



# **COMMONWEALTH OF MASSACHUSETTS**

## **AFFIRMATIVE ACTION EQUAL OPPORTUNITY DIVERSITY**

### **ANNUAL REPORT**

**FISCAL YEAR 2012  
(July 1, 2011 – June 30, 2012)**

Office of Diversity and Equal Opportunity  
Sandra E. Borders, Director

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(July 1, 2011 – June 30, 2012)

**GOVERNOR DEVAL L. PATRICK**

**SECRETARY JAY GONZALEZ  
EXECUTIVE OFFICE FOR ADMINISTRATION AND  
FINANCE**

Prepared by:  
Office of Diversity and Equal Opportunity  
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Outreach and Recruitment Manager

**Catherine Duffek**  
Program Coordinator

**Betzaida Herrera**  
Administrative Assistant  
Vietnam Era Veteran 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.

Through our partnership with the University of Massachusetts Medical School and Culture Coach International, The Massachusetts Office on Disability and HRD's Training and Learning Development Unit, we completed the development of Diversity Part II – Disability Awareness(All Employee) eLearning as well as the managers half day instructor led training. We launched the eLearning in September 2011 and to date have trained 32% of Executive Branch employees. In October 2011, we launched the managers instructor led training and to date have trained 33% of our managers. We firmly believe these trainings will assist us in our efforts to continue to break down barriers to employment as we increase the level of awareness around disability issues in our workforce and begin to shift the culture.

Additionally, we accomplished the following:

- Completed an RFR for the new ORACLE workforce reporting system
- Actively participated in the roll-out of MassHR Self-Service Time and Attendance
- Served as a SME for the development of several components of the MassHR Balanced Score Card, HR Service Delivery and Workforce Enhancement Programs (WEP's) under the MassHR umbrella
- Conducted two train-the-trainer sessions for new trainers on Commonwealth's Diversity Part I Curriculum
- Successfully offered five Train-the-Trainer sessions, resulting in a cadre of 78 trainers to assist in the delivery of Diversity Part II- Disability Awareness
- Offered career development opportunities for executive branch employees
- Conducted new Diversity Directors/Officer Orientation
- Attended several Career Fairs and improved recruitment and outreach opportunities
- Hosted the Eastern Association of Colleges and Employers
- Implemented the Commonwealth Diversity Fellows Program (*Commonwealth Diversity Fellows is a partnership between Office of Access and Opportunity, Office of Diversity and Equal Opportunity, The College of Public and Community Service at UMass and The Commonwealth Compact. The program seeks to offer exceptional and diverse students a semester-long, high-level internship through which the students gain work experience and critical insight into the workings of state government*). We successfully placed eight fellows throughout state government
- Launched the Veterans Interagency Taskforce on Employment
- Completed the 1<sup>st</sup> year progress reports for our (FY2011-FY2012) Affirmative Action and Diversity Plans

This has been a banner year for the Office of Diversity and Equal Opportunity. We believe this report provides a glimpse of the progress we are making towards becoming a model employer. It also reflects our collective efforts towards providing quality service for our employees and the citizens of the Commonwealth.

I am pleased to present to you our Annual Report for fiscal year 2012.

Best Regards,

*Sandra E. Borders*

Sandra E. Borders, MSM

Director

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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 members<sup>1</sup> 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

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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.

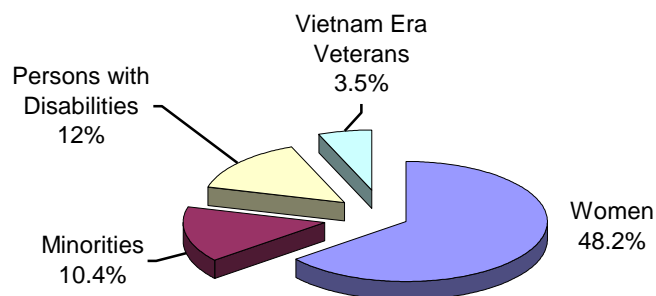
<sup>1</sup> Legally identified groups that are specifically protected by statute against discrimination. Protected class status is automatically conferred upon recognized minority group members, (Blacks, Hispanics, Asians or Pacific Islanders, American Indians or Alaskan Natives), females, individuals 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 2012 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 48.20% Women, 10.40% Minority, 12% Persons with Disabilities, and 3.5%<sup>2</sup> Vietnam Era Veterans.

Census 2000 Special EEO File



<sup>2</sup> Based on Massachusetts Veterans Administration Data

This Annual Report examines the Executive Branch progress during the fiscal year ending June 30, 2012, with respect to the number and percentages of protected group members employed.

The table below illustrates the fluctuations that have occurred over the last three years. The percentage of Minorities and Persons with Disabilities increased annually from 2010 to 2012 while the representation for Women and Vietnam Era Veterans continued to decrease. During FY 2012 the workforce for the Executive Branch of the Commonwealth increased from 44,352 to 44,445. Detailed charts and graphs for each Secretariat in the Executive Branch are included in subsequent pages of this Report.

Protected Group Representation by the last 3 years

| Group                      | June 19, 2010 | June 18, 2011 | June 30, 2012 |
|----------------------------|---------------|---------------|---------------|
| Women                      | 51.40%        | 51.2%         | 50.9%         |
| Minorities                 | 23.40%        | 24.0%         | 24.6%         |
| Vietnam Era Veterans       | 1.60%         | 1.5%          | 1.2%          |
| Persons with Disabilities* | 2.6%          | 2.8%          | 2.9%          |

Table 1

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

## ODEO OUTREACH AND RECRUITMENT

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.

ODEO hosted the Eastern Association of Colleges and Employers and shared valuable information on various career paths within Commonwealth; our aim is to attract a broader college population into public service.

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’s partnership with the Massachusetts Rehabilitation Commission and Operation Able continues to flourish through the placing consumers in “On the Job Evaluations” (OJE) programs. ODEO has hosted 6 consumers for OJE’s while assisting them in exploring employment opportunities within Executive Branch agencies.

ODEO was asked by Framingham State University and Mt. Ida College to participate in panel discussions that focused on hiring trends, employer expectations and the value of internships.

Other recruitment and outreach activities gave ODEO and the Commonwealth exposure at twenty 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 Reporting

Fiscal Year 2012 has been very exciting. The Office of Diversity and Equal Opportunity has been working with consultants to implement the Oracle Business Intelligence Enterprise Edition (OBIEE) tool.

The project when complete will have successfully migrated all transactional workforce and quarterly reporting data from the current ODEO EEO-4 DataMart. Pulling information directly from HRCMS, the new Oracle tool will also allow Diversity Officers more flexibility in their options to mine consistent, accurate and frequently refreshed data in a timely fashion.

For Diversity Reporting purposes, ODEO has chosen to develop the U.S. Statutory Compliance Reports as well as the Workforce Profile subject Areas of Oracle's Human Resources Analytics.

Since the tool is such a robust, powerful, and flexible reporting and analysis tool, we felt a need to initially focus on particular aspects of the program's ability to gather workforce information. To do this, we included many of the appointed Diversity Officers from across Executive Branch Secretariats to participate in focus groups.

Another preparatory step has been to inventory all Executive Branch agencies to ensure that all individuals who will have access to these reports have computers with the most current Microsoft upgrades which will allow them to successfully use this product.

We have also worked closely with Information Technology Division (ITD) to ensure data integrity. The

last aspect before implementation is to ensure that the tool is totally accessible to individuals with disabilities.

Accessibility testing has been ongoing in collaboration with staff from the Information Technology Division (ITD) Accessibility Lab, Massachusetts Office on Disability (MOD) and with staff from the Human Resources Division's (HRD) ODEO and Training and Development units.

The OBIEE tool will provide Diversity Officers with the ability to study workforce trends and better prepare for succession planning. In addition, it will give Diversity Officers new abilities such as a glimpse into information such as years of service and retention patterns. Diversity Officers can quickly gather demographic information about Veterans Status, age bands, and more detailed information about gender and ethnicity; information which is important in developing outreach and recruitment strategies.

Catherine Duffek  
Database Administrator  
Office of Diversity & Equal Opportunity

# ODEO Vietnam Era Veterans Annual Report FY2012

## Overview

The Vietnam Era Veterans Affirmative Action Program was promulgated under Executive Order 235, amended by Executive Order 253, now revoked and superseded by Executive Order 526. This Order established protected status for Vietnam Era Veterans (VEVs) and enables them to be recognized with state agencies under the Executive Branch of the Commonwealth.

The Office of Diversity and Equal Opportunity (ODEO) serves as a centralized office that implements the certification process for the VEVs who desire to self-identify and request affirmative action status. ODEO also provides technical assistance to all state agencies in an effort to increase employment opportunities and upward mobility for Vietnam Era Veterans in the state workforce.

## Workforce Analysis

As of June 30, 2012, the Workforce Summary reports that there were 44,445 total state employees, of whom 554 embody Vietnam Era Veterans. VEVs represent 1.2% of the total Executive Branch workforce filling in all EEO4 categories. Nearly half of the total VEVs population (302) hold positions in the Professionals category, while the next highest VEVs population of 69 hold positions in the Officials and Administrators category, followed by the next category of Protective Service: Sworn with a total of 56 VEVs.

During FY 2012, there were a total of 3,858 New Hires in the Commonwealth. Among this number, twenty-two (.6%) Vietnam Era Veterans were hired in three EEO4 categories: Officials and Administrators, Professionals,

and Technicians. Of the 1,694 total Promotions presented in the workforce, twelve (.7%) VEVs were promoted in the following categories: Officials and Administrators, Professionals, Protective Service: Sworn, and Skilled Craft. There were a total of 3,200 Terminations in the Commonwealth. Within this number, 108 (3.4%) Vietnam Era Veterans were affected in all EEO4 categories. According to the ODEO's Managers Summary Report for period ending on 6/30/2012, there were a total of 3,702 managers. Of this number, 80 VEVs were managers filling nearly all the manager's level categories which make up 2.2% of the total population.

## Certificates Issued

For period ending of June 30, 2012, we issued a total of 75 Vietnam Era Veterans certifications of Affirmative Action status. Of the 75 VEV certifications issued, three (4%) of the Vietnam Era Veterans were already employed with the state. As in the preceding years, the number of requests for certificate of Affirmative Action for Vietnam Era Veteran status has declined.

## Conclusion

The fiscal crises and the economic downturn have hindered our efforts to recruit, as many agencies have had to contain cost through belt tightening and FTE caps. In spite of the challenges, we continue to work with state agencies, and other Vietnam Era Veterans representatives within the communities to ensure the availability of employment opportunities for Vietnam Era Veterans who are seeking state jobs.

Betzaida Herrera  
Vietnam Era Veteran Coordinator  
Office of Diversity and Equal Opportunity

## ODEO MISSION, VISION, VALUES

### 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 2012 vs 2011)

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 6/30/2012

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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:Sworn     | 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-Sworn | 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        |
| <b>TOTALS:</b>               | <b>44445</b> | <b>21797</b> | <b>49.</b> | <b>17149</b> | <b>38.6</b> | <b>2782</b> | <b>6.3</b> | <b>942</b> | <b>2.1</b> | <b>668</b> | <b>1.5</b> | <b>51</b> | <b>0.1</b> | <b>178</b> | <b>0.4</b> | <b>22635</b>  | <b>50.9</b> | <b>16080</b> | <b>36.2</b> | <b>4012</b> | <b>9.</b> | <b>1563</b> | <b>3.5</b> | <b>832</b> | <b>1.9</b> | <b>52</b> | <b>0.1</b> | <b>79</b> | <b>0.2</b> | <b>10948</b>   | <b>24.6</b> |

# ODEO - Workforce Summary Report

Report run for Pay Period Ending 6/18/2011

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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 | 3673         | 1876         | 51.1        | 1632         | 44.4        | 150         | 4.1        | 33         | 0.9        | 37         | 1.         | 2         | 0.1        | 22         | 0.6        | 1797          | 48.9        | 1466         | 39.9        | 205         | 5.6        | 65          | 1.8        | 44         | 1.2        | 2         | 0.1        | 15        | 0.4        | 538            | 14.6       |
| Professionals                | 20710        | 8547         | 41.3        | 6967         | 33.6        | 730         | 3.5        | 334        | 1.6        | 423        | 2.         | 13        | 0.1        | 74         | 0.4        | 12162         | 58.7        | 9096         | 43.9        | 1532        | 7.4        | 877         | 4.2        | 583        | 2.8        | 27        | 0.1        | 43        | 0.2        | 4530           | 21.9       |
| Technicians                  | 1834         | 713          | 38.9        | 575          | 31.4        | 93          | 5.1        | 19         | 1.         | 21         | 1.1        | 1         | 0.1        | 4          | 0.2        | 1121          | 61.1        | 837          | 45.6        | 183         | 10.        | 72          | 3.9        | 26         | 1.4        | 1         | 0.1        | 2         | 0.1        | 416            | 22.7       |
| Protective Service:Sworn     | 5790         | 5147         | 88.9        | 4459         | 77.         | 373         | 6.4        | 227        | 3.9        | 66         | 1.1        | 22        | 0.4        | 0          | 0.         | 643           | 11.1        | 521          | 9.          | 81          | 1.4        | 33          | 0.6        | 6          | 0.1        | 2         | 0.         | 0         | 0.         | 810            | 14.        |
| Protective Service:Non-Sworn | 6184         | 2506         | 40.5        | 1227         | 19.8        | 1075        | 17.4       | 158        | 2.6        | 43         | 0.7        | 2         | 0.         | 0          | 0.         | 3677          | 59.5        | 2079         | 33.6        | 1325        | 21.4       | 210         | 3.4        | 61         | 1.         | 2         | 0.         | 0         | 0.         | 2877           | 46.5       |
| Office/Clerical              | 3592         | 719          | 20.         | 514          | 14.3        | 113         | 3.1        | 45         | 1.3        | 33         | 0.9        | 1         | 0.         | 11         | 0.3        | 2873          | 80.         | 1975         | 55.         | 558         | 15.5       | 217         | 6.         | 87         | 2.4        | 13        | 0.4        | 16        | 0.4        | 1076           | 30.        |
| Skilled Craft                | 1295         | 1238         | 95.6        | 1105         | 85.3        | 65          | 5.         | 33         | 2.5        | 8          | 0.6        | 6         | 0.5        | 20         | 1.5        | 57            | 4.4         | 40           | 3.1         | 10          | 0.8        | 3           | 0.2        | 1          | 0.1        | 2         | 0.2        | 1         | 0.1        | 129            | 10.        |
| Service Maintenance          | 1239         | 905          | 73.         | 662          | 53.4        | 104         | 8.4        | 61         | 4.9        | 17         | 1.4        | 5         | 0.4        | 55         | 4.4        | 333           | 26.9        | 232          | 18.7        | 41          | 3.3        | 37          | 3.         | 15         | 1.2        | 2         | 0.2        | 6         | 0.5        | 283            | 22.8       |
| No EEO-4 Reporting           | 35           | 5            | 14.3        | 5            | 14.3        | 0           | 0.         | 0          | 0.         | 0          | 0.         | 0         | 0.         | 0          | 0.         | 30            | 85.7        | 25           | 71.4        | 4           | 11.4       | 0           | 0.         | 1          | 2.9        | 0         | 0.         | 0         | 0.         | 5              | 14.3       |
| <b>TOTALS:</b>               | <b>44352</b> | <b>21656</b> | <b>48.8</b> | <b>17146</b> | <b>38.7</b> | <b>2703</b> | <b>6.1</b> | <b>910</b> | <b>2.1</b> | <b>648</b> | <b>1.5</b> | <b>52</b> | <b>0.1</b> | <b>186</b> | <b>0.4</b> | <b>22693</b>  | <b>51.2</b> | <b>16271</b> | <b>36.7</b> | <b>3939</b> | <b>8.9</b> | <b>1514</b> | <b>3.4</b> | <b>824</b> | <b>1.9</b> | <b>51</b> | <b>0.1</b> | <b>83</b> | <b>0.2</b> | <b>10664</b>   | <b>24.</b> |

# 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 - New Hires Analysis

Report run for 6/20/2010 - 6/18/2011

| 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 | 217         | 101         | 46.5 | 69    | 31.8 | 18    | 8.3  | 3      | 1.4  | 3     | 1.4 | 0         | 0.  | 8         | 3.7 | 116           | 53.5 | 75    | 34.6 | 26    | 12.  | 4      | 1.8 | 6     | 2.8 | 0         | 0.  | 5         | 2.3 | 60             | 27.6 |
| Professionals                | 1320        | 516         | 39.1 | 374   | 28.3 | 63    | 4.8  | 25     | 1.9  | 35    | 2.7 | 2         | 0.2 | 13        | 1.  | 803           | 60.8 | 546   | 41.4 | 130   | 9.8  | 76     | 5.8 | 41    | 3.1 | 1         | 0.1 | 5         | 0.4 | 382            | 28.9 |
| Technicians                  | 138         | 56          | 40.6 | 37    | 26.8 | 14    | 10.1 | 2      | 1.4  | 2     | 1.4 | 0         | 0.  | 1         | 0.7 | 82            | 59.4 | 61    | 44.2 | 15    | 10.9 | 5      | 3.6 | 1     | 0.7 | 0         | 0.  | 0         | 0.  | 39             | 28.3 |
| Protective Service:Sworn     | 176         | 112         | 63.6 | 63    | 35.8 | 20    | 11.4 | 22     | 12.5 | 5     | 2.8 | 2         | 1.1 | 0         | 0.  | 64            | 36.4 | 53    | 30.1 | 3     | 1.7  | 4      | 2.3 | 3     | 1.7 | 1         | 0.6 | 0         | 0.  | 60             | 34.1 |
| Protective Service:Non-Sworn | 714         | 350         | 49.  | 182   | 25.5 | 139   | 19.5 | 22     | 3.1  | 3     | 0.4 | 0         | 0.  | 4         | 0.6 | 363           | 50.8 | 190   | 26.6 | 137   | 19.2 | 28     | 3.9 | 7     | 1.  | 0         | 0.  | 1         | 0.1 | 336            | 47.1 |
| Office/Clerical              | 230         | 58          | 25.2 | 35    | 15.2 | 11    | 4.8  | 5      | 2.2  | 2     | 0.9 | 0         | 0.  | 3         | 1.3 | 172           | 74.8 | 107   | 46.5 | 32    | 13.9 | 16     | 7.  | 6     | 2.6 | 1         | 0.4 | 3         | 1.3 | 82             | 35.7 |
| Skilled Craft                | 92          | 89          | 96.7 | 78    | 84.8 | 5     | 5.4  | 2      | 2.2  | 1     | 1.1 | 1         | 1.1 | 1         | 1.1 | 3             | 3.3  | 3     | 3.3  | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 10             | 10.9 |
| Service Maintenance          | 129         | 83          | 64.3 | 55    | 42.6 | 13    | 10.1 | 8      | 6.2  | 2     | 1.6 | 0         | 0.  | 4         | 3.1 | 45            | 34.9 | 29    | 22.5 | 9     | 7.   | 2      | 1.6 | 3     | 2.3 | 1         | 0.8 | 1         | 0.8 | 39             | 30.2 |
| No EEO-4 Reporting           | 14          | 11          | 78.6 | 10    | 71.4 | 1     | 7.1  | 0      | 0.   | 0     | 0.  | 0         | 0.  | 0         | 0.  | 3             | 21.4 | 2     | 14.3 | 1     | 7.1  | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 2              | 14.3 |
| TOTALS:                      | 3030        | 1376        | 45.4 | 903   | 29.8 | 284   | 9.4  | 89     | 2.9  | 53    | 1.7 | 5         | 0.2 | 34        | 1.1 | 1651          | 54.5 | 1066  | 35.2 | 353   | 11.7 | 135    | 4.5 | 67    | 2.2 | 4         | 0.1 | 15        | 0.5 | 1010           | 33.3 |

# ODEO - Terminations Analysis

Report Run For Pay Period Ending 6/30/2012

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| 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:Sw orn     | 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-Sw orn | 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:Sw orn     | 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-Sw orn | 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   | 29.4 | 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 - Terminations Analysis

Report run for 6/20/2010 - 6/18/2011

| 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 | 364  | 204  | 56.  | 184  | 50.5 | 16  | 4.4 | 2  | 0.5 | 0  | 0.  | 0 | 0.  | 2  | 0.5 | 160  | 44.  | 136  | 37.4 | 12  | 3.3  | 3  | 0.8 | 5  | 1.4 | 0 | 0.  | 4  | 1.1 | 38  | 10.4 |
| Professionals                | 1211 | 454  | 37.5 | 376  | 31.  | 38  | 3.1 | 14 | 1.2 | 18 | 1.5 | 0 | 0.  | 8  | 0.7 | 757  | 62.5 | 599  | 49.5 | 78  | 6.4  | 40 | 3.3 | 32 | 2.6 | 1 | 0.1 | 6  | 0.5 | 222 | 18.3 |
| Technicians                  | 130  | 42   | 32.3 | 34   | 26.2 | 7   | 5.4 | 0  | 0.  | 1  | 0.8 | 0 | 0.  | 0  | 0.  | 88   | 67.7 | 74   | 56.9 | 11  | 8.5  | 2  | 1.5 | 0  | 0.  | 0 | 0.  | 1  | 0.8 | 21  | 16.2 |
| Protective Service:Sworn     | 269  | 240  | 89.2 | 206  | 76.6 | 23  | 8.6 | 9  | 3.3 | 1  | 0.4 | 1 | 0.4 | 0  | 0.  | 29   | 10.8 | 27   | 10.  | 1   | 0.4  | 1  | 0.4 | 0  | 0.  | 0 | 0.  | 0  | 0.  | 36  | 13.4 |
| Protective Service:Non-Sworn | 514  | 219  | 42.6 | 122  | 23.7 | 77  | 15. | 11 | 2.1 | 3  | 0.6 | 2 | 0.4 | 4  | 0.8 | 295  | 57.4 | 168  | 32.7 | 99  | 19.3 | 22 | 4.3 | 4  | 0.8 | 0 | 0.  | 2  | 0.4 | 218 | 42.4 |
| Office/Clerical              | 198  | 29   | 14.6 | 21   | 10.6 | 5   | 2.5 | 2  | 1.  | 1  | 0.5 | 0 | 0.  | 0  | 0.  | 169  | 85.4 | 126  | 63.6 | 24  | 12.1 | 10 | 5.1 | 8  | 4.  | 0 | 0.  | 1  | 0.5 | 50  | 25.3 |
| Skilled Craft                | 86   | 86   | 100. | 79   | 91.9 | 3   | 3.5 | 1  | 1.2 | 1  | 1.2 | 1 | 1.2 | 1  | 1.2 | 0    | 0.   | 0    | 0.   | 0   | 0.   | 0  | 0.  | 0  | 0.  | 0 | 0.  | 0  | 0.  | 6   | 7.   |
| Service Maintenance          | 123  | 91   | 74.  | 66   | 53.7 | 11  | 8.9 | 2  | 1.6 | 1  | 0.8 | 0 | 0.  | 11 | 8.9 | 32   | 26.  | 26   | 21.1 | 2   | 1.6  | 2  | 1.6 | 1  | 0.8 | 1 | 0.8 | 0  | 0.  | 20  | 16.3 |
| No EEO-4 Reporting           | 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.   |
| <b>TOTALS:</b>               | 2897 | 1366 | 47.2 | 1089 | 37.6 | 180 | 6.2 | 41 | 1.4 | 26 | 0.9 | 4 | 0.1 | 26 | 0.9 | 1531 | 52.8 | 1157 | 39.9 | 227 | 7.8  | 80 | 2.8 | 50 | 1.7 | 2 | 0.1 | 14 | 0.5 | 611 | 21.1 |

## Involuntary Terminations

|                              |     |     |      |     |      |    |      |    |     |   |     |   |    |   |     |     |      |     |      |    |      |    |     |   |     |   |    |   |     |     |      |
|------------------------------|-----|-----|------|-----|------|----|------|----|-----|---|-----|---|----|---|-----|-----|------|-----|------|----|------|----|-----|---|-----|---|----|---|-----|-----|------|
| Officials and Administrators | 41  | 22  | 53.7 | 20  | 48.8 | 1  | 2.4  | 0  | 0.  | 0 | 0.  | 0 | 0. | 1 | 2.4 | 19  | 46.3 | 12  | 29.3 | 5  | 12.2 | 0  | 0.  | 2 | 4.9 | 0 | 0. | 0 | 0.  | 8   | 19.5 |
| Professionals                | 145 | 55  | 37.9 | 42  | 29.  | 9  | 6.2  | 3  | 2.1 | 0 | 0.  | 0 | 0. | 1 | 0.7 | 90  | 62.1 | 72  | 49.7 | 12 | 8.3  | 4  | 2.8 | 2 | 1.4 | 0 | 0. | 0 | 0.  | 30  | 20.7 |
| Technicians                  | 20  | 5   | 25.  | 4   | 20.  | 1  | 5.   | 0  | 0.  | 0 | 0.  | 0 | 0. | 0 | 0.  | 15  | 75.  | 11  | 55.  | 4  | 20.  | 0  | 0.  | 0 | 0.  | 0 | 0. | 0 | 0.  | 5   | 25.  |
| Protective Service:Sworn     | 59  | 39  | 66.1 | 31  | 52.5 | 3  | 5.1  | 3  | 5.1 | 2 | 3.4 | 0 | 0. | 0 | 0.  | 20  | 33.9 | 16  | 27.1 | 4  | 6.8  | 0  | 0.  | 0 | 0.  | 0 | 0. | 0 | 0.  | 12  | 20.3 |
| Protective Service:Non-Sworn | 141 | 50  | 35.5 | 18  | 12.8 | 27 | 19.1 | 5  | 3.5 | 0 | 0.  | 0 | 0. | 0 | 0.  | 91  | 64.5 | 51  | 36.2 | 29 | 20.6 | 10 | 7.1 | 1 | 0.7 | 0 | 0. | 0 | 0.  | 72  | 51.1 |
| Office/Clerical              | 28  | 7   | 25.  | 1   | 3.6  | 5  | 17.9 | 0  | 0.  | 1 | 3.6 | 0 | 0. | 0 | 0.  | 21  | 75.  | 11  | 39.3 | 6  | 21.4 | 2  | 7.1 | 1 | 3.6 | 0 | 0. | 1 | 3.6 | 15  | 53.6 |
| Skilled Craft                | 9   | 9   | 100. | 8   | 88.9 | 1  | 11.1 | 0  | 0.  | 0 | 0.  | 0 | 0. | 0 | 0.  | 0   | 0.   | 0   | 0.   | 0  | 0.   | 0  | 0.  | 0 | 0.  | 0 | 0. | 0 | 0.  | 1   | 11.1 |
| Service Maintenance          | 18  | 13  | 72.2 | 7   | 38.9 | 6  | 33.3 | 0  | 0.  | 0 | 0.  | 0 | 0. | 0 | 0.  | 5   | 27.8 | 3   | 16.7 | 1  | 5.6  | 1  | 5.6 | 0 | 0.  | 0 | 0. | 0 | 0.  | 8   | 44.4 |
| <b>TOTALS:</b>               | 461 | 200 | 43.4 | 131 | 28.4 | 53 | 11.5 | 11 | 2.4 | 3 | 0.7 | 0 | 0. | 2 | 0.4 | 261 | 56.6 | 176 | 38.2 | 61 | 13.2 | 17 | 3.7 | 6 | 1.3 | 0 | 0. | 1 | 0.2 | 151 | 32.8 |

# 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 | %         | Not Known | %         |            |            |
| 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.        | 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.        | 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.        | 0         | 0.        | 33         | 1.8        |
| Protective Service:Sworn     | 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.        | 0         | 0.        | 56         | 0.9        |
| Protective Service:Non-Sworn | 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.        | 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.        | 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.        | 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.        | 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.        | 0          | 0.         |
| <b>TOTALS:</b>               | <b>44445</b> | <b>532</b>  | <b>1.2</b> | <b>488</b> | <b>1.1</b> | <b>32</b> | <b>0.1</b> | <b>6</b> | <b>0.</b> | <b>3</b> | <b>0.</b> | <b>3</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>22</b>     | <b>0.</b> | <b>19</b> | <b>0.</b> | <b>3</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>554</b> | <b>1.2</b> |

# ODEO - Workforce Summary Report - Vietnam Era Veterans

Report run for Pay Period Ending 6/18/2011

Report Generated 8/23/2011 11:19:27 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 | %         | Not Known | %         |            |            |
| Officials and Administrators | 3673         | 79          | 2.2        | 74         | 2.         | 4         | 0.1        | 1        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 1             | 0.         | 1         | 0.        | 0        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 80         | 2.2        |
| Professionals                | 20710        | 327         | 1.6        | 301        | 1.5        | 19        | 0.1        | 4        | 0.        | 3        | 0.        | 0         | 0.        | 0         | 0.        | 16            | 0.1        | 13        | 0.1       | 3        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 343        | 1.7        |
| Technicians                  | 1834         | 37          | 2.         | 35         | 1.9        | 2         | 0.1        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 0             | 0.         | 0         | 0.        | 0        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 37         | 2.         |
| Protective Service:Sworn     | 5790         | 66          | 1.1        | 57         | 1.         | 6         | 0.1        | 2        | 0.        | 0        | 0.        | 1         | 0.        | 0         | 0.        | 1             | 0.         | 1         | 0.        | 0        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 67         | 1.2        |
| Protective Service:Non-Sworn | 6184         | 21          | 0.3        | 18         | 0.3        | 2         | 0.         | 1        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 3             | 0.         | 2         | 0.        | 1        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 24         | 0.4        |
| Office/Clerical              | 3592         | 19          | 0.5        | 15         | 0.4        | 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.        | 0         | 0.        | 21         | 0.6        |
| Skilled Craft                | 1295         | 46          | 3.6        | 43         | 3.3        | 1         | 0.1        | 1        | 0.1       | 0        | 0.        | 1         | 0.1       | 0         | 0.        | 0             | 0.         | 0         | 0.        | 0        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 46         | 3.6        |
| Service Maintenance          | 1239         | 32          | 2.6        | 29         | 2.3        | 1         | 0.1        | 0        | 0.        | 0        | 0.        | 2         | 0.2       | 0         | 0.        | 0             | 0.         | 0         | 0.        | 0        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 32         | 2.6        |
| No EEO-4 Reporting           | 35           | 1           | 2.9        | 1          | 2.9        | 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          | 2.9        |
| <b>TOTALS:</b>               | <b>44352</b> | <b>628</b>  | <b>1.4</b> | <b>573</b> | <b>1.3</b> | <b>39</b> | <b>0.1</b> | <b>9</b> | <b>0.</b> | <b>3</b> | <b>0.</b> | <b>4</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>23</b>     | <b>0.1</b> | <b>19</b> | <b>0.</b> | <b>4</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>651</b> | <b>1.5</b> |

## ODEO - Workforce Summary Report: Disabilities

Report run for Pay Period Ending 6/30/2012

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| 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:Sw orn     | 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-Sw orn | 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.         |
| <b>TOTALS:</b>                | <b>44445</b> | <b>542</b>  | <b>1.2</b> | <b>473</b> | <b>1.1</b> | <b>36</b> | <b>0.1</b> | <b>17</b> | <b>0.</b> | <b>8</b> | <b>0.</b> | <b>3</b>  | <b>0.</b> | <b>4</b>  | <b>0.</b> | <b>745</b>    | <b>1.7</b> | <b>606</b> | <b>1.4</b> | <b>95</b> | <b>0.2</b> | <b>32</b> | <b>0.1</b> | <b>9</b> | <b>0.</b> | <b>3</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>1287</b> | <b>2.9</b> |

## ODEO - Workforce Summary Report: Disabilities

Report run for Pay Period Ending 6/18/2011

Report Generated 9/14/2011 4:53:36 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 | 3673         | 70          | 1.9        | 62         | 1.7        | 8         | 0.2        | 0         | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 73            | 2.         | 56         | 1.5        | 16        | 0.4        | 0         | 0.         | 1        | 0.        | 0         | 0.        | 0         | 0.        | 143         | 3.9        |
| Professionals                | 20710        | 327         | 1.6        | 285        | 1.4        | 18        | 0.1        | 14        | 0.1       | 8        | 0.        | 2         | 0.        | 0         | 0.        | 447           | 2.2        | 370        | 1.8        | 51        | 0.2        | 19        | 0.1        | 5        | 0.        | 2         | 0.        | 0         | 0.        | 774         | 3.7        |
| Technicians                  | 1834         | 22          | 1.2        | 21         | 1.1        | 1         | 0.1        | 0         | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 25            | 1.4        | 22         | 1.2        | 2         | 0.1        | 1         | 0.1        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 47          | 2.6        |
| Protective Service:Sworn     | 5790         | 27          | 0.5        | 24         | 0.4        | 1         | 0.         | 0         | 0.        | 0        | 0.        | 2         | 0.        | 0         | 0.        | 6             | 0.1        | 4          | 0.1        | 1         | 0.         | 1         | 0.         | 0        | 0.        | 0         | 0.        | 0         | 0.        | 33          | 0.6        |
| Protective Service:Non-Sworn | 6184         | 22          | 0.4        | 18         | 0.3        | 4         | 0.1        | 0         | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 37            | 0.6        | 27         | 0.4        | 7         | 0.1        | 3         | 0.         | 0        | 0.        | 0         | 0.        | 0         | 0.        | 59          | 1.         |
| Office/Clerical              | 3592         | 22          | 0.6        | 18         | 0.5        | 2         | 0.1        | 1         | 0.        | 1        | 0.        | 0         | 0.        | 0         | 0.        | 129           | 3.6        | 104        | 2.9        | 16        | 0.4        | 5         | 0.1        | 3        | 0.1       | 1         | 0.        | 0         | 0.        | 151         | 4.2        |
| Skilled Craft                | 1295         | 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          | 1239         | 32          | 2.6        | 29         | 2.3        | 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.        | 38          | 3.1        |
| No EEO-4 Reporting           | 35           | 0           | 0.         | 0          | 0.         | 0         | 0.         | 0         | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 0             | 0.         | 0          | 0.         | 0         | 0.         | 0         | 0.         | 0        | 0.        | 0         | 0.        | 0         | 0.        | 0           | 0.         |
| <b>TOTALS:</b>               | <b>44352</b> | <b>537</b>  | <b>1.2</b> | <b>471</b> | <b>1.1</b> | <b>35</b> | <b>0.1</b> | <b>16</b> | <b>0.</b> | <b>9</b> | <b>0.</b> | <b>4</b>  | <b>0.</b> | <b>2</b>  | <b>0.</b> | <b>723</b>    | <b>1.6</b> | <b>589</b> | <b>1.3</b> | <b>93</b> | <b>0.2</b> | <b>29</b> | <b>0.1</b> | <b>9</b> | <b>0.</b> | <b>3</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>1260</b> | <b>2.8</b> |

## PART II:

# THE SECRETARIATS

ODEO Workforce Summary by Secretariat (Charts 2012 vs 2011)

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 6/30/2012

Report Generated 9/28/2012 2:34:28 PM

| 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 | %          |                |             |
| ADMINISTRATION & 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        |
| DISABLED 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 ADMINISTRATION & 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 COMPTROLLER                                 | 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        |
| <b>TOTALS:</b>  | <b>44445</b> | <b>21797</b> | <b>49.</b> | <b>17149</b> | <b>38.6</b> | <b>2782</b> | <b>6.3</b> | <b>942</b> | <b>2.1</b> | <b>668</b> | <b>1.5</b> | <b>51</b> | <b>0.1</b> | <b>178</b> | <b>0.4</b> | <b>22635</b>  | <b>50.9</b> | <b>16080</b> | <b>36.2</b> | <b>4012</b> | <b>9.</b> | <b>1563</b> | <b>3.5</b> | <b>832</b> | <b>1.9</b> | <b>52</b> | <b>0.1</b> | <b>79</b> | <b>0.2</b> | <b>10948</b>   | <b>24.6</b> |

# ODEO - Workforce Summary By Secretariat

Report run for Pay Period Ending 6/18/2011

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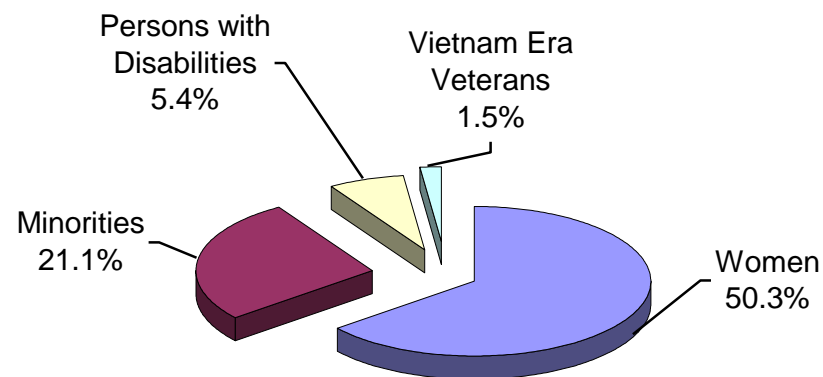
| Secretariat   | Grand Total  | ** MALES **  |             |              |             |             |            |            |            |            |            |           |            |            |            | ** FEMALES ** |             |              |             |             |            |             |            |            |            |           |            |           |            | Minority Total |            |
|---|--------------|--------------|-------------|--------------|-------------|-------------|------------|------------|------------|------------|------------|-----------|------------|------------|------------|---------------|-------------|--------------|-------------|-------------|------------|-------------|------------|------------|------------|-----------|------------|-----------|------------|----------------|------------|
|   |              | Total        | %           | White        | %           | Black       | %          | Hispan     | %          | Asian      | %          | Native Am | %          | Not Known  | %          | Total         | %           | White        | %           | Black       | %          | Hispan      | %          | Asian      | %          | Native Am | %          | Not Known | %          |                |            |
| ADMINSTRATION & FINANCE                               | 49           | 22           | 44.9        | 19           | 38.8        | 0           | 0.         | 0          | 0.         | 1          | 2.         | 0         | 0.         | 2          | 4.1        | 27            | 55.1        | 25           | 51.         | 1           | 2.         | 1           | 2.         | 0          | 0.         | 0         | 0.         | 0         | 0.         | 3              | 6.1        |
| ADMINSTRATION & FINANCE                               | 76           | 31           | 40.8        | 26           | 34.2        | 2           | 2.6        | 0          | 0.         | 3          | 3.9        | 0         | 0.         | 0          | 0.         | 45            | 59.2        | 30           | 39.5        | 9           | 11.8       | 2           | 2.6        | 4          | 5.3        | 0         | 0.         | 0         | 0.         | 20             | 26.3       |
| ADMINSTRATION & FINANCE                               | 67           | 15           | 22.4        | 7            | 10.4        | 4           | 6.         | 3          | 4.5        | 0          | 0.         | 0         | 0.         | 0          | 0.         | 52            | 77.6        | 26           | 38.8        | 15          | 22.4       | 6           | 9.         | 5          | 7.5        | 0         | 0.         | 0         | 0.         | 34             | 50.7       |
| BOARD OF LIBRARY COMMISSIONERS                        | 22           | 7            | 31.8        | 7            | 31.8        | 0           | 0.         | 0          | 0.         | 0          | 0.         | 0         | 0.         | 0          | 0.         | 15            | 68.2        | 13           | 59.1        | 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                               | 185          | 35           | 18.9        | 28           | 15.1        | 4           | 2.2        | 2          | 1.1        | 1          | 0.5        | 0         | 0.         | 0          | 0.         | 150           | 81.1        | 103          | 55.7        | 27          | 14.6       | 15          | 8.1        | 4          | 2.2        | 0         | 0.         | 1         | 0.5        | 53             | 28.6       |
| 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        | 18           | 62.1        | 0           | 0.         | 3           | 10.3       | 0          | 0.         | 0         | 0.         | 0         | 0.         | 4              | 13.8       |
| ENVIRONMENTAL AFFAIRS                                 | 2727         | 1797         | 65.9        | 1544         | 56.6        | 79          | 2.9        | 18         | 0.7        | 35         | 1.3        | 7         | 0.3        | 114        | 4.2        | 930           | 34.1        | 758          | 27.8        | 78          | 2.9        | 19          | 0.7        | 34         | 1.2        | 2         | 0.1        | 39        | 1.4        | 272            | 10.        |
| EXEC OFF OF ECONOMIC DEVELOP                          | 122          | 65           | 53.3        | 56           | 45.9        | 6           | 4.9        | 0          | 0.         | 0          | 0.         | 0         | 0.         | 3          | 2.5        | 57            | 46.7        | 43           | 35.2        | 5           | 4.1        | 2           | 1.6        | 3          | 2.5        | 0         | 0.         | 4         | 3.3        | 16             | 13.1       |
| EXEC OFFICE OF EDUCATON                               | 535          | 154          | 28.8        | 126          | 23.6        | 13          | 2.4        | 5          | 0.9        | 10         | 1.9        | 0         | 0.         | 0          | 0.         | 381           | 71.2        | 299          | 55.9        | 42          | 7.9        | 16          | 3.         | 24         | 4.5        | 0         | 0.         | 0         | 0.         | 110            | 20.6       |
| EXECUTIVE OFFICE FOR ADMINSTRATION & FINANCE          | 3035         | 1522         | 50.1        | 1292         | 42.6        | 96          | 3.2        | 37         | 1.2        | 94         | 3.1        | 1         | 0.         | 2          | 0.1        | 1513          | 49.9        | 1147         | 37.8        | 182         | 6.         | 79          | 2.6        | 103        | 3.4        | 0         | 0.         | 2         | 0.1        | 592            | 19.5       |
| EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT              | 792          | 363          | 45.8        | 287          | 36.2        | 37          | 4.7        | 10         | 1.3        | 22         | 2.8        | 2         | 0.3        | 5          | 0.6        | 428           | 54.         | 289          | 36.5        | 74          | 9.3        | 29          | 3.7        | 28         | 3.5        | 2         | 0.3        | 6         | 0.8        | 205            | 25.9       |
| EXECUTIVE OFFICE OF HEALTH & HUMAN SERVICES           | 22080        | 7316         | 33.1        | 4896         | 22.2        | 1708        | 7.7        | 457        | 2.1        | 244        | 1.1        | 11        | 0.         | 0          | 0.         | 14762         | 66.9        | 10293        | 46.6        | 2918        | 13.2       | 1070        | 4.8        | 450        | 2.         | 31        | 0.1        | 0         | 0.         | 6889           | 31.2       |
| EXECUTIVE OFFICE of LABOR and WORKFORCE DEVELOPMENT   | 81           | 32           | 39.5        | 27           | 33.3        | 4           | 4.9        | 0          | 0.         | 1          | 1.2        | 0         | 0.         | 0          | 0.         | 49            | 60.5        | 41           | 50.6        | 3           | 3.7        | 1           | 1.2        | 1          | 1.2        | 0         | 0.         | 3         | 3.7        | 10             | 12.3       |
| EXECUTIVE OFFICE OF PUBLIC SAFETY & HOMELAND SECURITY | 8484         | 6550         | 77.2        | 5757         | 67.9        | 430         | 5.1        | 258        | 3.         | 75         | 0.9        | 22        | 0.3        | 5          | 0.1        | 1934          | 22.8        | 1614         | 19.         | 193         | 2.3        | 84          | 1.         | 29         | 0.3        | 7         | 0.1        | 5         | 0.1        | 1103           | 13.        |
| GOVERNOR  | 70           | 23           | 32.9        | 17           | 24.3        | 5           | 7.1        | 0          | 0.         | 0          | 0.         | 0         | 0.         | 1          | 1.4        | 47            | 67.1        | 30           | 42.9        | 5           | 7.1        | 7           | 10.        | 2          | 2.9        | 0         | 0.         | 3         | 4.3        | 19             | 27.1       |
| LABOR   | 1607         | 625          | 38.9        | 462          | 28.7        | 87          | 5.4        | 37         | 2.3        | 36         | 2.2        | 3         | 0.2        | 0          | 0.         | 982           | 61.1        | 649          | 40.4        | 171         | 10.6       | 102         | 6.3        | 58         | 3.6        | 2         | 0.1        | 0         | 0.         | 496            | 30.9       |
| MASSACHUSETTS DEPARTMENT OF TRANSPORTATION            | 4270         | 3035         | 71.1        | 2549         | 59.7        | 222         | 5.2        | 81         | 1.9        | 116        | 2.7        | 6         | 0.1        | 54         | 1.3        | 1235          | 28.9        | 846          | 19.8        | 208         | 4.9        | 75          | 1.8        | 70         | 1.6        | 7         | 0.2        | 20        | 0.5        | 801            | 18.8       |
| OFFICE OF COMPTROLLER                                 | 120          | 56           | 46.7        | 39           | 32.5        | 5           | 4.2        | 2          | 1.7        | 10         | 8.3        | 0         | 0.         | 0          | 0.         | 64            | 53.3        | 46           | 38.3        | 7           | 5.8        | 3           | 2.5        | 8          | 6.7        | 0         | 0.         | 0         | 0.         | 35             | 29.2       |
| <b>TOTALS:</b>  | <b>44352</b> | <b>21656</b> | <b>48.8</b> | <b>17146</b> | <b>38.7</b> | <b>2703</b> | <b>6.1</b> | <b>910</b> | <b>2.1</b> | <b>648</b> | <b>1.5</b> | <b>52</b> | <b>0.1</b> | <b>186</b> | <b>0.4</b> | <b>22693</b>  | <b>51.2</b> | <b>16271</b> | <b>36.7</b> | <b>3939</b> | <b>8.9</b> | <b>1514</b> | <b>3.4</b> | <b>824</b> | <b>1.9</b> | <b>51</b> | <b>0.1</b> | <b>83</b> | <b>0.2</b> | <b>10664</b>   | <b>24.</b> |

# EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE

## SECRETARY JAY GONZALEZ

Demographics for Fiscal Year 2012

As of June 30, 2012



The Administration and Finance Secretariat FY12 Annual  
EEO4 Report

Secretariat Overview:

The Executive Office for Administration and Finance (ANF) is the state agency in charge of ensuring the financial stability, efficiency, and effectiveness of state government. 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 State Office Buildings

Civil Service Commission

Department of Revenue

Developmental Disabilities Council

Division of Administrative Law Appeals

Division of Capital Asset Management

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: Comparison of ANF Secretariat  
Workforce:

**Table 2**

|     | Officials and Administrators |       | Professionals |       | Technicians |       | Protective Services Sworn |        |
|-----|------------------------------|-------|---------------|-------|-------------|-------|---------------------------|--------|
|     | 12-Q4                        | 11-Q4 | 12-Q4         | 11-Q4 | 12-Q4       | 11-Q4 | 12-Q4                     | 11-Q4  |
| FM  | 41.9%                        | 43.2% | 50.6%         | 49.5% | 38.5%       | 40.0% | 100.0%                    | 100.0% |
| MIN | 16.2%                        | 14.4% | 20.8%         | 19.1% | 26.9%       | 27.6% | 0.0%                      | 0.0%   |
| VEV | 2.1%                         | 2.8%  | 1.4%          | 1.7%  | 2.9%        | 2.9%  | 0.0%                      | 0.0%   |
| DP  | 4.0%                         | 3.5%  | 5.2%          | 5.0%  | 4.8%        | 4.8%  | 0.0%                      | 0.0%   |

|     | Protective Services Non-Sworn |       | Office/Clerical |       | Skilled Craft |       | Service Maintenance |       |
|-----|-------------------------------|-------|-----------------|-------|---------------|-------|---------------------|-------|
|     | 12-Q4                         | 11-Q4 | 12-Q4           | 11-Q4 | 12-Q4         | 11-Q4 | 12-Q4               | 11-Q4 |
| FM  | 0.0%                          | 0.0%  | 76.8%           | 77.4% | 0.0%          | 0.0%  | 50.0%               | 33.3% |
| MIN | 0.0%                          | 0.0%  | 31.8%           | 30.2% | 33.3%         | 22.2% | 0.0%                | 33.3% |
| VEV | 0.0%                          | 0.0%  | 1.0%            | 1.5%  | 5.6%          | 5.6%  | 0.0%                | 33.3% |
| DP  | 0.0%                          | 0.0%  | 12.1%           | 11.1% | 0.0%          | 0.0%  | 50.0%               | 33.3% |

**Table 3**

The above comparison of the 4th quarter of FY12 to the 4th quarter of FY11 confirms that ANF protected class members continued to maintain.

Officials and Administrators – the percentage of Minorities and Disabled Persons increased slightly, and the percentage of Females decreased by 1.3%;

Professionals – the percentage of Minorities and Females increased slightly, and the percentage of Disabled Persons decreased by 0.3 points;

Technicians – the percentage of Minorities and Females decreased slightly; while Disabled Persons remained unchanged;

Office/Clerical – the percentage of Females decreased slightly, 0.6%, while Disabled Persons experienced a slight percentage increase 0.8% (though the actual numbers remained unchanged).

Service Maintenance – the percentage of Females increased (though the actual number of females was unchanged), Minority representation decreased (from 1 to 0 positions) and Disabled Persons representation remained unchanged.

Workforce Trends: ANF agencies continued to maintain a strong record of hiring, promoting and retaining protected class members for a second year despite workforce reductions. Minorities represented 36.2% of new hires, 17.5% of terminations, and 27.7 % of promotions (a total of 31 promotions for the entire year). Females represented 47.3% of new hires, 41.6% of terminations and 56.3% of promotions. VEVs represented 0% of new hires, 6.1% of terminations and 0% of promotions. And Disabled Persons represented 4.2% of new hires (indicating many self-identify after hire), 6.8% of terminations and 12.45% of promotions. ANF agencies continued to work closely with the Office of Diversity and Equal Opportunity (ODEO) diversify their applicant pools. Agencies continued to employ professional recruiters to diversify their applicant pools, although to a lesser degree than in the previous 3 years. ANF agencies

continued efforts to incorporate affirmative action and diversity as core organizational values.

Agency Highlights: ANF agency employees continued to participate in Professional Development Programs, Mandatory Training and related agency-based activities throughout the year. ANF 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. ANF agencies also continued to participate in a variety of job fairs and diversity-focused activities. Despite continuing funding challenges and related workforce reductions efforts such as the Model Employer initiative have clearly advanced understanding and promoted Diversity as a core value across the Secretariat.

The Secretariat 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 Affirmative Action and Diversity throughout the workforce.

## 19 - ADMINISTRATION & FINANCE

## - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/30/2012

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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           | 33          | 25          | 75.8 | 18    | 54.5 | 6     | 18.2 | 1      | 3.  | 0     | 0.  | 0         | 0. | 0         | 0.  | 7             | 21.2 | 2     | 6.1  | 1     | 3.   | 0      | 0.   | 3     | 9.1 | 0         | 0.  | 1         | 3.  | 12             | 36.4 |
| CAPITAL ASSET MANAGEMENT and M      | 245         | 135         | 55.1 | 111   | 45.3 | 15    | 6.1  | 3      | 1.2 | 6     | 2.4 | 0         | 0. | 0         | 0.  | 110           | 44.9 | 79    | 32.2 | 19    | 7.8  | 5      | 2.   | 6     | 2.4 | 0         | 0.  | 1         | 0.4 | 54             | 22.  |
| 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               | 1823        | 821         | 45.  | 711   | 39.  | 49    | 2.7  | 26     | 1.4 | 35    | 1.9 | 0         | 0. | 0         | 0.  | 1001          | 54.9 | 758   | 41.6 | 119   | 6.5  | 68     | 3.7  | 56    | 3.1 | 0         | 0.  | 0         | 0.  | 353            | 19.4 |
| DEVELOPMENTAL DISABILITIES COU      | 9           | 3           | 33.3 | 3     | 33.3 | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0.  | 6             | 66.7 | 6     | 66.7 | 0     | 0.   | 0      | 0.   | 0     | 0.  | 0         | 0.  | 0         | 0.  | 0              | 0.   |
| DIVISION OF OPERATIONAL SERVICE     | 75          | 30          | 40.  | 23    | 30.7 | 5     | 6.7  | 1      | 1.3 | 1     | 1.3 | 0         | 0. | 0         | 0.  | 43            | 57.3 | 22    | 29.3 | 11    | 14.7 | 4      | 5.3  | 4     | 5.3 | 0         | 0.  | 2         | 2.7 | 26             | 34.7 |
| EXECUTIVE OFFICE for ADMINISTRATION | 329         | 203         | 61.7 | 167   | 50.8 | 11    | 3.3  | 2      | 0.6 | 22    | 6.7 | 0         | 0. | 0         | 0.  | 125           | 38.  | 100   | 30.4 | 5     | 1.5  | 4      | 1.2  | 16    | 4.9 | 0         | 0.  | 0         | 0.  | 61             | 18.5 |
| GEORGE FINGOLD LIBRARY              | 14          | 1           | 7.1  | 0     | 0.   | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0. | 1         | 7.1 | 12            | 85.7 | 9     | 64.3 | 2     | 14.3 | 0      | 0.   | 0     | 0.  | 0         | 0.  | 1         | 7.1 | 3              | 21.4 |
| GROUP INSURANCE COMMISSION          | 54          | 14          | 25.9 | 9     | 16.7 | 2     | 3.7  | 0      | 0.  | 2     | 3.7 | 0         | 0. | 0         | 0.  | 40            | 74.1 | 24    | 44.4 | 6     | 11.1 | 3      | 5.6  | 7     | 13. | 0         | 0.  | 0         | 0.  | 21             | 38.9 |
| HUMAN RESOURCES DIVISION            | 119         | 40          | 33.6 | 27    | 22.7 | 5     | 4.2  | 0      | 0.  | 7     | 5.9 | 0         | 0. | 1         | 0.8 | 79            | 66.4 | 48    | 40.3 | 17    | 14.3 | 4      | 3.4  | 9     | 7.6 | 1         | 0.8 | 0         | 0.  | 43             | 36.1 |
| INFORMATION TECHNOLOGY DIVISIO      | 338         | 237         | 70.1 | 188   | 55.6 | 17    | 5.   | 9      | 2.7 | 22    | 6.5 | 0         | 0. | 1         | 0.3 | 101           | 29.9 | 75    | 22.2 | 11    | 3.3  | 3      | 0.9  | 12    | 3.6 | 0         | 0.  | 0         | 0.  | 74             | 21.9 |
| MASSACHUSETTS OFFICE ON DISABI      | 12          | 5           | 41.7 | 5     | 41.7 | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0.  | 7             | 58.3 | 6     | 50.  | 1     | 8.3  | 0      | 0.   | 0     | 0.  | 0         | 0.  | 0         | 0.  | 1              | 8.3  |
| <b>TOTALS:</b>                      | 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 |

## 19 - ADMINISTRATION & FINANCE

## - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

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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 | 425         | 245         | 57.6 | 214   | 50.4 | 15    | 3.5  | 3      | 0.7 | 13    | 3.1 | 0         | 0. | 0         | 0.  | 178           | 41.9 | 138   | 32.5 | 20    | 4.7  | 8      | 1.9 | 9     | 2.1 | 0         | 0. | 3         | 0.7 | 69             | 16.2 |
| Professionals                | 2362        | 1164        | 49.3 | 981   | 41.5 | 80    | 3.4  | 29     | 1.2 | 71    | 3.  | 0         | 0. | 2         | 0.1 | 1194          | 50.6 | 884   | 37.4 | 146   | 6.2  | 70     | 3.  | 92    | 3.9 | 1         | 0. | 1         | 0.  | 491            | 20.8 |
| Technicians                  | 104         | 64          | 61.5 | 49    | 47.1 | 6     | 5.8  | 1      | 1.  | 7     | 6.7 | 0         | 0. | 1         | 1.  | 40            | 38.5 | 26    | 25.  | 5     | 4.8  | 2      | 1.9 | 7     | 6.7 | 0         | 0. | 0         | 0.  | 28             | 26.9 |
| Protective Service:Sw orn    | 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              | 198         | 47          | 23.7 | 29    | 14.6 | 5     | 2.5  | 8      | 4.  | 4     | 2.  | 0         | 0. | 0         | 0.  | 151           | 76.3 | 105   | 53.  | 26    | 13.1 | 13     | 6.6 | 6     | 3.  | 0         | 0. | 1         | 0.5 | 63             | 31.8 |
| Skilled Craft                | 18          | 18          | 100. | 12    | 66.7 | 5     | 27.8 | 1      | 5.6 | 0     | 0.  | 0         | 0. | 0         | 0.  | 0             | 0.   | 0     | 0.   | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0.  | 6              | 33.3 |
| Service Maintenance          | 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.   |
| <b>TOTALS:</b>               | 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 |

## 19 - ADMINISTRATION & FINANCE - Secretariat New Hires Analysis

Report run for 3/25/2012 - 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 | 10          | 3           | 30.  | 3     | 30.  | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 6             | 60.  | 2     | 20.  | 0     | 0.  | 2      | 20.  | 2     | 20. | 0         | 0. | 0         | 0. | 4              | 40.  |
| Professionals                | 46          | 23          | 50.  | 16    | 34.8 | 6     | 13.  | 1      | 2.2 | 0     | 0. | 0         | 0. | 0         | 0. | 22            | 47.8 | 13    | 28.3 | 3     | 6.5 | 4      | 8.7  | 2     | 4.3 | 0         | 0. | 0         | 0. | 16             | 34.8 |
| TOTALS:                      | 56          | 26          | 46.4 | 19    | 33.9 | 6     | 10.7 | 1      | 1.8 | 0     | 0. | 0         | 0. | 0         | 0. | 28            | 50.  | 15    | 26.8 | 3     | 5.4 | 6      | 10.7 | 4     | 7.1 | 0         | 0. | 0         | 0. | 20             | 35.7 |

## 19 - ADMINISTRATION & FINANCE - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

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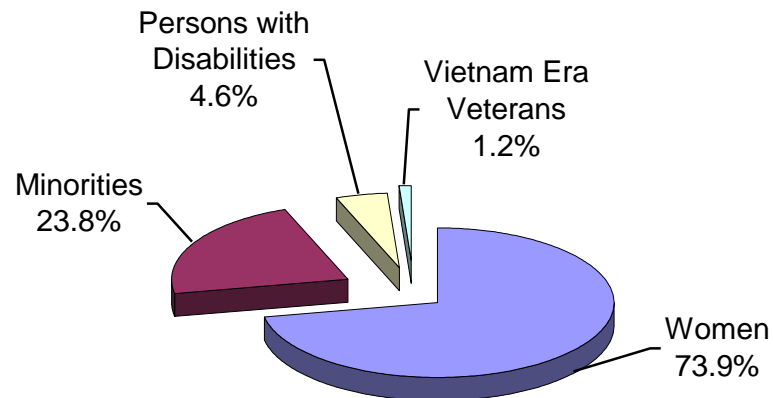
| EEO4 Category                | Grand Total | ** MALES ** |      |       |      |       |      |        |    |       |     |           |    |           |    | ** FEMALES ** |      |       |      |       |      |        |     |       |    |           |    |           |    | Minority Total |      |
|------------------------------|-------------|-------------|------|-------|------|-------|------|--------|----|-------|-----|-----------|----|-----------|----|---------------|------|-------|------|-------|------|--------|-----|-------|----|-----------|----|-----------|----|----------------|------|
|                              |             | Total       | %    | White | %    | Black | %    | Hispan | %  | Asian | %   | Native Am | %  | Not Known | %  | Total         | %    | White | %    | Black | %    | Hispan | %   | Asian | %  | Native Am | %  | Not Known | %  |                |      |
| Voluntary Terminations       |             |             |      |       |      |       |      |        |    |       |     |           |    |           |    |               |      |       |      |       |      |        |     |       |    |           |    |           |    |                |      |
| Officials and Administrators | 11          | 9           | 81.8 | 9     | 81.8 | 0     | 0.   | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0. | 2             | 18.2 | 2     | 18.2 | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 0              | 0.   |
| Professionals                | 22          | 14          | 63.6 | 11    | 50.  | 1     | 4.5  | 0      | 0. | 2     | 9.1 | 0         | 0. | 0         | 0. | 8             | 36.4 | 7     | 31.8 | 0     | 0.   | 1      | 4.5 | 0     | 0. | 0         | 0. | 0         | 0. | 4              | 18.2 |
| Technicians                  | 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. |
| 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.   |
| Skilled Craft                | 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:                      | 36          | 24          | 66.7 | 21    | 58.3 | 1     | 2.8  | 0      | 0. | 2     | 5.6 | 0         | 0. | 0         | 0. | 12            | 33.3 | 10    | 27.8 | 1     | 2.8  | 1      | 2.8 | 0     | 0. | 0         | 0. | 0         | 0. | 5              | 13.9 |
| Involuntary Terminations     |             |             |      |       |      |       |      |        |    |       |     |           |    |           |    |               |      |       |      |       |      |        |     |       |    |           |    |           |    |                |      |
| Professionals                | 3           | 2           | 66.7 | 0     | 0.   | 2     | 66.7 | 0      | 0. | 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 |
| 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:                      | 4           | 2           | 50.  | 0     | 0.   | 2     | 50.  | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0. | 2             | 50.  | 1     | 25.  | 1     | 25.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 3              | 75.  |

# EXECUTIVE OFFICE OF EDUCATION

SECRETARY PAUL REVILLE

Demographics for Fiscal Year 2012

As of June 30, 2012



EXECUTIVE OFFICE OF EDUCATION  
ANNUAL REPORT NARRATIVE FY 2012  
SEPTEMBER 26, 2012

## INTRODUCTION

The Executive Office of Education is responsible for realizing Governor Deval Patrick's vision of a unified education system that provides a high quality education to all students.

## 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 766 employees at its agencies. During FY' 12 the Secretariat's workforce comparison reflects that its agencies increased in parity in the category of minorities (24 % vs. 16.7%) The categories of females and VEV's have remained constant.

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 2012

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 6/30/2012

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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 Early 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 |
| DEPARTMENT OF EDUCATION       | 508         | 127         | 25.  | 102   | 20.1 | 15    | 3.  | 6      | 1.2 | 4     | 0.8  | 0         | 0. | 0         | 0. | 381           | 75.  | 306   | 60.2 | 43    | 8.5  | 13     | 2.6 | 19    | 3.7  | 0         | 0. | 0         | 0.  | 100            | 19.7 |
| EXEC OFFICE OF EDUCATON       | 72          | 38          | 52.8 | 26    | 36.1 | 1     | 1.4 | 1      | 1.4 | 9     | 12.5 | 0         | 0. | 0         | 0. | 34            | 47.2 | 19    | 26.4 | 2     | 2.8  | 5      | 6.9 | 8     | 11.1 | 0         | 0. | 0         | 0.  | 27             | 37.5 |
| <b>TOTALS:</b>                | 766         | 200         | 26.1 | 155   | 20.2 | 20    | 2.6 | 9      | 1.2 | 15    | 2.   | 0         | 0. | 0         | 0. | 566           | 73.9 | 428   | 55.9 | 73    | 9.5  | 32     | 4.2 | 32    | 4.2  | 0         | 0. | 1         | 0.1 | 182            | 23.8 |

## 73 - EXEC OFFICE OF EDUCATON - Secretariat 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 | 122         | 43          | 35.2 | 32    | 26.2 | 5     | 4.1  | 4      | 3.3 | 2     | 1.6 | 0         | 0. | 0         | 0. | 79            | 64.8 | 63    | 51.6 | 8     | 6.6  | 4      | 3.3 | 4     | 3.3 | 0         | 0. | 0         | 0.  | 27             | 22.1 |
| Professionals                | 599         | 147         | 24.5 | 117   | 19.5 | 12    | 2.   | 5      | 0.8 | 12    | 2.  | 0         | 0. | 0         | 0. | 452           | 75.5 | 343   | 57.3 | 54    | 9.   | 26     | 4.3 | 28    | 4.7 | 0         | 0. | 1         | 0.2 | 138            | 23.  |
| Technicians                  | 3           | 2           | 66.7 | 1     | 33.3 | 1     | 33.3 | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0. | 1             | 33.3 | 1     | 33.3 | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0.  | 1              | 33.3 |
| Protective Service:Non-Sworn | 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. |
| Office/Clerical              | 41          | 8           | 19.5 | 5     | 12.2 | 2     | 4.9  | 0      | 0.  | 1     | 2.4 | 0         | 0. | 0         | 0. | 33            | 80.5 | 21    | 51.2 | 10    | 24.4 | 2      | 4.9 | 0     | 0.  | 0         | 0. | 0         | 0.  | 15             | 36.6 |
| <b>TOTALS:</b>               | 766         | 200         | 26.1 | 155   | 20.2 | 20    | 2.6  | 9      | 1.2 | 15    | 2.  | 0         | 0. | 0         | 0. | 566           | 73.9 | 428   | 55.9 | 73    | 9.5  | 32     | 4.2 | 32    | 4.2 | 0         | 0. | 1         | 0.1 | 182            | 23.8 |

## 73 - EXEC OFFICE OF EDUCATON - Secretariat New Hires Analysis

Report run for 3/25/2012 - 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 | 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. |
| Professionals                | 24          | 5           | 20.8 | 4     | 16.7 | 0     | 0. | 0      | 0. | 1     | 4.2 | 0         | 0. | 0         | 0. | 19            | 79.2 | 11    | 45.8 | 3     | 12.5 | 1      | 4.2 | 4     | 16.7 | 0         | 0. | 0         | 0. | 9              | 37.5 |
| Office/Clerical              | 2           | 0           | 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. | 2              | 100. |
| <b>TOTALS:</b>               | 27          | 5           | 18.5 | 4     | 14.8 | 0     | 0. | 0      | 0. | 1     | 3.7 | 0         | 0. | 0         | 0. | 22            | 81.5 | 11    | 40.7 | 6     | 22.2 | 1      | 3.7 | 4     | 14.8 | 0         | 0. | 0         | 0. | 12             | 44.4 |

## 73 - EXEC OFFICE OF EDUCATON - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

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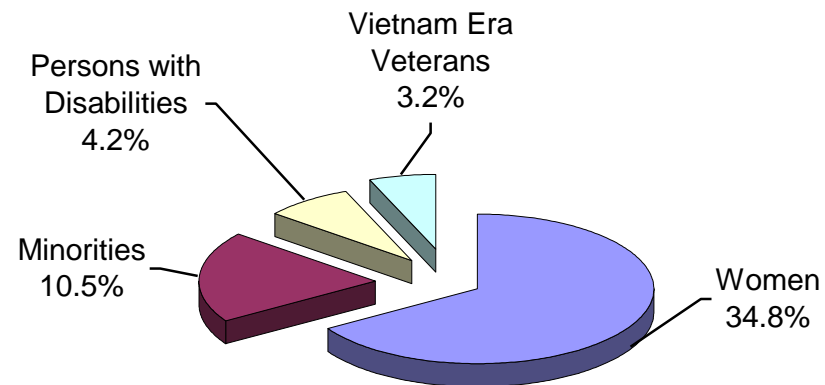
| EEO4 Category            | Grand Total | ** MALES ** |      |       |      |       |    |        |    |       |    |           |    |           |    | ** FEMALES ** |      |       |      |       |      |        |     |       |    |           |    |           |    | Minority Total |      |
|--------------------------|-------------|-------------|------|-------|------|-------|----|--------|----|-------|----|-----------|----|-----------|----|---------------|------|-------|------|-------|------|--------|-----|-------|----|-----------|----|-----------|----|----------------|------|
|                          |             | Total       | %    | White | %    | Black | %  | Hispan | %  | Asian | %  | Native Am | %  | Not Known | %  | Total         | %    | White | %    | Black | %    | Hispan | %   | Asian | %  | Native Am | %  | Not Known | %  |                |      |
| Voluntary Terminations   |             |             |      |       |      |       |    |        |    |       |    |           |    |           |    |               |      |       |      |       |      |        |     |       |    |           |    |           |    |                |      |
| Professionals            | 14          | 6           | 42.9 | 6     | 42.9 | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 8             | 57.1 | 6     | 42.9 | 1     | 7.1  | 1      | 7.1 | 0     | 0. | 0         | 0. | 0         | 0. | 2              | 14.3 |
| TOTALS:                  | 14          | 6           | 42.9 | 6     | 42.9 | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 8             | 57.1 | 6     | 42.9 | 1     | 7.1  | 1      | 7.1 | 0     | 0. | 0         | 0. | 0         | 0. | 2              | 14.3 |
| Involuntary Terminations |             |             |      |       |      |       |    |        |    |       |    |           |    |           |    |               |      |       |      |       |      |        |     |       |    |           |    |           |    |                |      |
| Professionals            | 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:                  | 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. |

# EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS

SECRETARY RICHARD K. SULLIVAN, JR.

Demographics for Fiscal Year 2012

As of June 30, 2012



Executive Office of Energy and Environmental Affairs  
(ENV)  
Annual Narrative FY 2012  
July 31, 2012

#### 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. MDAR employed 77 people as of June 30, 2012.

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. The Department of Conservation (DCR) did have a significant decrease in employees in fiscal year (FY2012) compared to FY2011. The number of employees for FY12 is 999 employees, a decrease of 24 employees.

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. The number of employees for FY 2012 is 809 employees, a decrease of 14 employees.

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. The number of employees for FY12 is 294 employees an increase of 3 employees (2 females and 1 male).

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 sitting process; and to ensure that residential ratepayers' rights are protected under regulations. During the 2012 fiscal year, the DPU hired 21 new staff. The total staff population for FY12 is 126.

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.

During this fiscal year the Department had the opportunity to hire ten (10) new employees. 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. Environmental Affairs has 281 FTE employees.

#### Executive Office of Environmental Affairs BROAD COMPARISON of WORKFORCE

The total workforce for the agency, Environmental Affairs for fiscal year 2012 is 281 compared to 288 in 2011, decreasing employee count 2.5% or 7 employees. The decrease is due to retirement and resignations and discharged.

Officials and Administrators = 4.3% increase  
2012 Total = 46  
2011 Total = 44

Professionals = 5.8% decrease  
2012 Total = 131  
2011 Total = 139

Protective Services Sworn = 2.5% decrease  
2012 Total = 79  
2011 Total = 81

Office/Clerical: = 0.4% decrease  
2012 Total = 25  
2011 Total = 24

#### RETENTION

ENV does not have a formal retention plan in place; however ENV employees are encouraged to take Commonwealth training classes whenever possible that will enhance their skills thus providing them with the necessary tools to advance in their current position or career ladder. Employees also take classes at local colleges and universities to obtain undergraduate or graduate degrees or independent courses that are specific to nature of their work.

#### PROMOTIONS

ENV had 11 promotions for this fiscal year that included 4 white females. Promotions/reallocations were generated by the employee supervisors and department head, all of which were based on increases in job responsibilities and employee performance.

#### HIRING

ENV had 9 hires this fiscal year that included 5 females (4 White and 1 Black) and 4 white males.

#### TERMINATIONS

ENV had 7 terminations this fiscal year that included 4 females (1 Black, 1 Asian, and 2 White) and 2 males. The terminations were resignations, discharges and retirement.

#### HIGHLIGHTS

ENV's Office of Law Enforcement (OLE) was active with Human Resources transactions inclusive of seasonal rehires, permanent hires and promotions into management, management retirements and resignations. Also in November 2011, the first Civil Service Environmental Police Officer (EPO) exam was customized to reflect today's environmental police work, and was administered to 408 candidates who took the

exam. The highest ranked candidates will be interviewed and selected to fill fourteen vacancies for FY13.

#### AGENCY MOVING FORWARD

The Executive Office of Environmental Affairs will continue to increase minority staff count in all job groups, as well as hire Veterans and Persons with Disabilities as we continue to focus on retention strategies.

## 20 - ENVIRONMENTAL AFFAIRS

## - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/30/2012

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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 | 999         | 737         | 73.8 | 598   | 59.9 | 40    | 4.0 | 11     | 1.1 | 7     | 0.7 | 2         | 0.2 | 79        | 7.9  | 261           | 26.1 | 196   | 19.6 | 30    | 3.0 | 3      | 0.3 | 3     | 0.3 | 0         | 0.0 | 29        | 2.9 | 96             | 9.6  |
| DEPARTMENT of AGRICULTURAL RES | 74          | 36          | 48.6 | 32    | 43.2 | 3     | 4.1 | 0      | 0.0 | 1     | 1.4 | 0         | 0.0 | 0         | 0.0  | 38            | 51.4 | 30    | 40.5 | 4     | 5.4 | 1      | 1.4 | 1     | 1.4 | 0         | 0.0 | 2         | 2.7 | 10             | 13.5 |
| DEPARTMENT OF ENVIRONMENTAL PR | 809         | 460         | 56.9 | 424   | 52.4 | 16    | 2.0 | 4      | 0.5 | 15    | 1.9 | 1         | 0.1 | 0         | 0.0  | 349           | 43.1 | 298   | 36.8 | 25    | 3.1 | 8      | 1.0 | 18    | 2.2 | 0         | 0.0 | 0         | 0.0 | 87             | 10.8 |
| DEPARTMENT OF FISH AND GAME    | 294         | 191         | 65.0 | 186   | 63.3 | 1     | 0.3 | 0      | 0.0 | 2     | 0.7 | 2         | 0.7 | 0         | 0.0  | 103           | 35.0 | 97    | 33.0 | 3     | 1.0 | 2      | 0.7 | 1     | 0.3 | 0         | 0.0 | 0         | 0.0 | 11             | 3.7  |
| DEPARTMENT OF TELECOMMUNICATIO | 135         | 74          | 54.8 | 57    | 42.2 | 10    | 7.4 | 1      | 0.7 | 6     | 4.4 | 0         | 0.0 | 0         | 0.0  | 61            | 45.2 | 51    | 37.8 | 8     | 5.9 | 1      | 0.7 | 1     | 0.7 | 0         | 0.0 | 0         | 0.0 | 27             | 20.0 |
| Division of Energy Resources   | 52          | 25          | 48.1 | 21    | 40.4 | 2     | 3.8 | 0      | 0.0 | 1     | 1.9 | 0         | 0.0 | 1         | 1.9  | 27            | 51.9 | 22    | 42.3 | 2     | 3.8 | 1      | 1.9 | 1     | 1.9 | 0         | 0.0 | 1         | 1.9 | 7              | 13.5 |
| EXECUTIVE OFFICE OF ENVIRONMEN | 281         | 185         | 65.8 | 157   | 55.9 | 18    | 6.4 | 1      | 0.4 | 5     | 1.8 | 1         | 0.4 | 3         | 1.1  | 96            | 34.2 | 76    | 27.0 | 11    | 3.9 | 1      | 0.4 | 5     | 1.8 | 2         | 0.7 | 1         | 0.4 | 44             | 15.7 |
| STATE RECLAMATION BOARD        | 92          | 73          | 79.3 | 48    | 52.2 | 0     | 0.0 | 1      | 1.1 | 2     | 2.2 | 1         | 1.1 | 21        | 22.8 | 18            | 19.6 | 10    | 10.9 | 0     | 0.0 | 1      | 1.1 | 1     | 1.1 | 0         | 0.0 | 6         | 6.5 | 6              | 6.5  |
| <b>TOTALS:</b>                 | 2736        | 1781        | 65.1 | 1523  | 55.7 | 90    | 3.3 | 18     | 0.7 | 39    | 1.4 | 7         | 0.3 | 104       | 3.8  | 953           | 34.8 | 780   | 28.5 | 83    | 3.0 | 18     | 0.7 | 31    | 1.1 | 2         | 0.1 | 39        | 1.4 | 288            | 10.5 |

## 20 - ENVIRONMENTAL AFFAIRS

## - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

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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 | 289         | 181         | 62.6 | 153   | 52.9 | 16    | 5.5 | 1      | 0.3 | 2     | 0.7 | 0         | 0.0 | 9         | 3.1  | 108           | 37.4 | 88    | 30.4 | 13    | 4.5  | 3      | 1.0 | 0     | 0.0 | 0         | 0.0 | 4         | 1.4 | 35             | 12.1 |
| Professionals                | 1609        | 950         | 59.0 | 830   | 51.6 | 40    | 2.5 | 11     | 0.7 | 33    | 2.1 | 2         | 0.1 | 34        | 2.1  | 659           | 41.0 | 544   | 33.8 | 50    | 3.1  | 10     | 0.6 | 30    | 1.9 | 2         | 0.1 | 23        | 1.4 | 178            | 11.1 |
| Technicians                  | 141         | 110         | 78.0 | 105   | 74.5 | 2     | 1.4 | 0      | 0.0 | 0     | 0.0 | 1         | 0.7 | 2         | 1.4  | 31            | 22.0 | 28    | 19.9 | 2     | 1.4  | 0      | 0.0 | 1     | 0.7 | 0         | 0.0 | 0         | 0.0 | 6              | 4.3  |
| Protective Service:Sw orn    | 84          | 77          | 91.7 | 71    | 84.5 | 3     | 3.6 | 0      | 0.0 | 2     | 2.4 | 1         | 1.2 | 0         | 0.0  | 7             | 8.3  | 7     | 8.3  | 0     | 0.0  | 0      | 0.0 | 0     | 0.0 | 0         | 0.0 | 0         | 0.0 | 6              | 7.1  |
| Office/Clerical              | 129         | 19          | 14.7 | 15    | 11.6 | 3     | 2.3 | 0      | 0.0 | 1     | 0.8 | 0         | 0.0 | 0         | 0.0  | 110           | 85.3 | 80    | 62.0 | 17    | 13.2 | 5      | 3.9 | 0     | 0.0 | 0         | 0.0 | 8         | 6.2 | 26             | 20.2 |
| Skilled Craft                | 131         | 128         | 97.7 | 107   | 81.7 | 4     | 3.1 | 2      | 1.5 | 0     | 0.0 | 1         | 0.8 | 14        | 10.7 | 2             | 1.5  | 2     | 1.5  | 0     | 0.0  | 0      | 0.0 | 0     | 0.0 | 0         | 0.0 | 0         | 0.0 | 7              | 5.3  |
| Service Maintenance          | 353         | 316         | 89.5 | 242   | 68.6 | 22    | 6.2 | 4      | 1.1 | 1     | 0.3 | 2         | 0.6 | 45        | 12.7 | 36            | 10.2 | 31    | 8.8  | 1     | 0.3  | 0      | 0.0 | 0     | 0.0 | 0         | 0.0 | 4         | 1.1 | 30             | 8.5  |
| <b>TOTALS:</b>               | 2736        | 1781        | 65.1 | 1523  | 55.7 | 90    | 3.3 | 18     | 0.7 | 39    | 1.4 | 7         | 0.3 | 104       | 3.8  | 953           | 34.8 | 780   | 28.5 | 83    | 3.0  | 18     | 0.7 | 31    | 1.1 | 2         | 0.1 | 39        | 1.4 | 288            | 10.5 |

## 20 - ENVIRONMENTAL AFFAIRS

## - Secretariat New Hires Analysis

Report run for 3/25/2012 - 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 | 8           | 4           | 50.  | 3     | 37.5 | 1     | 12.5 | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0.  | 4             | 50.  | 3     | 37.5 | 1     | 12.5 | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0.  | 2              | 25.  |
| Professionals                | 15          | 9           | 60.  | 7     | 46.7 | 0     | 0.   | 0      | 0. | 1     | 6.7 | 0         | 0. | 1         | 6.7 | 4             | 26.7 | 3     | 20.  | 0     | 0.   | 0      | 0. | 0     | 0. | 0         | 0. | 1         | 6.7 | 1              | 6.7  |
| Technicians                  | 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              | 5           | 2           | 40.  | 1     | 20.  | 1     | 20.  | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0.  | 3             | 60.  | 0     | 0.   | 3     | 60.  | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0.  | 4              | 80.  |
| 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:                      | 33          | 20          | 60.6 | 16    | 48.5 | 2     | 6.1  | 0      | 0. | 1     | 3.  | 0         | 0. | 1         | 3.  | 11            | 33.3 | 6     | 18.2 | 4     | 12.1 | 0      | 0. | 0     | 0. | 0         | 0. | 1         | 3.  | 7              | 21.2 |

## 20 - ENVIRONMENTAL AFFAIRS

## - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

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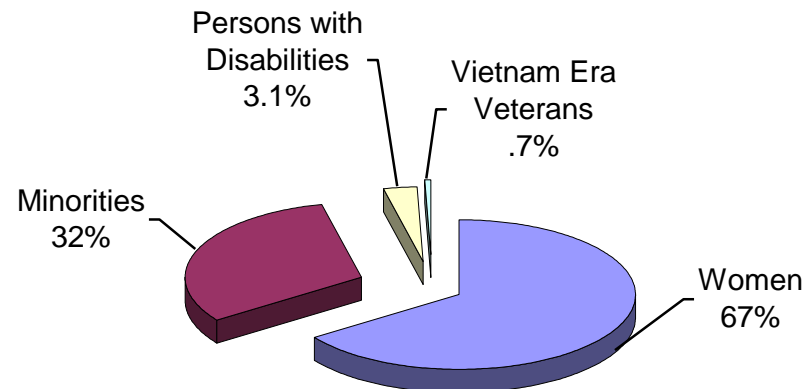
| EEO4 Category                | Grand Total | ** MALES ** |      |       |      |       |     |        |      |       |    |           |    |           |     | ** FEMALES ** |      |       |      |       |      |        |     |       |     |           |    |           |    | Minority Total |      |
|------------------------------|-------------|-------------|------|-------|------|-------|-----|--------|------|-------|----|-----------|----|-----------|-----|---------------|------|-------|------|-------|------|--------|-----|-------|-----|-----------|----|-----------|----|----------------|------|
|                              |             | Total       | %    | White | %    | Black | %   | Hispan | %    | Asian | %  | Native Am | %  | Not Known | %   | Total         | %    | White | %    | Black | %    | Hispan | %   | Asian | %   | Native Am | %  | Not Known | %  |                |      |
| 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.   |
| Professionals                | 15          | 12          | 80.  | 11    | 73.3 | 1     | 6.7 | 0      | 0.   | 0     | 0. | 0         | 0. | 0         | 0.  | 3             | 20.  | 2     | 13.3 | 0     | 0.   | 1      | 6.7 | 0     | 0.  | 0         | 0. | 0         | 0. | 2              | 13.3 |
| Technicians                  | 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              | 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.  |
| Skilled Craft                | 2           | 2           | 100. | 1     | 50.  | 0     | 0.  | 0      | 0.   | 0     | 0. | 0         | 0. | 1         | 50. | 0             | 0.   | 0     | 0.   | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0. | 0              | 0.   |
| Service Maintenance          | 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.   |
| TOTALS:                      | 32          | 26          | 81.3 | 23    | 71.9 | 1     | 3.1 | 0      | 0.   | 0     | 0. | 0         | 0. | 2         | 6.3 | 6             | 18.8 | 4     | 12.5 | 0     | 0.   | 1      | 3.1 | 1     | 3.1 | 0         | 0. | 0         | 0. | 3              | 9.4  |
| Involuntary Terminations     |             |             |      |       |      |       |     |        |      |       |    |           |    |           |     |               |      |       |      |       |      |        |     |       |     |           |    |           |    |                |      |
| Professionals                | 3           | 1           | 33.3 | 0     | 0.   | 0     | 0.  | 1      | 33.3 | 0     | 0. | 0         | 0. | 0         | 0.  | 1             | 33.3 | 0     | 0.   | 1     | 33.3 | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0. | 2              | 66.7 |
| TOTALS:                      | 3           | 1           | 33.3 | 0     | 0.   | 0     | 0.  | 1      | 33.3 | 0     | 0. | 0         | 0. | 0         | 0.  | 1             | 33.3 | 0     | 0.   | 1     | 33.3 | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0. | 2              | 66.7 |

# EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES

SECRETARY JUDYANN BIGBY

Demographics for Fiscal Year 2012

As of June 30, 2012



Executive Office of Health and Human Services  
Secretariat  
Annual Report Narrative Fiscal Year 2012

Overview of the Executive Office of Health and Human Services

The Executive Office of Health and Human Services [EOHHS] is the primary secretariat charged with providing vital human services and protecting the health of the residents of the Commonwealth of Massachusetts. The Secretariat is comprised of seventeen agencies whose common goal is to promote health, self-sufficiency, an improved quality of life, and to respect the dignity of the clients each agency serves.

Secretary Bigby is committed to creating and maintaining a diverse and inclusive workforce - one that reflects the wide-ranging diversity of the secretariat clientele. Her commitment is one of the principle reasons for the Secretariat's success of having a diverse and inclusive workforce at virtually all managerial levels. In addition, the Secretariat can attribute this success to ongoing collaboration among agency Diversity Officers, the Office of Diversity, Equal Opportunity and Civil Rights, the Human Resources Division [HRD], EHS Human Resources Employment Services staff [HR], and the agencies' hiring managers.

The Secretariat's seventeen agencies are organized into three clusters; Children, Youth and Families [CYF], Health, and Disabilities and Community Services [DCS] as follows:

The CYF Cluster includes; the Department of Transitional Assistance [DTA], the Department of Youth Services [DYS], the Department of Veterans Services [DVS], the Department of Children and Families [DCF], the Office of Refugees and Immigrants [ORI], and the Executive Office

of Elder Affairs [ELD]. It also includes the Secretariat; the Executive Office of Human Services [EHS], Administration Services, Financial Management, Human Resources, Information Technology, Legal Services, Mass Health, Project Management, and the Office of Leased and State Owned Property.

The DCS Cluster is comprised of seven agencies; Massachusetts Commission for the Deaf and Hard of Hearing [MCDHH], the Department of Developmental Services [DDS], Soldiers' Home in Chelsea [CHE], Massachusetts Commission for the Blind [MCB], Massachusetts Rehabilitation Commission [MRC], the Department of Elder Affairs [ELD], and the Soldiers' Home in Holyoke [HLY].

The Health Cluster includes; the Department of Public Health [DPH], the Department of Mental Health [DMH], and the Division of Health Care Finance and Policy [HCF].

Workforce Analysis and Highlights

The EOHHS Secretariat employed 22,012 employees at the end of the 2012 fiscal year. The workforce exceeded the 2000 census workforce availability 3benchmark for minorities and women. The female workforce representation was 67.03% in fiscal year 2011 compared to 66.8% at the end of fiscal year 2012. The minority employee population increased from 31.2% to 32.01%. The Vietnam Era Veteran [VEV] employee population decreased from 0.7% in fiscal year 2011 to 0.66% in fiscal year 2012, and employees with one or more

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<sup>3</sup> Women – 48.2%, Minorities – 10.4%, Vietnam era Veterans – 3.5% and Persons with disabilities – 12.00%

disabilities increased from 2.9% in fiscal year 2011 to 3.00% in fiscal year 2012.

The Secretariat's workforce percentages for VEVs and persons with disabilities are below parity, because the numbers depend on applicants and employees self-identifying as a member of either or both categories. In addition, current VEV employees are reaching retirement age and are choosing that option.

#### Manager Workforce Fiscal 2012 Year End

The Secretariat's minority manager workforce was above parity in all managerial levels, except MVIII at 6.3%. The total population count increased from 241 at the end of fiscal year 2011 to 256 at the end of fiscal year 2012. The female manager workforce significantly exceeded parity at every managerial level with an increase in population from 885 in fiscal year 2011 to 905 in fiscal year 2012.

The Secretariat experienced an increase in population of managers with one or more disabilities. In fiscal year 2011 there were 67 (4.5%) managers who self-identified as having one or more disabilities, in fiscal year 2012, there were 76 managers (5.3%) managers who self-identified as having one or more disabilities.

#### Highlights of Agency and Secretariat Level Diversity Activities

The Office of Diversity, Equal Opportunity and Civil Rights continues to collaborate with EHS Center for Staff Development, the EOHHS Office of Disability, Policies and Programs and other entities to create and implement diversity-related programs. By the end of fiscal year 2012, EOHHS had engaged in the following activities. Creation of a formal mentoring program for secretariat-wide managers.

Presentation of two Diversity Brown Bag luncheons: Disability as an Integral Component of Diversity & a

showing of the film, Lives Worth Living followed by a panel discussion with original members of the disability civil rights movement.

Agencies' participation in over ten job fairs, including job fairs that focus on applicants with disabilities and veterans.

Agencies' participation in the Office of Diversity and Equal Opportunity's Train the Trainer programs and delivery of Diversity Awareness and Disability Awareness training to secretariat-wide employees.

Creation of an EOHHS Human Resources Employment Bulletin – The Memo – a resource for HR professionals. Creation of an EOHHS newsletter – Dimensions – targeted to all EOHHS staff.

ELD's Brown Bag Luncheon with keynote speaker, state representative, Linda Dorcena Forry.

The Secretariat Agencies remain diligent in their efforts to recruit, hire and retain a diverse pool of talented individuals and to ensure an inclusive work environment. In addition, the Secretariat appreciates the importance of professional developmental opportunities for all employees as reflected in the Mentoring Program, which will be expanded to bargaining unit employees in fiscal year 2013.

Secretary Bigby, 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 6/30/2012

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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 | %         |                |            |
| COMMISSION FOR THE DEAF AND HA | 55           | 7           | 12.7       | 6           | 10.9        | 0           | 0.         | 1          | 1.8        | 0          | 0.         | 0         | 0.        | 0         | 0.        | 48            | 87.3       | 44           | 80.         | 3           | 5.5         | 0           | 0.        | 0          | 0.         | 1         | 1.8        | 0         | 0.        | 5              | 9.1        |
| DEPARTMENT OF ELDER AFFAIRS    | 56           | 15          | 26.8       | 14          | 25.         | 1           | 1.8        | 0          | 0.         | 0          | 0.         | 0         | 0.        | 0         | 0.        | 41            | 73.2       | 33           | 58.9        | 5           | 8.9         | 1           | 1.8       | 2          | 3.6        | 0         | 0.         | 0         | 0.        | 9              | 16.1       |
| DEPARTMENT OF MENTAL HEALTH    | 3063         | 1252        | 40.9       | 859         | 28.         | 299         | 9.8        | 53         | 1.7        | 38         | 1.2        | 3         | 0.1       | 0         | 0.        | 1811          | 59.1       | 1372         | 44.8        | 330         | 10.8        | 57          | 1.9       | 45         | 1.5        | 7         | 0.2        | 0         | 0.        | 832            | 27.2       |
| DEPARTMENT OF MENTAL RETARDATI | 6743         | 2256        | 33.5       | 1296        | 19.2        | 842         | 12.5       | 93         | 1.4        | 23         | 0.3        | 2         | 0.        | 0         | 0.        | 4487          | 66.5       | 3076         | 45.6        | 1204        | 17.9        | 154         | 2.3       | 47         | 0.7        | 6         | 0.1        | 0         | 0.        | 2371           | 35.2       |
| DEPARTMENT OF PUBLIC HEALTH    | 3096         | 959         | 31.        | 677         | 21.9        | 180         | 5.8        | 41         | 1.3        | 58         | 1.9        | 3         | 0.1       | 0         | 0.        | 2137          | 69.        | 1434         | 46.3        | 456         | 14.7        | 98          | 3.2       | 145        | 4.7        | 4         | 0.1        | 0         | 0.        | 985            | 31.8       |
| DEPARTMENT OF TRANSITIONAL ASS | 1552         | 346         | 22.3       | 239         | 15.4        | 29          | 1.9        | 46         | 3.         | 31         | 2.         | 1         | 0.1       | 0         | 0.        | 1206          | 77.7       | 709          | 45.7        | 232         | 14.9        | 214         | 13.8      | 49         | 3.2        | 2         | 0.1        | 0         | 0.        | 604            | 38.9       |
| DEPARTMENT OF VETERANS SERVICE | 45           | 29          | 64.4       | 25          | 55.6        | 2           | 4.4        | 2          | 4.4        | 0          | 0.         | 0         | 0.        | 0         | 0.        | 16            | 35.6       | 11           | 24.4        | 4           | 8.9         | 1           | 2.2       | 0          | 0.         | 0         | 0.         | 0         | 0.        | 9              | 20.        |
| DEPARTMENT OF YOUTH SERVICES   | 861          | 618         | 71.8       | 369         | 42.9        | 165         | 19.2       | 79         | 9.2        | 4          | 0.5        | 1         | 0.1       | 0         | 0.        | 243           | 28.2       | 159          | 18.5        | 52          | 6.          | 30          | 3.5       | 2          | 0.2        | 0         | 0.         | 0         | 0.        | 333            | 38.7       |
| DEPT OF CHILDREN & FAMILIES    | 3233         | 677         | 20.9       | 489         | 15.1        | 100         | 3.1        | 66         | 2.         | 22         | 0.7        | 0         | 0.        | 0         | 0.        | 2556          | 79.1       | 1790         | 55.4        | 361         | 11.2        | 348         | 10.8      | 49         | 1.5        | 8         | 0.2        | 0         | 0.        | 954            | 29.5       |
| EXECUTIVE OFFICE OF HEALTH and | 1457         | 543         | 37.3       | 409         | 28.1        | 67          | 4.6        | 12         | 0.8        | 54         | 3.7        | 1         | 0.1       | 0         | 0.        | 914           | 62.7       | 639          | 43.9        | 160         | 11.         | 54          | 3.7       | 59         | 4.         | 2         | 0.1        | 0         | 0.        | 409            | 28.1       |
| HEALTH CARE FINANCE & POLICY   | 83           | 31          | 37.3       | 24          | 28.9        | 3           | 3.6        | 0          | 0.         | 4          | 4.8        | 0         | 0.        | 0         | 0.        | 52            | 62.7       | 30           | 36.1        | 6           | 7.2         | 3           | 3.6       | 13         | 15.7       | 0         | 0.         | 0         | 0.        | 29             | 34.9       |
| MASS COMMISSION FOR THE BLIND  | 164          | 55          | 33.5       | 42          | 25.6        | 9           | 5.5        | 2          | 1.2        | 2          | 1.2        | 0         | 0.        | 0         | 0.        | 109           | 66.5       | 88           | 53.7        | 12          | 7.3         | 5           | 3.        | 4          | 2.4        | 0         | 0.         | 0         | 0.        | 34             | 20.7       |
| MASS REHABILITATION COMMISSION | 818          | 224         | 27.4       | 174         | 21.3        | 26          | 3.2        | 20         | 2.4        | 4          | 0.5        | 0         | 0.        | 0         | 0.        | 594           | 72.6       | 431          | 52.7        | 86          | 10.5        | 52          | 6.4       | 24         | 2.9        | 1         | 0.1        | 0         | 0.        | 213            | 26.        |
| OFFICE FOR REFUGEES and IMMIGR | 17           | 0           | 0.         | 0           | 0.          | 0           | 0.         | 0          | 0.         | 0          | 0.         | 0         | 0.        | 0         | 0.        | 17            | 100.       | 8            | 47.1        | 3           | 17.6        | 4           | 23.5      | 2          | 11.8       | 0         | 0.         | 0         | 0.        | 9              | 52.9       |
| SOLDIERS' HOME in HOLYOKE      | 367          | 94          | 25.6       | 74          | 20.2        | 10          | 2.7        | 9          | 2.5        | 1          | 0.3        | 0         | 0.        | 0         | 0.        | 273           | 74.4       | 197          | 53.7        | 24          | 6.5         | 48          | 13.1      | 4          | 1.1        | 0         | 0.         | 0         | 0.        | 96             | 26.2       |
| SOLDIERS' HOME in MASSACHUSETT | 402          | 151         | 37.6       | 97          | 24.1        | 16          | 4.         | 32         | 8.         | 6          | 1.5        | 0         | 0.        | 0         | 0.        | 251           | 62.4       | 151          | 37.6        | 51          | 12.7        | 42          | 10.4      | 7          | 1.7        | 0         | 0.         | 0         | 0.        | 154            | 38.3       |
| <b>TOTALS:</b>                 | <b>22012</b> | <b>7257</b> | <b>33.</b> | <b>4794</b> | <b>21.8</b> | <b>1749</b> | <b>7.9</b> | <b>456</b> | <b>2.1</b> | <b>247</b> | <b>1.1</b> | <b>11</b> | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>14755</b>  | <b>67.</b> | <b>10172</b> | <b>46.2</b> | <b>2989</b> | <b>13.6</b> | <b>1111</b> | <b>5.</b> | <b>452</b> | <b>2.1</b> | <b>31</b> | <b>0.1</b> | <b>0</b>  | <b>0.</b> | <b>7046</b>    | <b>32.</b> |

## 45 - HEALTH & HUMAN SERVICES - Secretariat 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 | 1511        | 605         | 40.  | 509   | 33.7 | 63    | 4.2  | 19     | 1.3 | 13    | 0.9 | 1         | 0.1 | 0         | 0. | 906           | 60.  | 745   | 49.3 | 107   | 7.1  | 35     | 2.3 | 19    | 1.3 | 0         | 0.  | 0         | 0. | 257            | 17.  |
| Professionals                | 10679       | 2983        | 27.9 | 2276  | 21.3 | 368   | 3.4  | 180    | 1.7 | 154   | 1.4 | 5         | 0.  | 0         | 0. | 7696          | 72.1 | 5687  | 53.3 | 1042  | 9.8  | 635    | 5.9 | 311   | 2.9 | 21        | 0.2 | 0         | 0. | 2716           | 25.4 |
| Technicians                  | 1256        | 304         | 24.2 | 212   | 16.9 | 64    | 5.1  | 15     | 1.2 | 13    | 1.  | 0         | 0.  | 0         | 0. | 952           | 75.8 | 706   | 56.2 | 175   | 13.9 | 56     | 4.5 | 15    | 1.2 | 0         | 0.  | 0         | 0. | 338            | 26.9 |
| Protective Service:Sworn     | 179         | 148         | 82.7 | 112   | 62.6 | 25    | 14.  | 9      | 5.  | 2     | 1.1 | 0         | 0.  | 0         | 0. | 31            | 17.3 | 20    | 11.2 | 9     | 5.   | 2      | 1.1 | 0     | 0.  | 0         | 0.  | 0         | 0. | 47             | 26.3 |
| Protective Service:Non-Sworn | 5920        | 2335        | 39.4 | 1041  | 17.6 | 1101  | 18.6 | 154    | 2.6 | 38    | 0.6 | 1         | 0.  | 0         | 0. | 3585          | 60.6 | 1937  | 32.7 | 1363  | 23.  | 228    | 3.9 | 53    | 0.9 | 4         | 0.1 | 0         | 0. | 2942           | 49.7 |
| Office/Clerical              | 1404        | 139         | 9.9  | 96    | 6.8  | 26    | 1.9  | 10     | 0.7 | 6     | 0.4 | 1         | 0.1 | 0         | 0. | 1265          | 90.1 | 858   | 61.1 | 248   | 17.7 | 117    | 8.3 | 37    | 2.6 | 5         | 0.4 | 0         | 0. | 450            | 32.1 |
| Skilled Craft                | 376         | 339         | 90.2 | 288   | 76.6 | 26    | 6.9  | 16     | 4.3 | 7     | 1.9 | 2         | 0.5 | 0         | 0. | 37            | 9.8  | 23    | 6.1  | 9     | 2.4  | 3      | 0.8 | 2     | 0.5 | 0         | 0.  | 0         | 0. | 65             | 17.3 |
| Service Maintenance          | 646         | 399         | 61.8 | 256   | 39.6 | 75    | 11.6 | 53     | 8.2 | 14    | 2.2 | 1         | 0.2 | 0         | 0. | 247           | 38.2 | 166   | 25.7 | 31    | 4.8  | 35     | 5.4 | 14    | 2.2 | 1         | 0.2 | 0         | 0. | 224            | 34.7 |
| 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 |
| <b>TOTALS:</b>               | 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.  |

## 45 - HEALTH & HUMAN SERVICES - Secretariat New Hires Analysis

Report run for 3/25/2012 - 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 | 38          | 16          | 42.1 | 12    | 31.6 | 3     | 7.9  | 0      | 0.   | 1     | 2.6 | 0         | 0.  | 0         | 0. | 21            | 55.3 | 15    | 39.5 | 5     | 13.2 | 0      | 0.   | 1     | 2.6 | 0         | 0.  | 0         | 0. | 10             | 26.3 |
| Professionals                | 263         | 75          | 28.5 | 53    | 20.2 | 10    | 3.8  | 3      | 1.1  | 6     | 2.3 | 2         | 0.8 | 0         | 0. | 187           | 71.1 | 131   | 49.8 | 24    | 9.1  | 20     | 7.6  | 11    | 4.2 | 1         | 0.4 | 0         | 0. | 78             | 29.7 |
| Technicians                  | 35          | 9           | 25.7 | 6     | 17.1 | 2     | 5.7  | 0      | 0.   | 1     | 2.9 | 0         | 0.  | 0         | 0. | 26            | 74.3 | 18    | 51.4 | 8     | 22.9 | 0      | 0.   | 0     | 0.  | 0         | 0.  | 0         | 0. | 11             | 31.4 |
| Protective Service:Sworn     | 10          | 8           | 80.  | 5     | 50.  | 1     | 10.  | 2      | 20.  | 0     | 0.  | 0         | 0.  | 0         | 0. | 2             | 20.  | 2     | 20.  | 0     | 0.   | 0      | 0.   | 0     | 0.  | 0         | 0.  | 0         | 0. | 3              | 30.  |
| Protective Service:Non-Sworn | 242         | 99          | 40.9 | 37    | 15.3 | 55    | 22.7 | 6      | 2.5  | 1     | 0.4 | 0         | 0.  | 0         | 0. | 142           | 58.7 | 67    | 27.7 | 58    | 24.  | 15     | 6.2  | 2     | 0.8 | 0         | 0.  | 0         | 0. | 137            | 56.6 |
| Office/Clerical              | 53          | 10          | 18.9 | 6     | 11.3 | 3     | 5.7  | 0      | 0.   | 1     | 1.9 | 0         | 0.  | 0         | 0. | 42            | 79.2 | 21    | 39.6 | 12    | 22.6 | 8      | 15.1 | 1     | 1.9 | 0         | 0.  | 0         | 0. | 26             | 49.1 |
| Skilled Craft                | 7           | 7           | 100. | 6     | 85.7 | 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. | 1              | 14.3 |
| Service Maintenance          | 57          | 36          | 63.2 | 24    | 42.1 | 10    | 17.5 | 2      | 3.5  | 0     | 0.  | 0         | 0.  | 0         | 0. | 21            | 36.8 | 17    | 29.8 | 2     | 3.5  | 2      | 3.5  | 0     | 0.  | 0         | 0.  | 0         | 0. | 16             | 28.1 |
| No EEO-4 Reporting           | 10          | 3           | 30.  | 3     | 30.  | 0     | 0.   | 0      | 0.   | 0     | 0.  | 0         | 0.  | 0         | 0. | 7             | 70.  | 6     | 60.  | 1     | 10.  | 0      | 0.   | 0     | 0.  | 0         | 0.  | 0         | 0. | 1              | 10.  |
| <b>TOTALS:</b>               | 715         | 263         | 36.8 | 152   | 21.3 | 84    | 11.7 | 14     | 2.   | 10    | 1.4 | 2         | 0.3 | 0         | 0. | 448           | 62.7 | 277   | 38.7 | 110   | 15.4 | 45     | 6.3  | 15    | 2.1 | 1         | 0.1 | 0         | 0. | 283            | 39.6 |

# 45 - HEALTH & HUMAN SERVICES - Secretariat Terminations Analysis

Report run for 3/25/2012 - 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 | %              |  |

## Voluntary Terminations

|                              |            |            |             |            |             |           |            |           |            |          |            |          |           |          |            |             |            |             |           |             |           |            |          |            |          |            |          |           |            |            |
|------------------------------|------------|------------|-------------|------------|-------------|-----------|------------|-----------|------------|----------|------------|----------|-----------|----------|------------|-------------|------------|-------------|-----------|-------------|-----------|------------|----------|------------|----------|------------|----------|-----------|------------|------------|
| Officials and Administrators | 44         | 21         | 47.7        | 21         | 47.7        | 0         | 0.         | 0         | 0.         | 0        | 0.         | 0        | 0.        | 0        | 22         | 50.         | 19         | 43.2        | 1         | 2.3         | 0         | 0.         | 2        | 4.5        | 0        | 0.         | 0        | 0.        | 3          | 6.8        |
| Professionals                | 182        | 52         | 28.6        | 37         | 20.3        | 9         | 4.9        | 2         | 1.1        | 4        | 2.2        | 0        | 0.        | 0        | 130        | 71.4        | 107        | 58.8        | 11        | 6.          | 9         | 4.9        | 3        | 1.6        | 0        | 0.         | 0        | 0.        | 38         | 20.9       |
| Technicians                  | 34         | 6          | 17.6        | 5          | 14.7        | 1         | 2.9        | 0         | 0.         | 0        | 0.         | 0        | 0.        | 0        | 28         | 82.4        | 24         | 70.6        | 2         | 5.9         | 1         | 2.9        | 0        | 0.         | 1        | 2.9        | 0        | 0.        | 5          | 14.7       |
| Protective Service:Sworn     | 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.         |
| Protective Service:Non-Sworn | 132        | 52         | 39.4        | 25         | 18.9        | 19        | 14.4       | 7         | 5.3        | 1        | 0.8        | 0        | 0.        | 0        | 80         | 60.6        | 51         | 38.6        | 25        | 18.9        | 3         | 2.3        | 1        | 0.8        | 0        | 0.         | 0        | 0.        | 56         | 42.4       |
| Office/Clerical              | 30         | 5          | 16.7        | 5          | 16.7        | 0         | 0.         | 0         | 0.         | 0        | 0.         | 0        | 0.        | 0        | 25         | 83.3        | 15         | 50.         | 6         | 20.         | 3         | 10.        | 0        | 0.         | 1        | 3.3        | 0        | 0.        | 10         | 33.3       |
| Skilled Craft                | 7          | 5          | 71.4        | 5          | 71.4        | 0         | 0.         | 0         | 0.         | 0        | 0.         | 0        | 0.        | 0        | 2          | 28.6        | 1          | 14.3        | 0         | 0.          | 1         | 14.3       | 0        | 0.         | 0        | 0.         | 0        | 0.        | 1          | 14.3       |
| Service Maintenance          | 19         | 11         | 57.9        | 9          | 47.4        | 1         | 5.3        | 1         | 5.3        | 0        | 0.         | 0        | 0.        | 0        | 8          | 42.1        | 6          | 31.6        | 0         | 0.          | 2         | 10.5       | 0        | 0.         | 0        | 0.         | 0        | 0.        | 4          | 21.1       |
| No EEO-4 Reporting           | 3          | 1          | 33.3        | 1          | 33.3        | 0         | 0.         | 0         | 0.         | 0        | 0.         | 0        | 0.        | 0        | 2          | 66.7        | 1          | 33.3        | 1         | 33.3        | 0         | 0.         | 0        | 0.         | 0        | 0.         | 0        | 0.        | 1          | 33.3       |
| <b>TOTALS:</b>               | <b>453</b> | <b>155</b> | <b>34.2</b> | <b>110</b> | <b>24.3</b> | <b>30</b> | <b>6.6</b> | <b>10</b> | <b>2.2</b> | <b>5</b> | <b>1.1</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>297</b> | <b>65.6</b> | <b>224</b> | <b>49.4</b> | <b>46</b> | <b>10.2</b> | <b>19</b> | <b>4.2</b> | <b>6</b> | <b>1.3</b> | <b>2</b> | <b>0.4</b> | <b>0</b> | <b>0.</b> | <b>118</b> | <b>26.</b> |

## Involuntary Terminations

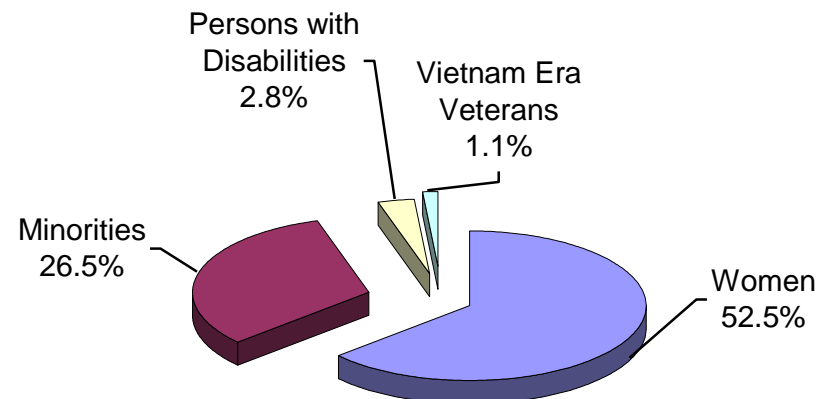
|                              |           |           |             |           |             |           |             |          |            |          |           |          |           |          |           |             |           |            |           |             |          |            |          |           |          |           |          |           |           |             |
|------------------------------|-----------|-----------|-------------|-----------|-------------|-----------|-------------|----------|------------|----------|-----------|----------|-----------|----------|-----------|-------------|-----------|------------|-----------|-------------|----------|------------|----------|-----------|----------|-----------|----------|-----------|-----------|-------------|
| Officials and Administrators | 5         | 1         | 20.         | 1         | 20.         | 0         | 0.          | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 4         | 80.         | 4         | 80.        | 0         | 0.          | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 0.        | 0         | 0.          |
| Professionals                | 10        | 4         | 40.         | 3         | 30.         | 0         | 0.          | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 6         | 60.         | 6         | 60.        | 0         | 0.          | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 0.        | 1         | 10.         |
| Technicians                  | 2         | 2         | 100.        | 0         | 0.          | 2         | 100.        | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 0         | 0.          | 0         | 0.         | 0         | 0.          | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 0.        | 2         | 100.        |
| Protective Service:Sworn     | 1         | 1         | 100.        | 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.        | 1         | 100.        |
| Protective Service:Non-Sworn | 57        | 22        | 38.6        | 11        | 19.3        | 9         | 15.8        | 2        | 3.5        | 0        | 0.        | 0        | 0.        | 0        | 35        | 61.4        | 22        | 38.6       | 12        | 21.1        | 1        | 1.8        | 0        | 0.        | 0        | 0.        | 0        | 0.        | 24        | 42.1        |
| Skilled Craft                | 3         | 3         | 100.        | 2         | 66.7        | 1         | 33.3        | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 0         | 0.          | 0         | 0.         | 0         | 0.          | 0        | 0.         | 0        | 0.        | 0        | 0.        | 0        | 0.        | 1         | 33.3        |
| Service Maintenance          | 5         | 3         | 60.         | 3         | 60.         | 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.          |
| <b>TOTALS:</b>               | <b>83</b> | <b>36</b> | <b>43.4</b> | <b>20</b> | <b>24.1</b> | <b>12</b> | <b>14.5</b> | <b>3</b> | <b>3.6</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>47</b> | <b>56.6</b> | <b>34</b> | <b>41.</b> | <b>12</b> | <b>14.5</b> | <b>1</b> | <b>1.2</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>29</b> | <b>34.9</b> |

# EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT

SECRETARY GREGORY BIALECKI

Demographics for Fiscal Year 2012

As of June 30, 2012



## EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT

**OVERVIEW:** 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 ensures Massachusetts will maintains its global competitive edge. To that end, EOHED coordinates policies and programs across its undersecretariats, the Mass Office of Business Development, the MA Marketing Partnership, the Office of Consumer Affairs and Business Regulations, and the Department of Housing and Community Development. EOHED works to enhance the quality of life of Massachusetts residents by expanding affordable housing opportunities and stimulating job growth in all regions of the Commonwealth. EOHED strives to create a positive climate for both commercial and residential development, while at the same time promoting principles of smart growth. Additionally, EOHED works to empower Massachusetts consumers through education and outreach and to maintain a fair and competitive marketplace.

### WORKFORCE ANALYSIS

There were no major organizational changes in FY12. Overall, the EOHED workforce increased slightly as necessary positions were budgeted and, therefore, able to be filled. Several agencies did report declines in their female workforce which, through improved, targeted recruitment efforts, we hope to correct in FY13. Please note that many EOHED agencies are small (under 50 FTEs), and any decrease, however small, results in a significant effect on our percentages. We can report that

the number of minorities in our workforce has increased slightly.

**Table 4**

|                 | FY2011 |        | FY2012 |        | Variance |         |
|-----------------|--------|--------|--------|--------|----------|---------|
|                 | #      | %      | #      | %      | #        | %       |
| Total Workforce | 814    |        | 830    |        | 16       | 2.0%    |
| Male            | 372    | 45.70% | 394    | 47.47% | 22       | 5.91%   |
| Non-Minority    | 295    | 36.24% | 315    | 37.95% | 20       | 6.78%   |
| Minority        | 77     | 9.46%  | 79     | 9.50%  | 2        | 2.60%   |
| Female          | 441    | 54.18% | 436    | 52.53% | (5)      | (1.13%) |
| Non-Minority    | 297    | 36.49% | 290    | 34.94% | (7)      | (2.36%) |
| Minority        | 144    | 17.69% | 146    | 17.59% | 2        | 1.39%   |

**Retention:** Turnover has been minimal for most EOHED agencies which continue to offer staff incentive policies such as approved flex time where appropriate, telecommuting, and professional development training. In one specific instance, the Division of Banks (DOB) offers an annual bonus of \$1,000 to those Bank Examiners who attain and maintain certification through the Conference of State Bank Supervisors. These programs help to ensure a level of job satisfaction among employees.

**Promotions:** Several agencies report offering well-defined career ladders which lead to internal promotional opportunities. Several female employees have been promoted due to these opportunities. The challenge for EOHED senior managers is to find effective ways of recognizing and rewarding staff whose contributions have exceeded expectations.

**Hiring:** Several EOHED agencies have active recruitment programs, attending numerous college career fairs and community based job fairs and seeking referrals

from other state agencies. We continue to offer informational interviews to candidate interested in working in state government: we have found that these interviews often lead to networking opportunities and referrals than can result in actual job interviews. There are also many instances where internships lead to job offers. We strongly encourage agencies to contact minority newspapers and community organizations when they have job postings available. We hope to target specific job titles, such as IT positions, for increased recruitment efforts.

Terminations: There have been some involuntary terminations due to job performance issues. However, all agencies have reported voluntary terminations for various reasons such as retirement and relocation. We are seeing more people resign to take positions for higher pay and/or further career advancement at other state agencies or outside of state government.

Highlights:

Throughout FY12, all EOHED agencies have worked very hard to ensure that employees have taken all required diversity trainings. While not all agencies have met their benchmarks, there has been a significant overall improvement in the numbers of people who have been trained. Agencies have worked cooperatively in sharing training resources, thus leading to very positive results.

The EOHED secretariat as a whole remains well above benchmarks for minorities and women.

Semi-annual self-identification campaigns have led to increases in self-disclosure and requests for reasonable accommodation. One of our agencies, DHCD, has reported that the Diversity II/Disability trainings have led to clarification of the self-identification process.

EOHED has veterans from other conflicts, but VEVs continue to age out of our workforce. We have a representative on the Commonwealth's Interagency

Veterans Task Force which has developed referral resources for veteran applicants.

Secretariat Moving Forward: EOHED and its agencies continue to work very hard to maintain an atmosphere that is welcoming to peoples of all cultures, races, ages, and orientation. For the past eight fiscal years, we have exceeded the statewide benchmark for minorities and women. While the next several fiscal years may prove to be challenging, we will maintain the small welcoming atmosphere and continue to exceed all benchmarks.

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

Report run for Pay Period Ending 6/30/2012

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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 | 27          | 13          | 48.1 | 8     | 29.6 | 5     | 18.5 | 0      | 0.  | 0     | 0.   | 0         | 0.  | 0         | 0.  | 14            | 51.9 | 12    | 44.4 | 1     | 3.7  | 0      | 0.  | 1     | 3.7 | 0         | 0.  | 0         | 0.  | 7              | 25.9 |
| DEPT OF HOUSING AND COMMUNITY  | 278         | 111         | 39.9 | 82    | 29.5 | 13    | 4.7  | 6      | 2.2 | 8     | 2.9  | 2         | 0.7 | 0         | 0.  | 167           | 60.1 | 106   | 38.1 | 36    | 12.9 | 16     | 5.8 | 7     | 2.5 | 2         | 0.7 | 0         | 0.  | 90             | 32.4 |
| DEPT of TELECOMM & CABLE       | 22          | 10          | 45.5 | 5     | 22.7 | 1     | 4.5  | 0      | 0.  | 3     | 13.6 | 0         | 0.  | 1         | 4.5 | 12            | 54.5 | 8     | 36.4 | 4     | 18.2 | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 8              | 36.4 |
| DIVISION OF BANKS              | 159         | 86          | 54.1 | 68    | 42.8 | 12    | 7.5  | 4      | 2.5 | 2     | 1.3  | 0         | 0.  | 0         | 0.  | 73            | 45.9 | 52    | 32.7 | 10    | 6.3  | 5      | 3.1 | 6     | 3.8 | 0         | 0.  | 0         | 0.  | 39             | 24.5 |
| DIVISION OF INSURANCE          | 117         | 68          | 58.1 | 60    | 51.3 | 4     | 3.4  | 1      | 0.9 | 3     | 2.6  | 0         | 0.  | 0         | 0.  | 49            | 41.9 | 32    | 27.4 | 8     | 6.8  | 3      | 2.6 | 6     | 5.1 | 0         | 0.  | 0         | 0.  | 25             | 21.4 |
| DIVISION OF PROFESSIONAL LICEN | 121         | 49          | 40.5 | 45    | 37.2 | 1     | 0.8  | 0      | 0.  | 1     | 0.8  | 0         | 0.  | 1         | 0.8 | 72            | 59.5 | 48    | 39.7 | 13    | 10.7 | 7      | 5.8 | 4     | 3.3 | 0         | 0.  | 0         | 0.  | 27             | 22.3 |
| DIVISION OF STANDARDS          | 16          | 13          | 81.3 | 12    | 75.  | 0     | 0.   | 0      | 0.  | 1     | 6.3  | 0         | 0.  | 0         | 0.  | 3             | 18.8 | 3     | 18.8 | 0     | 0.   | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 1              | 6.3  |
| EXECUTIVE OFFICE OF ECONOMIC D | 43          | 28          | 65.1 | 20    | 46.5 | 2     | 4.7  | 1      | 2.3 | 5     | 11.6 | 0         | 0.  | 0         | 0.  | 15            | 34.9 | 11    | 25.6 | 2     | 4.7  | 0      | 0.  | 1     | 2.3 | 0         | 0.  | 1         | 2.3 | 11             | 25.6 |
| Massachusetts Marketing Partne | 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 |
| OFFICE OF CONSUMER AFFAIRS AND | 24          | 6           | 25.  | 5     | 20.8 | 0     | 0.   | 0      | 0.  | 0     | 0.   | 0         | 0.  | 1         | 4.2 | 18            | 75.  | 11    | 45.8 | 4     | 16.7 | 1      | 4.2 | 2     | 8.3 | 0         | 0.  | 0         | 0.  | 7              | 29.2 |
| <b>TOTALS:</b>                 | 830         | 394         | 47.5 | 315   | 38.  | 38    | 4.6  | 12     | 1.4 | 23    | 2.8  | 2         | 0.2 | 3         | 0.4 | 436           | 52.5 | 291   | 35.1 | 82    | 9.9  | 32     | 3.9 | 28    | 3.4 | 2         | 0.2 | 1         | 0.1 | 220            | 26.5 |

## 92 - EXEC OFF OF ECONOMIC DEVELOP - Secretariat 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 | 245         | 128         | 52.2 | 99    | 40.4 | 15    | 6.1 | 2      | 0.8 | 7     | 2.9 | 1         | 0.4 | 3         | 1.2 | 117           | 47.8 | 90    | 36.7 | 18    | 7.3  | 2      | 0.8  | 5     | 2.  | 1         | 0.4 | 1         | 0.4 | 52             | 21.2 |
| Professionals                | 465         | 241         | 51.8 | 200   | 43.  | 22    | 4.7 | 6      | 1.3 | 12    | 2.6 | 1         | 0.2 | 0         | 0.  | 224           | 48.2 | 159   | 34.2 | 34    | 7.3  | 12     | 2.6  | 19    | 4.1 | 0         | 0.  | 0         | 0.  | 106            | 22.8 |
| Technicians                  | 44          | 7           | 15.9 | 4     | 9.1  | 0     | 0.  | 2      | 4.5 | 1     | 2.3 | 0         | 0.  | 0         | 0.  | 37            | 84.1 | 16    | 36.4 | 10    | 22.7 | 10     | 22.7 | 1     | 2.3 | 0         | 0.  | 0         | 0.  | 24             | 54.5 |
| Office/Clerical              | 76          | 18          | 23.7 | 12    | 15.8 | 1     | 1.3 | 2      | 2.6 | 3     | 3.9 | 0         | 0.  | 0         | 0.  | 58            | 76.3 | 26    | 34.2 | 20    | 26.3 | 8      | 10.5 | 3     | 3.9 | 1         | 1.3 | 0         | 0.  | 38             | 50.  |
| <b>TOTALS:</b>               | 830         | 394         | 47.5 | 315   | 38.  | 38    | 4.6 | 12     | 1.4 | 23    | 2.8 | 2         | 0.2 | 3         | 0.4 | 436           | 52.5 | 291   | 35.1 | 82    | 9.9  | 32     | 3.9  | 28    | 3.4 | 2         | 0.2 | 1         | 0.1 | 220            | 26.5 |

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

Report run for 3/25/2012 - 6/30/2012

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| EE04 Category                | Grand Total | <b>** MALES **</b> |             |          |             |          |           |          |            |          |            |           |           |           |           | <b>** FEMALES **</b> |             |          |             |          |            |          |           |          |           |           |           |           |           | 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                | 14          | 8                  | 57.1        | 6        | 42.9        | 0        | 0.        | 0        | 0.         | 2        | 14.3       | 0         | 0.        | 0         | 0.        | 6                    | 42.9        | 5        | 35.7        | 1        | 7.1        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 3              | 21.4        |
| Technicians                  | 2           | 1                  | 50.         | 0        | 0.          | 0        | 0.        | 1        | 50.        | 0        | 0.         | 0         | 0.        | 0         | 0.        | 1                    | 50.         | 0        | 0.          | 1        | 50.        | 0        | 0.        | 0        | 0.        | 0         | 0.        | 0         | 0.        | 2              | 100.        |
| 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.          |
| <b>TOTALS:</b>               | <b>21</b>   | <b>10</b>          | <b>47.6</b> | <b>7</b> | <b>33.3</b> | <b>0</b> | <b>0.</b> | <b>1</b> | <b>4.8</b> | <b>2</b> | <b>9.5</b> | <b>0</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>11</b>            | <b>52.4</b> | <b>9</b> | <b>42.9</b> | <b>2</b> | <b>9.5</b> | <b>0</b> | <b>0.</b> | <b>0</b> | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>0</b>  | <b>0.</b> | <b>5</b>       | <b>23.8</b> |

## 92 - EXEC OFF OF ECONOMIC DEVELOP - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

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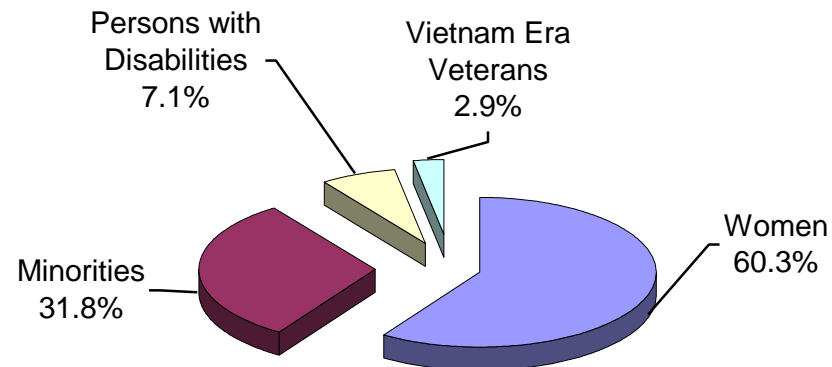
| EEO4 Category                | Grand Total | ** MALES ** |      |       |      |       |      |        |    |       |    |           |    |           |    | ** FEMALES ** |      |       |      |       |      |        |    |       |    |           |    |           |    | Minority Total |      |
|------------------------------|-------------|-------------|------|-------|------|-------|------|--------|----|-------|----|-----------|----|-----------|----|---------------|------|-------|------|-------|------|--------|----|-------|----|-----------|----|-----------|----|----------------|------|
|                              |             | Total       | %    | White | %    | Black | %    | Hispan | %  | Asian | %  | Native Am | %  | Not Known | %  | Total         | %    | White | %    | Black | %    | Hispan | %  | Asian | %  | Native Am | %  | Not Known | %  |                |      |
| Voluntary Terminations       |             |             |      |       |      |       |      |        |    |       |    |           |    |           |    |               |      |       |      |       |      |        |    |       |    |           |    |           |    |                |      |
| Officials and Administrators | 8           | 5           | 62.5 | 5     | 62.5 | 0     | 0.   | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 3             | 37.5 | 2     | 25.  | 1     | 12.5 | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 12.5 |
| Professionals                | 9           | 5           | 55.6 | 4     | 44.4 | 1     | 11.1 | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 4             | 44.4 | 4     | 44.4 | 0     | 0.   | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 11.1 |
| TOTALS:                      | 17          | 10          | 58.8 | 9     | 52.9 | 1     | 5.9  | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 7             | 41.2 | 6     | 35.3 | 1     | 5.9  | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 2              | 11.8 |

# EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

SECRETARY JOANNE F. GOLDSTEIN

Demographics for Fiscal Year 2012

As of June 30, 2012



## EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

### INTRODUCTION

#### Mission Statement

The Executive Office of Labor and Workforce Development's (EOLWD) mission is to enhance the quality, diversity, and stability of the Commonwealth's workforce by making available new opportunities and training, protecting the rights of workers, preventing workplace injuries and illnesses, ensuring that businesses are informed of all employment laws impacting them and their employees, providing temporary assistance when employment is interrupted, promoting labor-management partnerships, providing temporary assistance to individuals whose employment is interrupted, and ensuring equal access to economic self-sufficiency and opportunity for all citizens of the Commonwealth.

Non-discrimination, Diversity and Equal Opportunity is the policy of The Executive Office of Labor and Workforce Development (EOLWD) in all aspects of employment, programs, services and decisions. Standards are important in the work that we do and it is our goal to promote a workplace that is free from discrimination and embraces Diversity. Our conduct as an organization and as individuals demands the highest of ethical standards. It is the policy of EOLWD to at all times demonstrate open, honest and ethical behavior with employees, vendors and the diverse citizens of the Commonwealth. We empower our management teams and our employees to make decisions, but we hold them accountable for the decisions that they make. There is shared accountability for achieving objectives, providing

services and dealing with individuals within and outside of our organization.

### OVERVIEW OF SECRETARIAT AND AGENCY RELATIONSHIPS

The Executive Office of Labor and Workforce Development (EOLWD) is committed to creating good jobs in safe working environments across the commonwealth by working on behalf of job seekers, apprentices, union members, claimants, employers and those injured on the job. The reorganization of the Secretariat into a centralized organization, pursuant to Article 87 of the Amendments to the Massachusetts Constitution, is a reflection of our collective values and investment in critical areas that will help us strengthen the Commonwealth's economy in the near-term, position us for a strong recovery in the long-term and help the Commonwealth continue to change the way government does business. *Article LXXXVII of the Amendments to the Constitution*, M.G.L.A Chapter 3 of the Acts of 2011.

The new organizational structure of the Secretariat is comprised of five (5) EOLWD agencies (now uniformly called "departments" and each is led by a Director), which all report directly to the executive office Secretary. The Department of Labor and the Department of Workforce Development are remnants of a structure that existed when there was no Secretary of EOLWD. Now that there is a Secretary position and the two Departments have been subsumed into a Secretariat, it is no longer necessary that these Departments exist as separate entities. Those five departments are: (1) the Department of Career Services (DCS); (2) the Department of Unemployment Assistance (DUA); (3) the Department of Industrial Accidents (DIA); (4) the

Department of Labor Standards (formerly known as the Division of Occupational Safety and the Division of Apprentice Training, the department was renamed as the Department of Labor Standards to more accurately reflect the variety of services it provides); and (5) the Department of Labor Relations (DLR).

#### Office of the Secretary of Labor and Workforce Development

- Department of Labor Standards (DOS)
- Department of Industrial Accidents (DIA)
- Department of Labor Relations (DLR)
- Division of Apprentice Training (DAT)
- Department of Career Services (DCS)
- Department of Unemployment Assistance (DUA)
- Commonwealth Corporation (Quasi Public Agency)

#### BROAD COMPARISON OF WORKFORCE

As of the pay period ending June 30, 2012, EOLWD employed 1,508 total employees at its agencies. 60.3% are female, 31.8% are minorities, 2.9% Vietnam Era Veterans and 7.1% have self-identified a disability.

During the same period last year, EOLWD's workforce consisted of 61.1% are female, 30.0% are minorities, 3.8% Vietnam Era Veterans and 7.9% have self-identified a disability.

EOLWD has worked hard to ensure that despite the number of personnel actions that occurred during the four quarters of FY 2012 the demographics of our workforce have remained essentially the same.

#### SECRETARIAT MOVING FORWARD

EOLWD remains fully committed to affirmative action, equal opportunity and diversity and looks forward to its continued collaboration with the Office of Diversity and Equal Opportunity to advance the Patrick Administration's goals in this area. Pursuant to Governor Deval Patrick's Executive Order 526, non-discrimination, diversity, and equal opportunity are the policy of the Executive Office of Labor and Workforce Development in all aspects of our employment, programs, services, activities, and decisions. Building a diverse workforce is a key strategic priority for all levels of the organization. Fostering and encouraging workplace diversity will come from all leadership levels of the EOLWD organization and the Secretariat's Diversity Director will continue to meet with employees and management at all of EOLWD's agencies in order to identify new strategies to diversify the Secretariat.

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

Report run for Pay Period Ending 6/30/2012

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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 & Workforce | 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 |
| <b>TOTALS:</b>                  | 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 |

## 93 - EXEC OFF OF LABOR & WF DEV - Secretariat 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 | 206         | 102         | 49.5 | 82    | 39.8 | 11    | 5.3  | 3      | 1.5 | 5     | 2.4 | 0         | 0.  | 1         | 0.5 | 104           | 50.5 | 76    | 36.9 | 19    | 9.2  | 5      | 2.4 | 2     | 1.  | 0         | 0.  | 2         | 1.  | 45             | 21.8 |
| Professionals                | 1083        | 434         | 40.1 | 308   | 28.4 | 58    | 5.4  | 30     | 2.8 | 34    | 3.1 | 3         | 0.3 | 1         | 0.1 | 649           | 59.9 | 420   | 38.8 | 100   | 9.2  | 81     | 7.5 | 47    | 4.3 | 1         | 0.1 | 0         | 0.  | 354            | 32.7 |
| Technicians                  | 37          | 27          | 73.  | 18    | 48.6 | 7     | 18.9 | 1      | 2.7 | 1     | 2.7 | 0         | 0.  | 0         | 0.  | 10            | 27.  | 7     | 18.9 | 1     | 2.7  | 1      | 2.7 | 1     | 2.7 | 0         | 0.  | 0         | 0.  | 12             | 32.4 |
| Office/Clerical              | 176         | 30          | 17.  | 16    | 9.1  | 10    | 5.7  | 3      | 1.7 | 1     | 0.6 | 0         | 0.  | 0         | 0.  | 146           | 83.  | 91    | 51.7 | 38    | 21.6 | 8      | 4.5 | 7     | 4.  | 1         | 0.6 | 1         | 0.6 | 68             | 38.6 |
| 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.   |
| <b>TOTALS:</b>               | 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 |

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

Report run for 3/25/2012 - 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 | 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                | 6           | 3           | 50.  | 0     | 0.   | 1     | 16.7 | 1      | 16.7 | 0     | 0. | 1         | 16.7 | 0         | 0. | 3             | 50.  | 1     | 16.7 | 0     | 0.  | 1      | 16.7 | 1     | 16.7 | 0         | 0. | 0         | 0. | 5              | 83.3 |
| Technicians                  | 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              | 2           | 0           | 0.   | 0     | 0.   | 0     | 0.   | 0      | 0.   | 0     | 0. | 0         | 0.   | 0         | 0. | 2             | 100. | 1     | 50.  | 1     | 50. | 0      | 0.   | 0     | 0.   | 0         | 0. | 0         | 0. | 1              | 50.  |
| <b>TOTALS:</b>               | 11          | 6           | 54.5 | 3     | 27.3 | 1     | 9.1  | 1      | 9.1  | 0     | 0. | 1         | 9.1  | 0         | 0. | 5             | 45.5 | 2     | 18.2 | 1     | 9.1 | 1      | 9.1  | 1     | 9.1  | 0         | 0. | 0         | 0. | 6              | 54.5 |

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

Report run for 3/25/2012 - 6/30/2012

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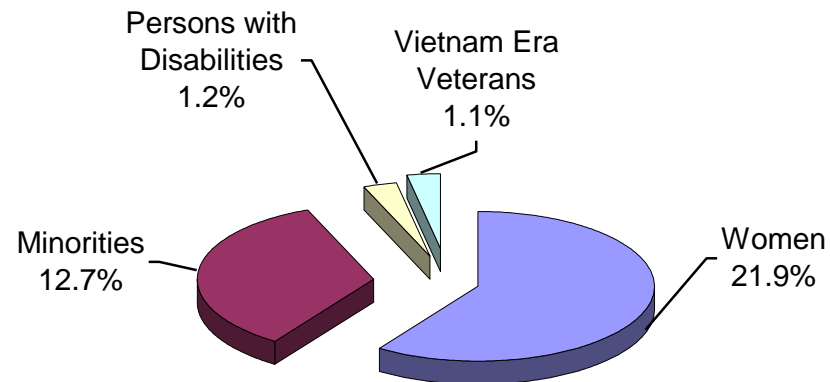
| EEO4 Category                | Grand Total | ** MALES ** |      |       |      |       |     |        |     |       |    |           |    |           |    | ** FEMALES ** |      |       |      |       |      |        |     |       |    |           |    |           |    | Minority Total |      |
|------------------------------|-------------|-------------|------|-------|------|-------|-----|--------|-----|-------|----|-----------|----|-----------|----|---------------|------|-------|------|-------|------|--------|-----|-------|----|-----------|----|-----------|----|----------------|------|
|                              |             | Total       | %    | White | %    | Black | %   | Hispan | %   | Asian | %  | Native Am | %  | Not Known | %  | Total         | %    | White | %    | Black | %    | Hispan | %   | Asian | %  | Native Am | %  | Not Known | %  |                |      |
| Voluntary Terminations       |             |             |      |       |      |       |     |        |     |       |    |           |    |           |    |               |      |       |      |       |      |        |     |       |    |           |    |           |    |                |      |
| Officials and Administrators | 7           | 5           | 71.4 | 5     | 71.4 | 0     | 0.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 2             | 28.6 | 2     | 28.6 | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 0              | 0.   |
| Professionals                | 40          | 17          | 42.5 | 14    | 35.  | 2     | 5.  | 1      | 2.5 | 0     | 0. | 0         | 0. | 0         | 0. | 23            | 57.5 | 14    | 35.  | 6     | 15.  | 3      | 7.5 | 0     | 0. | 0         | 0. | 0         | 0. | 12             | 30.  |
| Office/Clerical              | 4           | 1           | 25.  | 1     | 25.  | 0     | 0.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 3             | 75.  | 2     | 50.  | 1     | 25.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 25.  |
| TOTALS:                      | 51          | 23          | 45.1 | 20    | 39.2 | 2     | 3.9 | 1      | 2.  | 0     | 0. | 0         | 0. | 0         | 0. | 28            | 54.9 | 18    | 35.3 | 7     | 13.7 | 3      | 5.9 | 0     | 0. | 0         | 0. | 0         | 0. | 13             | 25.5 |
| Involuntary Terminations     |             |             |      |       |      |       |     |        |     |       |    |           |    |           |    |               |      |       |      |       |      |        |     |       |    |           |    |           |    |                |      |
| Officials and Administrators | 2           | 0           | 0.   | 0     | 0.   | 0     | 0.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 2             | 100. | 1     | 50.  | 1     | 50.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 50.  |
| TOTALS:                      | 2           | 0           | 0.   | 0     | 0.   | 0     | 0.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 2             | 100. | 1     | 50.  | 1     | 50.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 50.  |

# EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY

SECRETARY MARY ELIZABETH HEFFERNAN

Demographics for Fiscal Year 2012

As of June 30, 2012



The Executive Office of Public Safety and Security  
Secretariat Annual Narrative  
August 27, 2012

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.

The Executive Office of Public Safety and Security in FY11 employed 8,484 individuals, while in FY12 EOPSS had a workforce of 8,759 with an increase within the workforce by 275 employees throughout the Commonwealth. A comparison of the workforce for FY11 includes: Males 77.2%, Females 22.7%, Minorities 12.6%, VEV's 1.65%, and Persons with Disabilities 1.31% to current FY12 Males 78%, Females 21.93%, Minorities 12.70%, VEV's 1.08%, and Persons with Disabilities 1.14%.

The Executive Office of Public Safety and Security and its agencies were able to promote within their departments when positions were available. The Department of State Police, and Department of Corrections were fortunate this past fiscal year to be able to backfill some of their vacancies. Agencies regularly encourage employees to participate in career development opportunities. In FY12 managers and supervisors were afforded the opportunity to participate in the Commonwealth Supervisor Certificate Program and several employees throughout this Secretariat participated in career trainings specifically related to their jobs.

Executive Office of Public Safety and Security Agencies have actively sought to increase the diversity of the workforce through contact with professional minority associations, recruitment, job fair participation and other sources to attract minority candidates. Because of some budget restrictions, hiring was limited; however, we were able to hire in all categories. For FY12 there were a total of 281 new hires for this Secretariat.

For FY12 this Secretariat experienced voluntary terminations, involuntary terminations, voluntary layoffs and retirements. All of these terminations show a reduction in EOPSS Secretariat Workforce by 102 employees throughout the Commonwealth. A total of 89 were voluntary and 14 were involuntary terminations.

EOPSS Secretariat Workforce increased in FY12 by 3.25%. There were some reductions in the agency workforce in all categories; however, in the category of minorities this Secretariat remains above the Commonwealth's parity numbers. EOPSS continues to pursue further diversification of the workforce in all categories based upon 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 strive and make every effort to meet the Commonwealth's benchmarks in each category where goals have been set. In FY12 the agency continued 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 FY13 EOPSS hiring will be based on the operational needs of each of the Agencies. 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, the Executive Office of Public Safety and Security does not have a Secretariat Director of Human Resources, however, it's in the process of receiving resumes for this position. EOPSS AA/Diversity Officer will continue to work directly with Agency Diversity Officers and 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.

Submitted by,

Marie Gross, Diversity Officer

Matthew Moran, Chief of Staff

## 80 - PUBLIC SAFETY

## - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/30/2012

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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 | %   |                |      |
| CHIEF MEDICAL EXAMINER         | 69          | 26          | 37.7 | 20    | 29.  | 3     | 4.3 | 2      | 2.9 | 1     | 1.4 | 0         | 0.  | 0         | 0.  | 42            | 60.9 | 34    | 49.3 | 5     | 7.2  | 2      | 2.9 | 0     | 0.  | 0         | 0.  | 1         | 1.4 | 13             | 18.8 |
| CRIMINAL HISTORY SYSTEMS BOARD | 28          | 7           | 25.  | 5     | 17.9 | 1     | 3.6 | 1      | 3.6 | 0     | 0.  | 0         | 0.  | 0         | 0.  | 21            | 75.  | 13    | 46.4 | 5     | 17.9 | 1      | 3.6 | 2     | 7.1 | 0         | 0.  | 0         | 0.  | 10             | 35.7 |
| CRIMINAL JUSTICE TRAINING COUN | 21          | 7           | 33.3 | 7     | 33.3 | 0     | 0.  | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 14            | 66.7 | 13    | 61.9 | 1     | 4.8  | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 1              | 4.8  |
| DEPARTMENT OF CORRECTION       | 5177        | 4113        | 79.4 | 3536  | 68.3 | 314   | 6.1 | 209    | 4.  | 43    | 0.8 | 10        | 0.2 | 1         | 0.  | 1064          | 20.6 | 897   | 17.3 | 100   | 1.9  | 51     | 1.  | 11    | 0.2 | 5         | 0.1 | 0         | 0.  | 743            | 14.4 |
| DEPARTMENT OF FIRE SERVICES    | 68          | 27          | 39.7 | 25    | 36.8 | 0     | 0.  | 1      | 1.5 | 0     | 0.  | 0         | 0.  | 1         | 1.5 | 41            | 60.3 | 38    | 55.9 | 0     | 0.   | 1      | 1.5 | 1     | 1.5 | 0         | 0.  | 1         | 1.5 | 3              | 4.4  |
| DEPARTMENT OF PUBLIC SAFETY    | 137         | 105         | 76.6 | 100   | 73.  | 3     | 2.2 | 1      | 0.7 | 0     | 0.  | 0         | 0.  | 0         | 0.  | 32            | 23.4 | 23    | 16.8 | 6     | 4.4  | 1      | 0.7 | 2     | 1.5 | 0         | 0.  | 0         | 0.  | 14             | 10.2 |
| DEPARTMENT OF STATE POLICE     | 2542        | 2105        | 82.8 | 1898  | 74.7 | 106   | 4.2 | 53     | 2.1 | 34    | 1.3 | 11        | 0.4 | 0         | 0.  | 435           | 17.1 | 406   | 16.  | 16    | 0.6  | 7      | 0.3 | 6     | 0.2 | 0         | 0.  | 0         | 0.  | 236            | 9.3  |
| EMERGENCY MANAGEMENT AGENCY    | 75          | 43          | 57.3 | 41    | 54.7 | 0     | 0.  | 0      | 0.  | 0     | 0.  | 0         | 0.  | 2         | 2.7 | 32            | 42.7 | 27    | 36.  | 2     | 2.7  | 3      | 4.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 5              | 6.7  |
| EXECUTIVE OFFICE OF PUBLIC SAF | 100         | 43          | 43.  | 36    | 36.  | 5     | 5.  | 0      | 0.  | 1     | 1.  | 0         | 0.  | 1         | 1.  | 57            | 57.  | 41    | 41.  | 9     | 9.   | 2      | 2.  | 1     | 1.  | 0         | 0.  | 1         | 1.  | 21             | 21.  |
| MILITARY DIVISION              | 285         | 237         | 83.2 | 225   | 78.9 | 8     | 2.8 | 3      | 1.1 | 0     | 0.  | 1         | 0.4 | 0         | 0.  | 47            | 16.5 | 43    | 15.1 | 1     | 0.4  | 1      | 0.4 | 0     | 0.  | 2         | 0.7 | 0         | 0.  | 16             | 5.6  |
| PAROLE BOARD                   | 204         | 96          | 47.1 | 86    | 42.2 | 4     | 2.  | 5      | 2.5 | 0     | 0.  | 0         | 0.  | 1         | 0.5 | 108           | 52.9 | 77    | 37.7 | 18    | 8.8  | 9      | 4.4 | 4     | 2.  | 0         | 0.  | 0         | 0.  | 40             | 19.6 |
| SEX OFFENDER REGISTRY          | 53          | 25          | 47.2 | 23    | 43.4 | 1     | 1.9 | 0      | 0.  | 1     | 1.9 | 0         | 0.  | 0         | 0.  | 28            | 52.8 | 22    | 41.5 | 2     | 3.8  | 3      | 5.7 | 1     | 1.9 | 0         | 0.  | 0         | 0.  | 8              | 15.1 |
| <b>TOTALS:</b>                 | 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 |

## 80 - PUBLIC SAFETY

## - Secretariat 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 | 630         | 419         | 66.5 | 398   | 63.2 | 12    | 1.9 | 5      | 0.8 | 2     | 0.3 | 0         | 0.  | 2         | 0.3 | 211           | 33.5 | 184   | 29.2 | 17    | 2.7 | 9      | 1.4 | 0     | 0.  | 0         | 0.  | 1         | 0.2 | 45             | 7.1  |
| Professionals                | 1414        | 771         | 54.5 | 694   | 49.1 | 48    | 3.4 | 21     | 1.5 | 5     | 0.4 | 0         | 0.  | 2         | 0.1 | 643           | 45.5 | 566   | 40.  | 40    | 2.8 | 17     | 1.2 | 16    | 1.1 | 2         | 0.1 | 0         | 0.  | 152            | 10.7 |
| Technicians                  | 93          | 77          | 82.8 | 72    | 77.4 | 3     | 3.2 | 1      | 1.1 | 1     | 1.1 | 0         | 0.  | 0         | 0.  | 16            | 17.2 | 16    | 17.2 | 0     | 0.  | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 5              | 5.4  |
| Protective Service:Sworn     | 5757        | 5171        | 89.8 | 4482  | 77.9 | 361   | 6.3 | 234    | 4.1 | 70    | 1.2 | 21        | 0.4 | 1         | 0.  | 584           | 10.1 | 478   | 8.3  | 67    | 1.2 | 32     | 0.6 | 5     | 0.1 | 2         | 0.  | 0         | 0.  | 794            | 13.8 |
| Protective Service:Non-Sworn | 237         | 153         | 64.6 | 143   | 60.3 | 4     | 1.7 | 4      | 1.7 | 1     | 0.4 | 0         | 0.  | 0         | 0.  | 83            | 35.  | 73    | 30.8 | 4     | 1.7 | 3      | 1.3 | 3     | 1.3 | 0         | 0.  | 0         | 0.  | 20             | 8.4  |
| Office/Clerical              | 394         | 30          | 7.6  | 25    | 6.3  | 2     | 0.5 | 1      | 0.3 | 1     | 0.3 | 0         | 0.  | 1         | 0.3 | 364           | 92.4 | 303   | 76.9 | 34    | 8.6 | 19     | 4.8 | 4     | 1.  | 2         | 0.5 | 1         | 0.3 | 64             | 16.2 |
| Skilled Craft                | 129         | 128         | 99.2 | 117   | 90.7 | 7     | 5.4 | 3      | 2.3 | 0     | 0.  | 1         | 0.8 | 0         | 0.  | 1             | 0.8  | 0     | 0.   | 1     | 0.8 | 0      | 0.  | 0     | 0.  | 0         | 0.  | 0         | 0.  | 12             | 9.3  |
| Service Maintenance          | 105         | 85          | 81.  | 71    | 67.6 | 8     | 7.6 | 6      | 5.7 | 0     | 0.  | 0         | 0.  | 0         | 0.  | 19            | 18.1 | 14    | 13.3 | 2     | 1.9 | 1      | 1.  | 0     | 0.  | 1         | 1.  | 1         | 1.  | 18             | 17.1 |
| <b>TOTALS:</b>               | 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 |

## 80 - PUBLIC SAFETY

## - Secretariat New Hires Analysis

Report run for 3/25/2012 - 6/30/2012

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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 | 8           | 3           | 37.5 | 3     | 37.5 | 0     | 0.  | 0      | 0.   | 0     | 0.  | 0         | 0. | 0         | 0.  | 5             | 62.5 | 4     | 50.  | 1     | 12.5 | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 12.5 |
| Professionals                | 30          | 18          | 60.  | 16    | 53.3 | 2     | 6.7 | 0      | 0.   | 0     | 0.  | 0         | 0. | 0         | 0.  | 12            | 40.  | 10    | 33.3 | 2     | 6.7  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 4              | 13.3 |
| Technicians                  | 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:Sworn     | 103         | 92          | 89.3 | 71    | 68.9 | 10    | 9.7 | 9      | 8.7  | 1     | 1.  | 0         | 0. | 1         | 1.  | 11            | 10.7 | 8     | 7.8  | 1     | 1.   | 2      | 1.9 | 0     | 0. | 0         | 0. | 0         | 0. | 23             | 22.3 |
| Protective Service:Non-Sworn | 7           | 5           | 71.4 | 5     | 71.4 | 0     | 0.  | 0      | 0.   | 0     | 0.  | 0         | 0. | 0         | 0.  | 2             | 28.6 | 2     | 28.6 | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 0              | 0.   |
| Office/Clerical              | 10          | 1           | 10.  | 1     | 10.  | 0     | 0.  | 0      | 0.   | 0     | 0.  | 0         | 0. | 0         | 0.  | 9             | 90.  | 8     | 80.  | 1     | 10.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 10.  |
| Skilled Craft                | 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.   |
| Service Maintenance          | 7           | 5           | 71.4 | 4     | 57.1 | 0     | 0.  | 1      | 14.3 | 0     | 0.  | 0         | 0. | 0         | 0.  | 1             | 14.3 | 1     | 14.3 | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 14.3 |
| <b>TOTALS:</b>               | 170         | 129         | 75.9 | 105   | 61.8 | 12    | 7.1 | 10     | 5.9  | 1     | 0.6 | 0         | 0. | 1         | 0.6 | 40            | 23.5 | 33    | 19.4 | 5     | 2.9  | 2      | 1.2 | 0     | 0. | 0         | 0. | 0         | 0. | 30             | 17.6 |

## 80 - PUBLIC SAFETY

## - Secretariat Terminations Analysis

Report run for 3/25/2012 - 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 | %  |                |      |
| Voluntary Terminations        |             |             |      |       |      |       |      |        |    |       |    |           |    |           |    |               |      |       |      |       |      |        |     |       |    |           |    |           |    |                |      |
| Officials and Administrators  | 11          | 10          | 90.9 | 10    | 90.9 | 0     | 0.   | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1             | 9.1  | 0     | 0.   | 0     | 0.   | 1      | 9.1 | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 9.1  |
| Professionals                 | 19          | 12          | 63.2 | 10    | 52.6 | 2     | 10.5 | 0      | 0. | 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 |
| 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     | 53          | 43          | 81.1 | 41    | 77.4 | 2     | 3.8  | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 10            | 18.9 | 9     | 17.  | 1     | 1.9  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 3              | 5.7  |
| Protective Service:Non-Sw orn | 6           | 5           | 83.3 | 5     | 83.3 | 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.   |
| Office/Clerical               | 9           | 0           | 0.   | 0     | 0.   | 0     | 0.   | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 9             | 100. | 8     | 88.9 | 1     | 11.1 | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 11.1 |
| Skilled Craft                 | 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.   |
| Service Maintenance           | 3           | 1           | 33.3 | 1     | 33.3 | 0     | 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.   |
| TOTALS:                       | 105         | 75          | 71.4 | 71    | 67.6 | 4     | 3.8  | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 30            | 28.6 | 27    | 25.7 | 2     | 1.9  | 1      | 1.  | 0     | 0. | 0         | 0. | 0         | 0. | 7              | 6.7  |

### Involuntary Terminations

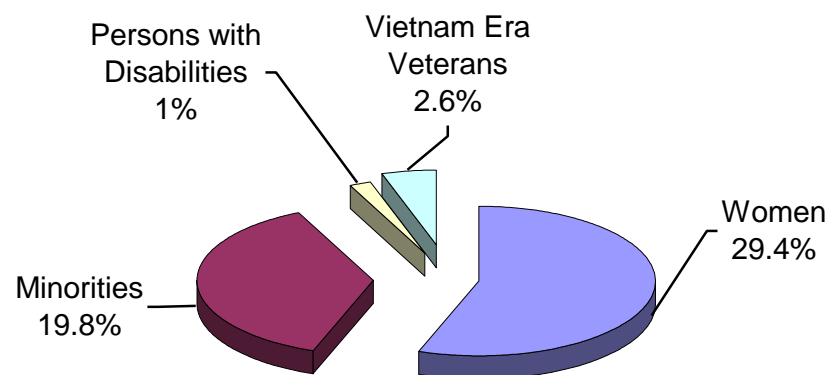
|                          |    |    |      |   |      |   |     |   |      |   |    |   |     |   |    |   |     |   |     |   |    |   |    |   |    |   |    |   |    |   |      |
|--------------------------|----|----|------|---|------|---|-----|---|------|---|----|---|-----|---|----|---|-----|---|-----|---|----|---|----|---|----|---|----|---|----|---|------|
| Professionals            | 1  | 1  | 100. | 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. | 1 | 100. |
| Protective Service:Sworn | 11 | 10 | 90.9 | 8 | 72.7 | 1 | 9.1 | 0 | 0.   | 0 | 0. | 1 | 9.1 | 0 | 0. | 1 | 9.1 | 1 | 9.1 | 0 | 0. | 0 | 0. | 0 | 0. | 0 | 0. | 0 | 0. | 2 | 18.2 |
| <b>TOTALS:</b>           | 12 | 11 | 91.7 | 8 | 66.7 | 1 | 8.3 | 1 | 8.3  | 0 | 0. | 1 | 8.3 | 0 | 0. | 1 | 8.3 | 1 | 8.3 | 0 | 0. | 0 | 0. | 0 | 0. | 0 | 0. | 0 | 0. | 3 | 25.  |

# MASSACHUSETTS DEPARTMENT OF TRANSPORTATION

SECRETARY RICHARD A. DAVEY

Demographics for Fiscal Year 2012

As of June 30, 2012



Massachusetts Department of Transportation  
Annual Report Narrative FY 2012

## 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 and 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 and Public Works (EOT) and its divisions the Massachusetts Highway Department (MHD), the Registry of Motor Vehicles (RMV), the Massachusetts Aeronautics Commission (MAC), with the Massachusetts Turnpike Authority (MTA) and the Tobin Bridge. In addition, the Massachusetts Bay Transportation Authority (MBTA) and Regional Transit Authorities (RTA) are subject to oversight by the new organization. MassDOT also assumes responsibility for many of the bridges and parkways currently operated by the Department of Conservation and Recreation (DCR).

The chart below represents changes in the protected class representation between FY 11 and FY 12. Overall all areas have seen a slight increase in representation with the largest increase being with minorities with a 0.52% increase when compared to last year's workforce profile.

| Variances in Workforce |       |       |
|------------------------|-------|-------|
|                        | FY 11 | FY 12 |
| Male                   | -0.43 | -0.45 |
| Female                 | 0.43  | 0.43  |
| Minorities             | 0.54  | 1.06  |
| VEV                    | -0.02 | -0.30 |
| Disabled               | 0.18  | 0.51  |

## RETENTION

As is standard with all state agencies within the Commonwealth, MassDOT is unable to encourage retention by providing merit based promotions and raises as they are traditionally understood. In light of

this, MassDOT has begun and continues to implement several initiatives. 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. Persons within those job titles may be reclassified and may receive an increase in their annual salary, if the determination is made that the employee is working outside of the scope of the position in which they were hired. Additionally, monthly employee recognition awards are still given which recognizes the effort shown by exemplary MassDOT employees who have gone above and beyond the call of duty. The Round Table is still 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 has also rolled out the "But we have always done it this way campaign", which is geared towards encouraging employees to submit suggestions for fresh new ideas or ways in which MassDOT's work can be completed, and to encourage and create a change in the workplace environment.

#### PROMOTION

In addition to development and enrichment programs currently offered and required by many of the positions at MassDOT, MassDOT University (MDU) has continued to offer a number of opportunities for professional and career development. 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. The Human Resources department has completed its round of open houses, various districts, depots, and RMV branches

throughout MassDOT. Where HR Analysts were available to discuss the hiring process and Civil Rights staff is available to discuss the role of ODCR in the hiring process and to provide AA/EEO counseling.

#### HIRING

The ODCR in collaboration with the Human Resources department has successfully implemented revised the process for filling vacancies. All personnel transactions are being reviewed by the ODCR prior to any actions taking place. This includes reviewing the form A, reviewing the interview packages and approving the form B's. MassDOT continues to participate in several career fairs most of which focus on recruiting a diverse applicant pool in conjunction with attending career fairs alongside the MBTA and utilizing the MBTA's job lottery pool. These efforts have greatly improved the diversity in the MassDOT resume bank.

#### TERMINATIONS

In this past fiscal year MassDOT had a total of 231 terminations of which 207 or 90% were voluntary terminations. It should also be noted that 48% of the voluntary terminations are due to retirement. A review of the involuntary terminations revealed that actions were taken in accordance with established procedures and collective bargaining agreements.

#### SECRETARIAT MOVING FORWARD

MassDOT will continue to move forward with the classification study to ensure all employees are being compensated for the function they have been hired to perform. MassDOT University will continue to offer courses that are competitive, informational and state of the art. MassDOT is committed to incorporating accessibility into all facets of our work, thereby maximizing mobility for our customers. MassDOT strives

to ensure that our customers have the ability to fully participate in our public processes and access information about the services we provide. These efforts extend to our MassDOT websites, which follow Commonwealth enterprise standards designed to meet the needs of persons with limited vision. Locations for public meetings are also chosen in a way that welcomes persons of all abilities and those who use public transportation. Lastly, MassDOT's commitment to our employees, customers, and stakeholders solidifies our efforts to make MassDOT the premier transportation agency in the nation."

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

Report run for Pay Period Ending 6/30/2012

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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 | 4293        | 3032        | 70.6 | 2523  | 58.8 | 224   | 5.2 | 88     | 2.1 | 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 |
| <b>TOTALS:</b>              | 4293        | 3032        | 70.6 | 2523  | 58.8 | 224   | 5.2 | 88     | 2.1 | 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 |

## 65 - MASS DEPT OF TRANSPORTATION - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

Report Generated 10/9/2012 12:08:29 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 | %   |                |      |
| Officials and Administrators | 211         | 116         | 55.  | 87    | 41.2 | 20    | 9.5 | 3      | 1.4 | 2     | 0.9 | 0         | 0.  | 2         | 0.9 | 95            | 45.  | 70    | 33.2 | 14    | 6.6  | 3      | 1.4 | 3     | 1.4 | 1         | 0.5 | 3         | 1.4 | 49             | 23.2 |
| Professionals                | 2189        | 1717        | 78.4 | 1428  | 65.2 | 100   | 4.6 | 44     | 2.  | 96    | 4.4 | 3         | 0.1 | 35        | 1.6 | 471           | 21.5 | 316   | 14.4 | 65    | 3.   | 28     | 1.3 | 46    | 2.1 | 1         | 0.  | 9         | 0.4 | 400            | 18.3 |
| Technicians                  | 139         | 112         | 80.6 | 100   | 71.9 | 8     | 5.8 | 2      | 1.4 | 1     | 0.7 | 0         | 0.  | 1         | 0.7 | 27            | 19.4 | 19    | 13.7 | 6     | 4.3  | 1      | 0.7 | 1     | 0.7 | 0         | 0.  | 0         | 0.  | 19             | 13.7 |
| Protective Service:Non-Sworn | 9           | 9           | 100. | 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.   |
| Office/Clerical              | 1051        | 406         | 38.6 | 291   | 27.7 | 65    | 6.2 | 23     | 2.2 | 14    | 1.3 | 1         | 0.1 | 10        | 1.  | 645           | 61.4 | 416   | 39.6 | 145   | 13.8 | 45     | 4.3 | 20    | 1.9 | 3         | 0.3 | 9         | 0.9 | 325            | 30.9 |
| Skilled Craft                | 607         | 590         | 97.2 | 540   | 89.  | 24    | 4.  | 15     | 2.5 | 1     | 0.2 | 2         | 0.3 | 6         | 1.  | 17            | 2.8  | 13    | 2.1  | 0     | 0.   | 1      | 0.2 | 0     | 0.  | 2         | 0.3 | 1         | 0.2 | 47             | 7.7  |
| Service Maintenance          | 87          | 82          | 94.3 | 68    | 78.2 | 7     | 8.  | 1      | 1.1 | 0     | 0.  | 0         | 0.  | 4         | 4.6 | 5             | 5.7  | 4     | 4.6  | 0     | 0.   | 1      | 1.1 | 0     | 0.  | 0         | 0.  | 0         | 0.  | 11             | 12.6 |
| <b>TOTALS:</b>               | 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 |

## 65 - MASS DEPT OF TRANSPORTATION - Secretariat New Hires Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 12:12:49 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           | 4           | 66.7       | 0         | 0.          | 2        | 33.3       | 1        | 16.7       | 0        | 0.         | 0         | 0.        | 0         | 0.         | 2             | 33.3        | 1        | 16.7        | 0        | 0.         | 0        | 0.         | 0        | 0.         | 0         | 0.        | 1         | 16.7       | 4              | 66.7        |
| Professionals                | 35          | 24          | 68.6       | 20        | 57.1        | 1        | 2.9        | 0        | 0.         | 1        | 2.9        | 0         | 0.        | 1         | 2.9        | 10            | 28.6        | 6        | 17.1        | 1        | 2.9        | 0        | 0.         | 1        | 2.9        | 0         | 0.        | 1         | 2.9        | 6              | 17.1        |
| 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.         | 2             | 50.         | 0        | 0.          | 1        | 25.        | 1        | 25.        | 0        | 0.         | 0         | 0.        | 0         | 0.         | 2              | 50.         |
| Skilled Craft                | 1           | 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.         | 1              | 100.        |
| <b>TOTALS:</b>               | <b>47</b>   | <b>31</b>   | <b>66.</b> | <b>22</b> | <b>46.8</b> | <b>3</b> | <b>6.4</b> | <b>1</b> | <b>2.1</b> | <b>1</b> | <b>2.1</b> | <b>0</b>  | <b>0.</b> | <b>1</b>  | <b>2.1</b> | <b>14</b>     | <b>29.8</b> | <b>7</b> | <b>14.9</b> | <b>2</b> | <b>4.3</b> | <b>1</b> | <b>2.1</b> | <b>1</b> | <b>2.1</b> | <b>0</b>  | <b>0.</b> | <b>2</b>  | <b>4.3</b> | <b>13</b>      | <b>27.7</b> |

## 65 - MASS DEPT OF TRANSPORTATION - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 12:16:14 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 | 4           | 3           | 75.  | 2     | 50.  | 1     | 25. | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0.  | 1             | 25.  | 1     | 25.  | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0.  | 1              | 25.  |  |
| Professionals                | 18          | 13          | 72.2 | 11    | 61.1 | 1     | 5.6 | 0      | 0. | 1     | 5.6 | 0         | 0. | 0         | 0.  | 5             | 27.8 | 2     | 11.1 | 1     | 5.6  | 1      | 5.6 | 0     | 0. | 0         | 0. | 1         | 5.6 | 4              | 22.2 |  |
| 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              | 13          | 4           | 30.8 | 4     | 30.8 | 0     | 0.  | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0.  | 9             | 69.2 | 5     | 38.5 | 3     | 23.1 | 1      | 7.7 | 0     | 0. | 0         | 0. | 0         | 0.  | 4              | 30.8 |  |
| Skilled Craft                | 11          | 10          | 90.9 | 9     | 81.8 | 0     | 0.  | 0      | 0. | 0     | 0.  | 0         | 0. | 1         | 9.1 | 1             | 9.1  | 0     | 0.   | 1     | 9.1  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0.  | 1              | 9.1  |  |
| 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:                      | 50          | 34          | 68.  | 30    | 60.  | 2     | 4.  | 0      | 0. | 1     | 2.  | 0         | 0. | 1         | 2.  | 16            | 32.  | 8     | 16.  | 5     | 10.  | 2      | 4.  | 0     | 0. | 0         | 0. | 1         | 2.  | 10             | 20.  |  |
| Involuntary Terminations     |             |             |      |       |      |       |     |        |    |       |     |           |    |           |     |               |      |       |      |       |      |        |     |       |    |           |    |           |     |                |      |  |
| Officials and Administrators | 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              | 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.   |  |
| Skilled Craft                | 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:                      | 5           | 4           | 80.  | 4     | 80.  | 0     | 0.  | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0.  | 1             | 20.  | 1     | 20.  | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0.  | 0              | 0.   |  |

# INDEPENDENT AGENCIES

Disabled Persons Protection Commission

MA Commission Against Discrimination

MA Teacher's Retirement System

Office of the State Comptroller

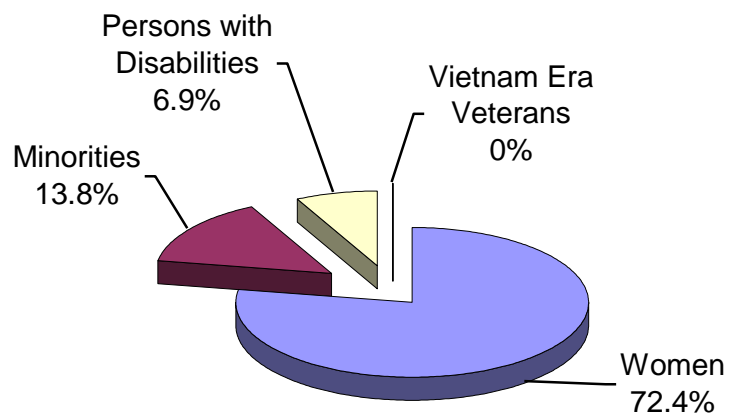
Public Employee Retirement Administration Commission

# DISABLED PERSONS PROTECTION COMMISSION

Executive Director Nancy A. Alterio

Demographics for Fiscal Year 2012

As of June 30, 2012



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

Report run for Pay Period Ending 6/30/2012

Report Generated 10/8/2012 10:07:33 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 | %   |                |      |
| DISABLED PERSONS PROTECTION CO | 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 |
| <b>TOTALS:</b>                 | 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 |

# 13 - DISABLED PERSONS PROTECTION COM - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

Report Generated 10/8/2012 10:12:27 AM

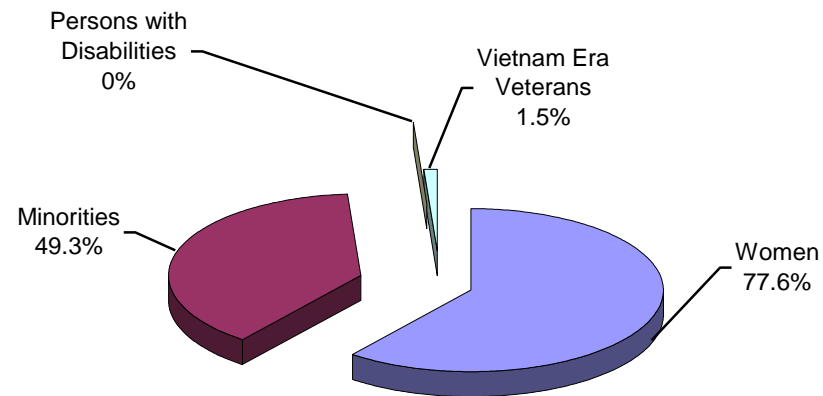
| EEO4 Category                | Grand Total | ** MALES ** |      |       |      |       |     |        |    |       |    |           |    |           |    | ** FEMALES ** |      |       |      |       |    |        |      |       |    |           |    |           |     | Minority Total |      |
|------------------------------|-------------|-------------|------|-------|------|-------|-----|--------|----|-------|----|-----------|----|-----------|----|---------------|------|-------|------|-------|----|--------|------|-------|----|-----------|----|-----------|-----|----------------|------|
|                              |             | Total       | %    | White | %    | Black | %   | Hispan | %  | Asian | %  | Native Am | %  | Not Known | %  | Total         | %    | White | %    | Black | %  | Hispan | %    | Asian | %  | Native Am | %  | Not Known | %   |                |      |
| Officials and Administrators | 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                | 22          | 6           | 27.3 | 5     | 22.7 | 1     | 4.5 | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 16            | 72.7 | 12    | 54.5 | 0     | 0. | 3      | 13.6 | 0     | 0. | 0         | 0. | 1         | 4.5 | 4              | 18.2 |
| 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.   |
| <b>TOTALS:</b>               | 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 |

# MA COMMISSION AGAINST DISCRIMINATION

Chairman Julian T. Tynes

Demographics for Fiscal Year 2012

As of June 30, 2012



## 68 - COMMISSION AGAINST DISCRIMINAT - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/30/2012

Report Generated 10/9/2012 1:19:56 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 | 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 |
| <b>TOTALS:</b>                 | 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 |

## 68 - COMMISSION AGAINST DISCRIMINAT - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

Report Generated 10/9/2012 1:22:05 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 | 7           | 3           | 42.9 | 1     | 14.3 | 2     | 28.6 | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 4             | 57.1 | 2     | 28.6 | 1     | 14.3 | 0      | 0.   | 1     | 14.3 | 0         | 0. | 0         | 0.  | 4              | 57.1 |
| Professionals                | 45          | 10          | 22.2 | 4     | 8.9  | 3     | 6.7  | 3      | 6.7 | 0     | 0. | 0         | 0. | 0         | 0. | 35            | 77.8 | 23    | 51.1 | 7     | 15.6 | 2      | 4.4  | 2     | 4.4  | 0         | 0. | 1         | 2.2 | 17             | 37.8 |
| Office/Clerical              | 15          | 2           | 13.3 | 2     | 13.3 | 0     | 0.   | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 13            | 86.7 | 1     | 6.7  | 6     | 40.  | 4      | 26.7 | 2     | 13.3 | 0         | 0. | 0         | 0.  | 12             | 80.  |
| <b>TOTALS:</b>               | 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 |

## 68 - COMMISSION AGAINST DISCRIMINAT - Secretariat New Hires Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 1:26:01 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  | 2           | 1           | 50. | 0     | 0. | 1     | 50. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1             | 50. | 0     | 0. | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 1         | 50. | 1              | 50. |
| <b>TOTALS:</b> | 2           | 1           | 50. | 0     | 0. | 1     | 50. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1             | 50. | 0     | 0. | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 1         | 50. | 1              | 50. |

## 68 - COMMISSION AGAINST DISCRIMINAT - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 1:28:48 PM

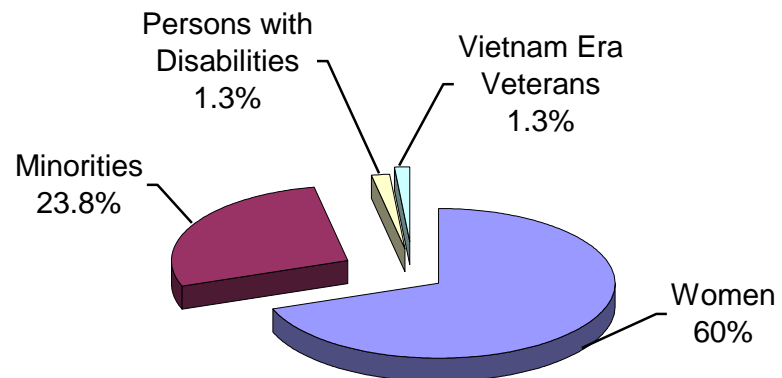
| EEO4 Category          | Grand Total | ** MALES ** |    |       |    |       |    |        |    |       |    |           |    |           |    | ** FEMALES ** |      |       |      |       |    |        |      |       |    |           |    |           |    | Minority Total |      |
|------------------------|-------------|-------------|----|-------|----|-------|----|--------|----|-------|----|-----------|----|-----------|----|---------------|------|-------|------|-------|----|--------|------|-------|----|-----------|----|-----------|----|----------------|------|
|                        |             | Total       | %  | White | %  | Black | %  | Hispan | %  | Asian | %  | Native Am | %  | Not Known | %  | Total         | %    | White | %    | Black | %  | Hispan | %    | Asian | %  | Native Am | %  | Not Known | %  |                |      |
| Voluntary Terminations |             |             |    |       |    |       |    |        |    |       |    |           |    |           |    |               |      |       |      |       |    |        |      |       |    |           |    |           |    |                |      |
| 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. | 0     | 0.   | 0     | 0. | 1      | 100. | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 100. |
| TOTALS:                | 2           | 0           | 0. | 0     | 0. | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 2             | 100. | 1     | 50.  | 0     | 0. | 1      | 50.  | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 50.  |

# MA TEACHER'S RETIREMENT SYSTEM

Executive Director Joan Schloss

Demographics for Fiscal Year 2012

As of June 30, 2012



## 97 - TEACHERS RETIREMENT BOARD - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/30/2012

Report Generated 10/9/2012 1:47:25 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 | 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 |
| <b>TOTALS:</b>            | 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 |

## 97 - TEACHERS RETIREMENT BOARD - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

Report Generated 10/9/2012 1:54:47 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 | 14          | 8           | 57.1 | 7     | 50.  | 1     | 7.1 | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0. | 6             | 42.9 | 5     | 35.7 | 1     | 7.1  | 0      | 0.   | 0     | 0.  | 0         | 0. | 0         | 0. | 2              | 14.3 |
| Professionals                | 35          | 14          | 40.  | 13    | 37.1 | 0     | 0.  | 0      | 0. | 1     | 2.9 | 0         | 0. | 0         | 0. | 21            | 60.  | 14    | 40.  | 3     | 8.6  | 1      | 2.9  | 3     | 8.6 | 0         | 0. | 0         | 0. | 8              | 22.9 |
| Technicians                  | 5           | 3           | 60.  | 1     | 20.  | 1     | 20. | 0      | 0. | 1     | 20. | 0         | 0. | 0         | 0. | 2             | 40.  | 2     | 40.  | 0     | 0.   | 0      | 0.   | 0     | 0.  | 0         | 0. | 0         | 0. | 2              | 40.  |
| Office/Clerical              | 6           | 0           | 0.   | 0     | 0.   | 0     | 0.  | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0. | 6             | 100. | 3     | 50.  | 2     | 33.3 | 1      | 16.7 | 0     | 0.  | 0         | 0. | 0         | 0. | 3              | 50.  |
| Service Maintenance          | 20          | 7           | 35.  | 7     | 35.  | 0     | 0.  | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0. | 13            | 65.  | 9     | 45.  | 3     | 15.  | 0      | 0.   | 1     | 5.  | 0         | 0. | 0         | 0. | 4              | 20.  |
| <b>TOTALS:</b>               | 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 |

## 97 - TEACHERS RETIREMENT BOARD - Secretariat New Hires Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 2:06:22 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 | %  |                |      |
| Service Maintenance | 3           | 1           | 33.3 | 1     | 33.3 | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 2             | 66.7 | 1     | 33.3 | 1     | 33.3 | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 33.3 |
| <b>TOTALS:</b>      | 3           | 1           | 33.3 | 1     | 33.3 | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 2             | 66.7 | 1     | 33.3 | 1     | 33.3 | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 33.3 |

## 97 - TEACHERS RETIREMENT BOARD - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 2:12:00 PM

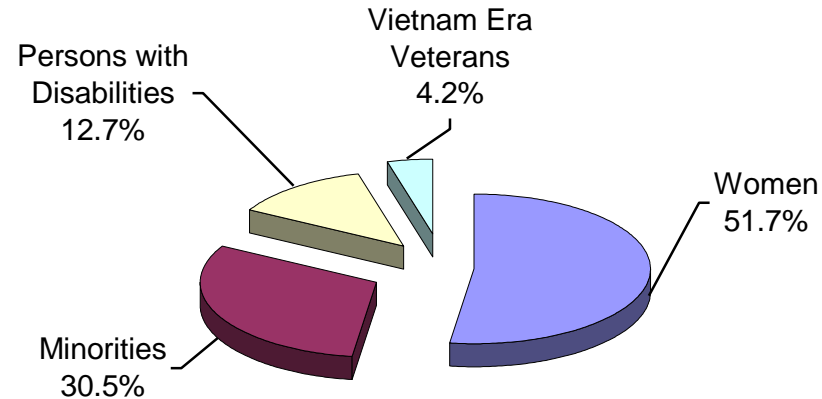
| EE04 Category          | Grand Total | ** MALES ** |      |       |    |       |    |        |    |       |    |           |      |           |    | ** FEMALES ** |    |       |    |       |    |        |    |       |    |           |    |           |    | Minority Total |      |
|------------------------|-------------|-------------|------|-------|----|-------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

# OFFICE OF THE STATE COMPTROLLER

Comptroller Martin Benison

Demographics for Fiscal Year 2012

As of June 30, 2012



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

Report run for Pay Period Ending 6/30/2012

Report Generated 10/8/2012 11:01:54 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 | %  |                |      |
| OFFICE OF THE COMPTROLLER | 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 |
| <b>TOTALS:</b>            | 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 |

## 18 - OFFICE OF STATE COMPTROLLER - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

Report Generated 10/8/2012 11:06:51 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 | 23          | 16          | 69.6 | 11    | 47.8 | 2     | 8.7 | 1      | 4.3 | 2     | 8.7 | 0         | 0. | 0         | 0. | 7             | 30.4 | 6     | 26.1 | 1     | 4.3 | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0. | 6              | 26.1 |
| Professionals                | 90          | 41          | 45.6 | 28    | 31.1 | 3     | 3.3 | 1      | 1.1 | 9     | 10. | 0         | 0. | 0         | 0. | 49            | 54.4 | 34    | 37.8 | 4     | 4.4 | 3      | 3.3 | 8     | 8.9 | 0         | 0. | 0         | 0. | 28             | 31.1 |
| Office/Clerical              | 5           | 0           | 0.   | 0     | 0.   | 0     | 0.  | 0      | 0.  | 0     | 0.  | 0         | 0. | 0         | 0. | 5             | 100. | 3     | 60.  | 1     | 20. | 1      | 20. | 0     | 0.  | 0         | 0. | 0         | 0. | 2              | 40.  |
| <b>TOTALS:</b>               | 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 |

## 18 - OFFICE OF STATE COMPTROLLER - Secretariat New Hires Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/8/2012 11:10:51 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 | 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.  |
| Professionals                | 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. |
| <b>TOTALS:</b>               | 4           | 3           | 75.  | 3     | 75.  | 0     | 0. | 0      | 0. | 0     | 0. | 0         | 0. | 0         | 0. | 1             | 25. | 0     | 0. | 0     | 0. | 1      | 25. | 0     | 0. | 0         | 0. | 0         | 0. | 1              | 25. |

## 18 - OFFICE OF STATE COMPTROLLER - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/8/2012 11:14:26 AM

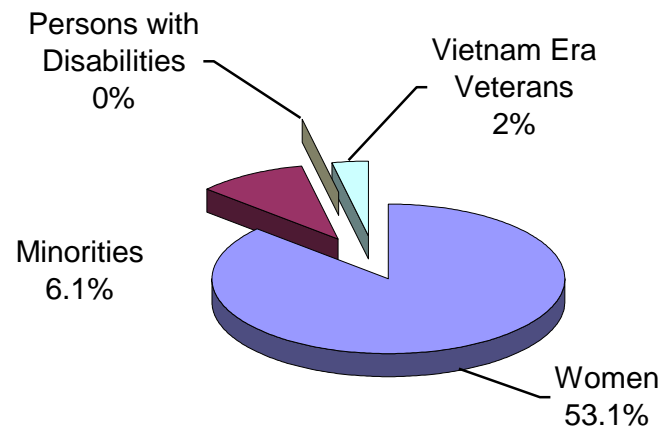
| EEO4 Category                | Grand Total | ** MALES ** |     |       |     |       |    |        |    |       |    |           |    |           |    | ** FEMALES ** |     |       |     |       |    |        |    |       |    |           |    |           |    | Minority Total |    |
|------------------------------|-------------|-------------|-----|-------|-----|-------|----|--------|----|-------|----|-----------|----|-----------|----|---------------|-----|-------|-----|-------|----|--------|----|-------|----|-----------|----|-----------|----|----------------|----|
|                              |             | 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. | 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. |
| TOTALS:                      | 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. |

# PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

Executive Director Joseph E. Connarton

Demographics for Fiscal Year 2012

As of June 30, 2012



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

Report run for Pay Period Ending 6/30/2012

Report Generated 10/9/2012 2:33:38 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 | 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 |  |  |
| TOTALS:                        | 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 |  |  |

## 98 - PUBLIC EMPLOYEE RETIREMENT ADM - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/30/2012

Report Generated 10/9/2012 2:36:42 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 | %  |                |     |   |
| Officials and Administrators  | 5           | 4           | 80.  | 4     | 80.  | 0     | 0. | 0      | 0. | 0     | 0.  | 0         | 0. | 0         | 0.  | 1             | 20.  | 1     | 20.  | 0     | 0.  | 0      | 0.  | 0     | 0. | 0         | 0. | 0         | 0. | 0              | 0.  |   |
| Professionals                 | 32          | 17          | 53.1 | 14    | 43.8 | 0     | 0. | 0      | 0. | 1     | 3.1 | 0         | 0. | 2         | 6.3 | 15            | 46.9 | 13    | 40.6 | 1     | 3.1 | 1      | 3.1 | 0     | 0. | 0         | 0. | 0         | 0. | 3              | 9.4 |   |
| 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:                       | 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 |   |

## 98 - PUBLIC EMPLOYEE RETIREMENT ADM - Secretariat New Hires Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 2:41:01 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 | 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. |

## 98 - PUBLIC EMPLOYEE RETIREMENT ADM - Secretariat Terminations Analysis

Report run for 3/25/2012 - 6/30/2012

Report Generated 10/9/2012 2:43:31 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 |             |             |     |       |     |       |    |        |    |       |    |           |    |           |    |       |               |       |     |       |    |        |    |       |    |           |    |           |    |   |    |                |   |
| Professionals          | 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. |                |   |
| TOTALS:                | 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. |                |   |

# DIVERSITY DIRECTORS AND OFFICERS

## **EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE – Scott D. Olson, Diversity Director**

APPELLATE TAX BOARD - Michelle Tallent; BUREAU OF STATE OFFICE BUILDINGS – Carl Richardson; DIVISION OF CAPITAL ASSET MANAGEMENT – Donna Leete; CIVIL SERVICE COMMISSION – Cynthia Ittleman; DIVISION OF ADMINISTRATIVE LAW APPEALS – Sarah Hall Luick; DEPARTMENT OF REVENUE - Angel Zayas; GROUP INSURANCE COMMISSION - Martin Lydon; 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 – Bonnie Cunningham

## **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 – Karen Silk Eddy

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

DEPARTMENT OF CHILDREN AND FAMILIES – Lisa Bacon; OFFICE FOR REFUGEES AND IMMIGRANTS – Melixza Gonzalez; DEPARTMENT OF TRANSITIONAL ASSISTANCE – Tiffany Ampofo; DEPARTMENT OF YOUTH SERVICES – Maria Cordero; DEPARTMENT OF VETERANS’ SERVICES – Cheryl Poppe; SOLDIERS HOME FOR CHELSEA – John Cronin; SOLDIERS HOME FOR HOLYOKE – James Black; DEPARTMENT OF MENTAL HEALTH – Joy Connell; DEPARTMENT OF ELDER AFFAIRS – Mary Cummings; DEPARTMENT OF PUBLIC HEALTH – Dennis Johnson; DIVISION OF HEALTH CARE FINANCE AND POLICY – Tonya S. Bourassa; MA COMMISSION FOR THE BLIND – Maria Loughran; MA REHABILITATION COMMISSION - Mary Connelly; DEPARTMENT OF DEVELOPMENTAL SERVICES – Quoc M. Tran; MA COMMISSION FOR THE DEAF AND HARD OF HEARING – Sehin Mekuria

## **EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT – Diana Jeong, Diversity Director**

DEPARTMENT OF BUSINESS DEVELOPMENT - Diana Jeong; DEPARTMENT 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; DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT – Nancy DePaul

## **EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT – Kenneth Owens, Diversity Director**

DEPARTMENT OF LABOR STANDARDS - Heather Rowe; DEPARTMENT OF INDUSTRIAL ACCIDENTS – Marie Pires; DEPARTMENT OF LABOR RELATIONS - Edward B. Srednicki; DEPARTMENT OF CAREER SERVICES, DEPARTMENT OF UNEMPLOYMENT ASSISTANT – Rex Gerlach-Brown

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

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

## **MA DEPARTMENT OF TRANSPORTATION– Eddie Jenkins, Diversity Director**

AERONAUTICS DIVISION, HIGHWAY DIVISION, REGISTRY OF MOTOR VEHICLES, TRANSIT DIVISION – Eddie Jenkins; MERIT RATING BOARD – Cynthia Connors

## **INDEPENDENT AGENCIES**

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. Garcia

# 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.