

Commonwealth of Massachusetts

Affirmative Action Equal Opportunity Diversity

*Office of Diversity and Equal Opportunity
Annual Fiscal Year 2013 Report*



COMMONWEALTH OF MASSACHUSETTS

GOVERNOR DEVAL L. PATRICK

SECRETARY GLEN SHOR
EXECUTIVE OFFICE FOR ADMINISTRATION AND
FINANCE

ANNUAL REPORT FISCAL YEAR 2013

Prepared by:
Office of Diversity and Equal Opportunity
Sandra E. Borders, Director
One Ashburton Place
Boston, MA 02108



Sandra Borders
Director

Juanita Allen
Outreach and Recruitment Manager

Lisa Harrison
Program Coordinator

Betzaida Herrera
Vietnam Era Veteran Program Coordinator

Comments from the Director of the Office of Diversity and Equal Opportunity

The Office of Diversity and Equal Opportunity exist to ensure equal access to employment opportunities for all employees with a special focus on minorities, women, people with disabilities and Vietnam Era Veterans.

We are committed to identifying and removing artificial barriers to employment and advancement while promoting a work environment that embraces, respects, and values the diversity that each employee brings to the Commonwealth.

This has been an amazing year for the Office of Diversity and Equal Opportunity. Below are a few of the success we had this past fiscal year:

- Trained an additional **771** managers and **1,914** employees on the Diversity Part II- Disability Awareness. This brings our totals to date to **21,438 (48%)** of the executive branch employees on the eLearning and **2,385(63%)** of the managers completed the classroom training.
 - Completed and distributed an additional **151** DVD's as alternative media for agencies without computer access.
 - Successfully published (4) quarterly Dialogue Newsletters
- Finalized the Strategic Plan for The Veterans Interagency Taskforce on Employment and initiated the implementation phase. Launching tools to assist managers in the successful recruitment of Veterans.
- Partnered with the Mass HR Accessibility Group, Mass Office on Disability and Agency ADA Coordinators on accessibility issues and or concerns related to the successful launch of Self Service Time and Attendance.
- Collaborated with Diversity Directors and Officers and Mass HR Consultants to offer recommendations on new initiatives like Balanced Score Card, HR Service Delivery Model, and WEP Programs.
- Completed the second cycle of Commonwealth Diversity Fellows Program.
- Offered seminars on "How to Access Jobs in State Government"
- Designed and delivered HR Fundamentals – (Diversity) Training in partnership with Sonia Bryan, Diversity Director, EOHHHS
- Presented on the Commonwealth's Model Employer Initiative at the National Governors Association –Pittsburgh – May 8th-10th
- Implemented AA and Diversity Plans for FY2014-FY2015

We believe this report provides a glimpse of what we have been able to achieve through our collective efforts. We continue to strive for our employees and the citizens of the Commonwealth. I'm privileged to share with you our Annual Report for fiscal year 2013.

Best Regards,

Sandra E. Borders

Sandra E. Borders, MSM
Director
Office of Diversity and Equal Opportunity
1 Ashburton Place, Room 213
Boston, MA 02108
Tel: (617) 878-9812
Fax: (617) 878-9830
TTY: (617) 727-6015

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PREFACE

The Annual Report for the Office of Diversity and Equal Opportunity is intended to be an informational document summarizing the efforts made to ensure equality in employment opportunities for protected class members¹ and improve the diversity of persons employed in the Executive Branch of the Commonwealth of Massachusetts.

This annual report presents data on the employment of these protected groups in order to measure the effects of the Commonwealth's efforts and to isolate areas where improved or enhanced efforts appear to be needed.

The explanatory reports were provided by the respective agencies. References to the number or employee percentages may differ slightly from the information included in the accompanying documents and charts from HR/CMS. The data in this report represents all employees regardless of how many hours per week they work.

The numerical information in this report was obtained from the Human Resources Compensation Management System (HR/CMS) via the EEO-4 data mart and does not include employees of the Legislative or Judicial branches, or the constitutional/ independent offices, such as the Treasurer, Attorney General, or Auditor of the Massachusetts government. Conforming to our policy regarding confidentiality, information regarding Persons with Disabilities is not contained in reports from the Human Resources Compensation Management System.

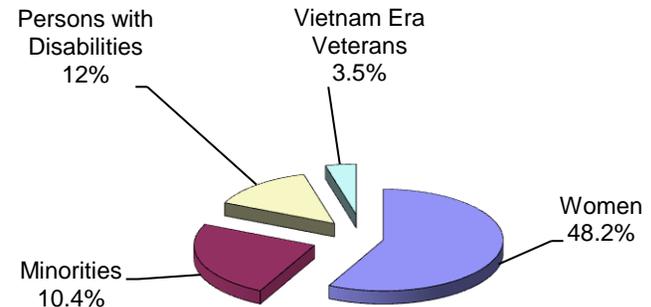
In order to receive Affirmative Action status as either a Person with Disabilities or a Vietnam Era Veteran, an individual must self-identify and complete a self-identification or certification

process. Because self-identification is voluntary, employees belonging to these groups, who qualify for Affirmative Action protected status, may decide not to self-identify and are not counted. The true representation of Persons with Disabilities and Vietnam Era Veterans is likely to be higher than the statistics reported herein.

¹ Legally identified groups that are specifically protected by statute against discrimination. Protected class status is automatically conferred upon recognized minority group members, (Blacks, Hispanics, Asians or Pacific Islanders, American Indians or Alaskan Natives), females, individuals with disabilities, Vietnam Era Veterans, by law.

EXECUTIVE SUMMARY

The Office of Diversity and Equal Opportunity was created to execute the Governor's vision of Affirmative Action, Equal Opportunity and Diversity. This report to the Governor is intended to provide valuable information about the current composition of the State workforce and emphasize areas where access to public employment by protected group population is needed.



The fiscal year 2013 Annual Report represents the workforce analysis for the Executive Branch. The Commonwealth of Massachusetts continues to strive toward reaching employment parity for protected groups. Parity goals for the Commonwealth are based on the Census 2000 Special EEO File that gave us targets of 48.2% Women, 10.4% Minority, 12% Persons with Disabilities, and 3.5%² Vietnam Era Veterans.

The table below illustrates the fluctuations that have occurred over the last ten years. During FY 2013 the workforce for the Executive Branch of the Commonwealth increased from 44,445 to 44,935. Detailed charts and graphs for each Secretariat in the Executive Branch are included in subsequent pages of this Report.

This Annual Report examines the Executive Branch progress during the fiscal year ending June 29, 2013, with respect to the number and percentages of protected group members employed.

* These figures below represent only those individuals who by statute are self-identified. Many choose not to self-identify and therefore, true numbers are difficult to ascertain.

Protected Group Representation by percentages within the last 10 years

Group	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13
Women	51.65	52.20	52.30	52.14	52.30	52.5	51.40	51.2	50.9	51.1
Minorities	22.54	21.80	22.20	22.31	22.50	23.3	23.40	24.0	24.6	25.3
Vietnam Era Veterans*	2.92	2.71	2.49	2.29	2.04	1.9	1.60	1.5	1.2	1
Persons With Disabilities*	2.80	2.70	2.16	1.8	2.2	2.4	2.6	2.8	2.9	3

² Based on Massachusetts Veterans Administration Data

ODEO RECRUITMENT AND OUTREACH

The Office of Diversity and Equal Opportunity (ODEO) continues to build successful partnerships with local colleges, universities and community organizations to encourage their job seekers to consider public service as a career.

Recognizing that many of our citizens are still seeking employment opportunities during these tough economic times, ODEO continued to promote the Commonwealth as an employer of choice through “How to Access State Government” information sessions to colleges, One Stop Career Centers and community organizations.

ODEO assisted the Department of Revenue with their first Diversity Career Fair. This was the first in house Career Fair sponsored by an agency. The event attracted individuals with various backgrounds who were interested in public service as a career.

ODEO’s partnership with the Malden High School Students with Disabilities Transitions program continues to flourish through providing students with Career Development information. This year the focus was on career paths and skills needed for transitioning into the workplace.

ODEO was asked by Employers Support of the Guard and Reserve to conduct a presentation focused on hiring trends and employer expectation.

Other recruitment and outreach activities gave ODEO and the Commonwealth exposure at twenty-five career fairs and community events.

The number of job seekers considering Public Service as a Career is consistently increasing. We receive clients through referrals from agencies and organizations, career fairs and walk-ins. We provide assistance to them with job search strategies, resume critiquing, career counseling and referrals to appropriate positions posted on CEO.

Several agencies have sought out ODEO for assistance with targeted outreach and recruitment for vacant positions. ODEO continues to focus our outreach efforts on informing the job seeking public, as well as community organizations of the Commonwealth’s potential career opportunities and paths.

Respectfully submitted by

Juanita D. Allen, Outreach and Recruitment Manager
Office of Diversity & Equal Opportunity

ODEO VIETNAM ERA VETERANS PROGRAM

The Office of Diversity and Equal Opportunity continues to address the needs of those who have self-identified as Vietnam Era Veterans (VEVs) in the areas of job recruitment, training, promotion, demotions, transfers and reduction in force within the Executive Branch of the Commonwealth. The following includes statistical information taken from the ODEO's EEO-4 datamart and from the Vietnam Era Veterans database maintained by ODEO.

Workforce Analysis

As of June 29, 2013 the Workforce Summary reports were 44,935 total state employees of whom 458 (1%) embody VEVs filling in all EEO4 categories. Over half of the total VEVs population (248) hold positions in the Professionals category.

Transactions

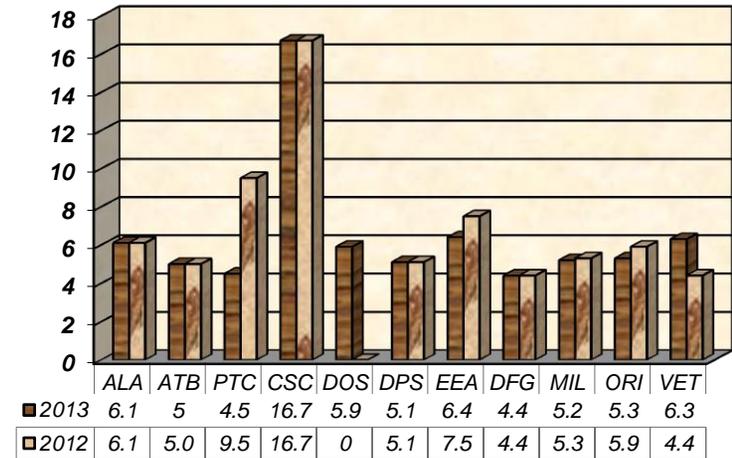
During FY 2013, there were a total of 3,828 New Hires in the Commonwealth. Among this number, twenty-two (.6%) were Vietnam Era Veterans hired in five EEO4 categories: Officials and Administrators, Professionals, Protective Service: Non-Sworn, Skilled Craft, and Service Maintenance. Of the 1,580 total Promotions, five (.3%) VEVs were promoted in the following categories: Officials/Administrators and Professionals. There were a total of 3,404 Terminations statewide. One hundred twenty VEVs (3.5%) were affected across all EEO4 categories.

According to the ODEO's Managers Summary Report, there were a total of 3,754 managers. Of this number, 54 VEVs were managers filling nearly all of the manager's level categories which make up the 1.4% of the total VEVs managers population.

Agencies that met the 3.5% benchmark

There were 11 individual agencies including the Executive Office of Energy and Environmental Affairs that have exceeded

the 3.5% parity goal during Fiscal Year 2013. Below is a chart that shows a comparison of each agency's parity for FY12 and FY13. The numbers are represented in percentages.



Certificates Issued

As of June 29, 2013, we issued a total of 64 Vietnam Era Veterans certifications of Affirmative Action status. Of the 64 VEV certificates issued, three (4.7%) Vietnam Era Veterans were already employed with the state. As with preceding years the request have declined

Overall VEVs View in the Commonwealth

Vietnam Era Veterans who are employed with the state have continued to decline, despite our efforts, during each succeeding fiscal year. The population of the VEVs is continually declining due to they are aging out from the workforce and due to retirement.

Sincerely,
Betzaida Herrera
Vietnam Era Veterans Coordinator

ODEO MISSION, VISION, VALUE

Our Mission

To deliver customer-focused solutions in attracting, hiring, retaining and promoting a diverse workforce within the Commonwealth of Massachusetts. Utilizing best practices and promoting a pro-active approach to diversity and equal opportunity, we strive to create and foster an environment that affirms and values the diversity of our workforce.

The Office of Diversity and Equal Opportunity exists to ensure that all employees of the Commonwealth have equal access to various employment opportunities, promotions, transfers, and trainings within the Commonwealth. We seek to identify and remove artificial barriers to advancement and to promote the individual and collective success of our employees. To promote an inclusive environment that embraces, respects, and values the diversity each employee brings to the Commonwealth.

The Office of Diversity and Equal Opportunity is responsible for implementing and enforcing the Governor's Executive Order concerning Affirmative Action, Equal Opportunity and Diversity in state government. This executive order, which incorporates the principles of relevant federal and state employment laws, prohibits unlawful discrimination against state employees and applicants for state employment due to race, color, gender (including sexual harassment), sexual orientation, age, national origin, ancestry, veteran status or persons with disabilities. It also precludes retaliatory actions being taken against persons making such allegations.

The Office of Diversity and Equal Opportunity will continue to ensure the compliance of state agencies with all state and federal civil rights laws and regulations as they pertain to employment. We will oversee and monitor Affirmative Action and Diversity Plans and continue to serve as a vehicle to the resolution process when an employee has exhausted his/ her

avenues at the agency and secretariat levels.

Finally, the Office of Diversity and Equal Opportunity is available to provide consultative services to assist agencies in the daily application of civil rights and policies and procedures.

Diversity Vision

To create a workforce that reflects the diversity of the Commonwealth and one that embraces, values and respects difference. Our ultimate goal is to weave diversity into the fabric of the Commonwealth so that it becomes embedded in the culture of all we do.

Value Statement

The Commonwealth of Massachusetts believes in respect for all individuals. We promote openness to and tolerance of differences races, color, age, gender, gender identity and gender expression, ethnicity, sex, sexual orientation, religions, creeds, ancestry, national origin, disability and veteran status. We dedicate ourselves to creating a workplace that welcomes, respects and values people of all races, color, age, gender, gender identity and gender expression, ethnicity, sex, sexual orientation, religions, creeds, ancestry, national origin, disability and veteran status. We strive to reflect diversity in all government activities, programs and services removing any barriers to accessibility.

We further believe that embracing and celebrating our differences enriches the quality of the work experience and enhances our own personal and professional relationships.

Our Core Values

Integrity, Respect for People, Open Dialogue, and Accountability are our core values.

PART I: THE EXECUTIVE BRANCH

Charts 2013 vs 2012



[ODEO Workforce Summary Report](#)

[ODEO New Hires Analysis](#)

[ODEO Terminations Analysis](#)

[ODEO Workforce Summary Report – Vietnam Era Veterans](#)

[ODEO Workforce Summary Report – Persons with Disabilities](#)

ODEO Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	3799	1885	49.6	1599	42.1	171	4.5	45	1.2	48	1.3	4	0.1	16	0.4	1912	50.3	1540	40.5	239	6.3	68	1.8	48	1.3	3	0.1	13	0.3	631	16.6
Professionals	21089	8657	41.	6974	33.1	779	3.7	350	1.7	462	2.2	15	0.1	71	0.3	12426	58.9	9123	43.3	1635	7.8	945	4.5	639	3.	28	0.1	46	0.2	4871	23.1
Technicians	1829	689	37.7	540	29.5	92	5.	28	1.5	24	1.3	1	0.1	4	0.2	1139	62.3	831	45.4	205	11.2	78	4.3	25	1.4	0	0.	0	0.	454	24.8
Protective Service:Sw orn	6003	5378	89.6	4656	77.6	377	6.3	248	4.1	77	1.3	17	0.3	1	0.	622	10.4	512	8.5	68	1.1	34	0.6	6	0.1	2	0.	0	0.	831	13.8
Protective Service:Non-Sw orn	6267	2547	40.6	1195	19.1	1141	18.2	166	2.6	39	0.6	2	0.	2	0.	3719	59.3	2001	31.9	1416	22.6	235	3.7	60	1.	3	0.	4	0.1	3064	48.9
Office/Clerical	3450	703	20.4	495	14.3	119	3.4	50	1.4	28	0.8	2	0.1	9	0.3	2746	79.6	1872	54.3	536	15.5	232	6.7	71	2.1	12	0.3	21	0.6	1053	30.5
Skilled Craft	1273	1218	95.7	1081	84.9	72	5.7	39	3.1	9	0.7	6	0.5	11	0.9	52	4.1	36	2.8	10	0.8	3	0.2	1	0.1	2	0.2	0	0.	143	11.2
Service Maintenance	1188	882	74.2	628	52.9	117	9.8	68	5.7	14	1.2	4	0.3	49	4.1	303	25.5	211	17.8	31	2.6	38	3.2	16	1.3	1	0.1	5	0.4	293	24.7
No EEO-4 Reporting	37	3	8.1	1	2.7	2	5.4	0	0.	0	0.	0	0.	0	0.	34	91.9	28	75.7	5	13.5	0	0.	1	2.7	0	0.	0	0.	8	21.6
TOTALS:	44935	21962	48.9	17169	38.2	2870	6.4	994	2.2	701	1.6	51	0.1	163	0.4	22953	51.1	16154	35.9	4145	9.2	1633	3.6	867	1.9	51	0.1	89	0.2	11348	25.3

ODEO - Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	3702	1877	50.7	1602	43.3	164	4.4	41	1.1	48	1.3	2	0.1	17	0.5	1823	49.2	1475	39.8	219	5.9	69	1.9	43	1.2	2	0.1	14	0.4	593	16.
Professionals	20694	8514	41.1	6913	33.4	739	3.6	330	1.6	428	2.1	14	0.1	76	0.4	12175	58.8	9051	43.7	1551	7.5	894	4.3	604	2.9	28	0.1	39	0.2	4611	22.3
Technicians	1824	707	38.8	563	30.9	92	5.	22	1.2	25	1.4	1	0.1	4	0.2	1117	61.2	822	45.1	199	10.9	70	3.8	26	1.4	0	0.	0	0.	435	23.8
Protective Service:Sw orn	6021	5396	89.6	4665	77.5	389	6.5	243	4.	74	1.2	22	0.4	1	0.	623	10.3	506	8.4	76	1.3	34	0.6	5	0.1	2	0.	0	0.	847	14.1
Protective Service:Non-Sw orn	6169	2498	40.5	1194	19.4	1105	17.9	158	2.6	39	0.6	1	0.	0	0.	3670	59.5	2011	32.6	1368	22.2	231	3.7	56	0.9	4	0.1	0	0.	2963	48.
Office/Clerical	3514	701	19.9	493	14.	114	3.2	47	1.3	31	0.9	2	0.1	11	0.3	2813	80.1	1922	54.7	547	15.6	224	6.4	80	2.3	12	0.3	20	0.6	1068	30.4
Skilled Craft	1265	1207	95.4	1068	84.4	66	5.2	37	2.9	8	0.6	6	0.5	20	1.6	57	4.5	38	3.	10	0.8	4	0.3	2	0.2	2	0.2	1	0.1	137	10.8
Service Maintenance	1215	892	73.4	647	53.3	112	9.2	64	5.3	15	1.2	3	0.2	49	4.	321	26.4	225	18.5	37	3.	37	3.	15	1.2	2	0.2	5	0.4	287	23.6
No EEO-4 Reporting	41	5	12.2	4	9.8	1	2.4	0	0.	0	0.	0	0.	0	0.	36	87.8	30	73.2	5	12.2	0	0.	1	2.4	0	0.	0	0.	7	17.1
TOTALS:	44445	21797	49.	17149	38.6	2782	6.3	942	2.1	668	1.5	51	0.1	178	0.4	22635	50.9	16080	36.2	4012	9.	1563	3.5	832	1.9	52	0.1	79	0.2	10948	24.6

ODEO New Hires Analysis

Report Run For Pay Period Ending 6/29/2013

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	339	166	49.0	127	37.5	27	8.0	3	0.9	4	1.2	0	0.0	4	1.2	170	50.1	132	38.9	21	6.2	6	1.8	10	2.9	0	0.0	1	0.3	74	21.8
Professionals	1665	533	32.0	384	23.1	71	4.3	31	1.9	28	1.7	2	0.1	12	0.7	1114	66.9	775	46.5	168	10.1	100	6.0	54	3.2	3	0.2	8	0.5	476	28.6
Technicians	105	27	25.7	15	14.3	7	6.7	3	2.9	1	1.0	0	0.0	1	1.0	76	72.4	55	52.4	12	11.4	8	7.6	1	1.0	0	0.0	0	0.0	33	31.4
Protective Service:Sw orn	338	292	86.4	258	76.3	13	3.8	13	3.8	5	1.5	0	0.0	3	0.9	44	13.0	35	10.4	3	0.9	5	1.5	1	0.3	0	0.0	0	0.0	40	11.8
Protective Service:Non-Sw orn	856	377	44.0	170	19.9	161	18.8	34	4.0	5	0.6	1	0.1	3	0.4	472	55.1	257	30.0	175	20.4	26	3.0	8	0.9	2	0.2	4	0.5	418	48.8
Office/Clerical	252	61	24.2	34	13.5	14	5.6	6	2.4	0	0.0	0	0.0	7	2.8	187	74.2	122	48.4	30	11.9	28	11.1	2	0.8	2	0.8	3	1.2	83	32.9
Skilled Craft	107	101	94.4	90	84.1	6	5.6	4	3.7	0	0.0	0	0.0	1	0.9	2	1.9	2	1.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	12	11.2
Service Maintenance	154	99	64.3	63	40.9	19	12.3	11	7.1	3	1.9	1	0.6	0	0.0	53	34.4	42	27.3	6	3.9	1	0.6	3	1.9	0	0.0	0	0.0	48	31.2
No EEO-4 Reporting	13	2	15.4	1	7.7	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	11	84.6	10	76.9	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	2	15.4
TOTALS:	3,829	1,658	43.3	1,142	29.8	319	8.3	105	2.7	46	1.2	4	0.1	31	0.8	2,129	55.6	1,430	37.3	416	10.9	174	4.5	79	2.1	7	0.2	16	0.4	1,186	31.0

ODEO - New Hires Analysis

Report Run For Pay Period Ending 6/30/2012

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	372	174	46.8	130	34.9	23	6.2	7	1.9	9	2.4	0	0.0	3	0.8	192	51.6	140	37.6	32	8.6	9	2.4	9	2.4	0	0.0	1	0.3	95	25.5
Professionals	1444	556	38.5	402	27.8	64	4.4	26	1.8	38	2.6	5	0.3	9	0.6	870	60.2	608	42.1	111	7.7	85	5.9	49	3.4	3	0.2	8	0.6	402	27.8
Technicians	135	44	32.6	36	26.7	6	4.4	1	0.7	1	0.7	0	0.0	0	0.0	90	66.7	58	43.0	23	17.0	7	5.2	1	0.7	1	0.7	0	0.0	40	29.6
Protective Service:Sw orn	714	652	91.3	560	78.4	33	4.6	34	4.8	13	1.8	0	0.0	10	1.4	55	7.7	45	6.3	3	0.4	6	0.8	0	0.0	0	0.0	1	0.1	91	12.7
Protective Service:Non-Sw orn	739	305	41.3	130	17.6	157	21.2	16	2.2	2	0.3	0	0.0	0	0.0	425	57.5	209	28.3	171	23.1	42	5.7	2	0.3	1	0.1	0	0.0	395	53.5
Office/Clerical	245	37	15.1	23	9.4	8	3.3	3	1.2	2	0.8	0	0.0	1	0.4	204	83.3	117	47.8	45	18.4	33	13.5	4	1.6	0	0.0	3	1.2	99	40.4
Skilled Craft	56	51	91.1	45	80.4	2	3.6	1	1.8	0	0.0	0	0.0	2	3.6	4	7.1	0	0.0	2	3.6	1	1.8	1	1.8	0	0.0	0	0.0	8	14.3
Service Maintenance	130	89	68.5	62	47.7	17	13.1	8	6.2	0	0.0	0	0.0	0	0.0	38	29.2	32	24.6	3	2.3	3	2.3	0	0.0	0	0.0	0	0.0	33	25.4
No EEO-4 Reporting	24	7	29.2	7	29.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	17	70.8	15	62.5	2	8.3	0	0.0	0	0.0	0	0.0	0	0.0	2	8.3
TOTALS:	3,859	1,915	49.6	1,395	36.1	310	8.0	96	2.5	65	1.7	5	0.1	25	0.6	1,895	49.1	1,224	31.7	392	10.2	186	4.8	66	1.7	5	0.1	13	0.3	1,165	30.2

ODEO Terminations Analysis

Report Run For Pay Period Ending 6/29/2013

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	341	190	55.7	168	49.3	11	3.2	5	1.5	3	0.9	0	0.0	3	0.9	150	44.0	128	37.5	11	3.2	5	1.5	5	1.5	0	0.0	1	0.3	41	12.0
Professionals	1337	517	38.7	433	32.4	38	2.8	18	1.3	20	1.5	2	0.1	4	0.3	815	61.0	656	49.1	78	5.8	41	3.1	31	2.3	3	0.2	4	0.3	237	17.7
Technicians	128	46	35.9	40	31.3	5	3.9	1	0.8	0	0.0	0	0.0	0	0.0	82	64.1	64	50.0	14	10.9	4	3.1	0	0.0	0	0.0	0	0.0	24	18.8
Protective Service:Sworn	243	208	85.6	179	73.7	17	7.0	5	2.1	2	0.8	3	1.2	2	0.8	35	14.4	25	10.3	8	3.3	2	0.8	0	0.0	0	0.0	0	0.0	37	15.2
Protective Service:Non-Sworn	583	253	43.4	140	24.0	87	14.9	19	3.3	5	0.9	0	0.0	0	0.0	328	56.3	221	37.9	87	14.9	13	2.2	5	0.9	2	0.3	0	0.0	220	37.7
Office/Clerical	220	41	18.6	27	12.3	10	4.5	2	0.9	1	0.5	0	0.0	1	0.5	178	80.9	129	58.6	31	14.1	11	5.0	6	2.7	1	0.5	0	0.0	62	28.2
Skilled Craft	70	67	95.7	62	88.6	0	0.0	1	1.4	0	0.0	0	0.0	4	5.7	3	4.3	3	4.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4
Service Maintenance	132	84	63.6	68	51.5	9	6.8	4	3.0	2	1.5	0	0.0	1	0.8	48	36.4	41	31.1	5	3.8	1	0.8	0	0.0	1	0.8	0	0.0	22	16.7
No EEO-4 Reporting	7	1	14.3	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	85.7	6	85.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	3061	1407	46.	1118	36.5	177	5.8	55	1.8	33	1.1	5	0.2	15	0.5	1645	53.7	1273	41.6	234	7.6	77	2.5	47	1.5	7	0.2	5	0.2	644	21.

Involuntary Terminations

Officials and Administrators	26	19	73.1	15	57.7	3	0.0	0	0.0	1	3.8	0	0.0	0	0.0	7	26.9	4	15.4	1	3.8	1	3.8	1	3.8	0	0.0	0	0.0	7	26.9
Professionals	84	31	36.9	26	31.0	2	0.0	1	1.2	1	1.2	0	0.0	1	1.2	51	60.7	29	34.5	14	16.7	2	2.4	3	3.6	0	0.0	3	3.6	24	28.6
Technicians	11	3	27.3	2	18.2	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	72.7	5	45.5	1	9.1	2	18.2	0	0.0	0	0.0	0	0.0	4	36.4
Protective Service:Sworn	28	22	78.6	19	67.9	2	0.0	1	3.6	0	0.0	0	0.0	0	0.0	6	21.4	2	7.1	1	3.6	3	10.7	0	0.0	0	0.0	0	0.0	7	25.0
Protective Service:Non-Sworn	173	69	39.9	43	24.9	22	0.0	4	2.3	0	0.0	0	0.0	0	0.0	104	60.1	52	30.1	42	24.3	8	4.6	1	0.6	1	0.6	0	0.0	78	45.1
Office/Clerical	27	9	33.3	5	18.5	1	0.0	0	0.0	1	3.7	0	0.0	2	7.4	18	66.7	10	37.0	3	11.1	4	14.8	1	3.7	0	0.0	0	0.0	10	37.0
Skilled Craft	19	18	94.7	18	94.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.3	1	5.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	18	11	61.1	6	33.3	4	0.0	0	0.0	1	5.6	0	0.0	0	0.0	7	38.9	3	16.7	2	11.1	1	5.6	1	5.6	0	0.0	0	0.0	9	50.0
No EEO-4 Reporting	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	387	182	47.	134	34.6	35	9.0	6	1.6	4	1.	0	0.	3	0.8	203	52.5	106	27.4	64	16.5	21	5.4	7	1.8	1	0.3	3	0.8	139	35.9

ODEO - Terminations Analysis

Report Run For Pay Period Ending 6/30/2012

Report Generated 10/5/2012 10:48:20 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minor Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		

Voluntary Terminations

Officials and Administrators	361	207	57.3	185	51.2	11	3.0	2	0.6	3	0.8	0	0.0	6	1.7	153	42.4	126	34.9	13	3.6	5	1.4	8	2.2	0	0.0	1	0.3	42	11.6
Professionals	1281	512	40.0	416	32.5	47	3.7	15	1.2	26	2.0	1	0.1	5	0.4	769	60.0	595	46.4	88	6.9	55	4.3	25	2.0	2	0.2	3	0.2	262	20.5
Technicians	132	38	28.8	33	25.0	5	3.8	0	0.0	0	0.0	0	0.0	0	0.0	94	71.2	75	56.8	11	8.3	5	3.8	1	0.8	1	0.8	1	0.8	23	17.4
Protective Service:Sworn	325	264	81.2	240	73.8	10	3.1	8	2.5	2	0.6	0	0.0	4	1.2	58	17.8	48	14.8	6	1.8	3	0.9	1	0.3	0	0.0	0	0.0	30	9.2
Protective Service:Non-Sworn	550	236	42.9	136	24.7	84	15.3	13	2.4	3	0.5	0	0.0	0	0.0	312	56.7	210	38.2	81	14.7	15	2.7	6	1.1	0	0.0	0	0.0	202	36.7
Office/Clerical	191	41	21.5	33	17.3	4	2.1	1	0.5	3	1.6	0	0.0	0	0.0	150	78.5	96	50.3	33	17.3	14	7.3	5	2.6	1	0.5	0	0.0	62	32.5
Skilled Craft	78	70	89.7	65	83.3	1	1.3	0	0.0	0	0.0	0	0.0	4	5.1	8	10.3	5	6.4	2	2.6	1	1.3	0	0.0	0	0.0	0	0.0	4	5.1
Service Maintenance	104	66	63.5	52	50.0	5	4.8	2	1.9	1	1.0	1	1.0	5	4.8	37	35.6	29	27.9	5	4.8	2	1.9	0	0.0	0	0.0	1	1.0	16	15.4
No EEO-4 Reporting	7	2	28.6	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	71.4	4	57.1	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	1	14.3
TOTALS:	3029	1436	47.4	1162	38.4	167	5.5	41	1.4	38	1.3	2	0.1	24	0.8	1586	52.4	1188	39.2	240	7.9	100	3.3	46	1.5	4	0.1	6	0.2	642	21.2

Involuntary Terminations

Officials and Administrators	31	17	54.8	15	48.4	1	0.0	0	0.0	0	0.0	0	0.0	1	3.2	14	45.2	12	38.7	1	3.2	1	3.2	0	0.0	0	0.0	0	0.0	3	9.7
Professionals	78	27	34.6	16	20.5	5	0.0	3	3.8	1	1.3	0	0.0	0	0.0	48	61.5	35	44.9	8	10.3	1	1.3	2	2.6	0	0.0	1	1.3	24	30.8
Technicians	11	6	54.5	4	36.4	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	45.5	2	18.2	2	18.2	1	9.1	0	0.0	0	0.0	0	0.0	5	45.5
Protective Service:Sworn	41	33	80.5	24	58.5	3	0.0	5	12.2	0	0.0	1	2.4	0	0.0	8	19.5	5	12.2	3	7.3	0	0.0	0	0.0	0	0.0	0	0.0	12	29.3
Protective Service:Non-Sworn	171	63	36.8	27	15.8	31	0.0	5	2.9	0	0.0	0	0.0	0	0.0	108	63.2	65	38.0	38	22.2	4	2.3	1	0.6	0	0.0	0	0.0	79	46.2
Office/Clerical	19	8	42.1	6	31.6	1	0.0	1	5.3	0	0.0	0	0.0	0	0.0	11	57.9	7	36.8	3	15.8	1	5.3	0	0.0	0	0.0	0	0.0	6	31.6
Skilled Craft	11	11	100.0	9	81.8	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	18.2
Service Maintenance	21	14	66.7	10	47.6	1	0.0	1	4.8	1	4.8	0	0.0	1	4.8	7	33.3	5	23.8	1	4.8	1	4.8	0	0.0	0	0.0	0	0.0	5	23.8
TOTALS:	383	179	46.7	111	29.0	46	12.0	15	3.9	2	0.5	1	0.3	2	0.5	201	52.5	131	34.2	56	14.6	9	2.3	3	0.8	0	0.0	1	0.3	136	35.5

ODEO Workforce Summary Report – Vietnam Era Veterans

Report run for Pay Period Ending 6/29/2013

Report Generated 9/24/2013 11:46:42 AM

EEO4 Category	Grand Total	** MALES **													** FEMALES **													VEV Totals	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%		
Officials and Administrators	3799	54	1.4	50	1.3	3	0.1	1	0.	0	0.	0	0.	0	0.	1	0.	1	0.	0	0.	0	0.	0	0.	0	0.	55	1.4
Professionals	21089	231	1.1	212	1.	12	0.1	3	0.	3	0.	1	0.	0	0.	17	0.1	15	0.1	2	0.	0	0.	0	0.	0	0.	248	1.2
Technicians	1829	29	1.6	28	1.5	1	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	29	1.6
Protective Service:Sw orn	6003	48	0.8	40	0.7	6	0.1	1	0.	0	0.	1	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	48	0.8
Protective Service:Non-Sw orn	6267	9	0.1	8	0.1	1	0.	0	0.	0	0.	0	0.	0	0.	2	0.	1	0.	1	0.	0	0.	0	0.	0	0.	11	0.2
Office/Clerical	3450	14	0.4	10	0.3	4	0.1	0	0.	0	0.	0	0.	0	0.	1	0.	1	0.	0	0.	0	0.	0	0.	0	0.	15	0.4
Skilled Craft	1273	31	2.4	29	2.3	0	0.	1	0.1	0	0.	1	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	31	2.4
Service Maintenance	1188	21	1.8	20	1.7	1	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	21	1.8
No EEO-4 Reporting	37	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	44935	437	1.	397	0.9	28	0.1	6	0.	3	0.	3	0.	0	0.	21	0.	18	0.	3	0.	0	0.	0	0.	0	0.	458	1.

ODEO - Workforce Summary Report - Vietnam Era Veterans

Report run for Pay Period Ending 6/30/2012

Report Generated 9/28/2012 2:24:53 PM

EEO4 Category	Grand Total	** MALES **													** FEMALES **													VEV Totals	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%		
Officials and Administrators	3702	67	1.8	62	1.7	4	0.1	1	0.	0	0.	0	0.	0	0.	2	0.1	2	0.1	0	0.	0	0.	0	0.	0	0.	69	1.9
Professionals	20694	286	1.4	265	1.3	14	0.1	3	0.	3	0.	1	0.	0	0.	16	0.1	14	0.1	2	0.	0	0.	0	0.	0	0.	302	1.5
Technicians	1824	33	1.8	31	1.7	2	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	33	1.8
Protective Service:Sw orn	6021	56	0.9	48	0.8	6	0.1	1	0.	0	0.	1	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	56	0.9
Protective Service:Non-Sw orn	6169	13	0.2	12	0.2	1	0.	0	0.	0	0.	0	0.	0	0.	2	0.	1	0.	1	0.	0	0.	0	0.	0	0.	15	0.2
Office/Clerical	3514	15	0.4	11	0.3	4	0.1	0	0.	0	0.	0	0.	0	0.	2	0.1	2	0.1	0	0.	0	0.	0	0.	0	0.	17	0.5
Skilled Craft	1265	37	2.9	35	2.8	0	0.	1	0.1	0	0.	1	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	37	2.9
Service Maintenance	1215	25	2.1	24	2.	1	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	25	2.1
No EEO-4 Reporting	41	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	44445	532	1.2	488	1.1	32	0.1	6	0.	3	0.	3	0.	0	0.	22	0.	19	0.	3	0.	0	0.	0	0.	0	0.	554	1.2

ODEO Workforce Summary Report – Persons with Disabilities

Report run for Pay Period Ending 6/29/2013

Report Generated 9/24/2013 11:54:25 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														DIS Totals	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	3799	87	2.3	75	2.	9	0.2	1	0.	0	0.	1	0.	1	0.	83	2.2	58	1.5	20	0.5	4	0.1	1	0.	0	0.	0	0.	170	4.5
Professionals	21089	349	1.7	305	1.4	20	0.1	15	0.1	6	0.	3	0.	0	0.	488	2.3	395	1.9	53	0.3	31	0.1	7	0.	2	0.	0	0.	837	4.
Technicians	1829	19	1.	17	0.9	2	0.1	0	0.	0	0.	0	0.	0	0.	27	1.5	24	1.3	2	0.1	1	0.1	0	0.	0	0.	0	0.	46	2.5
Protective Service:Sworn	6003	23	0.4	22	0.4	0	0.	0	0.	0	0.	1	0.	0	0.	4	0.1	2	0.	1	0.	1	0.	0	0.	0	0.	0	0.	27	0.4
Protective Service:Non-Sworn	6267	20	0.3	16	0.3	4	0.1	0	0.	0	0.	0	0.	0	0.	32	0.5	22	0.4	7	0.1	3	0.	0	0.	0	0.	0	0.	52	0.8
Office/Clerical	3450	32	0.9	25	0.7	3	0.1	1	0.	2	0.1	1	0.	0	0.	138	4.	109	3.2	20	0.6	5	0.1	3	0.1	1	0.	0	0.	170	4.9
Skilled Craft	1273	22	1.7	20	1.6	0	0.	1	0.1	0	0.	0	0.	1	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	22	1.7
Service Maintenance	1188	30	2.5	27	2.3	1	0.1	0	0.	0	0.	0	0.	2	0.2	7	0.6	6	0.5	0	0.	0	0.	0	0.	0	0.	1	0.1	37	3.1
No EEO-4 Reporting	37	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	44935	582	1.3	507	1.1	39	0.1	18	0.	8	0.	6	0.	4	0.	779	1.7	616	1.4	103	0.2	45	0.1	11	0.	3	0.	1	0.	1361	3.

ODEO - Workforce Summary Report: Disabilities

Report run for Pay Period Ending 6/30/2012

Report Generated 9/28/2012 2:30:33 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														DIS Totals	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	3702	74	2.	65	1.8	8	0.2	1	0.	0	0.	0	0.	0	0.	77	2.1	57	1.5	19	0.5	0	0.	1	0.	0	0.	0	0.	151	4.1
Professionals	20694	330	1.6	288	1.4	19	0.1	14	0.1	6	0.	1	0.	2	0.	460	2.2	382	1.8	48	0.2	23	0.1	5	0.	2	0.	0	0.	790	3.8
Technicians	1824	19	1.	18	1.	1	0.1	0	0.	0	0.	0	0.	0	0.	24	1.3	20	1.1	3	0.2	1	0.1	0	0.	0	0.	0	0.	43	2.4
Protective Service:Sworn	6021	25	0.4	22	0.4	1	0.	0	0.	0	0.	2	0.	0	0.	4	0.1	2	0.	1	0.	1	0.	0	0.	0	0.	0	0.	29	0.5
Protective Service:Non-Sworn	6169	21	0.3	17	0.3	4	0.1	0	0.	0	0.	0	0.	0	0.	36	0.6	27	0.4	7	0.1	2	0.	0	0.	0	0.	0	0.	57	0.9
Office/Clerical	3514	28	0.8	22	0.6	2	0.1	1	0.	2	0.1	0	0.	0	0.	138	3.9	112	3.2	17	0.5	5	0.1	3	0.1	1	0.	0	0.	166	4.7
Skilled Craft	1265	15	1.2	14	1.1	0	0.	1	0.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	15	1.2
Service Maintenance	1215	30	2.5	27	2.2	1	0.1	0	0.	0	0.	0	0.	2	0.2	6	0.5	6	0.5	0	0.	0	0.	0	0.	0	0.	0	0.	36	3.
No EEO-4 Reporting	41	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	44445	542	1.2	473	1.1	36	0.1	17	0.	8	0.	3	0.	4	0.	745	1.7	606	1.4	95	0.2	32	0.1	9	0.	3	0.	0	0.	1287	2.9

PART II: THE SECRETARIATS



[ODEO Workforce Summary by Secretariat \(Charts 2013 vs 2012\)](#)

[Executive Office for Administration and Finance](#)

[Executive Office of Education](#)

[Executive Office of Energy and Environmental Affairs](#)

[Executive Office of Health and Human Services](#)

[Executive Office of Housing and Economic Development](#)

[Executive Office of Labor and Workforce Development](#)

[Executive Office of Public Safety and Security](#)

[Massachusetts Department of Transportation](#)

ODEO Workforce Summary by Secretariat

Report run for Pay Period Ending 6/29/2013

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Secretariat	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
ADMINSTRATION & FINANCE	59	11	18.6	7	11.9	3	5.1	1	1.7	0	0.	0	0.	0	0.	48	81.4	24	40.7	12	20.3	5	8.5	7	11.9	0	0.	0	0.	28	47.5
BOARD OF LIBRARY COMMISSIONERS	22	3	13.6	3	13.6	0	0.	0	0.	0	0.	0	0.	0	0.	19	86.4	17	77.3	1	4.5	0	0.	1	4.5	0	0.	0	0.	2	9.1
COMMISSION ON STATUS OF WOMEN	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
DEPARTMENT OF EDUCATION	199	38	19.1	30	15.1	4	2.	2	1.	2	1.	0	0.	0	0.	161	80.9	108	54.3	25	12.6	23	11.6	5	2.5	0	0.	0	0.	61	30.7
DIABLED PERSONS PROTECTION COMMISSION	27	7	25.9	6	22.2	1	3.7	0	0.	0	0.	0	0.	0	0.	20	74.1	17	63.	0	0.	3	11.1	0	0.	0	0.	0	0.	4	14.8
ENVIRONMENTAL AFFAIRS	2640	1712	64.8	1458	55.2	86	3.3	17	0.6	39	1.5	8	0.3	103	3.9	925	35.	755	28.6	76	2.9	20	0.8	31	1.2	4	0.2	39	1.5	282	10.7
EXEC OFF OF ECONOMIC DEVELOP	50	24	48.	22	44.	1	2.	0	0.	1	2.	0	0.	0	0.	26	52.	22	44.	2	4.	1	2.	1	2.	0	0.	0	0.	6	12.
EXEC OFFICE OF EDUCATON	580	167	28.8	132	22.8	16	2.8	4	0.7	15	2.6	0	0.	0	0.	413	71.2	318	54.8	47	8.1	16	2.8	32	5.5	0	0.	0	0.	130	22.4
EXECUTIVE OFFICE FOR ADMINSTRATION & FINANCE	3140	1561	49.7	1288	41.	124	3.9	44	1.4	99	3.2	0	0.	4	0.1	1570	50.	1153	36.7	202	6.4	95	3.	113	3.6	2	0.1	5	0.2	686	21.8
EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT	836	394	47.1	314	37.6	41	4.9	14	1.7	21	2.5	2	0.2	2	0.2	441	52.8	289	34.6	88	10.5	33	3.9	26	3.1	2	0.2	2	0.2	229	27.4
EXECUTIVE OFFICE OF HEALTH & HUMAN SERVICES	22042	7181	32.6	4614	20.9	1819	8.3	491	2.2	244	1.1	12	0.1	0	0.	14860	67.4	10119	45.9	3096	14.	1160	5.3	452	2.1	28	0.1	2	0.	7307	33.2
EXECUTIVE OFFICE OF PUBLIC SAFETY & HOMELAND SECURITY	8954	6928	77.4	6098	68.1	439	4.9	284	3.2	82	0.9	18	0.2	6	0.1	2020	22.6	1719	19.2	170	1.9	82	0.9	30	0.3	8	0.1	5	0.1	1121	12.5
GOVERNOR	63	22	34.9	16	25.4	6	9.5	0	0.	0	0.	0	0.	0	0.	41	65.1	25	39.7	3	4.8	6	9.5	3	4.8	0	0.	3	4.8	19	30.2
HEALTH CARE FINANCE	95	39	41.1	28	29.5	2	2.1	1	1.1	6	6.3	0	0.	0	0.	56	58.9	36	37.9	9	9.5	3	3.2	8	8.4	0	0.	0	0.	31	32.6
LABOR	1506	592	39.3	422	28.	88	5.8	36	2.4	40	2.7	3	0.2	3	0.2	914	60.7	592	39.3	162	10.8	95	6.3	61	4.1	1	0.1	3	0.2	486	32.3
MASSACHUSETTS DEPARTMENT OF TRANSPORTATION	4279	3033	70.9	2552	59.6	231	5.4	91	2.1	117	2.7	7	0.2	35	0.8	1246	29.1	826	19.3	234	5.5	83	1.9	74	1.7	6	0.1	22	0.5	844	19.7
OFFICE OF COMPTROLLER	121	57	47.1	38	31.4	6	5.	2	1.7	11	9.1	0	0.	0	0.	64	52.9	44	36.4	6	5.	3	2.5	10	8.3	0	0.	1	0.8	38	31.4
PUBLIC EMPLOYEE RETIREMENT ADM	51	24	47.1	20	39.2	0	0.	0	0.	1	2.	0	0.	3	5.9	27	52.9	24	47.1	2	3.9	1	2.	0	0.	0	0.	0	0.	4	7.8
PUBLIC SAFETY	184	138	75.	104	56.5	2	1.1	8	4.3	20	10.9	0	0.	4	2.2	46	25.	32	17.4	2	1.1	2	1.1	8	4.3	0	0.	2	1.1	42	22.8
TEACHERS RETIREMENT BOARD	86	31	36.	24	27.9	2	2.3	0	0.	4	4.7	1	1.2	0	0.	55	64.	39	45.3	8	9.3	3	3.5	5	5.8	0	0.	0	0.	23	26.7
TOTALS:	44935	21962	48.9	17176	38.2	2871	6.4	995	2.2	702	1.6	51	0.1	160	0.4	22953	51.1	16160	36.	4145	9.2	1634	3.6	867	1.9	51	0.1	84	0.2	11343	25.2

ODEO - Workforce Summary By Secretariat

Report run for Pay Period Ending 6/30/2012

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Secretariat	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
ADMINSTRATION & FINANCE	67	15	22.4	7	10.4	5	7.5	3	4.5	0	0.	0	0.	0	0.	52	77.6	26	38.8	14	20.9	6	9.	5	7.5	0	0.	1	1.5	33	49.3
BOARD OF LIBRARY COMMISSIONERS	22	5	22.7	5	22.7	0	0.	0	0.	0	0.	0	0.	0	0.	17	77.3	15	68.2	1	4.5	0	0.	1	4.5	0	0.	0	0.	2	9.1
COMMISSION ON STATUS OF WOMEN	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
DEPARTMENT OF EDUCATION	186	35	18.8	27	14.5	4	2.2	2	1.1	2	1.1	0	0.	0	0.	151	81.2	103	55.4	28	15.1	14	7.5	5	2.7	0	0.	1	0.5	55	29.6
DIABLED PERSONS PROTECTION COMMISSION	29	8	27.6	7	24.1	1	3.4	0	0.	0	0.	0	0.	0	0.	21	72.4	17	58.6	0	0.	3	10.3	0	0.	0	0.	1	3.4	4	13.8
ENVIRONMENTAL AFFAIRS	2684	1756	65.4	1502	56.	88	3.3	18	0.7	38	1.4	7	0.3	103	3.8	926	34.5	758	28.2	81	3.	17	0.6	30	1.1	2	0.1	38	1.4	281	10.5
EXEC OFF OF ECONOMIC DEVELOP	52	25	48.1	21	40.4	2	3.8	0	0.	1	1.9	0	0.	1	1.9	27	51.9	22	42.3	2	3.8	1	1.9	1	1.9	0	0.	1	1.9	7	13.5
EXEC OFF OF ECONOMIC DEVELOP	23	10	43.5	10	43.5	0	0.	0	0.	0	0.	0	0.	0	0.	13	56.5	8	34.8	4	17.4	0	0.	1	4.3	0	0.	0	0.	5	21.7
EXEC OFFICE OF EDUCATION	580	165	28.4	128	22.1	16	2.8	7	1.2	13	2.2	0	0.	0	0.	415	71.6	325	56.	45	7.8	18	3.1	27	4.7	0	0.	0	0.	127	21.9
EXECUTIVE OFFICE FOR ADMINSTRATION & FINANCE	3110	1539	49.5	1286	41.4	111	3.6	42	1.4	95	3.1	0	0.	3	0.1	1565	50.3	1155	37.1	197	6.3	93	3.	114	3.7	1	0.	5	0.2	657	21.1
EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT	807	384	47.6	305	37.8	38	4.7	12	1.5	23	2.9	2	0.2	3	0.4	423	52.4	283	35.1	78	9.7	32	4.	27	3.3	2	0.2	1	0.1	215	26.6
EXECUTIVE OFFICE OF HEALTH & HUMAN SERVICES	22012	7257	33.	4794	21.8	1749	7.9	456	2.1	247	1.1	11	0.	0	0.	14755	67.	10172	46.2	2989	13.6	1111	5.	452	2.1	31	0.1	0	0.	7046	32.
EXECUTIVE OFFICE OF PUBLIC SAFETY & HOMELAND SECURITY	8759	6834	78.	6002	68.5	445	5.1	275	3.1	80	0.9	22	0.3	6	0.1	1921	21.9	1634	18.7	165	1.9	81	0.9	28	0.3	7	0.1	3	0.	1110	12.7
GOVERNOR	65	21	32.3	15	23.1	6	9.2	0	0.	0	0.	0	0.	0	0.	44	67.7	29	44.6	4	6.2	6	9.2	2	3.1	0	0.	3	4.6	18	27.7
LABOR	1508	599	39.7	430	28.5	86	5.7	37	2.5	41	2.7	3	0.2	2	0.1	909	60.3	594	39.4	158	10.5	95	6.3	57	3.8	2	0.1	3	0.2	479	31.8
MASSACHUSETTS DEPARTMENT OF TRANSPORTATION	4293	3032	70.6	2523	58.8	224	5.2	88	2.	114	2.7	6	0.1	58	1.4	1260	29.4	838	19.5	230	5.4	79	1.8	70	1.6	7	0.2	22	0.5	851	19.8
OFFICE OF COMPTRROLLER	118	57	48.3	39	33.1	5	4.2	2	1.7	11	9.3	0	0.	0	0.	61	51.7	43	36.4	6	5.1	4	3.4	8	6.8	0	0.	0	0.	36	30.5
PUBLIC EMPLOYEE RETIREMENT ADM	49	23	46.9	20	40.8	0	0.	0	0.	1	2.	0	0.	2	4.1	26	53.1	24	49.	1	2.	1	2.	0	0.	0	0.	0	0.	3	6.1
TEACHERS RETIREMENT BOARD	80	32	40.	28	35.	2	2.5	0	0.	2	2.5	0	0.	0	0.	48	60.	33	41.3	9	11.3	2	2.5	4	5.	0	0.	0	0.	19	23.8
TOTALS:	44445	21797	49.	17149	38.6	2782	6.3	942	2.1	668	1.5	51	0.1	178	0.4	22635	50.9	16080	36.2	4012	9.	1563	3.5	832	1.9	52	0.1	79	0.2	10948	24.6

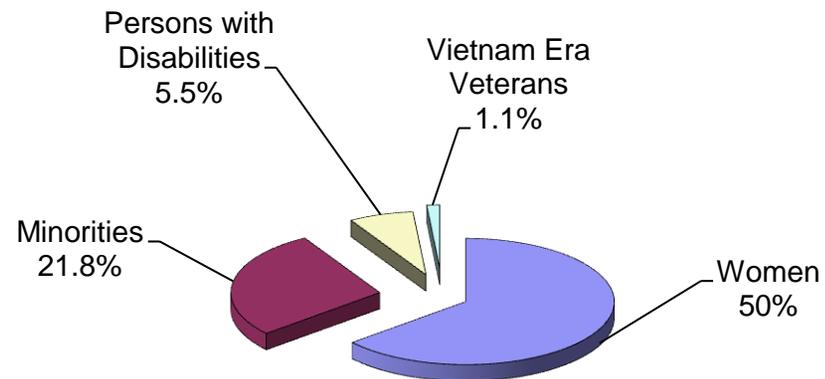


EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE

SECRETARY GLEN SHOR

Demographics for Fiscal Year 2013

As of June 29, 2013



The Administration and Finance Secretariat FY13 Annual EEO4 Report

Secretariat Overview: The Executive Office for Administration and Finance (ANF) is responsible for ensuring the financial stability of state government and the efficient, effective, and equitable operation of executive agencies. ANF agencies share a public policy vision of continuous improvement driven by the recruitment, development and support of employees who are collectively as diverse as the citizens we serve. The following agencies comprise the Secretariat:

- Appellate Tax Board
- Bureau of the State House
- Civil Service Commission
- Department of Revenue
- Developmental Disabilities Council
- Division of Administrative Law Appeals
- Division of Capital Asset Management and Maintenance
- Executive Office for Administration and Finance
- George Feingold Library
- Group Insurance Commission
- Human Resources Division
- Information Technology Division
- Massachusetts Office on Disability
- Operational Services Division

Workforce Analysis:

A comparison between FY13 outcomes and FY12 outcomes reveals that the ANF secretariat continued to achieve strong diversity outcomes in the aggregate and within the various workforce categories.

Aggregate Data:

- Female employees made up 50% of the ANF secretariat workforce. Although this represented a slight decrease by .6%, ANF continues to perform well vis-à-vis this population of employees;
- Minority employee made up 21.9% of the ANF secretariat workforce. The percentage of minority employees increased 3.3% in FY13;
- Employees with a disability made up 5.6% of the ANF workforce. The percentage declined slightly from 5.9% during the 2012 fiscal year; and,
- Employees who are Vietnam-era Veterans made up 1.1% of the ANF workforce. The percentage decreased from 1.5% during the 2012 fiscal year.³

Workforce Trends: ANF agencies continued to work with the Office of Diversity and Equal Opportunity (ODEO) diversify their applicant pools. ANF agencies continued efforts to incorporate equity as a core organizational value. In terms of hiring, ANF agencies have worked to attain and maintain a strong record of hiring, protected class members. For example, minority employees represented 25.5% of new hires and female employees represented 45.1% of all new hires in the 2013 fiscal year. In spite of a strong commitment to our Model Employer of Persons with Disabilities effort, ANF agencies were not able to hire any new employees with a self-identified disability. And, consistent with workforce trends, ANF agencies did not hire any

³ It is not surprising to experience a continued decline in the percentage of Vietnam-era Veterans as this population of employees are, in fact, aging out of the workforce.

Vietnam-era Veterans in the 2013 fiscal year. Most terminations within ANF agencies were at the choice of the employee. During the 2013 fiscal year, only five employees were terminated on an involuntary basis (8% involuntary termination rate). During the 2013 fiscal year, female employees made up 47.5%, minority individuals made up 17.5%, and persons with a disability made up 9.5% of voluntary terminations. And, concerning promotions, during the 2013 fiscal year, ANF agencies promoted females and minority individuals in meaningful ways. Female employees received 50.0% and minority employees received 21.9% of promotions. No employee with a self-identified disability and no Vietnam-era Veteran achieved a promotion during the 2013 fiscal year.

Agency Highlights: ANF agency employees participated in professional development, programs and mandatory trainings. Agencies continued to support internship programs, including the Commonwealth Diversity Fellows Program, a semester-long internship targeted to students of the University of Massachusetts at Boston. Despite continuing funding challenges and related workforce reductions efforts such as the Model Employer initiative have advanced employment opportunities and promoted diversity.

Moving Forward: These strategies continue to have long-term benefits, despite continuing budget constraints. Initial projections suggest that there will be additional challenges in the coming year – which will likely require even greater effort and new strategies. Nevertheless, ANF agencies will continue to advance the Secretariat’s vision for equity, including our personnel affirmative action and diversity objectives.

19 - ADMINISTRATION & FINANCE - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

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Department	Grand Total	** MALES **													** FEMALES **													Minority Total	%		
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%			Not Known	%
ADMINISTRATIVE LAW APPEALS DIV	33	11	33.3	11	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	22	66.7	18	54.5	2	6.1	1	3.	1	3.	0	0.	0	0.	4	12.1
APPELLATE TAX BOARD	20	11	55.	10	50.	1	5.	0	0.	0	0.	0	0.	0	0.	9	45.	7	35.	2	10.	0	0.	0	0.	0	0.	0	0.	3	15.
BUREAU OF STATE BUILDINGS	10	9	90.	7	70.	2	20.	0	0.	0	0.	0	0.	0	0.	1	10.	1	10.	0	0.	0	0.	0	0.	0	0.	0	0.	2	20.
CAPITAL ASSET MANAGEMENT and M	304	175	57.6	132	43.4	28	9.2	6	2.	7	2.3	0	0.	1	0.3	126	41.4	86	28.3	21	6.9	7	2.3	11	3.6	0	0.	1	0.3	83	27.3
CIVIL SERVICE COMMISSION	6	3	50.	3	50.	0	0.	0	0.	0	0.	0	0.	0	0.	3	50.	1	16.7	1	16.7	1	16.7	0	0.	0	0.	0	0.	2	33.3
DEPARTMENT OF REVENUE	1818	820	45.1	706	38.8	50	2.8	27	1.5	36	2.	0	0.	1	0.1	994	54.7	756	41.6	117	6.4	66	3.6	53	2.9	1	0.1	1	0.1	351	19.3
DEVELOPMENTAL DISABILITIES COU	10	3	30.	3	30.	0	0.	0	0.	0	0.	0	0.	0	0.	7	70.	7	70.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
DIVISION OF OPERATIONAL SERVIC	71	28	39.4	22	31.	4	5.6	1	1.4	1	1.4	0	0.	0	0.	42	59.2	23	32.4	11	15.5	3	4.2	4	5.6	0	0.	1	1.4	25	35.2
EXECUTIVE OFFICE for ADMINISTR	322	200	62.1	162	50.3	11	3.4	1	0.3	25	7.8	0	0.	0	0.	122	37.9	96	29.8	6	1.9	4	1.2	16	5.	0	0.	0	0.	64	19.9
GEORGE FINGOLD LIBRARY	12	1	8.3	0	0.	0	0.	0	0.	0	0.	0	0.	1	8.3	10	83.3	7	58.3	1	8.3	0	0.	0	0.	0	0.	2	16.7	2	16.7
GROUP INSURANCE COMMISSION	52	14	26.9	9	17.3	3	5.8	0	0.	2	3.8	0	0.	0	0.	38	73.1	22	42.3	6	11.5	3	5.8	7	13.5	0	0.	0	0.	21	40.4
HUMAN RESOURCES DIVISION	136	41	30.1	27	19.9	7	5.1	1	0.7	6	4.4	0	0.	0	0.	95	69.9	55	40.4	23	16.9	7	5.1	9	6.6	1	0.7	0	0.	54	39.7
INFORMATION TECHNOLOGY DIVISIO	335	238	71.	189	56.4	18	5.4	8	2.4	22	6.6	0	0.	1	0.3	97	29.	71	21.2	11	3.3	3	0.9	12	3.6	0	0.	0	0.	74	22.1
MASSACHUSETTS OFFICE ON DISABI	11	7	63.6	7	63.6	0	0.	0	0.	0	0.	0	0.	0	0.	4	36.4	3	27.3	1	9.1	0	0.	0	0.	0	0.	0	0.	1	9.1
TOTALS:	3140	1561	49.7	1288	41.	124	3.9	44	1.4	99	3.2	0	0.	4	0.1	1570	50.	1153	36.7	202	6.4	95	3.	113	3.6	2	0.1	5	0.2	686	21.8

19 - ADMINISTRATION & FINANCE - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

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EEO4 Category	Grand Total	** MALES **													** FEMALES **													Minority Total	%		
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%			Not Known	%
Officials and Administrators	412	233	56.6	200	48.5	16	3.9	2	0.5	14	3.4	0	0.	1	0.2	178	43.2	139	33.7	21	5.1	8	1.9	9	2.2	0	0.	1	0.2	71	17.2
Professionals	2398	1185	49.4	990	41.3	87	3.6	30	1.3	74	3.1	0	0.	2	0.1	1208	50.4	886	36.9	154	6.4	71	3.	91	3.8	2	0.1	4	0.2	513	21.4
Technicians	99	61	61.6	46	46.5	6	6.1	1	1.	7	7.1	0	0.	1	1.	38	38.4	25	25.3	4	4.	2	2.	7	7.1	0	0.	0	0.	27	27.3
Office/Clerical	196	49	25.	31	15.8	6	3.1	8	4.1	4	2.	0	0.	0	0.	146	74.5	103	52.6	23	11.7	14	7.1	6	3.1	0	0.	0	0.	62	31.6
Skilled Craft	35	33	94.3	21	60.	9	25.7	3	8.6	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	13	37.1
TOTALS:	3140	1561	49.7	1288	41.	124	3.9	44	1.4	99	3.2	0	0.	4	0.1	1570	50.	1153	36.7	202	6.4	95	3.	113	3.6	2	0.1	5	0.2	686	21.8

19 - ADMINISTRATION & FINANCE - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	4	1	25.	1	25.	0	0.	0	0.	0	0.	0	0.	0	0.	3	75.	3	75.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	38	19	50.	15	39.5	2	5.3	0	0.	1	2.6	0	0.	0	0.	17	44.7	12	31.6	4	10.5	1	2.6	0	0.	0	0.	0	0.	10	26.3
Office/Clerical	6	2	33.3	1	16.7	1	16.7	0	0.	0	0.	0	0.	0	0.	3	50.	2	33.3	0	0.	0	0.	1	16.7	0	0.	0	0.	3	50.
Skilled Craft	3	2	66.7	2	66.7	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	51	24	47.1	19	37.3	3	5.9	0	0.	1	2.	0	0.	0	0.	23	45.1	17	33.3	4	7.8	1	2.	1	2.	0	0.	0	0.	13	25.5

19 - ADMINISTRATION & FINANCE - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	17	10	58.8	9	52.9	0	0.	0	0.	1	5.9	0	0.	0	0.	7	41.2	6	35.3	0	0.	1	5.9	0	0.	0	0.	0	0.	2	11.8
Professionals	43	22	51.2	17	39.5	1	2.3	2	4.7	2	4.7	0	0.	0	0.	21	48.8	17	39.5	3	7.	0	0.	1	2.3	0	0.	0	0.	9	20.9
Technicians	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	63	33	52.4	27	42.9	1	1.6	2	3.2	3	4.8	0	0.	0	0.	30	47.6	25	39.7	3	4.8	1	1.6	1	1.6	0	0.	0	0.	11	17.5
Involuntary Terminations																															
Officials and Administrators	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	4	1	25.	1	25.	0	0.	0	0.	0	0.	0	0.	0	0.	2	50.	2	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	5	2	40.	2	40.	0	0.	0	0.	0	0.	0	0.	0	0.	2	40.	2	40.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.

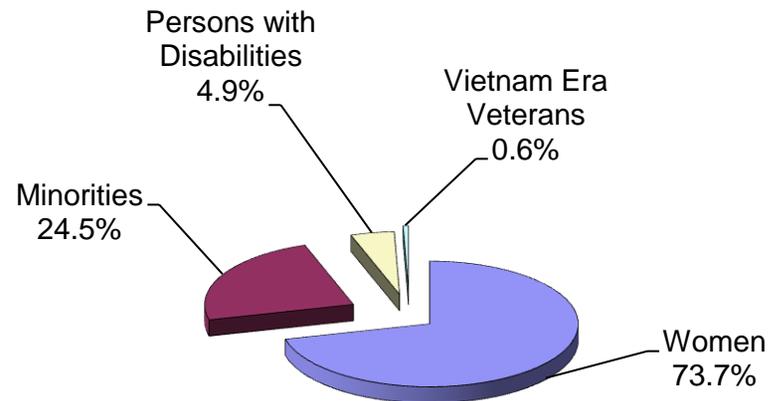


EXECUTIVE OFFICE OF EDUCATION

SECRETARY MATTHEW MALONE

Demographics for Fiscal Year 2013

As of June 29, 2013



INTRODUCTION

The Executive Office of Education (EOE) sits at the center of our public education system, and coordinates the development and implementation of initiatives across our early education, K-12, and public higher education institutions.

The mission of the EOE is to serve all of Massachusetts' students, regardless of age, by creating a 21st century public education system that provides access to high-quality and inspirational educational opportunities that will transform their lives and create a stronger Commonwealth.

The EOE is responsible for achieving Governor Patrick's bold and comprehensive vision for public education in our state. Our theory of action is simple – if we create a fully integrated and seamless public education system that will support our children from cradle to career, one that meets each student where he or she is and provides individualized support, we will increase all students' achievement but also close persistent and unacceptable achievement gaps that disproportionately affect students from lower-income families, students who are English language learners, students of color, and students with disabilities.

OVERVIEW

The EOE serves as a single, responsible authority within the Commonwealth's comprehensive education system, which is comprised of the Department of Early Education and Care (EEC), the Department of Elementary and Secondary Education (ESE), the Department of Higher Education (DHE), and the University of Massachusetts (UMASS). In addition, the Executive Office of Education advises the Governor on matters of education policy, helps shape the Governor's policy agenda, advances the work of the Readiness Project and works with the

Commissioners to build a seamless Pre-K - 20 public education system.

BROAD COMPARISON OF WORKFORCE

The Secretariat's workforce currently consists of 779 employees at its agencies. During FY' 13 the Secretariat's workforce comparison reflects that its agencies increased slightly in parity in all categories – an improvement but we still have work to do.

EOE agencies will continue strong efforts to increase the employment of people with disabilities by providing an accepting, accessible, and supportive work environment for all employees. Although EOE will apply the same efforts towards improving in the VEV category whenever possible, the overall issue of VEV's aging out of the workforce remains a challenge. EOE agencies will continue to encourage employees to self-identify by addressing employees' concerns regarding the confidentiality, retention, use, and disclosure of disability-related information. It is the practice of EOE agencies to discuss this subject at each employee orientation, survey staff twice annually, and provide accommodations to enhance work activities regardless of self-identification.

EOE agencies continued to participate in Professional Development Programs, Mandatory Training and related agency-based activities throughout the year. EOE agencies also continued to support internship programs as a means of providing valuable work experience for participating students and marketing the Commonwealth as an employer of choice.

HIGHLIGHTS OF FISCAL YEAR 2013

EOE agency efforts include evaluating and enhancing current recruitment strategies to ensure existence of a high-quality talent pool with a specified focus on diversity. As a result of these efforts, diversity representation has increased in units within agencies where under-representation existed. EOE agencies also recognize the need to retain current staff and to do so have implemented specialized internal training programs.

Training is a key component of creating diversity awareness, career growth and retention. EOE agencies will continue to focus on professional development training and services for employees to facilitate competencies for future advancement.

Professional development of staff through these trainings has helped to promote a competent and culturally diverse workforce as well as increased awareness and understanding of diversity. Further, established training and career development programs have created numerous promotional opportunities and improved retention. EOE agencies will continue current recruitment and retention efforts and integrate new approaches in the course of Talent Management reviews as we strive to increase the rate of retention of highly qualified employees.

MOVING FORWARD

EOE agencies will continue to promote an organizational culture that values all employees and customers regardless of age, color, disability, national origin, race, religion, sex or sexual orientation. Additionally, we will continue to ensure all staff members are educated about the diversity/affirmative action initiatives and trainings.

EOE agencies will continue to build and develop the cultural competence and awareness of staff and strive to eliminate the effects of biases from everyday business practices. We will continue our successful campaign to evaluate and develop recruitment and promotional strategies for attracting women and minorities, individuals with a disability and covered veterans. This includes cultivating broad and diverse candidate pools as well as diverse selection committees. We will continue to monitor recruitment processes to ensure an equitable candidate search is conducted. Recruitment advertisements are placed in publications that are likely to be viewed by diverse populations including women, minorities, individuals with a disability and covered veterans. Periodic reviews of qualifications of staff are conducted to ensure all employees (including women and minorities) are provided with an opportunity for professional growth and promotion.

We will continue to expand and cultivate internship programs as well as work with human service agencies, minority and women's organizations, and community action groups concerned with equal employment opportunity for minorities, women, individuals with disabilities, and veterans.

We will continue to enhance existing posting outlets for outreach and recruitment of a diverse pool Commonwealth Employment Opportunity (CEO), minority newspaper publications, employee referrals, various Internet job-posting sites, the Massachusetts Rehabilitation Commission Adecco program, on-site campus recruitment, job fairs with a particular emphasis on reaching out to diverse audiences, job posting distribution lists emailed weekly reaching over 200 college career offices throughout Massachusetts, as well as many diverse organizations that have a wide outreach and impact in the minority community. Additionally, we will continue to participate in mentoring programs, working with the Governor's Office and Office of Diversity and Equal Opportunity (ODEO) to interview referrals, training and professional development for employees to provide growth opportunities, high school and college internships, conducting informational interviews, skill assessments and follow-up meetings with administrators to ensure diverse applicants are successful in the interview and selection process.

CONCLUSION

We are committed to creating a welcoming environment for a diverse range of highly skilled professionals. Our environment is one of mutual respect, integrity, inclusion, professionalism, and accountability.

73 - EXEC OFFICE OF EDUCATON - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 10/28/2013 10:32:18 AM

Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Department of Early Education	199	38	19.1	30	15.1	4	2.0	2	1.0	2	1.0	0	0.0	0	0.0	161	80.9	108	54.3	25	12.6	23	11.6	5	2.5	0	0.0	0	0.0	61	30.7
DEPARTMENT OF EDUCATION	506	126	24.9	103	20.4	14	2.8	4	0.8	5	1.0	0	0.0	0	0.0	380	75.1	299	59.1	45	8.9	12	2.4	24	4.7	0	0.0	0	0.0	104	20.6
EXEC OFFICE OF EDUCATON	74	41	55.4	29	39.2	2	2.7	0	0.0	10	13.5	0	0.0	0	0.0	33	44.6	19	25.7	2	2.7	4	5.4	8	10.8	0	0.0	0	0.0	26	35.1
TOTALS:	779	205	26.3	162	20.8	20	2.6	6	0.8	17	2.2	0	0.0	0	0.0	574	73.7	426	54.7	72	9.2	39	5.0	37	4.7	0	0.0	0	0.0	191	24.5

73 - EXEC OFFICE OF EDUCATON - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 10/28/2013 10:28:48 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	130	49	37.7	38	29.2	6	4.6	2	1.5	3	2.3	0	0.0	0	0.0	81	62.3	65	50.0	8	6.2	3	2.3	5	3.8	0	0.0	0	0.0	27	20.8
Professionals	608	145	23.8	117	19.2	11	1.8	4	0.7	13	2.1	0	0.0	0	0.0	463	76.2	342	56.3	56	9.2	33	5.4	32	5.3	0	0.0	0	0.0	149	24.5
Technicians	4	3	75.0	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0
Office/Clerical	37	8	21.6	5	13.5	2	5.4	0	0.0	1	2.7	0	0.0	0	0.0	29	78.4	18	48.6	8	21.6	3	8.1	0	0.0	0	0.0	0	0.0	14	37.8
TOTALS:	779	205	26.3	162	20.8	20	2.6	6	0.8	17	2.2	0	0.0	0	0.0	574	73.7	426	54.7	72	9.2	39	5.0	37	4.7	0	0.0	0	0.0	191	24.5

73 - EXEC OFFICE OF EDUCATON - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 10:36:25 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	5	4	80.0	2	40.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	40.0
Professionals	10	2	20.0	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	80.0	4	40.0	1	10.0	2	20.0	1	10.0	0	0.0	0	0.0	4	40.0
TOTALS:	15	6	40.0	4	26.7	2	13.3	0	0.0	0	0.0	0	0.0	0	0.0	9	60.0	5	33.3	1	6.7	2	13.3	1	6.7	0	0.0	0	0.0	6	40.0

73 - EXEC OFFICE OF EDUCATON - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 10:39:32 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0
Professionals	11	3	27.3	2	18.2	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	8	72.7	7	63.6	0	0.0	0	0.0	0	0.0	0	0.0	1	9.1	1	9.1
TOTALS:	13	4	30.8	2	15.4	1	7.7	1	7.7	0	0.0	0	0.0	0	0.0	9	69.2	7	53.8	1	7.7	0	0.0	0	0.0	0	0.0	1	7.7	3	23.1

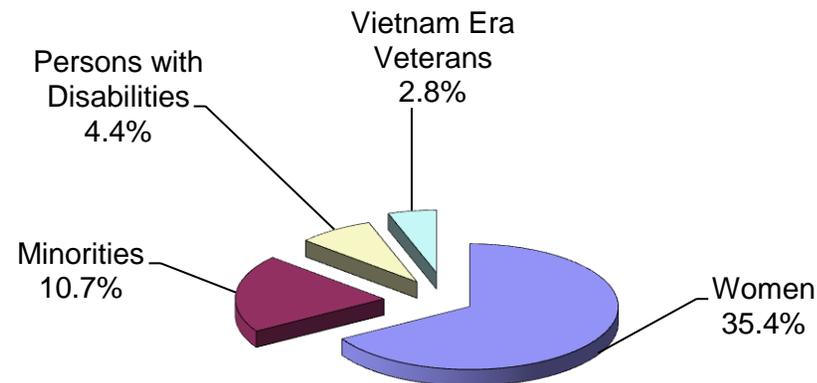


EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS

SECRETARY RICHARD K. SULLIVAN, JR.

Demographics for Fiscal Year 2013

As of June 29, 2013



EXEC OFFICE OF ENERGY & ENVIRONMENTAL AFFAIRS
Secretariat (EEA) Annual Narrative FY 2013
July 30, 2013

Mission Statement

The overall mission of the Executive Office of Energy and Environmental Affairs is to safeguard public health from environmental threats and to preserve, protect, and enhance the natural resources of the Commonwealth.

OVERVIEW of Secretariat and Agency Relationship

The Secretariat oversees six agencies:

Massachusetts Department of Agricultural Resources MDAR's mission is to ensure the long-term viability of agriculture in Massachusetts. Through its four divisions – Agricultural Conservation & Technical Assistance, Agricultural Markets, Animal Health, and Crop and Pest Services – MDAR strives to support, regulate and enhance the rich diversity of the Commonwealth's agricultural community to promote economically and environmentally sound food safety and animal health measures, and fulfill agriculture's role in energy conservation and production.

Department of Conservation and Recreation The Department of Conservation and Recreation (DCR) strives to protect, preserve, manage and enhance the natural and cultural resources of the Commonwealth in order to promote healthy, livable and sustainable communities, and to connect people to these resources through recreation and education.

Department of Environmental Protection The Department of Environmental Protection (DEP) works to fulfill Article 97 of the Massachusetts' Constitution's guarantee of the people's right to clean air and water as well as the natural, scenic, historic, and aesthetic qualities of their environment.

Department of Fish and Game The Department of Fish and Game (DFG) is charged with stewardship of the Commonwealth's marine and freshwater fisheries, wildlife species, plants and natural communities, and wildlife dependent recreation.

Department of Public Utilities The Department of Public Utilities' (DPU) mission is to ensure that utility consumers are provided with the most reliable service at the lowest possible cost; to protect the public safety from transportation and gas pipeline related accidents; to oversee the energy facilities siting process; and to ensure that residential ratepayers' rights are protected under regulations.

Department of Energy Resources The Department of Energy Resources (DOER) is committed to creating a greener energy future for the Commonwealth. The Massachusetts Department of Energy Resources (DOER) develops and implements policies and programs aimed at ensuring the adequacy, security, diversity, and cost-effectiveness of the Commonwealth's energy supply within the context of creating a cleaner energy future.

Executive Office of Environmental Affairs The overall mission of the Executive Office is to safeguard public health from environmental threats and to preserve, protect, and enhance the natural resources of the Commonwealth. Our commitment to protecting our environment now recognizes the importance of energy efficiency; making renewable energy a reality in our state, and reducing our dependence on fossil fuels; diversifying our energy sources; and leading the country in energy technology innovation.

BROAD COMPARISON OF WORKFORCE - Secretariat

The total workforce for **the EEOA Secretariat for Fiscal Year 2013 is 2690** compared to 2736 in 2012. The forty-six (46) employee decrease is due to voluntary terminations such as retirements, resignations, death, and involuntary terminations. There were 86 new employees hired in the Secretariat this past fiscal year.

Officials and Administrators: **2013 Total =291**; 2012 Total = 289 – 2 (7%) decrease

Hired: 15 new employees (2 White Males, 2 Black Males, 1 Male Race Unknown, 8 White Females, 2 Asian Females)

Professionals: **2013 total = 1587**; 2012 total = 1609 – 22(1.3%) decrease

Hired: 49 employees (21 White Males, 1 Black Males, 1 Male-Native

American, 1 Male-Asian; 22 White Females, 1 Female-Native American)

Technicians: 2013 total = 143; 2012 total = 141 + 2(1.4%) increase

Hired: 2 employees (1 White Male, 1 White Female)

Protective Services Sworn: 2013 Total = 84; 2012 total = 84 no change

Hired: 11 employees (8 White Males, 1 Hispanic Male, 2 Males Race Unknown)

Office /Clerical: 2013 total = 124; 2012 total = 129 – 5(4.0%) decrease

Hired: 2 employees (2 White Females)

Skilled Craft 2013 total = 121; 2012 Total = 131 – 10(8.2%) decrease

Hired: No new employees

Service Maintenance: 2013 Total = 340; 2012 total 353 - 13(3.8%) decrease

Hired: 7 (7 White Males)

Vietnam Era Veterans: = 72 Total (66 White Males, 5 Black Males, 1 Native-American Male, 3 White Females)

Disabled = 118 Total (68 White Males, 3 Black Males, 1 Hispanic Male, 1 Native American Male, 3 Males – Race Unknown, 36 White Females, 5 Black Females, 1 Female – Race Unknown)

There are clear challenges with regard to diverse representation (i.e. People of Color, Viet Nam Era Vets, and Disabled) within the EOOEA workforce. Our hiring and promotion practices, from internships/fellowships to full time equivalents across all job category areas-- particularly management, must be remedied over the next fiscal year and beyond, through aggressive goals, strategies, actions and accountabilities. In order for change to occur in these areas, it will require “all hands and hearts on deck.”

PROMOTIONS: 2013 Total = 65: 39 Males (35 Whites, 1 Black, 1 Male Unknown Race, 2 Hispanics); 26 Females (21 Whites, 2 Blacks, 1 Hispanic, 1 Asian)

TERMINATIONS: 2013 Total = 135 **Voluntary:** 97 Males (83 White, 7 Black, 1 Hispanic, 1 Asian, 5 Race Unknown); 38 Females (33 White, 3 Black, 1 Asian, 1 Race Unknown) Voluntary includes retirements, deaths, and resignations.

2013 Total = 5 **Involuntary:** 3 Males (3 White); 2 Females (1 White, 1 Race Unknown)

Promotional disparities will be further assessed this fiscal year, and recommendations made to agency head/secretariat management to address the findings. Proactive and focused efforts will be enhanced on voluntary resignations among diverse populations.

RETENTION

The Executive Office and EEA agencies have not experienced severe retention issues among its workforce. Interesting work, learning and development opportunities, work culture, flexible work arrangements, a strong “promote from within” practice and employee benefits have been often cited reasons for employee tenure.

HIGHLIGHTS

All managers and bargaining unit employees achieved 100% compliance on Commonwealth mandatory courses, and at the close of the fiscal year, over 95% of all managers had completed the ACES (Performance Management) process with performance plans and reviews on implemented and recorded.

SECRETARIAT MOVING FORWARD

The Executive Office of Environmental Affairs will continue to increase minority staff count in all equal employment opportunity categories, as we continue to focus on targeted recruitment strategies, hiring and promotional best practices throughout all EEA agencies and departments.

20 - ENVIRONMENTAL AFFAIRS

- Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

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Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
DEPARTMENT CONSERVATION AND RE	958	704	73.5	569	59.4	37	3.9	9	0.9	8	0.8	3	0.3	78	8.1	253	26.4	190	19.8	25	2.6	5	0.5	4	0.4	1	0.1	28	2.9	92	9.6
DEPARTMENT of AGRICULTURAL RES	75	35	46.7	31	41.3	3	4.	0	0.	1	1.3	0	0.	0	0.	40	53.3	32	42.7	4	5.3	1	1.3	1	1.3	0	0.	2	2.7	10	13.3
DEPARTMENT OF ENVIRONMENTAL PR	791	445	56.3	410	51.8	16	2.	4	0.5	14	1.8	1	0.1	0	0.	345	43.6	294	37.2	25	3.2	8	1.	17	2.1	0	0.	1	0.1	85	10.7
DEPARTMENT OF FISH AND GAME	297	193	65.	187	63.	1	0.3	1	0.3	2	0.7	2	0.7	0	0.	104	35.	98	33.	3	1.	2	0.7	1	0.3	0	0.	0	0.	12	4.
DEPARTMENT OF TELECOMMUNICATIO	140	77	55.	59	42.1	11	7.9	1	0.7	6	4.3	0	0.	0	0.	63	45.	52	37.1	9	6.4	1	0.7	1	0.7	0	0.	0	0.	29	20.7
Division of Energy Resources	50	24	48.	22	44.	1	2.	0	0.	1	2.	0	0.	0	0.	26	52.	22	44.	2	4.	1	2.	1	2.	0	0.	0	0.	6	12.
EXECUTIVE OFFICE OF ENVIRONMEN	281	182	64.8	152	54.1	18	6.4	1	0.4	6	2.1	1	0.4	4	1.4	99	35.2	77	27.4	10	3.6	2	0.7	6	2.1	3	1.1	1	0.4	47	16.7
STATE RECLAMATION BOARD	98	76	77.6	51	52.	0	0.	1	1.	2	2.	1	1.	21	21.4	21	21.4	12	12.2	0	0.	1	1.	1	1.	0	0.	7	7.1	6	6.1
TOTALS:	2690	1736	64.5	1481	55.1	87	3.2	17	0.6	40	1.5	8	0.3	103	3.8	951	35.4	777	28.9	78	2.9	21	0.8	32	1.2	4	0.1	39	1.4	287	10.7

20 - ENVIRONMENTAL AFFAIRS

- Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 10/28/2013 11:21:29 AM

EE04 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	291	176	60.5	147	50.5	16	5.5	2	0.7	2	0.7	0	0.	9	3.1	115	39.5	92	31.6	14	4.8	3	1.	2	0.7	0	0.	4	1.4	39	13.4
Professionals	1587	929	58.5	811	51.1	38	2.4	9	0.6	34	2.1	3	0.2	34	2.1	657	41.4	544	34.3	48	3.	11	0.7	29	1.8	3	0.2	22	1.4	175	11.
Technicians	143	113	79.	107	74.8	2	1.4	1	0.7	0	0.	1	0.7	2	1.4	30	21.	27	18.9	2	1.4	0	0.	1	0.7	0	0.	0	0.	7	4.9
Protective Service:Sw orn	84	79	94.	71	84.5	3	3.6	1	1.2	2	2.4	1	1.2	1	1.2	5	6.	5	6.	0	0.	0	0.	0	0.	0	0.	0	0.	7	8.3
Office/Clerical	124	16	12.9	12	9.7	3	2.4	0	0.	1	0.8	0	0.	0	0.	108	87.1	77	62.1	14	11.3	7	5.6	0	0.	1	0.8	9	7.3	26	21.
Skilled Craft	121	118	97.5	100	82.6	5	4.1	1	0.8	0	0.	1	0.8	11	9.1	2	1.7	2	1.7	0	0.	0	0.	0	0.	0	0.	0	0.	7	5.8
Service Maintenance	340	305	89.7	233	68.5	20	5.9	3	0.9	1	0.3	2	0.6	46	13.5	34	10.	30	8.8	0	0.	0	0.	0	0.	0	0.	4	1.2	26	7.6
TOTALS:	2690	1736	64.5	1481	55.1	87	3.2	17	0.6	40	1.5	8	0.3	103	3.8	951	35.4	777	28.9	78	2.9	21	0.8	32	1.2	4	0.1	39	1.4	287	10.7

20 - ENVIRONMENTAL AFFAIRS

- Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 11:27:58 AM

EE04 Category	Grand Total	** MALES **													** FEMALES **													Minority Total	%				
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%			Not Known	%		
Officials and Administrators	4	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	4	100.	4	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	16	9	56.3	8	50.	0	0.	0	0.	1	6.3	0	0.	0	0.	7	43.8	7	43.8	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	6.3
Protective Service:Sw orn	3	3	100.	2	66.7	0	0.	0	0.	0	0.	0	0.	1	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	6	6	100.	6	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	29	18	62.1	16	55.2	0	0.	0	0.	1	3.4	0	0.	1	3.4	11	37.9	11	37.9	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	3.4

20 - ENVIRONMENTAL AFFAIRS

- Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 11:31:31 AM

EE04 Category	Grand Total	** MALES **													** FEMALES **													Minority Total	%				
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%			Not Known	%		
Voluntary Terminations																																	
Officials and Administrators	8	7	87.5	7	87.5	0	0.	0	0.	0	0.	0	0.	0	0.	1	12.5	1	12.5	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	22	13	59.1	11	50.	1	4.5	1	4.5	0	0.	0	0.	0	0.	9	40.9	9	40.9	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	9.1
Protective Service:Sw orn	4	4	100.	3	75.	0	0.	0	0.	0	0.	0	0.	1	25.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Skilled Craft	6	6	100.	4	66.7	0	0.	0	0.	0	0.	0	0.	2	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	7	7	100.	6	85.7	1	14.3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	14.3
TOTALS:	48	37	77.1	31	64.6	2	4.2	1	2.1	0	0.	0	0.	3	6.3	11	22.9	11	22.9	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	3	6.3
Involuntary Terminations																																	
Professionals	2	2	100.	2	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	2	2	100.	2	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.

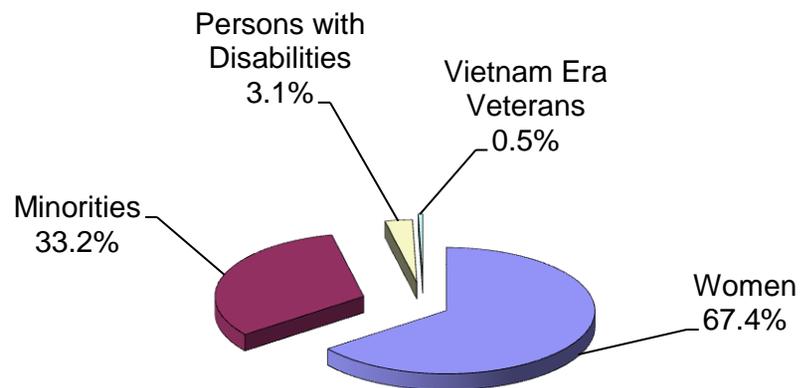


EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES

SECRETARY JOHN POLANOWICZ

Demographics for Fiscal Year 2013

As of June 29, 2013



**Executive Office of Health and Human Services Secretariat
Annual Report Narrative Fiscal Year 2013**

The Executive Office of Health and Human Services (EOHHS), through its agencies, supports the health and well-being of residents by providing targeted services to approximately 1.5 million of the Commonwealth’s most vulnerable residents. EOHHS programs and services include Medicaid, nutrition assistance, mental health, public health, community supports and transitional assistance. EOHHS agencies work in concert to meet the needs of the individuals and families that we serve through state-run programs and facilities, and with contracted human service providers throughout the Commonwealth. EOHHS employs more than 22,000 people statewide, with an operating budget that represents approximately half of the Commonwealth's budget; EOHHS is one of the largest state government organizations in the country.

EOHHS consumer population includes children, youth and families, elders, persons with disabilities, veterans, refugees and immigrants and low-income individuals.

Mission

The Executive Office of Health and Human Services’ mission is to improve the quality of life and health of all people, particularly vulnerable populations and children, by advancing wellness and improving health care quality, fostering safe homes and communities, promoting self-sufficiency, and furthering the use of community based supports and resources. We value person-centered service delivery; collaboration and partnerships; efficient and effective government; and accountability for achieving outcomes.

Vision

Our vision is for secure, safe and healthy individuals, children, families, and communities in the Commonwealth.

Organizational Clusters

There are fifteen agencies within EOHHS that are arranged into five organizational clusters, headed by a Secretary or Assistant Secretary, and involving a particular topic area. The clusters are Elder Affairs, Veterans, Children, Youth and Families, Disabilities Policies and Programs and Wellness and Health Care. In addition, there are several departments including; Administration Services, Financial Management, Human Resources, Information Technology, Legal Services, and the Office of Leased and State Owned Property.

**Workforce Analysis & Highlights for Fiscal Year End 2012
compared to Fiscal Year End 2013**

	EOHHS Employment Fiscal Year 2012	EOHHS Employment Fiscal Year 2013	2000 Census Workforce Availability Benchmark
Total Employee Count	22,012	22,137	
Minorities	32.01%	33.18%	10.4%
Female	66.8%	67.38%	48.20%
Vietnam Era Veterans	0.66%	0.53%	3.50%
Persons with Disabilities	3.0%	3.03%	12.00%

The EOHHS Secretariat employed 22,137 individuals at the end of fiscal year 2013, an increase of 125 employees from the prior fiscal year. In fiscal year 2013 the workforce exceeded the 2000 census workforce availability benchmark for minorities and women. The female workforce representation increased from 66.8% at the end of fiscal year 2012 to 67.38% in fiscal year 2013. The minority employee population increased from 32.01% to 33.18%. The Vietnam Era Veteran (VEV) employee population decreased from 0.66% in fiscal year 2012 to 0.53% in fiscal year 2013, and employees with one or more disabilities increased to 3.03% from 3.00%.

EOHHS Management Workforce

Minorities

At the close of fiscal year 2013, EOHHS employed 1,527 managers. The total minority manager population count increased from 256 at the end of fiscal year 2012 to 271 at the end of fiscal year 2013 representing 17.7% of the total management population. The Secretariat's minority manager workforce was above benchmark in all management levels, except MVIII at 6.7%, although this was a noted increase of 0.4% over fiscal year 2012.

It should be noted that a breakdown of the minority management population highlights the disparity among the various minority groups. Black/African American managers totaled 179 (11.7%), Hispanic managers totaled 62 (4.1%), Asians totaled 29 (1.9%) and one American Indian/Alaskan Native manager representing 0.1% of the management workforce.

Vietnam Era Veterans

At the close of fiscal year 2012, the population of Vietnam Era Veteran managers stood at 20 (1.3%). The population has since decreased to 16 (1.00%) effective fourth quarter fiscal year 2013.

Females

The female manager population was 929 at the end of fiscal year 2013, a 24 count increase from 905 in fiscal year 2012, and exceeded benchmark at most management levels. There was a significant increase of female managers at the MXII level, where female managers increased from 41.7% to 72.7% for a total of 8 employees. On the other hand, the Secretariat did not attain the benchmark in the number of female managers at the MIII level, as the percentage decreased from 45.8% to 42.2% a three percent difference.

Persons with Disabilities

The Secretariat experienced an increase in population of managers with one or more disabilities. In fiscal year 2012

there were 76 managers (5.3%) who self-identified as having one or more disabilities, in fiscal year 2013, there were 79 managers (5.7%) who self-identified as having one or more disabilities.

Highlights of Secretariat and Agency Level Activities

The Executive Office of Health and Human Services is committed fully to the practice of equal opportunity, diversity, non-discrimination and affirmative action in all aspects of employment and service delivery. Below is a partial list of activities that reflect our commitment.

1. In fiscal year 2012 and 2013, the EOHHS Office of Diversity, Equal Opportunity and Civil Rights (ODEC) collaborated with the EOHHS Office of Disability, Policies and Programs, Massachusetts Commission for the Blind and Massachusetts Commission for the Deaf and Hard of Hearing and presented panel discussions entitled *Lives Worth Living* and *Disability – An Integral Component of Diversity*. The purpose of the discussions was to highlight the value of employing individuals with disabilities, as well as the importance of creating an inclusive work environment for all employees, including those with disabilities. In addition, in 2012, ODEC launched *The Memo*, an employment bulletin and educational resource for HR staff and *Dimensions*, a diversity newsletter for all employees.
2. In fiscal year 2013, EOHHS continued to offer a mentoring program, and an aspiring supervisors program. In addition, the Secretariat created and launched a succession planning program. The programs are offered to all employees.
3. The EHS Recruitment Department enhanced its recruiting efforts by attending over 15 job fairs in fiscal year 2013, including those designed to assist persons with disabilities

4. and veterans secure employment. In addition, the Department developed and launched a social media recruitment campaign designed to improve sourcing of qualified applicants.
5. Massachusetts Rehabilitation Commission remains active in the Greater Boston Employer Advisory Board's efforts to assist persons with disabilities find employment and assist employers with hiring these individuals. In addition, in May, 2013, MRC and the U.S. Department of Labor's Office of Federal Contractors Compliance Program (OFCCP) connected qualified job-ready candidates with disabilities with competitive employment opportunities in businesses throughout the Commonwealth. The joint venture brought together more than 175 pre-screened job-ready MRC consumers with 36 ready-to-hire New England federal contractors. As a result of the Career Hiring Events, approximately 68 qualified candidates with disabilities were offered positions.
6. In June 2013, Massachusetts Commission for the Blind and Massachusetts Commission for the Deaf and Hard of Hearing and the Statewide Independence Living Council collaborated on a two-day conference, which focused on employment for their consumers.
7. In May 2013, Commissioner Elin Howe, Department of Developmental Services, chaired the annual Statewide Diversity Council Meeting held on May 10, 2013. There were over 100 participants from all regions in attendance.
8. The Department of Veteran Services held its annual Women Veterans' Conference at UMASS Boston on June 15, 2013. Over 250 women veterans attended and 100 Exhibitors participated in the event. Sponsors offered classes designed to assist attendees secure employment.
9. The Department of Mental Health continues to make strides in the integration of persons with psychiatric disabilities into the workforce. Many of these individuals,

Certified Peer Specialists, are located in both the hospital and community settings. They are hired at various levels, including at the supervisory level, and are able to bring the concepts of Recovery, Person-Centered Planning, and Trauma-Informed Care to individuals served by the department through sharing their own journeys of recovery. In addition, DMH established the Office of Recovery and Empowerment headed by Russell Pierce, JD.

10. In October 2012, MCB's Diversity Committee invited Josiane Martinez, Executive Director of the Office for Refugees and Immigrants and Georgianna Melendez, Executive Director of Commonwealth Compact, to share their personal and professional anecdotes, including their experiences related to their cultural identity. In 2013, MCB's Mobile Eye Clinic Team was awarded the Manuel Carballo Governor's Award for Excellence in Public Service, for their provision of services to individuals of all backgrounds across the Commonwealth.

The highlights above are a small representation of the EOHHS agencies' ongoing efforts to ensure equal employment and affirmative action opportunities for its employees and to provide culturally competent services to its consumers. The Secretariat and its agencies remain diligent in its goal to recruit, hire and retain a diverse pool of talented individuals, especially those from historically underrepresented groups.

Secretary John Polanowicz, EOHHS commissioners and managers value the contribution of all employees and recognize that diversity, mutual respect and inclusion of all employees is required to successfully fulfill the Secretariat's mission and goals.

Please direct any questions about this report to Sonia Bryan, EOHHS Secretariat Director of Diversity, Equal Opportunity and Civil Rights.

45 - HEALTH & HUMAN SERVICES - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 10/28/2013 11:04:04 AM

Department	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
COMMISSION FOR THE DEAF AND HA	53	7	13.2	6	11.3	0	0.	1	1.9	0	0.	0	0.	0	0.	46	86.8	42	79.2	3	5.7	0	0.	0	0.	1	1.9	0	0.	5	9.4
DEPARTMENT OF ELDER AFFAIRS	60	16	26.7	15	25.	1	1.7	0	0.	0	0.	0	0.	0	0.	44	73.3	35	58.3	5	8.3	2	3.3	2	3.3	0	0.	0	0.	10	16.7
DEPARTMENT OF MENTAL HEALTH	3186	1312	41.2	846	26.6	357	11.2	67	2.1	39	1.2	3	0.1	0	0.	1873	58.8	1392	43.7	364	11.4	64	2.	45	1.4	5	0.2	1	0.	947	29.7
DEPARTMENT OF MENTAL RETARDATI	6607	2160	32.7	1205	18.2	833	12.6	94	1.4	24	0.4	3	0.	0	0.	4447	67.3	3008	45.5	1224	18.5	163	2.5	47	0.7	4	0.1	1	0.	2393	36.2
DEPARTMENT OF PUBLIC HEALTH	3097	939	30.3	662	21.4	174	5.6	44	1.4	56	1.8	3	0.1	0	0.	2158	69.7	1441	46.5	465	15.	101	3.3	145	4.7	5	0.2	0	0.	994	32.1
DEPARTMENT OF VETERANS SERVICE	48	29	60.4	25	52.1	2	4.2	2	4.2	0	0.	0	0.	0	0.	19	39.6	13	27.1	3	6.3	2	4.2	1	2.1	0	0.	0	0.	10	20.8
DEPARTMENT OF YOUTH SERVICES	889	638	71.8	370	41.6	179	20.1	82	9.2	6	0.7	1	0.1	0	0.	251	28.2	166	18.7	55	6.2	27	3.	3	0.3	0	0.	0	0.	353	39.7
DEPT OF CHILDREN & FAMILIES	3206	648	20.2	460	14.3	103	3.2	65	2.	20	0.6	0	0.	0	0.	2558	79.8	1768	55.1	375	11.7	355	11.1	52	1.6	8	0.2	0	0.	978	30.5
DEPT OF TRANSITIONAL ASST	1590	355	22.3	237	14.9	35	2.2	50	3.1	32	2.	1	0.1	0	0.	1235	77.7	712	44.8	247	15.5	223	14.	51	3.2	2	0.1	0	0.	641	40.3
EXECUTIVE OFFICE OF HEALTH and	1542	576	37.4	425	27.6	75	4.9	20	1.3	55	3.6	1	0.1	0	0.	966	62.6	667	43.3	169	11.	64	4.2	64	4.2	2	0.1	0	0.	450	29.2
MASS COMMISSION FOR THE BLIND	170	55	32.4	42	24.7	9	5.3	2	1.2	2	1.2	0	0.	0	0.	115	67.6	92	54.1	13	7.6	6	3.5	4	2.4	0	0.	0	0.	36	21.2
MASS REHABILITATION COMMISSION	823	217	26.4	165	20.	25	3.	22	2.7	5	0.6	0	0.	0	0.	606	73.6	434	52.7	90	10.9	57	6.9	24	2.9	1	0.1	0	0.	224	27.2
OFFICE FOR REFUGEES and IMMGR	19	3	15.8	1	5.3	0	0.	1	5.3	1	5.3	0	0.	0	0.	16	84.2	8	42.1	3	15.8	3	15.8	2	10.5	0	0.	0	0.	10	52.6
SOLDIERS' HOME in HOLYOKE	372	90	24.2	68	18.3	10	2.7	11	3.	1	0.3	0	0.	0	0.	282	75.8	201	54.	27	7.3	49	13.2	5	1.3	0	0.	0	0.	103	27.7
SOLDIERS' HOME in MASSACHUSETT	380	136	35.8	87	22.9	16	4.2	30	7.9	3	0.8	0	0.	0	0.	244	64.2	140	36.8	53	13.9	44	11.6	7	1.8	0	0.	0	0.	153	40.3
TOTALS:	22042	7181	32.6	4614	20.9	1819	8.3	491	2.2	244	1.1	12	0.1	0	0.	14860	67.4	10119	45.9	3096	14.	1160	5.3	452	2.1	28	0.1	2	0.	7307	33.2

45 - HEALTH & HUMAN SERVICES - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	1529	598	39.1	494	32.3	67	4.4	25	1.6	11	0.7	1	0.1	0	0.0	931	60.9	764	50.0	112	7.3	37	2.4	18	1.2	0	0.0	0	0.0	271	17.7
Professionals	10710	2938	27.4	2198	20.5	391	3.7	190	1.8	154	1.4	5	0.0	0	0.0	7772	72.6	5664	52.9	1104	10.3	666	6.2	316	3.0	20	0.2	0	0.0	2848	26.6
Technicians	1269	293	23.1	197	15.5	65	5.1	19	1.5	12	0.9	0	0.0	0	0.0	976	76.9	717	56.5	182	14.3	63	5.0	14	1.1	0	0.0	0	0.0	355	28.0
Protective Service:Sw orn	181	151	83.4	113	62.4	26	14.4	10	5.5	2	1.1	0	0.0	0	0.0	30	16.6	20	11.0	7	3.9	3	1.7	0	0.0	0	0.0	0	0.0	48	26.5
Protective Service:Non-Sw orn	5956	2340	39.3	999	16.8	1138	19.1	161	2.7	39	0.7	2	0.0	0	0.0	3616	60.7	1914	32.1	1409	23.7	231	3.9	57	1.0	3	0.1	2	0.0	3041	51.1
Office/Clerical	1377	140	10.2	95	6.9	25	1.8	13	0.9	6	0.4	1	0.1	0	0.0	1237	89.8	837	60.8	240	17.4	124	9.0	31	2.3	5	0.4	0	0.0	445	32.3
Skilled Craft	344	311	90.4	262	76.2	24	7.0	15	4.4	8	2.3	2	0.6	0	0.0	33	9.6	21	6.1	9	2.6	2	0.6	1	0.3	0	0.0	0	0.0	61	17.7
Service Maintenance	639	407	63.7	255	39.9	81	12.7	58	9.1	12	1.9	1	0.2	0	0.0	231	36.2	154	24.1	28	4.4	34	5.3	14	2.2	0	0.0	0	0.0	230	36.0
No EEO-4 Reporting	37	3	8.1	1	2.7	2	5.4	0	0.0	0	0.0	0	0.0	0	0.0	34	91.9	28	75.7	5	13.5	0	0.0	1	2.7	0	0.0	0	0.0	8	21.6
TOTALS:	22042	7181	32.6	4614	20.9	1819	8.3	491	2.2	244	1.1	12	0.1	0	0.0	14860	67.4	10119	45.9	3096	14.0	1160	5.3	452	2.1	28	0.1	2	0.0	7307	33.2

45 - HEALTH & HUMAN SERVICES - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 11:08:33 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	5	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	2	40.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	20.0
Officials and Administrators	40	20	50.0	18	45.0	2	5.0	0	0.0	0	0.0	0	0.0	0	0.0	20	50.0	16	40.0	3	7.5	0	0.0	1	2.5	0	0.0	0	0.0	6	15.0
Professionals	348	77	22.1	46	13.2	17	4.9	12	3.4	2	0.6	0	0.0	0	0.0	270	77.6	176	50.6	55	15.8	30	8.6	8	2.3	1	0.3	0	0.0	126	36.2
Professionals	1	1	100.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Technicians	24	3	12.5	0	0.0	3	12.5	0	0.0	0	0.0	0	0.0	0	0.0	21	87.5	17	70.8	3	12.5	1	4.2	0	0.0	0	0.0	0	0.0	7	29.2
Protective Service:Sw orn	7	5	71.4	5	71.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	14.3	0	0.0	0	0.0	1	14.3	0	0.0	0	0.0	0	0.0	1	14.3
Protective Service:Non-Sw orn	199	92	46.2	39	19.6	40	20.1	9	4.5	1	0.5	1	0.5	1	0.5	107	53.8	56	28.1	44	22.1	5	2.5	1	0.5	0	0.0	1	0.5	102	51.3
Office/Clerical	44	3	6.8	0	0.0	1	2.3	2	4.5	0	0.0	0	0.0	0	0.0	40	90.9	26	59.1	6	13.6	8	18.2	0	0.0	0	0.0	0	0.0	17	38.6
Skilled Craft	7	7	100.0	6	85.7	0	0.0	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	14.3
Service Maintenance	37	22	59.5	18	48.6	2	5.4	1	2.7	1	2.7	0	0.0	0	0.0	14	37.8	14	37.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	13.5
No EEO-4 Reporting	6	1	16.7	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	5	83.3	4	66.7	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	2	33.3
TOTALS:	718	234	32.6	134	18.7	66	9.2	25	3.5	6	0.8	1	0.1	1	0.1	480	66.9	311	43.3	112	15.6	45	6.3	10	1.4	1	0.1	1	0.1	269	37.5

45 - HEALTH & HUMAN SERVICES - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	

Voluntary Terminations

Officials and Administrators	46	23	50.	18	39.1	4	8.7	0	0.	1	2.2	0	0.	0	0.	23	50.	20	43.5	3	6.5	0	0.	0	0.	0	0.	0	0.	8	17.4
Professionals	201	46	22.9	37	18.4	4	2.	1	0.5	2	1.	2	1.	0	0.	154	76.6	131	65.2	12	6.	4	2.	6	3.	1	0.5	0	0.	32	15.9
Technicians	32	6	18.8	4	12.5	2	6.3	0	0.	0	0.	0	0.	0	0.	26	81.3	23	71.9	2	6.3	1	3.1	0	0.	0	0.	0	0.	5	15.6
Protective Service:Sworn	6	6	100.	6	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Protective Service:Non-Sworn	126	53	42.1	28	22.2	20	15.9	4	3.2	0	0.	0	0.	0	0.	71	56.3	52	41.3	17	13.5	1	0.8	1	0.8	0	0.	0	0.	44	34.9
Office/Clerical	26	2	7.7	2	7.7	0	0.	0	0.	0	0.	0	0.	0	0.	24	92.3	20	76.9	3	11.5	1	3.8	0	0.	0	0.	0	0.	4	15.4
Skilled Craft	3	3	100.	2	66.7	0	0.	0	0.	0	0.	0	0.	1	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	19	12	63.2	10	52.6	0	0.	2	10.5	0	0.	0	0.	0	0.	7	36.8	7	36.8	0	0.	0	0.	0	0.	0	0.	0	0.	2	10.5
No EEO-4 Reporting	2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	100.	2	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	461	151	32.8	107	23.2	30	6.5	7	1.5	3	0.7	2	0.4	1	0.2	307	66.6	255	55.3	37	8.	7	1.5	7	1.5	1	0.2	0	0.	95	20.6

Involuntary Terminations

Officials and Administrators	4	3	75.	3	75.	0	0.	0	0.	0	0.	0	0.	0	0.	1	25.	1	25.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	11	3	27.3	2	18.2	1	9.1	0	0.	0	0.	0	0.	0	0.	7	63.6	5	45.5	2	18.2	0	0.	0	0.	0	0.	0	0.	4	36.4
Technicians	4	1	25.	0	0.	1	25.	0	0.	0	0.	0	0.	0	0.	3	75.	1	25.	1	25.	1	25.	0	0.	0	0.	0	0.	3	75.
Protective Service:Non-Sworn	41	15	36.6	9	22.	4	9.8	2	4.9	0	0.	0	0.	0	0.	26	63.4	10	24.4	15	36.6	1	2.4	0	0.	0	0.	0	0.	22	53.7
Office/Clerical	2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	100.	1	50.	0	0.	0	0.	1	50.	0	0.	0	0.	1	50.
Service Maintenance	2	1	50.	0	0.	1	50.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.
TOTALS:	64	23	35.9	14	21.9	7	10.9	2	3.1	0	0.	0	0.	0	0.	40	62.5	19	29.7	18	28.1	2	3.1	1	1.6	0	0.	0	0.	31	48.4

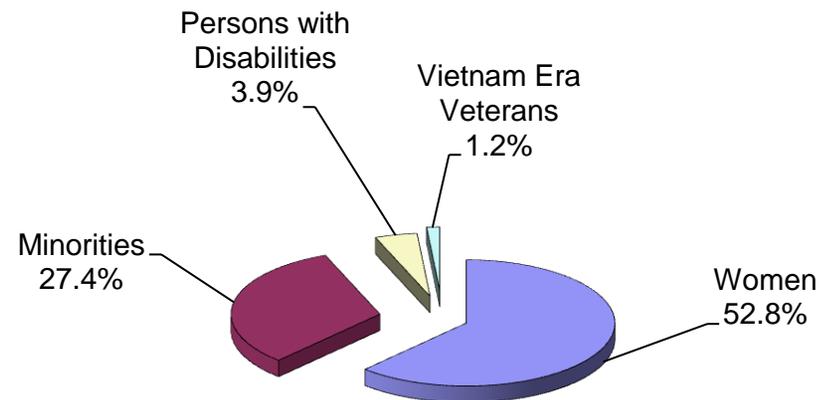


EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT

SECRETARY GREGORY BIALECKI

Demographics for Fiscal Year 2013

As of June 29, 2013



Executive Office of Housing and Economic Development
Annual Narrative FY 2013

Introduction:

The mission of the Executive Office of Housing and Economic Development (EOHED) is the creation of homes and jobs in the Commonwealth. We accomplish this by aligning the state's housing and economic development agencies to better coordinate policies and programs that ensure that Massachusetts will maintain its global competitive edge. We work to keep our economic position strong by attracting new businesses, retaining existing businesses, and increasing our housing stock so that Massachusetts remains an affordable place to live. To achieve our goals, government works in partnership with the private sector and citizens to create the conditions for optimal economic growth.

Overview of Secretariat and Agency Relationships:

The following agencies make up the Secretariat (HED).

The Department of Housing and Community Development's (DHCD) mission is to strengthen cities, towns and neighborhoods to enhance the quality of life of Massachusetts residents. DHCD provides leadership, professional assistance and financial resources to promote safe, decent affordable housing opportunities, economic vitality of communities and sound municipal management.

The Massachusetts Marketing Partnership (MMP) oversees marketing Massachusetts domestically and internationally to businesses, entrepreneurs, tourists, and students. MMP is made up of the Massachusetts Office of Travel and Tourism, the Massachusetts Office of International Trade and Investment, and the Commonwealth Marketing Office,

The Massachusetts Office of Business Development (MOBD) is committed to helping companies create and retain jobs as well

as promote private investment in Massachusetts. MOBD facilitates simplified, timely access to a host of governmental and non-governmental resources and incentive programs that will help businesses grow faster and stronger in Massachusetts.

The Office of Consumer Affairs and Business Regulation (OCABR), and its five agencies, has two goals: to protect and empower consumers through advocacy and education, and to ensure a fair playing field for all Massachusetts businesses. The five agencies within OCABR are: Department of Telecommunications and Cable, Division of Banks, Division of Insurance, Division of Professional Licensure, and the Division of Standards.

Broad Comparison of the Workforce:

Current Fiscal Year FY13		Past Fiscal Year FY12	
Total employees	836	Total employees	830
Females	52.8%	Females	52.6%
Minorities	27.4%	Minorities	26.5%
VEVs	1.2%	VEVs	1.1%
Persons with Disabilities	4.1%	Persons with Disabilities	2.8%

Retention: HED agencies offer a variety of program/policies to encourage staff retention, including telecommuting, flexible schedules, and training opportunities.

Promotion: HED agencies encourage employees to apply to open positions. HED employees are informed of all job opportunities within the Secretariat on a weekly basis.

Hiring: Open positions are posted on the CEO website. HED strives to ensure all applicant pools and hiring panels are diverse.

Terminations: 89% of terminations during this fiscal year were voluntary; with 34% of those terminations due to retirement. Corrective measures were attempted prior to all involuntary terminations.

Highlights:

HED has had an increase in mandatory training compliance during FY13. HED agencies have worked together to share training resources to continue to attempt HED's overall goal of 100% compliance. HED has also increased the number of persons with disabilities through successful self-identification campaigns and compliance with the Disability Awareness training that has had a positive impact upon the hiring process.

Secretariat Moving Forward:

HED remains committed to affirmative action and diversity within the workforce. This includes continuing to expand recruitment efforts to increase persons with disabilities within the workforce and to continue to actively promote the semi-annual self-identification campaigns. During the past nine fiscal years, HED has exceeded the statewide benchmark for females and minorities in the workforce- which HED intends to continue in upcoming years.

92 - EXEC OFF OF ECONOMIC DEVELOP - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

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Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
DEPARTMENT OF BUSINESS and TEC	24	13	54.2	8	33.3	5	20.8	0	0.	0	0.	0	0.	0	0.	11	45.8	9	37.5	1	4.2	0	0.	1	4.2	0	0.	0	0.	7	29.2
DEPT OF HOUSING AND COMMUNITY	289	112	38.8	81	28.	14	4.8	7	2.4	8	2.8	2	0.7	0	0.	176	60.9	110	38.1	40	13.8	17	5.9	7	2.4	2	0.7	0	0.	98	33.9
DEPT of TELECOMM & CABLE	23	10	43.5	5	21.7	1	4.3	0	0.	3	13.	0	0.	1	4.3	13	56.5	9	39.1	4	17.4	0	0.	0	0.	0	0.	0	0.	8	34.8
DIVISION OF BANKS	161	91	56.5	72	44.7	12	7.5	5	3.1	2	1.2	0	0.	0	0.	70	43.5	47	29.2	11	6.8	5	3.1	6	3.7	0	0.	0	0.	42	26.1
DIVISION OF INSURANCE	116	68	58.6	59	50.9	6	5.2	1	0.9	2	1.7	0	0.	0	0.	48	41.4	31	26.7	10	8.6	2	1.7	5	4.3	0	0.	0	0.	26	22.4
DIVISION OF PROFESSIONAL LICEN	114	44	38.6	40	35.1	1	0.9	1	0.9	1	0.9	0	0.	1	0.9	70	61.4	46	40.4	13	11.4	7	6.1	4	3.5	0	0.	0	0.	27	23.7
DIVISION OF STANDARDS	17	14	82.4	13	76.5	0	0.	0	0.	1	5.9	0	0.	0	0.	3	17.6	3	17.6	0	0.	0	0.	0	0.	0	0.	0	0.	1	5.9
EXECUTIVE OFFICE OF ECONOMIC D	46	27	58.7	21	45.7	2	4.3	0	0.	4	8.7	0	0.	0	0.	19	41.3	14	30.4	2	4.3	0	0.	1	2.2	0	0.	2	4.3	9	19.6
Massachusetts Marketing Partne	22	10	45.5	10	45.5	0	0.	0	0.	0	0.	0	0.	0	0.	12	54.5	9	40.9	3	13.6	0	0.	0	0.	0	0.	0	0.	3	13.6
OFFICE OF CONSUMER AFFAIRS AND	24	5	20.8	5	20.8	0	0.	0	0.	0	0.	0	0.	0	0.	19	79.2	11	45.8	4	16.7	2	8.3	2	8.3	0	0.	0	0.	8	33.3
TOTALS:	836	394	47.1	314	37.6	41	4.9	14	1.7	21	2.5	2	0.2	2	0.2	441	52.8	289	34.6	88	10.5	33	3.9	26	3.1	2	0.2	2	0.2	229	27.4

92 - EXEC OFF OF ECONOMIC DEVELOP - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	254	130	51.2	102	40.2	16	6.3	2	0.8	7	2.8	1	0.4	2	0.8	124	48.8	96	37.8	19	7.5	1	0.4	5	2.	1	0.4	2	0.8	52	20.5
Professionals	465	242	52.	199	42.8	24	5.2	7	1.5	11	2.4	1	0.2	0	0.	223	48.	152	32.7	38	8.2	14	3.	18	3.9	0	0.	0	0.	114	24.5
Technicians	42	5	11.9	1	2.4	0	0.	3	7.1	1	2.4	0	0.	0	0.	36	85.7	15	35.7	10	23.8	10	23.8	1	2.4	0	0.	0	0.	26	61.9
Office/Clerical	75	17	22.7	12	16.	1	1.3	2	2.7	2	2.7	0	0.	0	0.	58	77.3	26	34.7	21	28.	8	10.7	2	2.7	1	1.3	0	0.	37	49.3
TOTALS:	836	394	47.1	314	37.6	41	4.9	14	1.7	21	2.5	2	0.2	2	0.2	441	52.8	289	34.6	88	10.5	33	3.9	26	3.1	2	0.2	2	0.2	229	27.4

92 - EXEC OFF OF ECONOMIC DEVELOP - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/25/2013 5:13:03 PM

EE04 Category	Grand Total	** MALES **													** FEMALES **													Minority Total	%		
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%			Not Known	%
Officials and Administrators	8	7	87.5	7	87.5	0	0	0	0	0	0	0	0	0	1	12.5	0	0	0	0	0	0	0	0	0	0	0	1	12.5	0	0
Professionals	13	9	69.2	7	53.8	0	0	2	15.4	0	0	0	0	0	4	30.8	4	30.8	0	0	0	0	0	0	0	0	0	0	2	15.4	
Technicians	3	0	0	0	0	0	0	0	0	0	0	0	0	0	2	66.7	0	0	0	0	2	66.7	0	0	0	0	0	0	0	3	100
Office/Clerical	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	0	0	1	100	0	0	0	0	0	0	0	0	1	100	
TOTALS:	25	16	64	14	56	0	0	2	8	0	0	0	0	0	8	32	4	16	1	4	2	8	0	0	0	0	1	4	6	24	

92 - EXEC OFF OF ECONOMIC DEVELOP - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

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EE04 Category	Grand Total	** MALES **													** FEMALES **													Minority Total	%	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%			Not Known
Voluntary Terminations																														
Officials and Administrators	3	1	33.3	1	33.3	0	0	0	0	0	0	0	0	0	2	66.7	2	66.7	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	8	4	50	4	50	0	0	0	0	0	0	0	0	0	4	50	4	50	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	0	0	0	0	1	100	0	0	0	0	0	0	1	100
Office/Clerical	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	13	5	38.5	5	38.5	0	0	0	8	61.5	7	53.8	0	0	1	7.7	0	0	0	0	0	0	1	7.7						
Involuntary Terminations																														
Officials and Administrators	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	0	0	2	100	0	0	0	0	0	0	0	0	0	0
TOTALS:	3	1	33.3	1	33.3	0	0	0	2	66.7	0	0	2	66.7	0	0	0	0	0	0	0	0	2	66.7						

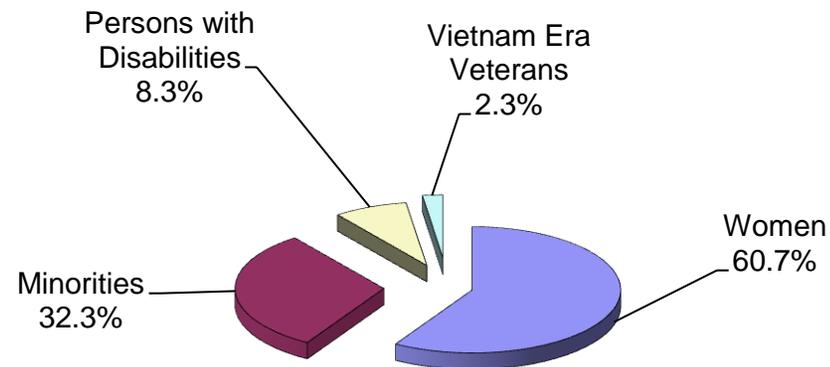


EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

SECRETARY JOANNE F. GOLDSTEIN

Demographics for Fiscal Year 2013

As of June 29, 2013



Mission Statement:

We strive to develop an inclusive environment that capitalizes on each individual's talents, skills, and perspectives in order to increase organizational productivity and effectiveness while valuing the differences among the Commonwealth's employees and all those with whom it does business.

OVERVIEW of EOLWD SECRETARIAT:

EOLWD is the Secretariat responsible for the five departments reporting under this organization: Dept. of Industrial Accidents, Dept. of Labor Standards, Dept. of Labor Relations, Dept. of Unemployment Assistance, and Dept. of Career Services

Department of Industrial Accidents: To adjudicate disputed Workers' Compensation claims fairly and promptly, swiftly resolving matters that have a real impact on the lives of injured workers and on the bottom line of Commonwealth businesses.

Department of Labor Relations: To administer the Commonwealth's collective bargaining laws, M.G.L. c. 150, 150A and 150E. To promptly settle labor disputes by offering dispute resolution services to both public and private sector employers, and the labor organizations that represent their employees.

Department of Labor Standards: To promote and protect workers' safety and health, wages, and working conditions, and to support employers and workers (public and private entities) in the utilization of apprenticeship as a workforce development tool

Department of Unemployment Assistance: To help unemployed workers during this temporary period of unemployment and connect unemployed workers with resources to get them back to work; and

Department of Career Services: To support and promote the continued vitality of the Commonwealth's workforce and economic development efforts through the delivery of quality employment, education, and training services that are responsive to and meet the needs of job seekers and employers.

The Executive Office of Labor and Workforce Development employs 1506 individuals and our workforce is 60.7% female, 32.3% minority, 2.3% certified Vietnam Era Veterans and 7.8% persons with disabilities. The percentages when compared to the workforce availability statistics for women and minorities, taken from the 2000 United States Census, demonstrates the overall successes of the Executive Office of Labor and Workforce Development's Affirmative Action policies. The Workforce availability statistics for Women is 48.2%, 10.4% for Minorities, 5.0% for Vietnam Era Veterans, and 12.0% for Persons with Disability.

An overview of the entire secretariat workforce highlights an effort to meet and exceed established Diversity and Affirmative Action workforce goals, especially within our M-V and above management levels.

The total number of managers is 202 of that number, 46 are minority managers (22.8%). The chart below illustrates the number of minority managers who are M-V and above. The majority of minority managers (28) are at the M-5 and above level which represents 22.6% of management.

Management Level

Management Level	# of Minorities	Minority Percentage
Manager Level M-5	8	36.4%
Manager Level M-6	11	26.8%
Manager Level M-7	2	13.3%
Manager Level M-8	1	10.0%
Manager Level M-9	3	12.5%
Manager Level M-10	3	25.0%
Manager Level M-11	0	0.0%
Manager Level M-12	0	0.0%

SECRETARIAT MOVING FORWARD:

The Secretariat continues to demonstrate a strong commitment to organizational diversity and inclusion. We continue to target management level positions (M-5 and above) for increased recruitment efforts targeting various diverse communities and organizations, attending diversity, minority, veteran and persons with disability career fairs. Additionally, we continue to collaborate with vocational rehabilitation counselors and job developers from the Massachusetts Division of Career Services, the Massachusetts Commission for the Blind and the Massachusetts Rehabilitation Commission.

93 - EXEC OFF OF LABOR & WF DEV - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

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Department	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Department of Labor & Workforc	1506	592	39.3	422	28.	88	5.8	36	2.4	40	2.7	3	0.2	3	0.2	914	60.7	592	39.3	162	10.8	95	6.3	61	4.1	1	0.1	3	0.2	486	32.3
TOTALS:	1506	592	39.3	422	28.	88	5.8	36	2.4	40	2.7	3	0.2	3	0.2	914	60.7	592	39.3	162	10.8	95	6.3	61	4.1	1	0.1	3	0.2	486	32.3

93 - EXEC OFF OF LABOR & WF DEV - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 10/28/2013 12:20:45 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	202	102	50.5	81	40.1	11	5.4	3	1.5	4	2.	1	0.5	2	1.	100	49.5	72	35.6	19	9.4	6	3.	2	1.	0	0.	1	0.5	46	22.8
Professionals	1088	426	39.2	301	27.7	58	5.3	29	2.7	35	3.2	2	0.2	1	0.1	662	60.8	429	39.4	102	9.4	79	7.3	51	4.7	0	0.	1	0.1	356	32.7
Technicians	39	29	74.4	19	48.7	8	20.5	1	2.6	1	2.6	0	0.	0	0.	10	25.6	7	17.9	1	2.6	1	2.6	1	2.6	0	0.	0	0.	13	33.3
Office/Clerical	171	29	17.	15	8.8	11	6.4	3	1.8	0	0.	0	0.	0	0.	142	83.	84	49.1	40	23.4	9	5.3	7	4.1	1	0.6	1	0.6	71	41.5
Skilled Craft	4	4	100.	4	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	2	2	100.	2	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	1506	592	39.3	422	28.	88	5.8	36	2.4	40	2.7	3	0.2	3	0.2	914	60.7	592	39.3	162	10.8	95	6.3	61	4.1	1	0.1	3	0.2	486	32.3

93 - EXEC OFF OF LABOR & WF DEV - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 12:26:53 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	5	1	20.	1	20.	0	0.	0	0.	0	0.	0	0.	0	0.	4	80.	2	40.	2	40.	0	0.	0	0.	0	0.	0	0.	2	40.
Professionals	16	7	43.8	5	31.3	1	6.3	0	0.	1	6.3	0	0.	0	0.	9	56.3	5	31.3	1	6.3	0	0.	3	18.8	0	0.	0	0.	6	37.5
Technicians	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	4	1	25.	1	25.	0	0.	0	0.	0	0.	0	0.	0	0.	3	75.	1	25.	2	50.	0	0.	0	0.	0	0.	0	0.	2	50.
TOTALS:	26	10	38.5	8	30.8	1	3.8	0	0.	1	3.8	0	0.	0	0.	16	61.5	8	30.8	5	19.2	0	0.	3	11.5	0	0.	0	0.	10	38.5

93 - EXEC OFF OF LABOR & WF DEV - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 12:29:36 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	6	4	66.7	4	66.7	0	0.	0	0.	0	0.	0	0.	0	0.	2	33.3	1	16.7	1	16.7	0	0.	0	0.	0	0.	0	0.	1	16.7
Professionals	14	8	57.1	7	50.	0	0.	0	0.	1	7.1	0	0.	0	0.	5	35.7	5	35.7	0	0.	0	0.	0	0.	0	0.	0	0.	2	14.3
Technicians	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	0	0.	1	100.	0	0.	0	0.	0	0.	0	0.	1	100.
TOTALS:	22	13	59.1	12	54.5	0	0.	0	0.	1	4.5	0	0.	0	0.	8	36.4	6	27.3	2	9.1	0	0.	0	0.	0	0.	0	0.	4	18.2
Involuntary Terminations																															
Professionals	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.

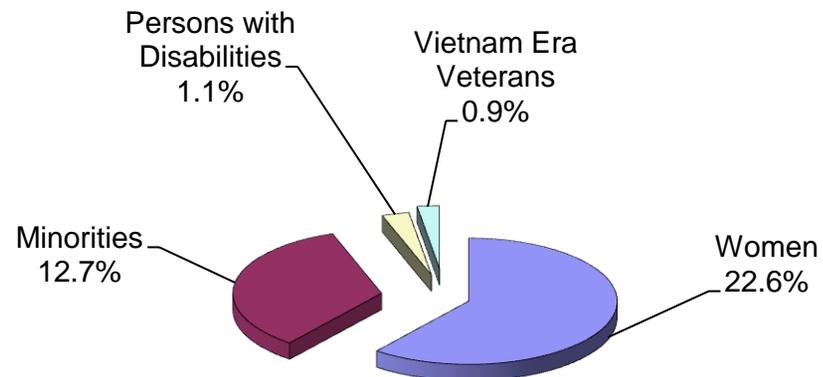


EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY

SECRETARY ANDREA J. CABRAL

Demographics for Fiscal Year 2013

As of June 29, 2013



**The Executive Office of Public Safety and Security
Secretariat Annual Narrative
August 26, 2013**

The Executive Office of Public Safety and Security (EOPSS) is responsible for the protection of the Commonwealth and its citizens from injury to person or property arising from criminal acts, negligence, natural disasters, civil disturbances and terrorism. EOPSS is charged with acting to prevent such acts or events from occurring, by aiding and cooperating with local and federal agencies in similar activities.

The Secretary of Public Safety and Security, by statutory authority, leads the EOPSS, along with the Undersecretary for Homeland Security and Emergency Management, the Undersecretary for Law Enforcement, the Undersecretary for Criminal Justice, the Undersecretary for Forensic Sciences and Technology, and the Assistant Secretary for Policy and Planning.

The Secretariat is comprised of 11 agencies, the Department of Criminal Justice and Information Systems (DCJIS), Department of Correction (DOC), Department of Fire Services (DFS), Department of Public Safety (DPS), Department of State Police (POL), Massachusetts Emergency Management Agency (MEMA), Massachusetts National Guard (MIL), Municipal Police Training Council (MPTC), Office of the Chief Medical Examiner (OCME), Parole Board (PAR), Sex Offender Registry (SORB). In addition, there are 3 agencies which operate within EOPSS, the Office of Grants and Research (OGR), the Office of Technology and Information Services (OTIS) and State 911 Department.

The Secretariat's workforce has a challenging mission and is dedicated to serving the citizens of the Commonwealth twenty-four hours a day, every day of the year. This office has established an atmosphere of commitment and dedication to the safety of the public and its employees. The following paragraphs

provide additional insights into both the challenges and successes experienced by EOPSS's agencies.

In FY12, EOPSS employed 8,759 individuals, while in FY13 EOPSS employed 9,138 individuals with an increase of 379 employees. A comparison of the workforce for FY12 includes: Males 78%, Females 21.93%, Minorities 12.70%, VEV's 1.08%, and Persons with Disabilities 1.14% to current FY13 Males 77.3%, Females 22.6%, Minorities 12.70%, VEV's 0.9%, and Persons with Disabilities 1.1%.

EOPSS and its agencies encourage internal employees to attend various trainings and to take the initiative to apply for promotional positions that become available. This past year some of the EOPSS agencies were able to promote internally for the following positions: Director of Administrative Services, Program Coordinator 1, and Accountant. For FY12, some agencies were also fortunate to backfill vacant positions, and create new positions such as Program Coordinator III-Public Education, and Store Keeper 11-DCAM.

EOPSS and its agencies have actively sought to increase the diversity of the workforce through recruitment contact with professional minority associations, and the use of newspaper listings, website advertisement, and job fair participation, among other sources, in an effort to attract minority candidates. Some agencies were able to exceed their original placement goals set for minority representation in FY12 in the Office/Clerical Category, and the VEV representation in the Professional Category. For FY12, there were a total of 379 new hires for this Secretariat.

Throughout FY12, this Secretariat experienced voluntary terminations, involuntary terminations, voluntary layoffs and retirements in all its agencies.

While the EOPSS Secretariat workforce increased in FY12, there were some reductions to the workforce at the agency

level, in all categories. In the category of Minorities this Secretariat remains above the Commonwealth's parity numbers, with the Secretariat at 12.77% for Minorities and the Commonwealth with 10.40% for Minorities. EOPSS continues to pursue further diversification of the workforce in all categories based on the needs of the agencies and the budgetary constraints that currently exist.

The Executive Office of Public Safety and Security moving forward

EOPSS will continue to make every effort to meet the Commonwealth's benchmarks in each category where goals have been set. In FY14, EOPSS will continue to hire and promote in the protected group categories. This Secretariat will continue to monitor and encourage all agencies to put forth its best efforts to improve hiring and promoting in all categories when positions become available.

For FY14, EOPSS' hiring will be based on the operational needs of each agency. Vacancies will be filled where deemed appropriate by Agency Heads and EOPSS Chief of Staff. When a vacant position is available, this Secretariat will continue to make good faith efforts to work toward our placement goals in all four of the protected groups.

At present, EOPSS does not have a Secretariat Director of Human Resources. EOPSS AA/Diversity Officer will continue to work directly with Agency Diversity Officers and the Secretariat Chief of Staff to monitor the vacancies and hiring activities of all EOPSS' Agencies to ensure all placement goals are consistently tracked and reported on a quarterly basis throughout this year.

80 - PUBLIC SAFETY

- Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 10/28/2013 11:44:41 AM

Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
CHIEF MEDICAL EXAMINER	73	27	37.0	20	27.4	3	4.1	3	4.1	0	0.0	0	0.0	0	0.0	45	61.6	37	50.7	5	6.8	2	2.7	0	0.0	0	0.0	1	1.4	14	19.2
CRIMINAL HISTORY SYSTEMS BOARD	30	9	30.0	7	23.3	1	3.3	1	3.3	0	0.0	0	0.0	0	0.0	21	70.0	13	43.3	4	13.3	2	6.7	2	6.7	0	0.0	0	0.0	10	33.3
CRIMINAL JUSTICE TRAINING COUN	22	7	31.8	7	31.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	15	68.2	15	68.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
DEPARTMENT OF CORRECTION	5293	4207	79.5	3625	68.5	313	5.9	215	4.1	46	0.9	8	0.2	0	0.0	1085	20.5	919	17.4	98	1.9	50	0.9	12	0.2	6	0.1	0	0.0	748	14.1
DEPARTMENT OF FIRE SERVICES	70	28	40.0	27	38.6	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4	42	60.0	40	57.1	0	0.0	0	0.0	1	1.4	0	0.0	1	1.4	1	1.4
DEPARTMENT OF PUBLIC SAFETY	136	103	75.7	98	72.1	4	2.9	1	0.7	0	0.0	0	0.0	0	0.0	33	24.3	24	17.6	6	4.4	1	0.7	2	1.5	0	0.0	0	0.0	14	10.3
DEPARTMENT OF STATE POLICE	2506	2060	82.2	1863	74.3	100	4.0	55	2.2	33	1.3	9	0.4	0	0.0	444	17.7	411	16.4	17	0.7	10	0.4	6	0.2	0	0.0	0	0.0	230	9.2
EMERGENCY MANAGEMENT AGENCY	83	50	60.2	49	59.0	0	0.0	1	1.2	0	0.0	0	0.0	0	0.0	33	39.8	30	36.1	1	1.2	2	2.4	0	0.0	0	0.0	0	0.0	4	4.8
Exec Office Of Public Safety & EXECUTIVE OFFICE OF PUBLIC SAF	184	138	75.0	104	56.5	2	1.1	8	4.3	20	10.9	0	0.0	4	2.2	46	25.0	32	17.4	2	1.1	2	1.1	8	4.3	0	0.0	2	1.1	42	22.8
MILITARY DIVISION	289	236	81.7	223	77.2	8	2.8	3	1.0	0	0.0	1	0.3	1	0.3	52	18.0	47	16.3	1	0.3	1	0.3	0	0.0	2	0.7	1	0.3	16	5.5
PAROLE BOARD	206	92	44.7	84	40.8	3	1.5	5	2.4	0	0.0	0	0.0	0	0.0	113	54.9	83	40.3	18	8.7	8	3.9	4	1.9	0	0.0	0	0.0	39	18.9
SEX OFFENDER REGISTRY	48	23	47.9	21	43.8	1	2.1	0	0.0	1	2.1	0	0.0	0	0.0	25	52.1	20	41.7	2	4.2	2	4.2	1	2.1	0	0.0	0	0.0	7	14.6
TOTALS:	9138	7066	77.3	6202	67.9	441	4.8	292	3.2	102	1.1	18	0.2	10	0.1	2066	22.6	1751	19.2	172	1.9	84	0.9	38	0.4	8	0.1	7	0.1	1163	12.7

80 - PUBLIC SAFETY

- Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 10/28/2013 11:41:36 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	695	443	63.7	421	60.6	14	2.0	5	0.7	2	0.3	1	0.1	0	0.0	251	36.1	214	30.8	25	3.6	8	1.2	1	0.1	1	0.1	2	0.3	58	8.3
Professionals	1668	950	57.0	827	49.6	55	3.3	34	2.0	25	1.5	0	0.0	9	0.5	718	43.0	626	37.5	38	2.3	22	1.3	24	1.4	2	0.1	2	0.1	204	12.2
Technicians	97	77	79.4	72	74.2	3	3.1	1	1.0	1	1.0	0	0.0	0	0.0	20	20.6	19	19.6	0	0.0	1	1.0	0	0.0	0	0.0	0	0.0	6	6.2
Protective Service:Sworn	5738	5148	89.7	4474	78.0	348	6.1	237	4.1	73	1.3	16	0.3	0	0.0	587	10.2	487	8.5	61	1.1	31	0.5	6	0.1	2	0.0	0	0.0	774	13.5
Protective Service:Non-Sworn	300	197	65.7	187	62.3	3	1.0	6	2.0	0	0.0	0	0.0	1	0.3	102	34.0	87	29.0	7	2.3	4	1.3	3	1.0	0	0.0	1	0.3	23	7.7
Office/Clerical	399	33	8.3	30	7.5	1	0.3	1	0.3	1	0.3	0	0.0	0	0.0	366	91.7	302	75.7	38	9.5	17	4.3	4	1.0	2	0.5	1	0.3	66	16.5
Skilled Craft	129	128	99.2	118	91.5	7	5.4	2	1.6	0	0.0	1	0.8	0	0.0	1	0.8	0	0.0	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	11	8.5
Service Maintenance	112	90	80.4	73	65.2	10	8.9	6	5.4	0	0.0	0	0.0	0	0.0	21	18.8	16	14.3	2	1.8	1	0.9	0	0.0	1	0.9	1	0.9	21	18.8
TOTALS:	9138	7066	77.3	6202	67.9	441	4.8	292	3.2	102	1.1	18	0.2	10	0.1	2066	22.6	1751	19.2	172	1.9	84	0.9	38	0.4	8	0.1	7	0.1	1163	12.7

80 - PUBLIC SAFETY

- Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 11:47:41 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	9	5	55.6	5	55.6	0	0.	0	0.	0	0.	0	0.	0	0.	3	33.3	3	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	1	11.1
Professionals	42	23	54.8	16	38.1	2	4.8	1	2.4	0	0.	0	0.	4	9.5	19	45.2	18	42.9	1	2.4	0	0.	0	0.	0	0.	0	0.	4	9.5
Technicians	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	0	0.	0	0.	1	50.	0	0.	0	0.	0	0.	1	50.
Protective Service:Sw orn	135	116	85.9	106	78.5	3	2.2	5	3.7	2	1.5	0	0.	0	0.	18	13.3	16	11.9	0	0.	2	1.5	0	0.	0	0.	0	0.	12	8.9
Protective Service:Non-Sw orn	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	5	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	5	100.	5	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Skilled Craft	4	4	100.	4	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	6	5	83.3	3	50.	0	0.	1	16.7	0	0.	0	0.	0	0.	1	16.7	1	16.7	0	0.	0	0.	0	0.	0	0.	0	0.	2	33.3
TOTALS:	205	155	75.6	136	66.3	5	2.4	7	3.4	2	1.	0	0.	4	2.	48	23.4	44	21.5	1	0.5	3	1.5	0	0.	0	0.	0	0.	20	9.8

80 - PUBLIC SAFETY

- Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 11:49:55 AM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	13	9	69.2	8	61.5	0	0.	0	0.	0	0.	0	0.	1	7.7	4	30.8	4	30.8	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	19	9	47.4	8	42.1	0	0.	0	0.	1	5.3	0	0.	0	0.	10	52.6	8	42.1	2	10.5	0	0.	0	0.	0	0.	0	0.	3	15.8
Protective Service:Sw orn	52	48	92.3	38	73.1	6	11.5	2	3.8	1	1.9	1	1.9	0	0.	4	7.7	3	5.8	1	1.9	0	0.	0	0.	0	0.	0	0.	11	21.2
Protective Service:Non-Sw orn	4	2	50.	2	50.	0	0.	0	0.	0	0.	0	0.	0	0.	2	50.	1	25.	0	0.	0	0.	1	25.	0	0.	0	0.	1	25.
Office/Clerical	4	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	4	100.	4	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	3	3	100.	3	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	95	71	74.7	59	62.1	6	6.3	2	2.1	2	2.1	1	1.1	1	1.1	24	25.3	20	21.1	3	3.2	0	0.	1	1.1	0	0.	0	0.	15	15.8

Involuntary Terminations																															
Professionals	2	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Technicians	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Protective Service:Sw orn	3	3	100.	3	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Protective Service:Non-Sw orn	2	2	100.	2	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	1	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	1	100.	0	0.	0	0.	0	0.	1	100.
TOTALS:	10	8	80.	6	60.	0	0.	0	0.	0	0.	0	0.	2	20.	2	20.	1	10.	0	0.	1	10.	0	0.	0	0.	0	0.	1	10.

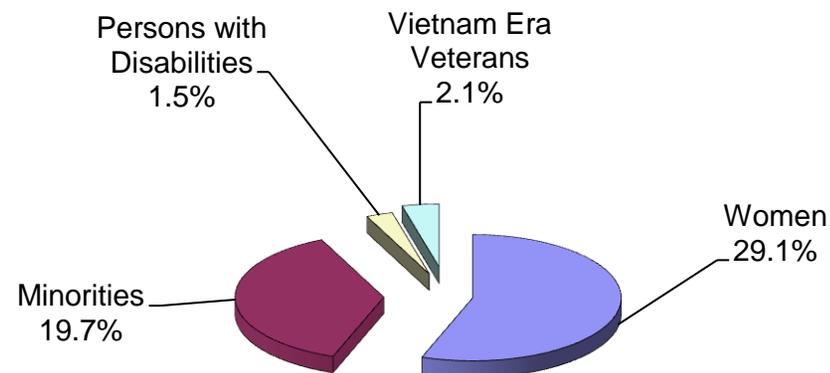


MASSACHUSETTS DEPARTMENT OF TRANSPORTATION

SECRETARY RICHARD A. DAVEY

Demographics for Fiscal Year 2013

As of June 29, 2013



**Massachusetts Department of Transportation
Annual Report Narrative FY 2013
August 9, 2013**

INTRODUCTION

MassDOT Mission Statement

To deliver excellent customer service to the people who travel in the Commonwealth and to provide our nation's safest and most reliable transportation system in a way that strengthens our economy and quality of life.

MassDOT's Office of Diversity and Civil Rights Mission Statement

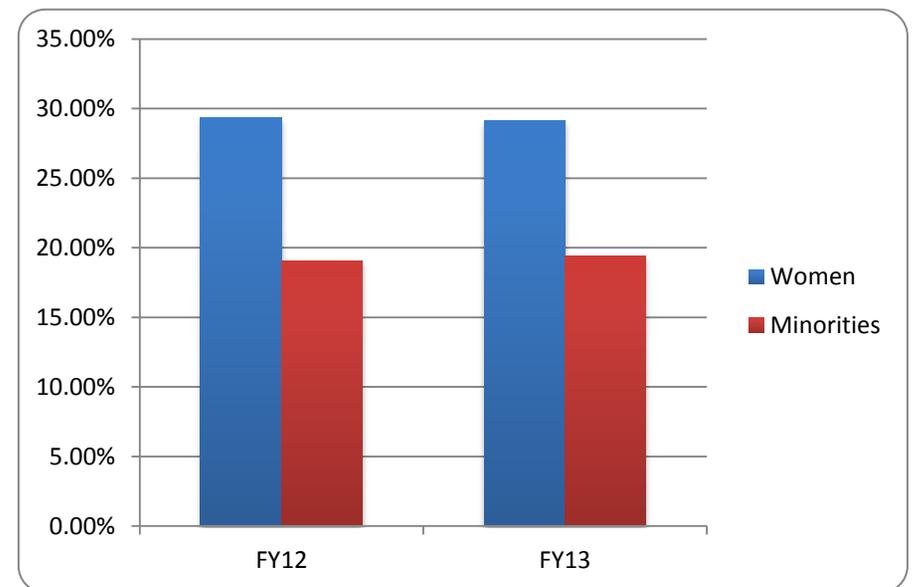
MassDOT's Office of Diversity and Civil Rights (ODCR) is committed to providing exemplary service to our employees, customers, vendors and stakeholders in an effort to prevent discrimination against any individual or group based on their race, color, gender, national origin, ancestry, religion, disability, age, sexual orientation, genetic status, gender identity, veteran status or military service. ODCR is dedicated to promoting inclusion, transparency and visibility, while fostering the growth and development of a diverse workforce and vendor base. ODCR is also committed to ensuring compliance with all MassDOT state and federal laws and contract requirements.

OVERVIEW

In June 2009, Governor Deval Patrick signed Chapter 25 of the Acts of 2009, "An Act Modernizing the Transportation Systems of the Commonwealth of Massachusetts, (as amended by Chapter 26 of the "Act"). This landmark transportation reform legislation required the Commonwealth to integrate transportation agencies and authorities in order to create a new, streamlined Massachusetts Department of Transportation (MassDOT) established on November 1, 2009. The new MassDOT is a merger of the former Executive Office of

Transportation, Massachusetts Highway Department, Registry of Motor Vehicles, Massachusetts Aeronautics Commission, and the Massachusetts Turnpike Authority. In addition, the Massachusetts Bay Transportation Authority and Regional Transit Authorities are subject to oversight by the new organization.

2 YEAR COMPARISON of WORKFORCE AND HIGHLIGHTS

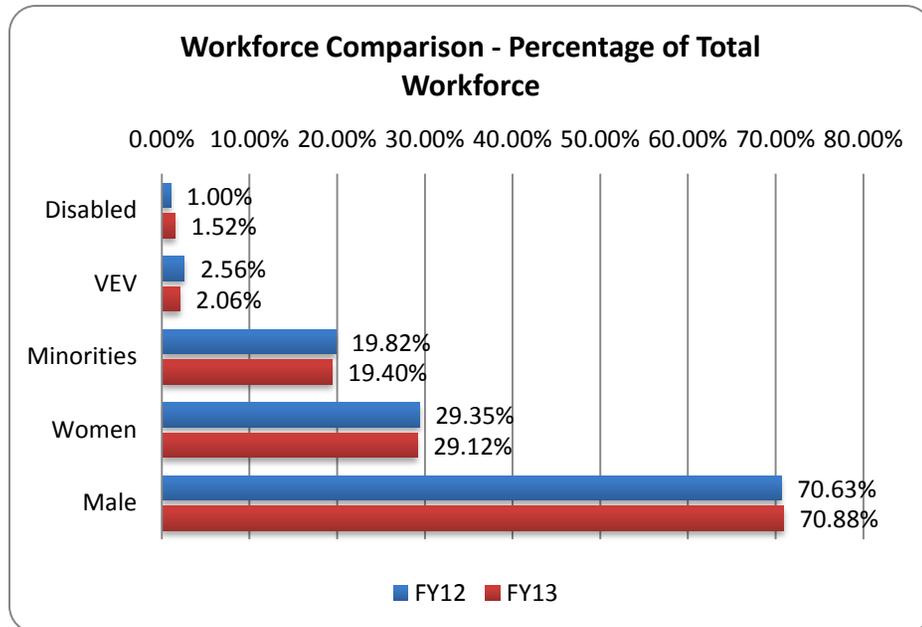


As can be seen in the above graph there has been minimal change in the number of minority and female employees at MassDOT from FY12 to FY13. However, MassDOT continues to meet the Commonwealth parity benchmarks.

There are a total of **4279** employees at MassDOT of which 1246 or **29%** are women and 830 or **20%** are minorities.

Female: 1246 (29.12%)					
White	Black	Hispanic	Asian	Native American	Unknown
812	227	82	72	6	45
Minorities: 830 (19.40%)					
--	Black	Hispanic	Asian	Native American	--
	452	173	189	13	

The graph below represents changes in the protected class representation between FY 12 and FY 13. Overall all areas have remain consistent in representation with the largest increase being with percentage of females increasing from 9.3% of all new hires in the Third Quarter of FY13 to 28.6% of new hires in the Fourth Quarter FY13 when compared to last year's workforce profile. Greater emphasis on female representation through communication and target recruitment such as the WTS will continue to give us the results we seek.



RETENTION

The Round Table continues to be a forum where employees can voice their opinions for long standing issues and suggest resolution to issues making MassDOT a diverse and employee focused place to work. Secretary Davey and the Senior Leadership Team encourage employees to submit suggestions for fresh new ideas or ways in which MassDOT's work can be completed, and to create a change in the workplace environment. The program has been deepened to include active involvement of departmentally based round tables. These round tables have created an opportunity for individual departments to discuss presenting challenges and brainstorm resolutions. In the absence of such tools as merit based promotions and raises, Mass DOT has now mandated the implementation of the ACES and EPRS systems, making the personnel evaluation process more transparent and consistent. MassDOT's Human Resources Department continues to move forward with the reclassification and compensation review process. In this process each job title and the corresponding job duties and responsibilities will be reviewed. Additionally, monthly employee recognition awards continue to be a tool that allows for departments to highlight employee achievement that models the desired performance while providing incentive for individual professional growth.

PROMOTION

MassDOT conducts development and enrichment programs that provide much needed enhancements to employees throughout the agency. Professional and career development workshops are offered through MassDOT University (MDU). The sessions available are focused on providing MassDOT employees a specific set of skills geared towards promoting upward mobility and ensuring success as an employee in any given career track.

HIRING

Prompted by the Federal (FTA) review, all personnel related practices ranging from comprehensive recruitment, selection and hiring to labor relations grievance are being revised. The practices encompass all actions (hires, promotions, transfers, discipline, terminations, recalls, etc). In addition, a comprehensive communication mechanism to keep ODCR, GM, HR, Operations and all levels of management and staff apprised of the review. All personnel transactions are reviewed by the ODCR prior to any actions taking place. MassDOT continues to participate in several career fairs, which target a diverse applicant pool that mirrors the goals set by the affirmative action plan. Utilizing the MBTA's job lottery pool in conjunction with Implementation of the "ODCR Underutilization Recruitment Task Plan" and efforts by the Joint Recruitment Committee has greatly improved our diversity talent pool.

TERMINATIONS

In this past fiscal year MassDOT had a total of 217 terminations of which 199 or 92% were voluntary terminations. It should also be noted that voluntary terminations decreased by 9.4% in FY13 compared to FY12.

SECRETARIAT MOVING FORWARD

In accordance with the current Federal (FTA & FHWA) review, MassDOT and the MBTA have been mandated to conduct an internal analysis of processes and seek the necessary guidance and support in order to ensure compliance with all federal regulations moving forward. To date, previous policies and processes are being reviewed. This process has promoted an increase in the culture of transparency and collaboration, creating an opportunity to work more closely together to align benchmarks for diversity and transparency set forth by the Patrick Administration.

65 - MASS DEPT OF TRANSPORTATION - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

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Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
MASS DEPT OF TRANSPORTATION	4279	3033	70.9	2552	59.6	231	5.4	91	2.1	117	2.7	7	0.2	35	0.8	1246	29.1	826	19.3	234	5.5	83	1.9	74	1.7	6	0.1	22	0.5	844	19.7
TOTALS:	4279	3033	70.9	2552	59.6	231	5.4	91	2.1	117	2.7	7	0.2	35	0.8	1246	29.1	826	19.3	234	5.5	83	1.9	74	1.7	6	0.1	22	0.5	844	19.7

65 - MASS DEPT OF TRANSPORTATION - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	203	111	54.7	85	41.9	19	9.4	3	1.5	2	1.0	0	0.0	2	1.0	92	45.3	68	33.5	16	7.9	2	1.0	3	1.5	1	0.5	2	1.0	46	22.7
Professionals	2193	1704	77.7	1434	65.4	102	4.7	44	2.0	100	4.6	4	0.2	20	0.9	489	22.3	323	14.7	68	3.1	33	1.5	52	2.4	1	0.0	11	0.5	405	18.5
Technicians	133	106	79.7	95	71.4	7	5.3	2	1.5	1	0.8	0	0.0	1	0.8	27	20.3	19	14.3	6	4.5	1	0.8	1	0.8	0	0.0	0	0.0	18	13.5
Protective Service:Non-Sworn	9	9	100.0	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Office/Clerical	1024	407	39.7	291	28.4	70	6.8	23	2.2	13	1.3	1	0.1	9	0.9	617	60.3	399	39.0	144	14.1	45	4.4	18	1.8	2	0.2	9	0.9	316	30.9
Skilled Craft	640	624	97.5	576	90.0	27	4.2	18	2.8	1	0.2	2	0.3	0	0.0	16	2.5	13	2.0	0	0.0	1	0.2	0	0.0	2	0.3	0	0.0	51	8.0
Service Maintenance	77	72	93.5	62	80.5	6	7.8	1	1.3	0	0.0	0	0.0	3	3.9	5	6.5	4	5.2	0	0.0	1	1.3	0	0.0	0	0.0	0	0.0	8	10.4
TOTALS:	4279	3033	70.9	2552	59.6	231	5.4	91	2.1	117	2.7	7	0.2	35	0.8	1246	29.1	826	19.3	234	5.5	83	1.9	74	1.7	6	0.1	22	0.5	844	19.7

65 - MASS DEPT OF TRANSPORTATION - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/28/2013 12:44:52 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	6	3	50.0	1	16.7	1	16.7	0	0.0	0	0.0	0	0.0	1	16.7	3	50.0	1	16.7	2	33.3	0	0.0	0	0.0	0	0.0	0	0.0	3	50.0
Professionals	24	15	62.5	10	41.7	2	8.3	0	0.0	1	4.2	0	0.0	2	8.3	8	33.3	4	16.7	1	4.2	0	0.0	1	4.2	0	0.0	1	4.2	6	25.0
Office/Clerical	16	10	62.5	1	6.3	2	12.5	2	12.5	0	0.0	0	0.0	5	31.3	6	37.5	3	18.8	0	0.0	0	0.0	0	0.0	3	18.8	4	25.0		
Skilled Craft	18	16	88.9	15	83.3	1	5.6	0	0.0	0	0.0	0	0.0	0	0.0	1	5.6	1	5.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.6
TOTALS:	64	44	68.8	27	42.2	6	9.4	2	3.1	1	1.6	0	0.0	8	12.5	18	28.1	9	14.1	3	4.7	0	0.0	1	1.6	0	0.0	4	6.3	14	21.9

65 - MASS DEPT OF TRANSPORTATION - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	4	4	100.0	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0
Professionals	27	19	70.4	16	59.3	1	3.7	0	0.0	0	0.0	0	0.0	2	7.4	8	29.6	6	22.2	1	3.7	0	0.0	1	3.7	0	0.0	0	0.0	3	11.1
Technicians	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Office/Clerical	15	3	20.0	2	13.3	1	6.7	0	0.0	0	0.0	0	0.0	0	0.0	12	80.0	8	53.3	2	13.3	0	0.0	1	6.7	1	6.7	0	0.0	5	33.3
Skilled Craft	6	5	83.3	5	83.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	53	32	60.4	27	50.9	3	5.7	0	0.0	0	0.0	0	0.0	2	3.8	21	39.6	15	28.3	3	5.7	0	0.0	2	3.8	1	1.9	0	0.0	9	17.0
Involuntary Terminations																															
Professionals	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Office/Clerical	3	3	100.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3
Skilled Craft	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	5	5	100.0	4	80.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	20.0

INDEPENDENT AGENCIES



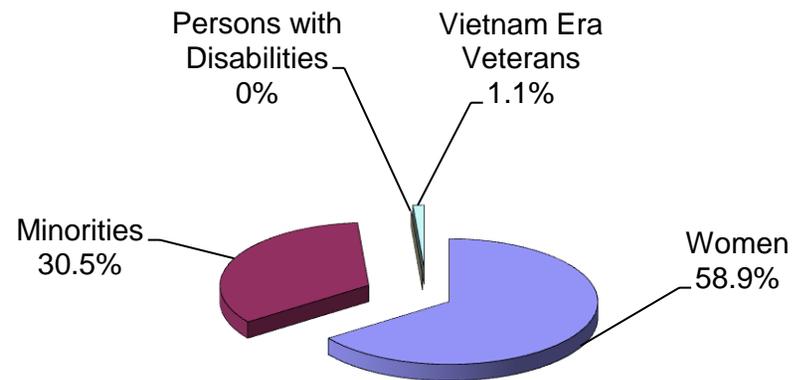
[Center for Health Information and Analysis](#)
[Disabled Persons Protection Commission](#)
[MA Commission Against Discrimination](#)
[MA Teacher's Retirement System](#)
[Office of the State Comptroller](#)
[Public Employee Retirement Administration Commission](#)

CENTER FOR HEALTH INFORMATION AND ANALYSIS

ARON BORON, EXECUTIVE DIRECTOR

Demographics for Fiscal Year 2013

As of June 29, 2013



HCF - HEALTH CARE FINANCE & POLICY - Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	31	12	38.7	9	29.	0	0.	0	0.	2	6.5	0	0.	0	0.	19	61.3	15	48.4	2	6.5	0	0.	2	6.5	0	0.	0	0.	6	19.4
Professionals	60	27	45.	19	31.7	2	3.3	1	1.7	4	6.7	0	0.	0	0.	33	55.	19	31.7	6	10.	2	3.3	6	10.	0	0.	0	0.	21	35.
Office/Clerical	4	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	4	100.	2	50.	1	25.	1	25.	0	0.	0	0.	0	0.	2	50.
TOTALS:	95	39	41.1	28	29.5	2	2.1	1	1.1	6	6.3	0	0.	0	0.	56	58.9	36	37.9	9	9.5	3	3.2	8	8.4	0	0.	0	0.	29	30.5

HCF - HEALTH CARE FINANCE & POLICY - New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 10/30/2013 1:47:52 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	5	3	60.	2	40.	0	0.	0	0.	1	20.	0	0.	0	0.	2	40.	2	40.	0	0.	0	0.	0	0.	0	0.	0	0.	1	20.
Professionals	1	1	100.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.
TOTALS:	6	4	66.7	2	33.3	0	0.	0	0.	2	33.3	0	0.	0	0.	2	33.3	2	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	2	33.3

HCF - HEALTH CARE FINANCE & POLICY - Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

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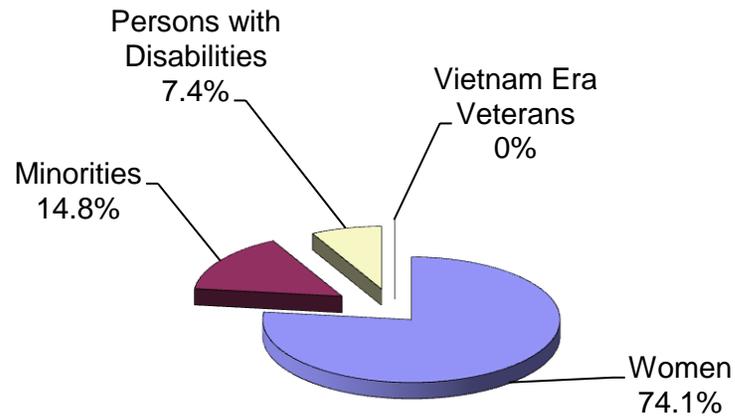
EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	3	100.	3	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	3	1	33.3	0	0.	1	33.3	0	0.	0	0.	0	0.	0	0.	2	66.7	2	66.7	0	0.	0	0.	0	0.	0	0.	0	0.	1	33.3
TOTALS:	6	1	16.7	0	0.	1	16.7	0	0.	0	0.	0	0.	0	0.	5	83.3	5	83.3	0	0.	0	0.	0	0.	0	0.	0	0.	1	16.7
Involuntary Terminations																															
Officials and Administrators	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	1	100.
TOTALS:	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	0	0.	0	0.	0	0.	1	50.	0	0.	0	0.	1	50.

DISABLED PERSONS PROTECTION COMMISSION

NANCY A. ALTERIO, EXECUTIVE DIRECTOR

Demographics for Fiscal Year 2013

As of June 29, 2013



13 - DISABLED PERSONS PROTECTION COM - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 1:10:36 PM

Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
DISABLED PERSONS PROTECTION CO	27	7	25.9	6	22.2	1	3.7	0	0.	0	0.	0	0.	0	0.	20	74.1	17	63.	0	0.	3	11.1	0	0.	0	0.	0	0.	4	14.8
TOTALS:	27	7	25.9	6	22.2	1	3.7	0	0.	0	0.	0	0.	0	0.	20	74.1	17	63.	0	0.	3	11.1	0	0.	0	0.	0	0.	4	14.8

13 - DISABLED PERSONS PROTECTION COM - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

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EE04 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	6	2	33.3	2	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	4	66.7	4	66.7	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	20	5	25.	4	20.	1	5.	0	0.	0	0.	0	0.	0	0.	15	75.	12	60.	0	0.	3	15.	0	0.	0	0.	0	0.	4	20.
Office/Clerical	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	27	7	25.9	6	22.2	1	3.7	0	0.	0	0.	0	0.	0	0.	20	74.1	17	63.	0	0.	3	11.1	0	0.	0	0.	0	0.	4	14.8

13 - DISABLED PERSONS PROTECTION COM - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 11/4/2013 1:17:37 PM

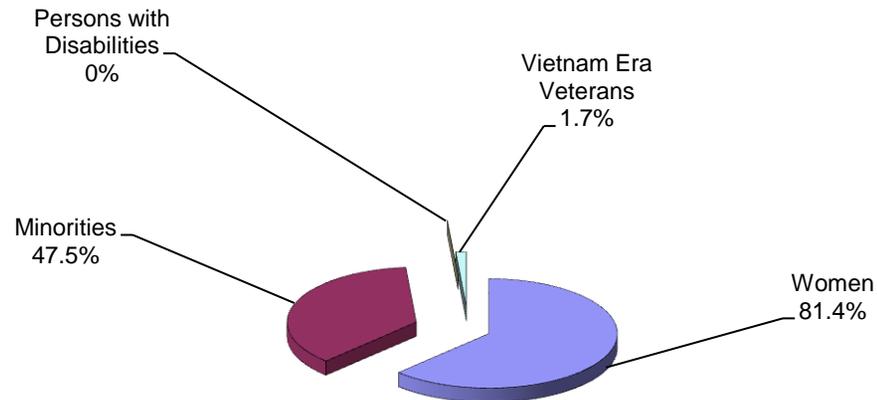
EE04 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Professionals	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.

MA COMMISSION AGAINST DISCRIMINATION

JULIAN T. TYNES, CHAIRMAN

Demographics for Fiscal Year 2013

As of June 29, 2013



68 - COMMISSION AGAINST DISCRIMINAT - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 1:32:33 PM

Department	Grand Total	** MALES **														** FEMALES **										Minority Total					
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%			Native Am	%	Not Known	%
COMMISSION AGAINST DISCRIMINAT	59	11	18.6	7	11.9	3	5.1	1	1.7	0	0.	0	0.	0	0.	48	81.4	24	40.7	12	20.3	5	8.5	7	11.9	0	0.	0	0.	28	47.5
TOTALS:	59	11	18.6	7	11.9	3	5.1	1	1.7	0	0.	0	0.	0	0.	48	81.4	24	40.7	12	20.3	5	8.5	7	11.9	0	0.	0	0.	28	47.5

68 - COMMISSION AGAINST DISCRIMINAT - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 1:29:38 PM

EE04 Category	Grand Total	** MALES **														** FEMALES **										Minority Total					
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%			Native Am	%	Not Known	%
Officials and Administrators	6	3	50.	1	16.7	2	33.3	0	0.	0	0.	0	0.	0	0.	3	50.	1	16.7	1	16.7	0	0.	1	16.7	0	0.	0	0.	4	66.7
Professionals	40	6	15.	4	10.	1	2.5	1	2.5	0	0.	0	0.	0	0.	34	85.	22	55.	6	15.	2	5.	4	10.	0	0.	0	0.	14	35.
Office/Clerical	13	2	15.4	2	15.4	0	0.	0	0.	0	0.	0	0.	0	0.	11	84.6	1	7.7	5	38.5	3	23.1	2	15.4	0	0.	0	0.	10	76.9
TOTALS:	59	11	18.6	7	11.9	3	5.1	1	1.7	0	0.	0	0.	0	0.	48	81.4	24	40.7	12	20.3	5	8.5	7	11.9	0	0.	0	0.	28	47.5

68 - COMMISSION AGAINST DISCRIMINAT - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 11/4/2013 1:37:53 PM

EE04 Category	Grand Total	** MALES **														** FEMALES **										Minority Total					
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%			Native Am	%	Not Known	%
Officials and Administrators	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	3	2	66.7	0	0.	1	33.3	1	33.3	0	0.	0	0.	0	0.	1	33.3	1	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	2	66.7
TOTALS:	4	2	50.	0	0.	1	25.	1	25.	0	0.	0	0.	0	0.	2	50.	2	50.	0	0.	0	0.	0	0.	0	0.	0	0.	2	50.

Voluntary Terminations

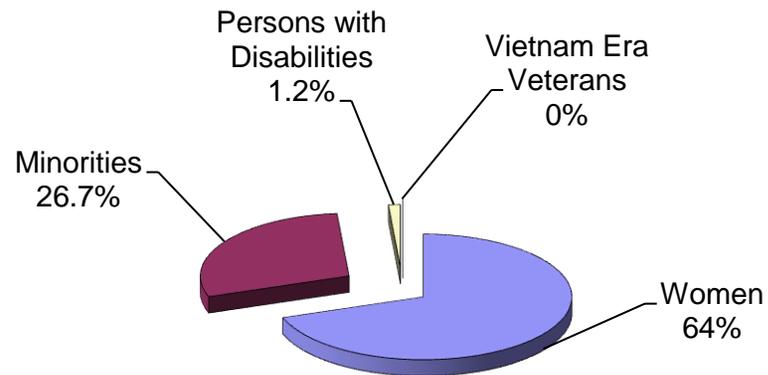
Officials and Administrators	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	3	2	66.7	0	0.	1	33.3	1	33.3	0	0.	0	0.	0	0.	1	33.3	1	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	2	66.7
TOTALS:	4	2	50.	0	0.	1	25.	1	25.	0	0.	0	0.	0	0.	2	50.	2	50.	0	0.	0	0.	0	0.	0	0.	0	0.	2	50.

MA TEACHER'S RETIREMENT SYSTEM

JOAN SCHLOSS, EXECUTIVE DIRECTOR

Demographics for Fiscal Year 2013

As of June 29, 2013



97 - TEACHERS RETIREMENT BOARD - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 1:54:26 PM

Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
TEACHERS RETIREMENT BOARD	86	31	36.	24	27.9	2	2.3	0	0.	4	4.7	1	1.2	0	0.	55	64.	39	45.3	8	9.3	3	3.5	5	5.8	0	0.	0	0.	23	26.7
TOTALS:	86	31	36.	24	27.9	2	2.3	0	0.	4	4.7	1	1.2	0	0.	55	64.	39	45.3	8	9.3	3	3.5	5	5.8	0	0.	0	0.	23	26.7

97 - TEACHERS RETIREMENT BOARD - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 1:49:10 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	6	3	50.	3	50.	0	0.	0	0.	0	0.	0	0.	0	0.	3	50.	2	33.3	1	16.7	0	0.	0	0.	0	0.	0	0.	1	16.7
Professionals	53	21	39.6	17	32.1	2	3.8	0	0.	2	3.8	0	0.	0	0.	32	60.4	24	45.3	5	9.4	0	0.	3	5.7	0	0.	0	0.	12	22.6
Technicians	1	1	100.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.
Office/Clerical	8	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	8	100.	6	75.	1	12.5	1	12.5	0	0.	0	0.	0	0.	2	25.
Service Maintenance	18	6	33.3	4	22.2	0	0.	0	0.	1	5.6	1	5.6	0	0.	12	66.7	7	38.9	1	5.6	2	11.1	2	11.1	0	0.	0	0.	7	38.9
TOTALS:	86	31	36.	24	27.9	2	2.3	0	0.	4	4.7	1	1.2	0	0.	55	64.	39	45.3	8	9.3	3	3.5	5	5.8	0	0.	0	0.	23	26.7

97 - TEACHERS RETIREMENT BOARD - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 11/4/2013 1:57:42 PM

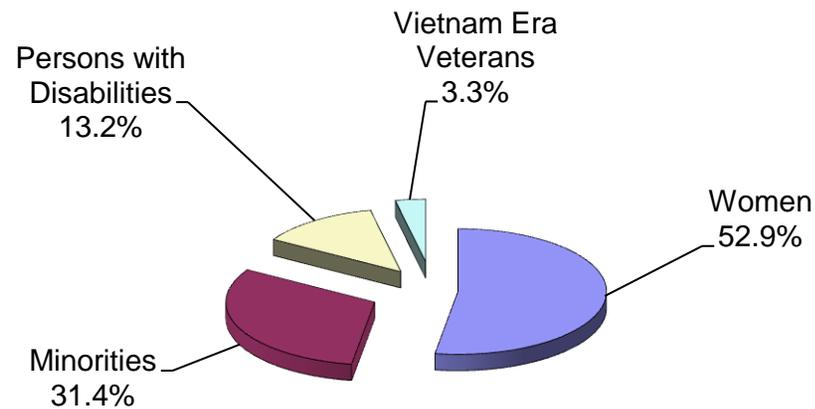
EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Professionals	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	1	100.	0	0.	0	0.	0	0.	1	100.
TOTALS:	3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	3	100.	2	66.7	0	0.	1	33.3	0	0.	0	0.	0	0.	1	33.3

OFFICE OF THE STATE COMPTROLLER

MARTIN J. BENISON, COMPTROLLER

Demographics for Fiscal Year 2013

As of June 29, 2013



18 - OFFICE OF STATE COMPTROLLER - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 2:17:34 PM

Department	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
OFFICE OF THE COMPTROLLER	121	57	47.1	38	31.4	6	5.0	2	1.7	11	9.1	0	0.0	0	0.0	64	52.9	44	36.4	6	5.0	3	2.5	10	8.3	0	0.0	1	0.8	38	31.4
TOTALS:	121	57	47.1	38	31.4	6	5.0	2	1.7	11	9.1	0	0.0	0	0.0	64	52.9	44	36.4	6	5.0	3	2.5	10	8.3	0	0.0	1	0.8	38	31.4

18 - OFFICE OF STATE COMPTROLLER - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 2:12:57 PM

EE04 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	25	17	68.0	11	44.0	3	12.0	1	4.0	2	8.0	0	0.0	0	0.0	8	32.0	7	28.0	1	4.0	0	0.0	0	0.0	0	0.0	0	0.0	7	28.0
Professionals	93	40	43.0	27	29.0	3	3.2	1	1.1	9	9.7	0	0.0	0	0.0	53	57.0	35	37.6	4	4.3	3	3.2	10	10.8	0	0.0	1	1.1	30	32.3
Office/Clerical	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3
TOTALS:	121	57	47.1	38	31.4	6	5.0	2	1.7	11	9.1	0	0.0	0	0.0	64	52.9	44	36.4	6	5.0	3	2.5	10	8.3	0	0.0	1	0.8	38	31.4

18 - OFFICE OF STATE COMPTROLLER - Secretariat New Hires Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 11/4/2013 2:22:29 PM

EE04 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Professionals	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0
TOTALS:	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0

18 - OFFICE OF STATE COMPTROLLER - Secretariat Terminations Analysis

Report run for 3/24/2013 - 6/29/2013

Report Generated 11/4/2013 2:25:23 PM

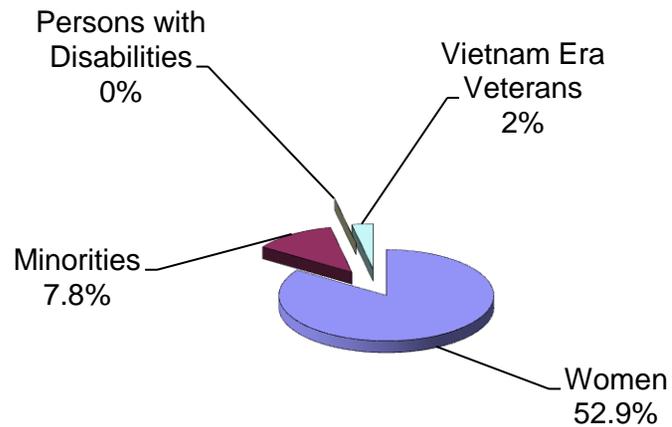
EE04 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Professionals	2	2	100.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Office/Clerical	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	3	2	66.7	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

JOSEPH E. CONNARTON, EXECUTIVE DIRECTOR

Demographics for Fiscal Year 2013

As of June 29, 2013



98 - PUBLIC EMPLOYEE RETIREMENT ADM - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 2:48:48 PM

Department	Grand Total	** MALES **													** FEMALES **													Minority Total			
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%		Not Known	%	
PUBLIC EMPLOYEE RETIREMENT ADM	51	24	47.1	20	39.2	0	0.	0	0.	1	2.	0	0.	3	5.9	27	52.9	24	47.1	2	3.9	1	2.	0	0.	0	0.	0	0.	4	7.8
TOTALS:	51	24	47.1	20	39.2	0	0.	0	0.	1	2.	0	0.	3	5.9	27	52.9	24	47.1	2	3.9	1	2.	0	0.	0	0.	0	0.	4	7.8

98 - PUBLIC EMPLOYEE RETIREMENT ADM - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/29/2013

Report Generated 11/4/2013 2:45:31 PM

EE04 Category	Grand Total	** MALES **													** FEMALES **													Minority Total			
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%		Not Known	%	
Officials and Administrators	5	5	100.	5	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	34	17	50.	13	38.2	0	0.	0	0.	1	2.9	0	0.	3	8.8	17	50.	14	41.2	2	5.9	1	2.9	0	0.	0	0.	0	0.	4	11.8
Technicians	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Protective Service:Non-Sw orn	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	8	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	8	100.	8	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	51	24	47.1	20	39.2	0	0.	0	0.	1	2.	0	0.	3	5.9	27	52.9	24	47.1	2	3.9	1	2.	0	0.	0	0.	0	0.	4	7.8

DIVERSITY DIRECTORS AND OFFICERS

EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE – Ronald Marlow, Diversity Director

APPELLATE TAX BOARD - Michelle Tallent; BUREAU OF THE STATE HOUSE – Carl Richardson; CIVIL SERVICE COMMISSION – Cynthia Ittleman; DEPARTMENT OF REVENUE - Angel Zayas; DIVISION OF ADMINISTRATIVE LAW APPEALS – Sarah Hall Luick; DIVISION OF CAPITAL ASSET MANAGEMENT – Elena David; GROUP INSURANCE COMMISSION – Karin Eddy; HUMAN RESOURCES DIVISION – Wendy Chu; INFORMATION TECHNOLOGY DIVISION - Ellen Wright; MA DEVELOPMENTAL DISABILITIES COUNCIL - Cathy Jackson; MA OFFICE ON DISABILITY - Michael Dumont; MA STATE LIBRARY - Alix Quan; OPERATIONAL SERVICES DIVISION – Julie Sullivan

EXECUTIVE OFFICE OF EDUCATION – Patricia McCarthy, Diversity Director

DEPARTMENT OF EARLY EDUCATION & CARE – Sarah Harding; DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION - Valian Norris; DEPARTMENT OF HIGHER EDUCATION - Katherine Piraino

EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS – Barbara Nobles Crawford, Diversity Director

DEPARTMENT OF AGRICULTURAL RESOURCES - Mary Beth Burnand; DEPARTMENT OF CONSERVATION AND RECREATION - Agatha Summons; DIVISION OF ENERGY RESOURCES – Sharon Harris; DEPARTMENT OF ENVIRONMENTAL PROTECTION - Michelle Waters-Ekanem; DEPARTMENT OF FISH AND GAME – Johanna Zabriskie; DEPARTMENT OF PUBLIC UTILITIES – Wesley Layne

EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES – Sonia A. Bryan, Diversity Director

DEPARTMENT OF CHILDREN AND FAMILIES – Diane Chang; DEPARTMENT OF TRANSITIONAL ASSISTANCE – Engie Mota; DEPARTMENT OF VETERANS’ SERVICES – Cheryl Poppe; DEPARTMENT OF YOUTH SERVICES – Maria Cordero; OFFICE FOR REFUGEES AND IMMIGRANTS – Marcony Almeida-Barros; DEPARTMENT OF MENTAL HEALTH – Joy Connell; DEPARTMENT OF PUBLIC HEALTH – Patrick Damas; DEPARTMENT OF DEVELOPMENTAL SERVICES – Lorraine Woodson; DEPARTMENT OF ELDER AFFAIRS – Mary Cummings; MA COMMISSION FOR THE BLIND – Maria Loughran; MA COMMISSION FOR THE DEAF AND HARD OF HEARING – Sehin Mekuria; MA REHABILITATION COMMISSION - Mary Connelly; SOLDIERS HOME FOR CHELSEA – Faith Kirkland; SOLDIERS HOME FOR HOLYOKE – Shawna Biscone

EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT – Sarah Unsworth, Diversity Director

DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT – Nancy DePaul; MA OFFICE OF BUSINESS DEVELOPMENT – Sarah Unsworth; OFFICE OF CONSUMER AFFAIRS AND BUSINESS REGULATION – Karen Malone; DEPARTMENT OF TELECOMMUNICATIONS AND CABLE – Karen Charles; DIVISION OF BANKS – Sheila Frackleton; DIVISION OF INSURANCE – Karen L. Blomquist; DIVISION OF PROFESSIONAL LICENSURE – Richard Page; DIVISION OF STANDARDS - Donna M. Cosco;

EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT – Dennis Johnson, Diversity Director

EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY – Eva Augusto, Diversity Director

DEPARTMENT OF CRIMINAL JUSTICE INFORMATIONAL SERVICES, MUNICIPAL POLICE TRAINING COMMITTEE – Denise Sarro; DEPARTMENT OF CORRECTION - Monsi Quinones; MA NATIONAL GUARD - Raymond Murphy; MA PAROLE BOARD – Joyce Crosby; SEX OFFENDER REGISTRY BOARD - Jeanne L. Holmes; DEPARTMENT OF FIRE SERVICES – Mary Travers; DEPARTMENT OF PUBLIC SAFETY – Gregory A. Guba; MA EMERGENCY MANAGEMENT AGENCY – Ann McCarthy; MA STATE POLICE - George W. McCravy; OFFICE OF THE CHIEF MEDICAL EXAMINER – Debra Mendosa

MA DEPARTMENT OF TRANSPORTATION– Stephanie Neal Johnson, Acting Diversity Director

INDEPENDENT AGENCIES

CENTER FOR HEALTH INFORMATION AND ANALYSIS – Tonya S. Bourassa; DISABLED PERSONS PROTECTION COMMISSION - Audrey Drinan; MA COMMISSION AGAINST DISCRIMINATION - Theresa M. Kelly; MA TEACHERS’ RETIREMENT SYSTEM – Aaron Morrison; OFFICE OF THE STATE COMPTROLLER – Jeff Shapiro; PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION - Caroline J. Carcia

APPENDIX

EEO – 4 Categories

For organizational purposes, the workforce demographics are divided by EEO-4 categories. The eight EEO-4 categories contain groups of Job titles that are related to specific job responsibilities and functions.

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

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

TECHNICIANS: Occupations that require a combination of basic scientific or technical knowledge and manual skill which can be

obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighters), and kindred workers.

PROTECTED SERVICE WORKERS (Sworn/Non-Sworn): Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

OFFICE and CLERICAL WORKERS: 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: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

SKILLED CRAFT WORKERS: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

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