES OR DECREASES	77	42	20	8	3	4	35	9	68
NUMBER OF NEW HIRES	89	53	20	8	4	4	36	10	79
NUMBER OF PROMOTIONS	68	36	19	1	8	4	32	14	54
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	12	11	0	0	1	0	1	1	11

WORKFORCE/CLF COMPARISON

AGENCY: HEALTH CARE AUTHORITY

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	346	71	275	222	80	14	18	12	124
EMPLOYEES (%)		20.5	79.5	64.2	23.1	4.0	5.2	3.5	35.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			160		22	4	24	16	79
DIFFERENCE (#)			0		0	0	6	4	0

PRESENT STAFFING

AGENCY: HISTORICAL SOCIETY
EEO COORDINATOR: GLADYS BENNETT

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	12	7				1	8	3	1				4	2
% Represented	9.4	58.3	0.0	0.0	0.0	8.3	66.7	25.0	8.3	0.0	0.0	0.0	33.3	16.7
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	70	43	1	1		2	47	22	1				23	5
% Represented	55.1	61.4	1.4	1.4	0.0	2.9	67.1	31.4	1.4	0.0	0.0	0.0	32.9	7.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	7	2				1	3	3	1				4	2
% Represented	5.5	28.6	0.0	0.0	0.0	14.3	42.9	42.9	14.3	0.0	0.0	0.0	57.1	28.6
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	21	6				1	7	11				3	14	4
% Represented	16.5	28.6	0.0	0.0	0.0	4.8	33.3	52.4	0.0	0.0	0.0	14.3	66.7	19.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	11	1	1			1	3	5	2			1	8	5
% Represented	8.7	9.1	9.1	0.0	0.0	9.1	27.3	45.5	18.2	0.0	0.0	9.1	72.7	45.5
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	4	2				1	3	1					1	1
% Represented	3.1	50.0	0.0	0.0	0.0	25.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	25.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	2	1	1				2						0	1
% Represented	1.6	50.0	50.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	127	62	3	1	0	7	73	45	5	0	0	4	54	20
% Represented	100.0	48.8	2.4	0.8	0.0	5.5	57.5	35.4	3.9	0.0	0.0	3.1	42.5	15.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: HISTORICAL SOCIETY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	138	116	10	0	11	1	22	78	60
BREAKDOWN PERCENTAGES		84.1	7.2	0.0	8.0	0.7	15.9	56.5	43.5
BREAKDOWN AS OF JUNE 30, 2004	127	107	8	0	11	1	20	73	54
BREAKDOWN PERCENTAGES		84.3	6.3	0.0	8.7	0.8	15.7	57.5	42.5
NET INCREASES OR DECREASES	-11	-9	-2	0	0	0	-2	-5	-6
NUMBER OF NEW HIRES	5	5	0	0	0	0	0	4	1
NUMBER OF PROMOTIONS	2	1	0	0	0	1	1	1	1
NUMBER OF DEMOTIONS	1	0	1	0	0	0	1	0	1
NUMBER OF SEPARATIONS	16	14	2	0	0	0	2	9	7

WORKFORCE/CLF COMPARISON

AGENCY: HISTORICAL SOCIETY

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	127	73	54	107	8	0	11	1	20
EMPLOYEES (%)		57.5	42.5	84.3	6.3	0.0	8.7	0.8	15.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			59		8	2	9	6	29
DIFFERENCE (#)			5		0	2	0	5	9

PRESENT STAFFING

AGENCY: HORSE RACING COMMISSION
EEO COORDINATOR: BONNIE MORRIS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1	1					1						0	0
% Represented	2.9	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	14	12					12	2					2	0
% Represented	41.2	85.7	0.0	0.0	0.0	0.0	85.7	14.3	0.0	0.0	0.0	0.0	14.3	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	2	2					2						0	0
% Represented	5.9	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	17		1				1	13	2	1			16	4
% Represented	50.0	0.0	5.9	0.0	0.0	0.0	5.9	76.5	11.8	5.9	0.0	0.0	94.1	23.5
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	34	15	1	0	0	0	16	15	2	1	0	0	18	4
% Represented	100.0	44.1	2.9	0.0	0.0	0.0	47.1	44.1	5.9	2.9	0.0	0.0	52.9	11.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: HORSE RACING COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	36	32	3	0	0	1	4	16	20
BREAKDOWN PERCENTAGES		88.9	8.3	0.0	0.0	2.8	11.1	44.4	55.6
BREAKDOWN AS OF JUNE 30, 2004	34	30	3	0	0	1	4	16	18
BREAKDOWN PERCENTAGES		88.2	8.8	0.0	0.0	2.9	11.8	47.1	52.9
NET INCREASES OR DECREASES	-2	-2	0	0	0	0	0	0	-2
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	0	2

WORKFORCE/CLF COMPARISON

AGENCY: HORSE RACING COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	34	16	18	30	3	0	0	1	4
EMPLOYEES (%)		47.1	52.9	88.2	8.8	0.0	0.0	2.9	11.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			16		2	0	2	2	8
DIFFERENCE (#)			0		0	0	2	1	4

PRESENT STAFFING

AGENCY: HOUSE OF REPRESENTATIVES
EEO COORDINATOR: JOE BLOUGH

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	17	11					11	6				6	0	
% Represented	18.7	64.7	0.0	0.0	0.0	0.0	64.7	35.3	0.0	0.0	0.0	35.3	0.0	
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	26	12		1			13	13				13	1	
% Represented	28.6	46.2	0.0	3.8	0.0	0.0	50.0	50.0	0.0	0.0	0.0	50.0	3.8	
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	6	3					3	1	1			1	3	2
% Represented	6.6	50.0	0.0	0.0	0.0	0.0	50.0	16.7	16.7	0.0	0.0	16.7	50.0	33.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0					0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	10						0	10				10	0	
% Represented	11.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	28	4		1		1	6	22				22	2	
% Represented	30.8	14.3	0.0	3.6	0.0	3.6	21.4	78.6	0.0	0.0	0.0	78.6	7.1	
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0					0	0	
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	4		4				4					0	4	
% Represented	4.4	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	91	30	4	2	0	1	37	52	1	0	0	1	54	9
% Represented	100.0	33.0	4.4	2.2	0.0	1.1	40.7	57.1	1.1	0.0	0.0	1.1	59.3	9.9
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: HOUSE OF REPRESENTATIVES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	99	90	5	0	1	3	9	41	58
BREAKDOWN PERCENTAGES		90.9	5.1	0.0	1.0	3.0	9.1	41.4	58.6
BREAKDOWN AS OF JUNE 30, 2004	91	82	5	0	2	2	9	37	54
BREAKDOWN PERCENTAGES		90.1	5.5	0.0	2.2	2.2	9.9	40.7	59.3
NET INCREASES OR DECREASES	-8	-8	0	0	1	-1	0	-4	-4
NUMBER OF NEW HIRES	5	5	0	0	0	0	0	3	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	13	13	0	0	0	0	0	7	6

Comment: The change from 3 Hispanic males to 2 (in 2004) is due to the fact we received Tribal Verification and moved this person into the proper reporting category.

WORKFORCE/CLF COMPARISON

AGENCY: HOUSE OF REPRESENTATIVES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	91	37	54	82	5	0	2	2	9
EMPLOYEES (%)		40.7	59.3	90.1	5.5	0.0	2.2	2.2	9.9
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			42		6	1	6	4	21
DIFFERENCE (#)			0		1	1	4	2	12

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	2		1				1		1				1	2
% Represented	14.3	0.0	50.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	50.0	100.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	8	1	1			1	3	2	2		1		5	5
% Represented	57.1	12.5	12.5	0.0	0.0	12.5	37.5	25.0	25.0	0.0	12.5	0.0	62.5	62.5
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	4						0	1	3				4	3
% Represented	28.6	0.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	100.0	75.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	14	1	2	0	0	1	4	3	6	0	1	0	10	10
% Represented	100.0	7.1	14.3	0.0	0.0	7.1	28.6	21.4	42.9	0.0	7.1	0.0	71.4	71.4
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: HUMAN RIGHTS COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	17	4	10	1	1	1	13	5	12
BREAKDOWN PERCENTAGES		23.5	58.8	5.9	5.9	5.9	76.5	29.4	70.6
BREAKDOWN AS OF JUNE 30, 2004	14	4	8	1	1	0	10	4	10
BREAKDOWN PERCENTAGES		28.6	57.1	7.1	7.1	0.0	71.4	28.6	71.4
NET INCREASES OR DECREASES	-3	0	-2	0	0	-1	-3	-1	-2
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	0	2	0	0	1	3	1	2

WORKFORCE/CLF COMPARISON

AGENCY: HUMAN RIGHTS COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	14	4	10	4	8	1	1	0	10
EMPLOYEES (%)		28.6	71.4	28.6	57.1	7.1	7.1	0.0	71.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			6		1	0	1	1	3
DIFFERENCE (#)			0		0	0	0	1	0

PRESENT STAFFING

AGENCY: DEPARTMENT OF HUMAN SERVICES
EEO COORDINATOR: SHERLEEN JACKSON

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	357	105	17	2	2	4	130	202	19			6	227	50
% Represented	4.9	29.4	4.8	0.6	0.6	1.1	36.4	56.6	5.3	0.0	0.0	1.7	63.6	14.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	4,821	878	116	18	28	70	1,110	2,884	433	62	36	296	3,711	1,059
% Represented	66.0	18.2	2.4	0.4	0.6	1.5	23.0	59.8	9.0	1.3	0.7	6.1	77.0	22.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	170	71	3		8	5	87	62	14	1	4	2	83	37
% Represented	2.3	41.8	1.8	0.0	4.7	2.9	51.2	36.5	8.2	0.6	2.4	1.2	48.8	21.8
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	3	3					3						0	0
% Represented	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	753	126	43	7	3	5	184	394	129	10	14	22	569	233
% Represented	10.3	16.7	5.7	0.9	0.4	0.7	24.4	52.3	17.1	1.3	1.9	2.9	75.6	30.9
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	925	58	14	2		5	79	648	129	14	4	51	846	219
% Represented	12.7	6.3	1.5	0.2	0.0	0.5	8.5	70.1	13.9	1.5	0.4	5.5	91.5	23.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	152	127	9	2		11	149	3					3	22
% Represented	2.1	83.6	5.9	1.3	0.0	7.2	98.0	2.0	0.0	0.0	0.0	0.0	2.0	14.5
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	120	27	8			4	39	66	9	3		3	81	27
% Represented	1.6	22.5	6.7	0.0	0.0	3.3	32.5	55.0	7.5	2.5	0.0	2.5	67.5	22.5
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	7,301	1,395	210	31	41	104	1,781	4,259	733	90	58	380	5,520	1,647
% Represented	100.0	19.1	2.9	0.4	0.6	1.4	24.4	58.3	10.0	1.2	0.8	5.2	75.6	22.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF HUMAN SERVICES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	7,260	5,653	915	88	478	126	1,607	1,796	5,464
BREAKDOWN PERCENTAGES		77.9	12.6	1.2	6.6	1.7	22.1	24.7	75.3
BREAKDOWN AS OF JUNE 30, 2004	7,301	5,654	943	99	484	121	1,647	1,781	5,520
BREAKDOWN PERCENTAGES		77.4	12.9	1.4	6.6	1.7	22.6	24.4	75.6
NET INCREASES OR DECREASES	41	1	28	11	6	-5	40	-15	56
NUMBER OF NEW HIRES	929	697	124	20	64	24	232	241	688
NUMBER OF PROMOTIONS	921	720	106	13	66	16	201	212	709
NUMBER OF DEMOTIONS	71	56	6	1	8	0	15	17	54
NUMBER OF SEPARATIONS	888	696	96	9	58	29	192	256	632

Comment: The method of our reporting for the total number of employees would literally indicate the number of employees DHS had on that date. Due to terminations (and possible other transactions) occurring at the end of business on 06/30/03, the total number of empl. for 07/01/03 would not be the same. This report shows a total of -70 employees than 06/30/03, revealing -53 females; -10 Total Minorities indentified as -10 Blacks, -1 Native Americans, and +1 Asians which was probably a New Hire that was not processed until after 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF HUMAN SERVICES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	7,301	1,781	5,520	5,654	943	99	484	121	1,647
EMPLOYEES (%)		24.4	75.6	77.4	12.9	1.4	6.6	1.7	22.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			3,373		467	95	496	329	1,672
DIFFERENCE (#)			0		0	0	12	208	25

PRESENT STAFFING

AGENCY: INDIAN AFFAIRS COMMISSION
EEO COORDINATOR: BARBARA WARNER

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: INDIAN AFFAIRS COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	5	2	0	0	3	0	3	0	5
BREAKDOWN PERCENTAGES		40.0	0.0	0.0	60.0	0.0	60.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2004	4	3	0	0	1	0	1	0	4
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	0.0	100.0
NET INCREASES OR DECREASES	-1	1	0	0	-2	0	-2	0	-1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	0	0	0	2	0	2	0	2

WORKFORCE/CLF COMPARISON

AGENCY: INDIAN AFFAIRS COMMISSION

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	25	15				1	16	6				3	9	4
% Represented	20.7	60.0	0.0	0.0	0.0	4.0	64.0	24.0	0.0	0.0	0.0	12.0	36.0	16.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	43	17		1		2	20	21				2	23	5
% Represented	35.5	39.5	0.0	2.3	0.0	4.7	46.5	48.8	0.0	0.0	0.0	4.7	53.5	11.6
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	25	9			2	3	14	9	1		1		11	7
% Represented	20.7	36.0	0.0	0.0	8.0	12.0	56.0	36.0	4.0	0.0	4.0	0.0	44.0	28.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	28	2	1				3	21		2		2	25	5
% Represented	23.1	7.1	3.6	0.0	0.0	0.0	10.7	75.0	0.0	7.1	0.0	7.1	89.3	17.9
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS	121	43	1	1	2	6	53	57	1	2	1	7	68	21
% Represented	100.0	35.5	0.8	0.8	1.7	5.0	43.8	47.1	0.8	1.7	0.8	5.8	56.2	17.4
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: INDIGENT DEFENSE SYSTEM

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	120	100	3	3	11	3	20	51	69
BREAKDOWN PERCENTAGES		83.3	2.5	2.5	9.2	2.5	16.7	42.5	57.5
BREAKDOWN AS OF JUNE 30, 2004	121	100	2	3	13	3	21	53	68
BREAKDOWN PERCENTAGES		82.6	1.7	2.5	10.7	2.5	17.4	43.8	56.2
NET INCREASES OR DECREASES	1	0	-1	0	2	0	1	2	-1
NUMBER OF NEW HIRES	14	12	0	0	2	0	2	6	8
NUMBER OF PROMOTIONS	16	13	0	0	2	1	3	7	9
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	13	12	1	0	0	0	1	4	9

WORKFORCE/CLF COMPARISON

AGENCY: INDIGENT DEFENSE SYSTEM

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	121	53	68	100	2	3	13	3	21
EMPLOYEES (%)		43.8	56.2	82.6	1.7	2.5	10.7	2.5	17.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			56		8	2	8	5	28
DIFFERENCE (#)			0		6	0	0	2	7

PRESENT STAFFING

AGENCY: INDUSTRIAL FINANCE AUTHORITY
 EEO COORDINATOR: HARRY BROWN

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: INDUSTRIAL FINANCE AUTHORITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	8	6	1	0	1	0	2	4	4
BREAKDOWN PERCENTAGES		75.0	12.5	0.0	12.5	0.0	25.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2004	7	6	0	0	1	0	1	4	3
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	57.1	42.9
NET INCREASES OR DECREASES	-1	0	-1	0	0	0	-1	0	-1
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	0	1	0	0	0	1	0	1

WORKFORCE/CLF COMPARISON

AGENCY: INDUSTRIAL FINANCE AUTHORITY

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					TOT MALE	FEMALE					TOT FEMALE	TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN		WHITE	BLACK	HISP	AS/PI	AI/AN		
OFFICIALS/ADMINISTRATORS														
Incumbents	20	10					10	9				1	10	1
% Represented	11.5	50.0	0.0	0.0	0.0	0.0	50.0	45.0	0.0	0.0	0.0	5.0	50.0	5.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	70	13	3	1	1		18	47	2		1	2	52	10
% Represented	40.2	18.6	4.3	1.4	1.4	0.0	25.7	67.1	2.9	0.0	1.4	2.9	74.3	14.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	14	6			2		8	4			1	1	6	4
% Represented	8.0	42.9	0.0	0.0	14.3	0.0	57.1	28.6	0.0	0.0	7.1	7.1	42.9	28.6
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	48	11	2				13	27	5		1	2	35	10
% Represented	27.6	22.9	4.2	0.0	0.0	0.0	27.1	56.3	10.4	0.0	2.1	4.2	72.9	20.8
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	22	5					5	14		2		1	17	3
% Represented	12.6	22.7	0.0	0.0	0.0	0.0	22.7	63.6	0.0	9.1	0.0	4.5	77.3	13.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	174	45	5	1	3	0	54	101	7	2	3	7	120	28
% Represented	100.0	25.9	2.9	0.6	1.7	0.0	31.0	58.0	4.0	1.1	1.7	4.0	69.0	16.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	175	144	15	6	7	3	31	58	117
BREAKDOWN PERCENTAGES		82.3	8.6	3.4	4.0	1.7	17.7	33.1	66.9
BREAKDOWN AS OF JUNE 30, 2004	174	146	12	6	7	3	28	54	120
BREAKDOWN PERCENTAGES		83.9	6.9	3.4	4.0	1.7	16.1	31.0	69.0
NET INCREASES OR DECREASES	-1	2	-3	0	0	0	-3	-4	3
NUMBER OF NEW HIRES	15	11	1	1	1	1	4	4	11
NUMBER OF PROMOTIONS	6	5	0	1	0	0	1	4	2
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	16	9	4	1	1	1	7	8	8

WORKFORCE/CLF COMPARISON

AGENCY: STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	174	54	120	146	12	6	7	3	28
EMPLOYEES (%)		31.0	69.0	83.9	6.9	3.4	4.0	1.7	16.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			80		11	2	12	8	40
DIFFERENCE (#)			0		0	0	5	5	12

PRESENT STAFFING

AGENCY: INSURANCE DEPARTMENT
EEO COORDINATOR: JOE GARCIA

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	19	9		1	1		11	7				1	8	3
% Represented	15.4	47.4	0.0	5.3	5.3	0.0	57.9	36.8	0.0	0.0	0.0	5.3	42.1	15.8
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	56	19	1		1	2	23	25	4		2	2	33	12
% Represented	45.5	33.9	1.8	0.0	1.8	3.6	41.1	44.6	7.1	0.0	3.6	3.6	58.9	21.4
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	3	1					1	2					2	0
% Represented	2.4	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	45	3	1				4	26	13	1	1		41	16
% Represented	36.6	6.7	2.2	0.0	0.0	0.0	8.9	57.8	28.9	2.2	2.2	0.0	91.1	35.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	123	32	2	1	2	2	39	60	17	1	3	3	84	31
% Represented	100.0	26.0	1.6	0.8	1.6	1.6	31.7	48.8	13.8	0.8	2.4	2.4	68.3	25.2
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: INSURANCE DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	125	90	20	7	5	3	35	36	89
BREAKDOWN PERCENTAGES		72.0	16.0	5.6	4.0	2.4	28.0	28.8	71.2
BREAKDOWN AS OF JUNE 30, 2004	123	92	19	5	5	2	31	39	84
BREAKDOWN PERCENTAGES		74.8	15.4	4.1	4.1	1.6	25.2	31.7	68.3
NET INCREASES OR DECREASES	-2	2	-1	-2	0	-1	-4	3	-5
NUMBER OF NEW HIRES	16	13	2	1	0	0	3	5	11
NUMBER OF PROMOTIONS	17	11	3	2	0	1	6	4	13
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	18	11	3	3	0	1	7	2	16

WORKFORCE/CLF COMPARISON

AGENCY: INSURANCE DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	123	39	84	92	19	5	5	2	31
EMPLOYEES (%)		31.7	68.3	74.8	15.4	4.1	4.1	1.6	25.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			57		8	2	8	6	28
DIFFERENCE (#)			0		0	0	3	4	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	30	20	1			1	22	8					8	2
% Represented	10.3	66.7	3.3	0.0	0.0	3.3	73.3	26.7	0.0	0.0	0.0	0.0	26.7	6.7
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	51	19	1			1	21	27	2			1	30	5
% Represented	17.6	37.3	2.0	0.0	0.0	2.0	41.2	52.9	3.9	0.0	0.0	2.0	58.8	9.8
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	143	81	2	1	2	6	92	43	4		1	3	51	19
% Represented	49.3	56.6	1.4	0.7	1.4	4.2	64.3	30.1	2.8	0.0	0.7	2.1	35.7	13.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	6	3					3	3					3	0
% Represented	2.1	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	1						0	1					1	0
% Represented	0.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	56	3					3	41	7		1	4	53	12
% Represented	19.3	5.4	0.0	0.0	0.0	0.0	5.4	73.2	12.5	0.0	1.8	7.1	94.6	21.4
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	3	3					3						0	0
% Represented	1.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	290	129	4	1	2	8	144	123	13	0	2	8	146	38
% Represented	100.0	44.5	1.4	0.3	0.7	2.8	49.7	42.4	4.5	0.0	0.7	2.8	50.3	13.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	287	249	16	4	17	1	38	143	144
BREAKDOWN PERCENTAGES		86.8	5.6	1.4	5.9	0.3	13.2	49.8	50.2
BREAKDOWN AS OF JUNE 30, 2004	290	252	17	4	16	1	38	144	146
BREAKDOWN PERCENTAGES		86.9	5.9	1.4	5.5	0.3	13.1	49.7	50.3
NET INCREASES OR DECREASES	3	3	1	0	-1	0	0	1	2
NUMBER OF NEW HIRES	17	15	1	0	1	0	2	9	8
NUMBER OF PROMOTIONS	35	34	1	0	0	0	1	11	24
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	14	12	0	0	2	0	2	8	6

WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA STATE BUREAU OF INVESTIGATION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	290	144	146	252	17	4	16	1	38
EMPLOYEES (%)		49.7	50.3	86.9	5.9	1.4	5.5	0.3	13.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			134		19	4	20	13	66
DIFFERENCE (#)			0		2	0	4	12	28

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	17	6					6	9		1		1	11	2
% Represented	12.2	35.3	0.0	0.0	0.0	0.0	35.3	52.9	0.0	5.9	0.0	5.9	64.7	11.8
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	28	5					5	18			3	2	23	5
% Represented	20.1	17.9	0.0	0.0	0.0	0.0	17.9	64.3	0.0	0.0	10.7	7.1	82.1	17.9
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	8	2					2	3		1	1	1	6	3
% Represented	5.8	25.0	0.0	0.0	0.0	0.0	25.0	37.5	0.0	12.5	12.5	12.5	75.0	37.5
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	66	8	3		2	1	14	31	17	2		2	52	27
% Represented	47.5	12.1	4.5	0.0	3.0	1.5	21.2	47.0	25.8	3.0	0.0	3.0	78.8	40.9
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	10	1		1			2	5		1		2	8	4
% Represented	7.2	10.0	0.0	10.0	0.0	0.0	20.0	50.0	0.0	10.0	0.0	20.0	80.0	40.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	10	2	2				4	4			1	1	6	4
% Represented	7.2	20.0	20.0	0.0	0.0	0.0	40.0	40.0	0.0	0.0	10.0	10.0	60.0	40.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	139	24	5	1	2	1	33	70	17	5	5	9	106	45
% Represented	100.0	17.3	3.6	0.7	1.4	0.7	23.7	50.4	12.2	3.6	3.6	6.5	76.3	32.4
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	137	99	10	5	17	6	38	38	99
BREAKDOWN PERCENTAGES		72.3	7.3	3.6	12.4	4.4	27.7	27.7	72.3
BREAKDOWN AS OF JUNE 30, 2004	139	94	22	7	10	6	45	33	106
BREAKDOWN PERCENTAGES		67.6	15.8	5.0	7.2	4.3	32.4	23.7	76.3
NET INCREASES OR DECREASES	2	-5	12	2	-7	0	7	-5	7
NUMBER OF NEW HIRES	50	26	18	4	0	2	24	10	40
NUMBER OF PROMOTIONS	1	0	0	0	0	1	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	48	31	6	2	7	2	17	15	33

WORKFORCE/CLF COMPARISON

AGENCY: J.D. McCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	139	33	106	94	22	7	10	6	45
EMPLOYEES (%)		23.7	76.3	67.6	15.8	5.0	7.2	4.3	32.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			64		9	2	9	6	32
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: J. M. DAVIS MEMORIAL COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	7	4	0	0	3	0	3	4	3
BREAKDOWN PERCENTAGES		57.1	0.0	0.0	42.9	0.0	42.9	57.1	42.9
BREAKDOWN AS OF JUNE 30, 2004	5	2	0	0	3	0	3	2	3
BREAKDOWN PERCENTAGES		40.0	0.0	0.0	60.0	0.0	60.0	40.0	60.0
NET INCREASES OR DECREASES	-2	-2	0	0	0	0	0	-2	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	1		0	0	1	0	1	1	0
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	2	0

WORKFORCE/CLF COMPARISON

AGENCY: J. M. DAVIS MEMORIAL COMMISSION

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: OFFICE OF JUVENILE AFFAIRS
EEO COORDINATOR: MIKE HEATH

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	58	30	4			3	37	17	2			2	21	11
% Represented	6.3	51.7	6.9	0.0	0.0	5.2	63.8	29.3	3.4	0.0	0.0	3.4	36.2	19.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	377	143	37	5		13	198	148	17	3	1	10	179	86
% Represented	40.6	37.9	9.8	1.3	0.0	3.4	52.5	39.3	4.5	0.8	0.3	2.7	47.5	22.8
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	12	3					3	8	1				9	1
% Represented	1.3	25.0	0.0	0.0	0.0	0.0	25.0	66.7	8.3	0.0	0.0	0.0	75.0	8.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	78	56	6		1	6	69	7	1			1	9	15
% Represented	8.4	71.8	7.7	0.0	1.3	7.7	88.5	9.0	1.3	0.0	0.0	1.3	11.5	19.2
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	266	67	43	5	1	8	124	75	57	4	1	5	142	124
% Represented	28.7	25.2	16.2	1.9	0.4	3.0	46.6	28.2	21.4	1.5	0.4	1.9	53.4	46.6
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	99	6	2	1			9	70	11	1	1	7	90	23
% Represented	10.7	6.1	2.0	1.0	0.0	0.0	9.1	70.7	11.1	1.0	1.0	7.1	90.9	23.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	13	10	2	1			13						0	3
% Represented	1.4	76.9	15.4	7.7	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	23.1
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	25	4					4	17	1	1	1	1	21	4
% Represented	2.7	16.0	0.0	0.0	0.0	0.0	16.0	68.0	4.0	4.0	4.0	4.0	84.0	16.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	928	319	94	12	2	30	457	342	90	9	4	26	471	267
% Represented	100.0	34.4	10.1	1.3	0.2	3.2	49.2	36.9	9.7	1.0	0.4	2.8	50.8	28.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF JUVENILE AFFAIRS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	981	703	192	4	61	21	278	479	502
BREAKDOWN PERCENTAGES		71.7	19.6	0.4	6.2	2.1	28.3	48.8	51.2
BREAKDOWN AS OF JUNE 30, 2004	928	661	184	6	56	21	267	457	471
BREAKDOWN PERCENTAGES		71.2	19.8	0.6	6.0	2.3	28.8	49.2	50.8
NET INCREASES OR DECREASES	-53	-42	-8	2	-5	0	-11	-22	-31
NUMBER OF NEW HIRES	141	98	29	2	9	3	43	66	75
NUMBER OF PROMOTIONS	50	37	5	0	5	3	13	27	23
NUMBER OF DEMOTIONS	21	15	5	0	0	1	6	10	11
NUMBER OF SEPARATIONS	194	140	37	0	14	3	54	88	106

WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF JUVENILE AFFAIRS

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	928	457	471	661	184	6	56	21	267
EMPLOYEES (%)		49.2	50.8	71.2	19.8	0.6	6.0	2.3	28.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			429		59	12	63	42	213
DIFFERENCE (#)			0		0	6	7	21	0

PRESENT STAFFING

AGENCY: DEPARTMENT OF LABOR
EEO COORDINATOR: MICHAEL TAYLOR

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	15	6					6	7	1		1		9	2
% Represented	16.1	40.0	0.0	0.0	0.0	0.0	40.0	46.7	6.7	0.0	6.7	0.0	60.0	13.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	29	9	1	1	1		12	13	2		1	1	17	7
% Represented	31.2	31.0	3.4	3.4	3.4	0.0	41.4	44.8	6.9	0.0	3.4	3.4	58.6	24.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	30	20	2	1		2	25	4		1			5	6
% Represented	32.3	66.7	6.7	3.3	0.0	6.7	83.3	13.3	0.0	3.3	0.0	0.0	16.7	20.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	19	2		1			3	10	4	1		1	16	7
% Represented	20.4	10.5	0.0	5.3	0.0	0.0	15.8	52.6	21.1	5.3	0.0	5.3	84.2	36.8
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	93	37	3	3	1	2	46	34	7	2	2	2	47	22
% Represented	100.0	39.8	3.2	3.2	1.1	2.2	49.5	36.6	7.5	2.2	2.2	2.2	50.5	23.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF LABOR

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	102	81	10	2	4	5	21	48	54
BREAKDOWN PERCENTAGES		79.4	9.8	2.0	3.9	4.9	20.6	47.1	52.9
BREAKDOWN AS OF JUNE 30, 2004	93	71	10	3	4	5	22	46	47
BREAKDOWN PERCENTAGES		76.3	10.8	3.2	4.3	5.4	23.7	49.5	50.5
NET INCREASES OR DECREASES	-9	-10	0	1	0	0	1	-2	-7
NUMBER OF NEW HIRES	8	7	0	1	0	0	1	5	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	17	17	0	0	0	0	0	7	10

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF LABOR

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	93	46	47	71	10	3	4	5	22
EMPLOYEES (%)		49.5	50.5	76.3	10.8	3.2	4.3	5.4	23.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			43		6	1	6	4	21
DIFFERENCE (#)			0		0	0	2	0	0

PRESENT STAFFING

AGENCY: COMMISSIONERS OF THE LAND OFFICE
EEO COORDINATOR: NANCY HOLSTED

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	12	10					10	2					2	0
% Represented	21.8	83.3	0.0	0.0	0.0	0.0	83.3	16.7	0.0	0.0	0.0	0.0	16.7	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	15	5					5	7	1		1	1	10	3
% Represented	27.3	33.3	0.0	0.0	0.0	0.0	33.3	46.7	6.7	0.0	6.7	6.7	66.7	20.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	18	13			1	2	16	2					2	3
% Represented	32.7	72.2	0.0	0.0	5.6	11.1	88.9	11.1	0.0	0.0	0.0	0.0	11.1	16.7
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	10	2					2	7	1				8	1
% Represented	18.2	20.0	0.0	0.0	0.0	0.0	20.0	70.0	10.0	0.0	0.0	0.0	80.0	10.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	55	30	0	0	1	2	33	18	2	0	1	1	22	7
% Represented	100.0	54.5	0.0	0.0	1.8	3.6	60.0	32.7	3.6	0.0	1.8	1.8	40.0	12.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSIONERS OF THE LAND OFFICE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	52	45	2	2	3	0	7	32	20
BREAKDOWN PERCENTAGES		86.5	3.8	3.8	5.8	0.0	13.5	61.5	38.5
BREAKDOWN AS OF JUNE 30, 2004	55	48	2	2	3	0	7	33	22
BREAKDOWN PERCENTAGES		87.3	3.6	3.6	5.5	0.0	12.7	60.0	40.0
NET INCREASES OR DECREASES	3	3	0	0	0	0	0	1	2
NUMBER OF NEW HIRES	7	7	0	0	0	0	0	3	4
NUMBER OF PROMOTIONS	8	6	2	0	0	0	2	3	5
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	4	0	0	0	0	0	2	2

Comment: A male was inadvertently counted as a female on the report ending 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: COMMISSIONERS OF THE LAND OFFICE

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	55	33	22	48	2	2	3	0	7
EMPLOYEES (%)		60.0	40.0	87.3	3.6	3.6	5.5	0.0	12.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			25		4	1	4	2	13
DIFFERENCE (#)			3		2	0	1	2	6

PRESENT STAFFING

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM
 EEO COORDINATOR: INEZ FOSTER

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	2	0	0	1	1	2	1	3
BREAKDOWN PERCENTAGES		50.0	0.0	0.0	25.0	25.0	50.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2004	4	2	1	0	0	1	2	1	3
BREAKDOWN PERCENTAGES		50.0	25.0	0.0	0.0	25.0	50.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	1	0	-1	0	0	0	0
NUMBER OF NEW HIRES	2	1	1	0	0	0	1	0	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	1	0	0	1	0	1	0	2

WORKFORCE/CLF COMPARISON

AGENCY: LAW ENFORCEMENT RETIREMENT SYSTEM

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	4	1	3	2	1	0	0	1	2
EMPLOYEES (%)		25.0	75.0	50.0	25.0	0.0	0.0	25.0	50.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: LEGISLATIVE SERVICE BUREAU
EEO COORDINATOR: JANIS NELSEN

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	5	5					5						0	0
% Represented	17.2	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	1						0	1					1	0
% Represented	3.4	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	21	8	2		3		13	6			2		8	7
% Represented	72.4	38.1	9.5	0.0	14.3	0.0	61.9	28.6	0.0	0.0	9.5	0.0	38.1	33.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	2	1					1	1					1	0
% Represented	6.9	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	29	14	2	0	3	0	19	8	0	0	2	0	10	7
% Represented	100.0	48.3	6.9	0.0	10.3	0.0	65.5	27.6	0.0	0.0	6.9	0.0	34.5	24.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: LEGISLATIVE SERVICE BUREAU

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	28	22	1	5	0	0	6	19	9
BREAKDOWN PERCENTAGES		78.6	3.6	17.9	0.0	0.0	21.4	67.9	32.1
BREAKDOWN AS OF JUNE 30, 2004	29	22	2	5	0	0	7	19	10
BREAKDOWN PERCENTAGES		75.9	6.9	17.2	0.0	0.0	24.1	65.5	34.5
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	0	1
NUMBER OF NEW HIRES	4	3	1	0	0	0	1	1	3
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	3	0	0	0	0	0	1	2

WORKFORCE/CLF COMPARISON

AGENCY: LEGISLATIVE SERVICE BUREAU

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	29	19	10	22	2	5	0	0	7
EMPLOYEES (%)		65.5	34.5	75.9	6.9	17.2	0.0	0.0	24.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			13		2	0	2	1	7
DIFFERENCE (#)			3		0	0	2	1	0

PRESENT STAFFING

AGENCY: DEPARTMENT OF LIBRARIES
EEO COORDINATOR: BILL PETRIE

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	6	1					1	4				1	5	1
% Represented	9.1	16.7	0.0	0.0	0.0	0.0	16.7	66.7	0.0	0.0	0.0	16.7	83.3	16.7
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	38	12		1			13	21	1		3		25	5
% Represented	57.6	31.6	0.0	2.6	0.0	0.0	34.2	55.3	2.6	0.0	7.9	0.0	65.8	13.2
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	2						0		2				2	2
% Represented	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	100.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	5	1					1	4					4	0
% Represented	7.6	20.0	0.0	0.0	0.0	0.0	20.0	80.0	0.0	0.0	0.0	0.0	80.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	15	2	1				3	9	2	1			12	4
% Represented	22.7	13.3	6.7	0.0	0.0	0.0	20.0	60.0	13.3	6.7	0.0	0.0	80.0	26.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	66	16	1	1	0	0	18	38	5	1	3	1	48	12
% Represented	100.0	24.2	1.5	1.5	0.0	0.0	27.3	57.6	7.6	1.5	4.5	1.5	72.7	18.2
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF LIBRARIES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	74	59	7	3	3	2	15	20	54
BREAKDOWN PERCENTAGES		79.7	9.5	4.1	4.1	2.7	20.3	27.0	73.0
BREAKDOWN AS OF JUNE 30, 2004	66	54	6	3	1	2	12	18	48
BREAKDOWN PERCENTAGES		81.8	9.1	4.5	1.5	3.0	18.2	27.3	72.7
NET INCREASES OR DECREASES	-8	-5	-1	0	-2	0	-3	-2	-6
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	4	4	0	0	0	0	0	1	3
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	8	5	1	0	2	0	3	2	6

Comment: It appears 1 female was counted as a male in the report ending 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF LIBRARIES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	66	18	48	54	6	3	1	2	12
EMPLOYEES (%)		27.3	72.7	81.8	9.1	4.5	1.5	3.0	18.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			30		4	1	4	3	15
DIFFERENCE (#)			0		0	0	3	1	3

PRESENT STAFFING

AGENCY: LIEUTENANT GOVERNOR'S OFFICE
EEO COORDINATOR: AMY HAWKINS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	4	2					2	1				1	2	1
% Represented	57.1	50.0	0.0	0.0	0.0	0.0	50.0	25.0	0.0	0.0	0.0	25.0	50.0	25.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	3						0	3					3	0
% Represented	42.9	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	7	2	0	0	0	0	2	4	0	0	0	1	5	1
% Represented	100.0	28.6	0.0	0.0	0.0	0.0	28.6	57.1	0.0	0.0	0.0	14.3	71.4	14.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: LIEUTENANT GOVERNOR'S OFFICE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	6	6	0	0	0	0	0	2	4
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2004	7	6	0	0	1	0	1	2	5
BREAKDOWN PERCENTAGES		85.7	0.0	0.0	14.3	0.0	14.3	28.6	71.4
NET INCREASES OR DECREASES	1	0	0	0	1	0	1	0	1
NUMBER OF NEW HIRES	5	4	0	0	1	0	1	2	3
NUMBER OF PROMOTIONS	2	1	0	0	1	0	1	0	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	4	0	0	0	0	0	2	2

Comment: One White female left on 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: LIEUTENANT GOVERNOR'S OFFICE

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION
EEO COORDINATOR: CHERYL FOREMAN

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	8	8	0	0	0	0	0	6	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0
BREAKDOWN AS OF JUNE 30, 2004	8	8	0	0	0	0	0	6	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: LIQUEFIED PETROLEUM GAS ADMINISTRATION

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS
 EEO COORDINATOR: PAT POLLARD

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION ON MARGINALLY PRODUCING WELLS

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	3	1					1	2					2	0
% Represented	14.3	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	8	2	1		1	2	6	2					2	4
% Represented	38.1	25.0	12.5	0.0	12.5	25.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	50.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	10						0	9		1			10	1
% Represented	47.6	0.0	0.0	0.0	0.0	0.0	0.0	90.0	0.0	10.0	0.0	0.0	100.0	10.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	21	3	1	0	1	2	7	13	0	1	0	0	14	5
% Represented	100.0	14.3	4.8	0.0	4.8	9.5	33.3	61.9	0.0	4.8	0.0	0.0	66.7	23.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	22	16	1	1	3	1	6	9	13
BREAKDOWN PERCENTAGES		72.7	4.5	4.5	13.6	4.5	27.3	40.9	59.1
BREAKDOWN AS OF JUNE 30, 2004	21	16	1	1	2	1	5	7	14
BREAKDOWN PERCENTAGES		76.2	4.8	4.8	9.5	4.8	23.8	33.3	66.7
NET INCREASES OR DECREASES	-1	0	0	0	-1	0	-1	-2	1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	1	0	0	1	0	1	2	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF MEDICAL LICENSURE AND SUPERVISION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	21	7	14	16	1	1	2	1	5
EMPLOYEES (%)		33.3	66.7	76.2	4.8	4.8	9.5	4.8	23.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			10		1	0	1	1	5
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS
EEO COORDINATOR: PEGGY DEVINISH

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	7	6					6	1					1	0
% Represented	11.7	85.7	0.0	0.0	0.0	0.0	85.7	14.3	0.0	0.0	0.0	0.0	14.3	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	10	5	1				6	3			1		4	2
% Represented	16.7	50.0	10.0	0.0	0.0	0.0	60.0	30.0	0.0	0.0	10.0	0.0	40.0	20.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	8	7					7	1					1	0
% Represented	13.3	87.5	0.0	0.0	0.0	0.0	87.5	12.5	0.0	0.0	0.0	0.0	12.5	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	4	2					2	1	1				2	1
% Represented	6.7	50.0	0.0	0.0	0.0	0.0	50.0	25.0	25.0	0.0	0.0	0.0	50.0	25.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	22	14				2	16	4				2	6	4
% Represented	36.7	63.6	0.0	0.0	0.0	9.1	72.7	18.2	0.0	0.0	0.0	9.1	27.3	18.2
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	8						0	5		1		2	8	3
% Represented	13.3	0.0	0.0	0.0	0.0	0.0	0.0	62.5	0.0	12.5	0.0	25.0	100.0	37.5
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	1		1				1						0	1
% Represented	1.7	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	60	34	2	0	0	2	38	15	1	1	1	4	22	11
% Represented	100.0	56.7	3.3	0.0	0.0	3.3	63.3	25.0	1.7	1.7	1.7	6.7	36.7	18.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	62	54	3	1	3	1	8	40	22
BREAKDOWN PERCENTAGES		87.1	4.8	1.6	4.8	1.6	12.9	64.5	35.5
BREAKDOWN AS OF JUNE 30, 2004	60	49	3	1	6	1	11	38	22
BREAKDOWN PERCENTAGES		81.7	5.0	1.7	10.0	1.7	18.3	63.3	36.7
NET INCREASES OR DECREASES	-2	-5	0	0	3	0	3	-2	0
NUMBER OF NEW HIRES	7	4	0	0	3	0	3	3	4
NUMBER OF PROMOTIONS	4	3	0	0	1	0	1	1	3
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	9	9	0	0	0	0	0	5	4

Comment: One Black and One American Indian were counted as White in the FY-2003 plan.

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF MEDICOLEGAL INVESTIGATIONS

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	60	38	22	49	3	1	6	1	11
EMPLOYEES (%)		63.3	36.7	81.7	5.0	1.7	10.0	1.7	18.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			28		4	1	4	3	14
DIFFERENCE (#)			6		1	0	0	2	3

PRESENT STAFFING

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES
 EEO COORDINATOR: MARGARET JIMENEZ HARRIS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	33	17	1		1	1	20	9	2	1	1		13	7
% Represented	1.9	51.5	3.0	0.0	3.0	3.0	60.6	27.3	6.1	3.0	3.0	0.0	39.4	21.2
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	750	168	22	1	11	14	216	414	40	15	19	46	534	168
% Represented	42.4	22.4	2.9	0.1	1.5	1.9	28.8	55.2	5.3	2.0	2.5	6.1	71.2	22.4
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	110	20	1		1	4	26	68	7	2	1	6	84	22
% Represented	6.2	18.2	0.9	0.0	0.9	3.6	23.6	61.8	6.4	1.8	0.9	5.5	76.4	20.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	25	16	2			4	22	2				1	3	7
% Represented	1.4	64.0	8.0	0.0	0.0	16.0	88.0	8.0	0.0	0.0	0.0	4.0	12.0	28.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	478	160	48	8	4	27	247	168	36	7	7	13	231	150
% Represented	27.0	33.5	10.0	1.7	0.8	5.6	51.7	35.1	7.5	1.5	1.5	2.7	48.3	31.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	216	16	2	1		2	21	155	17	3	3	17	195	45
% Represented	12.2	7.4	0.9	0.5	0.0	0.9	9.7	71.8	7.9	1.4	1.4	7.9	90.3	20.8
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	42	35				5	40	2					2	5
% Represented	2.4	83.3	0.0	0.0	0.0	11.9	95.2	4.8	0.0	0.0	0.0	0.0	4.8	11.9
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	116	28	3	1	4	4	40	60	3	2	2	9	76	28
% Represented	6.6	24.1	2.6	0.9	3.4	3.4	34.5	51.7	2.6	1.7	1.7	7.8	65.5	24.1
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	1,770	460	79	11	21	61	632	878	105	30	33	92	1,138	432
% Represented	100.0	26.0	4.5	0.6	1.2	3.4	35.7	49.6	5.9	1.7	1.9	5.2	64.3	24.4
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	1,699	1,297	170	54	141	37	402	623	1,076
BREAKDOWN PERCENTAGES		76.3	10.0	3.2	8.3	2.2	23.7	36.7	63.3
BREAKDOWN AS OF JUNE 30, 2004	1,770	1,338	184	54	153	41	432	632	1,138
BREAKDOWN PERCENTAGES		75.6	10.4	3.1	8.6	2.3	24.4	35.7	64.3
NET INCREASES OR DECREASES	71	41	14	0	12	4	30	9	62
NUMBER OF NEW HIRES	313	221	46	5	31	10	92	98	215
NUMBER OF PROMOTIONS	55	39	5	2	7	2	16	28	27
NUMBER OF DEMOTIONS	9	9	0	0	0	0	0	7	2
NUMBER OF SEPARATIONS	242	180	32	5	19	6	62	89	153

WORKFORCE/CLF COMPARISON

AGENCY: MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1,770	632	1,138	1,338	184	54	153	41	432
EMPLOYEES (%)		35.7	64.3	75.6	10.4	3.1	8.6	2.3	24.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			818		113	23	120	80	405
DIFFERENCE (#)			0		0	0	0	39	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: MERIT PROTECTION COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	6	3	2	1	0	0	3	3	3
BREAKDOWN PERCENTAGES		50.0	33.3	16.7	0.0	0.0	50.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2004	5	4	0	1	0	0	1	2	3
BREAKDOWN PERCENTAGES		80.0	0.0	20.0	0.0	0.0	20.0	40.0	60.0
NET INCREASES OR DECREASES	-1	1	-2	0	0	0	-2	-1	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	0	2	0	0	0	2	1	1

Comment: One White female's last day with this agency was 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: MERIT PROTECTION COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	5	2	3	4	0	1	0	0	1
EMPLOYEES (%)		40.0	60.0	80.0	0.0	20.0	0.0	0.0	20.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: MILITARY DEPARTMENT
EEO COORDINATOR: DIANA WATKINS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	16	13				1	14	1				1	2	2
% Represented	5.4	81.3	0.0	0.0	0.0	6.3	87.5	6.3	0.0	0.0	0.0	6.3	12.5	12.5
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	119	69	1	1	1	7	79	31	2	1		6	40	19
% Represented	39.9	58.0	0.8	0.8	0.8	5.9	66.4	26.1	1.7	0.8	0.0	5.0	33.6	16.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	12	9					9	3					3	0
% Represented	4.0	75.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	0.0	25.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	49	38	2	3	1	2	46	1				2	3	10
% Represented	16.4	77.6	4.1	6.1	2.0	4.1	93.9	2.0	0.0	0.0	0.0	4.1	6.1	20.4
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	5	2		1			3	2					2	1
% Represented	1.7	40.0	0.0	20.0	0.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	20.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	41	3			1		4	32	2	1		2	37	6
% Represented	13.8	7.3	0.0	0.0	2.4	0.0	9.8	78.0	4.9	2.4	0.0	4.9	90.2	14.6
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	36	30	1			5	36						0	6
% Represented	12.1	83.3	2.8	0.0	0.0	13.9	100.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	20	7		1		1	9	9	1		1		11	4
% Represented	6.7	35.0	0.0	5.0	0.0	5.0	45.0	45.0	5.0	0.0	5.0	0.0	55.0	20.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	298	171	4	6	3	16	200	79	5	2	1	11	98	48
% Represented	100.0	57.4	1.3	2.0	1.0	5.4	67.1	26.5	1.7	0.7	0.3	3.7	32.9	16.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: MILITARY DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	374	298	25	5	34	12	76	231	143
BREAKDOWN PERCENTAGES		79.7	6.7	1.3	9.1	3.2	20.3	61.8	38.2
BREAKDOWN AS OF JUNE 30, 2004	298	250	9	4	27	8	48	200	98
BREAKDOWN PERCENTAGES		83.9	3.0	1.3	9.1	2.7	16.1	67.1	32.9
NET INCREASES OR DECREASES	-76	-48	-16	-1	-7	-4	-28	-31	-45
NUMBER OF NEW HIRES	48	38	2	0	6	2	10	34	14
NUMBER OF PROMOTIONS	43	37	0	0	5	1	6	23	20
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	124	86	18	1	13	6	38	65	59

WORKFORCE/CLF COMPARISON

AGENCY: MILITARY DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	298	200	98	250	9	4	27	8	48
EMPLOYEES (%)		67.1	32.9	83.9	3.0	1.3	9.1	2.7	16.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			138		19	4	20	13	68
DIFFERENCE (#)			40		10	0	0	5	20

PRESENT STAFFING

AGENCY: DEPARTMENT OF MINES
EEO COORDINATOR: CAROLEEN CARMEN

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	5	2					2	3					3	0
% Represented	14.3	40.0	0.0	0.0	0.0	0.0	40.0	60.0	0.0	0.0	0.0	0.0	60.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	11	4	2				6	3				2	5	4
% Represented	31.4	36.4	18.2	0.0	0.0	0.0	54.5	27.3	0.0	0.0	0.0	18.2	45.5	36.4
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	10	9				1	10						0	1
% Represented	28.6	90.0	0.0	0.0	0.0	10.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	4						0	3	1				4	1
% Represented	11.4	0.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0	100.0	25.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	5						0	5					5	0
% Represented	14.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	35	15	2	0	0	1	18	14	1	0	0	2	17	6
% Represented	100.0	42.9	5.7	0.0	0.0	2.9	51.4	40.0	2.9	0.0	0.0	5.7	48.6	17.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF MINES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	36	30	3	0	3	0	6	18	18
BREAKDOWN PERCENTAGES		83.3	8.3	0.0	8.3	0.0	16.7	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2004	35	29	3	0	3	0	6	18	17
BREAKDOWN PERCENTAGES		82.9	8.6	0.0	8.6	0.0	17.1	51.4	48.6
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	0	-1
NUMBER OF NEW HIRES	1	0	0	0	1	0	1	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	1	0	0	1	0	1	0	2

Comment: Due to Voluntary Out Benefit Option, 4 Whites (2 males and 2 females) and 1 Black female left the agency effective 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF MINES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	35	18	17	29	3	0	3	0	6
EMPLOYEES (%)		51.4	48.6	82.9	8.6	0.0	8.6	0.0	17.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			16		2	0	2	2	8
DIFFERENCE (#)			0		0	0	0	2	2

PRESENT STAFFING

AGENCY: MOTOR VEHICLE COMMISSION
EEO COORDINATOR: MARILYN MAXWELL

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: MOTOR VEHICLE COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: MOTOR VEHICLE COMMISSION

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS
 EEO COORDINATOR: TANARA LANG

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	16	10		1		3	14	1			1		2	5
% Represented	16.8	62.5	0.0	6.3	0.0	18.8	87.5	6.3	0.0	0.0	6.3	0.0	12.5	31.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	7	4					4	1	1			1	3	2
% Represented	7.4	57.1	0.0	0.0	0.0	0.0	57.1	14.3	14.3	0.0	0.0	14.3	42.9	28.6
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	6						0	6					6	0
% Represented	6.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	46	27	3	9		2	41	2	1	1		1	5	17
% Represented	48.4	58.7	6.5	19.6	0.0	4.3	89.1	4.3	2.2	2.2	0.0	2.2	10.9	37.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	20						0	12	1	4		3	20	8
% Represented	21.1	0.0	0.0	0.0	0.0	0.0	0.0	60.0	5.0	20.0	0.0	15.0	100.0	40.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	95	41	3	10	0	5	59	22	3	5	1	5	36	32
% Represented	100.0	43.2	3.2	10.5	0.0	5.3	62.1	23.2	3.2	5.3	1.1	5.3	37.9	33.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	97	66	6	1	10	14	31	60	37
BREAKDOWN PERCENTAGES		68.0	6.2	1.0	10.3	14.4	32.0	61.9	38.1
BREAKDOWN AS OF JUNE 30, 2004	95	63	6	1	10	15	32	59	36
BREAKDOWN PERCENTAGES		66.3	6.3	1.1	10.5	15.8	33.7	62.1	37.9
NET INCREASES OR DECREASES	-2	-3	0	0	0	1	1	-1	-1
NUMBER OF NEW HIRES	6	3	0	0	1	2	3	3	3
NUMBER OF PROMOTIONS	13	6	2	0	1	4	7	12	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	9	6	1	0	1	1	3	4	5

Comment: One Black female resigned effective 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	95	59	36	63	6	1	10	15	32
EMPLOYEES (%)		62.1	37.9	66.3	6.3	1.1	10.5	15.8	33.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			44		6	1	6	4	22
DIFFERENCE (#)			8		0	0	0	0	0

PRESENT STAFFING

AGENCY: NURSING BOARD
 EEO COORDINATOR: DARLENE McCULLOCK

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1						0	1					1	0
% Represented	4.8	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	9						0	8	1				9	1
% Represented	42.9	0.0	0.0	0.0	0.0	0.0	0.0	88.9	11.1	0.0	0.0	0.0	100.0	11.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	11		1				1	7	3				10	4
% Represented	52.4	0.0	9.1	0.0	0.0	0.0	9.1	63.6	27.3	0.0	0.0	0.0	90.9	36.4
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	21	0	1	0	0	0	1	16	4	0	0	0	20	5
% Represented	100.0	0.0	4.8	0.0	0.0	0.0	4.8	76.2	19.0	0.0	0.0	0.0	95.2	23.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: NURSING BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	20	16	4	0	0	0	4	2	18
BREAKDOWN PERCENTAGES		80.0	20.0	0.0	0.0	0.0	20.0	10.0	90.0
BREAKDOWN AS OF JUNE 30, 2004	21	16	5	0	0	0	5	1	20
BREAKDOWN PERCENTAGES		76.2	23.8	0.0	0.0	0.0	23.8	4.8	95.2
NET INCREASES OR DECREASES	1	0	1	0	0	0	1	-1	2
NUMBER OF NEW HIRES	5	3	2	0	0	0	2	0	5
NUMBER OF PROMOTIONS	2	1	1	0	0	0	1	0	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	5	1	0	0	0	1	1	5

Comment: One White female's last working day was 06/30/03; another White female's last working day was 06/30/04.

WORKFORCE/CLF COMPARISON

AGENCY: NURSING BOARD

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	21	1	20	16	5	0	0	0	5
EMPLOYEES (%)		4.8	95.2	76.2	23.8	0.0	0.0	0.0	23.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			10		1	0	1	1	5
DIFFERENCE (#)			0		0	0	1	1	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2004	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF OSTEOPATHIC EXAMINERS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	5	4	1	0	0	0	1	3	2
BREAKDOWN PERCENTAGES		80.0	20.0	0.0	0.0	0.0	20.0	60.0	40.0
BREAKDOWN AS OF JUNE 30, 2004	5	4	1	0	0	0	1	3	2
BREAKDOWN PERCENTAGES		80.0	20.0	0.0	0.0	0.0	20.0	60.0	40.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF OSTEOPATHIC EXAMINERS

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	5	3	2	4	1	0	0	0	1
EMPLOYEES (%)		60.0	40.0	80.0	20.0	0.0	0.0	0.0	20.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			2		0	0	0	0	1
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	3	2	1				3						0	1
% Represented	8.6	66.7	33.3	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	3		1				1	2					2	1
% Represented	8.6	0.0	33.3	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	33.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	23	9	2	1		2	14	6	1			2	9	8
% Represented	65.7	39.1	8.7	4.3	0.0	8.7	60.9	26.1	4.3	0.0	0.0	8.7	39.1	34.8
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	6	2					2	2	2				4	2
% Represented	17.1	33.3	0.0	0.0	0.0	0.0	33.3	33.3	33.3	0.0	0.0	0.0	66.7	33.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	35	13	4	1	0	2	20	10	3	0	0	2	15	12
% Represented	100.0	37.1	11.4	2.9	0.0	5.7	57.1	28.6	8.6	0.0	0.0	5.7	42.9	34.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: PARDON AND PAROLE BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	39	26	7	0	5	1	13	19	20
BREAKDOWN PERCENTAGES		66.7	17.9	0.0	12.8	2.6	33.3	48.7	51.3
BREAKDOWN AS OF JUNE 30, 2004	35	23	7	0	4	1	12	20	15
BREAKDOWN PERCENTAGES		65.7	20.0	0.0	11.4	2.9	34.3	57.1	42.9
NET INCREASES OR DECREASES	-4	-3	0	0	-1	0	-1	1	-5
NUMBER OF NEW HIRES	3	2	1	0	0	0	1	1	2
NUMBER OF PROMOTIONS	2	1	0	0	1	0	1	1	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	7	5	1	0	1	0	2	0	7

WORKFORCE/CLF COMPARISON

AGENCY: PARDON AND PAROLE BOARD

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	35	20	15	23	7	0	4	1	12
EMPLOYEES (%)		57.1	42.9	65.7	20.0	0.0	11.4	2.9	34.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			16		2	0	2	2	8
DIFFERENCE (#)			1		0	0	0	1	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	14	3	2			1	6	6	2				8	5
% Represented	20.0	21.4	14.3	0.0	0.0	7.1	42.9	42.9	14.3	0.0	0.0	0.0	57.1	35.7
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	28	4	2	2	1	2	11	13	4				17	11
% Represented	40.0	14.3	7.1	7.1	3.6	7.1	39.3	46.4	14.3	0.0	0.0	0.0	60.7	39.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	13	4		1	1		6	4	2		1		7	5
% Represented	18.6	30.8	0.0	7.7	7.7	0.0	46.2	30.8	15.4	0.0	7.7	0.0	53.8	38.5
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	5	1					1	4					4	0
% Represented	7.1	20.0	0.0	0.0	0.0	0.0	20.0	80.0	0.0	0.0	0.0	0.0	80.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	10	1			1		2	3	2	2		1	8	6
% Represented	14.3	10.0	0.0	0.0	10.0	0.0	20.0	30.0	20.0	20.0	0.0	10.0	80.0	60.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	70	13	4	3	3	3	26	30	10	2	1	1	44	27
% Represented	100.0	18.6	5.7	4.3	4.3	4.3	37.1	42.9	14.3	2.9	1.4	1.4	62.9	38.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: OFFICE OF PERSONNEL MANAGEMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	77	50	14	4	6	3	27	25	52
BREAKDOWN PERCENTAGES		64.9	18.2	5.2	7.8	3.9	35.1	32.5	67.5
BREAKDOWN AS OF JUNE 30, 2004	70	43	14	4	4	5	27	26	44
BREAKDOWN PERCENTAGES		61.4	20.0	5.7	5.7	7.1	38.6	37.1	62.9
NET INCREASES OR DECREASES	-7	-7	0	0	-2	2	0	1	-8
NUMBER OF NEW HIRES	12	6	3	0	0	3	6	4	8
NUMBER OF PROMOTIONS	6	3	1	0	1	1	3	2	4
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	19	13	3	0	2	1	6	3	16

WORKFORCE/CLF COMPARISON

AGENCY: OFFICE OF PERSONNEL MANAGEMENT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	70	26	44	43	14	4	4	5	27
EMPLOYEES (%)		37.1	62.9	61.4	20.0	5.7	5.7	7.1	38.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			32		4	1	5	3	16
DIFFERENCE (#)			0		0	0	1	0	0

PRESENT STAFFINGAGENCY: PHARMACY BOARD
EEO COORDINATOR: MARY ANN TERRAL

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: PHARMACY BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	8	8	0	0	0	0	0	3	5
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	37.5	62.5
BREAKDOWN AS OF JUNE 30, 2004	8	8	0	0	0	0	0	3	5
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	37.5	62.5
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: PHARMACY BOARD

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION
 EEO COORDINATOR: RICK ERNEST

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	6	6	0	0	0	0	0	2	4
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2004	6	6	0	0	0	0	0	2	4
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: PHYSICIAN MANPOWER TRAINING COMMISSION

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: POLICE PENSION AND RETIREMENT SYSTEM

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	10	9	0	1	0	0	1	1	9
BREAKDOWN PERCENTAGES		90.0	0.0	10.0	0.0	0.0	10.0	10.0	90.0
BREAKDOWN AS OF JUNE 30, 2004	10	9	0	1	0	0	1	1	9
BREAKDOWN PERCENTAGES		90.0	0.0	10.0	0.0	0.0	10.0	10.0	90.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: POLICE PENSION AND RETIREMENT SYSTEM

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF PRIVATE VOCATIONAL SCHOOLS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	2	2	0	0	0	0	0	2	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
BREAKDOWN AS OF JUNE 30, 2004	2	2	0	0	0	0	0	2	0
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF PRIVATE VOCATIONAL SCHOOLS

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF EXAMINERS OF PSYCHOLOGISTS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2004	3	3	0	0	0	0	0	1	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	33.3	66.7
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF EXAMINERS OF PSYCHOLOGISTS

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM
EEO COORDINATOR: BRAD HOLT

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	8	5					5	3					3	0
% Represented	17.0	62.5	0.0	0.0	0.0	0.0	62.5	37.5	0.0	0.0	0.0	0.0	37.5	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	15	1	1				2	12				1	13	2
% Represented	31.9	6.7	6.7	0.0	0.0	0.0	13.3	80.0	0.0	0.0	0.0	6.7	86.7	13.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	5	1	1		1		3	2					2	2
% Represented	10.6	20.0	20.0	0.0	20.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	40.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	10	2	1				3	5	1		1		7	3
% Represented	21.3	20.0	10.0	0.0	0.0	0.0	30.0	50.0	10.0	0.0	10.0	0.0	70.0	30.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	9	2					2	6		1			7	1
% Represented	19.1	22.2	0.0	0.0	0.0	0.0	22.2	66.7	0.0	11.1	0.0	0.0	77.8	11.1
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	47	11	3	0	1	0	15	28	1	1	1	1	32	8
% Represented	100.0	23.4	6.4	0.0	2.1	0.0	31.9	59.6	2.1	2.1	2.1	2.1	68.1	17.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	48	39	5	2	2	0	9	16	32
BREAKDOWN PERCENTAGES		81.3	10.4	4.2	4.2	0.0	18.8	33.3	66.7
BREAKDOWN AS OF JUNE 30, 2004	47	39	4	2	1	1	8	15	32
BREAKDOWN PERCENTAGES		83.0	8.5	4.3	2.1	2.1	17.0	31.9	68.1
NET INCREASES OR DECREASES	-1	0	-1	0	-1	1	-1	-1	0
NUMBER OF NEW HIRES	7	4	0	1	1	1	3	3	4
NUMBER OF PROMOTIONS	2	2	0	0	0	0	0	0	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	8	4	1	1	2	0	4	4	4

WORKFORCE/CLF COMPARISON

AGENCY: PUBLIC EMPLOYEES RETIREMENT SYSTEM

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	47	15	32	39	4	2	1	1	8
EMPLOYEES (%)		31.9	68.1	83.0	8.5	4.3	2.1	2.1	17.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			22		3	1	3	2	11
DIFFERENCE (#)			0		0	0	2	1	3

PRESENT STAFFING

AGENCY: DEPARTMENT OF PUBLIC SAFETY
EEO COORDINATOR: Leigh Newby

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	28	18	1				19	8	1				9	2
% Represented	2.0	64.3	3.6	0.0	0.0	0.0	67.9	28.6	3.6	0.0	0.0	0.0	32.1	7.1
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	126	78	2			4	84	37	4	1			42	11
% Represented	8.9	61.9	1.6	0.0	0.0	3.2	66.7	29.4	3.2	0.8	0.0	0.0	33.3	8.7
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	46	32	3	1	1		37	7	2				9	7
% Represented	3.2	69.6	6.5	2.2	2.2	0.0	80.4	15.2	4.3	0.0	0.0	0.0	19.6	15.2
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	787	633	39	17	3	72	764	20	1	1		1	23	134
% Represented	55.6	80.4	5.0	2.2	0.4	9.1	97.1	2.5	0.1	0.1	0.0	0.1	2.9	17.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	42	18	2				20	17	4			1	22	7
% Represented	3.0	42.9	4.8	0.0	0.0	0.0	47.6	40.5	9.5	0.0	0.0	2.4	52.4	16.7
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	350	90	6	1		7	104	208	22	7		9	246	52
% Represented	24.7	25.7	1.7	0.3	0.0	2.0	29.7	59.4	6.3	2.0	0.0	2.6	70.3	14.9
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	27	21	3			2	26	1					1	5
% Represented	1.9	77.8	11.1	0.0	0.0	7.4	96.3	3.7	0.0	0.0	0.0	0.0	3.7	18.5
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	10	6		2			8		1			1	2	4
% Represented	0.7	60.0	0.0	20.0	0.0	0.0	80.0	0.0	10.0	0.0	0.0	10.0	20.0	40.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	1,416	896	56	21	4	85	1,062	298	35	9	0	12	354	222
% Represented	100.0	63.3	4.0	1.5	0.3	6.0	75.0	21.0	2.5	0.6	0.0	0.8	25.0	15.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF PUBLIC SAFETY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	1,417	1,193	93	4	101	26	224	1,073	344
BREAKDOWN PERCENTAGES		84.2	6.6	0.3	7.1	1.8	15.8	75.7	24.3
BREAKDOWN AS OF JUNE 30, 2004	1,416	1,194	91	4	97	30	222	1,062	354
BREAKDOWN PERCENTAGES		84.3	6.4	0.3	6.9	2.1	15.7	75.0	25.0
NET INCREASES OR DECREASES	-1	1	-2	0	-4	4	-2	-11	10
NUMBER OF NEW HIRES	68	57	5	1	1	4	11	37	31
NUMBER OF PROMOTIONS	17	16	0	0	1	0	1	15	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	69	56	7	1	5	0	13	48	21

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF PUBLIC SAFETY

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1,416	1,062	354	1,194	91	4	97	30	222
EMPLOYEES (%)		75.0	25.0	84.3	6.4	0.3	6.9	2.1	15.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			654		91	18	96	64	324
DIFFERENCE (#)			300		0	14	0	34	102

PRESENT STAFFING

AGENCY: REAL ESTATE COMMISSION
EEO COORDINATOR: LISA HAYS

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1						0	1					1	0
% Represented	5.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	6	2					2	4					4	0
% Represented	31.6	33.3	0.0	0.0	0.0	0.0	33.3	66.7	0.0	0.0	0.0	0.0	66.7	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	12	1		1			2	5	3			2	10	6
% Represented	63.2	8.3	0.0	8.3	0.0	0.0	16.7	41.7	25.0	0.0	0.0	16.7	83.3	50.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	19	3	0	1	0	0	4	10	3	0	0	2	15	6
% Represented	100.0	15.8	0.0	5.3	0.0	0.0	21.1	52.6	15.8	0.0	0.0	10.5	78.9	31.6
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: REAL ESTATE COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	18	15	2	1	0	0	3	3	15
BREAKDOWN PERCENTAGES		83.3	11.1	5.6	0.0	0.0	16.7	16.7	83.3
BREAKDOWN AS OF JUNE 30, 2004	19	13	3	0	2	1	6	4	15
BREAKDOWN PERCENTAGES		68.4	15.8	0.0	10.5	5.3	31.6	21.1	78.9
NET INCREASES OR DECREASES	1	-2	1	-1	2	1	3	1	0
NUMBER OF NEW HIRES	5	1	1	0	2	1	4	2	3
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	3	0	1	0	0	1	1	3

WORKFORCE/CLF COMPARISON

AGENCY: REAL ESTATE COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	19	4	15	13	3	0	2	1	6
EMPLOYEES (%)		21.1	78.9	68.4	15.8	0.0	10.5	5.3	31.6
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			9		1	0	1	1	4
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	63	27	2	1		2	32	22	3	2	1	3	31	14
% Represented	7.4	42.9	3.2	1.6	0.0	3.2	50.8	34.9	4.8	3.2	1.6	4.8	49.2	22.2
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	430	122	13	2	5	4	146	234	35	2	6	7	284	74
% Represented	50.3	28.4	3.0	0.5	1.2	0.9	34.0	54.4	8.1	0.5	1.4	1.6	66.0	17.2
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	34	10	2			2	14	10	9			1	20	14
% Represented	4.0	29.4	5.9	0.0	0.0	5.9	41.2	29.4	26.5	0.0	0.0	2.9	58.8	41.2
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	3	3					3						0	0
% Represented	0.4	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	207	19	3			2	24	141	29	7	2	4	183	47
% Represented	24.2	9.2	1.4	0.0	0.0	1.0	11.6	68.1	14.0	3.4	1.0	1.9	88.4	22.7
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	77	10	2				12	47	11	2	1	4	65	20
% Represented	9.0	13.0	2.6	0.0	0.0	0.0	15.6	61.0	14.3	2.6	1.3	5.2	84.4	26.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	17	13	1			2	16	1					1	3
% Represented	2.0	76.5	5.9	0.0	0.0	11.8	94.1	5.9	0.0	0.0	0.0	0.0	5.9	17.6
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	24	9	2				11	7	3			3	13	8
% Represented	2.8	37.5	8.3	0.0	0.0	0.0	45.8	29.2	12.5	0.0	0.0	12.5	54.2	33.3
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	855	213	25	3	5	12	258	462	90	13	10	22	597	180
% Represented	100.0	24.9	2.9	0.4	0.6	1.4	30.2	54.0	10.5	1.5	1.2	2.6	69.8	21.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF REHABILITATION SERVICES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	864	686	115	15	33	15	178	254	610
BREAKDOWN PERCENTAGES		79.4	13.3	1.7	3.8	1.7	20.6	29.4	70.6
BREAKDOWN AS OF JUNE 30, 2004	855	675	115	15	34	16	180	258	597
BREAKDOWN PERCENTAGES		78.9	13.5	1.8	4.0	1.9	21.1	30.2	69.8
NET INCREASES OR DECREASES	-9	-11	0	0	1	1	2	4	-13
NUMBER OF NEW HIRES	69	53	11	1	3	1	16	29	40
NUMBER OF PROMOTIONS	33	26	4	1	2	0	7	7	12
NUMBER OF DEMOTIONS	1	1	0	0	0	0	0	0	1
NUMBER OF SEPARATIONS	78	64	11	1	2	0	14	25	53

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF REHABILITATION SERVICES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	855	258	597	675	115	15	34	16	180
EMPLOYEES (%)		30.2	69.8	78.9	13.5	1.8	4.0	1.9	21.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			395		55	11	58	38	196
DIFFERENCE (#)			0		0	0	24	22	16

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	67	53	4	8	0	2	14	41	26
BREAKDOWN PERCENTAGES		79.1	6.0	11.9	0.0	3.0	20.9	61.2	38.8
BREAKDOWN AS OF JUNE 30, 2004	67	53	4	8	0	2	14	39	28
BREAKDOWN PERCENTAGES		79.1	6.0	11.9	0.0	3.0	20.9	58.2	41.8
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	-2	2
NUMBER OF NEW HIRES	3	3	0	0	0	0	0	1	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	1	0

Comment: Two White males left the agency effective 06/30/03.

WORKFORCE/CLF COMPARISON

AGENCY: SCHOOL OF SCIENCE AND MATHEMATICS DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: SECRETARY OF STATE
EEO COORDINATOR: EUGENA ZACHARY

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	2	1					1	1					1	0
% Represented	6.3	50.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	9						0	7	2				9	2
% Represented	28.1	0.0	0.0	0.0	0.0	0.0	0.0	77.8	22.2	0.0	0.0	0.0	100.0	22.2
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	2	1				1	2						0	1
% Represented	6.3	50.0	0.0	0.0	0.0	50.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	18			1			1	11	1	2		3	17	7
% Represented	56.3	0.0	0.0	5.6	0.0	0.0	5.6	61.1	5.6	11.1	0.0	16.7	94.4	38.9
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	1					1	1						0	1
% Represented	3.1	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	32	2	0	1	0	2	5	19	3	2	0	3	27	11
% Represented	100.0	6.3	0.0	3.1	0.0	6.3	15.6	59.4	9.4	6.3	0.0	9.4	84.4	34.4
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: SECRETARY OF STATE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	31	19	4	0	5	3	12	5	26
BREAKDOWN PERCENTAGES		61.3	12.9	0.0	16.1	9.7	38.7	16.1	83.9
BREAKDOWN AS OF JUNE 30, 2004	32	21	3	0	5	3	11	5	27
BREAKDOWN PERCENTAGES		65.6	9.4	0.0	15.6	9.4	34.4	15.6	84.4
NET INCREASES OR DECREASES	1	2	-1	0	0	0	-1	0	1
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	0	2
NUMBER OF PROMOTIONS	1	0	0	0	0	1	1	0	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	0	1	0	0	0	1	0	1

WORKFORCE/CLF COMPARISON

AGENCY: SECRETARY OF STATE

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	32	5	27	21	3	0	5	3	11
EMPLOYEES (%)		15.6	84.4	65.6	9.4	0.0	15.6	9.4	34.4
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			15		2	0	2	1	7
DIFFERENCE (#)			0		0	0	0	0	0

PRESENT STAFFING

AGENCY: DEPARTMENT OF SECURITIES
EEO COORDINATOR: MELANIE HALL

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	7	4	1				5	2					2	1
% Represented	26.9	57.1	14.3	0.0	0.0	0.0	71.4	28.6	0.0	0.0	0.0	0.0	28.6	14.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	15	5			1		6	7				2	9	3
% Represented	57.7	33.3	0.0	0.0	6.7	0.0	40.0	46.7	0.0	0.0	0.0	13.3	60.0	20.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	4				1		1	3					3	1
% Represented	15.4	0.0	0.0	0.0	25.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	75.0	25.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	26	9	1	0	2	0	12	12	0	0	0	2	14	5
% Represented	100.0	34.6	3.8	0.0	7.7	0.0	46.2	46.2	0.0	0.0	0.0	7.7	53.8	19.2
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF SECURITIES

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	27	22	1	2	2	0	5	13	14
BREAKDOWN PERCENTAGES		81.5	3.7	7.4	7.4	0.0	18.5	48.1	51.9
BREAKDOWN AS OF JUNE 30, 2004	26	21	1	2	2	0	5	12	14
BREAKDOWN PERCENTAGES		80.8	3.8	7.7	7.7	0.0	19.2	46.2	53.8
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	-1	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	2	2	0	0	0	0	0	1	1

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF SECURITIES

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	26	12	14	21	1	2	2	0	5
EMPLOYEES (%)		46.2	53.8	80.8	3.8	7.7	7.7	0.0	19.2
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			12		2	0	2	1	6
DIFFERENCE (#)			0		1	0	0	1	1

PRESENT STAFFING

AGENCY: STATE SENATE
EEO COORDINATOR: PAULA GEORGE

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	10	5			1	1	7	3					3	2
% Represented	12.2	50.0	0.0	0.0	10.0	10.0	70.0	30.0	0.0	0.0	0.0	0.0	30.0	20.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	29	8	1				9	19	1				20	2
% Represented	35.4	27.6	3.4	0.0	0.0	0.0	31.0	65.5	3.4	0.0	0.0	0.0	69.0	6.9
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	4	1					1	1	1			1	3	2
% Represented	4.9	25.0	0.0	0.0	0.0	0.0	25.0	25.0	25.0	0.0	0.0	25.0	75.0	50.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	31	6	1				7	16	3	1	1	3	24	9
% Represented	37.8	19.4	3.2	0.0	0.0	0.0	22.6	51.6	9.7	3.2	3.2	9.7	77.4	29.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	8	1	4				5		2		1		3	7
% Represented	9.8	12.5	50.0	0.0	0.0	0.0	62.5	0.0	25.0	0.0	12.5	0.0	37.5	87.5
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	82	21	6	0	1	1	29	39	7	1	2	4	53	22
% Represented	100.0	25.6	7.3	0.0	1.2	1.2	35.4	47.6	8.5	1.2	2.4	4.9	64.6	26.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE SENATE

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	91	68	13	3	5	2	23	32	59
BREAKDOWN PERCENTAGES		74.7	14.3	3.3	5.5	2.2	25.3	35.2	64.8
BREAKDOWN AS OF JUNE 30, 2004	82	60	13	3	5	1	22	29	53
BREAKDOWN PERCENTAGES		73.2	15.9	3.7	6.1	1.2	26.8	35.4	64.6
NET INCREASES OR DECREASES	-9	-8	0	0	0	-1	-1	-3	-6
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	0	2
NUMBER OF PROMOTIONS	3	2	0	0	1	0	1	2	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	11	10	0	0	0	1	1	3	8

WORKFORCE/CLF COMPARISON

AGENCY: STATE SENATE

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	82	29	53	60	13	3	5	1	22
EMPLOYEES (%)		35.4	64.6	73.2	15.9	3.7	6.1	1.2	26.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			38		5	1	6	4	19
DIFFERENCE (#)			0		0	0	1	3	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA SPACE INDUSTRY DEVELOPMENT AUTHORITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	4	0	0	0	0	0	2	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2004	2	2	0	0	0	0	0	1	1
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
NET INCREASES OR DECREASES	-2	-2	0	0	0	0	0	-1	-1
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	1	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	3	3	0	0	0	0	0	1	2

WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA SPACE INDUSTRY DEVELOPMENT AUTHORITY

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: BOARD of EXAMINERS for SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
 EEO COORDINATOR: JEANIE WALL

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD of EXAMINERS for SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	2	2	0	0	0	0	0	0	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2004	2	2	0	0	0	0	0	0	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD of EXAMINERS for SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: TAX COMMISSION
EEO COORDINATOR: RONALD J. HENRY

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	96	54	4			2	60	34	2				36	8
% Represented	9.7	56.3	4.2	0.0	0.0	2.1	62.5	35.4	2.1	0.0	0.0	0.0	37.5	8.3
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	633	237	12	2	9	7	267	279	56	6	7	18	366	117
% Represented	63.8	37.4	1.9	0.3	1.4	1.1	42.2	44.1	8.8	0.9	1.1	2.8	57.8	18.5
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	102	48	4		2	4	58	30	7	1	5	1	44	24
% Represented	10.3	47.1	3.9	0.0	2.0	3.9	56.9	29.4	6.9	1.0	4.9	1.0	43.1	23.5
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	48	6	1				7	26	8	3	1	3	41	16
% Represented	4.8	12.5	2.1	0.0	0.0	0.0	14.6	54.2	16.7	6.3	2.1	6.3	85.4	33.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	109	13				2	15	74	12	2		6	94	22
% Represented	11.0	11.9	0.0	0.0	0.0	1.8	13.8	67.9	11.0	1.8	0.0	5.5	86.2	20.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	4	2	1				3		1				1	2
% Represented	0.4	50.0	25.0	0.0	0.0	0.0	75.0	0.0	25.0	0.0	0.0	0.0	25.0	50.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	992	360	22	2	11	15	410	443	86	12	13	28	582	189
% Represented	100.0	36.3	2.2	0.2	1.1	1.5	41.3	44.7	8.7	1.2	1.3	2.8	58.7	19.1
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: TAX COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	1,074	867	116	25	50	16	207	448	626
BREAKDOWN PERCENTAGES		80.7	10.8	2.3	4.7	1.5	19.3	41.7	58.3
BREAKDOWN AS OF JUNE 30, 2004	992	803	108	24	43	14	189	410	582
BREAKDOWN PERCENTAGES		80.9	10.9	2.4	4.3	1.4	19.1	41.3	58.7
NET INCREASES OR DECREASES	-82	-64	-8	-1	-7	-2	-18	-38	-44
NUMBER OF NEW HIRES	8	8	0	0	0	0	0	6	2
NUMBER OF PROMOTIONS	93	71	10	3	6	3	22	29	64
NUMBER OF DEMOTIONS	9	5	3	0	1	0	4	3	6
NUMBER OF SEPARATIONS	90	72	8	1	7	2	18	44	46

WORKFORCE/CLF COMPARISON

AGENCY: TAX COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	992	410	582	803	108	24	43	14	189
EMPLOYEES (%)		41.3	58.7	80.9	10.9	2.4	4.3	1.4	19.1
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			458		63	13	67	45	227
DIFFERENCE (#)			0		0	0	24	31	38

PRESENT STAFFING

AGENCY: COMMISSION FOR TEACHER PREPARATION
EEO COORDINATOR: TED GILLISPIE

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1	1					1						0	0
% Represented	12.5	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	3						0	3					3	0
% Represented	37.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	4						0	4					4	0
% Represented	50.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	8	1	0	0	0	0	1	7	0	0	0	0	7	0
% Represented	100.0	12.5	0.0	0.0	0.0	0.0	12.5	87.5	0.0	0.0	0.0	0.0	87.5	0.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: COMMISSION FOR TEACHER PREPARATION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	9	9	0	0	0	0	0	1	8
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	11.1	88.9
BREAKDOWN AS OF JUNE 30, 2004	8	8	0	0	0	0	0	1	7
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	12.5	87.5
NET INCREASES OR DECREASES	-1	-1	0	0	0	0	0	0	-1
NUMBER OF NEW HIRES	3	3	0	0	0	0	0	0	3
NUMBER OF PROMOTIONS	2	2	0	0	0	0	0	0	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	4	0	0	0	0	0	0	4

WORKFORCE/CLF COMPARISON

AGENCY: COMMISSION FOR TEACHER PREPARATION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	1	7	8	0	0	0	0	0
EMPLOYEES (%)		12.5	87.5	100.0	0.0	0.0	0.0	0.0	0.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			0		1	0	1	0	2

PRESENT STAFFING

AGENCY: TEACHERS' RETIREMENT SYSTEM
 EEO COORDINATOR: KIM BOLD

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	3	2					2	1					1	0
% Represented	6.4	66.7	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	33.3	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	20	5	2	1			8	10			1	1	12	5
% Represented	42.6	25.0	10.0	5.0	0.0	0.0	40.0	50.0	0.0	0.0	5.0	5.0	60.0	25.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	10	1					1	6	1		1	1	9	3
% Represented	21.3	10.0	0.0	0.0	0.0	0.0	10.0	60.0	10.0	0.0	10.0	10.0	90.0	30.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	14	1					1	8	2		1	2	13	5
% Represented	29.8	7.1	0.0	0.0	0.0	0.0	7.1	57.1	14.3	0.0	7.1	14.3	92.9	35.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	47	9	2	1	0	0	12	25	3	0	3	4	35	13
% Represented	100.0	19.1	4.3	2.1	0.0	0.0	25.5	53.2	6.4	0.0	6.4	8.5	74.5	27.7
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: TEACHERS' RETIREMENT SYSTEM

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	49	37	5	2	4	1	12	11	38
BREAKDOWN PERCENTAGES		75.5	10.2	4.1	8.2	2.0	24.5	22.4	77.6
BREAKDOWN AS OF JUNE 30, 2004	47	34	5	3	4	1	13	12	35
BREAKDOWN PERCENTAGES		72.3	10.6	6.4	8.5	2.1	27.7	25.5	74.5
NET INCREASES OR DECREASES	-2	-3	0	1	0	0	1	1	-3
NUMBER OF NEW HIRES	2	1	0	1	0	0	1	1	1
NUMBER OF PROMOTIONS	6	4	0	0	1	1	2	4	2
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	4	4	0	0	0	0	0	0	4

WORKFORCE/CLF COMPARISON

AGENCY: TEACHERS' RETIREMENT SYSTEM

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	47	12	35	34	5	3	4	1	13
EMPLOYEES (%)		25.5	74.5	72.3	10.6	6.4	8.5	2.1	27.7
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			22		3	1	3	2	11
DIFFERENCE (#)			0		0	0	0	1	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	2	2	0	0	0	0	0	0	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
BREAKDOWN AS OF JUNE 30, 2004	2	2	0	0	0	0	0	0	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: OKLAHOMA TOBACCO SETTLEMENT ENDOWMENT TRUST FUND DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: TOURISM AND RECREATION DEPARTMENT
EEO COORDINATOR: ELLEN KING

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	17	11					11	4				2	6	2
% Represented	3.1	64.7	0.0	0.0	0.0	0.0	64.7	23.5	0.0	0.0	0.0	11.8	35.3	11.8
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	98	56				2	58	33	3		1	3	40	9
% Represented	17.7	57.1	0.0	0.0	0.0	2.0	59.2	33.7	3.1	0.0	1.0	3.1	40.8	9.2
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	16	14				1	15	1					1	1
% Represented	2.9	87.5	0.0	0.0	0.0	6.3	93.8	6.3	0.0	0.0	0.0	0.0	6.3	6.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	40	32			1	5	38	2					2	6
% Represented	7.2	80.0	0.0	0.0	2.5	12.5	95.0	5.0	0.0	0.0	0.0	0.0	5.0	15.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	43	26				5	31	11	1				12	6
% Represented	7.7	60.5	0.0	0.0	0.0	11.6	72.1	25.6	2.3	0.0	0.0	0.0	27.9	14.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	105	7	1			1	9	80	5	2		9	96	18
% Represented	18.9	6.7	1.0	0.0	0.0	1.0	8.6	76.2	4.8	1.9	0.0	8.6	91.4	17.1
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	129	104	4			7	115	12	1			1	14	13
% Represented	23.2	80.6	3.1	0.0	0.0	5.4	89.1	9.3	0.8	0.0	0.0	0.8	10.9	10.1
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	107	34		1		5	40	56	3	2		6	67	17
% Represented	19.3	31.8	0.0	0.9	0.0	4.7	37.4	52.3	2.8	1.9	0.0	5.6	62.6	15.9
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	555	284	5	1	1	26	317	199	13	4	1	21	238	72
% Represented	100.0	51.2	0.9	0.2	0.2	4.7	57.1	35.9	2.3	0.7	0.2	3.8	42.9	13.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: TOURISM AND RECREATION DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	634	548	21	2	55	8	86	367	267
BREAKDOWN PERCENTAGES		86.4	3.3	0.3	8.7	1.3	13.6	57.9	42.1
BREAKDOWN AS OF JUNE 30, 2004	555	483	18	2	47	5	72	317	238
BREAKDOWN PERCENTAGES		87.0	3.2	0.4	8.5	0.9	13.0	57.1	42.9
NET INCREASES OR DECREASES	-79	-65	-3	0	-8	-3	-14	-50	-29
NUMBER OF NEW HIRES	31	28	0	0	3	0	3	14	17
NUMBER OF PROMOTIONS	17	16	0	0	1	0	1	10	7
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	2	0
NUMBER OF SEPARATIONS	110	93	3	0	11	3	17	64	46

WORKFORCE/CLF COMPARISON

AGENCY: TOURISM AND RECREATION DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	555	317	238	483	18	2	47	5	72
EMPLOYEES (%)		57.1	42.9	87.0	3.2	0.4	8.5	0.9	13.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			256		36	7	38	25	127
DIFFERENCE (#)			18		18	5	0	20	55

PRESENT STAFFING

AGENCY: TRANSPORTATION AUTHORITY
 EEO COORDINATOR: CHERYL O'ROURKE

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	13	10					10	3					3	0
% Represented	2.4	76.9	0.0	0.0	0.0	0.0	76.9	23.1	0.0	0.0	0.0	0.0	23.1	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	45	19	1			1	21	21	2			1	24	5
% Represented	8.4	42.2	2.2	0.0	0.0	2.2	46.7	46.7	4.4	0.0	0.0	2.2	53.3	11.1
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	17	11				1	12	3	1		1		5	3
% Represented	3.2	64.7	0.0	0.0	0.0	5.9	70.6	17.6	5.9	0.0	5.9	0.0	29.4	17.6
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	321	84	4	3		13	104	172	14	6	3	22	217	65
% Represented	60.0	26.2	1.2	0.9	0.0	4.0	32.4	53.6	4.4	1.9	0.9	6.9	67.6	20.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	13	10	1			2	13						0	3
% Represented	2.4	76.9	7.7	0.0	0.0	15.4	100.0	0.0	0.0	0.0	0.0	0.0	0.0	23.1
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	126	87	13	4		21	125	1					1	38
% Represented	23.6	69.0	10.3	3.2	0.0	16.7	99.2	0.8	0.0	0.0	0.0	0.0	0.8	30.2
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	535	221	19	7	0	38	285	200	17	6	4	23	250	114
% Represented	100.0	41.3	3.6	1.3	0.0	7.1	53.3	37.4	3.2	1.1	0.7	4.3	46.7	21.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: TRANSPORTATION AUTHORITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	522	410	35	4	62	11	112	280	242
BREAKDOWN PERCENTAGES		78.5	6.7	0.8	11.9	2.1	21.5	53.6	46.4
BREAKDOWN AS OF JUNE 30, 2004	535	421	36	4	61	13	114	285	250
BREAKDOWN PERCENTAGES		78.7	6.7	0.7	11.4	2.4	21.3	53.3	46.7
NET INCREASES OR DECREASES	13	11	1	0	-1	2	2	5	8
NUMBER OF NEW HIRES	84	65	8	1	8	2	19	40	44
NUMBER OF PROMOTIONS	21	15	2	0	2	2	6	17	4
NUMBER OF DEMOTIONS	2	2	0	0	0	0	0	1	1
NUMBER OF SEPARATIONS	71	54	7	1	9	0	17	35	36

WORKFORCE/CLF COMPARISON

AGENCY: TRANSPORTATION AUTHORITY

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	535	285	250	421	36	4	61	13	114
EMPLOYEES (%)		53.3	46.7	78.7	6.7	0.7	11.4	2.4	21.3
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			247		34	7	36	24	123
DIFFERENCE (#)			0		0	3	0	11	9

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	96	70	3	1	2	4	80	15	1				16	11
% Represented	4.0	72.9	3.1	1.0	2.1	4.2	83.3	15.6	1.0	0.0	0.0	0.0	16.7	11.5
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	406	256	7	7	8	11	289	98	9	2	5	3	117	52
% Represented	16.9	63.1	1.7	1.7	2.0	2.7	71.2	24.1	2.2	0.5	1.2	0.7	28.8	12.8
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	799	612	32	15	4	40	703	83	4	3		6	96	104
% Represented	33.3	76.6	4.0	1.9	0.5	5.0	88.0	10.4	0.5	0.4	0.0	0.8	12.0	13.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	169	15				2	17	135	3	3	2	9	152	19
% Represented	7.0	8.9	0.0	0.0	0.0	1.2	10.1	79.9	1.8	1.8	1.2	5.3	89.9	11.2
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	86	70	4	1		6	81	3	2				5	13
% Represented	3.6	81.4	4.7	1.2	0.0	7.0	94.2	3.5	2.3	0.0	0.0	0.0	5.8	15.1
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	846	666	38	33	2	73	812	30	1	1		2	34	150
% Represented	35.2	78.7	4.5	3.9	0.2	8.6	96.0	3.5	0.1	0.1	0.0	0.2	4.0	17.7
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	2,402	1,689	84	57	16	136	1,982	364	20	9	7	20	420	349
% Represented	100.0	70.3	3.5	2.4	0.7	5.7	82.5	15.2	0.8	0.4	0.3	0.8	17.5	14.5
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: TRANSPORTATION DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	2,385	2,029	113	21	154	68	356	1,966	419
BREAKDOWN PERCENTAGES		85.1	4.7	0.9	6.5	2.9	14.9	82.4	17.6
BREAKDOWN AS OF JUNE 30, 2004	2,402	2,053	104	23	156	66	349	1,982	420
BREAKDOWN PERCENTAGES		85.5	4.3	1.0	6.5	2.7	14.5	82.5	17.5
NET INCREASES OR DECREASES	17	24	-9	2	2	-2	-7	16	1
NUMBER OF NEW HIRES	185	157	3	3	16	6	28	160	25
NUMBER OF PROMOTIONS	73	67	4	0	1	1	6	59	14
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	168	133	12	1	14	8	35	144	24

WORKFORCE/CLF COMPARISON

AGENCY: TRANSPORTATION DEPARTMENT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	2,402	1,982	420	2,053	104	23	156	66	349
EMPLOYEES (%)		82.5	17.5	85.5	4.3	1.0	6.5	2.7	14.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			1,110		154	31	163	108	550
DIFFERENCE (#)			690		50	8	7	42	201

PRESENT STAFFINGAGENCY: STATE TREASURER
EEO COORDINATOR: MARRIA BRATCHER

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	8	7					7	1					1	0
% Represented	11.3	87.5	0.0	0.0	0.0	0.0	87.5	12.5	0.0	0.0	0.0	0.0	12.5	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	23	8			1		9	11	1		1	1	14	4
% Represented	32.4	34.8	0.0	0.0	4.3	0.0	39.1	47.8	4.3	0.0	4.3	4.3	60.9	17.4
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	10	6	1		1		8		1			1	2	4
% Represented	14.1	60.0	10.0	0.0	10.0	0.0	80.0	0.0	10.0	0.0	0.0	10.0	20.0	40.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	30	3	1		1		5	16	5	1	2	1	25	11
% Represented	42.3	10.0	3.3	0.0	3.3	0.0	16.7	53.3	16.7	3.3	6.7	3.3	83.3	36.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	71	24	2	0	3	0	29	28	7	1	3	3	42	19
% Represented	100.0	33.8	2.8	0.0	4.2	0.0	40.8	39.4	9.9	1.4	4.2	4.2	59.2	26.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: STATE TREASURER

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	72	55	10	3	3	1	17	27	45
BREAKDOWN PERCENTAGES		76.4	13.9	4.2	4.2	1.4	23.6	37.5	62.5
BREAKDOWN AS OF JUNE 30, 2004	71	52	9	6	3	1	19	29	42
BREAKDOWN PERCENTAGES		73.2	12.7	8.5	4.2	1.4	26.8	40.8	59.2
NET INCREASES OR DECREASES	-1	-3	-1	3	0	0	2	2	-3
NUMBER OF NEW HIRES	5	1	0	4	0	0	4	3	2
NUMBER OF PROMOTIONS	9	4	1	2	1	1	5	1	8
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	4	1	1	0	0	2	1	5

Comment: One WM retired effective 06/30/03 and 1 Hispanic should have been counted as White.

WORKFORCE/CLF COMPARISON

AGENCY: STATE TREASURER

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	71	29	42	52	9	6	3	1	19
EMPLOYEES (%)		40.8	59.2	73.2	12.7	8.5	4.2	1.4	26.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			33		5	1	5	3	16
DIFFERENCE (#)			0		0	0	2	2	0

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: UNIVERSITY HOSPITALS AUTHORITY

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	4	0	0	0	0	0	2	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
BREAKDOWN AS OF JUNE 30, 2004	4	4	0	0	0	0	0	2	2
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: UNIVERSITY HOSPITALS AUTHORITY

DATE: As of June 30, 2004

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

PRESENT STAFFING

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

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	1	1					1						0	0
% Represented	10.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	5	4				1	5						0	1
% Represented	50.0	80.0	0.0	0.0	0.0	20.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	4						0	4					4	0
% Represented	40.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	10	5	0	0	0	1	6	4	0	0	0	0	4	1
% Represented	100.0	50.0	0.0	0.0	0.0	10.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	10.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: USED MOTOR VEHICLE AND PARTS COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	9	8	0	0	1	0	1	5	4
BREAKDOWN PERCENTAGES		88.9	0.0	0.0	11.1	0.0	11.1	55.6	44.4
BREAKDOWN AS OF JUNE 30, 2004	10	9	0	0	1	0	1	6	4
BREAKDOWN PERCENTAGES		90.0	0.0	0.0	10.0	0.0	10.0	60.0	40.0
NET INCREASES OR DECREASES	1	1	0	0	0	0	0	1	0
NUMBER OF NEW HIRES	2	2	0	0	0	0	0	1	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

Comment: One WF was not counted as a separation on plan ending 06/30/03. Numbers have been revised to reflect this.

WORKFORCE/CLF COMPARISON

AGENCY: USED MOTOR VEHICLE AND PARTS COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	10	6	4	9	0	0	1	0	1
EMPLOYEES (%)		60.0	40.0	90.0	0.0	0.0	10.0	0.0	10.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			5		1	0	1	0	2
DIFFERENCE (#)			1		1	0	0	0	1

PRESENT STAFFING

AGENCY: DEPARTMENT OF VETERANS AFFAIRS
 EEO COORDINATOR: CHRISTY HOWELL

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	32	13			1	1	15	15	1	1			17	4
% Represented	1.9	40.6	0.0	0.0	3.1	3.1	46.9	46.9	3.1	3.1	0.0	0.0	53.1	12.5
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	263	72	7	3	4	2	88	156	7	1	2	9	175	35
% Represented	15.4	27.4	2.7	1.1	1.5	0.8	33.5	59.3	2.7	0.4	0.8	3.4	66.5	13.3
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	311	30	4	1	2	2	39	233	17	3	3	16	272	48
% Represented	18.2	9.6	1.3	0.3	0.6	0.6	12.5	74.9	5.5	1.0	1.0	5.1	87.5	15.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	29	25	2			2	29						0	4
% Represented	1.7	86.2	6.9	0.0	0.0	6.9	100.0	0.0	0.0	0.0	0.0	0.0	0.0	13.8
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	580	47	9	7	1	11	75	369	70	23	14	29	505	164
% Represented	33.9	8.1	1.6	1.2	0.2	1.9	12.9	63.6	12.1	4.0	2.4	5.0	87.1	28.3
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	87	12		1	1		14	63	4	4	1	1	73	12
% Represented	5.1	13.8	0.0	1.1	1.1	0.0	16.1	72.4	4.6	4.6	1.1	1.1	83.9	13.8
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	42	36	1			4	41	1					1	5
% Represented	2.5	85.7	2.4	0.0	0.0	9.5	97.6	2.4	0.0	0.0	0.0	0.0	2.4	11.9
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	366	76	30	6	5	12	129	190	19	10	7	11	237	100
% Represented	21.4	20.8	8.2	1.6	1.4	3.3	35.2	51.9	5.2	2.7	1.9	3.0	64.8	27.3
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
	1,710	311	53	18	14	34	430	1,027	118	42	27	66	1,280	372
% Represented	100.0	18.2	3.1	1.1	0.8	2.0	25.1	60.1	6.9	2.5	1.6	3.9	74.9	21.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF VETERANS AFFAIRS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	1,501	1,206	121	31	97	46	295	374	1,127
BREAKDOWN PERCENTAGES		80.3	8.1	2.1	6.5	3.1	19.7	24.9	75.1
BREAKDOWN AS OF JUNE 30, 2004	1,710	1,338	171	41	100	60	372	430	1,280
BREAKDOWN PERCENTAGES		78.2	10.0	2.4	5.8	3.5	21.8	25.1	74.9
NET INCREASES OR DECREASES	209	132	50	10	3	14	77	56	153
NUMBER OF NEW HIRES	723	517	110	21	37	38	206	190	533
NUMBER OF PROMOTIONS	184	166	5	1	7	5	18	43	141
NUMBER OF DEMOTIONS	12	12	0	0	0	0	0	4	8
NUMBER OF SEPARATIONS	514	385	60	11	34	24	129	134	380

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF VETERANS AFFAIRS

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	1,710	430	1,280	1,338	171	41	100	60	372
EMPLOYEES (%)		25.1	74.9	78.2	10.0	2.4	5.8	3.5	21.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			790		109	22	116	77	392
DIFFERENCE (#)			0		0	0	16	17	20

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

AFFIRMATIVE ACTION PROGRESS

AGENCY: BOARD OF VETERINARY MEDICAL EXAMINERS

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: BOARD OF VETERINARY MEDICAL EXAMINERS

DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: WATER RESOURCES BOARD
EEO COORDINATOR: JIM SCHUELEIN

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	8	7				1	8						0	1
% Represented	9.1	87.5	0.0	0.0	0.0	12.5	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	60	33	1	1	2	2	39	17	3			1	21	10
% Represented	68.2	55.0	1.7	1.7	3.3	3.3	65.0	28.3	5.0	0.0	0.0	1.7	35.0	16.7
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	6	6					6						0	0
% Represented	6.8	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	2						0	2					2	0
% Represented	2.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	12	2					2	8	1			1	10	2
% Represented	13.6	16.7	0.0	0.0	0.0	0.0	16.7	66.7	8.3	0.0	0.0	8.3	83.3	16.7
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	88	48	1	1	2	3	55	27	4	0	0	2	33	13
% Represented	100.0	54.5	1.1	1.1	2.3	3.4	62.5	30.7	4.5	0.0	0.0	2.3	37.5	14.8
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: WATER RESOURCES BOARD

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	87	75	4	3	5	0	12	51	36
BREAKDOWN PERCENTAGES		86.2	4.6	3.4	5.7	0.0	13.8	58.6	41.4
BREAKDOWN AS OF JUNE 30, 2004	88	75	5	2	5	1	13	55	33
BREAKDOWN PERCENTAGES		85.2	5.7	2.3	5.7	1.1	14.8	62.5	37.5
NET INCREASES OR DECREASES	1	0	1	-1	0	1	1	4	-3
NUMBER OF NEW HIRES	7	5	1	0	0	1	2	6	1
NUMBER OF PROMOTIONS	16	13	1	1	1	0	3	11	5
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	5	0	1	0	0	1	2	4

Comment: In the report ending 06/30/03, 1 WM was inadvertently counted as a female and 1 WM was not reported.

WORKFORCE/CLF COMPARISON

AGENCY: WATER RESOURCES BOARD

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	88	55	33	75	5	2	5	1	13
EMPLOYEES (%)		62.5	37.5	85.2	5.7	2.3	5.7	1.1	14.8
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			41		6	1	6	4	20
DIFFERENCE (#)			8		1	0	1	3	7

PRESENT STAFFING

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

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
BREAKDOWN AS OF JUNE 30, 2004	4	4	0	0	0	0	0	1	3
BREAKDOWN PERCENTAGES		100.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	1	1	0	0	0	0	0	0	1
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	1	1	0	0	0	0	0	0	1

WORKFORCE/CLF COMPARISON

AGENCY: WHEAT UTILIZATION, RESEARCH AND MARKET DEVELOPMENT COMMISSION DATE: As of June 30, 2004

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

PRESENT STAFFING

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION
EEO COORDINATOR: KYLE EASTHAM

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	14	13					13	1					1	0
% Represented	4.4	92.9	0.0	0.0	0.0	0.0	92.9	7.1	0.0	0.0	0.0	0.0	7.1	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	93	79	1			4	84	7	1			1	9	7
% Represented	29.1	84.9	1.1	0.0	0.0	4.3	90.3	7.5	1.1	0.0	0.0	1.1	9.7	7.5
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	77	68				8	76	1					1	8
% Represented	24.1	88.3	0.0	0.0	0.0	10.4	98.7	1.3	0.0	0.0	0.0	0.0	1.3	10.4
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	104	89	1	1		11	102	2					2	13
% Represented	32.5	85.6	1.0	1.0	0.0	10.6	98.1	1.9	0.0	0.0	0.0	0.0	1.9	12.5
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	28						0	24	1	1		2	28	4
% Represented	8.8	0.0	0.0	0.0	0.0	0.0	0.0	85.7	3.6	3.6	0.0	7.1	100.0	14.3
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	1	1					1						0	0
% Represented	0.3	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	3	3					3						0	0
% Represented	0.9	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	320	253	2	1	0	23	279	35	2	1	0	3	41	32
% Represented	100.0	79.1	0.6	0.3	0.0	7.2	87.2	10.9	0.6	0.3	0.0	0.9	12.8	10.0
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	311	278	5	0	26	2	33	273	38
BREAKDOWN PERCENTAGES		89.4	1.6	0.0	8.4	0.6	10.6	87.8	12.2
BREAKDOWN AS OF JUNE 30, 2004	320	288	4	0	26	2	32	279	41
BREAKDOWN PERCENTAGES		90.0	1.3	0.0	8.1	0.6	10.0	87.2	12.8
NET INCREASES OR DECREASES	9	10	-1	0	0	0	-1	6	3
NUMBER OF NEW HIRES	21	18	0	0	3	0	3	16	5
NUMBER OF PROMOTIONS	5	5	0	0	0	0	0	4	1
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	12	8	1	0	3	0	4	10	2

WORKFORCE/CLF COMPARISON

AGENCY: DEPARTMENT OF WILDLIFE CONSERVATION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	320	279	41	288	4	0	26	2	32
EMPLOYEES (%)		87.2	12.8	90.0	1.3	0.0	8.1	0.6	10.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			148		20	4	22	14	73
DIFFERENCE (#)			107		16	4	0	12	41

PRESENT STAFFING

AGENCY: WILL ROGERS MEMORIAL COMMISSION
EEO COORDINATOR: GREGORY MALAK

DATE: As of June 30, 2004

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

WORK FORCE DATA OBTAINED FROM AGENCY'S 2004 AFFIRMATIVE ACTION REPORTS

AFFIRMATIVE ACTION PROGRESS

AGENCY: WILL ROGERS MEMORIAL COMMISSION

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	8	6	0	0	2	0	2	5	3
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	62.5	37.5
BREAKDOWN AS OF JUNE 30, 2004	8	6	0	0	2	0	2	5	3
BREAKDOWN PERCENTAGES		75.0	0.0	0.0	25.0	0.0	25.0	62.5	37.5
NET INCREASES OR DECREASES	0	0	0	0	0	0	0	0	0
NUMBER OF NEW HIRES	0	0	0	0	0	0	0	0	0
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	0	0	0	0	0	0	0	0	0

WORKFORCE/CLF COMPARISON

AGENCY: WILL ROGERS MEMORIAL COMMISSION

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	8	5	3	6	0	0	2	0	2
EMPLOYEES (%)		62.5	37.5	75.0	0.0	0.0	25.0	0.0	25.0
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			4		1	0	1	0	2
DIFFERENCE (#)			1		1	0	0	0	0

PRESENT STAFFING

AGENCY: WORKERS' COMPENSATION COURT
EEO COORDINATOR: MARY SCOTT

DATE: As of June 30, 2004

JOB CATEGORIES	TOTAL EMP	MALE					FEMALE					TOT FEMALE	TOT MIN	
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI			AI/AN
OFFICIALS/ADMINISTRATORS														
Incumbents	10	2	1				3	6				1	7	2
% Represented	12.8	20.0	10.0	0.0	0.0	0.0	30.0	60.0	0.0	0.0	0.0	10.0	70.0	20.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
PROFESSIONALS														
Incumbents	20	6					6	13				1	14	1
% Represented	25.6	30.0	0.0	0.0	0.0	0.0	30.0	65.0	0.0	0.0	0.0	5.0	70.0	5.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
TECHNICIANS														
Incumbents	8	2					2	4	2				6	2
% Represented	10.3	25.0	0.0	0.0	0.0	0.0	25.0	50.0	25.0	0.0	0.0	0.0	75.0	25.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
PROTECTIVE SERVICES														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
PARAPROFESSIONALS														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
ADMINISTRATIVE SUPPORT														
Incumbents	40						0	29	9	1		1	40	11
% Represented	51.3	0.0	0.0	0.0	0.0	0.0	0.0	72.5	22.5	2.5	0.0	2.5	100.0	27.5
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
SKILLED CRAFT														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
SERVICE MAINTENANCE														
Incumbents	0						0						0	0
% Represented	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS														
Incumbents	78	10	1	0	0	0	11	52	11	1	0	3	67	16
% Represented	100.0	12.8	1.3	0.0	0.0	0.0	14.1	66.7	14.1	1.3	0.0	3.8	85.9	20.5
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

AFFIRMATIVE ACTION PROGRESS

AGENCY: WORKERS' COMPENSATION COURT

DATE: As of June 30, 2004

	TOTAL	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY	MALES	FEMALES
BREAKDOWN AS OF JUNE 30, 2003	81	64	12	0	3	2	17	10	71
BREAKDOWN PERCENTAGES		79.0	14.8	0.0	3.7	2.5	21.0	12.3	87.7
BREAKDOWN AS OF JUNE 30, 2004	78	62	12	0	3	1	16	11	67
BREAKDOWN PERCENTAGES		79.5	15.4	0.0	3.8	1.3	20.5	14.1	85.9
NET INCREASES OR DECREASES	-3	-2	0	0	0	-1	-1	1	-4
NUMBER OF NEW HIRES	3	3	0	0	0	0	0	1	2
NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF DEMOTIONS	0	0	0	0	0	0	0	0	0
NUMBER OF SEPARATIONS	6	5	0	0	0	1	1	0	6

Comment: One Black was mistakenly counted as White in last year's report. Correction has been made.

WORKFORCE/CLF COMPARISON

AGENCY: WORKERS' COMPENSATION COURT

DATE: As of June 30, 2004

	TOTAL	MEN	WOMEN	WHITE	BLACK	ASIAN	AMER INDIAN	HISPANIC	TOTAL MINORITY
EMPLOYEES (#)	78	11	67	62	12	0	3	1	16
EMPLOYEES (%)		14.1	85.9	79.5	15.4	0.0	3.8	1.3	20.5
C.L.F. AVAILABILITY (%)			46.2		6.4	1.3	6.8	4.5	22.9
PARITY (#)			36		5	1	5	4	18
DIFFERENCE (#)			0		0	1	2	3	2