

# DIVERSITY IN THE NEW YORK STATE GOVERNMENT WORKFORCE

March 2009

**A Look at the Last Decade, and the Next**



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**NOTE TO READER:** *Certain terms used in this report have very specific meanings and are not intended to apply beyond the report. "Protected class" is used to describe those groups covered by Executive Order 6 for whom workforce data is available: minorities, women, and persons with disabilities. "Minorities" refers to the four ethnic/racial categories used by the U.S. Equal Employment Opportunity Commission for public sector workforce reporting purposes (i.e., Black [not of Hispanic origin], Hispanic, Asian or Pacific Islander [not of Hispanic origin], and American Indian or Alaskan Native [not of Hispanic origin]). References to "underrepresentation" are intended to indicate only that the representation of a particular protected class in the State workforce is less than it is in the available statewide labor force.*

# Diversity in the New York State Workforce A Look at the Last Decade, and the Next

## Table of Contents

Introduction.....	3
The Case for Diversity .....	4
Profile of the New York State Government Workforce.....	5
Blacks.....	8
Hispanics.....	10
Asians/Pacific Islanders .....	12
American Indians/Alaskan Natives.....	14
Females.....	16
Persons with Disabilities.....	18
Factors That Have Affected Hiring of Protected Classes Since 1998.....	20
How Agencies Responded .....	23
How the Department of Civil Service Responded .....	26
Classification Updates.....	27
Testing .....	27
Recruiting .....	28
Streamlining the Hiring Process .....	30
Conclusion.....	31
Appendices	
Glossary .....	33
Agency Workforce Reports and Index.....	35

# **Diversity in the New York State Government Workforce**

## ***A Look at the Last Decade, and the Next***

### **INTRODUCTION**

This report is prepared pursuant to Executive Order 6, the document issued in 1983 that articulates the State's affirmative action and equal employment opportunity policy and requires the President of the Civil Service Commission to report annually on the composition of the workforce of each State agency. This report provides a detailed profile of the State government workforce, both overall and agency by agency, regarding the representation of minorities, women and persons with disabilities. Because a report of the scope contemplated in the Executive Order has not been prepared in recent years, this report provides a decade-long (1998-2008) comparison of the State government workforce to the overall statewide labor force to provide a meaningful context for the numbers.

This report is timely because of the large number of anticipated retirements from the State workforce. The numbers of minorities and women in the statewide labor force are growing as well, presenting an opportunity to increase their representation in the State workforce, even with the current fiscal challenges. Fully understanding the workforce representation of the protected classes at all occupational levels of State government is a necessary antecedent to improving that representation. Simply stated, we must first measure that which we seek to improve.

The report highlights both successes and shortfalls in the effort to increase the representation of minorities, women and persons with disabilities in the State workforce. In addition, it identifies some of the possible reasons for the underrepresentation of protected class groups, the most challenging being the geographic mismatch between where the highest concentration of State jobs exists – the Capital District – and where the largest population centers of minorities are – the New York City area.

The report goes beyond the reporting requirements of Executive Order 6 to discuss initiatives the Department of Civil Service and other agencies have undertaken to enhance opportunities for minorities, women and persons with disabilities who want to pursue State careers. Active recruitment has been undertaken, incorporating outreach to all communities. Job titles are being consolidated to afford managers increased flexibility in hiring. The examination system itself is continually monitored to ensure a level playing field for all candidates.

Notwithstanding the numerous initiatives underway, the report's findings make clear that more should be done to increase the diversity of the State workforce. Diversity is likely to increase only when managers make it a priority. High-level, centralized leadership is essential to ensure that diversity is a priority in each agency. Toward this end, the report recommends that the current framework for achieving diversity set forth in Executive Order 6 be reviewed and that establishment of an enterprise-wide diversity management strategy, perhaps led by a chief diversity officer, be explored.

## THE CASE FOR DIVERSITY

It is said that the greatest business asset in the 21st century will not be technology or infrastructure, but human capital. If only to increase productivity and improve services for its citizens, New York needs to find talent in every community where it exists, then use it wisely and fully.

Minorities comprised 33% of New York State's population in 1995. By 2025, the Census Bureau estimates that minorities will comprise nearly 47% of the State's population. New York State cannot simply wait and hope its workforce changes along with the population. If we fail to take steps to recruit across the full spectrum of the labor pool, we will miss a strategic opportunity.

Taking affirmative steps to recruit, hire, train, promote and develop a workforce that is reflective of our statewide demographics not only makes good sense but increasingly will become critical to delivering superior services to the citizens of the State. New York State builds trust when its workforce looks like the communities it serves. The State's ability to recruit talent from underrepresented segments of the population must be matched by an ability to retain talent. The State must create and nurture a culture that supports both workforce diversity and the means to attain diversity. What the State must recognize is that, without differences, there are no unique perspectives. Without unique perspectives, there is no innovation.

Annual research by the New York Times shows the top five reasons people join certain employers are very similar for all candidates. Everyone wants to work for an excellent employer with equitable compensation, ample career development opportunities and a willingness to allow employees to balance work and personal priorities. This Administration's strong partnership with public employee unions ensures these will always be characteristics of working for New York State. However, diverse candidates also want to work for an employer that has people like themselves in leadership and management positions. This becomes the paramount reason why these candidates make the decision to join an employer.

New York State must become an employer of first choice, not last resort. A strong commitment at every level of leadership to recruiting and embracing diversity in all its forms will help make New York State government that kind of employer.

# PROFILE OF THE NEW YORK STATE GOVERNMENT WORKFORCE

The State workforce covered by this report numbered 168,011 employees as of January 1, 2008. This includes all employees of the classified service as well as high-level officials in the unclassified service in the Executive Branch of State government.

Table 1

NYS Workforce Representation vs Statewide Labor Force by Job Category

	Total**	----- Males -----						Total Female	----- Females -----					Total WWD
		Total Male	Wh	Blk	Hisp	As/Pac Isl	AI AN		Wh	Blk	Hisp	As/Pac Isl	AI AN	
<b>Officials/Administrators</b>														
# Employees	3,243	1,974	1,746	116	58	47	7	1,177	975	118	52	32	0	92
NYS Workforce %*	100.00	62.65	55.41	3.68	1.84	1.49	0.22	37.35	30.94	3.74	1.65	1.02	0.00	2.84
Statewide Labor Force %	100.00	60.41	48.35	3.66	4.11	3.37	0.17	39.59	29.57	4.39	2.99	2.02	0.16	
<b>Professionals</b>														
# Employees	56,889	26,018	21,130	2,193	888	1,739	68	28,711	21,682	3,988	1,139	1,809	93	2,179
NYS Workforce %*	100.00	47.54	38.61	4.01	1.62	3.18	0.12	52.46	39.62	7.29	2.08	3.31	0.17	3.83
Statewide Labor Force %	100.00	44.49	33.91	3.50	2.54	3.82	0.15	55.51	40.54	6.69	3.69	3.73	0.22	
<b>Technicians</b>														
# Employees	7,653	4,149	3,396	389	179	169	16	3,241	2,422	559	140	106	14	329
NYS Workforce %*	100.00	56.14	45.95	5.26	2.42	2.29	0.22	43.86	32.77	7.56	1.89	1.43	0.19	4.30
Statewide Labor Force %	100.00	51.44	37.08	5.46	4.96	2.87	0.30	48.53	34.09	7.60	3.55	2.46	0.26	
<b>Protective Service</b>														
# Employees	25,056	22,068	19,174	1,879	853	84	78	2,883	1,428	1,183	241	13	18	220
NYS Workforce %*	100.00	88.45	76.85	7.53	3.42	0.34	0.31	11.55	5.72	4.74	0.97	0.05	0.07	0.88
Statewide Labor Force %	100.00	81.76	53.46	15.50	9.51	1.59	0.38	18.23	8.01	6.75	2.77	0.30	0.13	
<b>Para-professional</b>														
# Employees	26,834	7,320	4,194	2,532	423	140	31	16,997	9,821	5,990	913	196	77	1,154
NYS Workforce %*	100.00	30.10	17.25	10.41	1.74	0.58	0.13	69.90	40.39	24.63	3.75	0.81	0.32	4.30
Statewide Labor Force %	100.00	12.31	6.02	3.61	1.49	0.79	0.06	87.68	43.04	25.10	14.02	2.97	0.49	
<b>Administrative Support</b>														
# Employees	26,871	4,543	3,589	556	194	191	13	22,065	17,676	3,112	865	330	82	1,346
NYS Workforce %*	100.00	17.07	13.49	2.09	0.73	0.72	0.05	82.93	66.43	11.70	3.25	1.24	0.31	5.01
Statewide Labor Force %	100.00	28.39	16.18	4.80	4.53	2.08	0.13	71.61	46.78	11.65	8.82	2.99	0.37	
<b>Skilled Craft</b>														
# Employees	11,436	10,687	9,444	716	360	92	75	537	450	66	15	2	4	276
NYS Workforce %*	100.00	95.22	84.14	6.38	3.21	0.82	0.67	4.78	4.01	0.59	0.13	0.02	0.04	2.41
Statewide Labor Force %	100.00	77.75	52.25	7.63	11.98	4.02	0.45	22.25	11.57	2.29	4.96	2.93	0.14	
<b>Service/Maintenance</b>														
# Employees	10,029	6,048	4,196	1,214	496	104	38	3,443	2,170	790	374	87	22	302
NYS Workforce %*	100.00	63.72	44.21	12.79	5.23	1.10	0.40	36.28	22.86	8.32	3.94	0.92	0.23	3.01
Statewide Labor Force %	100.00	68.34	36.04	10.06	16.41	3.84	0.40	31.66	18.47	4.53	6.65	1.19	0.22	
<b>Total</b>														
# Employees	168,011	82,807	66,869	9,595	3,451	2,566	326	79,054	56,624	15,806	3,739	2,575	310	5,898
NYS Workforce %*	100.00	51.16	41.31	5.93	2.13	1.59	0.20	48.84	34.98	9.77	2.31	1.59	0.19	3.51
Statewide Labor Force %	100.00	51.81	34.52	5.92	7.03	3.18	0.24	48.19	31.10	7.54	5.92	2.67	0.24	10.94

Wh=White, Bk=Black, Hisp=Hispanic, As/Pac Isl = Asian/Pacific Islander, AI AN= American Indian/Alaskan Native, WWD=Workers with Disabilities

\* NYS Workforce Percentages are calculated excluding employees whose ethnicity and/or gender is unidentified in the base population except for percent disabled, which is calculated as a percent of the total NYS Workforce.

\*\* Sums do not equal totals. Totals include employees who have opted not to self-identify their race/ethnicity.

For purposes of this report, protected class representation in the State workforce is measured by change over time and by comparing the makeup of the current State workforce to the overall statewide labor force. This labor force includes all public- and private-sector employees, plus those seeking work, in New York State.

The balance in the New York State workforce between employees at or below salary grade 23 and at or above salary grade 24 has shifted somewhat since 1998.

Table 2

**Total State Workforce Representation by Salary Grade Distribution as of January 1998, 2003, 2007 and 2008**

<b>Salary Grades</b>	<b>1998</b>		<b>2003</b>		<b>2007</b>		<b>2008</b>	
01-23	143,980	84.9%	140,567	83.7%	136,889	82.7%	138,229	82.3%
24-38	11,482	6.8%	13,069	7.8%	13,766	8.3%	13,879	8.3%
NS*	13,870	8.2%	13,939	8.3%	14,621	8.8%	15,621	9.3%
OS**	284	0.2%	283	0.2%	280	0.2%	282	0.2%
<b>Total</b>	<b>169,616</b>		<b>167,858</b>		<b>165,556</b>		<b>168,011</b>	

\* Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

\*\* The count of OS positions does not include the OS positions in the State Police, court system employees or positions in the Unclassified Service. Most of the reported OS positions are Superintendents of Correctional Facilities.

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OS - Other Statutory: a title/position for which the salary is set by a statute other than Civil Service Law. Many of these are assigned a salary in the legislation that created them.

There were 1,605 fewer workers in 2008 than in 1998. Yet the workforce was hardly static, even during periods of hiring freezes, as the normal pattern of employee separations and replacement hirings continued. The attrition rate (total separations divided by number of employees) averaged about 14% annually with at least 23,000 persons leaving the workforce each of those years. Retirements alone have numbered nearly 49,000 since 1998. Hires for the period totaled more than 100,000. Thus there were many opportunities to diversify the State government workforce through hiring of minorities, women and persons with disabilities. These groups grew as a proportion of the overall labor force during those 10 years. They also grew as a proportion of the State government workforce, though underrepresentation still exists.

The composition of the statewide labor force continues its rapid change. New York State government must confront many pressing priorities over the next 10 years. Workforce diversity must be one of these priorities. Despite another hiring freeze, critical positions will continue to be filled to replace Baby Boomer retirements and staff critical missions. This will create opportunities to improve representation of minorities, women, and persons with disabilities in the State workforce.

Table 3 shows changes in the makeup of the State workforce from 1998 to 2008, and 2000 statewide labor force data.

Table 3

**New York State Workforce - Representation Over 10 Years**

	<b>1998</b>	<b>%</b>	<b>2008</b>	<b>%</b>	<b>Statewide Labor Force %</b>
<b>White</b>					
Male	71,553	42.8	66,869	41.3	34.5
Female	57,811	34.6	56,624	35.0	31.1
Total	129,364	77.3	123,493	76.3	65.6
<b>Black</b>					
Male	10,177	6.1	9,595	5.9	5.9
Female	16,276	9.7	15,806	9.8	7.5
Total	26,453	15.8	25,401	15.7	13.5
<b>Hispanic</b>					
Male	3,466	2.1	3,451	2.1	7.0
Female	3,106	1.9	3,739	2.3	5.9
Total	6,572	3.9	7,190	4.4	13.0
<b>Asian/Pacific Islander</b>					
Male	2,232	1.3	2,566	1.6	3.2
Female	1,982	1.2	2,575	1.6	2.7
Total	4,214	2.5	5,141	3.2	5.9
<b>Amer. Indian/Alas. Native</b>					
Male	372	0.2	326	0.2	0.2
Female	293	0.2	310	0.2	0.2
Total	665	0.4	636	0.4	0.5
<b>Unknown*</b>	2,348		6,150		
<b>Total</b>	<b>169,616</b>	<b>100.0</b>	<b>168,011</b>	<b>100.0</b>	
<b>Female</b>	80,700	47.6	82,562	49.2	48.2
<b>Disabled</b>	4,591	2.7	5,898	3.6	10.94

\*Includes individuals who have opted not to self-identify their gender or race/ ethnicity

All percents are calculated excluding unknowns in the base population except for percent disabled, which is calculated as a percent of the total State workforce.

The following is a summary of the information on each protected class group.

## Blacks

Blacks make up 15.7% of the State government workforce compared to 13.46% of the statewide labor force. Percentages of workforce gains from 1998 to 2008 were greatest in the Officials/Administrators and Professionals job categories. Black representation in the Officials/Administrators job category increased 13% and Black representation in the Professionals job category increased 7%. Blacks nonetheless are underrepresented in the Officials/Administrators, Technicians, Protective Service, Administrative Support and Skilled Craft job categories. While Blacks may comprise a large percentage of the workforce, they are generally at the lower salary grade ranges. The State workforce has 8.3% of employees above the SG-23 level (See Table 2 on page 6), while only 3.3% of Blacks are above the SG-23 level.

### Black Representation in the NYS Government Workforce by Job Category

Table 4

Job Category	1998		2008		% Blacks in Statewide Labor Force
	No.	% of NYS Job Category	No.	% of NYS Job Category	
Officials/Administrators	199	6.55%	234	7.42%	8.05%
Professionals	5,373	10.52%	6,189	11.30%	10.20%
Technicians	1,067	12.70%	951	12.86%	13.05%
Protective Service	2,811	11.54%	3,062	12.27%	22.25%
Para-professional	8,503	34.92%	8,529	35.06%	28.71%
Administrative Support	5,065	14.71%	3,669	13.79%	16.44%
Skilled Craft	863	7.89%	782	6.96%	9.92%
Service/Maintenance	2,580	24.06%	2,007	21.12%	14.59%
<b>Totals</b>	<b>26,461</b>	<b>15.81%</b>	<b>25,423</b>	<b>15.70%</b>	<b>13.46%</b>

(The '% of NYS Job Category' is calculated with the employees whose ethnicity/race is unknown subtracted from the total number of employees in the category.)

Table 5

### Black Representation by Salary Grade Distribution as of January 1998, 2003, 2007 and 2008

Salary Grades	1998		2003		2007		2008	
01-23	24,397	92.2%	23,730	91.8%	22,936	90.8%	23,010	90.5%
24-38	620	2.3%	731	2.8%	808	3.2%	848	3.3%
NS*	1,422	5.4%	1,365	5.3%	1,498	5.9%	1,549	6.1%
OS**	22	0.1%	18	0.1%	14	0.1%	16	0.1%
<b>Total</b>	<b>26,461</b>		<b>25,844</b>		<b>25,256</b>		<b>25,423</b>	

\* Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

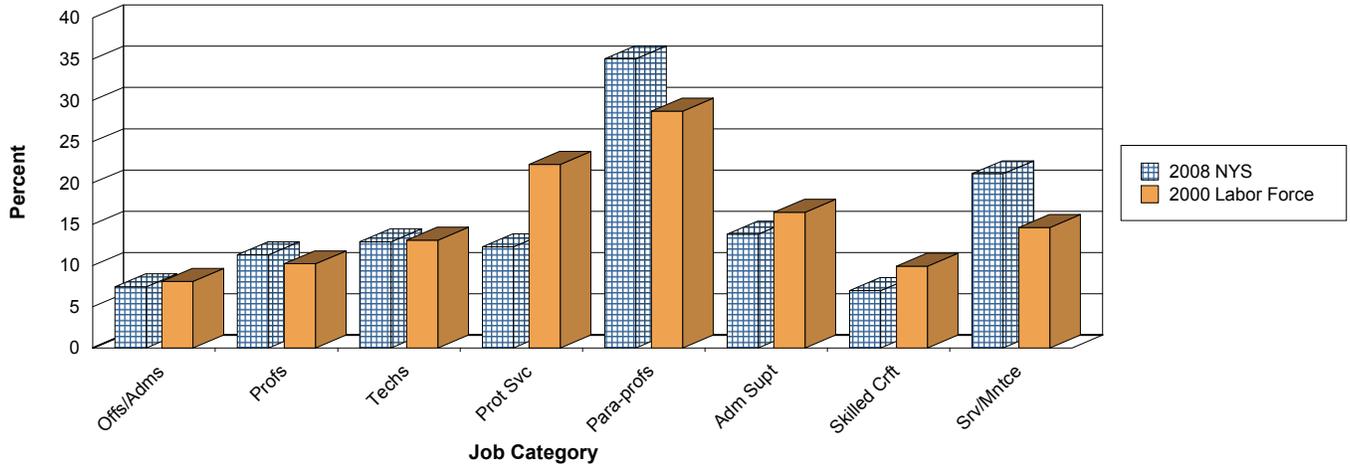
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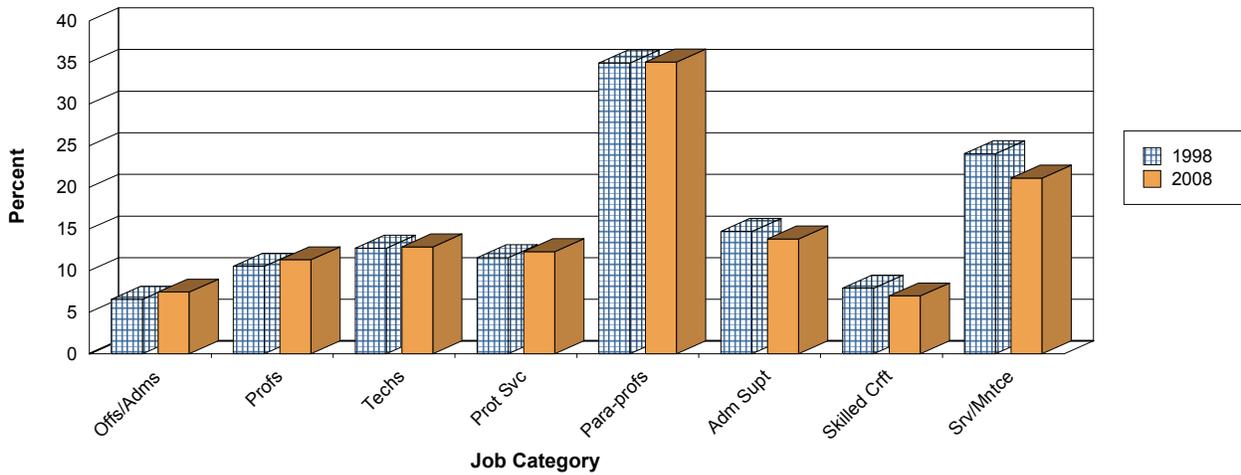
Graph 1

**Black Representation by Job Category**  
**2008 NYS Government Workforce vs Statewide Labor Force**



Graph 2

**Black Representation by Job Category**  
**1998 NYS compared to 2008 NYS**



## Hispanics

Hispanic representation as a proportion of the State workforce increased by 13% from 1998 (3.93% of the workforce) to 2008 (4.44% of the workforce). While the percentage of Hispanics in each job category increased from 1998 to 2008, Hispanics remain underrepresented in all eight job categories. Hispanics make up nearly 13% of the statewide labor force, but represent only 4.44% of the State workforce. Further, while 8.3% of the State workforce is employed above the SG-23 level (See Table 2 on page 6), only 5.1% of Hispanics are employed above that level.

Table 6

### Hispanic Representation in the NYS Government Workforce by Job Category

Job Category	1998		2008		% Hispanics in Statewide Labor Force
	No.	% of NYS Job Category	No.	% of NYS Job Category	
Officials/Administrators	72	2.37%	110	3.49%	7.10%
Professionals	1,648	3.23%	2,028	3.70%	6.23%
Technicians	284	3.38%	319	4.31%	8.51%
Protective Service	948	3.89%	1,094	4.38%	12.28%
Para-professional	1,180	4.85%	1,337	5.50%	15.51%
Administrative Support	1,181	3.43%	1,059	3.98%	13.35%
Skilled Craft	345	3.15%	376	3.35%	16.94%
Service/Maintenance	917	8.55%	871	9.16%	23.07%
<b>Totals</b>	<b>6,575</b>	<b>3.93%</b>	<b>7,194</b>	<b>4.44%</b>	<b>12.95%</b>

(The '% of NYS Job Category' is calculated with the employees whose ethnicity/race is unknown subtracted from the total number of employees in the category.)

Table 7

### Hispanic Representation by Salary Grade Distribution as of January 1998, 2003, 2007 and 2008

Salary Grades	1998		2003		2007		2008	
01-23	5,743	87.3%	6,010	87.7%	6,043	86.1%	6,145	85.4%
24-38	280	4.3%	337	4.9%	359	5.1%	369	5.1%
NS*	541	8.2%	498	7.3%	607	8.7%	675	9.4%
OS**	11	0.2%	7	0.1%	6	0.1%	5	0.1%
<b>Total</b>	<b>6,575</b>		<b>6,852</b>		<b>7,015</b>		<b>7,194</b>	

\* Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

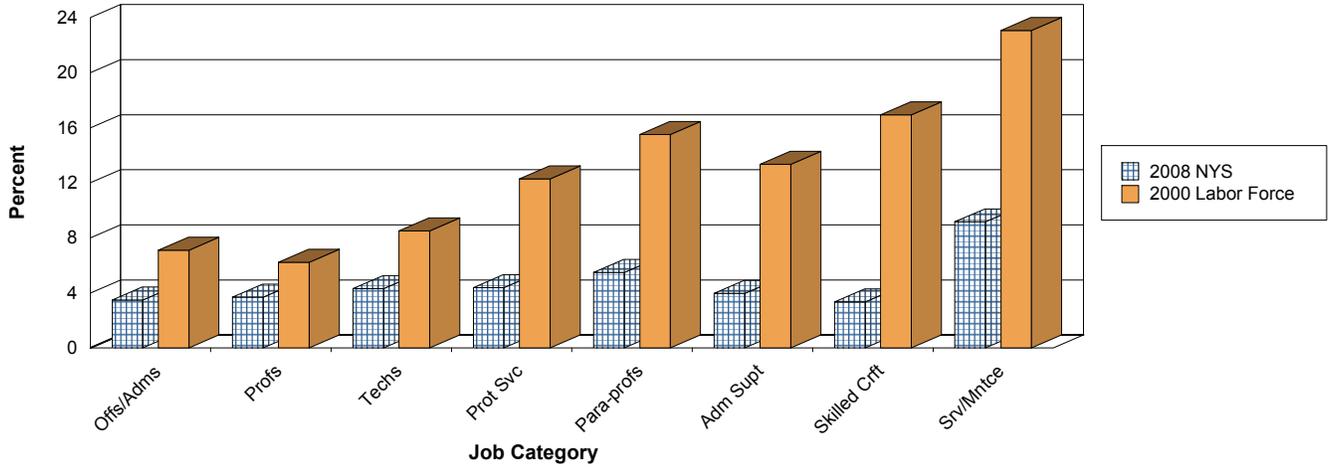
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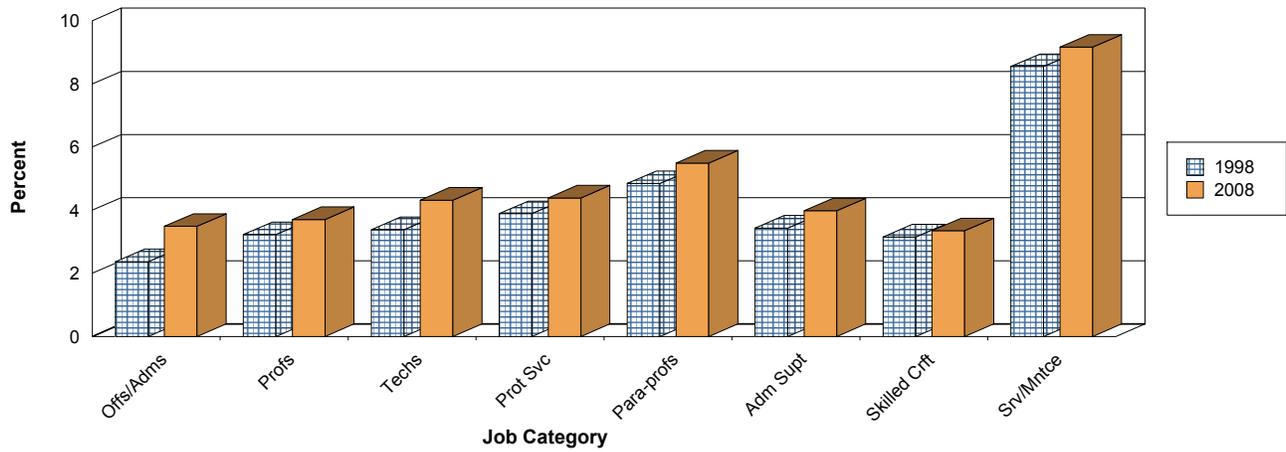
Graph 3

**Hispanic Representation by Job Category  
2008 NYS Government Workforce vs Statewide Labor Force**



Graph 4

**Hispanic Representation by Job Category  
1998 NYS compared to 2008 NYS**



## Asians/Pacific Islanders

The proportion of Asian/Pacific Islander representation in the State workforce increased by 26% from 1998 (2.52% of the workforce) to 2008 (3.18% of the workforce) and increased in every job category. Almost 70% of the Asians/Pacific Islanders working for the State are in the Professionals job category. Asians/Pacific Islanders are underrepresented in all eight job categories. Asians/Pacific Islanders are 3.18% of the state workforce, compared to 5.85% of the statewide labor force. While 8.3% of the State workforce is above the SG-23 level (See Table 2 on page 6), 21.7% of Asians/Pacific Islanders are employed above that level.

Table 8

**Asian/Pacific Islander Representation in the NYS Government Workforce by Job Category**

Job Category	1998		2008		% Asn/Pac Isl in Statewide Labor Force
	No.	% of NYS Job Category	No.	% of NYS Job Category	
Officials/Administrators	60	1.97%	79	2.51%	5.39%
Professionals	2,860	5.60%	3,549	6.48%	7.55%
Technicians	246	2.93%	275	3.72%	5.33%
Protective Service	64	0.26%	97	0.39%	1.89%
Para-professional	243	1.00%	337	1.39%	3.75%
Administrative Support	517	1.50%	521	1.96%	5.08%
Skilled Craft	82	0.75%	94	0.84%	6.95%
Service/Maintenance	144	1.34%	191	2.01%	5.03%
<b>Totals</b>	<b>4,216</b>	<b>2.52%</b>	<b>5,143</b>	<b>3.18%</b>	<b>5.85%</b>

(The '% of NYS Job Category' is calculated with the employees whose ethnicity/race is unknown subtracted from the total number of employees in the category.)

Table 9

**Asian/Pacific Islander Representation by Salary Grade Distribution as of January 1998, 2003, 2007 and 2008**

Salary Grades	1998		2003		2007		2008	
01-23	2,994	71.0%	3,201	70.3%	3,551	70.9%	3,654	71.0%
24-38	950	22.5%	1,049	23.0%	1,116	22.3%	1,116	21.7%
NS*	271	6.4%	300	6.6%	339	6.8%	372	7.2%
OS**	1	0.0%	1	0.0%	1	0.0%	1	0.0%
<b>Total</b>	<b>4,216</b>		<b>4,551</b>		<b>5,007</b>		<b>5,143</b>	

\* Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

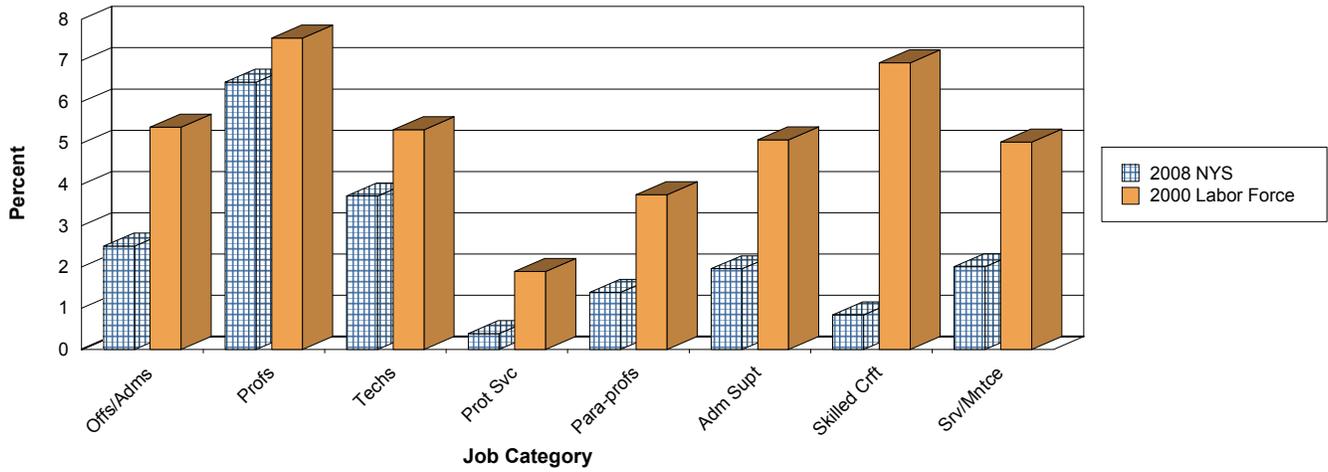
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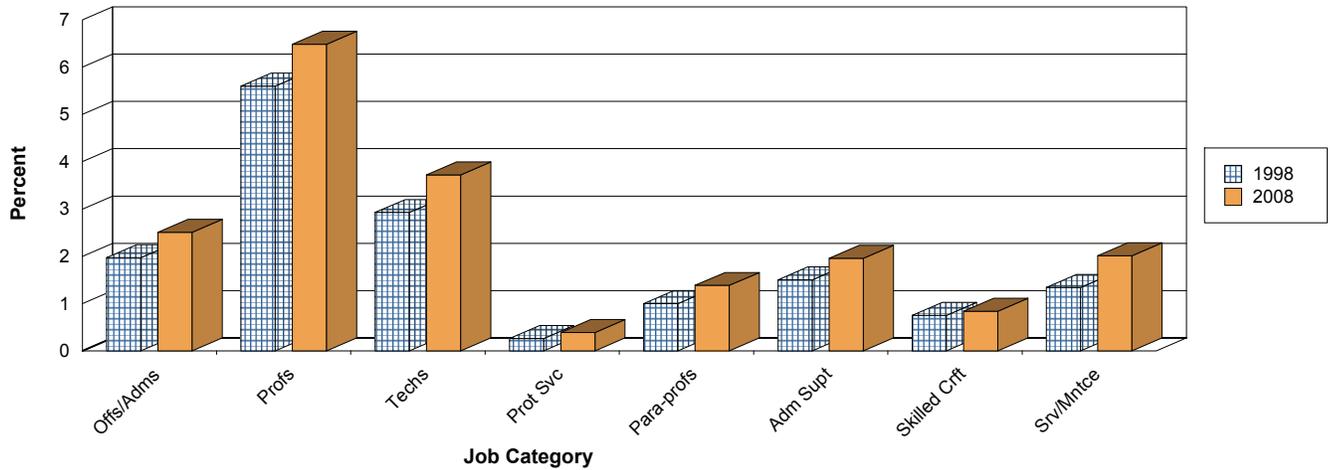
Graph 5

**Asian/Pacific Islander Representation by Job Category  
2008 NYS Government Workforce vs Statewide Labor Force**



Graph 6

**Asian/Pacific Islander Representation by Job Category  
1998 NYS compared to 2008 NYS**



## American Indians/Alaskan Natives

American Indians and Alaskan Natives are the smallest minority group, and account for 0.39% of the State workforce compared to 0.49% of the statewide labor force. American Indian/Alaskan Native representation has remained constant from 1998 to 2008. While 8.3% of the State workforce is above the SG-23 level (See Table 2 on page 6), 4.7% of American Indians/Alaskan Natives are employed above that level.

Table 10

### American Indian/Alaskan Native Representation in the NYS Government Workforce by Job Category

Job Category	1998		2008		% Am Ind/AI Ntvs in Statewide Labor Force
	No.	% of NYS Job Category	No.	% of NYS Job Category	
Officials/Administrators	9	0.30%	7	0.22%	0.33%
Professionals	140	0.27%	161	0.29%	0.36%
Technicians	28	0.33%	30	0.41%	0.55%
Protective Service	94	0.39%	96	0.38%	0.52%
Para-professional	110	0.45%	108	0.44%	0.55%
Administrative Support	112	0.33%	95	0.36%	0.50%
Skilled Craft	95	0.87%	79	0.70%	0.59%
Service/Maintenance	77	0.72%	60	0.63%	0.61%
<b>Totals</b>	<b>665</b>	<b>0.40%</b>	<b>636</b>	<b>0.39%</b>	<b>0.49%</b>

(The '% of NYS Job Category' is calculated with the employees whose ethnicity/race is unknown subtracted from the total number of employees in the category.)

Table 11

### Amer. Indian/Alas Native Representation by Salary Grade Distribution as of January 1998, 2003, 2007 and 2008

Salary Grades	1998		2003		2007		2008	
01-23	584	87.8%	587	87.7%	567	89.2%	556	87.4%
24-38	31	4.7%	34	5.1%	30	4.7%	30	4.7%
NS*	50	7.5%	47	7.0%	37	5.8%	48	7.5%
OS**	0	0.0%	1	0.1%	2	0.3%	2	0.3%
<b>Total</b>	<b>665</b>		<b>669</b>		<b>636</b>		<b>636</b>	

Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

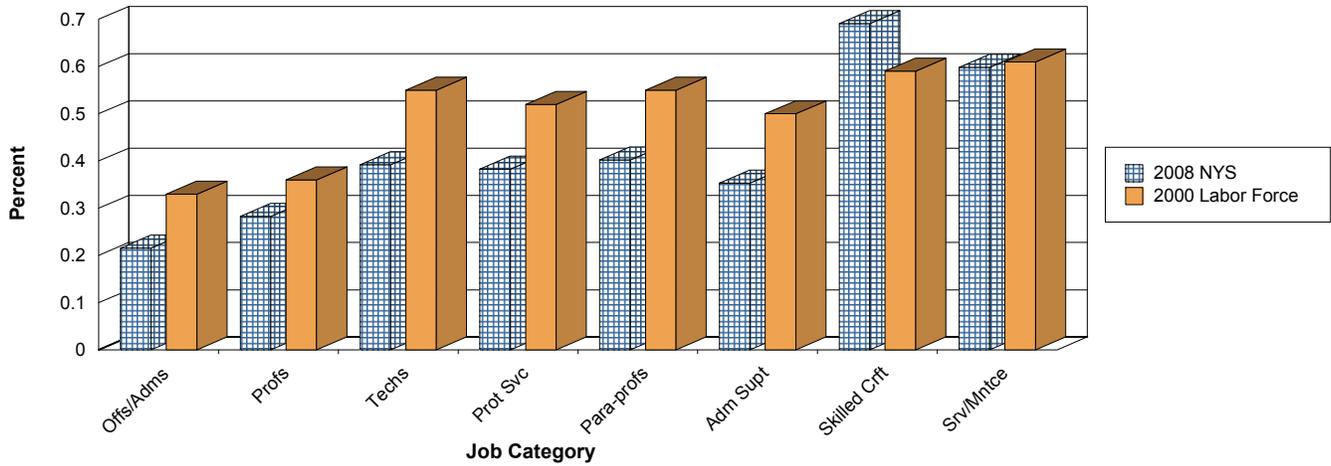
\* The count of OS positions does not include the OS positions in the State Police, court system employees or positions in the Unclassified Service. Most of the reported OS positions are Superintendents of Correctional Facilities.

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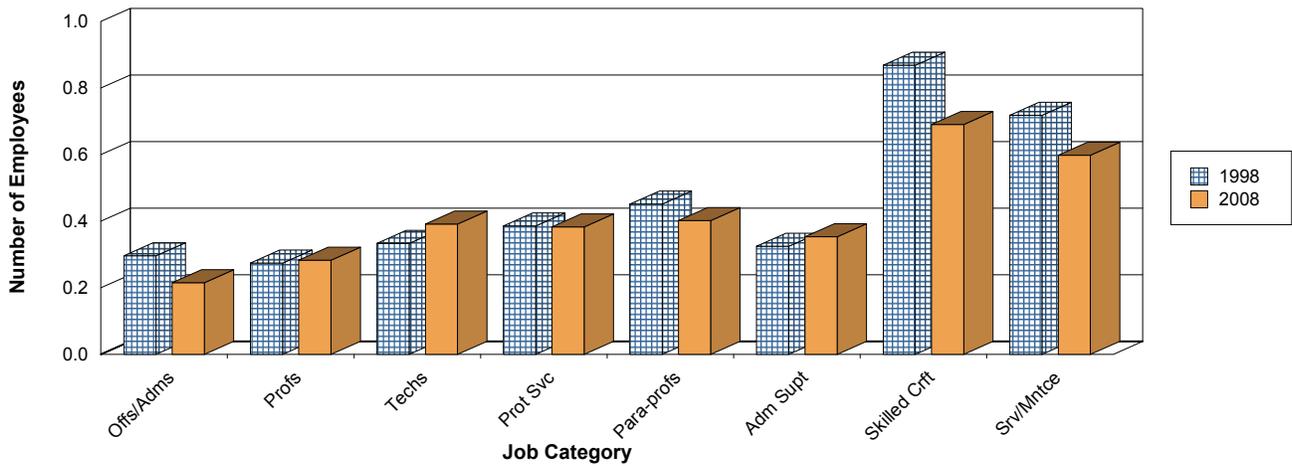
Graph 7

**American Indian/Alaskan Native Representation by Job Category  
2008 NYS Government Workforce vs Statewide Labor Force**



Graph 8

**American Indian/Alaskan Native Representation by Job Category  
1998 NYS compared to 2008 NYS**



## Females

Female representation in State government is higher (49.16%) than in the statewide labor force (48.19%). Female representation increased the most (48.6%) in the Officials/Administrators job category from 1998 (25.1% of the workforce) to 2008 (37.3% of the workforce) and is nearing the statewide labor force percent (39.59%). Female representation increased in the Professionals and Protective Service job categories by 15.9% and 35.1%, respectively, from 1998 to 2008. However, women remain underrepresented in six of the eight job categories. Additionally, while 8.3% of the State workforce is above the SG-23 level (See Table 2 on page 6), 6.1% of women are employed above that level.

Table 12

### Female Representation in the NYS Government Workforce by Job Category

Job Category	1998		2008		% Females in Statewide Labor Force
	No.	% of NYS Job Category	No.	% of NYS Job Category	
Officials/Administrators	771	25.10%	1,209	37.30%	39.59%
Professionals	23,458	45.46%	29,975	52.71%	55.51%
Technicians	3,629	42.54%	3,405	44.52%	48.53%
Protective Service	2,098	8.58%	2,903	11.59%	18.23%
Para-professional	16,760	66.86%	18,650	69.53%	87.68%
Administrative Support	29,402	84.78%	22,244	82.80%	71.61%
Skilled Craft	536	4.84%	556	4.86%	22.25%
Service/Maintenance	4,046	36.44%	3,620	36.15%	31.66%
<b>Totals</b>	<b>80,700</b>	<b>47.59%</b>	<b>82,562</b>	<b>49.16%</b>	<b>48.19%</b>

(The '% of NYS Job Category' is calculated with the employees whose gender is unknown subtracted from the total number of employees in the category.)

Table 13

### Female Representation by Salary Grade Distribution as of January 1998, 2003, 2007 and 2008

Salary Grades	1998		2003		2007		2008	
01-23	71,929	89.1%	70,869	87.2%	69,437	85.7%	70,431	85.3%
24-38	2,969	3.7%	3,975	4.9%	4,886	6.0%	5,074	6.1%
NS*	5,763	7.1%	6,339	7.8%	6,619	8.2%	6,992	8.5%
OS**	39	0.0%	56	0.1%	67	0.1%	65	0.1%
<b>Total</b>	<b>80,700</b>		<b>81,239</b>		<b>81,009</b>		<b>82,562</b>	

\* Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

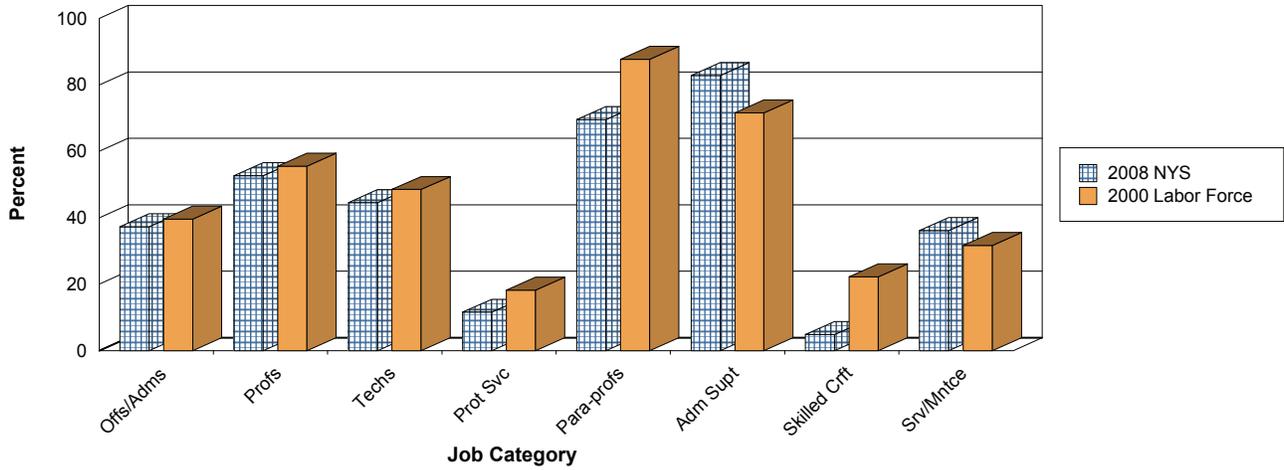
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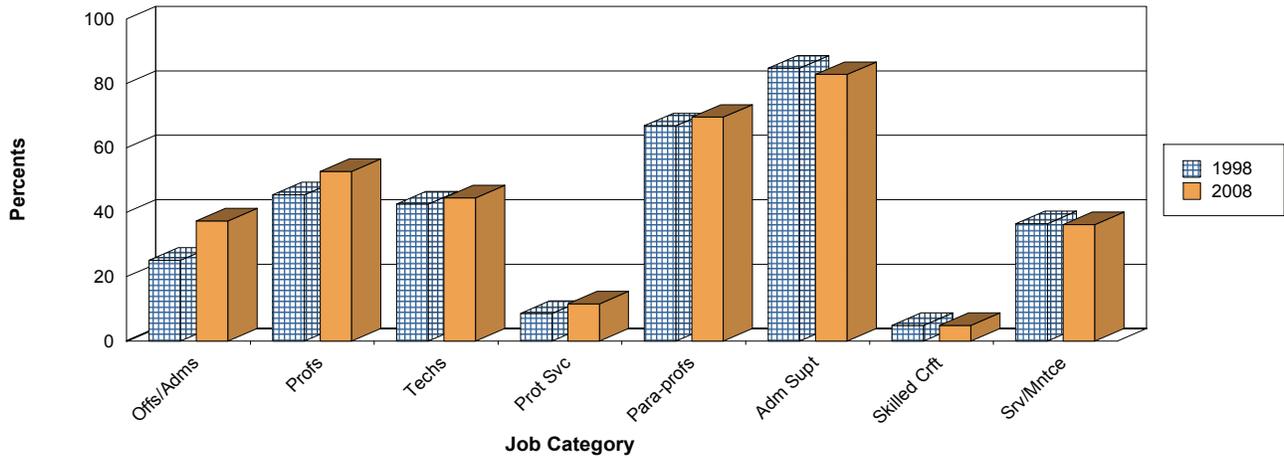
Graph 9

### Female Representation by Job Category 2008 Government Workforce vs Statewide Labor Force



Graph 10

### Female Representation by Job Category 1998 NYS compared to 2008 NYS



## Persons with Disabilities

There was a 29.5% increase in the representation of persons with disabilities during the 10-year period from 1998 to 2008 (from 2.71% to 3.51%, respectively). The Para-professional, Administrative Support and Technicians job categories had the largest percent increases in the workforce (80.7%, 38.8%, and 36.9%, respectively) for persons with disabilities from 1998 to 2008. Because Census Bureau labor force data is not available by job category for persons with disabilities, this report cannot compare professionals or technicians or other specific job categories in the State workforce with the statewide labor force. A comparison by salary grade range shows that, while 8.3% of the State workforce is above the SG-23 level (See Table 2 on page 6), 6.4% of persons with disabilities are employed above that level.

Table 14

### Persons with Disabilities Representation in the NYS Government Workforce by Job Category

Job Category	1998		2008		% Persons with Disabilities in Statewide Labor Force
	No.	% of NYS Job Category	No.	% of NYS Job Category	
Officials/Administrators	93	3.03%	92	2.84%	
Professionals	1,607	3.11%	2,179	3.83%	
Technicians	268	3.14%	329	4.30%	
Protective Service	205	0.84%	220	0.88%	
Para-professional	597	2.38%	1,154	4.30%	
Administrative Support	1,251	3.61%	1,346	5.01%	
Skilled Craft	289	2.61%	276	2.41%	
Service/Maintenance	281	2.53%	302	3.01%	
<b>Totals</b>	<b>4,591</b>	<b>2.71%</b>	<b>5,898</b>	<b>3.51%</b>	<b>10.94%</b>

(The '% of NYS Job Category' is calculated based on total number of employees in the category.)

Table 15

### Persons with Disabilities Representation by Salary Grade Distribution as of January 1998, 2003, 2007 and 2008

Salary Grades	1998		2003		2007		2008	
01-23	3,959	86.2%	3,370	85.3%	3,898	83.1%	4,841	82.1%
24-38	300	6.5%	302	7.6%	333	7.1%	379	6.4%
NS*	327	7.1%	273	6.9%	458	9.8%	674	11.4%
OS**	5	0.1%	4	0.1%	3	0.1%	4	0.1%
<b>Total</b>	<b>4,591</b>		<b>3,949</b>		<b>4,692</b>		<b>5,898</b>	

\* Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

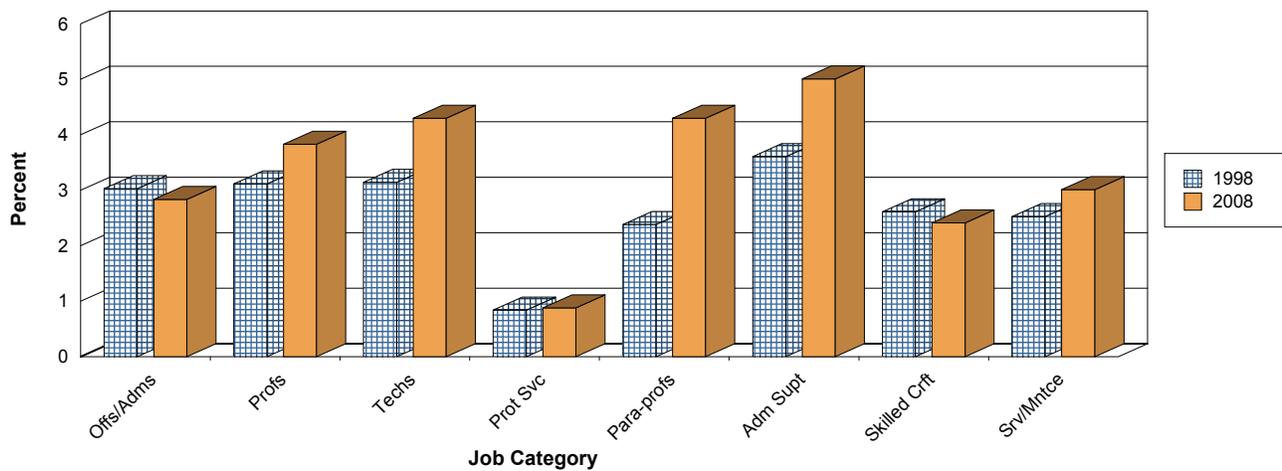
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Graph 11

### Persons with Disabilities Representation by Job Category 1998 NYS compared to 2008 NYS



Persons with disabilities may be undercounted in the State workforce. Employees may become disabled after obtaining employment with the State. While there is a process to collect such information from employees, employees have not been consistently made aware of the process to self-identify and encouraged to do so. Additionally, employees are unwilling to self-identify as disabled even though the information is confidential. The unwillingness to self-identify as disabled may especially be true for job categories (e.g., Protective Service and Service/Maintenance) where there are physical and medical requirements for many of the jobs.

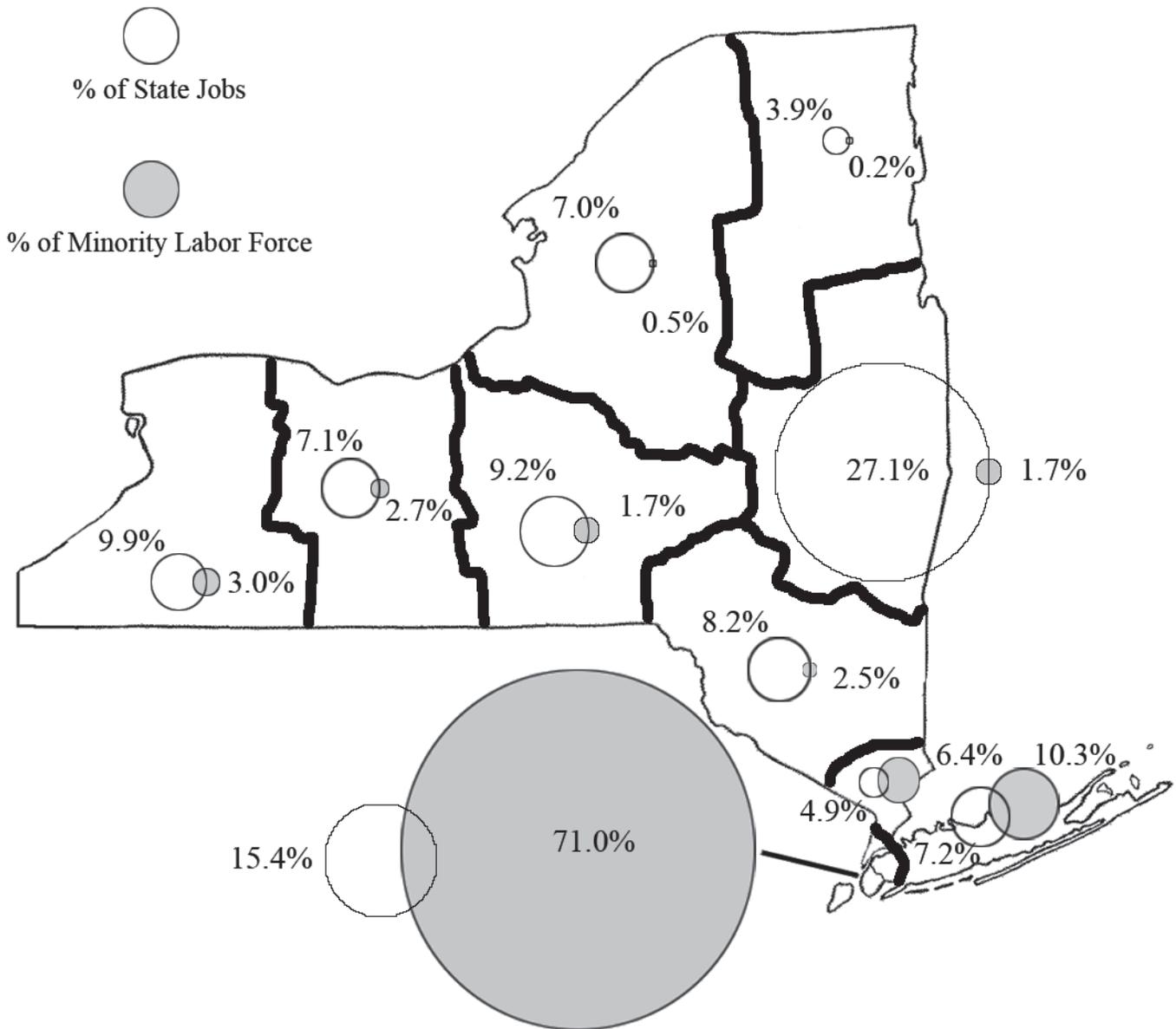
## **FACTORS THAT HAVE AFFECTED HIRING OF PROTECTED CLASSES SINCE 1998**

The potential to increase the numbers and percentages of minorities, women and persons with disabilities in the State workforce is greatest during times of expansion, when revenues can support the broadening of current missions or the adoption of new responsibilities. This has generally not been the case in New York State for the last decade.

At the same time, private-sector employers have generally become more aggressive in diversifying their workforces. They have greater flexibility in selecting job candidates and in offering incentives to influence employment decisions. This places State employers at a competitive disadvantage in attracting top talent. The State cannot sit back and wait for talented, diverse candidates to stream through the door. Websites with employment and examination information are not sufficient. That is particularly so when the information provided is complex and not intuitive to those searching for work, and when each State agency has its own approach. Potential candidates must identify New York State as an employer of choice if the workforce is to be replenished and diversified.

Additionally, geography and demographics have worked against efforts to diversify the State workforce. The locations of minority workers and State jobs do not match. Inducing a candidate to leave home and family and relocate to an unfamiliar area for a State job frequently presents a formidable obstacle to recruitment.

Map 1



- While 72.5% of all New York State positions are located in upstate areas (i.e., north and west of Rockland and Westchester Counties), only 12.3% of the State's minority labor force is located there.
- While 27.1% of all New York State positions are in the Capital District area, only 1.7% of the State's minority labor force is located there.
- While 15.4% of all New York State positions are in New York City, 71.0% of the State's minority labor force is located there.
- Therefore, to improve minority representation in the State workforce, minority candidates must be made aware of job opportunities in upstate areas, especially the Capital District area, and persuaded to relocate to where those opportunities exist.

Turnover data can also be studied to identify factors affecting retention of protected class members. Table 16 shows that the gains achieved by the number of protected class members hired in 2007 were offset by retirements and other separations. This data is affected by the high level of turnover in some entry-level titles where multiple, successive appointments can occur in the same position.

Table 16

**Employee Separations and New Hires Calendar Year 2007**

<b>Job Category</b>	<b>Total*</b>	<b>White</b>	<b>Black</b>	<b>Hispanics</b>	<b>Asn/Pc IsIndr</b>	<b>Am Indn/Alskn Ntv</b>	<b>Female</b>	<b>WWD+</b>
<b><u>NYS Workforce</u></b>								
<b>Average Number of Employees</b>	167,359	123,806	25,848	7,192	5,106	642	82,321	5,596
Percent	100.0%	76.1%	15.9%	4.4%	3.1%	0.4%	49.2%	3.3%
<b>Separations from State Service</b>								
Retirements	5,855	4,810	696	193	131	15	2,683	197
Percent	100.0%	82.3%	11.9%	3.3%	2.2%	0.3%	45.8%	3.4%
Other Separations	12,092	6,922	1,946	570	378	40	6,622	620
Percent	100.0%	70.2%	19.7%	5.8%	3.8%	0.4%	54.9%	5.1%
<b>New State Employees Hired</b>	12,694	7,650	2,074	699	395	43	5,541	1,137
Percent	100.0%	70.4%	19.1%	6.4%	3.6%	0.4%	43.8%	9.0%

Totals include individuals who have opted not to self-identify their race/ethnicity. Therefore, sums of counts by ethnicity do not equal totals. Percentages are based on the population whose race/ethnicity is identified. (Average Number of Employee figures in the chart are derived from workforce numbers at four points during 2007 that are averaged. They thus represent a picture of the workforce throughout the year and differ slightly from figures elsewhere that represent the workforce at just one point in time. WWD means workers with disabilities)

## HOW AGENCIES RESPONDED

Executive Order 6 requires that State agencies submit an annual report to the Department of Civil Service that provides a status update on their affirmative action programs. State agencies must report on policies, practices and procedures implemented to ensure that all qualified applicants and employees are receiving equal opportunity for recruitment, selection, advancement and other terms and conditions of employment. Reports submitted by the State agencies in 2008 described the following activities:

- Titles with language specialties – Agencies use job titles with language “parenthetics” (e.g., Clerk [Spanish Language]) to improve service delivery to citizens who have limited English proficiency and to meet the federal requirement that agencies that receive federal funds must provide services in the languages of their customers. For instance, the Department of Labor (DOL) has worked successfully with the Department of Civil Service recently to classify, recruit and test for Spanish, Chinese, and Korean language parenthetic positions for their staff who deal with the public. Eighty of DOL’s 635 competitive class Labor Services Representatives (G-16), 36 of their 76 competitive class Labor Standards Investigators (G-16) and 30 of their 146 competitive class Senior Employment Security Clerks (G-9) are in language parenthetic positions.
- Training – Agencies provided training in the areas of diversity management, sexual harassment prevention and reasonable accommodation to large numbers of their employees during the past year. The training helps develop an inclusive work environment that promotes employee retention and productivity.
- Internships and traineeships – Agencies have been using internships and traineeships to orient students to the State as an employer and recruit for protected class members for their hard-to-fill jobs. For example, the Office of Mental Retardation and Developmental Disabilities (OMRDD) operates an internship program to help individuals transition to employment. Interns work collaboratively with the host employer, their employment specialist and job coach, and OMRDD to enhance their skills, with the goals of obtaining a job with the hosting employer and living richer lives. The Department of Agriculture and Markets, which has a difficult time recruiting minorities for technical jobs located in rural areas, has had success with student intern positions for their technical titles. The largest title in the agency, Food Inspector 1 (G-18), has 92 filled positions, with 36 filled by women and 39 filled by minorities (20 Blacks, 11 Hispanics, and 8 Asian or Pacific Islanders). The Food Inspector Trainee 2 title has protected class members in all seven of its filled positions.
- Recruitment – Agencies determined that passive approaches would not succeed in the face of a scarcity of candidates in certain fields and intense competition for talent from other employers. Agencies in response intensified recruitment efforts targeted at hard-to-fill titles.
- Workforce Planning – Agencies that are most effective in workforce and succession planning make a conscious decision to incorporate diversity considerations into their hiring processes. Workforce planning requires thinking about the work that needs to be done and the skills needed to do it. Succession planning is preparing the people who are in line to take on new responsibilities to succeed at a higher level. In both functions, the current workforce composition and strategies for employing more minorities, women and persons with disabilities to correct imbalances are important elements. OMRDD has adopted a unique attitude toward persons with developmental disabilities who are learning job skills, viewing them as potential employees for OMRDD, other State agencies or outside employers. A new Division of Workforce and Talent Management helps make productive employment a reality.

Table 17 shows the representation of the workforce in the 10 largest State agencies. Because more than three-quarters of all State employees are concentrated in the 10 largest New York State agencies, their hiring practices, and factors peculiar to their hiring environment and workforce needs, exert a powerful influence on any description of the State government workforce as a whole.

Table 17

**Workforce Representation in the 10 Largest Agencies - January 2008**

Agency	Emps	Unkn* Eth/ Gender	----- Males -----					----- Females -----					WWD
			White	Black	Hisp	As/Pac Isl	AI AN	White	Black	Hisp	As/Pac Isl	AI AN	
Corrections (M/O & Facs)	33,087	523	21,827	1,709	851	184	88	5,989	1,438	360	80	38	1,931
OMRDD (M/O & Facs)	24,927	2,196	4,654	1,607	266	163	28	10,863	4,349	496	234	71	3,089
OMH (M/O & Facs)	18,195	1,500	4,097	1,788	503	540	20	5,464	2,883	617	743	40	2,595
SUNY (Admin, Coll & Univs)	17,410	69	4,580	923	375	130	25	8,447	1,846	628	337	50	331
Transportation (M/O & Regs)	10,215	6	7,468	366	201	294	67	1,619	71	43	73	7	1,116
Health (M/O & Facs)	6,709	201	1,854	202	97	128	9	3,177	655	175	201	10	1,023
Tax (M/O & Div Tax Appeals)	5,399	91	1,927	165	56	155	5	2,551	209	89	137	14	465
Children & Family Svcs	4,268	377	1,286	620	122	21	6	1,249	473	83	16	15	318
Thruway Authority	3,780	0	2,127	193	98	45	14	1,065	159	59	17	3	603
EnCon	3,717	179	2,332	44	32	81	5	963	29	20	27	5	343
Others	40,304	1,008	14,717	1,978	850	825	59	15,237	3,694	1,169	710	57	7,316
<b>Total</b>	<b>168,011</b>	<b>6,150</b>	<b>66,869</b>	<b>9,595</b>	<b>3,451</b>	<b>2,566</b>	<b>326</b>	<b>56,624</b>	<b>15,806</b>	<b>3,739</b>	<b>2,575</b>	<b>310</b>	<b>19,130</b>

Hispanic = Hispanic, As/Pac Isl = Asian/Pacific Islander, AI AN= American Indian/Alaskan Native, WWD=Workers with Disabilities

\*Gender, race and ethnic identification is voluntary; the unknown category includes individuals who have opted not to self-identify their gender, race and/or ethnicity.

Table 18 shows the representation in the State's 20 most populous job titles, which together comprise 57% of all State employees. Factors that are peculiar to these titles exert a powerful influence on protected class representation in the titles and overall.

Table 18

**NYS Workforce Representation in the 20 Largest Titles - January 2008**

Title	Emps	Unkn* Eth/ Gen	----- Males -----					----- Females -----					WWD
			White	Black	Hisp	As/Pac Isl	AI AN	White	Black	Hisp	As/Pac Isl	AI AN	
Correction Ofcr & Trainee	20,140	45	15,727	1,334	644	49	67	1,104	953	191	10	16	120
Developmental Aide & Trainee	11,615	1,556	1,503	851	93	36	11	4,578	2,638	259	52	38	636
Keyboard Specialist 1	4,339	47	149	43	16	9	0	3,082	708	202	67	16	219
Nurse 2 (Psychiatric & Rehab)	3,753	403	412	77	6	38	1	1,937	429	71	368	11	164
Secretary 1	3,560	21	43	4	2	4	0	2,989	352	107	28	10	87
Mntl Hlth Ther. Aide & Trainee	3,127	398	355	507	86	42	4	535	1,018	150	24	8	135
Cleaner	3,026	165	760	424	190	26	5	876	305	237	30	8	65
Hwy Maint. Worker 1	2,330	3	2,003	108	53	7	18	132	2	2	0	2	41
Teaching & Rsrch Cntr Nurse 2	2,292	17	161	23	2	22	0	1,478	360	56	167	6	1
Clerk 1	2,289	35	491	113	29	21	0	1,206	301	58	33	2	219
Calculations Clerk 2	1,832	6	293	17	4	15	2	1,313	129	18	32	3	66
Clerk 2	1,716	7	236	32	11	14	0	1,181	169	43	16	7	82
Toll Collector	1,568	0	610	67	32	20	5	659	124	41	7	3	104
Info Tech. Spec. 2 Programming	1,564	52	711	68	35	87	2	466	52	14	76	1	111
Nursing Asst. 2 & Certified	1,540	37	88	92	11	10	0	504	643	108	40	7	32
General Mechanic	1,476	55	1,148	136	95	10	7	18	5	0	1	1	34
Licensed Practical Nurse	1,326	139	86	29	8	8	0	838	181	17	16	4	99
Correction Sergeant	1,320	0	1,182	48	26	3	3	43	9	5	0	1	9
Civil Engineer 1	1,288	0	963	38	26	67	3	169	6	3	12	1	40
Secretary 2	1,147	0	6	2	2	1	0	1,006	91	28	9	2	15
Others	96,763	3,164	39,942	5,582	2,080	2,077	198	32,510	7,331	2,129	1,587	163	3,619
<b>Total</b>	<b>168,011</b>	<b>6,150</b>	<b>66,869</b>	<b>9,595</b>	<b>3,451</b>	<b>2,566</b>	<b>326</b>	<b>56,624</b>	<b>15,806</b>	<b>3,739</b>	<b>2,575</b>	<b>310</b>	<b>5,898</b>

Hisp = Hispanic, As/Pac Isl = Asian/Pacific Islander, AI AN= American Indian/Alaskan Native, WWD=Workers with Disabilities

\*Gender, race and ethnic identification is voluntary; the unknown category includes individuals who have opted not to self-identify their gender, race and/or ethnicity.

## HOW THE DEPARTMENT OF CIVIL SERVICE RESPONDED

The Department of Civil Service has overall responsibility for ensuring that State agencies have the talent they need, that the State workforce is reflective of the great diversity found in New York State, and that managers have the flexibility needed to retain and strategically place that talent.

New York State is facing an unprecedented turnover in its workforce:

- 48,814 employees retired from 1998-2008
- 30,746 employees (18% of the workforce) are eligible to retire in the next 5 years

Additionally, information on the age of State employees emphasizes the importance of expanding outreach to high schools and colleges:

- The 15,021 employees hired in 2007 had an average age of 37
- 72% of the Managerial/Confidential workforce, 50% of nurses and 59% of information technology workers are 45 years or older
- 13% of the workforce is under the age of 35

These demographic trends will clearly create opportunities for minorities, women and persons with disabilities, even in a difficult fiscal climate. The Department of Civil Service is reviewing its processes to ensure that minorities, women, and persons with disabilities are fully aware of these opportunities and able to compete for them on an equal basis.

Also, the Department of Civil Service works with agencies to determine the degree to which agency affirmative action goals and objectives are being met; to identify policies, practices, or procedures that may hinder an agency in the attainment of its goals; and to set forth actions to be taken to better achieve these goals. In preparing annual reports on these matters, agencies use benchmarking information from the Department of Civil Service that compares the composition of the agency's workforce to U.S. Census data on labor force availability for each protected class group. Placement goals, barriers to achieving those goals and sources of external assistance are analyzed jointly by the Department of Civil Service and the agency. The emphasis is on assisting agencies in identifying their successes and areas for improvement. In 2008, a new and more readable format for the workforce data reports that the Department of Civil Service provides agencies was developed.

A survey conducted by the Department of Civil Service in collaboration with the Commission on Increasing Diversity in the State Workforce and the Governor's Executive Committee for Affirmative Action showed most agency affirmative action officers have expanded their focus beyond affirmative action, equal employment opportunity and the adjudication of complaints based on anti-discrimination laws. They now see their duties as including creation of a climate of acceptance in their agencies for diversity in all its forms, including religion, sexual preference, political perspective, ethnicity, race, gender and other differences that mark New York State's population and workforce. The Department of Civil Service is updating the formal description of the duties and responsibilities of affirmative action officers to reflect this new focus and facilitate the hiring of new candidates for these positions who are capable of performing a broader range of duties. The survey also revealed that the majority of affirmative action officers do not have a direct reporting relationship to the agency head, as Executive Order 6 requires, and that many believe they need more training. In addition, respondents indicated relatively low levels of activity related to recruitment of underrepresented groups, setting goals for such recruitment or examination planning.

## ***Classification Updates***

The merit system depends on the existence of an accurate description of minimum qualifications and job responsibilities as the job exists today, not as it existed in the past. These are called classification standards. In April 2008, 80% of the filled competitive class positions were covered by classification standards. The Department of Civil Service will have 90% of positions covered by classification standards by April 2009.

A second, related goal is to reduce the 2,700 titles in the statewide Classification and Pay Plan by 10% by April 2009. Reducing the number of titles will broaden management hiring flexibility and conserve Department of Civil Service resources.

## ***Testing***

The State Constitution mandates that appointments and promotions in the civil service be made according to merit and fitness, which are judged, as far as practicable, by competitive examination. Since 81% of the positions in the Classified Service are in the competitive class and filled by competitive examination, an exam system that gives all candidates a fair and equal opportunity to compete is critical.

Employment testing is based on the premise that the test takers who receive the highest scores are more likely to perform better on the job. Besides ensuring that tests are based on up-to-date job descriptions, the Department has pursued other approaches to ensure that tests for hiring and promotion measure only the candidates' merit and fitness:

- Using band-scored tests to allow greater flexibility in appointment;
- Conducting sensitivity reviews to ensure test material is appropriate and fair;
- Designing test methods and formats that minimize group differences;
- Developing test guides to increase candidate familiarity with testing.

*Band scoring* assigns the same final test score to different raw scores (number of correct answers) within a range. For example, on a 100-question test, candidates who answer 81 to 85 questions correctly would be assigned a test score of 85; candidates who answer 76 to 80 questions correctly would receive a score of 80, and so on. Band scoring recognizes that no test can perfectly measure all the critical knowledge, skills and abilities important to successful performance in a position. It allows managers greater flexibility in considering diversity factors in identifying the best candidate for the job. All examinations the Department of Civil Service develops and administers for titles in State government are band-scored. The Department is currently reviewing the guidelines related to band scoring to determine if test bands should be broadened to allow for greater flexibility in appointment.

*Sensitivity reviews*, which the Department has long used, ensure that written test questions on examinations used to fill State positions are free of inappropriate factors that may adversely affect the performance of Black or Hispanic candidates. The reviews are designed to eliminate from written tests: (1) language or content that may be perceived as insensitive to Black or Hispanic candidates; (2) cultural factors that may disadvantage Blacks or Hispanics; and (3) other factors that may adversely affect identifying real differences in candidates' ability to satisfactorily perform a job. There are two sets of reviews: one before the test is administered and one after the test is held but before it is scored.

Prior to the test, two panels, one consisting of Blacks and the other Hispanics, examine all the test material. Each concern raised by the sensitivity reviewers is addressed before the test is held.

After the test, the sensitivity review panels discuss any test question where Black or Hispanic candidates selected answers at a statistically different rate from white candidates. In those instances where reasons for the differences are identified, those factors are taken into consideration and, as appropriate, adjustments to the final scoring key may be made before the eligible list is established. The sensitivity review process is implemented for those examinations where a significant number of minority applicants are anticipated. The result of this program has been to prevent troublesome test questions, improve test quality and increase awareness among test developers of factors that may adversely impact candidate performance.

To date, the Department of Civil Service has used sensitivity reviews for several hundred examinations including Correction Sergeant, Lieutenant and Captain, Police Officers, the Professional Careers Test and Labor Department Investigators. More tests are being added. The Affirmative Action Advisory Council has been asked to assist by recruiting additional reviewers. The Departments of Labor, Correctional Services and Transportation have been particularly responsive to a request that agencies encourage their minority staff members to participate in the reviews. The Department of Civil Service is also reaching out to schools and colleges, community and ethnic organizations, businesses, local government and persons in the professions.

*Alternative testing methods and formats* in some cases can be used to appropriately measure the competencies critical to successful job performance. The Department of Civil Service has been aggressive in developing such tests. For instance, a review of the professional literature indicates that situational judgment tests accurately predict job performance. These tests present candidates with work-related situations and, for each situation, ask the respondent to choose a response from a list of options. Because they simulate on-the-job tasks and activities, candidates tend to view them as an appropriate measure of their competence. Within the constraints of available resources and practicability, the Department of Civil Service has successfully used situational judgment tests for many of its examinations, particularly those that attract substantial numbers of minority candidates. Situational judgment tests are routinely included in the examinations for Police and Fire Chiefs, Personnel Administrators, Correction Sergeants and Lieutenants and a range of other positions with supervisory and managerial responsibilities.

*Test preparation guides* are useful because not all applicants for positions in State government are equally familiar with civil service testing practices and procedures. The Department is expanding their use. Test preparation guides assist in the Department's recruitment effort and increase the fairness of the test for applicants. The test preparation guides afford candidates the opportunity to become familiar with the test content, provide a process for arriving at a correct response and provide greater support for candidates who can benefit from more practice with the types of questions that will be on the test. The Department has published 25 test guides, all available online. They cover titles of police officers, firefighters, clerical workers, probation officers, custodians, investigators and caseworkers. Recently the Department prepared its most extensive test guide ever for the 2009 Professional Careers Test.

## ***Recruiting***

Even the most evenhanded selection process is unlikely to result in greater diversity if persons from protected classes do not compete for those positions that are available. The Department of Civil Service has seen a significant decline in the number of applications for those examinations that are open to anyone meeting minimum qualifications whether they

currently work for government or not. For example, in previous holdings, close to 30,000 people applied for the Professional Careers Test (PCT), a major avenue for entry into managerial careers with the State. Only 7,474 candidates took the PCT exam in 2005, including 1,331 Black candidates (18%) and 402 Hispanic candidates (5%). The decline in applications suggests that people do not know about the test, do not know how to apply or do not view public service as a viable career choice. A hiring process that is active can help alter the current makeup of the workforce.

To respond to the decline, the Department of Civil Service in May 2008 established a new Recruitment Services Section within the Division of Staffing Services. The Recruitment Services Section is activating a public information and outreach effort, a goal of which is raising the profile of State careers in minority communities. Activities include:

- Developing a New York State recruitment web portal to provide a central location for finding relevant, accurate and comprehensive information about employment opportunities with New York State. It will market New York State as an employer of choice and attract individuals to a public service career through the use of informative, interactive and personalized features. Interactive maps will help individuals understand what jobs are available, where the jobs are located in the State, and what schools, businesses, community groups, religious organizations, and ethnic and cultural communities exist in these locations.
- Expanding internship opportunities to create a pipeline of talent between universities and New York State agencies. Greater numbers of students are looking for internship opportunities to demonstrate work experience on their resumes. Internship experiences provide State agencies the opportunity to attract and possibly retain future employees. An internship database on the recruitment portal will provide students links to agency internship openings. Recruitment Services will also assist in the development of more formalized commitments between universities and agencies. The unit is planning a project to create clinical placement opportunities at State facilities for nursing students of five SUNY nursing programs.
- Developing partnerships with the City University of New York (CUNY) and other colleges to promote public service careers. CUNY has 23 colleges located throughout New York City and boasts a student body of more than 231,000 degree-credit students representing 234 different countries. CUNY informs students of upcoming New York State Civil Service examinations, and this Department attends sessions providing students with information about the examination and employment process with an emphasis on high-demand, mission-critical public service careers. Future plans include developing a similar partnership with SUNY.
- Working with the Governor's Regional Representatives and Assistants for Community Affairs to increase awareness outside the Capital District.
- Providing employment resources training to veterans and others eligible for programs (Civil Service Law Sections 55-b/c) to place persons with disabilities in entry-level State positions.
- Providing training on the 55-b/c Programs to organizations serving those with disabilities, and collaborating with the State Division of Veterans Affairs' and Department of Labor to extend outreach.
- Establishing an outreach center on the campus of Medgar Evers College, whose enrollment is 97% minority.
- Preparing a series of articles in Spanish in community newspapers discussing the attractions of State careers and how to access them.

- Developing a recognizable unified marketing “brand” for New York State as an employer of choice, not last resort. The hope is that expanding the overall pool of interested job candidates will benefit all agencies.
- Coordinating career fair attendance among State agencies to improve efficiencies.
- Developing advertising campaigns and working with inter-agency workgroups to devise cost-effective recruiting strategies for hard-to-fill titles such as nurses, engineers, accountants/auditors and information technology specialists.
- Requiring all agencies, when submitting requests to the State Civil Service Commission for jurisdictional classification of positions outside the competitive class, to describe how they would use the appointment flexibility associated with these jurisdictional classifications to diversify their workforce.

### ***Streamlining the Hiring Process***

Other Department of Civil Service initiatives affect New York State’s capacity to compete in a highly competitive job market. Such initiatives could prove critical in instances where New York State competes with other public and private employers that can make on-the-spot decisions to hire minorities and others with exceptional talent. Without a streamlined hiring process, the State risks appearing technologically backward—or worse, uninterested—in hiring in-demand candidates.

The Department of Civil Service is developing an Integrated Testing System (ITS) to replace outdated, stand-alone legacy systems with integrated technology that provides a web-based system for delivering the Department’s entire examination process. With ITS, the application process will be streamlined with online exam applications and automated review of minimum qualifications. Web-based delivery of written tests will significantly reduce the time for scoring examinations and speed reporting of examination results to agencies.

The Department is also implementing the Eligible List Management System (ELMS). ELMS will provide faster, more up-to-date eligible list information on candidates’ interest in appointment and their geographic preferences for agencies to use in the hiring process. Within seconds an agency will be able to go online to generate a list of eligibles, create canvass letters and enter candidate responses to the canvass directly into ELMS. Agencies will no longer find themselves canvassing the same candidates repeatedly, thus saving State resources.

## CONCLUSION

It is axiomatic to good management practice that reviewing activities regularly can help improve performance. This report was designed to provide the information to measure the progress New York State has made in diversifying its workforce. Measuring alone, however, is not enough. Measurements must be followed by actions for change to occur. Now that the need for change in the workforce has been identified, agency management and agency program managers need to continue with those strategies that have proven effective, and develop and set in motion new plans to address the need for diversity in the workforce.

Government can and should serve as a model during these times of a changing workforce. New York State should unify efforts already underway at the agency level and reenergize all agencies to improve their workforce diversity. The State should update its statement of purpose to reflect a workforce and hiring climate much changed from when Executive Order No. 6 was issued in 1983. The State should insist on timely, accurate data that profiles the current makeup of the agency workforce and use that data to set policies and priorities. The State should reinforce the notion that government work is work that counts, that it is rewarding and that it is improved when the workforce is diverse. Finally, the State must provide leadership that is high-level and centralized if diversity is to flourish and a climate of inclusion is to infuse all agencies. A chief diversity officer appointed by the Governor could coordinate, monitor and evaluate efforts to implement State policies regarding workforce diversity and procurement, and ultimately direct them in a way that is unlikely to occur when responsibility is lodged at a lower level and is more dispersed.

# APPENDICES

## GLOSSARY

**State Government Workforce**– All employees of the classified service as well as high-level officials in the unclassified service in the Executive Branch of New York State government. Source: NYS Department of Civil Service

**Statewide Labor Force**– Total of those employed by all New York State private- and public-sector employers as well as those who are not employed but are available to work. Source: 2000 Census

**Percent of Persons with Disabilities in the overall statewide labor force**– Source: 2006 American Community Survey

**Protected Class**– “Protected class” is used to describe those groups covered by Executive Order 6 for whom workforce data is available: minorities, women, and persons with disabilities. “Minorities” refers to the four ethnic/racial categories used by the U.S. Equal Employment Opportunity Commission for public-sector workforce reporting purposes (i.e., Black [not of Hispanic origin], Hispanic, Asian or Pacific Islander [not of Hispanic origin], and American Indian or Alaskan Native [not of Hispanic origin]).

**Underrepresentation**– References to “underrepresentation” are intended to indicate only that the representation of a particular protected class in the State workforce is less than it is in the available statewide labor force.

**Unknown**– Identification of race and ethnicity is voluntary. “Unknown” means the employees have not identified their ethnicity and/or race. See page 35 for a detailed description of the process used to gather ethnic/race information on employees.

**Job Category**– The eight Federal Occupational Categories (FOC):

### 1. Officials and Administrators

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency’s operations, or provide specialized consultation on a regional, district or area basis. Includes: commissioners, board members, directors, deputy directors, special assistants, superintendents of correctional facilities, park managers, counsels

### 2. Professionals

Occupations requiring specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training providing comparable knowledge. Includes: nurses, doctors, attorneys, engineers, information technology specialists, accountants, social workers

### 3. Technicians

Occupations requiring a combination of basic scientific or technical knowledge and manual skill that can be obtained through specialized post-secondary school education or equivalent on-the-job training. Includes: computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians

#### 4. Protective Service Workers

Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: correction officers, correction sergeants, correction lieutenants, security hospital treatment assistants, safety & security officers, university police, forest rangers

#### 5. Para-professionals

Occupations in which the workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience than 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. Includes: developmental aides, mental hygiene therapy aides, youth division aides, administrative aides

#### 6. Office and Clerical

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: secretaries, clerks, keyboard specialists, toll collectors, data entry machine operators

#### 7. Skilled Craft Workers

Occupations in which workers perform jobs that require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work. The skills and knowledge are acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: highway maintenance workers, mechanics, plant utility engineers, cooks, electricians, carpenters, plumbers and steamfitters

#### 8. Service/Maintenance

Occupations in which workers perform duties that result in or contribute to the comfort, convenience, hygiene or safety of the general public or that contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: cleaners, maintenance assistants, food service workers, janitors, motor vehicle operators, laborers

## AGENCY WORKFORCE REPORTS AND INDEX

Pages 38 through 139 provide workforce data, as of January 1, 2008, for 51 of the 54 Executive Order No. 6 mandated and voluntary agencies. Workforce data is not available for the following Executive Order No. 6 agencies: the Division of Military and Naval Affairs, the Division of the State Police, and the Energy Research and Development Authority.

### Ethnic/Race Data

The process of gathering and reporting necessary information on the workforce presents a number of challenges, the most significant of which is the difference between the ethnic/race categories in the U. S. Census Bureau labor force data and the categories required for biannual reporting to the U. S. Equal Employment Opportunity Commission (EEOC). Another challenge is our reliance on employees to voluntarily self-identify their ethnicity/race and disability status.

The Department of Civil Service is authorized to collect ethnic/race information on employees pursuant to Title VII of the Civil Rights Act of 1964, as amended, and must report on the ethnic/race composition of the workforce biannually to the EEOC on form EEO-4. To meet the ethnic/race gathering and reporting requirements, the State follows EEOC guidance. First, agencies ask new employees to voluntarily self-identify their ethnicity/race to the Department of Civil Service. Where employees choose not to self-identify, we instruct the agency affirmative action officer to follow up and ask the employee to self-identify. Then, if the employee still chooses not to self-identify, the affirmative action officer is asked to do a visual identification and provide Civil Service the ethnic/race information. This process results in some employees' ethnicity/race being unknown for periods of time (especially employees who work in part-time positions, night or weekend shifts, or remote locations) and is reflected in the number of ethnic unknowns shown in the various tables and appendices in this report.

In 2007, the EEOC changed reporting requirements for private companies (form EEO-1) to include the seven ethnic/race categories in the 2000 Census; the EEO-1 reports were due in 2008. The EEO-4 form that public employers are required to submit by September 30, 2009, still uses the five ethnic/race categories previously used for reporting purposes. The EEOC is not requiring public employers to switch to the seven ethnic/race categories until at least the 2011 EEO-4 reports. This will allow public employers the time needed to resurvey their workforces, if they so decide, in accordance with the new ethnic/racial categories.

The five ethnic/racial categories required by the EEOC for the EEO-4 report are:

1. White (not of Hispanic origin)
2. Black (not of Hispanic origin)
3. Hispanic
4. Asian or Pacific Islander (not of Hispanic origin)
5. American Indian or Alaskan Native (not of Hispanic origin).

The seven new ethnic/racial categories are:

1. White (not of Hispanic or Latino origin)
2. Black or African American (not of Hispanic or Latino origin)
3. Hispanic or Latino
4. Asian (not of Hispanic or Latino origin)
5. Native Hawaiian or Other Pacific Islander (not of Hispanic or Latino origin)
6. American Indian or Alaska Native (not of Hispanic or Latino origin)
7. Two or more races (not of Hispanic or Latino origin).

Since 2000 Census labor force data is broken into the seven ethnic/racial categories, we had to recombine the seven categories into the five ethnic/racial categories we have for the New York State workforce. This allows us to compare the State workforce to the Census labor force data. The Department of Civil Service combined the categories as follows:

- Where respondents identified as a Hispanic or Latino AND identified by any race, they were counted as a Hispanic or Latino.
- Where respondents (not of Hispanic or Latino origin) identified as a White AND identified by a protected class race, they were counted as the protected class race (e.g., respondents who identified as White and Asian were counted as Asian).
- Where respondents (not of Hispanic or Latino origin) identified as two protected class races, they were split evenly between the two races (e.g., if 50 respondents identified as Black and Asian, 25 were counted as Black and 25 were counted as Asian).
- Respondents (not of Hispanic or Latino origin) who identified as "Some other race" were not counted as a part of the labor force. The Census Bureau did not elaborate on the races the respondents identified.

The Department anticipates the EEOC will require public employers to file EEO-4 reports according to all seven ethnic/race categories no earlier than 2011. Therefore, the Department will need to work on the following activities:

- Design new data collection forms and computer systems around the seven ethnic/race categories
- Resurvey the New York State workforce according to the seven ethnic/race categories
- Redesign our computer systems used to produce the 2011 EEO-4 report according to the seven ethnic/race categories

## **Data on Veterans**

Executive Order No. 6 includes Vietnam era veterans as a protected class, but we have not included them in this report. After discussions with the New York State Division of Veterans' Affairs considering the numerous military operations since the Vietnam War, the Department combined Vietnam era veterans with all other veterans of a "Time of War" as defined in section 85 of the Civil Service Law. This decision is consistent with the federal Jobs for Veterans Act, enacted in 2002, which redefined covered veterans. However, the Department is not able to produce reliable data on veterans in the New York State workforce because all State employees have not been asked to identify whether they are veterans. The Department will need to work with the appropriate veterans groups to develop a questionnaire to survey the workforce for veteran status information at the same time that the Department surveys the workforce to gather the ethnic/racial data described above.

## Index

Adirondack Park Agency.....	38	Insurance Fund.....	94
Aging, Office of.....	40	Labor .....	96
Agriculture & Markets .....	42	Lottery, Division of .....	98
Alcoholic Beverage Control .....	44	Mental Health .....	100
Alcoholism and Substance Abuse Services, Office of.....	46	Mental Retardation .....	102
Arts, Council on .....	48	Motor Vehicles .....	104
Banking.....	50	Parks, Recreation and Historic Preservation.....	106
Budget .....	52	Parole .....	108
Children and Family Services, Office of .....	54	Probation & Correctional Alternatives.....	110
Civil Service.....	56	Public Employment Relations Board .....	112
Consumer Protection Board .....	58	Public Service.....	114
Correction, Commission of .....	60	Quality of Care and Advocacy for Persons w/Disab .....	116
Correctional Services .....	62	Racing and Wagering Board .....	118
Crime Victims Board.....	64	Real Property Services.....	120
Criminal Justice Services .....	66	Regulatory Reform, Governor's Office .....	122
Economic Development.....	68	State, Department of .....	124
Education Department.....	70	Taxation and Finance .....	126
Elections, Board of .....	72	Technology, Office for .....	128
Employee Relations, Governor's Office of.....	74	Temporary and Disability Assistance .....	130
Environmental Conservation .....	76	Thruway Authority.....	132
Executive Chamber .....	78	Transportation .....	134
General Services, Office of.....	80	Veterans' Affairs.....	136
Health .....	82	Workers' Compensation Board.....	138
Higher Education Services Corp .....	84		
Housing and Community Renewal .....	86		
Housing Finance Agency.....	88		
Human Rights.....	90		
Insurance Department.....	92		

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

**AGENCY 01300 Adirondack Park**

<u>JURISDICTIONAL CLASS</u>	TOTAL		***** MALE *****					TOTAL	***** FEMALE *****					<u>UNK+</u>
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	
Competitive	53	23	23	0	0	0	0	29	29	0	0	0	0	1
Non-Competitive	19	7	7	0	0	0	0	11	11	0	0	0	0	1
Exempt	6	4	4	0	0	0	0	2	2	0	0	0	0	0
Labor	3	3	3	0	0	0	0	0	0	0	0	0	0	0
Unclassified	8	5	5	0	0	0	0	1	1	0	0	0	0	2
<b>TOTALS</b>	<b>89</b>	<b>45</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>43</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01300 Adirondack Park**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 23-27	3	2	2	0	0	0	0	1	1	0	0	0	0	0
Grades 28-31	4	3	3	0	0	0	0	1	1	0	0	0	0	0
Other*	7	4	4	0	0	0	0	1	1	0	0	0	0	2
<b>Professionals</b>														
Grades 01-17	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Grades 18-22	22	11	11	0	0	0	0	10	10	0	0	0	0	1
Grades 23-27	19	14	14	0	0	0	0	5	5	0	0	0	0	0
Grades 28+	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Other*	9	0	0	0	0	0	0	8	8	0	0	0	0	1
<b>Technicians</b>														
Grades 11-14	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	6	0	0	0	0	0	0	6	6	0	0	0	0	0
Grades 08-11	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Grades 12-15	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 16+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Skilled Craft</b>														
Grade 12	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 13+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	3	3	3	0	0	0	0	0	0	0	0	0	0	0
Grades 09+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>89</b>	<b>45</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>43</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01370	Off for Aging	***** MALE *****					***** FEMALE *****					UNK+	
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H		AS
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	110	38	35	1	1	1	0	71	62	5	0	4	0	1
Non-Competitive	8	0	0	0	0	0	0	8	6	1	1	0	0	0
Exempt	8	3	3	0	0	0	0	5	5	0	0	0	0	0
Labor	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Pending Exempt	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>129</b>	<b>45</b>	<b>40</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>84</b>	<b>73</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01370 Off for Aging

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 23-27	2	0	0	0	0	0	0	2	1	0	0	1	0	0
Grades 28-31	3	2	2	0	0	0	0	1	1	0	0	0	0	0
Grades 32+	6	4	4	0	0	0	0	2	2	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	4	0	0	0	0	0	0	4	4	0	0	0	0	0
Grades 18-22	46	14	12	0	1	1	0	31	28	2	0	1	0	1
Grades 23-27	44	21	20	1	0	0	0	23	22	0	0	1	0	0
<b>Paraprofessionals</b>														
Grades 10-13	3	0	0	0	0	0	0	3	1	1	1	0	0	0
Grades 14+	3	0	0	0	0	0	0	3	3	0	0	0	0	0
<b>Administrative Support</b>														
Grades 08-11	14	2	2	0	0	0	0	12	8	3	0	1	0	0
Grades 12-15	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Grades 16+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	1	1	0	0	1	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>129</b>	<b>45</b>	<b>40</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>84</b>	<b>73</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	06000	Ag&Markets	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	528	269	223	23	6	16	1	253	218	15	15	5	0	6
Non-Competitive	32	29	28	1	0	0	0	3	3	0	0	0	0	0
Exempt	26	14	14	0	0	0	0	12	12	0	0	0	0	0
Labor	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>589</b>	<b>315</b>	<b>267</b>	<b>24</b>	<b>6</b>	<b>16</b>	<b>1</b>	<b>270</b>	<b>234</b>	<b>15</b>	<b>15</b>	<b>5</b>	<b>0</b>	<b>6</b>

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 06000 Ag&Markets**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 23-27	28	16	16	0	0	0	0	12	12	0	0	0	0	0
Grades 28-31	13	10	9	1	0	0	0	3	3	0	0	0	0	0
Grades 32+	10	7	7	0	0	0	0	3	3	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	25	20	16	0	1	3	0	5	4	0	0	1	0	0
Grades 18-22	81	44	40	3	0	1	0	36	33	1	0	2	0	1
Grades 23-27	64	44	43	0	0	1	0	20	19	1	0	0	0	0
Grades 28+	10	7	7	0	0	0	0	3	3	0	0	0	0	0
<b>Technicians</b>														
Grades 01-10	6	3	2	0	0	1	0	3	3	0	0	0	0	0
Grades 11-14	85	50	43	3	2	1	1	34	33	0	1	0	0	1
Grades 15-18	129	77	53	15	2	7	0	49	27	9	11	2	0	3
Grades 19+	31	22	18	2	1	1	0	9	6	2	1	0	0	0
<b>Protective Service</b>														
Grades 01-13	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Grades 14+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	24	3	3	0	0	0	0	21	18	1	2	0	0	0
Grades 08-11	54	4	3	0	0	1	0	49	48	1	0	0	0	1
Grades 12-15	16	1	1	0	0	0	0	15	15	0	0	0	0	0
Grades 16+	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>Skilled Craft</b>														
Grade 12	3	3	3	0	0	0	0	0	0	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 09+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>589</b>	<b>315</b>	<b>267</b>	<b>24</b>	<b>6</b>	<b>16</b>	<b>1</b>	<b>270</b>	<b>234</b>	<b>15</b>	<b>15</b>	<b>5</b>	<b>0</b>	<b>6</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01030	Alc Bev Cont Bd	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	139	63	53	4	6	0	0	70	46	14	8	2	0	6
Non-Competitive	6	3	1	2	0	0	0	3	3	0	0	0	0	0
Exempt	13	9	9	0	0	0	0	4	4	0	0	0	0	0
Labor	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Unclassified	2	1	1	0	0	0	0	1	1	0	0	0	0	0
<b>TOTALS</b>	<b>161</b>	<b>80</b>	<b>64</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>79</b>	<b>54</b>	<b>14</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>6</b>

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See pages: 35 and 36 for information about data in this report.

AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01030 Alc Bev Cont Bd

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 01-22	3	2	2	0	0	0	0	1	1	0	0	0	0	0
Grades 23-27	6	4	4	0	0	0	0	2	2	0	0	0	0	0
Grades 28-31	5	3	3	0	0	0	0	2	2	0	0	0	0	0
Grades 32+	4	4	4	0	0	0	0	0	0	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	2	1	1	0	0	0	0	0	0	0	0	0	0	1
Grades 18-22	3	1	1	0	0	0	0	2	2	0	0	0	0	0
Grades 23-27	27	19	17	0	2	0	0	7	5	0	2	0	0	1
Grades 28+	3	2	2	0	0	0	0	1	1	0	0	0	0	0
<b>Technicians</b>														
Grades 15-18	27	19	16	0	3	0	0	7	6	0	1	0	0	1
Grades 19+	9	7	7	0	0	0	0	2	2	0	0	0	0	0
<b>Paraprofessionals</b>														
Grade 09	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Grades 10-13	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 14+	2	0	0	0	0	0	0	2	1	0	0	1	0	0
<b>Administrative Support</b>														
Grades 04-07	26	6	3	3	0	0	0	17	7	8	2	0	0	3
Grades 08-11	20	4	3	1	0	0	0	16	9	5	1	1	0	0
Grades 12-15	19	4	1	2	1	0	0	15	12	1	2	0	0	0
Grades 16+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>161</b>	<b>80</b>	<b>64</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>79</b>	<b>54</b>	<b>14</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>6</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	53999	OASAS-M/O+FACS	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	841	305	208	63	18	13	3	490	334	99	30	25	2	46	
Non-Competitive	141	80	40	31	7	2	0	48	26	16	5	1	0	13	
Exempt	23	10	10	0	0	0	0	13	11	2	0	0	0	0	
Labor	7	2	0	1	1	0	0	3	0	3	0	0	0	2	
Unclassified	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>TOTALS</b>	1,013	411	258	95	26	15	3	599	372	120	35	26	2	61	

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 53999 OASAS-M/O+FACS**

<u>JOB CATEGORY/GRADE RANGE</u>	<b>TOTAL</b>		***** <b>MALE</b> *****					<b>TOTAL</b>		***** <b>FEMALE</b> *****					<u>UNK+</u>
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>		
<b>Officials and Administrators</b>															
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 23-27	48	30	23	2	4	1	0	18	16	1	1	0	0	0	
Grades 28-31	31	19	16	2	1	0	0	12	10	2	0	0	0	0	
Grades 32+	20	16	16	0	0	0	0	4	3	1	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	215	59	32	19	4	4	0	126	80	30	3	12	1	30	
Grades 18-22	217	78	45	24	7	2	0	132	91	23	14	3	1	7	
Grades 23-27	208	98	75	14	5	3	1	106	81	16	5	4	0	4	
Grades 28+	43	31	23	2	0	4	2	11	3	2	0	6	0	1	
<b>Technicians</b>															
Grades 01-10	3	0	0	0	0	0	0	3	1	2	0	0	0	0	
Grades 11-14	6	3	2	1	0	0	0	3	2	1	0	0	0	0	
Grades 19+	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 01-08	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 10-13	87	40	17	19	4	0	0	35	17	13	5	0	0	12	
Grades 14+	2	0	0	0	0	0	0	1	1	0	0	0	0	1	
<b>Administrative Support</b>															
Grades 04-07	29	3	3	0	0	0	0	24	13	7	4	0	0	2	
Grades 08-11	46	2	2	0	0	0	0	44	30	11	3	0	0	0	
Grades 12-15	20	1	1	0	0	0	0	19	18	1	0	0	0	0	
Grades 16+	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
<b>Skilled Craft</b>															
Grades 09-11	3	1	0	1	0	0	0	2	0	2	0	0	0	0	
Grade 12	2	2	0	2	0	0	0	0	0	0	0	0	0	0	
Grades 13+	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 05-06	16	4	0	3	1	0	0	8	1	7	0	0	0	4	
Grades 07-08	5	4	1	3	0	0	0	1	0	0	0	1	0	0	
Grades 09+	6	4	0	3	0	1	0	2	1	1	0	0	0	0	
<b>TOTALS</b>	<b>1,013</b>	<b>411</b>	<b>258</b>	<b>95</b>	<b>26</b>	<b>15</b>	<b>3</b>	<b>599</b>	<b>372</b>	<b>120</b>	<b>35</b>	<b>26</b>	<b>2</b>	<b>61</b>	

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

**AGENCY 01360 Cncl on the Arts**

JURISDICTIONAL CLASS	TOTAL		***** MALE *****					TOTAL	***** FEMALE *****					UNK+
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	
Competitive	8	4	2	0	0	2	0	4	1	1	1	1	0	0
Non-Competitive	35	10	5	3	2	0	0	24	17	4	1	2	0	1
Exempt	3	1	1	0	0	0	0	2	2	0	0	0	0	0
<b>TOTALS</b>	<b>46</b>	<b>16</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>30</b>	<b>20</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01360 Cncl on the Arts**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 23-27	15	3	2	1	0	0	0	12	10	2	0	0	0	0
Grades 28-31	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Grades 32+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Grades 18-22	6	4	1	1	1	1	0	1	1	0	0	0	0	1
Grades 23-27	16	6	3	1	1	1	0	10	6	1	1	2	0	0
<b>Paraprofessionals</b>														
Grades 10-13	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Administrative Support</b>														
Grades 08-11	4	0	0	0	0	0	0	4	1	1	1	1	0	0
<b>TOTALS</b>	<b>46</b>	<b>16</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>30</b>	<b>20</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	07000	Banking	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	453	260	134	53	9	64	0	191	47	72	15	57	0	2
Non-Competitive	74	45	34	4	2	5	0	27	16	4	3	4	0	2
Exempt	28	15	10	1	3	1	0	11	10	1	0	0	0	2
Labor	2	2	0	2	0	0	0	0	0	0	0	0	0	0
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>558</b>	<b>326</b>	<b>179</b>	<b>60</b>	<b>14</b>	<b>70</b>	<b>0</b>	<b>232</b>	<b>73</b>	<b>77</b>	<b>18</b>	<b>61</b>	<b>0</b>	<b>6</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 07000 Banking**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Grades 23-27	4	0	0	0	0	0	0	4	2	2	0	0	0	0
Grades 28-31	3	1	1	0	0	0	0	2	2	0	0	0	0	0
Grades 32+	31	20	15	2	2	1	0	11	9	1	0	1	0	0
<b>Professionals</b>														
Grades 01-17	2	2	0	1	0	1	0	0	0	0	0	0	0	0
Grades 18-22	115	52	21	17	1	13	0	63	15	24	6	18	0	0
Grades 23-27	184	122	59	23	3	37	0	61	17	13	5	26	0	1
Grades 28+	124	94	64	9	4	17	0	30	9	12	1	8	0	0
Other*	15	5	2	1	1	1	0	8	3	0	2	3	0	2
<b>Technicians</b>														
Grades 11-14	8	6	3	1	2	0	0	2	0	1	0	1	0	0
Grades 15-18	11	11	11	0	0	0	0	0	0	0	0	0	0	0
Grades 19+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 01-08	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Grades 10-13	7	0	0	0	0	0	0	7	3	3	1	0	0	0
Grades 14+	2	0	0	0	0	0	0	2	1	1	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	15	3	0	3	0	0	0	10	1	7	1	1	0	2
Grades 08-11	17	0	0	0	0	0	0	17	7	6	1	3	0	0
Grades 12-15	15	3	2	1	0	0	0	12	4	7	1	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	2	2	0	2	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>558</b>	<b>326</b>	<b>179</b>	<b>60</b>	<b>14</b>	<b>70</b>	<b>0</b>	<b>232</b>	<b>73</b>	<b>77</b>	<b>18</b>	<b>61</b>	<b>0</b>	<b>6</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01010	Budget	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	253	99	87	6	2	4	0	143	118	15	4	6	0	11
Non-Competitive	106	50	43	2	1	3	1	35	31	1	1	2	0	21
Exempt	32	14	10	2	1	1	0	18	17	0	1	0	0	0
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Pending Non-Competitive	7	3	3	0	0	0	0	1	0	1	0	0	0	3
<b>TOTALS</b>	<b>399</b>	<b>182</b>	<b>143</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>215</b>	<b>166</b>	<b>17</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>36</b>

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01010 Budget

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 23-27	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 28-31	6	2	2	0	0	0	0	4	4	0	0	0	0	0
Grades 32+	13	9	9	0	0	0	0	3	3	0	0	0	0	1
<b>Professionals</b>														
Grades 01-17	22	14	13	0	0	0	1	4	3	1	0	0	0	4
Grades 18-22	67	19	16	2	0	1	0	39	36	2	0	1	0	9
Grades 23-27	158	65	55	4	3	3	0	84	70	7	2	5	0	9
Grades 28+	52	34	29	1	1	3	0	17	14	2	0	1	0	1
Other*	27	7	6	0	0	1	0	9	7	0	1	1	0	11
<b>Technicians</b>														
Grades 11-14	2	2	2	0	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	9	1	1	0	0	0	0	7	4	1	2	0	0	1
<b>Administrative Support</b>														
Grades 04-07	4	2	1	1	0	0	0	2	1	1	0	0	0	0
Grades 08-11	9	2	2	0	0	0	0	7	4	3	0	0	0	0
Grades 12-15	12	4	4	0	0	0	0	8	8	0	0	0	0	0
Grades 16+	17	5	3	2	0	0	0	12	11	0	1	0	0	0
<b>TOTALS</b>	<b>399</b>	<b>182</b>	<b>143</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>215</b>	<b>166</b>	<b>17</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>36</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	25000	Child&Fam Svcs	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	2,300	771	575	146	39	9	2	1,169	885	225	45	8	6	360
Non-Competitive	1,896	1,065	562	424	66	9	4	389	178	184	20	2	5	442
Exempt	62	22	17	4	1	0	0	36	25	7	4	0	0	4
Labor	6	1	1	0	0	0	0	3	2	0	0	0	1	2
Unclassified	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Pending Non-Competitive	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Pending Exempt	1	0	0	0	0	0	0	1	0	1	0	0	0	0
<b>TOTALS</b>	<b>4,267</b>	<b>2,270</b>	<b>1,155</b>	<b>574</b>	<b>106</b>	<b>18</b>	<b>6</b>	<b>1,980</b>	<b>1,090</b>	<b>417</b>	<b>71</b>	<b>10</b>	<b>12</b>	<b>808</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 25000 Child&Fam Svcs**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	2	0	0	0	0	0	0	2	1	0	1	0	0	0
Grades 23-27	32	20	15	4	1	0	0	8	4	3	1	0	0	4
Grades 28-31	35	17	11	2	3	1	0	18	13	3	2	0	0	0
Grades 32+	28	11	9	1	1	0	0	16	9	4	3	0	0	1
<b>Professionals</b>														
Grades 01-17	420	130	100	21	7	2	0	193	162	26	4	0	1	97
Grades 18-22	943	375	230	112	30	2	1	418	266	126	19	4	3	150
Grades 23-27	505	217	185	24	3	3	2	261	204	43	12	1	1	27
Grades 28+	51	31	28	1	0	2	0	19	18	0	1	0	0	1
Other*	11	3	1	0	0	2	0	0	0	0	0	0	0	8
<b>Technicians</b>														
Grades 11-14	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Grades 15-18	2	1	1	0	0	0	0	0	0	0	0	0	0	1
Grades 19+	5	3	3	0	0	0	0	2	1	1	0	0	0	0
<b>Paraprofessionals</b>														
Grades 01-08	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grade 09	218	45	25	16	4	0	0	41	24	13	3	1	0	132
Grades 10-13	953	581	278	257	39	4	3	199	81	102	13	1	2	173
Grades 14+	328	225	101	112	11	1	0	40	17	22	0	1	0	63
Other*	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Administrative Support</b>														
Grades 04-07	194	19	17	2	0	0	0	98	60	28	9	1	0	77
Grades 08-11	232	33	31	2	0	0	0	180	142	32	3	1	2	19
Grades 12-15	56	4	4	0	0	0	0	52	44	7	0	0	1	0
Grades 16+	8	1	1	0	0	0	0	7	7	0	0	0	0	0
<b>Skilled Craft</b>														
Grades 09-11	96	40	31	6	2	1	0	31	26	5	0	0	0	25
Grade 12	69	59	47	9	3	0	0	1	1	0	0	0	0	9
Grades 13+	24	17	14	2	1	0	0	6	4	2	0	0	0	1
<b>Service/Maintenance</b>														
Grades 05-06	2	0	0	0	0	0	0	1	0	0	0	0	1	1
Grades 07-08	7	5	5	0	0	0	0	0	0	0	0	0	0	2
Grades 09+	42	22	18	3	1	0	0	4	3	0	0	0	1	16
<b>TOTALS</b>	<b>4,267</b>	<b>2,270</b>	<b>1,155</b>	<b>574</b>	<b>106</b>	<b>18</b>	<b>6</b>	<b>1,980</b>	<b>1,090</b>	<b>417</b>	<b>71</b>	<b>10</b>	<b>12</b>	<b>808</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	08000	Civil Service	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	502	174	160	9	4	1	0	327	305	17	3	2	0	1	
Non-Competitive	53	27	20	4	3	0	0	26	17	6	2	1	0	0	
Exempt	11	4	2	0	1	0	1	7	6	1	0	0	0	0	
Labor	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Unclassified	3	1	1	0	0	0	0	2	2	0	0	0	0	0	
Pending Exempt	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>TOTALS</b>	<b>571</b>	<b>207</b>	<b>184</b>	<b>13</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>363</b>	<b>331</b>	<b>24</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>1</b>	

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**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 08000 Civil Service**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 23-27	3	0	0	0	0	0	0	3	2	1	0	0	0	0	
Grades 28-31	7	3	3	0	0	0	0	4	3	0	0	1	0	0	
Grades 32+	20	11	9	0	1	0	1	9	9	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	35	6	5	1	0	0	0	29	27	2	0	0	0	0	
Grades 18-22	114	41	35	4	2	0	0	73	71	1	0	1	0	0	
Grades 23-27	170	84	75	5	3	1	0	86	82	3	1	0	0	0	
Grades 28+	34	25	24	1	0	0	0	9	9	0	0	0	0	0	
Other*	3	1	1	0	0	0	0	2	1	0	0	1	0	0	
<b>Technicians</b>															
Grades 01-10	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
Grades 11-14	4	4	4	0	0	0	0	0	0	0	0	0	0	0	
Grades 15-18	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 01-08	7	0	0	0	0	0	0	7	5	2	0	0	0	0	
Grades 10-13	14	0	0	0	0	0	0	14	12	2	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	33	10	8	1	1	0	0	22	16	5	1	0	0	1	
Grades 08-11	59	7	6	1	0	0	0	52	45	5	2	0	0	0	
Grades 12-15	49	5	5	0	0	0	0	44	40	3	1	0	0	0	
Grades 16+	9	1	1	0	0	0	0	8	8	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 07-08	4	4	3	0	1	0	0	0	0	0	0	0	0	0	
Grades 09+	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>571</b>	<b>207</b>	<b>184</b>	<b>13</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>363</b>	<b>331</b>	<b>24</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>1</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01120	Consum Prot Bd	***** MALE *****					***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	7	0	0	0	0	0	0	7	4	1	2	0	0	0
Non-Competitive	3	2	2	0	0	0	0	1	1	0	0	0	0	0
Exempt	22	11	6	2	1	2	0	11	8	2	1	0	0	0
Unclassified	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>TOTALS</b>	<b>33</b>	<b>13</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>20</b>	<b>14</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01120 Consum Prot Bd**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** MALE *****					<u>TOTAL</u>		***** FEMALE *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 23-27	2	1	0	0	0	1	0	1	1	0	0	0	0	0
Grades 28-31	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Grades 32+	2	0	0	0	0	0	0	2	1	1	0	0	0	0
<b>Professionals</b>														
Grades 18-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 23-27	8	6	3	2	1	0	0	2	1	1	0	0	0	0
Grades 28+	5	4	3	0	0	1	0	1	1	0	0	0	0	0
Other*	2	1	1	0	0	0	0	1	1	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	6	0	0	0	0	0	0	6	4	1	1	0	0	0
<b>Administrative Support</b>														
Grades 08-11	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Grades 12-15	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 16+	2	0	0	0	0	0	0	2	1	0	1	0	0	0
<b>TOTALS</b>	<b>33</b>	<b>13</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>20</b>	<b>14</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01530	Comm of Correct	***** MALE *****					***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	26	16	13	2	1	0	0	8	8	0	0	0	0	2
Non-Competitive	5	2	2	0	0	0	0	3	3	0	0	0	0	0
Exempt	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Unclassified	3	2	2	0	0	0	0	1	1	0	0	0	0	0
<b>TOTALS</b>	<b>35</b>	<b>22</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01530 Comm of Correct

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 23-27	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 28-31	3	2	2	0	0	0	0	1	1	0	0	0	0	0
Grades 32+	2	2	2	0	0	0	0	0	0	0	0	0	0	0
<b>Professionals</b>														
Grades 18-22	17	11	8	2	1	0	0	4	4	0	0	0	0	2
Grades 23-27	6	5	5	0	0	0	0	1	1	0	0	0	0	0
Other*	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>Administrative Support</b>														
Grades 08-11	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Grades 12-15	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>TOTALS</b>	<b>35</b>	<b>22</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	10999	CORRECTIONS-M/O+FACS																									
		TOTAL							***** MALE *****							TOTAL							***** FEMALE *****				
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+													
Competitive	30,481	22,378	19,912	1,515	750	122	79	6,753	5,089	1,247	316	66	35	1,350													
Non-Competitive	2,528	1,750	1,473	157	68	47	5	450	341	88	15	4	2	328													
Exempt	66	51	43	3	5	0	0	14	14	0	0	0	0	1													
Labor	6	1	1	0	0	0	0	1	1	0	0	0	0	4													
Unclassified	3	1	1	0	0	0	0	2	2	0	0	0	0	0													
Pending Exempt	4	2	2	0	0	0	0	2	2	0	0	0	0	0													
<b>TOTALS</b>	<b>33,088</b>	<b>24,886</b>	<b>21,432</b>	<b>1,675</b>	<b>823</b>	<b>169</b>	<b>84</b>	<b>8,153</b>	<b>5,449</b>	<b>1,335</b>	<b>331</b>	<b>70</b>	<b>37</b>	<b>1,683</b>													

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 10999 CORRECTIONS-M/O+FACS**

<u>JOB CATEGORY/GRADE RANGE</u>	TOTAL		*****MALE*****					TOTAL	*****FEMALE*****					<u>UNK+</u>
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	
<b>Officials and Administrators</b>														
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 23-27	28	18	18	0	0	0	0	10	10	0	0	0	0	0
Grades 28-31	30	19	16	2	1	0	0	10	7	2	1	0	0	1
Grades 32+	96	79	67	7	2	1	2	16	11	3	1	1	0	1
Other*	7	7	6	0	1	0	0	0	0	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	2,354	979	926	25	19	8	1	1,022	943	40	21	15	3	353
Grades 18-22	1,823	942	747	123	54	16	2	696	551	93	44	5	3	185
Grades 23-27	606	363	335	17	10	1	0	223	193	19	8	1	2	20
Grades 28+	388	284	210	16	6	51	1	75	53	12	0	9	1	29
Other*	8	2	2	0	0	0	0	1	1	0	0	0	0	5
<b>Technicians</b>														
Grades 01-10	78	12	10	1	1	0	0	56	42	13	0	1	0	10
Grades 11-14	123	37	32	4	1	0	0	74	67	4	1	2	0	12
Grades 15-18	20	13	13	0	0	0	0	7	6	1	0	0	0	0
Other*	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Protective Service</b>														
Grades 01-13	3	3	3	0	0	0	0	0	0	0	0	0	0	0
Grade 14	20,139	17,661	15,589	1,319	637	49	67	2,247	1,094	939	188	10	16	231
Grades 15-17	1,321	1,263	1,183	48	26	3	3	58	43	9	5	0	1	0
Grades 18+	557	547	527	9	8	3	0	10	9	1	0	0	0	0
<b>Paraprofessionals</b>														
Grades 01-08	205	15	12	3	0	0	0	147	106	36	4	1	0	43
Grade 09	10	0	0	0	0	0	0	9	9	0	0	0	0	1
Grades 10-13	33	3	1	1	0	1	0	27	24	1	2	0	0	3
Grades 14+	195	73	52	14	6	0	1	77	53	16	8	0	0	45
<b>Administrative Support</b>														
Grades 04-07	1,476	87	69	8	0	8	2	966	865	63	18	12	8	423
Grades 08-11	1,033	86	67	7	2	9	1	889	808	47	21	11	2	58
Grades 12-15	402	36	29	0	1	6	0	364	342	19	2	1	0	2
Grades 16+	123	7	5	0	0	2	0	116	105	5	4	1	1	0
<b>Skilled Craft</b>														
Grades 01-08	19	13	12	1	0	0	0	1	1	0	0	0	0	5
Grades 09-11	426	277	247	16	12	2	0	42	34	6	2	0	0	107
Grade 12	703	623	585	13	18	6	1	13	13	0	0	0	0	67
Grades 13+	580	542	499	25	12	3	3	28	23	5	0	0	0	10
<b>Service/Maintenance</b>														
Grades 05-06	11	5	5	0	0	0	0	2	2	0	0	0	0	4
Grades 07-08	111	69	60	6	3	0	0	5	5	0	0	0	0	37
Grades 09+	178	117	104	10	3	0	0	30	28	1	1	0	0	31
<b>TOTALS</b>	<b>33,088</b>	<b>24,886</b>	<b>21,432</b>	<b>1,675</b>	<b>823</b>	<b>169</b>	<b>84</b>	<b>8,153</b>	<b>5,449</b>	<b>1,335</b>	<b>331</b>	<b>70</b>	<b>37</b>	<b>1,683</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.  
+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01400	Crime Victims Board	***** MALE *****					***** FEMALE *****					UNK+	
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H		AS
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	83	18	14	3	1	0	0	64	43	8	11	2	0	1
Non-Competitive	7	2	1	0	1	0	0	5	2	3	0	0	0	0
Exempt	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Unclassified	5	2	1	1	0	0	0	3	2	1	0	0	0	0
<b>TOTALS</b>	<b>97</b>	<b>23</b>	<b>17</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>74</b>	<b>48</b>	<b>12</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>1</b>

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01400 Crime Victims Board**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 23-27	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 28-31	6	3	2	1	0	0	0	3	3	0	0	0	0	0
Grades 32+	1	0	0	0	0	0	0	1	0	1	0	0	0	0
<b>Professionals</b>														
Grades 18-22	21	6	3	2	1	0	0	15	10	4	1	0	0	0
Grades 23-27	9	3	3	0	0	0	0	6	5	1	0	0	0	0
Grades 28+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Technicians</b>														
Grades 11-14	25	4	4	0	0	0	0	20	9	4	6	1	0	1
<b>Paraprofessionals</b>														
Grades 10-13	7	1	1	0	0	0	0	6	4	0	2	0	0	0
Grades 14+	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	9	3	2	1	0	0	0	6	4	0	1	1	0	0
Grades 08-11	7	0	0	0	0	0	0	7	6	0	1	0	0	0
Grades 12-15	6	2	1	0	1	0	0	4	2	2	0	0	0	0
Grades 16+	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>TOTALS</b>	<b>97</b>	<b>23</b>	<b>17</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>74</b>	<b>48</b>	<b>12</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>1</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01490	Crim Just Svcs	***** MALE *****					***** FEMALE *****					UNK+	
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H		AS
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	663	259	241	7	1	8	2	398	366	21	5	5	1	6
Non-Competitive	46	23	21	1	0	0	1	13	12	0	1	0	0	10
Exempt	22	13	12	0	1	0	0	9	9	0	0	0	0	0
<b>TOTALS</b>	<b>731</b>	<b>301</b>	<b>274</b>	<b>8</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>428</b>	<b>387</b>	<b>21</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>16</b>

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01490 Crim Just Svcs**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 23-27	12	7	7	0	0	0	0	5	5	0	0	0	0	0
Grades 28-31	8	4	4	0	0	0	0	4	4	0	0	0	0	0
Grades 32+	17	12	11	0	1	0	0	5	5	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	28	14	13	0	1	0	0	14	12	0	1	0	1	0
Grades 18-22	153	70	59	4	0	5	2	81	77	3	1	0	0	2
Grades 23-27	181	83	80	2	0	1	0	98	88	3	2	5	0	0
Grades 28+	18	11	11	0	0	0	0	7	6	1	0	0	0	0
Other*	17	5	5	0	0	0	0	3	3	0	0	0	0	9
<b>Technicians</b>														
Grades 11-14	10	3	2	0	0	1	0	7	7	0	0	0	0	0
Grades 15-18	10	7	6	0	0	0	1	3	3	0	0	0	0	0
Grades 19+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Paraprofessionals</b>														
Grade 09	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 10-13	30	4	4	0	0	0	0	26	24	2	0	0	0	0
Grades 14+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	75	25	24	0	0	1	0	47	45	2	0	0	0	3
Grades 08-11	147	45	44	1	0	0	0	100	90	8	2	0	0	2
Grades 12-15	17	1	1	0	0	0	0	16	14	2	0	0	0	0
Grades 16+	3	1	1	0	0	0	0	2	2	0	0	0	0	0
<b>Skilled Craft</b>														
Grades 01-08	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 07-08	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>731</b>	<b>301</b>	<b>274</b>	<b>8</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>428</b>	<b>387</b>	<b>21</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>16</b>

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**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	22000	Economic Devel	***** MALE *****					***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	134	56	46	8	2	0	0	78	73	1	2	2	0	0
Non-Competitive	35	19	14	2	1	2	0	15	9	3	3	0	0	1
Exempt	23	9	9	0	0	0	0	13	12	0	1	0	0	1
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>TOTALS</b>	<b>193</b>	<b>85</b>	<b>69</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>107</b>	<b>94</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>3</b>

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 22000 Economic Devel**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 01-22	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
Grades 23-27	4	2	2	0	0	0	0	2	2	0	0	0	0	0	
Grades 28-31	17	12	11	1	0	0	0	5	5	0	0	0	0	0	
Grades 32+	6	2	2	0	0	0	0	2	2	0	0	0	0	2	
<b>Professionals</b>															
Grades 01-17	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 18-22	29	10	9	1	0	0	0	19	17	1	1	0	0	0	
Grades 23-27	76	47	36	8	2	1	0	29	26	1	1	1	0	0	
Grades 28+	3	3	2	0	0	1	0	0	0	0	0	0	0	0	
Other*	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>Technicians</b>															
Grades 01-10	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 11-14	5	2	1	0	1	0	0	3	3	0	0	0	0	0	
Grades 15-18	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 19+	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 10-13	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	8	2	2	0	0	0	0	6	3	1	1	1	0	0	
Grades 08-11	20	1	1	0	0	0	0	18	15	1	2	0	0	1	
Grades 12-15	9	0	0	0	0	0	0	9	9	0	0	0	0	0	
Grades 16+	4	0	0	0	0	0	0	4	3	0	1	0	0	0	
<b>Service/Maintenance</b>															
Grades 07-08	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 09+	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>193</b>	<b>85</b>	<b>69</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>107</b>	<b>94</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>3</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	11999	EDUCATION-M/O+FACS																									
		TOTAL							***** MALE *****							TOTAL							***** FEMALE *****				
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+													
Competitive	2,808	908	794	62	23	25	4	1,837	1,504	213	71	43	6	63													
Non-Competitive	506	252	203	36	9	4	0	246	193	34	11	7	1	8													
Exempt	73	39	32	2	4	1	0	34	30	3	1	0	0	0													
Labor	114	70	44	21	4	1	0	42	26	15	0	1	0	2													
Unclassified	35	7	7	0	0	0	0	1	1	0	0	0	0	27													
Pending Non-Competitive	4	1	1	0	0	0	0	3	3	0	0	0	0	0													
Pending Exempt	2	1	1	0	0	0	0	1	1	0	0	0	0	0													
<b>TOTALS</b>	<b>3,542</b>	<b>1,318</b>	<b>1,082</b>	<b>121</b>	<b>40</b>	<b>31</b>	<b>4</b>	<b>2,204</b>	<b>1,758</b>	<b>265</b>	<b>83</b>	<b>51</b>	<b>7</b>	<b>100</b>													

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 11999 EDUCATION-M/O+FACS**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>	***** <u>FEMALE</u> *****					<u>UNK+</u>
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	
<b>Officials and Administrators</b>														
Grades 01-22	56	15	15	0	0	0	0	15	12	2	1	0	0	26
Grades 23-27	35	20	18	2	0	0	0	15	14	1	0	0	0	0
Grades 28-31	61	34	31	0	2	1	0	27	23	1	2	1	0	0
Grades 32+	37	23	19	1	2	1	0	13	8	5	0	0	0	1
<b>Professionals</b>														
Grades 01-17	124	40	37	2	1	0	0	84	69	8	4	2	1	0
Grades 18-22	844	302	267	23	5	7	0	539	440	55	25	16	3	3
Grades 23-27	604	253	216	13	10	10	4	341	281	33	13	14	0	10
Grades 28+	64	28	25	3	0	0	0	36	30	5	1	0	0	0
Other*	369	139	118	15	3	3	0	189	158	11	11	8	1	41
<b>Technicians</b>														
Grades 01-10	7	0	0	0	0	0	0	7	7	0	0	0	0	0
Grades 11-14	28	10	10	0	0	0	0	18	18	0	0	0	0	0
Grades 15-18	27	20	17	2	0	1	0	7	7	0	0	0	0	0
Grades 19+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Protective Service</b>														
Grades 01-13	48	43	34	6	2	1	0	3	2	1	0	0	0	2
<b>Paraprofessionals</b>														
Grade 09	56	8	7	1	0	0	0	43	41	1	0	0	1	5
Grades 10-13	114	19	14	3	2	0	0	94	72	17	5	0	0	1
Grades 14+	11	3	3	0	0	0	0	8	6	0	1	1	0	0
<b>Administrative Support</b>														
Grades 04-07	403	114	84	23	5	2	0	283	212	52	12	6	1	6
Grades 08-11	358	59	49	4	3	3	0	296	234	53	7	2	0	3
Grades 12-15	81	13	12	1	0	0	0	68	63	4	1	0	0	0
Grades 16+	3	0	0	0	0	0	0	3	3	0	0	0	0	0
<b>Skilled Craft</b>														
Grades 09-11	6	6	5	0	1	0	0	0	0	0	0	0	0	0
Grade 12	22	22	17	4	0	1	0	0	0	0	0	0	0	0
Grades 13+	20	19	18	0	1	0	0	1	1	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	115	63	41	18	3	1	0	50	35	14	0	1	0	2
Grades 07-08	27	9	9	0	0	0	0	18	16	2	0	0	0	0
Grades 09+	21	15	15	0	0	0	0	6	6	0	0	0	0	0
<b>TOTALS</b>	<b>3,542</b>	<b>1,318</b>	<b>1,082</b>	<b>121</b>	<b>40</b>	<b>31</b>	<b>4</b>	<b>2,204</b>	<b>1,758</b>	<b>265</b>	<b>83</b>	<b>51</b>	<b>7</b>	<b>100</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.  
+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01540	Bd of Elections	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	37	12	12	0	0	0	0	21	20	0	0	1	0	4
Non-Competitive	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Exempt	17	10	9	1	0	0	0	7	6	1	0	0	0	0
Unclassified	4	2	2	0	0	0	0	2	2	0	0	0	0	0
Pending Exempt	3	0	0	0	0	0	0	2	2	0	0	0	0	1
<b>TOTALS</b>	<b>62</b>	<b>28</b>	<b>23</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>30</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>6</b>

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01540 Bd of Elections**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	4	2	2	0	0	0	0	2	2	0	0	0	0	0
Grades 23-27	5	2	2	0	0	0	0	3	3	0	0	0	0	0
Grades 28-31	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Grades 32+	4	3	3	0	0	0	0	1	1	0	0	0	0	0
<b>Professionals</b>														
Grades 18-22	6	1	1	0	0	0	0	3	2	0	0	1	0	2
Grades 23-27	15	7	7	0	0	0	0	6	6	0	0	0	0	2
Grades 28+	3	3	3	0	0	0	0	0	0	0	0	0	0	0
<b>Technicians</b>														
Grades 11-14	4	1	1	0	0	0	0	2	2	0	0	0	0	1
Grades 19+	2	2	1	1	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	8	1	1	0	0	0	0	7	7	0	0	0	0	0
Other*	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Administrative Support</b>														
Grades 08-11	4	1	1	0	0	0	0	3	3	0	0	0	0	0
Grades 12-15	3	0	0	0	0	0	0	3	2	1	0	0	0	0
Grades 16+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>TOTALS</b>	<b>62</b>	<b>28</b>	<b>23</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>30</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>6</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01150	Employ Relatns	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	17	4	4	0	0	0	0	13	10	3	0	0	0	0
Non-Competitive	5	2	1	1	0	0	0	3	3	0	0	0	0	0
Exempt	52	24	21	3	0	0	0	28	24	2	0	2	0	0
Unclassified	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>75</b>	<b>31</b>	<b>26</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>37</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01150 Employ Relatns

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 23-27	4	3	2	1	0	0	0	1	1	0	0	0	0	0
Grades 28-31	4	2	2	0	0	0	0	2	2	0	0	0	0	0
Grades 32+	9	8	6	2	0	0	0	1	1	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	6	3	3	0	0	0	0	3	1	1	0	1	0	0
Grades 18-22	9	5	5	0	0	0	0	4	4	0	0	0	0	0
Grades 23-27	13	5	4	1	0	0	0	8	7	1	0	0	0	0
Grades 28+	7	2	2	0	0	0	0	5	4	0	0	1	0	0
Other*	6	2	2	0	0	0	0	4	3	1	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Other*	2	1	0	1	0	0	0	1	1	0	0	0	0	0
<b>Administrative Support</b>														
Grades 08-11	8	0	0	0	0	0	0	8	6	2	0	0	0	0
Grades 12-15	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Grades 16+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>TOTALS</b>	<b>75</b>	<b>31</b>	<b>26</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>37</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	09000	En Con	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	3,117	1,943	1,807	37	25	69	5	851	785	24	18	20	4	323	
Non-Competitive	512	353	336	6	5	6	0	87	82	2	0	3	0	72	
Exempt	54	25	25	0	0	0	0	21	20	0	1	0	0	8	
Labor	28	15	14	0	1	0	0	5	4	0	0	1	0	8	
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
Pending Non-Competitive	5	1	1	0	0	0	0	3	3	0	0	0	0	1	
Pending Exempt	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>TOTALS</b>	<b>3,718</b>	<b>2,626</b>	<b>2,183</b>	<b>43</b>	<b>31</b>	<b>75</b>	<b>5</b>	<b>1,091</b>	<b>895</b>	<b>26</b>	<b>19</b>	<b>24</b>	<b>4</b>	<b>413</b>	

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 09000 En Con**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 23-27	20	10	9	0	1	0	0	8	8	0	0	0	0	2	
Grades 28-31	18	12	11	0	0	1	0	2	2	0	0	0	0	4	
Grades 32+	42	30	30	0	0	0	0	10	10	0	0	0	0	2	
<b>Professionals</b>															
Grades 01-17	102	66	56	2	3	5	0	14	11	1	1	1	0	22	
Grades 18-22	831	440	393	19	9	17	2	249	231	4	9	4	1	142	
Grades 23-27	1,000	749	680	10	10	46	3	213	193	5	3	11	1	38	
Grades 28+	104	76	73	0	0	3	0	25	23	0	1	1	0	3	
<b>Technicians</b>															
Grades 01-10	30	15	14	0	0	1	0	5	5	0	0	0	0	10	
Grades 11-14	150	117	117	0	0	0	0	14	14	0	0	0	0	19	
Grades 15-18	176	157	149	3	3	2	0	11	10	0	1	0	0	8	
Grades 19+	87	80	75	5	0	0	0	2	2	0	0	0	0	5	
<b>Protective Service</b>															
Grades 01-13	2	1	1	0	0	0	0	0	0	0	0	0	0	1	
Grade 14	108	85	85	0	0	0	0	11	11	0	0	0	0	12	
Grades 15-17	260	195	194	1	0	0	0	17	15	0	1	1	0	48	
Grades 18+	23	22	22	0	0	0	0	1	1	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 01-08	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
Grades 10-13	61	5	5	0	0	0	0	55	50	3	0	2	0	1	
Grades 14+	9	0	0	0	0	0	0	5	5	0	0	0	0	4	
<b>Administrative Support</b>															
Grades 04-07	129	22	19	2	1	0	0	80	71	5	2	1	1	27	
Grades 08-11	186	14	11	1	2	0	0	165	155	6	1	2	1	7	
Grades 12-15	56	3	3	0	0	0	0	52	50	2	0	0	0	1	
Grades 16+	5	0	0	0	0	0	0	5	5	0	0	0	0	0	
<b>Skilled Craft</b>															
Grades 01-08	11	7	7	0	0	0	0	0	0	0	0	0	0	4	
Grade 12	97	87	86	0	1	0	0	2	2	0	0	0	0	8	
Grades 13+	30	28	28	0	0	0	0	0	0	0	0	0	0	2	
<b>Service/Maintenance</b>															
Grades 01-04	2	1	1	0	0	0	0	0	0	0	0	0	0	1	
Grades 05-06	28	14	13	0	1	0	0	6	5	0	0	1	0	8	
Grades 07-08	4	1	1	0	0	0	0	2	2	0	0	0	0	1	
Grades 09+	144	100	100	0	0	0	0	11	11	0	0	0	0	33	
<b>TOTALS</b>	<b>3,718</b>	<b>2,626</b>	<b>2,183</b>	<b>43</b>	<b>31</b>	<b>75</b>	<b>5</b>	<b>1,091</b>	<b>895</b>	<b>26</b>	<b>19</b>	<b>24</b>	<b>4</b>	<b>413</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01000	Executive Chamb	***** MALE *****					***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	9	5	4	0	0	1	0	4	4	0	0	0	0	0
Non-Competitive	18	13	12	1	0	0	0	4	3	0	0	1	0	1
Exempt	146	57	47	5	4	1	0	86	71	9	5	1	0	3
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>174</b>	<b>78</b>	<b>64</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>96</b>	<b>78</b>	<b>9</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>4</b>

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01000 Executive Chamb

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
<b>Officials and Administrators</b>															
Grades 01-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 23-27	1	0	0	0	0	0	0	1	0	0	1	0	0	0	
Grades 28-31	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
Grades 32+	20	11	10	1	0	0	0	9	6	2	0	1	0	0	
<b>Professionals</b>															
Grades 01-17	4	2	2	0	0	0	0	2	2	0	0	0	0	0	
Grades 18-22	5	2	2	0	0	0	0	3	2	0	1	0	0	0	
Grades 23-27	10	5	3	1	0	1	0	4	3	1	0	0	0	1	
Grades 28+	39	25	21	1	2	1	0	14	11	2	1	0	0	0	
Other*	18	13	12	1	0	0	0	4	3	0	0	1	0	1	
<b>Paraprofessionals</b>															
Grades 14+	11	7	5	2	0	0	0	4	4	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 08-11	5	0	0	0	0	0	0	5	4	1	0	0	0	0	
Grades 12-15	14	2	1	0	1	0	0	10	10	0	0	0	0	2	
Grades 16+	43	6	5	0	1	0	0	37	32	3	2	0	0	0	
<b>TOTALS</b>	<b>174</b>	<b>78</b>	<b>64</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>96</b>	<b>78</b>	<b>9</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>4</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01050	OGS	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	1,174	808	723	37	14	32	2	351	304	28	9	8	2	15
Non-Competitive	342	274	230	29	11	4	0	58	44	14	0	0	0	10
Exempt	39	23	18	5	0	0	0	14	12	1	1	0	0	2
Labor	451	285	188	81	9	7	0	147	92	39	6	10	0	19
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Pending Exempt	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>2,008</b>	<b>1,414</b>	<b>1,161</b>	<b>152</b>	<b>34</b>	<b>43</b>	<b>2</b>	<b>584</b>	<b>452</b>	<b>82</b>	<b>16</b>	<b>18</b>	<b>2</b>	<b>46</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01050 OGS**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	22	16	15	1	0	0	0	6	3	2	1	0	0	0
Grades 23-27	24	17	15	2	0	0	0	7	7	0	0	0	0	0
Grades 28-31	26	19	15	3	0	1	0	7	7	0	0	0	0	0
Grades 32+	19	14	13	1	0	0	0	5	5	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	36	19	16	2	0	1	0	12	9	2	0	1	0	5
Grades 18-22	280	171	146	11	6	8	0	104	89	6	3	5	1	5
Grades 23-27	298	243	224	6	0	13	0	52	47	3	0	1	1	3
Grades 28+	25	20	18	1	1	0	0	5	5	0	0	0	0	0
Other*	28	13	9	3	0	1	0	10	8	2	0	0	0	5
<b>Technicians</b>														
Grades 01-10	3	3	3	0	0	0	0	0	0	0	0	0	0	0
Grades 11-14	17	11	7	4	0	0	0	3	3	0	0	0	0	3
Grades 15-18	12	10	8	2	0	0	0	2	2	0	0	0	0	0
Grades 19+	12	12	12	0	0	0	0	0	0	0	0	0	0	0
<b>Protective Service</b>														
Grades 01-13	15	15	15	0	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 01-08	4	4	1	2	0	1	0	0	0	0	0	0	0	0
Grades 10-13	13	0	0	0	0	0	0	13	11	1	1	0	0	0
Grades 14+	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Other*	2	1	0	0	0	1	0	1	1	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	90	38	34	3	1	0	0	50	39	8	3	0	0	2
Grades 08-11	118	26	24	1	1	0	0	92	80	10	1	1	0	0
Grades 12-15	34	9	9	0	0	0	0	25	24	0	1	0	0	0
Grades 16+	4	0	0	0	0	0	0	4	4	0	0	0	0	0
<b>Skilled Craft</b>														
Grades 01-08	24	24	16	1	7	0	0	0	0	0	0	0	0	0
Grades 09-11	12	12	8	2	2	0	0	0	0	0	0	0	0	0
Grade 12	119	119	110	6	2	1	0	0	0	0	0	0	0	0
Grades 13+	229	223	204	7	2	8	2	3	3	0	0	0	0	3
<b>Service/Maintenance</b>														
Grades 05-06	265	172	104	58	6	4	0	85	49	29	3	4	0	8
Grades 07-08	42	28	20	7	0	1	0	12	6	4	2	0	0	2
Grades 09+	82	66	53	9	3	1	0	15	11	4	0	0	0	1
Other*	152	87	62	20	3	2	0	56	39	10	1	6	0	9
<b>TOTALS</b>	<b>2,008</b>	<b>1,414</b>	<b>1,161</b>	<b>152</b>	<b>34</b>	<b>43</b>	<b>2</b>	<b>584</b>	<b>452</b>	<b>82</b>	<b>16</b>	<b>18</b>	<b>2</b>	<b>46</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	12999	HEALTH-M/O+FACS													
		***** MALE *****							TOTAL	***** FEMALE *****					
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	4,833	1,546	1,313	114	42	72	5	3,060	2,481	361	84	128	6	227	
Non-Competitive	1,634	572	425	63	35	47	2	959	559	261	69	66	4	103	
Exempt	105	51	48	3	0	0	0	51	48	2	1	0	0	3	
Labor	124	59	19	20	17	3	0	61	23	16	18	3	1	4	
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
Pending Non-Competitive	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Pending Exempt	8	4	3	0	1	0	0	4	3	1	0	0	0	0	
<b>TOTALS</b>	<b>6,706</b>	<b>2,355</b>	<b>1,808</b>	<b>200</b>	<b>95</b>	<b>122</b>	<b>7</b>	<b>4,329</b>	<b>3,115</b>	<b>641</b>	<b>172</b>	<b>197</b>	<b>11</b>	<b>338</b>	

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 12999 HEALTH-M/O+FACS**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					<u>UNK+</u>
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>		
<b>Officials and Administrators</b>															
Grades 01-22	7	5	5	0	0	0	0	2	2	0	0	0	0	0	
Grades 23-27	32	8	7	1	0	0	0	23	18	3	2	0	0	1	
Grades 28-31	63	32	32	0	0	0	0	31	28	1	1	1	0	0	
Grades 32+	84	42	37	3	1	1	0	36	31	4	1	0	0	6	
<b>Professionals</b>															
Grades 01-17	414	62	42	9	8	3	0	317	221	39	14	41	2	35	
Grades 18-22	1,620	470	387	38	12	32	1	1,015	862	88	16	46	3	135	
Grades 23-27	1,549	779	706	28	13	31	1	748	655	49	14	27	3	22	
Grades 28+	372	235	208	6	2	19	0	131	120	3	1	7	0	6	
Other*	49	10	2	1	1	6	0	7	6	0	0	1	0	32	
<b>Technicians</b>															
Grades 01-10	120	19	11	5	1	2	0	90	61	21	3	5	0	11	
Grades 11-14	127	26	21	3	0	2	0	97	73	20	0	4	0	4	
Grades 15-18	71	39	35	3	0	0	1	30	21	3	1	5	0	2	
Grades 19+	26	14	11	2	1	0	0	8	8	0	0	0	0	4	
Other*	7	5	1	1	0	3	0	1	0	1	0	0	0	1	
<b>Protective Service</b>															
Grades 01-13	57	50	40	3	4	1	2	6	5	0	1	0	0	1	
Grades 15-17	1	0	0	0	0	0	0	1	0	1	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 01-08	654	57	22	27	3	5	0	574	252	242	48	30	2	23	
Grade 09	6	2	1	0	1	0	0	4	1	0	2	1	0	0	
Grades 10-13	118	11	7	4	0	0	0	105	85	11	5	4	0	2	
Grades 14+	40	6	5	0	0	1	0	31	29	1	1	0	0	3	
Other*	5	1	1	0	0	0	0	1	1	0	0	0	0	3	
<b>Administrative Support</b>															
Grades 04-07	272	49	36	8	2	3	0	196	127	51	13	5	0	27	
Grades 08-11	445	46	35	5	1	5	0	394	326	48	12	8	0	5	
Grades 12-15	96	14	13	0	1	0	0	82	70	8	2	2	0	0	
Grades 16+	20	3	3	0	0	0	0	17	16	0	1	0	0	0	
<b>Skilled Craft</b>															
Grades 01-08	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 09-11	22	13	8	5	0	0	0	8	6	2	0	0	0	1	
Grade 12	30	29	18	0	10	1	0	0	0	0	0	0	0	1	
Grades 13+	54	51	44	3	4	0	0	3	3	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 01-04	10	6	4	1	0	0	1	4	4	0	0	0	0	0	
Grades 05-06	251	104	44	32	22	6	0	135	63	37	26	8	1	12	
Grades 07-08	31	12	6	4	2	0	0	18	10	3	5	0	0	1	
Grades 09+	52	32	16	8	6	1	1	20	10	5	3	2	0	0	
<b>TOTALS</b>	<b>6,706</b>	<b>2,355</b>	<b>1,808</b>	<b>200</b>	<b>95</b>	<b>122</b>	<b>7</b>	<b>4,329</b>	<b>3,115</b>	<b>641</b>	<b>172</b>	<b>197</b>	<b>11</b>	<b>338</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.  
+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	11100	Higher Educ Svc	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	649	244	216	18	7	1	2	399	326	44	18	10	1	6
Non-Competitive	48	23	13	8	2	0	0	22	16	4	0	2	0	3
Exempt	10	7	6	0	1	0	0	3	2	1	0	0	0	0
Labor	8	5	1	4	0	0	0	3	0	3	0	0	0	0
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Pending Exempt	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>717</b>	<b>287</b>	<b>238</b>	<b>30</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>429</b>	<b>344</b>	<b>52</b>	<b>18</b>	<b>12</b>	<b>1</b>	<b>9</b>

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 11100 Higher Educ Svc**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	2	1	1	0	0	0	0	1	0	1	0	0	0	0
Grades 23-27	8	4	4	0	0	0	0	4	4	0	0	0	0	0
Grades 28-31	11	8	8	0	0	0	0	3	3	0	0	0	0	0
Grades 32+	8	7	6	0	1	0	0	1	1	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	9	4	4	0	0	0	0	5	4	1	0	0	0	0
Grades 18-22	132	53	47	4	2	0	0	77	64	5	3	4	1	2
Grades 23-27	157	81	73	3	2	1	2	74	71	1	1	1	0	2
Grades 28+	6	1	1	0	0	0	0	5	4	0	0	1	0	0
Other*	26	7	1	4	2	0	0	16	10	4	0	2	0	3
<b>Technicians</b>														
Grades 11-14	10	2	2	0	0	0	0	8	6	1	0	1	0	0
<b>Paraprofessionals</b>														
Grades 10-13	107	38	31	6	1	0	0	68	46	13	8	1	0	1
Grades 14+	28	17	15	0	2	0	0	11	5	4	2	0	0	0
<b>Administrative Support</b>														
Grades 04-07	74	23	15	8	0	0	0	51	40	9	1	1	0	0
Grades 08-11	95	22	20	2	0	0	0	72	58	11	3	0	0	1
Grades 12-15	34	7	7	0	0	0	0	27	26	1	0	0	0	0
Grades 16+	5	2	2	0	0	0	0	3	2	0	0	1	0	0
<b>Service/Maintenance</b>														
Grades 05-06	3	2	0	2	0	0	0	1	0	1	0	0	0	0
Grades 07-08	2	2	1	1	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>717</b>	<b>287</b>	<b>238</b>	<b>30</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>429</b>	<b>344</b>	<b>52</b>	<b>18</b>	<b>12</b>	<b>1</b>	<b>9</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01080	Housng & Comm Ren		***** MALE *****					TOTAL	***** FEMALE *****					UNK+
		TOTAL	MALE	W	B	H	AS	AI		FEMALE	W	B	H	AS	
Competitive		832	387	231	67	33	56	0	386	165	147	45	28	1	59
Non-Competitive		29	15	6	8	1	0	0	14	6	6	1	1	0	0
Exempt		35	20	14	3	2	0	1	15	10	4	1	0	0	0
Labor		13	7	0	2	4	1	0	6	0	4	2	0	0	0
Unclassified		1	0	0	0	0	0	0	0	0	0	0	0	0	1
Pending Exempt		3	1	1	0	0	0	0	2	2	0	0	0	0	0
<b>TOTALS</b>		<b>913</b>	<b>459</b>	<b>252</b>	<b>80</b>	<b>40</b>	<b>57</b>	<b>1</b>	<b>453</b>	<b>183</b>	<b>161</b>	<b>49</b>	<b>29</b>	<b>1</b>	<b>60</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01080 Housng & Comm Ren**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** MALE *****					<u>TOTAL</u>		***** FEMALE *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 23-27	8	3	2	0	0	1	0	5	4	1	0	0	0	0
Grades 28-31	21	13	11	0	1	0	1	8	5	1	2	0	0	0
Grades 32+	21	14	12	1	1	0	0	6	5	0	1	0	0	1
<b>Professionals</b>														
Grades 01-17	2	1	1	0	0	0	0	1	0	1	0	0	0	0
Grades 18-22	183	93	46	20	12	15	0	67	29	24	10	4	0	23
Grades 23-27	231	143	104	18	6	15	0	72	51	15	3	2	1	16
Grades 28+	44	30	26	3	1	0	0	13	10	3	0	0	0	1
<b>Technicians</b>														
Grades 01-10	22	6	1	4	1	0	0	14	3	8	1	2	0	2
Grades 11-14	126	51	15	17	3	16	0	67	7	36	9	15	0	8
Grades 15-18	54	28	13	5	8	2	0	24	11	8	4	1	0	2
Grades 19+	20	15	8	2	1	4	0	5	1	2	0	2	0	0
<b>Paraprofessionals</b>														
Grades 10-13	2	1	0	0	0	1	0	1	1	0	0	0	0	0
Grades 14+	19	4	4	0	0	0	0	14	7	5	2	0	0	1
Other*	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	61	9	2	6	1	0	0	48	10	28	10	0	0	4
Grades 08-11	61	5	3	1	0	1	0	54	31	18	3	2	0	2
Grades 12-15	16	2	1	0	0	1	0	14	5	6	2	1	0	0
Grades 16+	5	1	1	0	0	0	0	4	3	1	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	13	7	0	2	4	1	0	6	0	4	2	0	0	0
Grades 07-08	2	2	1	0	1	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>913</b>	<b>459</b>	<b>252</b>	<b>80</b>	<b>40</b>	<b>57</b>	<b>1</b>	<b>453</b>	<b>183</b>	<b>161</b>	<b>49</b>	<b>29</b>	<b>1</b>	<b>60</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	07950	Hsng Finance Ag	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	34	18	16	1	0	1	0	16	8	8	0	0	0	0
Non-Competitive	2	1	0	1	0	0	0	1	0	1	0	0	0	0
Exempt	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Labor	4	3	1	0	2	0	0	1	0	0	1	0	0	0
<b>TOTALS</b>	<b>42</b>	<b>22</b>	<b>17</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>10</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 07950 Hsng Finance Ag

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Other*	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>Professionals</b>														
Grades 18-22	5	3	2	1	0	0	0	2	1	1	0	0	0	0
Grades 23-27	8	7	6	1	0	0	0	1	1	0	0	0	0	0
Other*	11	7	7	0	0	0	0	4	3	1	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	9	2	1	0	1	0	0	7	2	5	0	0	0	0
Grades 08-11	3	1	0	0	0	1	0	2	0	2	0	0	0	0
Grades 12-15	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	3	2	1	0	1	0	0	1	0	0	1	0	0	0
<b>TOTALS</b>	<b>42</b>	<b>22</b>	<b>17</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>10</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01090	Human Rights	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	138	42	21	9	6	6	0	76	27	29	17	3	0	20
Non-Competitive	41	21	12	4	4	1	0	17	3	10	4	0	0	3
Exempt	8	3	1	0	1	1	0	3	2	0	1	0	0	2
Labor	2	0	0	0	0	0	0	2	1	0	1	0	0	0
Unclassified	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Pending Exempt	2	1	0	0	0	1	0	0	0	0	0	0	0	1
<b>TOTALS</b>	<b>192</b>	<b>77</b>	<b>34</b>	<b>13</b>	<b>11</b>	<b>9</b>	<b>0</b>	<b>115</b>	<b>33</b>	<b>40</b>	<b>23</b>	<b>3</b>	<b>0</b>	<b>26</b>

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01090 Human Rights**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 23-27	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Grades 28-31	2	1	0	0	0	1	0	1	0	0	1	0	0	0
Grades 32+	6	3	1	0	1	1	0	2	1	1	0	0	0	1
<b>Professionals</b>														
Grades 01-17	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Grades 18-22	74	23	14	4	3	2	0	37	14	14	8	1	0	14
Grades 23-27	46	25	17	0	4	4	0	16	4	6	5	1	0	5
Grades 28+	5	1	1	0	0	0	0	3	3	0	0	0	0	1
Other*	7	5	1	4	0	0	0	1	0	1	0	0	0	1
<b>Technicians</b>														
Grades 11-14	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	16	3	0	1	2	0	0	12	5	2	5	0	0	1
Grades 14+	3	1	0	1	0	0	0	2	1	1	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	19	1	0	1	0	0	0	16	3	10	2	1	0	2
Grades 08-11	6	1	0	0	0	1	0	5	2	2	1	0	0	0
Grades 12-15	3	0	0	0	0	0	0	3	0	3	0	0	0	0
Grades 16+	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Service/Maintenance</b>														
Grades 05-06	1	0	0	0	0	0	0	1	0	0	1	0	0	0
<b>TOTALS</b>	<b>192</b>	<b>77</b>	<b>34</b>	<b>13</b>	<b>11</b>	<b>9</b>	<b>0</b>	<b>115</b>	<b>33</b>	<b>40</b>	<b>23</b>	<b>3</b>	<b>0</b>	<b>26</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	13000	Insurance	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	857	425	241	89	18	77	0	404	197	120	16	71	0	28
Non-Competitive	101	67	54	7	4	2	0	21	13	2	0	6	0	13
Exempt	22	15	12	1	2	0	0	7	4	2	0	1	0	0
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Pending Exempt	11	7	6	1	0	0	0	4	2	2	0	0	0	0
<b>TOTALS</b>	<b>992</b>	<b>532</b>	<b>314</b>	<b>98</b>	<b>24</b>	<b>79</b>	<b>0</b>	<b>453</b>	<b>216</b>	<b>126</b>	<b>16</b>	<b>78</b>	<b>0</b>	<b>41</b>

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 13000 Insurance**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	3	1	0	1	0	0	0	2	0	2	0	0	0	0
Grades 23-27	4	2	1	0	1	0	0	2	2	0	0	0	0	0
Grades 28-31	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Grades 32+	32	26	24	1	0	1	0	6	4	2	0	0	0	0
<b>Professionals</b>														
Grades 01-17	23	14	13	0	1	0	0	8	7	1	0	0	0	1
Grades 18-22	223	122	52	37	7	26	0	86	25	34	1	26	0	15
Grades 23-27	331	192	100	45	10	37	0	132	65	32	6	29	0	7
Grades 28+	188	129	109	5	2	13	0	56	40	5	0	11	0	3
Other*	29	8	4	2	1	1	0	12	6	0	0	6	0	9
<b>Technicians</b>														
Grades 11-14	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Grades 15-18	5	1	1	0	0	0	0	4	3	1	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	5	1	1	0	0	0	0	4	4	0	0	0	0	0
Grades 14+	7	2	1	0	1	0	0	5	4	1	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	40	6	2	3	1	0	0	29	9	14	5	1	0	5
Grades 08-11	66	4	3	1	0	0	0	61	27	27	4	3	0	1
Grades 12-15	24	5	2	2	0	1	0	19	13	5	0	1	0	0
Grades 16+	7	1	0	1	0	0	0	6	4	1	0	1	0	0
<b>Service/Maintenance</b>														
Grades 09+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>992</b>	<b>532</b>	<b>314</b>	<b>98</b>	<b>24</b>	<b>79</b>	<b>0</b>	<b>453</b>	<b>216</b>	<b>126</b>	<b>16</b>	<b>78</b>	<b>0</b>	<b>41</b>

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**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	00640	Insurance Fund	***** MALE *****						TOTAL	***** FEMALE *****						
			TOTAL	MALE	W	B	H	AS		AI	FEMALE	W	B	H	AS	AI
JURISDICTIONAL CLASS			TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive			2,449	1,044	667	187	38	147	5	1,328	732	418	68	106	4	77
Non-Competitive			166	72	62	8	2	0	0	84	59	16	6	3	0	10
Exempt			26	19	16	1	0	2	0	7	6	0	1	0	0	0
Labor			5	5	3	2	0	0	0	0	0	0	0	0	0	0
Pending Exempt			1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>TOTALS</b>			2,647	1,168	748	198	40	149	5	1,460	798	434	75	109	4	87

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**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 00640 Insurance Fund**

<u>JOB CATEGORY/GRADE RANGE</u>	TOTAL		*****MALE*****					TOTAL		*****FEMALE*****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 23-27	5	3	3	0	0	0	0	2	2	0	0	0	0	0	
Grades 28-31	12	7	7	0	0	0	0	5	5	0	0	0	0	0	
Grades 32+	19	14	12	1	0	1	0	5	4	0	1	0	0	0	
<b>Professionals</b>															
Grades 01-17	60	34	23	5	2	3	1	22	10	8	2	2	0	4	
Grades 18-22	1,261	552	345	100	19	87	1	654	415	155	26	57	1	55	
Grades 23-27	445	272	189	31	8	41	3	165	109	29	4	22	1	8	
Grades 28+	59	39	35	2	0	2	0	20	16	2	1	1	0	0	
Other*	10	2	0	2	0	0	0	6	1	5	0	0	0	2	
<b>Technicians</b>															
Grades 11-14	64	23	16	6	0	1	0	41	18	20	2	1	0	0	
Grades 15-18	7	2	2	0	0	0	0	5	4	1	0	0	0	0	
Grades 19+	14	14	13	1	0	0	0	0	0	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grade 09	1	1	0	1	0	0	0	0	0	0	0	0	0	0	
Grades 10-13	12	2	2	0	0	0	0	10	7	1	1	1	0	0	
Grades 14+	7	2	1	1	0	0	0	5	1	2	1	1	0	0	
<b>Administrative Support</b>															
Grades 04-07	280	73	33	29	7	4	0	206	58	122	15	11	0	1	
Grades 08-11	321	70	48	12	3	7	0	235	123	80	18	12	2	16	
Grades 12-15	42	15	10	3	0	2	0	26	16	7	3	0	0	1	
Grades 16+	23	10	8	1	0	1	0	13	9	2	1	1	0	0	
<b>Service/Maintenance</b>															
Grades 05-06	3	3	1	2	0	0	0	0	0	0	0	0	0	0	
Grades 09+	2	2	0	1	1	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>2,647</b>	<b>1,168</b>	<b>748</b>	<b>198</b>	<b>40</b>	<b>149</b>	<b>5</b>	<b>1,460</b>	<b>798</b>	<b>434</b>	<b>75</b>	<b>109</b>	<b>4</b>	<b>87</b>	

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**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	14020	Labor	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
Competitive	3,235	1,381	1,122	106	79	65	9	1,752	1,388	198	115	39	12	102	
Non-Competitive	132	89	63	19	7	0	0	38	31	6	1	0	0	5	
Exempt	47	22	17	1	3	1	0	25	17	4	4	0	0	0	
Labor	3	3	2	0	1	0	0	0	0	0	0	0	0	0	
Unclassified	14	5	5	0	0	0	0	6	5	1	0	0	0	3	
Pending Non-Competitive	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>TOTALS</b>	<b>3,432</b>	<b>1,549</b>	<b>1,209</b>	<b>126</b>	<b>90</b>	<b>66</b>	<b>9</b>	<b>1,875</b>	<b>1,442</b>	<b>209</b>	<b>120</b>	<b>39</b>	<b>12</b>	<b>110</b>	

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**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 14020 Labor**

<u>JOB CATEGORY/GRADE RANGE</u>	TOTAL		*****MALE*****					TOTAL	*****FEMALE*****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 23-27	17	11	8	0	3	0	0	6	4	1	1	0	0	0
Grades 28-31	37	23	16	3	2	2	0	14	10	2	2	0	0	0
Grades 32+	29	20	19	0	1	0	0	8	8	0	0	0	0	1
Other*	4	2	2	0	0	0	0	0	0	0	0	0	0	2
<b>Professionals</b>														
Grades 01-17	822	328	242	35	32	18	1	455	335	58	44	15	3	39
Grades 18-22	701	358	276	32	20	24	6	334	250	40	30	10	4	9
Grades 23-27	528	305	270	13	5	16	1	221	193	18	5	4	1	2
Grades 28+	44	24	24	0	0	0	0	20	17	1	2	0	0	0
<b>Technicians</b>														
Grades 11-14	107	58	52	4	2	0	0	45	38	6	0	1	0	4
Grades 15-18	188	147	128	11	5	3	0	33	22	7	4	0	0	8
Grades 19+	52	46	42	2	1	1	0	6	6	0	0	0	0	0
<b>Protective Service</b>														
Grades 01-13	21	21	5	10	6	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	45	11	7	1	3	0	0	34	29	2	3	0	0	0
Grades 14+	8	2	2	0	0	0	0	6	5	1	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	217	33	23	6	2	1	1	178	125	40	6	5	2	6
Grades 08-11	442	72	59	5	7	1	0	334	280	26	22	4	2	36
Grades 12-15	134	22	19	3	0	0	0	109	101	7	1	0	0	3
Grades 16+	20	2	2	0	0	0	0	18	18	0	0	0	0	0
<b>Skilled Craft</b>														
Grades 13+	2	2	2	0	0	0	0	0	0	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	3	3	2	0	1	0	0	0	0	0	0	0	0	0
Grades 07-08	2	2	1	1	0	0	0	0	0	0	0	0	0	0
Grades 09+	8	8	8	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>3,432</b>	<b>1,549</b>	<b>1,209</b>	<b>126</b>	<b>90</b>	<b>66</b>	<b>9</b>	<b>1,875</b>	<b>1,442</b>	<b>209</b>	<b>120</b>	<b>39</b>	<b>12</b>	<b>110</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	20050	Lottery	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	314	171	148	6	4	12	1	141	111	14	11	5	0	2
Non-Competitive	19	12	11	1	0	0	0	7	5	0	2	0	0	0
Exempt	9	4	4	0	0	0	0	5	3	1	1	0	0	0
Labor	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>343</b>	<b>189</b>	<b>164</b>	<b>7</b>	<b>4</b>	<b>12</b>	<b>1</b>	<b>154</b>	<b>119</b>	<b>15</b>	<b>14</b>	<b>5</b>	<b>0</b>	<b>2</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 20050 Lottery**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****						<u>TOTAL</u>		***** <u>FEMALE</u> *****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>		
<b>Officials and Administrators</b>																
Grades 01-22	8	3	3	0	0	0	0	5	4	0	1	0	0	0		
Grades 23-27	5	3	3	0	0	0	0	2	2	0	0	0	0	0		
Grades 28-31	7	6	6	0	0	0	0	1	1	0	0	0	0	0		
Grades 32+	5	5	5	0	0	0	0	0	0	0	0	0	0	0		
<b>Professionals</b>																
Grades 01-17	115	79	63	4	2	9	1	36	23	4	5	4	0	0		
Grades 18-22	64	43	38	0	2	3	0	19	17	1	0	1	0	2		
Grades 23-27	35	17	16	1	0	0	0	18	18	0	0	0	0	0		
Grades 28+	1	1	1	0	0	0	0	0	0	0	0	0	0	0		
Other*	5	4	4	0	0	0	0	1	1	0	0	0	0	0		
<b>Technicians</b>																
Grades 11-14	5	3	3	0	0	0	0	2	1	1	0	0	0	0		
Grades 15-18	4	3	3	0	0	0	0	1	0	0	1	0	0	0		
<b>Paraprofessionals</b>																
Grades 10-13	1	0	0	0	0	0	0	1	1	0	0	0	0	0		
Grades 14+	2	0	0	0	0	0	0	2	2	0	0	0	0	0		
Other*	10	4	4	0	0	0	0	6	4	0	2	0	0	0		
<b>Administrative Support</b>																
Grades 04-07	17	3	3	0	0	0	0	14	10	2	2	0	0	0		
Grades 08-11	39	7	6	1	0	0	0	32	24	5	3	0	0	0		
Grades 12-15	12	1	1	0	0	0	0	11	9	2	0	0	0	0		
Grades 16+	3	1	1	0	0	0	0	2	2	0	0	0	0	0		
<b>Service/Maintenance</b>																
Grades 05-06	1	1	1	0	0	0	0	0	0	0	0	0	0	0		
Grades 07-08	4	4	3	1	0	0	0	0	0	0	0	0	0	0		
<b>TOTALS</b>	<b>343</b>	<b>189</b>	<b>164</b>	<b>7</b>	<b>4</b>	<b>12</b>	<b>1</b>	<b>154</b>	<b>119</b>	<b>15</b>	<b>14</b>	<b>5</b>	<b>0</b>	<b>2</b>		

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	50999	OMH-M/O+FACS	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	15,658	5,176	3,104	1,319	328	411	14	8,555	4,822	2,553	508	637	35	1,927	
Non-Competitive	1,914	1,147	719	249	95	79	5	478	322	81	29	43	3	289	
Exempt	23	14	14	0	0	0	0	7	7	0	0	0	0	2	
Labor	597	251	90	109	45	6	1	180	54	78	38	9	1	166	
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Pending Non-Competitive	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>18,195</b>	<b>7,458</b>	<b>3,930</b>	<b>1,677</b>	<b>468</b>	<b>496</b>	<b>20</b>	<b>10,491</b>	<b>5,205</b>	<b>2,712</b>	<b>575</b>	<b>689</b>	<b>39</b>	<b>2,384</b>	

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 50999 OMH-M/O+FACS**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					<u>UNK+</u>
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>		
<b>Officials and Administrators</b>															
Grades 01-22	25	20	15	5	0	0	0	4	2	1	1	0	0	1	
Grades 23-27	106	51	39	8	3	1	0	54	40	9	2	3	0	1	
Grades 28-31	35	16	15	0	1	0	0	17	14	2	1	0	0	2	
Grades 32+	239	134	107	7	4	15	1	97	73	8	3	13	0	8	
<b>Professionals</b>															
Grades 01-17	2,378	480	336	91	14	39	0	1,525	873	319	49	279	5	373	
Grades 18-22	2,511	715	528	102	31	53	1	1,540	1,070	273	93	97	7	256	
Grades 23-27	1,791	763	643	35	32	52	1	860	698	73	36	53	0	168	
Grades 28+	1,227	637	385	32	24	192	4	412	212	31	27	141	1	178	
Other*	38	16	15	0	0	1	0	21	19	1	1	0	0	1	
<b>Technicians</b>															
Grades 01-10	223	32	14	12	2	4	0	160	70	70	9	10	1	31	
Grades 11-14	141	17	9	4	1	3	0	109	60	28	8	12	1	15	
Grades 15-18	10	2	1	0	0	1	0	8	6	0	2	0	0	0	
<b>Protective Service</b>															
Grades 01-13	419	283	148	92	36	7	0	72	34	26	12	0	0	64	
Grade 14	569	360	194	128	31	5	2	181	58	108	15	0	0	28	
Grades 15-17	188	146	99	34	13	0	0	40	18	20	2	0	0	2	
Grades 18+	14	14	8	5	1	0	0	0	0	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 01-08	12	0	0	0	0	0	0	10	5	3	2	0	0	2	
Grade 09	3,143	914	325	468	77	40	4	1,615	504	939	141	22	9	614	
Grades 10-13	829	354	156	159	27	10	2	435	178	233	19	2	3	40	
Grades 14+	441	149	85	48	13	2	1	271	153	94	22	1	1	21	
<b>Administrative Support</b>															
Grades 04-07	515	68	42	14	4	8	0	363	231	93	24	11	4	84	
Grades 08-11	645	46	32	5	5	3	1	567	433	90	25	14	5	32	
Grades 12-15	206	12	8	0	3	1	0	193	150	32	9	2	0	1	
Grades 16+	24	6	4	1	0	1	0	18	16	2	0	0	0	0	
Other*	8	1	1	0	0	0	0	7	6	0	0	1	0	0	
<b>Skilled Craft</b>															
Grades 01-08	15	5	1	4	0	0	0	8	5	3	0	0	0	2	
Grades 09-11	90	56	31	16	5	4	0	27	12	13	2	0	0	7	
Grade 12	359	318	206	74	30	7	1	10	5	4	0	1	0	31	
Grades 13+	240	217	173	28	6	10	0	11	7	3	1	0	0	12	
<b>Service/Maintenance</b>															
Grades 05-06	1,171	402	148	175	54	24	1	425	157	185	60	21	2	344	
Grades 07-08	175	119	51	40	24	3	1	40	21	13	5	1	0	16	
Grades 09+	408	238	111	90	27	10	0	120	75	36	4	5	0	50	
<b>TOTALS</b>	<b>18,195</b>	<b>7,458</b>	<b>3,930</b>	<b>1,677</b>	<b>468</b>	<b>496</b>	<b>20</b>	<b>10,491</b>	<b>5,205</b>	<b>2,712</b>	<b>575</b>	<b>689</b>	<b>39</b>	<b>2,384</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.  
+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	51999	OMRDD-M/O+FACS	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	23,372	5,432	3,800	1,307	187	118	20	14,752	10,088	3,980	429	197	58	3,188	
Non-Competitive	1,204	756	533	141	47	30	5	288	200	53	16	16	3	160	
Exempt	39	17	15	1	1	0	0	22	16	6	0	0	0	0	
Labor	302	141	52	71	14	4	0	115	61	43	9	2	0	46	
Unclassified	1	0	0	0	0	0	0	1	0	1	0	0	0	0	
<b>TOTALS</b>	<b>24,918</b>	<b>7,337</b>	<b>4,400</b>	<b>1,520</b>	<b>249</b>	<b>152</b>	<b>25</b>	<b>17,479</b>	<b>10,365</b>	<b>4,083</b>	<b>454</b>	<b>215</b>	<b>61</b>	<b>3,394</b>	

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 51999 OMRDD-M/O+FACS**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					<u>UNK+</u>
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>		
<b>Officials and Administrators</b>															
Grades 01-22	22	15	12	2	1	0	0	7	6	1	0	0	0	0	
Grades 23-27	50	23	22	0	0	1	0	27	25	2	0	0	0	0	
Grades 28-31	17	7	7	0	0	0	0	10	8	2	0	0	0	0	
Grades 32+	69	40	36	1	0	3	0	29	22	5	0	2	0	0	
<b>Professionals</b>															
Grades 01-17	1,842	347	285	50	8	3	1	1,318	1,008	225	23	56	6	177	
Grades 18-22	1,483	366	299	32	7	27	1	1,028	833	128	26	40	1	89	
Grades 23-27	1,181	543	484	31	11	16	1	600	489	76	12	21	2	38	
Grades 28+	252	146	106	4	7	29	0	91	65	6	2	18	0	15	
Other*	130	20	16	3	0	1	0	37	25	7	5	0	0	73	
<b>Technicians</b>															
Grades 01-10	906	70	51	13	4	2	0	696	616	66	6	5	3	140	
Grades 11-14	132	14	10	3	0	1	0	106	95	8	2	0	1	12	
Grades 15-18	11	0	0	0	0	0	0	11	8	3	0	0	0	0	
Grades 19+	5	4	4	0	0	0	0	1	1	0	0	0	0	0	
<b>Protective Service</b>															
Grades 01-13	197	138	90	34	14	0	0	39	21	17	1	0	0	20	
Grades 15-17	45	35	24	8	2	1	0	10	7	3	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 01-08	6	0	0	0	0	0	0	6	6	0	0	0	0	0	
Grade 09	11,610	2,315	1,403	789	83	31	9	7,075	4,337	2,433	229	43	33	2,220	
Grades 10-13	3,082	893	633	212	35	7	6	1,896	1,194	635	52	10	5	293	
Grades 14+	1,171	295	209	72	9	3	2	808	585	187	33	1	2	68	
<b>Administrative Support</b>															
Grades 04-07	452	52	43	4	2	3	0	331	253	52	21	4	1	69	
Grades 08-11	540	33	25	7	0	1	0	497	418	57	13	4	5	10	
Grades 12-15	153	12	8	2	1	1	0	138	120	7	9	2	0	3	
Grades 16+	27	3	2	1	0	0	0	24	22	2	0	0	0	0	
Other*	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
<b>Skilled Craft</b>															
Grades 01-08	11	7	5	2	0	0	0	4	4	0	0	0	0	0	
Grades 09-11	64	39	31	6	2	0	0	17	13	4	0	0	0	8	
Grade 12	292	261	192	49	15	4	1	2	2	0	0	0	0	29	
Grades 13+	187	172	142	19	7	3	1	8	5	3	0	0	0	7	
<b>Service/Maintenance</b>															
Grades 05-06	535	227	99	103	17	8	0	232	98	110	14	9	1	76	
Grades 07-08	161	96	50	29	10	6	1	42	26	11	4	0	1	23	
Grades 09+	283	172	111	44	14	1	2	87	52	33	2	0	0	24	
<b>TOTALS</b>	<b>24,918</b>	<b>7,337</b>	<b>4,400</b>	<b>1,520</b>	<b>249</b>	<b>152</b>	<b>25</b>	<b>17,479</b>	<b>10,365</b>	<b>4,083</b>	<b>454</b>	<b>215</b>	<b>61</b>	<b>3,394</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.  
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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

**AGENCY 23000 Motor Vehicles**

JURISDICTIONAL CLASS	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					UNK+
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI		
Competitive	2,972	928	719	115	49	44	1	1,860	1,189	479	147	38	7	184	
Non-Competitive	109	61	49	10	1	1	0	32	27	2	3	0	0	16	
Exempt	47	35	33	1	1	0	0	12	12	0	0	0	0	0	
Labor	10	7	5	2	0	0	0	3	2	0	1	0	0	0	
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
<b>TOTALS</b>	<b>3,139</b>	<b>1,099</b>	<b>806</b>	<b>128</b>	<b>51</b>	<b>45</b>	<b>1</b>	<b>2,024</b>	<b>1,230</b>	<b>481</b>	<b>151</b>	<b>38</b>	<b>7</b>	<b>201</b>	

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 23000 Motor Vehicles**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 23-27	68	33	28	3	2	0	0	35	25	7	1	2	0	0
Grades 28-31	21	13	13	0	0	0	0	8	8	0	0	0	0	0
Grades 32+	13	10	10	0	0	0	0	2	2	0	0	0	0	1
Other*	32	26	24	1	1	0	0	6	6	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	7	3	3	0	0	0	0	4	4	0	0	0	0	0
Grades 18-22	153	70	64	1	2	3	0	71	58	10	1	2	0	12
Grades 23-27	230	141	130	4	2	5	0	80	70	6	2	2	0	9
Grades 28+	14	10	10	0	0	0	0	3	3	0	0	0	0	1
Other*	29	14	10	2	1	1	0	6	6	0	0	0	0	9
<b>Technicians</b>														
Grades 11-14	126	63	38	16	8	1	0	62	34	18	9	1	0	1
Grades 15-18	194	144	126	7	8	3	0	40	27	8	5	0	0	10
Grades 19+	56	51	44	4	2	1	0	4	4	0	0	0	0	1
<b>Protective Service</b>														
Grades 01-13	3	2	0	2	0	0	0	1	0	1	0	0	0	0
<b>Paraprofessionals</b>														
Grade 09	10	0	0	0	0	0	0	10	7	1	2	0	0	0
Grades 10-13	17	8	8	0	0	0	0	9	8	1	0	0	0	0
Grades 14+	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Other*	11	5	5	0	0	0	0	4	4	0	0	0	0	2
<b>Administrative Support</b>														
Grades 04-07	438	103	94	8	1	0	0	297	248	38	6	3	2	38
Grades 08-11	1,379	256	143	67	16	29	1	1,009	549	317	113	27	3	114
Grades 12-15	225	44	28	8	7	1	0	179	117	52	7	1	2	2
Grades 16+	99	23	20	1	1	1	0	75	48	22	5	0	0	1
<b>Skilled Craft</b>														
Grade 12	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	3	3	2	1	0	0	0	0	0	0	0	0	0	0
Grades 07-08	8	8	5	3	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>3,139</b>	<b>1,099</b>	<b>806</b>	<b>128</b>	<b>51</b>	<b>45</b>	<b>1</b>	<b>2,024</b>	<b>1,230</b>	<b>481</b>	<b>151</b>	<b>38</b>	<b>7</b>	<b>201</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	49999	PARKS+RECREATION-M/O+REG CON	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	1,056	664	603	28	28	3	2	285	268	10	6	1	0	107
Non-Competitive	1,176	851	685	80	69	8	9	247	192	27	22	1	5	78
Exempt	11	6	6	0	0	0	0	3	3	0	0	0	0	2
Labor	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Unclassified	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Pending Exempt	3	2	2	0	0	0	0	0	0	0	0	0	0	1
<b>TOTALS</b>	<b>2,248</b>	<b>1,676</b>	<b>1,296</b>	<b>108</b>	<b>97</b>	<b>11</b>	<b>11</b>	<b>565</b>	<b>464</b>	<b>37</b>	<b>28</b>	<b>2</b>	<b>5</b>	<b>189</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 49999 PARKS+RECREATION-M/O+REG COMMS

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					UNK+
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI		
<b>Officials and Administrators</b>															
Grades 01-22	103	93	84	9	0	0	0	8	6	1	1	0	0	2	
Grades 23-27	57	40	38	2	0	0	0	15	13	0	2	0	0	2	
Grades 28-31	36	25	24	1	0	0	0	8	8	0	0	0	0	3	
Grades 32+	14	11	11	0	0	0	0	3	3	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	81	35	29	4	2	0	0	39	37	1	1	0	0	7	
Grades 18-22	195	100	86	4	7	2	1	77	73	2	1	1	0	18	
Grades 23-27	82	53	51	2	0	0	0	26	25	0	1	0	0	3	
Grades 28+	5	4	4	0	0	0	0	1	1	0	0	0	0	0	
<b>Technicians</b>															
Grades 01-10	11	6	4	1	1	0	0	5	5	0	0	0	0	0	
Grades 11-14	19	10	9	0	1	0	0	8	7	1	0	0	0	1	
Grades 15-18	69	65	58	1	6	0	0	3	3	0	0	0	0	1	
Grades 19+	2	1	1	0	0	0	0	0	0	0	0	0	0	1	
<b>Protective Service</b>															
Grades 01-13	12	8	2	2	4	0	0	3	1	1	1	0	0	1	
Grade 14	242	161	141	5	13	2	0	17	14	2	1	0	0	64	
Grades 15-17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 18+	1	1	0	1	0	0	0	0	0	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 01-08	5	3	2	1	0	0	0	1	1	0	0	0	0	1	
Grades 10-13	56	20	7	4	8	1	0	35	26	5	4	0	0	1	
<b>Administrative Support</b>															
Grades 04-07	33	7	7	0	0	0	0	22	18	2	2	0	0	4	
Grades 08-11	52	13	12	1	0	0	0	39	35	3	0	1	0	0	
Grades 12-15	22	1	1	0	0	0	0	21	19	1	1	0	0	0	
Grades 16+	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
<b>Skilled Craft</b>															
Grades 09-11	11	10	6	0	4	0	0	1	1	0	0	0	0	0	
Grade 12	372	310	267	24	16	2	1	17	14	3	0	0	0	45	
Grades 13+	69	69	59	6	3	1	0	0	0	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 01-04	166	108	94	9	4	0	1	52	45	2	3	0	2	6	
Grades 05-06	73	43	32	5	6	0	0	29	18	5	5	0	1	1	
Grades 09+	455	324	265	26	22	3	8	103	88	8	5	0	2	28	
Other*	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>2,248</b>	<b>1,676</b>	<b>1,296</b>	<b>108</b>	<b>97</b>	<b>11</b>	<b>11</b>	<b>565</b>	<b>464</b>	<b>37</b>	<b>28</b>	<b>2</b>	<b>5</b>	<b>189</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.  
+Includes individuals who have opted not to self-identify their gender or race/ ethnicity  
W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian  
\* Non-Graded. not equated to a salary grade.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01020	Parole	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	2,022	851	512	218	111	8	2	1,134	573	431	112	14	4	37	
Non-Competitive	81	43	34	6	3	0	0	36	21	10	4	0	1	2	
Exempt	11	8	5	2	1	0	0	3	1	1	1	0	0	0	
Labor	1	1	0	1	0	0	0	0	0	0	0	0	0	0	
Unclassified	20	13	10	3	0	0	0	7	4	1	2	0	0	0	
<b>TOTALS</b>	<b>2,135</b>	<b>923</b>	<b>561</b>	<b>230</b>	<b>115</b>	<b>8</b>	<b>2</b>	<b>1,200</b>	<b>599</b>	<b>443</b>	<b>119</b>	<b>14</b>	<b>5</b>	<b>39</b>	

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01020 Parole**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 23-27	6	3	2	1	0	0	0	3	3	0	0	0	0	0
Grades 28-31	18	11	8	2	1	0	0	7	3	3	1	0	0	0
Grades 32+	26	18	12	3	3	0	0	8	4	2	2	0	0	0
<b>Professionals</b>														
Grades 01-17	2	0	0	0	0	0	0	2	1	1	0	0	0	0
Grades 18-22	1,108	607	358	160	83	4	2	477	175	230	68	1	3	24
Grades 23-27	267	156	104	37	13	2	0	109	58	40	10	0	1	2
Grades 28+	55	44	32	9	3	0	0	11	5	4	2	0	0	0
<b>Protective Service</b>														
Grade 14	14	13	7	2	4	0	0	1	0	1	0	0	0	0
Grades 15-17	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	108	4	2	2	0	0	0	102	70	22	9	1	0	2
Grades 14+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	351	43	27	8	7	1	0	298	161	103	23	10	1	10
Grades 08-11	164	12	6	4	1	1	0	151	113	34	3	1	0	1
Grades 12-15	8	0	0	0	0	0	0	8	4	2	1	1	0	0
Grades 16+	5	2	2	0	0	0	0	3	2	1	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>2,135</b>	<b>923</b>	<b>561</b>	<b>230</b>	<b>115</b>	<b>8</b>	<b>2</b>	<b>1,200</b>	<b>599</b>	<b>443</b>	<b>119</b>	<b>14</b>	<b>5</b>	<b>39</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01200	Prob/Cor Altern	***** MALE *****					***** FEMALE *****					UNK+	
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H		AS
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	31	6	5	1	0	0	0	23	21	2	0	0	0	2
Non-Competitive	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Exempt	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>TOTALS</b>	<b>35</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01200 Prob/Cor Altern

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 28-31	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 32+	2	1	1	0	0	0	0	0	0	0	0	0	0	1
<b>Professionals</b>														
Grades 18-22	5	1	1	0	0	0	0	4	4	0	0	0	0	0
Grades 23-27	15	5	4	1	0	0	0	9	8	1	0	0	0	1
Other*	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Paraprofessionals</b>														
Grades 10-13	4	0	0	0	0	0	0	4	3	1	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	3	0	0	0	0	0	0	2	2	0	0	0	0	1
Grades 08-11	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Grades 12-15	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>TOTALS</b>	<b>35</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	08010	PERB	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	20	5	5	0	0	0	0	15	14	0	0	1	0	0
Non-Competitive	9	0	0	0	0	0	0	8	7	0	1	0	0	1
Exempt	6	6	6	0	0	0	0	0	0	0	0	0	0	0
Unclassified	2	1	1	0	0	0	0	0	0	0	0	0	0	1
<b>TOTALS</b>	<b>37</b>	<b>14</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 08010 PERB

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
<b>Officials and Administrators</b>															
Grades 23-27	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 28-31	3	2	2	0	0	0	0	1	1	0	0	0	0	0	
Grades 32+	5	5	5	0	0	0	0	0	0	0	0	0	0	0	
Other*	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
<b>Professionals</b>															
Grades 01-17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 18-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 28+	11	2	2	0	0	0	0	8	7	0	1	0	0	1	
<b>Paraprofessionals</b>															
Grades 10-13	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 08-11	5	0	0	0	0	0	0	5	4	0	0	1	0	0	
Grades 12-15	7	0	0	0	0	0	0	7	7	0	0	0	0	0	
<b>TOTALS</b>	<b>37</b>	<b>14</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

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**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	16000	Public Service	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	472	238	202	21	3	12	0	193	160	23	7	2	1	41
Non-Competitive	22	6	3	2	1	0	0	6	4	2	0	0	0	10
Exempt	63	41	40	0	0	1	0	22	19	3	0	0	0	0
Labor	2	1	1	0	0	0	0	0	0	0	0	0	0	1
Unclassified	5	1	1	0	0	0	0	2	2	0	0	0	0	2
Pending Exempt	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>TOTALS</b>	<b>565</b>	<b>319</b>	<b>247</b>	<b>23</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>246</b>	<b>186</b>	<b>28</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>54</b>

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 16000 Public Service**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 23-27	5	3	3	0	0	0	0	2	2	0	0	0	0	0
Grades 28-31	11	5	5	0	0	0	0	6	6	0	0	0	0	0
Grades 32+	23	12	11	0	0	1	0	9	9	0	0	0	0	2
<b>Professionals</b>														
Grades 01-17	10	3	1	0	0	2	0	2	0	1	1	0	0	5
Grades 18-22	80	36	25	7	1	3	0	27	22	5	0	0	0	17
Grades 23-27	217	143	124	11	1	7	0	69	58	7	2	2	0	5
Grades 28+	88	67	66	1	0	0	0	21	20	1	0	0	0	0
Other*	12	3	3	0	0	0	0	1	1	0	0	0	0	8
<b>Technicians</b>														
Grades 11-14	18	5	2	1	2	0	0	5	4	0	1	0	0	8
<b>Paraprofessionals</b>														
Grades 10-13	2	0	0	0	0	0	0	1	1	0	0	0	0	1
Grades 14+	3	1	1	0	0	0	0	2	2	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	12	3	2	1	0	0	0	5	2	2	1	0	0	4
Grades 08-11	59	4	3	1	0	0	0	53	41	9	2	0	1	2
Grades 12-15	20	0	0	0	0	0	0	19	16	3	0	0	0	1
Grades 16+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	2	1	1	0	0	0	0	0	0	0	0	0	0	1
Grades 09+	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>565</b>	<b>319</b>	<b>247</b>	<b>23</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>246</b>	<b>186</b>	<b>28</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>54</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01590	Cm	Qy	Cr	Ad	Per	W	Ds	***** MALE *****					***** FEMALE *****				
									TOTAL	W	B	H	AS	AI	TOTAL	W	B	H
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+				
Competitive	19	4	3	0	1	0	0	15	15	0	0	0	0	0				
Non-Competitive	66	23	20	2	1	0	0	38	34	3	1	0	0	5				
Exempt	10	6	6	0	0	0	0	3	3	0	0	0	0	1				
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0				
<b>TOTALS</b>	<b>96</b>	<b>35</b>	<b>30</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>61</b>	<b>52</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>				

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01590 Cm Qy Cr & Ad Per W Ds

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL	***** FEMALE *****					
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 23-27	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Grades 28-31	3	3	3	0	0	0	0	0	0	0	0	0	0	0
Grades 32+	3	3	3	0	0	0	0	0	0	0	0	0	0	0
<b>Professionals</b>														
Grades 01-17	4	3	1	1	1	0	0	1	1	0	0	0	0	0
Grades 18-22	33	5	3	1	1	0	0	24	20	3	1	0	0	4
Grades 23-27	36	16	16	0	0	0	0	18	18	0	0	0	0	2
Grades 28+	2	1	1	0	0	0	0	1	1	0	0	0	0	0
<b>Technicians</b>														
Grades 11-14	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 19+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	2	0	0	0	0	0	0	2	2	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 08-11	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Grades 12-15	4	0	0	0	0	0	0	4	4	0	0	0	0	0
<b>TOTALS</b>	<b>96</b>	<b>35</b>	<b>30</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>61</b>	<b>52</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01510	Racng&Wgrg Bd	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	42	14	14	0	0	0	0	28	25	2	0	1	0	0	
Non-Competitive	58	47	45	1	1	0	0	11	11	0	0	0	0	0	
Exempt	30	21	21	0	0	0	0	9	9	0	0	0	0	0	
Unclassified	3	3	3	0	0	0	0	0	0	0	0	0	0	0	
Pending Exempt	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>135</b>	<b>87</b>	<b>85</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>45</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01510 Racng&Wgrg Bd

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
<b>Officials and Administrators</b>															
Grades 01-22	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 23-27	3	2	2	0	0	0	0	1	1	0	0	0	0	0	
Grades 28-31	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
Grades 32+	6	6	6	0	0	0	0	0	0	0	0	0	0	0	
Other*	4	4	4	0	0	0	0	0	0	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 18-22	12	9	9	0	0	0	0	3	3	0	0	0	0	0	
Grades 23-27	11	9	9	0	0	0	0	2	2	0	0	0	0	0	
Grades 28+	4	4	4	0	0	0	0	0	0	0	0	0	0	0	
Other*	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
<b>Technicians</b>															
Grades 11-14	18	14	14	0	0	0	0	4	4	0	0	0	0	0	
Grades 15-18	32	26	24	1	1	0	0	6	6	0	0	0	0	0	
Grades 19+	9	7	7	0	0	0	0	2	2	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 10-13	3	0	0	0	0	0	0	3	2	0	0	1	0	0	
Grades 14+	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	9	1	1	0	0	0	0	8	6	2	0	0	0	0	
Grades 08-11	11	1	1	0	0	0	0	10	10	0	0	0	0	0	
Grades 12-15	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
Grades 16+	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
<b>TOTALS</b>	<b>135</b>	<b>87</b>	<b>85</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>45</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	01310	Real Prop Svcs	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
<u>JURISDICTIONAL CLASS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
Competitive	361	197	189	1	1	5	1	163	147	9	1	6	0	1
Non-Competitive	4	4	3	1	0	0	0	0	0	0	0	0	0	0
Exempt	2	2	2	0	0	0	0	0	0	0	0	0	0	0
Labor	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>368</b>	<b>205</b>	<b>194</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>163</b>	<b>147</b>	<b>9</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>1</b>

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W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 01310 Real Prop Svcs**

<u>JOB CATEGORY/GRADE RANGE</u>	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 23-27	4	3	2	1	0	0	0	1	1	0	0	0	0	0	
Grades 28-31	10	8	8	0	0	0	0	2	2	0	0	0	0	0	
Grades 32+	4	4	4	0	0	0	0	0	0	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
Grades 18-22	159	78	74	0	1	2	1	80	69	5	1	5	0	1	
Grades 23-27	132	92	89	0	0	3	0	40	39	1	0	0	0	0	
Grades 28+	5	4	4	0	0	0	0	1	1	0	0	0	0	0	
<b>Technicians</b>															
Grades 01-10	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 11-14	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 15-18	5	5	5	0	0	0	0	0	0	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 10-13	12	1	1	0	0	0	0	11	10	1	0	0	0	0	
Grades 14+	1	0	0	0	0	0	0	1	0	0	0	1	0	0	
<b>Administrative Support</b>															
Grades 04-07	6	4	4	0	0	0	0	2	1	1	0	0	0	0	
Grades 08-11	16	1	1	0	0	0	0	15	14	1	0	0	0	0	
Grades 12-15	8	1	1	0	0	0	0	7	7	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 05-06	1	1	0	1	0	0	0	0	0	0	0	0	0	0	
Grades 09+	1	1	0	1	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>368</b>	<b>205</b>	<b>194</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>163</b>	<b>147</b>	<b>9</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>1</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	21110	Regulat Reform	***** MALE *****					***** FEMALE *****					UNK+	
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H		AS
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	9	1	1	0	0	0	0	8	7	1	0	0	0	0
Non-Competitive	12	4	4	0	0	0	0	4	4	0	0	0	0	4
Exempt	16	2	2	0	0	0	0	9	8	1	0	0	0	5
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>38</b>	<b>13</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>19</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>

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**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 21110 Regulat Reform**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 23-27	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
Grades 32+	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	4	0	0	0	0	0	0	4	3	1	0	0	0	0	
Grades 18-22	3	1	1	0	0	0	0	1	1	0	0	0	0	1	
Grades 23-27	14	4	4	0	0	0	0	5	5	0	0	0	0	5	
Grades 28+	8	2	2	0	0	0	0	5	4	1	0	0	0	1	
Other*	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
<b>Administrative Support</b>															
Grades 08-11	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 12-15	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
Grades 16+	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
<b>TOTALS</b>	<b>38</b>	<b>13</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>19</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	19000	State	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	731	338	312	14	4	8	0	374	313	47	6	8	0	19	
Non-Competitive	52	27	16	5	4	1	1	24	18	3	2	1	0	1	
Exempt	68	35	26	3	3	3	0	32	23	5	4	0	0	1	
Labor	7	2	2	0	0	0	0	5	5	0	0	0	0	0	
Unclassified	2	1	1	0	0	0	0	0	0	0	0	0	0	1	
Pending Exempt	37	12	12	0	0	0	0	24	18	1	5	0	0	1	
<b>TOTALS</b>	<b>897</b>	<b>423</b>	<b>369</b>	<b>22</b>	<b>11</b>	<b>12</b>	<b>1</b>	<b>473</b>	<b>377</b>	<b>56</b>	<b>17</b>	<b>9</b>	<b>0</b>	<b>23</b>	

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**AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 19000 State**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****				
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>
<b>Officials and Administrators</b>														
Grades 01-22	3	1	0	0	0	1	0	2	1	0	1	0	0	0
Grades 23-27	8	4	4	0	0	0	0	4	4	0	0	0	0	0
Grades 28-31	11	7	6	0	1	0	0	4	2	1	1	0	0	0
Grades 32+	16	13	10	2	1	0	0	2	2	0	0	0	0	1
<b>Professionals</b>														
Grades 01-17	17	6	6	0	0	0	0	11	8	0	3	0	0	0
Grades 18-22	178	122	114	6	1	1	0	53	45	3	1	4	0	3
Grades 23-27	168	118	110	2	3	3	0	50	43	4	2	1	0	0
Grades 28+	23	11	11	0	0	0	0	11	9	1	1	0	0	1
Other*	12	5	2	0	1	2	0	7	6	1	0	0	0	0
<b>Technicians</b>														
Grades 11-14	28	15	12	1	1	1	0	9	5	2	1	1	0	4
Grades 15-18	22	13	11	1	0	1	0	9	8	1	0	0	0	0
Grades 19+	9	8	7	0	0	1	0	1	1	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	9	3	3	0	0	0	0	6	5	0	1	0	0	0
Grades 14+	5	2	2	0	0	0	0	2	2	0	0	0	0	1
Other*	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	131	29	23	5	0	1	0	91	72	17	1	1	0	11
Grades 08-11	179	37	30	5	2	0	0	140	113	23	3	1	0	2
Grades 12-15	50	10	10	0	0	0	0	40	34	3	2	1	0	0
Grades 16+	8	2	1	0	0	1	0	6	6	0	0	0	0	0
<b>Skilled Craft</b>														
Grades 09-11	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grade 12	2	2	2	0	0	0	0	0	0	0	0	0	0	0
Grades 13+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 05-06	8	3	3	0	0	0	0	5	5	0	0	0	0	0
Grades 09+	7	3	1	0	1	0	1	4	4	0	0	0	0	0
<b>TOTALS</b>	<b>897</b>	<b>423</b>	<b>369</b>	<b>22</b>	<b>11</b>	<b>12</b>	<b>1</b>	<b>473</b>	<b>377</b>	<b>56</b>	<b>17</b>	<b>9</b>	<b>0</b>	<b>23</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	20010	Tax & Finance	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	4,997	1,980	1,638	143	56	138	5	2,752	2,337	193	78	134	10	265	
Non-Competitive	180	93	86	2	1	4	0	55	45	4	3	3	0	32	
Exempt	51	28	27	0	0	1	0	23	23	0	0	0	0	0	
Labor	67	45	39	5	1	0	0	13	12	1	0	0	0	9	
Unclassified	70	61	61	0	0	0	0	9	9	0	0	0	0	0	
Pending Non-Competitive	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Pending Exempt	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>5,367</b>	<b>2,341</b>	<b>1,852</b>	<b>150</b>	<b>58</b>	<b>143</b>	<b>5</b>	<b>3,019</b>	<b>2,427</b>	<b>198</b>	<b>81</b>	<b>137</b>	<b>10</b>	<b>306</b>	

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 2010 Tax& Finance**

<u>JOB CATEGORY/GRADE RANGE</u>	TOTAL		*****MALE*****					TOTAL		*****FEMALE*****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 01-22	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
Grades 23-27	4	1	1	0	0	0	0	3	3	0	0	0	0	0	
Grades 28-31	12	8	6	1	0	1	0	4	4	0	0	0	0	0	
Grades 32+	23	11	11	0	0	0	0	12	12	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	53	17	10	4	2	1	0	34	24	8	1	1	0	2	
Grades 18-22	1,079	484	378	32	15	57	2	547	413	42	19	72	1	48	
Grades 23-27	1,096	639	543	32	9	55	0	447	390	17	10	30	0	10	
Grades 28+	152	106	98	3	1	3	1	46	43	0	2	1	0	0	
Other*	145	88	84	0	0	4	0	29	25	0	2	2	0	28	
<b>Technicians</b>															
Grades 11-14	388	184	135	21	12	15	1	197	161	21	7	6	2	7	
Grades 15-18	129	74	53	12	4	5	0	49	30	15	2	2	0	6	
Grades 19+	64	47	36	9	2	0	0	12	9	2	1	0	0	5	
<b>Paraprofessionals</b>															
Grades 10-13	467	130	115	8	6	1	0	269	232	18	12	5	2	68	
Grades 14+	190	74	71	2	1	0	0	115	107	1	4	2	1	1	
Other*	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	462	93	80	9	3	1	0	327	277	33	11	4	2	42	
Grades 08-11	573	97	95	2	0	0	0	468	430	20	7	10	1	8	
Grades 12-15	131	27	26	0	0	0	1	104	96	7	1	0	0	0	
Grades 16+	32	10	10	0	0	0	0	22	22	0	0	0	0	0	
Other*	329	86	71	13	2	0	0	164	145	14	2	2	1	79	
<b>Skilled Craft</b>															
Grades 01-08	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 13+	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 05-06	25	25	22	2	1	0	0	0	0	0	0	0	0	0	
Grades 07-08	4	2	2	0	0	0	0	0	0	0	0	0	0	2	
Grades 09+	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>5,367</b>	<b>2,341</b>	<b>1,852</b>	<b>150</b>	<b>58</b>	<b>143</b>	<b>5</b>	<b>3,019</b>	<b>2,427</b>	<b>198</b>	<b>81</b>	<b>137</b>	<b>10</b>	<b>306</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

**AGENCY 01110 Off For Techlgy**

JURISDICTIONAL CLASS	TOTAL		***** MALE *****					TOTAL	***** FEMALE *****					UNK+
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	
Competitive	589	341	317	10	4	9	1	240	216	16	4	4	0	8
Non-Competitive	32	16	14	0	0	1	1	14	13	1	0	0	0	2
Exempt	4	3	3	0	0	0	0	1	0	1	0	0	0	0
Pending Non-Competitive	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Pending Exempt	3	1	1	0	0	0	0	1	1	0	0	0	0	1
<b>TOTALS</b>	<b>629</b>	<b>371</b>	<b>336</b>	<b>10</b>	<b>4</b>	<b>10</b>	<b>2</b>	<b>258</b>	<b>230</b>	<b>18</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>11</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01110 Off For Techlgy

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
<b>Officials and Administrators</b>															
Grades 01-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 23-27	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
Grades 28-31	4	2	1	0	0	0	1	2	2	0	0	0	0	0	
Grades 32+	9	5	5	0	0	0	0	3	2	1	0	0	0	1	
<b>Professionals</b>															
Grades 01-17	2	0	0	0	0	0	0	2	1	1	0	0	0	0	
Grades 18-22	92	49	45	2	0	2	0	43	38	3	0	2	0	0	
Grades 23-27	237	156	148	1	3	4	0	79	75	1	2	1	0	2	
Grades 28+	53	33	32	0	0	1	0	19	18	0	1	0	0	1	
Other*	18	8	7	0	0	1	0	8	7	1	0	0	0	2	
<b>Technicians</b>															
Grades 01-10	45	26	24	2	0	0	0	16	14	1	0	1	0	3	
Grades 11-14	29	21	19	1	1	0	0	7	6	1	0	0	0	1	
Grades 15-18	48	33	29	3	0	1	0	14	11	3	0	0	0	1	
Grades 19+	21	14	13	0	0	1	0	7	7	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 10-13	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
Grades 14+	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	15	2	2	0	0	0	0	13	10	3	0	0	0	0	
Grades 08-11	31	4	4	0	0	0	0	27	24	2	1	0	0	0	
Grades 12-15	15	4	3	1	0	0	0	11	10	1	0	0	0	0	
Grades 16+	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>Skilled Craft</b>															
Grade 12	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 07-08	2	2	1	0	0	0	1	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>629</b>	<b>371</b>	<b>336</b>	<b>10</b>	<b>4</b>	<b>10</b>	<b>2</b>	<b>258</b>	<b>230</b>	<b>18</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>11</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	27000	Tmp&Disabl	Asst	***** MALE *****					TOTAL	***** FEMALE *****					UNK+
				TOTAL	W	B	H	AS		AI	TOTAL	W	B	H	
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	2,118	772	613	88	46	22	3	1,205	867	233	74	29	2	141	
Non-Competitive	140	69	49	5	3	12	0	67	43	7	8	9	0	4	
Exempt	35	17	14	2	0	1	0	17	15	0	1	1	0	1	
Labor	24	12	3	6	3	0	0	8	1	2	5	0	0	4	
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Pending Exempt	2	1	1	0	0	0	0	1	0	1	0	0	0	0	
<b>TOTALS</b>	<b>2,320</b>	<b>931</b>	<b>681</b>	<b>101</b>	<b>52</b>	<b>35</b>	<b>3</b>	<b>1,382</b>	<b>926</b>	<b>243</b>	<b>88</b>	<b>39</b>	<b>2</b>	<b>150</b>	

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 27000 Tmp&Disabl Asst**

<u>JOB CATEGORY/GRADE RANGE</u>	TOTAL		*****MALE*****					TOTAL		*****FEMALE*****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 01-22	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
Grades 23-27	26	12	10	2	0	0	0	13	9	2	1	1	0	1	
Grades 28-31	30	20	19	1	0	0	0	10	9	0	0	1	0	0	
Grades 32+	22	16	15	0	0	1	0	6	6	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	126	29	22	4	3	0	0	89	66	11	11	1	0	8	
Grades 18-22	772	239	165	46	18	9	1	436	325	71	27	12	1	97	
Grades 23-27	750	380	324	28	17	10	1	345	279	42	14	9	1	25	
Grades 28+	44	33	32	0	1	0	0	11	11	0	0	0	0	0	
Other*	68	42	27	2	1	12	0	25	16	1	2	6	0	1	
<b>Technicians</b>															
Grades 01-10	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Grades 11-14	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
Grades 15-18	2	0	0	0	0	0	0	2	1	0	0	1	0	0	
<b>Paraprofessionals</b>															
Grades 10-13	31	11	8	1	2	0	0	20	15	5	0	0	0	0	
Grades 14+	2	1	1	0	0	0	0	1	0	1	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	273	52	32	11	6	2	1	208	95	83	23	7	0	13	
Grades 08-11	122	21	14	4	2	1	0	97	65	22	9	1	0	4	
Grades 12-15	33	6	5	0	1	0	0	27	22	5	0	0	0	0	
Grades 16+	5	0	0	0	0	0	0	5	4	0	1	0	0	0	
<b>Skilled Craft</b>															
Grade 12	2	2	1	0	1	0	0	0	0	0	0	0	0	0	
<b>Service/Maintenance</b>															
Grades 05-06	1	1	0	1	0	0	0	0	0	0	0	0	0	0	
Grades 07-08	6	5	4	1	0	0	0	0	0	0	0	0	0	1	
<b>TOTALS</b>	<b>2,320</b>	<b>931</b>	<b>681</b>	<b>101</b>	<b>52</b>	<b>35</b>	<b>3</b>	<b>1,382</b>	<b>926</b>	<b>243</b>	<b>88</b>	<b>39</b>	<b>2</b>	<b>150</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	55090	Thruway Auth	***** MALE *****						***** FEMALE *****					
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
Competitive	2,758	1,546	1,348	101	49	40	8	1,208	996	145	50	14	3	4
Non-Competitive	955	893	748	89	45	5	6	62	46	6	9	1	0	0
Exempt	25	10	10	0	0	0	0	15	15	0	0	0	0	0
Labor	39	25	18	4	3	0	0	14	6	6	1	1	0	0
Unclassified	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>3,778</b>	<b>2,475</b>	<b>2,125</b>	<b>194</b>	<b>97</b>	<b>45</b>	<b>14</b>	<b>1,299</b>	<b>1,063</b>	<b>157</b>	<b>60</b>	<b>16</b>	<b>3</b>	<b>4</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 55090 Thruway Auth**

<u>JOB CATEGORY/GRADE RANGE</u>	<u>TOTAL</u>		***** <u>MALE</u> *****					<u>TOTAL</u>		***** <u>FEMALE</u> *****					
	<u>TOTAL</u>	<u>MALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>FEMALE</u>	<u>W</u>	<u>B</u>	<u>H</u>	<u>AS</u>	<u>AI</u>	<u>UNK+</u>	
<b>Officials and Administrators</b>															
Grades 01-22	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
Grades 23-27	3	1	1	0	0	0	0	2	1	1	0	0	0	0	
Grades 28-31	8	5	5	0	0	0	0	3	3	0	0	0	0	0	
Grades 32+	28	18	17	0	0	1	0	10	10	0	0	0	0	0	
Other*	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	14	10	10	0	0	0	0	4	3	1	0	0	0	0	
Grades 18-22	194	126	117	6	0	3	0	68	57	6	2	3	0	0	
Grades 23-27	196	144	129	1	5	8	1	52	49	0	1	2	0	0	
Grades 28+	38	28	28	0	0	0	0	10	10	0	0	0	0	0	
Other*	4	3	3	0	0	0	0	1	1	0	0	0	0	0	
<b>Technicians</b>															
Grades 01-10	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 11-14	16	10	10	0	0	0	0	6	5	1	0	0	0	0	
Grades 15-18	16	10	10	0	0	0	0	6	5	1	0	0	0	0	
Grades 19+	122	84	82	1	1	0	0	38	34	1	2	1	0	0	
<b>Paraprofessionals</b>															
Grades 10-13	11	3	3	0	0	0	0	8	7	0	1	0	0	0	
Grades 14+	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	131	41	32	4	1	4	0	88	77	6	2	3	0	2	
Grades 08-11	124	28	18	6	1	3	0	96	85	8	3	0	0	0	
Grades 12-15	30	6	6	0	0	0	0	24	23	1	0	0	0	0	
Grades 16+	18	11	10	1	0	0	0	7	7	0	0	0	0	0	
Other*	1,556	729	605	68	31	20	5	825	653	122	41	6	3	2	
<b>Skilled Craft</b>															
Grades 09-11	28	28	24	3	0	0	1	0	0	0	0	0	0	0	
Grade 12	284	280	240	29	9	1	1	4	4	0	0	0	0	0	
Grades 13+	148	145	136	5	3	0	1	3	2	1	0	0	0	0	
Other*	675	657	554	57	37	5	4	18	13	1	4	0	0	0	
<b>Service/Maintenance</b>															
Grades 05-06	40	26	19	4	3	0	0	14	6	6	1	1	0	0	
Grades 07-08	20	12	4	4	3	0	1	8	4	1	3	0	0	0	
Grades 09+	66	66	60	3	3	0	0	0	0	0	0	0	0	0	
Other*	2	2	0	2	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	<b>3,778</b>	<b>2,475</b>	<b>2,125</b>	<b>194</b>	<b>97</b>	<b>45</b>	<b>14</b>	<b>1,299</b>	<b>1,063</b>	<b>157</b>	<b>60</b>	<b>16</b>	<b>3</b>	<b>4</b>	

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

\* Non-Graded. not equated to a salary grade.

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

**AGENCY 17999 TRANSPORTATION-M/O+REGS**

JURISDICTIONAL CLASS	***** MALE *****							***** FEMALE *****						
	TOTAL	MALE	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
Competitive	6,560	4,857	4,303	165	106	261	22	1,514	1,355	54	31	69	5	189
Non-Competitive	3,610	3,139	2,839	170	79	11	40	221	201	9	8	0	3	250
Exempt	35	19	17	0	0	1	1	15	13	1	0	1	0	1
Labor	9	7	4	1	1	0	1	2	1	1	0	0	0	0
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Pending Exempt	2	1	1	0	0	0	0	1	0	0	0	1	0	0
<b>TOTALS</b>	<b>10,217</b>	<b>8,390</b>	<b>7,164</b>	<b>336</b>	<b>186</b>	<b>273</b>	<b>64</b>	<b>1,813</b>	<b>1,570</b>	<b>65</b>	<b>39</b>	<b>71</b>	<b>8</b>	<b>441</b>

+Includes individuals who have opted not to self-identify their gender or race/ ethnicity

W = White, B = Black, H = Hispanic, AS = Asian, AI = American Indian

See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BYJOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008**

**AGENCY 17999 TRANSPORTATION-M/O+REGS**

<u>JOB CATEGORY/GRADE RANGE</u>	TOTAL		*****MALE*****					TOTAL	*****FEMALE*****					UNK+
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	
<b>Officials and Administrators</b>														
Grades 01-22	6	3	3	0	0	0	0	3	3	0	0	0	0	0
Grades 23-27	13	3	3	0	0	0	0	10	9	1	0	0	0	0
Grades 28-31	40	30	28	0	0	1	1	10	9	0	1	0	0	0
Grades 32+	33	27	25	0	0	2	0	4	3	0	0	1	0	2
<b>Professionals</b>														
Grades 01-17	113	54	45	3	1	5	0	20	16	1	2	1	0	39
Grades 18-22	537	247	209	14	7	16	1	261	236	9	4	12	0	29
Grades 23-27	459	306	277	13	6	10	0	151	137	4	4	6	0	2
Grades 28+	46	29	25	0	0	4	0	16	14	1	0	1	0	1
Other*	6	3	3	0	0	0	0	2	2	0	0	0	0	1
<b>Technicians</b>														
Grades 01-10	10	8	6	0	2	0	0	1	0	1	0	0	0	1
Grades 11-14	281	268	235	14	10	6	3	11	11	0	0	0	0	2
Grades 15-18	133	120	110	6	4	0	0	13	13	0	0	0	0	0
Grades 19+	69	63	59	1	2	1	0	5	5	0	0	0	0	1
<b>Paraprofessionals</b>														
Grades 01-08	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Grades 10-13	74	5	5	0	0	0	0	68	63	1	3	1	0	1
Grades 14+	1	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	243	33	29	3	1	0	0	180	160	13	3	3	1	30
Grades 08-11	330	50	46	1	3	0	0	276	245	18	9	1	3	4
Grades 12-15	90	12	12	0	0	0	0	78	72	2	1	3	0	0
Grades 16+	6	1	1	0	0	0	0	5	5	0	0	0	0	0
<b>Skilled Craft</b>														
Grades 01-08	2,349	1,984	1,823	94	45	7	15	134	128	2	2	0	2	231
Grades 09-11	397	381	326	28	11	1	15	16	16	0	0	0	0	0
Grade 12	437	404	372	16	11	0	5	10	9	0	0	0	1	23
Grades 13+	926	891	848	24	5	4	10	35	35	0	0	0	0	0
<b>Service/Maintenance</b>														
Grades 01-04	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 05-06	9	7	4	1	1	0	1	2	1	1	0	0	0	0
Grades 07-08	28	26	25	1	0	0	0	0	0	0	0	0	0	2
Grades 09+	421	395	364	18	9	1	3	13	13	0	0	0	0	13
<b>Engineers</b>														
Grades 01-17	138	97	85	7	1	3	1	20	15	1	1	3	0	21
Grades 18-22	1,597	1,335	1,161	57	32	79	6	230	204	6	4	15	1	32
Grades 23-27	1,306	1,130	935	35	31	126	3	170	138	4	4	24	0	6
Grades 28+	117	110	99	0	4	7	0	7	6	0	1	0	0	0
<b>TOTALS</b>	<b>10,217</b>	<b>8,390</b>	<b>7,164</b>	<b>336</b>	<b>186</b>	<b>273</b>	<b>64</b>	<b>1,813</b>	<b>1,570</b>	<b>65</b>	<b>39</b>	<b>71</b>	<b>8</b>	<b>441</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.  
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See pages: 35 and 36 for information about data in this report.

**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

**AGENCY 01190 Veterns Affairs**

JURISDICTIONAL CLASS	TOTAL		***** MALE *****					TOTAL	***** FEMALE *****					UNK+
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	
Competitive	89	38	35	2	1	0	0	45	38	6	1	0	0	6
Non-Competitive	13	9	6	1	1	0	1	4	2	0	2	0	0	0
Exempt	4	3	3	0	0	0	0	0	0	0	0	0	0	1
Unclassified	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>TOTALS</b>	<b>107</b>	<b>56</b>	<b>44</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>50</b>	<b>40</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>8</b>

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 01190 Veterns Affairs

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****				
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+
<b>Officials and Administrators</b>														
Grades 01-22	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Grades 28-31	4	3	3	0	0	0	0	0	0	0	0	0	0	1
Grades 32+	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Professionals</b>														
Grades 18-22	55	37	32	3	1	0	1	12	8	1	3	0	0	6
Grades 23-27	7	7	6	0	1	0	0	0	0	0	0	0	0	0
Grades 28+	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Paraprofessionals</b>														
Grades 10-13	9	0	0	0	0	0	0	9	8	1	0	0	0	0
<b>Administrative Support</b>														
Grades 04-07	3	0	0	0	0	0	0	3	2	1	0	0	0	0
Grades 08-11	19	0	0	0	0	0	0	19	17	2	0	0	0	0
Grades 12-15	7	1	1	0	0	0	0	6	5	1	0	0	0	0
<b>TOTALS</b>	<b>107</b>	<b>56</b>	<b>44</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>50</b>	<b>40</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>8</b>

NOTE: Trainee titles are placed in the salary grade range of the journey level title.

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**AGENCY WORKFORCE ANALYSIS BY JURISDICTIONAL CLASS  
AS OF JANUARY 2008**

AGENCY	14010	Workers Comp	***** MALE *****						***** FEMALE *****						
			TOTAL	W	B	H	AS	AI	TOTAL	W	B	H	AS	AI	UNK+
JURISDICTIONAL CLASS	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
Competitive	1,404	455	372	42	18	21	2	945	685	178	56	23	3	4	
Non-Competitive	58	36	31	3	1	1	0	22	19	2	1	0	0	0	
Exempt	32	17	16	1	0	0	0	15	14	0	1	0	0	0	
Labor	8	6	3	3	0	0	0	2	2	0	0	0	0	0	
Unclassified	12	6	6	0	0	0	0	6	5	0	0	1	0	0	
<b>TOTALS</b>	<b>1,514</b>	<b>521</b>	<b>428</b>	<b>49</b>	<b>19</b>	<b>22</b>	<b>2</b>	<b>992</b>	<b>725</b>	<b>180</b>	<b>58</b>	<b>24</b>	<b>3</b>	<b>4</b>	

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AGENCY WORKFORCE ANALYSIS BY JOB CATEGORY AND SALARY GRADE RANGE  
AS OF JANUARY 2008

AGENCY 14010 Workers Comp

JOB CATEGORY/GRADE RANGE	TOTAL		***** MALE *****					TOTAL		***** FEMALE *****					
	TOTAL	MALE	W	B	H	AS	AI	FEMALE	W	B	H	AS	AI	UNK+	
<b>Officials and Administrators</b>															
Grades 01-22	4	1	1	0	0	0	0	3	2	0	1	0	0	0	
Grades 23-27	10	6	5	1	0	0	0	4	4	0	0	0	0	0	
Grades 28-31	44	30	27	2	1	0	0	14	13	0	0	1	0	0	
Grades 32+	13	8	8	0	0	0	0	5	5	0	0	0	0	0	
Other*	6	4	4	0	0	0	0	2	2	0	0	0	0	0	
<b>Professionals</b>															
Grades 01-17	215	39	28	7	3	1	0	175	110	47	11	7	0	1	
Grades 18-22	166	66	57	3	1	4	1	100	80	14	2	4	0	0	
Grades 23-27	232	126	110	6	3	6	1	106	89	11	2	3	1	0	
Grades 28+	121	86	81	1	3	1	0	35	34	0	1	0	0	0	
Other*	2	2	0	1	0	1	0	0	0	0	0	0	0	0	
<b>Technicians</b>															
Grades 01-10	4	2	2	0	0	0	0	2	2	0	0	0	0	0	
Grades 11-14	12	3	1	1	1	0	0	9	8	0	1	0	0	0	
Grades 15-18	27	16	10	2	0	4	0	10	5	3	1	0	1	1	
Grades 19+	15	11	6	3	2	0	0	4	3	0	0	1	0	0	
<b>Protective Service</b>															
Grades 01-13	25	21	11	9	0	1	0	4	2	1	1	0	0	0	
Grades 15-17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
<b>Paraprofessionals</b>															
Grades 10-13	4	0	0	0	0	0	0	4	4	0	0	0	0	0	
Grades 14+	3	1	1	0	0	0	0	2	2	0	0	0	0	0	
<b>Administrative Support</b>															
Grades 04-07	106	16	11	5	0	0	0	90	50	30	8	2	0	0	
Grades 08-11	323	54	40	6	4	4	0	268	188	58	18	3	1	1	
Grades 12-15	33	5	5	0	0	0	0	28	27	0	1	0	0	0	
Grades 16+	138	18	16	1	1	0	0	119	89	16	11	3	0	1	
<b>Service/Maintenance</b>															
Grades 05-06	4	2	1	1	0	0	0	2	2	0	0	0	0	0	
Grades 07-08	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Grades 09+	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Other*	4	0	0	0	0	0	0	4	4	0	0	0	0	0	
<b>TOTALS</b>	<b>1,514</b>	<b>521</b>	<b>428</b>	<b>49</b>	<b>19</b>	<b>22</b>	<b>2</b>	<b>992</b>	<b>725</b>	<b>180</b>	<b>58</b>	<b>24</b>	<b>3</b>	<b>4</b>	

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**New York State**  
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