



COMMONWEALTH OF MASSACHUSETTS

AFFIRMATIVE ACTION EQUAL OPPORTUNITY DIVERSITY

ANNUAL REPORT

Fiscal Year 2009
(July 1, 2008 - June 30, 2009)

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

COMMONWEALTH OF MASSACHUSETTS

AFFIRMATIVE ACTION EQUAL OPPORTUNITY DIVERSITY

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GOVERNOR DEVAL L. PATRICK

SECRETARY LESLIE A. KIRWAN
**EXECUTIVE OFFICE FOR ADMINISTRATION AND
FINANCE**

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

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

I am pleased to present to you the Office of Diversity and Equal Opportunity's Annual Report on the progress of Affirmative Action, Equal Opportunity and Diversity in the Commonwealth.

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. Diversity and inclusion are integral threads woven throughout the Commonwealth of Massachusetts and critical to our overall mission of creating a workforce that reflects our citizenry.

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

Fiscal year 2009 presented many challenges with the economic crises and reduction of the workforce. In spite of our challenges, I believe this annual report reflects the commitment of the Executive Branch agencies to diversity and inclusion. It also highlights our many accomplishments during the fiscal year.

So, on behalf of myself and the staff of the Office of Diversity and Equal Opportunity, I'd like to thank you personally for your continued support. Together, we can eliminate discrimination and intolerance and create a work environment that is inclusive. I look forward to working with you in the coming year.

Sincerely,

Sandra E. Borders

Sandra E. Borders

Director

Office of Diversity and Equal Opportunity

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PREFACE

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

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

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

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

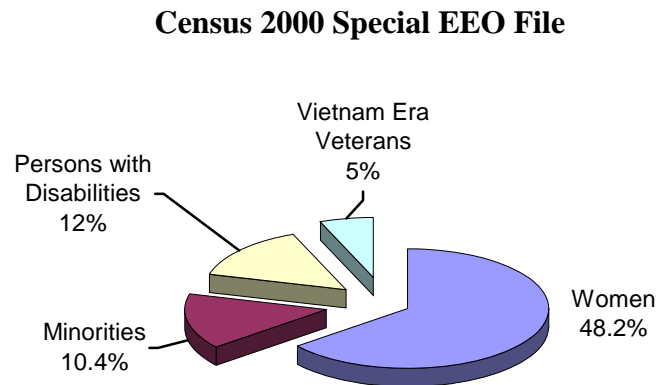
In order to receive Affirmative Action status as either a Person with Disabilities or a Vietnam Era Veteran, an individual must self-identify and complete a self-identification or certification process. Because self-identification is voluntary, employees belonging to these groups, who qualify for Affirmative Action protected status, may decide not to self identify and are not counted. The true representation of Persons with Disabilities and Vietnam Era Veterans is likely to be higher than the statistics reported herein.

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

Executive Summary

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

The fiscal year 2009 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 5% Vietnam Era Veterans.



This Annual Report examines the Executive Branch progress during the fiscal year ending June 20, 2009, 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 Women, Minorities, and Persons with Disabilities increased annually from 2007 to 2009 while the representation for Vietnam Era Veterans continued to decrease. In 2009 the workforce for the Executive Branch of the Commonwealth decreased from 46,827 to 45,251 (1,576). 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 three years

Group	June 23, 2007	June 21, 2008	June 20, 2009
Women	52.14%	52.30%	52.5%
Minorities	22.31%	22.50%	23.3%
Vietnam Era Veterans	2.29%	2.04%	1.9%
Persons with Disabilities*	1.8%	2.2%	2.4%

* 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 Activities

It has been a busy and rewarding year.

During the First Quarter, the Office of Diversity and Equal Opportunity invited other Executive Branch Agencies, the Trial Courts, Higher Education and the Authorities to partner with us to host a statewide career fair entitled, **“Commonwealth of Massachusetts Career Discovery Expo”** on October 27th at UMASS-Boston.

This event promoted the Commonwealth of Massachusetts as an employer of choice. The **Commonwealth of Massachusetts Career Discovery Expo** was opened to employees as well as job seekers from outside state government. Over four hundred people attended the event making it a busy and successful day. Survey results indicated that the majority of attendees were thrilled by the concept of learning about each mission of our partners and the format which allowed for exploration and discovery of career opportunities.

Other Recruitment and Outreach activities gave ODEO and the Commonwealth exposure at thirty career fairs and community events. Highlights of the year included a booth at the Good Morning America Career Fair in February, participating as a panelist at the Massachusetts Institute of Technology in May, and serving on committees to plan events at Wentworth Institute.

These activities attracted over one thousand job seekers and resulted in referring one hundred fifty-nine resumes, one hundred thirty (82%) of whom represented protected classes, to hiring managers. Of these, fifty-nine (37.1%) of the candidates were given first interviews, five (8.5%)

were given second interviews, resulting in the hiring of all five (100%) were hired.

In addition to recruitment and outreach, ODEO staff provided career counseling services to ninety-nine job seekers.

Candidates applying for jobs represented the following EEO-4 job categories: Officials and Administrator, Professional, Office/Clerical, and Technicians.

Several agencies have sought out ODEO for assistance with outreach and recruitment for vacant positions.

ODEO continues a robust and successful partnership program with local colleges and universities to encourage their students to consider Public Service as a career.

During this past year, the Commonwealth’s Executive Branch Agencies have experienced the pervasive economic downturn. In an effort to continue to promote the Commonwealth as an employer of choice, ODEO has established a volunteer work program. Since its inception, the program has led to the placement of six, and the hiring of one (17%), volunteers in various Executive Branch agencies. The volunteers were recruited from a variety of community organizations as well as from the Massachusetts Rehabilitation Commission and the One Stop Career Centers.

Respectfully submitted by
Juanita D. Allen
Outreach and Recruitment Manager
Office of Diversity & Equal Opportunity

ODEO DataMart Upgrades

During FY 2009, the Office of Diversity and Equal Opportunity successfully launched important upgrades to the EEO-4 DataMart. These include new reports for “New Hires”, “Disability”, and “Vietnam Era Veteran” (VEV).

ODEO no longer has to rely on individual Diversity Officers to manually prepare and submit disability data on Excel spreadsheets. Instead, participating agencies update HRCMS with disability data and the DataMart captures and generates accurate transactional and snapshot reports reflective of that data.

This enhancement has resulted in the creation of several new agency, secretariat and ODEO disability quarterly, workforce and transactional reports.

In addition, ODEO has increased the availability of Vietnam Era Veteran (VEV) reports. Now, in addition to being available at the Agency and Secretariat level, VEV reports can be accessed at the ODEO level as workforce reports.

Having both these upgrades to the disability and VEV reports available in these varied formats improves reporting accuracy and saves hours of manually calculating data.

Lastly, a “New Hires” section was added to the Quarterly Report alleviating the necessity of Agencies reporting “New Hires” separately on excel spreadsheets.

All of these enhancements have improved efficiency of gathering statistics, data accuracy and timely reporting.

Catherine Duffek
Database Administrator
Office of Diversity & Equal Opportunity

ODEO Provides Diversity Officers and Directors with Opportunities for Growth and Development

During FY 2009, the Office of Diversity and Equal Opportunity provided several professional development workshops to Diversity Officers and Directors.

With the exception of two, these workshops were designed to complement the activities of the Governor’s Model Employer Initiative to increase the visibility of employees with disabilities in the workplace.

The Taskforces intent has been two-pronged. First, to increase the number of individuals with disabilities in the workforce via the hiring process. Secondly, to dispel current employee’s perceptions and reluctance to self – identify.

The Workshops provided practical information about several disability topics ranging from cognitive and behavioral to physical. Presentation formats included lectures given by distinguished experts in their fields to field trips where participants experienced hands on exposure to adaptive technologies.

The complete list of topics includes:

September	Psychiatric Disabilities: Rehabilitation, Work and Culture	Marie Restrepo-Toro, M.S. R.N., Center for Psychiatric Rehabilitation, Sargent College Boston University
October	Disability Recruitment and Retention	Panel – Sheila Lynch-Fesko, Ph.D., ICI; Erin Fallon, The Resource Partnership; Patty Kaplinger, BCBSMA

November	Chemical Sensitivities including Fragrance Webinar	Tracie Saab, Job Accommodation Network (JAN) University of West Virginia
December	Investigating Internal Complaints	Chuck Walker, DPL
January	Hodge-Podge	Office ODEO Staff
February	RoadMap to Assistive Technology – Archived webinar	JAN - archives
March	Spaulding Rehabilitation Hospital Field Trip	Peggy Dellea, Occupational Therapist
April	Carroll Center Field Trip	Dina Rosenbaum
May	ADA, FMLA, & Worker’s Comp When & how to use each	Tracie Saab and Linda Batitste Judge Martine Carroll, MA Worker’s Comp
June	Sex Offenders Registry and Record Investigations	Jeanne Holmes SORI

Catherine Duffek, M.L.S., M.S.
 Program Coordinator III
 Office of Diversity and Equal Opportunity

VIETNAM ERA VETERANS AFFIRMATIVE ACTION PROGRAM

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 478. 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 Vietnam Era Veterans. 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.

During fiscal year 2009 ODEO launched a mailing campaign. The campaign included mailings to Veterans Representatives through the MA One-Stop Career Centers; statewide Diversity Directors and Officers; local Veterans Agents within cities and towns; Veterans Outreach Services; Veterans Representatives at State Colleges, Community Colleges, and Universities; and statewide Veterans Shelters.

As of June 20, 2009 we issued a total of 157 Vietnam Era Veterans certifications of Affirmative Action status.

Of the 157 VEV certifications issued, eleven (7%) of the Vietnam Era Veterans were already employed with the state. As a result of the campaign we experienced a 29% increase in the overall number of VEV applications.

Overview of the Commonwealth

The US Census 2000 Special EEO File gives us a target of 5% for Vietnam Era Veterans.

The Workforce Summary report for the Executive Branch had a total workforce of 45,251 for pay period ending 6/20/2009. Of the 45,251 state employees, 841 were Vietnam Era Veterans which gives us an overall percentage of 1.9% when compared to the total workforce.

During FY09 VEVs represented 23% (34) of new hires, 18.3% (154) of terminations, and 1.9% (16) of promotions.

The total VEVs population hold positions in all EEO4 categories including the Professional category with the highest volume of 446 (53%).

The Commonwealth sees itself below parity for the Vietnam Era Veterans protected group and it has been a continuous downtrend during each succeeding fiscal year. In part this is due to the fact that a number of the veterans are aging out of the workforce and some are opting to retire.

In spite of the fiscal budget challenges, we continue to work with state agencies, and other VEVs 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

The Office of Diversity and Equal Opportunity

Mission, Vision and 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 in race, ethnicity, religion, gender, culture, sexual orientation, and disability status. We dedicate ourselves to creating a workplace that welcomes, respects and values people of all races, color, age, gender, ethnicity, 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.

PART I

THE EXECUTIVE BRANCH

(Charts 2009 vs 2008)

[Workforce Summary Report](#)

[New Hires Analysis](#)

[Terminations Analysis](#)

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

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

ODEO - Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

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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	3996	2055	51.4	1806	45.2	148	3.7	33	0.8	41	1.0	2	0.1	25	0.6	1941	48.6	1611	40.3	217	5.4	57	1.4	39	1.0	3	0.1	14	0.4	540	13.5
Professionals	21352	8655	40.5	7121	33.4	717	3.4	322	1.5	410	1.9	9	0.0	76	0.4	12697	59.5	9624	45.1	1531	7.2	852	4.0	597	2.8	26	0.1	67	0.3	4464	20.9
Technicians	1878	742	39.5	619	33.0	79	4.2	18	0.9	20	1.1	1	0.1	5	0.3	1136	60.5	894	47.6	161	8.6	55	2.9	22	1.2	1	0.1	3	0.2	357	19.0
Protective Service:Sworn	6000	5292	88.2	4642	77.4	360	6.0	199	3.3	60	1.0	22	0.4	9	0.2	708	11.8	574	9.6	94	1.6	32	0.5	5	0.1	1	0.0	2	0.0	773	12.9
Protective Service:Non-Sworn	6336	2504	39.5	1194	18.8	1107	17.5	155	2.4	44	0.7	3	0.0	1	0.0	3832	60.5	2122	33.5	1445	22.8	201	3.2	61	1.0	2	0.0	1	0.0	3018	47.6
Office/Clerical	3362	396	11.8	278	8.3	67	2.0	21	0.6	23	0.7	1	0.0	6	0.2	2966	88.2	2083	62.0	544	16.2	218	6.5	87	2.6	11	0.3	23	0.7	972	28.9
Skilled Craft	977	920	94.2	808	82.7	57	5.8	27	2.8	7	0.7	6	0.6	15	1.5	57	5.8	45	4.6	8	0.8	1	0.1	1	0.1	0	0.0	2	0.2	107	11.0
Service Maintenance	1314	937	71.3	686	52.2	110	8.4	60	4.6	15	1.1	5	0.4	61	4.6	377	28.7	265	20.2	46	3.5	44	3.3	13	1.0	2	0.2	7	0.5	295	22.5
No EEO-4 Reporting	36	2	5.6	2	5.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	34	94.4	29	80.6	4	11.1	1	2.8	0	0.0	0	0.0	0	0.0	5	13.9
TOTALS:	45251	21503	47.5	17156	37.9	2645	5.8	835	1.8	620	1.4	49	0.1	198	0.4	23748	52.5	17247	38.1	4050	9.0	1461	3.2	825	1.8	46	0.1	119	0.3	10531	23.3

ODEO - Workforce Summary Report

Report run for Pay Period Ending 6/21/2008

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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	3961	2084	52.6	1851	46.7	138	3.5	38	1.0	37	0.9	2	0.1	18	0.5	1877	47.4	1575	39.8	199	5.0	52	1.3	37	0.9	2	0.1	12	0.3	505	12.7
Professionals	21415	8629	40.3	7167	33.5	693	3.2	316	1.5	395	1.8	11	0.1	47	0.2	12786	59.7	9755	45.6	1530	7.1	849	4.0	570	2.7	27	0.1	55	0.3	4391	20.5
Technicians	1933	760	39.3	645	33.4	74	3.8	17	0.9	20	1.0	1	0.1	3	0.2	1173	60.7	930	48.1	162	8.4	53	2.7	22	1.1	1	0.1	5	0.3	350	18.1
Protective Service:Sworn	6174	5468	88.6	4840	78.4	354	5.7	185	3.0	57	0.9	22	0.4	10	0.2	706	11.4	575	9.3	93	1.5	30	0.5	3	0.0	1	0.0	4	0.1	745	12.1
Protective Service:Non-Sworn	6550	2566	39.2	1187	18.1	1157	17.7	174	2.7	43	0.7	4	0.1	1	0.0	3984	60.8	2208	33.7	1503	22.9	198	3.0	68	1.0	6	0.1	1	0.0	3153	48.1
Office/Clerical	3461	410	11.8	288	8.3	64	1.8	25	0.7	22	0.6	1	0.0	10	0.3	3051	88.2	2170	62.7	542	15.7	213	6.2	86	2.5	9	0.3	31	0.9	962	27.8
Skilled Craft	1092	1001	91.7	847	77.6	58	5.3	28	2.6	7	0.6	7	0.6	54	4.9	91	8.3	47	4.3	10	0.9	2	0.2	2	0.2	0	0.0	30	2.7	114	10.4
Service Maintenance	2180	1401	64.3	783	35.9	117	5.4	65	3.0	17	0.8	5	0.2	414	19.0	779	35.7	343	15.7	54	2.5	47	2.2	13	0.6	2	0.1	320	14.7	320	14.7
No EEO-4 Reporting	61	22	36.1	17	27.9	3	4.9	1	1.6	1	1.6	0	0.0	0	0.0	39	63.9	35	57.4	3	4.9	1	1.6	0	0.0	0	0.0	0	0.0	9	14.8
TOTALS:	46827	22341	47.7	17625	37.6	2658	5.7	849	1.8	599	1.3	53	0.1	557	1.2	24486	52.3	17638	37.7	4096	8.7	1445	3.1	801	1.7	48	0.1	458	1.0	10549	22.5

ODEO - New Hires Analysis

Report run for 6/22/2008 - 6/20/2009

Report generated as of 6/30/2009

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	262	125	47.7	98	37.4	14	5.3	1	0.4	1	0.4	0	0	11	4.2	137	52.3	106	40.5	17	6.5	6	2.3	3	1.1	0	0	5	1.9	42	16.
Professionals	1428	586	41.	408	28.6	67	4.7	29	2.	33	2.3	0	0	49	3.4	979	68.6	579	40.5	114	8.	72	5.	52	3.6	2	0.1	18	1.3	369	25.8
Technicians	127	55	43.3	43	33.9	9	7.1	0	0.	0	0.	0	0.	3	2.4	72	56.7	60	47.2	9	7.1	1	0.8	2	1.6	0	0.	0	0.	21	16.5
Protective Service: Sworn	206	151	73.3	81	39.3	36	17.5	24	11.7	9	4.4	0	0.	1	0.5	127	61.7	39	18.9	9	4.4	5	2.4	2	1.	0	0.	0	0.	85	41.3
Protective Service: Non-Sworn	612	265	43.3	147	24.	101	16.5	16	2.6	1	0.2	0	0.	0	0.	347	56.7	195	31.9	124	20.3	22	3.6	6	1.	0	0.	0	0.	270	44.1
Office/Clerical	226	27	11.9	15	6.6	8	3.5	0	0.	2	0.9	0	0.	2	0.9	199	88.1	103	45.6	43	19.	25	11.1	6	2.7	0	0.	22	9.7	84	37.2
Skilled Craft	215	167	77.7	57	26.5	3	1.4	1	0.5	1	0.5	0	0.	105	48.8	48	22.3	16	7.4	2	0.9	0	0.	0	0.	0	0.	39	18.1	7	3.3
Service Maintenance	833	502	60.3	75	9.	14	1.7	7	0.8	0	0.	0	0.	406	48.7	331	39.7	56	6.7	3	0.4	4	0.5	1	0.1	0	0.	267	32.1	29	3.5
No EEO-4 Reporting	11	3	27.3	3	27.3	0	0.	0	0.	0	0.	0	0.	0	0.	8	72.7	7	63.6	1	9.1	0	0.	0	0.	0	0.	0	0.	1	9.1
TOTALS:	3920	1881	48.	927	23.6	252	6.4	78	2.	47	1.2	0	0.	577	14.7	2248	57.3	1161	29.6	322	8.2	135	3.4	72	1.8	2	0.1	351	9.	908	23.2

ODEO - New Hires Analysis

Report run for 6/24/2007 - 6/21/2008

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	357	171	47.9	118	33.1	26	7.3	7	2.	8	2.2	0	0.	12	3.4	186	52.1	136	38.1	27	7.6	13	3.6	3	0.8	0	0.	7	2.	84	23.5
Professionals	1814	705	38.9	523	28.8	74	4.1	38	2.1	35	1.9	3	0.2	32	1.8	1109	61.1	753	41.5	163	9.	99	5.5	62	3.4	1	0.1	31	1.7	475	26.2
Technicians	153	67	43.8	55	35.9	7	4.6	1	0.7	0	0.	0	0.	4	2.6	86	56.2	60	39.2	18	11.8	1	0.7	0	0.	0	0.	7	4.6	27	17.6
Protective Service: Sworn	536	476	88.8	402	75.	29	5.4	30	5.6	6	1.1	1	0.2	8	1.5	60	11.2	42	7.8	9	1.7	4	0.7	1	0.2	0	0.	4	0.7	80	14.9
Protective Service: Non-Sworn	961	398	41.4	166	17.3	190	19.8	32	3.3	7	0.7	0	0.	3	0.3	563	58.6	264	27.5	227	23.6	54	5.6	15	1.6	0	0.	3	0.3	525	54.6
Office/Clerical	372	63	16.9	37	9.9	12	3.2	2	0.5	6	1.6	0	0.	6	1.6	309	83.1	180	48.4	58	15.6	33	8.9	9	2.4	0	0.	29	7.8	120	32.3
Skilled Craft	222	152	68.5	42	18.9	3	1.4	1	0.5	1	0.5	0	0.	105	47.3	70	31.5	9	4.1	0	0.	0	0.	1	0.5	0	0.	60	27.	6	2.7
Service Maintenance	1137	649	57.1	142	12.5	21	1.8	8	0.7	5	0.4	0	0.	473	41.6	488	42.9	93	8.2	12	1.1	5	0.4	0	0.	0	0.	378	33.2	51	4.5
No EEO-4 Reporting	21	4	19.	3	14.3	1	4.8	0	0.	0	0.	0	0.	0	0.	17	81.	17	81.	0	0.	0	0.	0	0.	0	0.	0	0.	1	4.8
TOTALS:	5573	2685	48.2	1488	26.7	363	6.5	119	2.1	68	1.2	4	0.1	643	11.5	2888	51.8	1554	27.9	514	9.2	209	3.8	91	1.6	1	0.	519	9.3	1369	24.6

ODEO - Terminations Analysis

Report run for 6/22/2008 - 6/20/2009

Report generated as of 6/30/2009

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	271	174	64.2	156	57.6	9	3.3	5	1.8	1	0.4	0	0.	3	1.1	97	35.8	89	32.8	3	1.1	4	1.5	0	0.	0	0.	1	0.4	22	8.1
Professionals	1136	430	37.9	347	30.5	32	2.8	17	1.5	14	1.2	0	0.	20	1.8	706	62.1	534	47.	99	8.7	43	3.8	22	1.9	1	0.1	7	0.6	228	20.1
Technicians	133	49	36.8	42	31.6	5	3.8	0	0.	0	0.	0	0.	2	1.5	84	63.2	76	57.1	4	3.	0	0.	2	1.5	0	0.	2	1.5	11	8.3
Protective Service:Sworn	249	215	86.3	186	74.7	18	7.2	5	2.	3	1.2	0	0.	3	1.2	34	13.7	28	11.2	5	2.	1	0.4	0	0.	0	0.	0	0.	32	12.9
Protective Service:Non-Sworn	599	224	37.4	107	17.9	94	15.7	19	3.2	0	0.	1	0.2	3	0.5	375	62.6	223	37.2	128	21.4	11	1.8	11	1.8	2	0.3	0	0.	266	44.4
Office/Clerical	214	29	13.6	19	8.9	4	1.9	2	0.9	1	0.5	0	0.	3	1.4	185	86.4	122	57.	29	13.6	13	6.1	2	0.9	0	0.	19	8.9	51	23.8
Skilled Craft	255	192	75.3	70	27.5	2	0.8	2	0.8	1	0.4	1	0.4	116	45.5	63	24.7	10	3.9	3	1.2	0	0.	1	0.4	0	0.	49	19.2	10	3.9
Service Maintenance	1141	655	57.4	120	10.5	18	1.6	5	0.4	2	0.2	0	0.	510	44.7	486	42.6	95	8.3	7	0.6	8	0.7	1	0.1	0	0.	375	32.9	41	3.6
No EEO-4 Reporting	31	20	64.5	15	48.4	3	9.7	1	3.2	1	3.2	0	0.	0	0.	11	35.5	10	32.3	0	0.	1	3.2	0	0.	0	0.	0	0.	6	19.4
TOTALS:	4029	1988	49.3	1062	26.4	185	26.4	56	1.4	23	0.6	2	0.	660	16.4	2041	50.7	1187	29.5	278	6.9	81	2.	39	1.	3	0.1	453	11.2	667	16.6
Involuntary Terminations																															
Officials and Administrators	63	36	57.1	34	54.	2	3.2	0	0.	0	0.	0	0.	0	0.	27	42.9	23	36.5	1	1.6	2	3.2	1	1.6	0	0.	0	0.	6	9.5
Professionals	177	70	39.5	54	30.5	11	6.2	1	0.6	2	1.1	0	0.	2	1.1	107	60.5	83	46.9	15	8.5	7	4.	2	1.1	0	0.	0	0.	38	21.5
Technicians	30	12	40.	12	40.	0	0.	0	0.	0	0.	0	0.	0	0.	18	60.	15	50.	2	6.7	1	3.3	0	0.	0	0.	0	0.	3	10.
Protective Service:Sworn	67	50	74.6	35	52.2	10	14.9	3	4.5	1	1.5	0	0.	1	1.5	17	25.4	11	16.4	3	4.5	1	1.5	0	0.	0	0.	2	3.	18	26.9
Protective Service:Non-Sworn	166	70	42.2	30	18.1	32	19.3	8	4.8	0	0.	0	0.	0	0.	96	57.8	46	27.7	39	23.5	8	4.8	1	0.6	2	1.2	0	0.	90	54.2
Office/Clerical	42	7	16.7	6	14.3	1	2.4	0	0.	0	0.	0	0.	0	0.	35	83.3	19	45.2	9	21.4	4	9.5	2	4.8	0	0.	1	2.4	16	38.1
Skilled Craft	17	15	88.2	10	58.8	0	0.	1	5.9	0	0.	0	0.	4	23.5	2	11.8	1	5.9	0	0.	0	0.	0	0.	0	0.	1	5.9	1	5.9
Service Maintenance	31	21	67.7	9	29.	3	9.7	2	6.5	0	0.	0	0.	7	22.6	10	32.3	9	29.	0	0.	0	0.	0	0.	0	0.	1	3.2	5	16.1
No EEO-4 Reporting	0	0	0.	0	0.	0	0.	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:	593	281	47.4	190	32.	59	32.	15	2.5	3	0.5	0	0.	14	2.4	312	52.6	207	34.9	69	11.6	23	3.9	6	1.	2	0.3	5	0.8	177	29.8

ODEO - Terminations Analysis

Report run for 6/24/2007 - 6/21/2008

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	%	Minority Total	%

Voluntary Terminations

Officials and Administrators	292	172	58.9	158	54.1	5	1.7	4	1.4	1	0.3	0	0	4	1.4	120	41.1	101	34.6	11	3.8	4	1.4	1	0.3	0	0	2	0.7	27	9.2
Professionals	1145	462	40.3	358	31.3	42	3.7	15	1.3	29	2.5	2	0.2	16	1.4	683	59.7	520	45.4	83	7.2	43	3.8	28	2.4	0	0	9	0.8	242	21.1
Technicians	122	40	32.8	33	27	6	4.9	0	0	0	0	0	0	1	0.8	82	67.2	65	53.3	12	9.8	3	2.5	1	0.8	0	0	1	0.8	22	18
Protective Service:Sworn	292	251	86	214	73.3	20	6.8	12	4.1	3	1	2	0.7	0	0	41	14	33	11.3	6	2.1	1	0.3	1	0.3	0	0	0	0	45	15.4
Protective Service:Non-Sworn	702	265	37.7	140	19.9	99	14.1	17	2.4	7	1	1	0.1	1	0.1	437	62.3	264	37.6	128	18.2	37	5.3	4	0.6	1	0.1	3	0.4	294	41.9
Office/Clerical	182	22	12.1	12	6.6	6	3.3	0	0	1	0.5	0	0	3	1.6	160	87.9	112	61.5	21	11.5	10	5.5	1	0.5	0	0	16	8.8	39	21.4
Skilled Craft	239	162	67.8	57	23.8	2	0.8	0	0	0	0	0	0	103	43.1	77	32.2	14	5.9	1	0.4	1	0.4	0	0	0	0	61	25.5	4	1.7
Service Maintenance	1083	616	56.9	159	14.7	15	1.4	10	0.9	2	0.2	0	0	430	39.7	467	43.1	84	7.8	9	0.8	6	0.6	0	0	0	0	368	34	42	3.9
No EEO-4 Reporting	11	4	36.4	3	27.3	1	9.1	0	0	0	0	0	0	0	0	7	63.6	5	45.5	1	9.1	1	9.1	0	0	0	0	0	3	27.3	
TOTALS:	4068	1994	49	1134	27.9	196	27.9	58	1.4	43	1.1	5	0.1	558	13.7	2074	51	1198	29.4	272	6.7	106	2.6	36	0.9	1	0	460	11.3	718	17.6

Involuntary Terminations

Officials and Administrators	43	25	58.1	21	48.8	3	7	1	2.3	0	0	0	0	0	0	18	41.9	15	34.9	3	7	0	0	0	0	0	0	0	0	0	0	7	16.3
Professionals	121	54	44.6	37	30.6	12	9.9	2	1.7	0	0	1	0.8	2	1.7	67	55.4	44	36.4	17	14	5	4.1	1	0.8	0	0	0	0	38	31.4		
Technicians	11	5	45.5	5	45.5	0	0	0	0	0	0	0	0	0	0	6	54.5	3	27.3	2	18.2	0	0	0	0	0	1	9.1	2	18.2			
Protective Service:Sworn	43	35	81.4	29	67.4	4	9.3	2	4.7	0	0	0	0	0	0	8	18.6	6	14	1	2.3	1	2.3	0	0	0	0	0	8	18.6			
Protective Service:Non-Sworn	179	74	41.3	29	16.2	40	22.3	3	1.7	2	1.1	0	0	0	0	105	58.7	49	27.4	48	26.8	5	2.8	2	1.1	0	0	1	0.6	100	55.9		
Office/Clerical	27	9	33.3	6	22.2	3	11.1	0	0	0	0	0	0	0	0	18	66.7	10	37	6	22.2	2	7.4	0	0	0	0	0	11	40.7			
Skilled Craft	9	8	88.9	5	55.6	1	11.1	0	0	0	0	0	0	2	22.2	1	11.1	0	0	0	0	3	33.3	0	0	0	0	1	11.1	1	11.1		
Service Maintenance	36	22	61.1	5	13.9	8	22.2	3	8.3	0	0	0	0	6	16.7	14	38.9	4	11.1	2	5.6	0	0	0	0	0	0	5	13.9	16	44.4		
No EEO-4 Reporting	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			
TOTALS:	470	232	49.4	137	29.1	71	29.1	11	2.3	2	0.4	1	0.2	10	2.1	238	50.6	132	28.1	79	16.8	16	3.4	3	0.6	0	0	8	1.7	183	38.9		

ODEO - Workforce Summary Report - Vietnam Era Veterans

Report run for Pay Period Ending 6/20/2009

Report Generated 7/17/2009 12:44:59 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	%	Total	%
Officials and Administrators	3996	103	2.6	95	2.4	7	0.2	1	0.	0	0.	0	0.	0	0.	1	0.	1	0.	0	0.	0	0.	0	0.	0	0.	0	0.	104	2.6
Professionals	21352	428	2.	397	1.9	22	0.1	5	0.	4	0.	0	0.	0	0.	18	0.1	16	0.1	2	0.	0	0.	0	0.	0	0.	0	0.	446	2.1
Technicians	1878	53	2.8	50	2.7	3	0.2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	53	2.8		
Protective Service:Sworn	6000	89	1.5	76	1.3	9	0.2	3	0.1	0	0.	1	0.	0	0.	1	0.	1	0.	0	0.	0	0.	0	0.	0	0.	90	1.5		
Protective Service:Non-Sworn	6336	30	0.5	28	0.4	1	0.	1	0.	0	0.	0	0.	0	0.	2	0.	1	0.	1	0.	0	0.	0	0.	0	0.	32	0.5		
Office/Clerical	3362	17	0.5	14	0.4	3	0.1	0	0.	0	0.	0	0.	0	0.	2	0.1	2	0.1	0	0.	0	0.	0	0.	0	0.	19	0.6		
Skilled Craft	977	57	5.8	54	5.5	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.	57	5.8		
Service Maintenance	1314	40	3.	36	2.7	2	0.2	0	0.	0	0.	2	0.2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	40	3.		
No EEO-4 Reporting	36	0	0.	0	0.	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:	45251	817	1.8	750	1.7	48	0.1	11	0.	4	0.	4	0.	0	0.	24	0.1	21	0.	3	0.	0	0.	0	0.	0	0.	841	1.9		

ODEO WORKFORCE ANALYSIS - Vietnam Era Veterans

Report run for Pay Period Ending

6/21/2008

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	%	Total	%
Officials and Administrators	3961	121	3.055	114	2.878	5	0.126	2	0.050	0	0	0	0	0	0	2	0.050	2	0.050	0	0	0	0	0	0	0	0	0	0	123	3.105
Professionals	21415	474	2.213	442	2.064	22	0.103	6	0.028	4	0.019	0	0	0	0	19	0.089	17	0.079	2	0.009	0	0	0	0	0	0	0	493	2.302	
Technicians	1933	64	3.311	61	3.156	3	0.155	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	64	3.311		
Protective Service:Sworn	6174	108	1.749	93	1.506	11	0.178	3	0.049	0	0	1	0.016	0	0	1	0.016	1	0.016	0	0	0	0	0	0	0	0	109	1.765		
Protective Service:Non-Sworn	6550	28	0.427	26	0.397	1	0.015	1	0.015	0	0	0	0	0	0	4	0.061	3	0.046	1	0.015	0	0	0	0	0	0	32	0.489		
Office/Clerical	3461	18	0.520	15	0.433	3	0.087	0	0	0	0	0	0	0	0	2	0.058	2	0.058	0	0	0	0	0	0	0	0	20	0.578		
Skilled Craft	1092	66	6.044	63	5.769	1	0.092	1	0.092	0	0	1	0.092	0	0	0	0	0	0	0	0	0	0	0	0	0	0	66	6.044		
Service Maintenance	2180	49	2.248	45	2.064	2	0.092	0	0	0	0	2	0.092	0	0	0	0	0	0	0	0	0	0	0	0	0	0	49	2.248		
No EEO-4 Reporting	61	0	0	0	0	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:	46827	928	1.982	859	1.834	48	0.103	13	0.028	4	0.009	4	0.009	0	0	28	0.060	25	0.053	3	0.006	0	0	0	0	0	0	0	956	2.042	

ODEO - Workforce Summary Report: Disabilities

Report run for Pay Period Ending 6/20/2009

Report Generated 7/17/2009 12:47:56 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	3996	67	1.7	61	1.5	6	0.2	0	0.	0	0.	0	0.	0	0.	55	1.4	44	1.1	10	0.3	0	0.	1	0.	0	0.	0	0.	122	3.1
Professionals	21352	284	1.3	244	1.1	20	0.1	10	0.	9	0.	0	0.	1	0.	379	1.8	328	1.5	35	0.2	10	0.	5	0.	1	0.	0	0.	663	3.1
Technicians	1878	15	0.8	14	0.7	1	0.1	0	0.	0	0.	0	0.	0	0.	21	1.1	17	0.9	3	0.2	1	0.1	0	0.	0	0.	0	0.	36	1.9
Protective Service:Sworn	6000	39	0.7	33	0.6	3	0.1	1	0.	0	0.	2	0.	0	0.	7	0.1	5	0.1	0	0.	2	0.	0	0.	0	0.	0	0.	46	0.8
Protective Service:Non-Sworn	6336	14	0.2	14	0.2	0	0.	0	0.	0	0.	0	0.	0	0.	32	0.5	25	0.4	5	0.1	2	0.	0	0.	0	0.	0	0.	46	0.7
Office/Clerical	3362	21	0.6	18	0.5	1	0.	1	0.	1	0.	0	0.	0	0.	120	3.6	99	2.9	14	0.4	3	0.1	3	0.1	1	0.	0	0.	141	4.2
Skilled Craft	977	12	1.2	12	1.2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	12	1.2
Service Maintenance	1314	22	1.7	21	1.6	1	0.1	0	0.	0	0.	0	0.	0	0.	8	0.6	6	0.5	1	0.1	0	0.	0	0.	1	0.1	0	0.	30	2.3
No EEO-4 Reporting	36	0	0.	0	0.	0	0.	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:	45251	474	1.	417	0.9	32	0.1	12	0.	10	0.	2	0.	1	0.	622	1.4	524	1.2	68	0.2	18	0.	9	0.	3	0.	0	0.	1096	2.4

PART II

THE SECRETARIATS

[Workforce Summary by Secretariat \(Charts 2009 vs 2008\)](#)

[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](#)

[Executive Office of Transportation and Public Works](#)

WORKFORCE SUMMARY

BY

SECRETARIAT

(Charts 2009 vs 2008)

ODEO - Workforce Summary By Secretariat

Report run for Pay Period Ending 6/20/2009

Report Generated 7/17/2009 2:17:08 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	%		
BOARD OF LIBRARY COMMISSIONERS	26	7	26.9	7	26.9	0	0.	0	0.	0	0.	0	0.	0	0.	19	73.1	16	61.5	1	3.8	0	0.	2	7.7	0	0.	0	0.	3	11.5
COMMISSION AGAINST DISCRIMINAT	71	18	25.4	6	8.5	4	5.6	3	4.2	2	2.8	0	0.	3	4.2	53	74.6	24	33.8	12	16.9	7	9.9	5	7.	0	0.	5	7.	33	46.5
COMMISSION ON STATUS OF WOMEN	4	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	4	100.	4	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
DIABLED PERSONS PROTECTION COMMISSION	33	9	27.3	8	24.2	1	3.	0	0.	0	0.	0	0.	0	0.	24	72.7	20	60.6	1	3.	3	9.1	0	0.	0	0.	0	0.	5	15.2
ENVIRONMENTAL AFFAIRS	3042	1999	65.7	1702	56.	92	3.	19	0.6	39	1.3	7	0.2	140	4.6	1043	34.3	845	27.8	83	2.7	20	0.7	35	1.2	3	0.1	57	1.9	298	9.8
EXEC OFFICE OF EDUCATON	750	189	25.2	157	20.9	18	2.4	5	0.7	8	1.1	0	0.	1	0.1	561	74.8	439	58.5	64	8.5	29	3.9	28	3.7	1	0.1	0	0.	153	20.4
EXECUTIVE OFFICE FOR ADMINSTRATION & FINANCE	3198	1606	50.2	1364	42.7	105	3.3	37	1.2	97	3.	1	0.	2	0.1	1592	49.8	1204	37.6	199	6.2	77	2.4	109	3.4	1	0.	2	0.1	626	19.6
EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT	783	380	48.5	309	39.5	37	4.7	9	1.1	18	2.3	1	0.1	6	0.8	403	51.5	279	35.6	69	8.8	19	2.4	29	3.7	2	0.3	5	0.6	184	23.5
EXECUTIVE OFFICE OF HEALTH & HUMAN SERVICES	23722	7852	33.1	5382	22.7	1753	7.4	462	1.9	241	1.	14	0.1	0	0.	15870	66.9	11245	47.4	3083	13.	1055	4.4	457	1.9	30	0.1	0	0.	7095	29.9
EXECUTIVE OFFICE of LABOR and WORKFORCE DEVELOPMENT	1603	632	39.4	492	30.7	83	5.2	25	1.6	31	1.9	1	0.1	0	0.	971	60.6	674	42.	145	9.	94	5.9	55	3.4	2	0.1	1	0.1	436	27.2
EXECUTIVE OFFICE OF PUBLIC SAFETY & HOMELAND SECURITY	8627	6632	76.9	5856	67.9	410	4.8	229	2.7	80	0.9	21	0.2	36	0.4	1995	23.1	1633	18.9	204	2.4	80	0.9	32	0.4	5	0.1	41	0.5	1061	12.3
EXECUTIVE OFFICE OF TRANSPORTATION	3080	2049	66.5	1772	57.5	132	4.3	43	1.4	92	3.	4	0.1	6	0.2	1031	33.5	734	23.8	168	5.5	65	2.1	60	1.9	2	0.1	2	0.1	566	18.4
GOVERNOR	68	24	35.3	17	25.	4	5.9	1	1.5	0	0.	0	0.	2	2.9	44	64.7	24	35.3	6	8.8	6	8.8	2	2.9	0	0.	6	8.8	19	27.9
OFFICE OF COMPTROLLER	119	54	45.4	38	31.9	4	3.4	2	1.7	10	8.4	0	0.	0	0.	65	54.6	50	42.	5	4.2	3	2.5	7	5.9	0	0.	0	0.	31	26.1
PUBLIC EMPLOYEE RETIREMENT ADM	50	23	46.	20	40.	0	0.	0	0.	1	2.	0	0.	2	4.	27	54.	25	50.	1	2.	1	2.	0	0.	0	0.	0	0.	3	6.
TEACHERS RETIREMENT BOARD	74	28	37.8	25	33.8	2	2.7	0	0.	1	1.4	0	0.	0	0.	46	62.2	31	41.9	9	12.2	2	2.7	4	5.4	0	0.	0	0.	18	24.3
THE HEALTH CARE SECURITY TRUST	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:	45251	21503	47.5	17156	37.9	2645	5.8	835	1.8	620	1.4	49	0.1	198	0.4	23748	52.5	17247	38.1	4050	9.	1461	3.2	825	1.8	46	0.1	119	0.3	10531	23.3

ODEO - Workforce Summary By Secretariat

Report run for Pay Period Ending 6/21/2008

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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	%		
BOARD OF LIBRARY COMMISSIONERS	26	6	23.1	5	19.2	0	0.	0	0.	0	0.	0	0.	1	3.8	20	76.9	16	61.5	1	3.8	0	0.	3	11.5	0	0.	0	0.	4	15.4
COMMISSION AGAINST DISCRIMINAT	63	16	25.4	5	7.9	5	7.9	3	4.8	1	1.6	0	0.	2	3.2	47	74.6	21	33.3	11	17.5	8	12.7	5	7.9	0	0.	2	3.2	33	52.4
COMMISSION ON STATUS OF WOMEN	4	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	4	100.	4	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
DISABLED PERSONS PROTECTION COMMISSION	29	9	31.	8	27.6	1	3.4	0	0.	0	0.	0	0.	0	0.	20	69.	17	58.6	0	0.	3	10.3	0	0.	0	0.	0	0.	4	13.8
ENVIRONMENTAL AFFAIRS	3940	2494	63.3	1822	46.2	95	2.4	21	0.5	42	1.1	7	0.2	507	12.9	1446	36.7	893	22.7	85	2.2	26	0.7	34	0.9	3	0.1	405	10.3	313	7.9
EXEC OFFICE OF EDUCATON	733	176	24.	147	20.1	17	2.3	5	0.7	7	1.	0	0.	0	0.	557	76.	435	59.3	67	9.1	29	4.	25	3.4	1	0.1	0	0.	151	20.6
EXECUTIVE OFFICE FOR ADMINSTRATION & FINANCE	3238	1626	50.2	1384	42.7	105	3.2	37	1.1	97	3.	1	0.	2	0.1	1612	49.8	1219	37.6	208	6.4	79	2.4	105	3.2	1	0.	0	0.	633	19.5
EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT	818	407	49.8	335	41.	39	4.8	8	1.	17	2.1	3	0.4	5	0.6	411	50.2	290	35.5	66	8.1	21	2.6	29	3.5	2	0.2	3	0.4	185	22.6
EXECUTIVE OFFICE OF HEALTH & HUMAN SERVICES	24409	8119	33.3	5576	22.8	1802	7.4	488	2.	237	1.	16	0.1	0	0.	16290	66.7	11612	47.6	3135	12.8	1051	4.3	459	1.9	33	0.1	0	0.	7221	29.6
EXECUTIVE OFFICE of LABOR and WORKFORCE DEVELOPMENT	1550	618	39.9	491	31.7	74	4.8	24	1.5	28	1.8	1	0.1	0	0.	932	60.1	665	42.9	134	8.6	83	5.4	48	3.1	2	0.1	0	0.	394	25.4
EXECUTIVE OFFICE OF PUBLIC SAFETY & HOMELAND SECURITY	8761	6781	77.4	6036	68.9	399	4.6	217	2.5	75	0.9	21	0.2	33	0.4	1980	22.6	1623	18.5	206	2.4	74	0.8	30	0.3	4	0.	43	0.5	1026	11.7
EXECUTIVE OFFICE OF TRANSPORTATION	2930	1946	66.4	1705	58.2	111	3.8	42	1.4	84	2.9	4	0.1	0	0.	984	33.6	714	24.4	161	5.5	57	1.9	50	1.7	2	0.1	0	0.	511	17.4
GOVERNOR	76	30	39.5	19	25.	4	5.3	2	2.6	0	0.	0	0.	5	6.6	46	60.5	24	31.6	8	10.5	7	9.2	2	2.6	0	0.	5	6.6	23	30.3
OFFICE OF COMPTROLLER	126	60	47.6	44	34.9	4	3.2	2	1.6	10	7.9	0	0.	0	0.	66	52.4	50	39.7	5	4.	4	3.2	7	5.6	0	0.	0	0.	32	25.4
PUBLIC EMPLOYEE RETIREMENT ADM	49	24	49.	21	42.9	0	0.	0	0.	1	2.	0	0.	2	4.1	25	51.	24	49.	0	0.	1	2.	0	0.	0	0.	0	0.	2	4.1
TEACHERS RETIREMENT BOARD	74	28	37.8	26	35.1	2	2.7	0	0.	0	0.	0	0.	0	0.	46	62.2	31	41.9	9	12.2	2	2.7	4	5.4	0	0.	0	0.	17	23.
THE HEALTH CARE SECURITY TRUST	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:	46827	22341	47.7	17625	37.6	2658	5.7	849	1.8	599	1.3	53	0.1	557	1.2	24486	52.3	17638	37.7	4096	8.7	1445	3.1	801	1.7	48	0.1	458	1.	10549	22.5

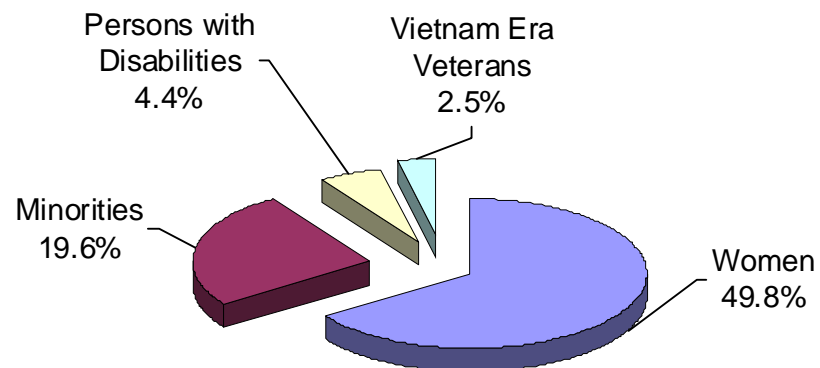


EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE

SECRETARY LESLIE A. KIRWAN

Demographics for Fiscal Year 2009

As of June 20, 2009



The Administration and Finance Secretariat FY09 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:

	Officials and Administrators		Professionals		Technicians		Protective Services Sworn	
	08-Q4	09-Q4	08-Q4	09-Q4	08-Q4	09-Q4	08-Q4	09-Q4
FM	41.6%	42.2%	49.6%	49.7%	39.3%	38.1%	50.0%	100.0%
MIN	13.8%	14.0%	19.3%	19.1%	29.1%	30.1%	0.0%	0.0%
VEV	3.1%	2.8%	2.4%	2.2%	3.4%	3.5%	0.0%	0.0%
DP	1.9%	2.1%	3.6%	4.1%	1.7%	2.7%	0.0%	0.0%

FM (Female) MIN (Minority) VEV (Vietnam Era Veteran) DP (Disabled Person)

	Protective Services Non-Sworn		Office/Clerical		Skilled Craft		Service Maintenance	
	08-Q4	09-Q4	08-Q4	09-Q4	08-Q4	09-Q4	08-Q4	09-Q4
FM	0.0%	0.0%	77.3%	76.9%	0.0%	0.0%	9.1%	11.1%
MIN	0.0%	0.0%	27.7%	30.2%	9.5%	9.5%	27.3%	33.3%
VEV	0.0%	0.0%	1.7%	2.2%	14.3%	14.3%	27.3%	22.2%
DP	0.0%	0.0%	8.0%	8.0%	0.0%	0.0%	0.0%	11.1%

The above comparison of the 4th quarter of FY08 to the 4th quarter of FY09 clearly shows that ANF protected class members generally experienced gains in higher-level managerial, professional and technical positions. Most notably:

- **Officials and Administrators** – the percentage of Minorities and Disabled Persons both increased by 0.2 points;

- **Professionals** – the percentage of Minorities decreased by 0.1 point while the percentage of Females and Disabled Persons increased by 0.1 and 0.5 points, respectively;
- **Technicians** – the percentage of Minorities and Disabled Persons increased by 1 point, while the percentage of Females decreased by 1.2 points and the percentage of Viet Nam Era Veterans increased by 0.1 points;
- **Office/Clerical** – the percentage of Minorities increased by 2.5 points while the percentage of Females declined by 0.4 points and the percentage of Viet Nam Era Veterans increased by 0.5 points;
- **Service Maintenance** – the percentage of Minorities increased by 6 points (an actual increase of only 3 employees) and the percentage of Disabled Persons increased by 11.1 point (an actual increase of only 1 employee).

Workforce Trends: ANF agencies for the most part maintained or improved upon their record of hiring, promoting and retaining protected class members over the past fiscal year. Minorities represented almost 24% of new hires, 22% of promotions and 23% of terminations. Females represented 62% of new hires, 61% of promotions and 47% of terminations. VEVs represented 2% of new hires, 0% of promotions and 6% of terminations. And Disabled Persons represented 3% of new hires, 2% of promotions and 7% of terminations. ANF agencies continued to work closely with the Office of Diversity and Equal Opportunity (ODEO) to market the Commonwealth at career fairs. Agencies continued to employ professional recruiters to expand and diversify the pool of highly qualified

candidates, although to a lesser degree than in the previous year. ANF agencies continued efforts to incorporate affirmative action and diversity as core organizational values. And, while Viet Nam Era Veterans continued to age out of the workforce, representation of Disabled Persons increased across Official and Administrators, Professionals, Technicians and Service Maintenance categories.

Agency Highlights: A substantial percentage of ANF agency employees participated 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 funding challenges these initiatives have advanced understanding and the value of diversity within agency culture across the Secretariat.

The Secretariat Moving Forward: These strategies continue to have long-term benefits, despite budget constraints over the past fiscal year. As previously noted, employee surveys should be used to benchmark gains shed what doesn't work and develop new strategies. Regardless, ANF agencies have and 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 6/20/2009

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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	14	5	35.7	5	35.7	0	0.	0	0.	0	0.	0	0.	0	0.	9	64.3	7	50.	2	14.3	0	0.	0	0.	0	0.	0	0.	2	14.3
APPELLATE TAX BOARD	24	13	54.2	12	50.	1	4.2	0	0.	0	0.	0	0.	0	0.	11	45.8	8	33.3	3	12.5	0	0.	0	0.	0	0.	0	0.	4	16.7
BUREAU OF STATE BUILDINGS	42	34	81.	29	69.	3	7.1	1	2.4	0	0.	1	2.4	0	0.	8	19.	3	7.1	3	7.1	0	0.	2	4.8	0	0.	0	0.	10	23.8
CAPITAL ASSET MANAGEMENT and M	240	141	58.8	122	50.8	13	5.4	1	0.4	5	2.1	0	0.	0	0.	99	41.3	76	31.7	13	5.4	2	0.8	6	2.5	1	0.4	1	0.4	41	17.1
CIVIL SERVICE COMMISSION	7	5	71.4	5	71.4	0	0.	0	0.	0	0.	0	0.	0	0.	2	28.6	0	0.	1	14.3	1	14.3	0	0.	0	0.	0	0.	2	28.6
DEPARTMENT OF REVENUE	2233	1066	47.7	929	41.6	60	2.7	26	1.2	51	2.3	0	0.	0	0.	1167	52.3	900	40.3	132	5.9	64	2.9	71	3.2	0	0.	0	0.	404	18.1
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 SERVIC	65	29	44.6	21	32.3	4	6.2	0	0.	4	6.2	0	0.	0	0.	36	55.4	24	36.9	6	9.2	3	4.6	3	4.6	0	0.	0	0.	20	30.8
EXECUTIVE OFFICE for ADMINISTR	45	23	51.1	17	37.8	2	4.4	1	2.2	3	6.7	0	0.	0	0.	22	48.9	18	40.	3	6.7	0	0.	1	2.2	0	0.	0	0.	10	22.2
GEORGE FINGOLD LIBRARY	17	3	17.6	2	11.8	1	5.9	0	0.	0	0.	0	0.	0	0.	14	82.4	11	64.7	2	11.8	0	0.	1	5.9	0	0.	0	0.	4	23.5
GROUP INSURANCE COMMISSION	55	15	27.3	11	20.	2	3.6	0	0.	2	3.6	0	0.	0	0.	40	72.7	25	45.5	5	9.1	2	3.6	7	12.7	0	0.	1	1.8	18	32.7
HUMAN RESOURCES DIVISION	116	43	37.1	31	26.7	2	1.7	0	0.	10	8.6	0	0.	0	0.	73	62.9	49	42.2	17	14.7	3	2.6	4	3.4	0	0.	0	0.	36	31.
INFORMATION TECHNOLOGY DIVISIO	318	220	69.2	171	53.8	17	5.3	8	2.5	22	6.9	0	0.	2	0.6	98	30.8	71	22.3	11	3.5	2	0.6	14	4.4	0	0.	0	0.	74	23.3
MASSACHUSETTS OFFICE ON DISABI	13	6	46.2	6	46.2	0	0.	0	0.	0	0.	0	0.	0	0.	7	53.8	6	46.2	1	7.7	0	0.	0	0.	0	0.	0	0.	1	7.7
TOTALS:	3198	1606	50.2	1364	42.7	105	3.3	37	1.2	97	3.	1	0.	2	0.1	1592	49.8	1204	37.6	199	6.2	77	2.4	109	3.4	1	0.	2	0.1	626	19.6

19 - ADMINISTRATION & FINANCE - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

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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	436	252	57.8	227	52.1	12	2.8	2	0.5	11	2.5	0	0.	0	0.	184	42.2	148	33.9	23	5.3	5	1.1	7	1.6	1	0.2	0	0.	61	14.
Professionals	2393	1203	50.3	1023	42.7	78	3.3	27	1.1	74	3.1	0	0.	1	0.	1190	49.7	909	38.	137	5.7	53	2.2	89	3.7	0	0.	2	0.1	458	19.1
Technicians	113	70	61.9	51	45.1	8	7.1	2	1.8	8	7.1	0	0.	1	0.9	43	38.1	27	23.9	5	4.4	3	2.7	8	7.1	0	0.	0	0.	34	30.1
Protective Service:Sworn	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	225	52	23.1	39	17.3	4	1.8	5	2.2	4	1.8	0	0.	0	0.	173	76.9	118	52.4	34	15.1	16	7.1	5	2.2	0	0.	0	0.	68	30.2
Skilled Craft	21	21	100.	19	90.5	2	9.5	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	9.5
Service Maintenance	9	8	88.9	5	55.6	1	11.1	1	11.1	0	0.	1	11.1	0	0.	1	11.1	1	11.1	0	0.	0	0.	0	0.	0	0.	0	0.	3	33.3
TOTALS:	3198	1606	50.2	1364	42.7	105	3.3	37	1.2	97	3.	1	0.	2	0.1	1592	49.8	1204	37.6	199	6.2	77	2.4	109	3.4	1	0.	2	0.1	626	19.6

19 - ADMINISTRATION & FINANCE - Secretariat New Hires Analysis

Report run for 3/29/2009 - 6/20/2009

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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	5	1	20.	1	20.	0	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	5	2	40.	1	20.	1	20.	0	0.	0	0.	0	0.	0	0.	3	60.	0	0.	1	20.	0	0.	1	20.	0	0.	1	20.	3	60.
TOTALS:	10	3	30.	2	20.	1	10.	0	0.	0	0.	0	0.	0	0.	7	70.	4	40.	1	10.	0	0.	1	10.	0	0.	1	10.	3	30.

19 - ADMINISTRATION & FINANCE - Secretariat Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

Report Generated 7/23/2009 4:12:10 PM

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

Voluntary Terminations

Officials and Administrators	3	2	66.7	2	66.7	0	0.	0	0.	0	0.	0	0.	0	0.	1	33.3	0	0.	1	33.3	0	0.	0	0.	0	0.	0	0.	1	33.3
Professionals	21	8	38.1	7	33.3	1	4.8	0	0.	0	0.	0	0.	0	0.	13	61.9	7	33.3	5	23.8	1	4.8	0	0.	0	0.	0	0.	7	33.3
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	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	100.	2	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	27	10	37.	9	33.3	1	3.7	0	0.	0	0.	0	0.	0	0.	17	63.	10	37.	6	22.2	1	3.7	0	0.	0	0.	0	0.	8	29.6

Involuntary Terminations

Professionals	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:	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.

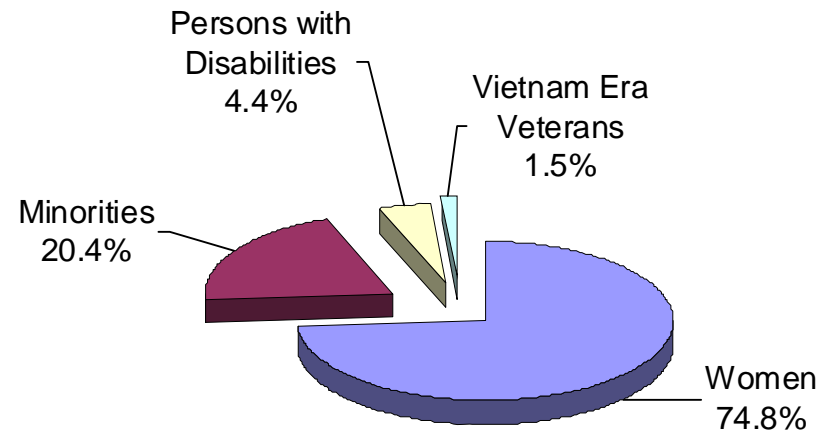


EXECUTIVE OFFICE OF EDUCATION

SECRETARY PAUL REVILLE

Demographics for Fiscal Year 2009

As of June 20, 2009



**AFFIRMATIVE ACTION ANNUAL REPORT - FISCAL
YEAR 2009**

INTRODUCTION

The Department of Elementary and Secondary Education is charged with the responsibility of ensuring improved teaching and learning in all of the Commonwealth's public schools.

We are guided by this mission...

"To improve the quality of the public education system so that students are adequately prepared for higher education, rewarding employment, continued education, and responsible citizenship. We carry out our mission in partnership with Massachusetts school districts and other organizations that provide educational programs and services. Students, parents, teachers and other educators, elected officials, business and community leaders, and the public all are stakeholders in the work of the Department to improve schools and raise student achievement."

And by these goals...

1. Qualified educators for every public school and classroom
2. High standards for what all students should know and be able to do in the core subjects
3. Adequate resources and support services, used well by schools, districts, and communities
4. Valid, reliable assessment and accountability systems for students, educators, schools, and districts
5. Timely, useful information to stakeholders, and
6. Efficient agency management.

OVERVIEW

ESE serves the Secretariat and Board of Education in the course of policy implementation, development of regulations, and in the design of programs in partnership with policy makers, communities, parents, school districts, in service to all students of the Commonwealth. Drawing upon a broad range of specialized skills which include implementation and evaluation of policies, formation and facilitation of specific groups, community building, and interagency collaboration, ESE provides a wide array of support services to both educators and students.

ESE WORKFORCE-BROAD COMPARISON OF FYs

Fiscal Year(s):	Commonwealth Parity % (2000 census)	2006	2007	2008	2009
Women	48%	70.3%	72.9%	73.3%	72.4%
Minorities	10.4%	17.17%	17.5%	18.5%	18.3%
Vietnam Era Veterans	5%	2.86%	3.0%	3.1%	2.6%
Persons with Disabilities*	12%	4.3%	4.6%	4.6%	4.2%

The Department's workforce comparison reflects that ESE exceeds 2000 workforce availability or parity statistics for minorities. During the past four fiscal years ESE has experienced a consistent increase and is above parity in the percentage of minority representation. The trend for Persons with Disabilities and VEV's was increasing; however there was a slight decrease during FY2009 due to attrition. ESE continues strong efforts to encourage employees to self-identify and to recruit and retain persons

with disabilities by providing accommodations to facilitate successful performance. It is the Department's practice to be supportive of all employees and make accommodations when possible to ensure, regardless of self identification, all employees can be successful at work regardless of status. We therefore believe we have a very large population of employees who have not felt the need to self-identify. ESE continually fosters and encourages employees to self-identify by educating them about the rights and privacy rules governing the collection, retention, use, and disclosure of this information.

During Fiscal Year 2009 ESE employed 532 employees with minority representation in the following categories:

Category	Total	Minority %
Officials & Admin	95	12.6%
Professionals	395	18.2%
Technicians	1	0%
Office/Clerical	40	30%
Skilled Craft	1	100%
Dept Total	532	18.3%

HIGHLIGHTS OF FISCAL YEAR 2009

In recognizing that training is a key component of creating diversity awareness, career growth and retention, ESE focuses on professional development training and services for employees to facilitate competencies for future advancement to open positions. Approximately 312 employees participated in professional development and diversity training programs. These programs were based

on the assessed and prioritized needs of employees, and in accordance with the goals and objectives outlined in our Affirmative Action and Diversity Plans.

To support this effort, the following programs were created:

Disability Discrimination Law	Leadership & Supervisory Skills
Mediation	Assertiveness for People in the Workplace
Influencing Skills for Difficult Situations	Americans with Disabilities Act
Managing Change	Critical Thinking

The combination of content offered through these trainings has promoted a culturally competent diverse workforce as well as increased awareness and understanding of diversity and will ensure internal growth opportunities for our employees. We are proud of our efforts towards ensuring a workplace that is welcoming to all, regardless of gender, race, sexual orientation, age, religion, disability or veteran status. Further, our established training and career development programs have created numerous promotional opportunities and improved retention. As a result, the Department has experienced significant increases in minority representation for hires and promotions during the past fiscal year:

- Minority representation in the Officials & Managers Category increased from 7.79% to 10.97%
- 20% of all hires in the Officials & Managers Category were minorities

- 18% of all hires in the Professional category were minorities
- 28% of all promotions/reallocations were minorities

MOVING FORWARD

The Department of Elementary & Secondary Education is proactive about ensuring that employees are treated in a reasonable, equitable and consistent fashion and will work to ensure our success of continuing to meet the goals and objectives of the Commonwealth's Plan for Affirmative Action and Equal Opportunity. We will continue to promote cultural proficiency, create a strategic plan for the future by identifying affirmative action/diversity barriers and potential resolutions/positive outcomes, and assist employees in attaining cultural proficiency and awareness.

Many of the recruitment, hiring and training initiatives will continue throughout the coming fiscal year. Included in these initiatives will be a greater emphasis upon completing mandatory diversity training as part of Executive Order (478) regarding non-discrimination, diversity, equal opportunity, and affirmative action. ESE will continue and complete this training within the second and third quarter of fiscal year 2010. We will continue to build an inclusive work culture that promotes ownership and accountability for diversity at all levels in our organization.

ESE continues with successful collaboration and outreach efforts to community groups, professional associations, and websites to recruit diverse applicants. In addition, we

actively work with human services agencies, minority and women's organizations, and community action groups concerned with equal employment opportunity for minorities, women, individuals with disabilities, and veterans. The Department will continue the following successful recruitment activities: Commonwealth Employment Opportunity (CEO); minority newspaper publications; employee referrals; various Internet job-posting sites; 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; participation 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

The Department of Elementary and Secondary Education is committed to creating a welcoming environment for a diverse range of highly skilled professionals. Our environment is one of mutual respect, integrity, professionalism and accountability. We strive to bring positive change and build a strong multicultural environment that is inclusive and continue to build a solid foundation for exemplary leadership standards and values.

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

Report run for Pay Period Ending 6/20/2009

Report Generated 7/23/2009 4:19:20 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	%		
DEPARTMENT OF EARLY EDUCATION	209	39	18.7	31	14.8	5	2.4	2	1.0	1	0.5	0	0.0	0	0.0	170	81.3	122	58.4	25	12.0	19	9.1	4	1.9	0	0.0	0	0.0	56	26.8
DEPARTMENT OF EDUCATION	531	144	27.1	121	22.8	13	2.4	3	0.6	7	1.3	0	0.0	0	0.0	387	72.9	314	59.1	39	7.3	10	1.9	23	4.3	1	0.2	0	0.0	96	18.1
EXEC OFFICE OF EDUCATON	10	6	60.0	5	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	10.0	4	40.0	3	30.0	0	0.0	0	0.0	1	10.0	0	0.0	0	0.0	1	10.0
TOTALS:	750	189	25.2	157	20.9	18	2.4	5	0.7	8	1.1	0	0.0	1	0.1	561	74.8	439	58.5	64	8.5	29	3.9	28	3.7	1	0.1	0	0.0	153	20.4

73 - EXEC OFFICE OF EDUCATON - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

Report Generated 7/23/2009 4:41:33 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	132	44	33.3	41	31.1	2	1.5	0	0.0	0	0.0	0	0.0	1	0.8	88	66.7	74	56.1	8	6.1	3	2.3	3	2.3	0	0.0	0	0.0	16	12.1
Professionals	556	135	24.3	110	19.8	13	2.3	5	0.9	7	1.3	0	0.0	0	0.0	421	75.7	330	59.4	47	8.5	21	3.8	23	4.1	0	0.0	0	0.0	116	20.9
Technicians	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service:Non-Sworn	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Office/Clerical	58	8	13.8	5	8.6	2	3.4	0	0.0	1	1.7	0	0.0	0	0.0	50	86.2	34	58.6	8	13.8	5	8.6	2	3.4	1	1.7	0	0.0	19	32.8
Skilled Craft	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	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
TOTALS:	750	189	25.2	157	20.9	18	2.4	5	0.7	8	1.1	0	0.0	1	0.1	561	74.8	439	58.5	64	8.5	29	3.9	28	3.7	1	0.1	0	0.0	153	20.4

73 - EXEC OFFICE OF EDUCATON - Secretariat New Hires Analysis

Report run for 3/29/2009 - 6/20/2009

Report Generated 7/23/2009 4:43:11 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	3	2	66.7	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	100.0	3	50.0	1	16.7	0	0.0	2	33.3	0	0.0	0	0.0	3	50.0
Office/Clerical	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	12	2	16.7	2	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	10	83.3	7	58.3	1	8.3	0	0.0	2	16.7	0	0.0	0	0.0	3	25.0

73 - EXEC OFFICE OF EDUCATON - Secretariat Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

Report Generated 7/23/2009 4:44:45 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Office/Clerical	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
TOTALS:	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0

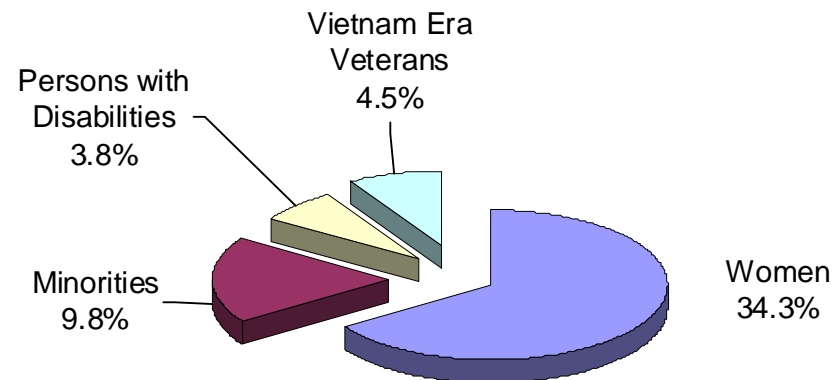


EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS

SECRETARY IAN A. BOWLES

Demographics for Fiscal Year 2009

As of June 20, 2009



**Executive Office of Energy and Environmental Affairs
2009 Annual Narrative**

SECRETARIAT OVERVIEW

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.

1. The Secretariat oversees six departments, **Department of Agricultural Resources** The Department of Agricultural Resources (DAR) works to provide a safe, local supply of high quality foods and to strengthen the economic viability of Massachusetts' agriculture. DAR promotes the environmental sustainability of the agricultural industry by preserving significant farmland resources and supporting agriculture as an important part of the Commonwealth's economy;
2. **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;

3. **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;
4. **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.
5. **Department of Public Utilities** The Department of Public Utilities (DPU) mission is to ensure that utility consumers are provided with the most reliable service at the lowest possible cost; to protect the public safety from transportation and gas pipeline related accidents; to oversee the energy facilities siting process; and to ensure that residential ratepayers' rights are protected under regulations.
6. **Department of Energy Resources** The Department of Energy Resources (ENE) is charged with **Creating a Greener Energy Future for the Commonwealth** economically and environmentally, including: achieving all cost-effective energy efficiencies, maximizing development of greener energy resources, creating and leading implementation of energy strategies to assure reliable supplies and improve relative cost, and supporting clean tech companies and spurring clean energy employment.

Broad Comparison of Workforce – The total workforce for Environmental Affairs for fiscal year 2009 is 242 compared to 269 in 2008, decreasing employee count by 27. Decrease in employees was impacted by terminations both involuntary and voluntary, retirement and layoffs.

Officials and Administrators = 15% decrease

2009 Total = 40

2008 Total = 46

Professionals = 13% decrease

2009 Total = 91

2008 Total = 103

Technicians = 100% increase

2009 Total = 1

2008 Total = 0

Protective Services Sworn = 9% decrease

2009 Total = 86

2008 Total = 94

Office/Clerical = 8% decrease

2009 Total = 24

2008 Total = 26

Within Environmental Affairs there are seven (7) offices, Coastal Zone Management (CZM), Division of Conservation Services (DCS), Mass Environment Policy Act (MEPA), Mass Environmental Trust (MET), Mass GIS (GIS), Office of Law Enforcement (OLE) and Office of Technical Assistant (OTA).

ENV had 23 (9.5%) promotions/reallocations for this fiscal year with 5 (2%) being minorities. Promotion/reallocations was generated by the employee supervisor and department head and based on the increase in job responsibilities and performance of the full time employee.

The resources for recruitment for ENV were by the CEO, forwarding the postings to community organizations and women's and career specific groups. Due to budget constraints there was no advertising in the media.

Voluntary Terminations was retirement or resignation and Involuntary Terminations was for position elimination with staff reduction and job performance.

Highlights – In December 2008, ENV had a reduction in staff due to position elimination and the vacancy of the HR Director position.

20 - ENVIRONMENTAL AFFAIRS - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/20/2009

Report Generated 7/23/2009 4:50:37 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	%		
DEPARTMENT CONSERVATION AND RE	1199	876	73.1	689	57.5	47	3.9	10	0.8	10	0.8	2	0.2	118	9.8	323	26.9	231	19.3	31	2.6	6	0.5	5	0.4	1	0.1	49	4.1	112	9.3
DEPARTMENT of AGRICULTURAL RES	72	39	54.2	36	50.	2	2.8	0	0.	1	1.4	0	0.	0	0.	33	45.8	28	38.9	4	5.6	1	1.4	0	0.	0	0.	0	0.	8	11.1
DEPARTMENT OF ENVIRONMENTAL PR	977	565	57.8	519	53.1	21	2.1	6	0.6	18	1.8	1	0.1	0	0.	412	42.2	354	36.2	27	2.8	9	0.9	22	2.3	0	0.	0	0.	104	10.6
DEPARTMENT OF FISH AND GAME	294	190	64.6	184	62.6	1	0.3	0	0.	2	0.7	2	0.7	1	0.3	104	35.4	98	33.3	3	1.	2	0.7	1	0.3	0	0.	0	0.	11	3.7
DEPARTMENT OF TELECOMMUNICATIO	122	67	54.9	54	44.3	8	6.6	2	1.6	3	2.5	0	0.	0	0.	55	45.1	40	32.8	10	8.2	0	0.	2	1.6	0	0.	3	2.5	25	20.5
DIVISION OF ENERGY RESOURCES	40	25	62.5	21	52.5	2	5.	0	0.	1	2.5	0	0.	1	2.5	15	37.5	12	30.	0	0.	1	2.5	1	2.5	0	0.	1	2.5	5	12.5
EXECUTIVE OFFICE OF ENVIRONMEN	242	158	65.3	144	59.5	11	4.5	0	0.	2	0.8	1	0.4	0	0.	84	34.7	71	29.3	7	2.9	1	0.4	3	1.2	2	0.8	0	0.	27	11.2
STATE RECLAMATION BOARD	96	79	82.3	55	57.3	0	0.	1	1.	2	2.1	1	1.	20	20.8	17	17.7	11	11.5	1	1.	0	0.	1	1.	0	0.	4	4.2	6	6.3
TOTALS:	3042	1999	65.7	1702	56.	92	3.	19	0.6	39	1.3	7	0.2	140	4.6	1043	34.3	845	27.8	83	2.7	20	0.7	35	1.2	3	0.1	57	1.9	298	9.8

20 - ENVIRONMENTAL AFFAIRS - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

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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	309	206	66.7	177	57.3	14	4.5	1	0.3	1	0.3	0	0.	13	4.2	103	33.3	83	26.9	8	2.6	3	1.	0	0.	0	0.	9	2.9	27	8.7
Professionals	1748	1049	60.	912	52.2	40	2.3	13	0.7	34	1.9	1	0.1	49	2.8	699	40.	571	32.7	52	3.	11	0.6	33	1.9	2	0.1	30	1.7	186	10.6
Technicians	147	118	80.3	110	74.8	3	2.	1	0.7	0	0.	1	0.7	3	2.	29	19.7	27	18.4	2	1.4	0	0.	0	0.	0	0.	0	0.	7	4.8
Protective Service:Sworn	105	93	88.6	83	79.	3	2.9	0	0.	2	1.9	1	1.	4	3.8	12	11.4	12	11.4	0	0.	0	0.	0	0.	0	0.	0	0.	6	5.7
Office/Clerical	158	21	13.3	17	10.8	3	1.9	0	0.	1	0.6	0	0.	0	0.	137	86.7	101	63.9	19	12.	6	3.8	2	1.3	0	0.	9	5.7	31	19.6
Skilled Craft	152	145	95.4	124	81.6	8	5.3	1	0.7	0	0.	1	0.7	11	7.2	7	4.6	5	3.3	0	0.	0	0.	0	0.	0	0.	2	1.3	10	6.6
Service Maintenance	423	367	86.8	279	66.	21	5.	3	0.7	1	0.2	3	0.7	60	14.2	56	13.2	46	10.9	2	0.5	0	0.	0	0.	1	0.2	7	1.7	31	7.3
TOTALS:	3042	1999	65.7	1702	56.	92	3.	19	0.6	39	1.3	7	0.2	140	4.6	1043	34.3	845	27.8	83	2.7	20	0.7	35	1.2	3	0.1	57	1.9	298	9.8

20 - ENVIRONMENTAL AFFAIRS - Secretariat New Hires Analysis

Report run for 3/29/2009 - 6/20/2009

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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	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.
Professionals	32	20	62.5	3	9.4	1	3.1	0	0.	0	0.	0	0.	16	50.	12	37.5	5	15.6	0	0.	1	3.1	0	0.	0	0.	6	18.8	2	6.3
Technicians	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	100.	1	50.	0	0.	0	0.	0	0.	1	50.	0	0.	0	0.
Service Maintenance	13	12	92.3	4	30.8	0	0.	0	0.	0	0.	0	0.	8	61.5	1	7.7	0	0.	0	0.	0	0.	0	0.	1	7.7	0	0.	0	0.
TOTALS:	50	35	70.	9	18.	1	2.	0	0.	0	0.	0	0.	25	50.	15	30.	6	12.	0	0.	1	2.	0	0.	0	0.	8	16.	2	4.

20 - ENVIRONMENTAL AFFAIRS - Secretariat Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

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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	5	4	80.	3	60.	0	0.	0	0.	0	0.	0	0.	1	20.	1	20.	1	20.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	16	12	75.	12	75.	0	0.	0	0.	0	0.	0	0.	0	0.	4	25.	2	12.5	1	6.3	0	0.	1	6.3	0	0.	0	0.	2	12.5
Protective Service:Sworn	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	2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	100.	1	50.	0	0.	0	0.	0	0.	1	50.	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.
Service Maintenance	6	6	100.	6	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	31	24	77.4	23	74.2	0	0.	0	0.	0	0.	0	0.	1	3.2	7	22.6	4	12.9	1	3.2	0	0.	1	3.2	0	0.	1	3.2	2	6.5
Involuntary Terminations																															
Officials and Administrators	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
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:	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	0	0.	1	50.	0	0.	0	0.	0	0.	0	0.	1	50.

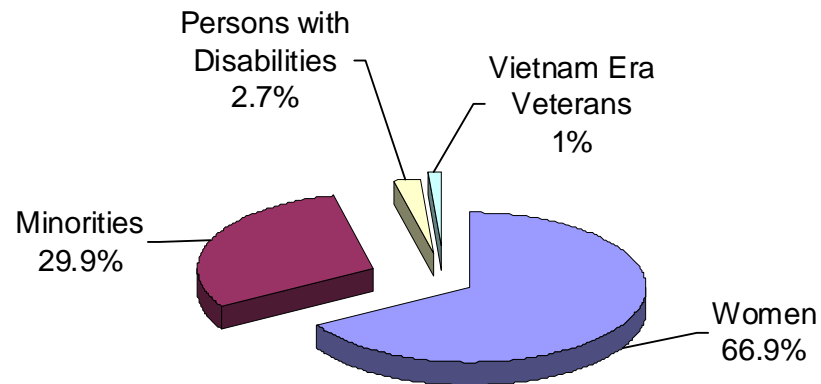


EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES

SECRETARY JUDYANN BIGBY

Demographics for Fiscal Year 2009

As of June 20, 2009



Overview of the Executive Office of Health and Human Services Secretariat

The Executive Office of Health and Human Services {EOHHS} Secretariat provides services to many of the Commonwealth's most vulnerable citizens. The Secretariat's seventeen agencies are configured into 3 clusters: Children Youth and Families [CYF], Health, and Disabilities and Community Services [DCS] as follows:

- The CYF Cluster includes the following agencies: Department of Transitional Assistance [DTA], Department of Youth Services [DYS], Department of Veterans Services [DVS], Department of Social Services [DSS], the Department of Refugees and Immigrants [ORI], and the Department of Elder Affairs [ELD]. It also includes the Secretariat: Executive Office of Human Services [EHS], Administration Services, Financial Management, Human Resources, Information Technology, Legal Services, MassHealth, Project Management and the Office of Leased and State Owned Property.
- The Disabilities Cluster is comprised of seven agencies: Mass Commission for the Deaf and Hard of Hearing [MCDHH], Department of Developmental Services [DDS], Soldiers' Home in Chelsea [CHE], Massachusetts Commission for the Blind [MCB], Massachusetts

Rehabilitation Commission [MRC], Department of Elder Affairs [ELD], and the Soldiers' Home in Holyoke.

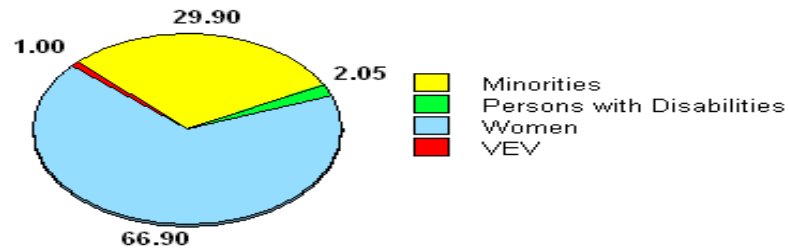
- The Health Cluster includes: Department of Public Health [DPH], Department of Mental Health [DMH] and Department of Healthcare and Finance [HCF].

The Executive Office of Health and Human Services Secretariat Workforce Analysis and Highlights

The Commonwealth's parity percentage goals for the protective group members are set at: 48.20% for women, 10.40% for minorities, 12.00% for persons with disabilities and 5.00 % for Vietnam era Veterans. These percentages are for the 14 counties [351 cities and towns] of the Commonwealth of MA and are based on the Census 2000 Special EEO File.

Please see the pie chart below for EHS's Fiscal Year 2009 Fourth Quarter parity percentages. The second chart compares EHS protected group representation for FY'09 with that of FY'08.

EHS FY'09 Fourth Quarter Parity Percentages



Protected Group Representation in EHS Secretariat during FY'09 and FY'08

FY' 09				
WORK FORCE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
	24356	24028	23793	23722
PARITY PERCENTAGES				
Women	66.80%	66.90%	68.80%	66.90%
Minorities	29.70%	29.60%	29.90%	29.90%
Disabled	2.60%	2.50%	2.50%	2.50%
VEV	1.10%	1.10%	1.00%	1.00%

FY' 08				
WORK FORCE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
	24121	24201	24303	24386
PARITY PERCENTAGES				
Women	66.60%	66.70%	66.70%	66.70%
Minorities	29.10%	29.20%	29.40%	29.60%
Disabled	2.80%	2.80%	2.70%	2.70%
VEV	1.30%	1.20%	1.20%	1.20%

Overall, for the current fiscal year [FY'09], the Secretariat workforce exceeds the 2000 census workforce availability statistics for minorities and women. The Secretariat's

success in this area is largely attributable to the partnership of Diversity Officers, Human Resources [HR] Employment Services staff and agency hiring managers. The Secretariat also benefits from a "top down" commitment from the Secretary towards the attainment of a work force which truly reflects the diversity of the population seeking service.

The Secretariat's percentages for Vietnam Era Veterans [VEV's], and persons with disabilities remain low because:

- Applicants and employees must choose to identify either as persons with a one or more disabilities or as an individuals with VEV status;
- The nature of the work performed by EOHHS Agencies may be misunderstood by jobseekers within the disability community;
- Applicants with VEV status are not aggressively seeking employment within Secretariat Agencies; and,
- Current VEV employees are reaching retirement age and are choosing that option.

Within the Secretariat, recognition of both the undercounting of and the many contributions made by EOHHS employees with disabilities has resulted in a concerted effort to reach out and invite individuals with disabilities to self-identify. Such effort is part of an overall strategy initiated by the Secretary's office both to publicize and to create a working environment that is welcoming

and supportive to employees with disabilities. EOHHS is also in the process of converting to a Voice-Over Internet Protocol system that has passed several rigorous tests of accessibility and usability.

Finally, several EOHHS agencies particularly MRC and MCB were key contributors behind Governor Deval Patrick's June 2009 announcement of a plan to make Massachusetts a model employer for people with disabilities. When taken together, these initiatives should help make the Secretariat an "employer of choice" for applicants with disabilities.

FY'09 budget constraints lead to a Secretariat review of the staffing needs of EOHHS Agencies. These financial constraints are expected to continue and will prevent EOHHS agencies from placing any significant emphasis on recruitment. However, there should be greater stress placed on succession planning, talent management, employee retention, professional development, and promotion of staff with an emphasis on ensuring diversity representation at all employment levels. These initiatives will result in a stronger, more stable workforce.

The Secretariat consolidation continues to yield significant service integration benefits for EOHHS consumers/clients and allow for significant administrative streamlining. By the end of FY2009, EOHHS had a number of accomplishments relating to diversity, affirmative action, and equal opportunity. For example, there was an

increase in the number of trainings offered within the Secretariat by the HR Center for Staff Development. Steps have been taken to ensure that all EOHHS employees have participated in or registered for the diversity class by September 30, 2009. Diversity Officers and other trainers facilitated diversity awareness trainings for both the EOHHS Center for Staff Development and the Human Resources Division [HRD] in all EOHHS Agencies. Finally, EOHHS Diversity Officers have partnered in leadership roles within diversity councils and multi-cultural committees within many of the agencies they serve.

The Executive Office of Health and Human Service Secretariat values all employees and understands that to fulfill the goals of EOHHS agencies, there must be respect for individual diversity inclusive of the following EEO-4 categories: race; color; religious creed; national origin; ancestry; sex; sexual orientation; Vietnam Era Veteran status; age; and, disability.

Please direct any questions about this report to Lorraine Woodson, EOHHS Acting Secretariat Diversity Director at 617-348-8409.

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

Report run for Pay Period Ending 6/20/2009

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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	61	9	14.8	7	11.5	0	0.	2	3.3	0	0.	0	0.	0	0.	52	85.2	46	75.4	5	8.2	0	0.	0	0.	1	1.6	0	0.	8	13.1
DEPARTMENT OF ELDER AFFAIRS	69	21	30.4	20	29.	1	1.4	0	0.	0	0.	0	0.	0	0.	48	69.6	41	59.4	4	5.8	1	1.4	2	2.9	0	0.	0	0.	8	11.6
DEPARTMENT OF MENTAL HEALTH	3688	1526	41.4	1072	29.1	350	9.5	60	1.6	38	1.	6	0.2	0	0.	2162	58.6	1672	45.3	370	10.	65	1.8	50	1.4	5	0.1	0	0.	944	25.6
DEPARTMENT OF MENTAL RETARDATI	7264	2422	33.3	1491	20.5	805	11.1	95	1.3	29	0.4	2	0.	0	0.	4842	66.7	3391	46.7	1234	17.	150	2.1	60	0.8	7	0.1	0	0.	2382	32.8
DEPARTMENT OF PUBLIC HEALTH	3263	999	30.6	732	22.4	163	5.	40	1.2	63	1.9	1	0.	0	0.	2264	69.4	1532	47.	487	14.9	90	2.8	151	4.6	4	0.1	0	0.	999	30.6
DEPARTMENT OF TRANSITIONAL ASS	1628	421	25.9	303	18.6	38	2.3	41	2.5	37	2.3	2	0.1	0	0.	1207	74.1	772	47.4	209	12.8	180	11.1	45	2.8	1	0.1	0	0.	553	34.
DEPARTMENT OF VETERANS SERVICE	47	29	61.7	26	55.3	1	2.1	2	4.3	0	0.	0	0.	0	0.	18	38.3	12	25.5	5	10.6	1	2.1	0	0.	0	0.	0	0.	9	19.1
DEPARTMENT OF YOUTH SERVICES	910	645	70.9	386	42.4	174	19.1	80	8.8	4	0.4	1	0.1	0	0.	265	29.1	177	19.5	58	6.4	27	3.	3	0.3	0	0.	0	0.	347	38.1
DEPT OF CHILDREN & FAMILIES	3578	782	21.9	572	16.	109	3.	73	2.	27	0.8	1	0.	0	0.	2796	78.1	1996	55.8	379	10.6	362	10.1	51	1.4	8	0.2	0	0.	1010	28.2
EXECUTIVE OFFICE OF HEALTH and	1331	410	30.8	330	24.8	49	3.7	11	0.8	19	1.4	1	0.1	0	0.	921	69.2	671	50.4	161	12.1	49	3.7	37	2.8	3	0.2	0	0.	330	24.8
HEALTH CARE FINANCE & POLICY	115	44	38.3	32	27.8	3	2.6	1	0.9	8	7.	0	0.	0	0.	71	61.7	43	37.4	11	9.6	2	1.7	15	13.	0	0.	0	0.	40	34.8
MASS COMMISSION FOR THE BLIND	165	56	33.9	45	27.3	8	4.8	0	0.	3	1.8	0	0.	0	0.	109	66.1	90	54.5	11	6.7	3	1.8	5	3.	0	0.	0	0.	30	18.2
MASS REHABILITATION COMMISSION	809	234	28.9	185	22.9	25	3.1	17	2.1	7	0.9	0	0.	0	0.	575	71.1	429	53.	78	9.6	41	5.1	26	3.2	1	0.1	0	0.	195	24.1
OFFICE FOR REFUGEES and IMMIGR	21	2	9.5	1	4.8	0	0.	1	4.8	0	0.	0	0.	0	0.	19	90.5	13	61.9	3	14.3	1	4.8	2	9.5	0	0.	0	0.	7	33.3
SOLDIERS' HOME in HOLYOKE	366	104	28.4	83	22.7	9	2.5	10	2.7	2	0.5	0	0.	0	0.	262	71.6	198	54.1	21	5.7	40	10.9	3	0.8	0	0.	0	0.	85	23.2
SOLDIERS' HOME in MASSACHUSETT	407	148	36.4	97	23.8	18	4.4	29	7.1	4	1.	0	0.	0	0.	259	63.6	162	39.8	47	11.5	43	10.6	7	1.7	0	0.	0	0.	148	36.4
TOTALS:	23722	7852	33.1	5382	22.7	1753	7.4	462	1.9	241	1.	14	0.1	0	0.	15870	66.9	11245	47.4	3083	13.	1055	4.4	457	1.9	30	0.1	0	0.	7095	29.9

45 - HEALTH & HUMAN SERVICES - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

Report Generated 7/23/2009 5:08:41 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%
Officials and Administrators	1669	680	40.7	591	35.4	57	3.4	17	1.1	14	0.8	1	0.1	0	0.0	989	59.3	836	50.1	109	6.5	27	1.6	17	1.1	0	0.0	0	0.0	242	14.5
Professionals	11506	3240	28.2	2515	21.9	379	3.3	194	1.7	147	1.3	5	0.0	0	0.0	8266	71.8	6236	54.2	1072	9.3	622	5.4	315	2.7	21	0.2	0	0.0	2755	23.9
Technicians	1311	328	25.3	259	19.8	51	3.9	11	0.8	7	0.5	0	0.0	0	0.0	983	75.1	778	59.3	144	11.0	49	3.7	11	0.8	1	0.1	0	0.0	274	20.9
Protective Service:Sworn	173	145	83.8	115	66.5	22	12.7	7	4.0	1	0.6	0	0.0	0	0.0	28	16.2	16	9.2	8	4.6	3	1.7	1	0.6	0	0.0	42	24.3		
Protective Service:Non-Sworn	6287	2472	39.3	1163	18.5	1107	17.6	155	2.5	44	0.7	3	0.0	0	0.0	3815	60.7	2113	33.6	1442	22.9	200	3.2	58	0.9	2	0.0	0	0.0	3011	47.9
Office/Clerical	1560	142	9.1	95	6.1	27	1.7	11	0.7	8	0.5	1	0.1	0	0.0	1418	90.9	1006	64.5	257	16.5	109	7.0	41	2.6	5	0.3	0	0.0	459	29.4
Skilled Craft	462	416	90.0	357	77.3	32	6.9	17	3.7	7	1.5	3	0.6	0	0.0	46	10.0	37	8.0	7	1.5	1	0.2	1	0.2	0	0.0	68	14.7		
Service Maintenance	719	427	59.4	285	39.6	78	10.8	50	7.0	13	1.8	1	0.1	0	0.0	292	40.6	195	27.1	40	5.6	43	6.0	13	1.8	1	0.1	0	0.0	239	33.2
No EEO-4 Reporting	35	2	5.7	2	5.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	33	94.3	28	80.0	4	11.4	1	2.9	0	0.0	0	0.0	5	14.3		
TOTALS:	23722	7852	33.1	5382	22.7	1753	7.4	462	1.9	241	1.0	14	0.1	0	0.0	15870	66.9	11245	47.4	3083	13.0	1055	4.4	457	1.9	30	0.1	0	0.0	7095	29.9

45 - HEALTH & HUMAN SERVICES - Secretariat New Hires Analysis

Report run for 3/29/2009 - 6/20/2009

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EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%
Officials and Administrators	4	2	50.0	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	1	25.0		
Professionals	104	26	25.0	16	15.4	6	5.8	2	1.9	2	1.9	0	0.0	0	0.0	78	75.0	55	52.9	14	13.5	5	4.8	4	3.8	0	0.0	33	31.7		
Technicians	5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	100.0	4	80.0	1	20.0	0	0.0	0	0.0	0	0.0	1	20.0		
Protective Service:Sworn	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	2	100.0		
Protective Service:Non-Sworn	130	47	36.2	29	22.3	15	11.5	3	2.3	0	0.0	0	0.0	0	0.0	83	63.8	53	40.8	28	21.5	2	1.5	0	0.0	0	0.0	48	36.9		
Office/Clerical	27	2	7.4	0	0.0	1	3.7	0	0.0	1	3.7	0	0.0	0	0.0	25	92.6	11	40.7	4	14.8	9	33.3	1	3.7	0	0.0	16	59.3		
Skilled Craft	13	11	84.6	11	84.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	15.4	2	15.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Service Maintenance	14	8	57.1	5	35.7	3	21.4	0	0.0	0	0.0	0	0.0	0	0.0	6	42.9	5	35.7	1	7.1	0	0.0	0	0.0	0	0.0	4	28.6		
No EEO-4 Reporting	3	1	33.3	1	33.3	0	0.0	0	0.0	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	0	0.0		
TOTALS:	302	98	32.5	64	21.2	26	8.6	5	1.7	3	1.0	0	0.0	0	0.0	204	67.5	133	44.0	50	16.6	16	5.3	5	1.7	0	0.0	105	34.8		

45 - HEALTH & HUMAN SERVICES - Secretariat Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

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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	16	8	50.	6	37.5	1	6.3	1	6.3	0	0.	0	0.	0	0.	8	50.	8	50.	0	0.	0	0.	0	0.	0	0.	0	0.	2	12.5
Professionals	110	34	30.9	28	25.5	4	3.6	1	0.9	1	0.9	0	0.	0	0.	76	69.1	59	53.6	12	10.9	1	0.9	4	3.6	0	0.	0	0.	23	20.9
Technicians	18	5	27.8	5	27.8	0	0.	0	0.	0	0.	0	0.	0	0.	13	72.2	12	66.7	0	0.	1	5.6	0	0.	0	0.	0	0.	1	5.6
Protective Service:Sworn	2	1	50.	0	0.	1	50.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.
Protective Service:Non-Sworn	93	37	39.8	17	18.3	18	19.4	2	2.2	0	0.	0	0.	0	0.	56	60.2	30	32.3	23	24.7	0	0.	2	2.2	1	1.1	0	0.	46	49.5
Office/Clerical	17	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	17	100.	12	70.6	3	17.6	2	11.8	0	0.	0	0.	0	0.	5	29.4
Skilled Craft	11	11	100.	10	90.9	0	0.	1	9.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	9.1
Service Maintenance	10	5	50.	3	30.	2	20.	0	0.	0	0.	0	0.	0	0.	5	50.	3	30.	1	10.	0	0.	1	10.	0	0.	0	0.	4	40.
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.
TOTALS:	279	102	36.6	70	25.1	26	9.3	5	1.8	1	0.4	0	0.	0	0.	177	63.4	126	45.2	39	14.	4	1.4	7	2.5	1	0.4	0	0.	83	29.7
Involuntary Terminations																															
Professionals	5	3	60.	2	40.	0	0.	1	20.	0	0.	0	0.	0	0.	2	40.	1	20.	1	20.	0	0.	0	0.	0	0.	0	0.	2	40.
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:Non-Sworn	30	12	40.	6	20.	4	13.3	2	6.7	0	0.	0	0.	0	0.	18	60.	10	33.3	7	23.3	1	3.3	0	0.	0	0.	0	0.	14	46.7
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.
Service Maintenance	2	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	100.	2	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	40	17	42.5	10	25.	4	10.	3	7.5	0	0.	0	0.	0	0.	23	57.5	14	35.	8	20.	1	2.5	0	0.	0	0.	0	0.	16	40.
Uncategorized																															
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.
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:	2	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	0	0.	1	50.	0	0.	0	0.	0	0.	0	0.	1	50.

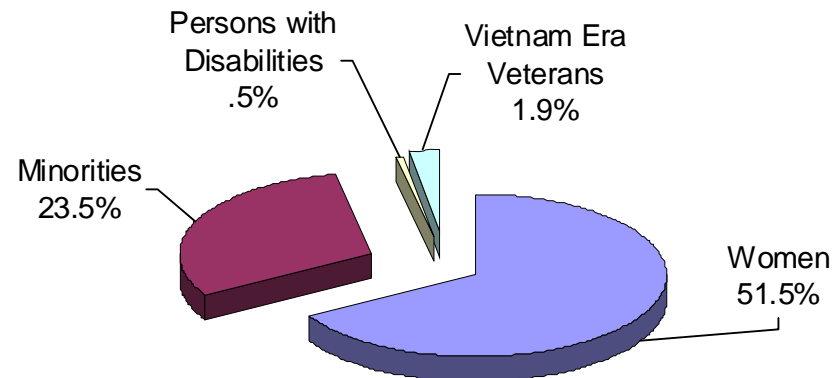


EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT

SECRETARY DANIEL O'CONNELL

Demographics for Fiscal Year 2009

As of June 20, 2009



EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT (EOHED)

Secretariat Overview

The mission of the Executive Office of Housing and Economic Development 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 the Department of Business Development, 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 seeks to protect consumers through a reasonable regulatory approach to critical business areas such as banking, insurance, and telecommunications.

Workforce Analysis

The year to year statistics detailed below show a comparison of the entire EOHED secretariat workforce. The total workforce has decreased in FY2009 and will likely continue to decrease in FY2010. However, it

should be noted that there were increases for both minority males and minority females in the EOHED workforce. Furthermore, the decrease of white females was somewhat marginal. EOHED agencies are all working to improve their efforts at recruiting Vietnam Era Veterans and persons with disabilities.

	FY2008		FY2009		Variance	
	#	%	#	%	#	%
Total Workforce	818		783		(35)	(4.28%)
Males	408	49.88%	381	48.66%	(27)	(6.62%)
Non-Minority	342	41.81%	310	39.59%	(32)	(9.36%)
Minority	66	8.07%	71	9.07%	5	7.58%
Females	410	50.12%	402	51.34%	(8)	(1.95%)
Non-Minority	296	36.19%	279	35.63%	(17)	(5.74%)
Minority	114	13.94%	123	15.71%	9	7.89%

Retention: Many agencies under EOHED have had historically minimal turnover. Furthermore, with the current economic situation, we expect voluntary turnover rates to be lower than usual. However, EOHED agencies will continue to maintain policies offering staff incentives such as approved flex time when appropriate and professional development training to ensure a level of job satisfaction among employees.

Promotion: EOHED believes in recognizing and rewarding exceptional staff. Given ongoing hiring freezes, EOHED agencies will need to refocus efforts and fill any vacant positions internally rather than through the usual search process.

Hiring: Smaller agencies historically have had very few if any vacancies; and given current budget constraints, there may be fewer vacancies. In the past, some agencies have additional vacancies due to increased budgets for new or priority initiatives. For those larger agencies with mandates that required them to hire large blocks of employees, there was an aggressive recruiting effort. Specifically, job fairs and career fairs (through local universities or through community organizations) offered excellent opportunities to recruit qualified candidates. Agencies have taken advantage of minority newspapers and of internet sites for their job postings with often positive results. EOHEd will continue to encourage its agencies to conduct informational interviews. While these interviews don't necessarily lead to job offers, they do give the interviewees opportunities to network with human resources professionals and to learn more about the state's process for hiring staff.

Terminations: Exit interviews are conducted with all terminated employees where they are given information on how to separate from service. In this fiscal year, many staff voluntarily terminated as they found positions that offered professional advancement. It is expected that there will be an increase in involuntary terminations, and HR staff will work very hard to ensure that the EOHEd workforce will remain representative of the community that it serves.

Highlights: The EOHEd secretariat has consistently been above benchmarks for minorities and females. As with other state agencies, we have struggled in our attempts to hire VEVs and persons with disabilities. However, secretariat HR staff are working to expand our recruitment efforts in these two categories. We are also working to improve our self-identification process.

Secretariat Moving Forward

EOHEd and its agencies work very hard to maintain an atmosphere that is welcoming to peoples of various cultures, races, ages, and orientations. The secretariat as a whole has exceeded the statewide benchmark for minorities and women for the past five fiscal years. Given our limitations, we believe we can continue to exceed those benchmarks for a sixth consecutive year and perhaps even more.

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

Report run for Pay Period Ending 6/20/2009

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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	70	35	50.28	23	32.9	7	10.0	3	4.3	0	0.0	0	0.0	2	2.9	35	50.0	19	27.1	10	14.3	3	4.3	2	2.9	0	0.0	1	1.4	25	35.7
DEPT OF HOUSING AND COMMUNITY	208	91	43.8	70	33.7	9	4.3	3	1.4	7	3.4	1	0.5	1	0.5	117	56.3	83	39.9	17	8.2	5	2.4	6	2.9	2	1.0	4	1.9	50	24.0
DEPT OF TELECOMM & CABLE	27	12	44.4	5	18.5	2	7.4	0	0.0	4	14.8	0	0.0	1	3.7	15	55.6	10	37.0	5	18.5	0	0.0	0	0.0	0	0.0	0	0.0	11	40.7
DIVISION OF BANKS	159	83	52.2	71	44.7	9	5.7	2	1.3	1	0.6	0	0.0	0	0.0	76	47.8	60	37.7	6	3.8	4	2.5	6	3.8	0	0.0	0	0.0	28	17.6
DIVISION OF INSURANCE	129	71	55.0	63	48.8	5	3.9	1	0.8	2	1.6	0	0.0	0	0.0	58	45.0	40	31.0	10	7.8	2	1.6	6	4.7	0	0.0	0	0.0	26	20.2
DIVISION OF PROFESSIONAL LICEN	110	41	37.3	39	35.5	1	0.9	0	0.0	1	0.9	0	0.0	0	0.0	69	62.7	45	40.9	15	13.6	5	4.5	4	3.6	0	0.0	0	0.0	26	23.6
DIVISION OF STANDARDS	17	14	82.4	13	76.5	0	0.0	0	0.0	1	5.9	0	0.0	0	0.0	3	17.6	3	17.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.9
EXECUTIVE OFFICE OF ECONOMIC D	15	8	53.3	5	33.3	2	13.3	0	0.0	1	6.7	0	0.0	0	0.0	7	46.7	4	26.7	2	13.3	0	0.0	1	6.7	0	0.0	0	0.0	6	40.0
OFFICE OF CONSUMER AFFAIRS AND	23	9	39.1	6	26.1	2	8.7	0	0.0	0	0.0	0	0.0	1	4.3	14	60.9	8	34.8	4	17.4	0	0.0	2	8.7	0	0.0	0	0.0	8	34.8
STATE RACING COMMISSION	25	16	64.0	14	56.0	0	0.0	0	0.0	1	4.0	0	0.0	1	4.0	9	36.0	7	28.0	0	0.0	0	0.0	2	8.0	0	0.0	0	0.0	3	12.0
TOTALS:	783	380	48.5	309	39.5	37	4.7	9	1.1	18	2.3	1	0.1	6	0.8	403	51.5	279	35.6	69	8.8	19	2.4	29	3.7	2	0.3	5	0.6	184	23.5

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

Report run for Pay Period Ending 6/20/2009

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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	98	40.0	17	6.9	2	0.8	4	1.6	1	0.4	6	2.4	117	47.8	83	33.9	22	9.0	3	1.2	5	2.0	1	0.4	3	1.2	55	22.4
Professionals	451	232	51.4	196	43.5	20	4.4	4	0.9	12	2.7	0	0.0	0	0.0	219	48.6	160	35.5	27	6.0	10	2.2	20	4.4	0	0.0	2	0.4	93	20.6
Technicians	4	3	75.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Office/Clerical	83	17	20.5	12	14.5	0	0.0	3	3.6	2	2.4	0	0.0	0	0.0	66	79.5	35	42.2	20	24.1	6	7.2	4	4.8	1	1.2	0	0.0	36	43.4
TOTALS:	783	380	48.5	309	39.5	37	4.7	9	1.1	18	2.3	1	0.1	6	0.8	403	51.5	279	35.6	69	8.8	19	2.4	29	3.7	2	0.3	5	0.6	184	23.5

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

Report run for 3/29/2009 - 6/20/2009

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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	2	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	50.	1	50.	1	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	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.	0	0.	0	0.	0	0.	1	100.	0	0.	0	0.	0	0.	1	100.		
TOTALS:	4	1	25.	0	0.	0	0.	0	0.	0	0.	0	0.	1	25.	3	75.	1	25.	0	0.	1	25.	1	25.	0	0.	0	0.	0	0.	2	50.		

92 - EXEC OFF OF ECONOMIC DEVELOP - Secretariat Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

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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	4	57.1	3	42.9	0	0.	0	0.	0	0.	0	0.	0	0.	1	14.3	3	42.9	2	28.6	1	14.3	0	0.	0	0.	0	0.	0	0.	0	0.	1	14.3
Professionals	5	4	80.	3	60.	1	20.	0	0.	0	0.	0	0.	0	0.	0	0.	1	20.	0	0.	0	0.	1	20.	0	0.	0	0.	0	0.	2	40.		
TOTALS:	12	8	66.7	6	50.	1	8.3	0	0.	0	0.	0	0.	0	0.	1	8.3	4	33.3	2	16.7	1	8.3	1	8.3	0	0.	0	0.	0	0.	3	25.		

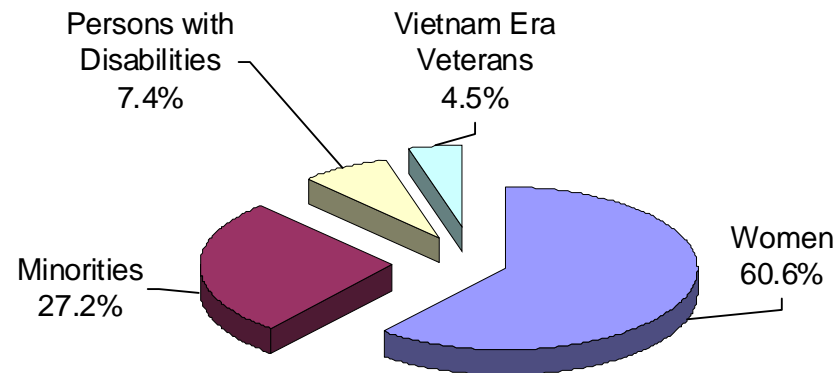


EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

SECRETARY SUZANNE M. BUMP

Demographics for Fiscal Year 2009

As of June 20, 2009



EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

**Suzanne M. Bump, Secretary
Annual Report Narrative**

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, 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 consists of the following offices:

- Office of the Secretary of Labor and Workforce Development
- Commonwealth Corporation (Quasi Public Agency)
- Department of Labor
 - Division of Occupational Safety (DOS)
 - Department of Industrial Accidents (DIA)
 - Division of Labor Relations (DLR)
- Department of Workforce Development
 - Division of Apprentice Training (DAT)
 - Division of Career Services (DCS)
 - Division of Unemployment Assistance (DUA)

WORKFORCE ANALYSIS

As of the pay period ending June 20, 2009, EOLWD employed 1,603 total employees at its agencies. 60.5% are female, 27.2% are minorities, 4.5% are Vietnam Era Veterans and 7.2% have self-identified a disability. And, of the 130 newly hired employee during the four quarters of FY 2009, 45 were minority (34.6%), 68 were female (52.3%), and 5 were VEVs (3.85%). And, of promoted employees during FY 2009, 36.2% were minority, 63.8% were female, and 2.9% were Disabled and VEVs. During this past fiscal year, EOLWD continued its outreach and recruitment efforts (with a focus on the continued diversity of management at its agencies) by attending several career fairs and meeting with several community and professional associations and organizations. EOLWD remains committed to the recruitment and hiring of more minority managers at its agencies.

SECRETARIAT MOVING FORWARD

The goals of the Executive Office of Labor and Workforce Development are to retain, promote, and hire a diverse workforce and 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 478, non-discrimination, diversity, and equal opportunity shall be the policy of the Executive Office of Labor and Workforce Development in all aspects of 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 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 6/20/2009

Report Generated 7/29/2009 12:17:37 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	%		
DEPARTMENT OF INDUSTRIAL ACCID	283	109	38.5	88	31.1	17	6.	4	1.4	0	0.	0	0.	0	0.	174	61.5	123	43.5	35	12.4	9	3.2	6	2.1	1	0.4	0	0.	72	25.4
DEPARTMENT OF LABOR	54	29	53.7	26	48.1	2	3.7	0	0.	1	1.9	0	0.	0	0.	25	46.3	21	38.9	1	1.9	2	3.7	1	1.9	0	0.	0	0.	7	13.
DEPT OF WORKFORCE DEVELOPMENT	1220	479	39.3	364	29.8	63	5.2	21	1.7	30	2.5	1	0.1	0	0.	741	60.7	503	41.2	107	8.8	82	6.7	48	3.9	1	0.1	0	0.	353	28.9
Division of Labor Relations	27	10	37.	10	37.	0	0.	0	0.	0	0.	0	0.	0	0.	17	63.	16	59.3	1	3.7	0	0.	0	0.	0	0.	0	0.	1	3.7
EXECUTIVE OFFICE of LABOR	19	5	26.3	4	21.1	1	5.3	0	0.	0	0.	0	0.	0	0.	14	73.7	11	57.9	1	5.3	1	5.3	0	0.	0	0.	1	5.3	3	15.8
TOTALS:	1603	632	39.4	492	30.7	83	5.2	25	1.6	31	1.9	1	0.1	0	0.	971	60.6	674	42.	145	9.	94	5.9	55	3.4	2	0.1	1	0.1	436	27.2

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

Report run for Pay Period Ending 6/20/2009

Report Generated 7/29/2009 12:24:10 PM

EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	259	138	53.3	121	46.7	12	4.6	2	0.8	3	1.2	0	0.	0	0.	121	46.7	97	37.5	18	6.9	3	1.2	2	0.8	0	0.	1	0.4	40	15.4
Professionals	1095	428	39.1	325	29.7	55	5.	21	1.9	26	2.4	1	0.1	0	0.	667	60.9	458	41.8	83	7.6	81	7.4	44	4.	1	0.1	0	0.	312	28.5
Technicians	42	28	66.7	20	47.6	6	14.3	1	2.4	1	2.4	0	0.	0	0.	14	33.3	10	23.8	1	2.4	2	4.8	1	2.4	0	0.	0	0.	12	28.6
Office/Clerical	199	32	16.1	20	10.1	10	5.	1	0.5	1	0.5	0	0.	0	0.	167	83.9	107	53.8	43	21.6	8	4.	8	4.	1	0.5	0	0.	72	36.2
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	4	2	50.	2	50.	0	0.	0	0.	0	0.	0	0.	0	0.	2	50.	2	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	1603	632	39.4	492	30.7	83	5.2	25	1.6	31	1.9	1	0.1	0	0.	971	60.6	674	42.	145	9.	94	5.9	55	3.4	2	0.1	1	0.1	436	27.2

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

Report run for 3/29/2009 - 6/20/2009

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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	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	32	16	50.	7	21.9	5	15.6	1	3.1	3	9.4	0	0.	0	0.	16	50.	4	12.5	6	18.8	3	9.4	3	9.4	0	0.	0	0.	21	65.6
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:	35	18	51.4	9	25.7	5	14.3	1	2.9	3	8.6	0	0.	0	0.	17	48.6	4	11.4	7	20.	3	8.6	3	8.6	0	0.	0	0.	22	62.9

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

Report run for 3/29/2009 - 6/20/2009

Report Generated 7/29/2009 3:14:34 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	14	8	57.1	8	57.1	0	0.	0	0.	0	0.	0	0.	0	0.	6	42.9	5	35.7	0	0.	1	7.1	0	0.	0	0.	0	0.	1	7.1
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.
TOTALS:	19	11	57.9	10	52.6	1	5.3	0	0.	0	0.	0	0.	0	0.	8	42.1	7	36.8	0	0.	1	5.3	0	0.	0	0.	0	0.	2	10.5

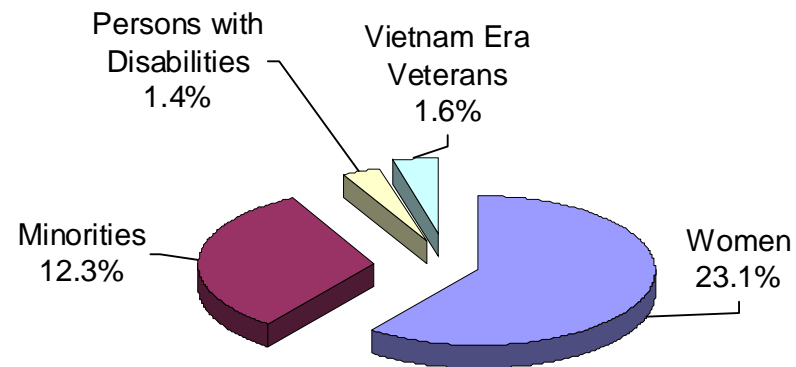


EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY

SECRETARY KEVIN M. BURKE

Demographics for Fiscal Year 2009

As of June 20, 2009



Executive Office of Public Safety and Security

The Executive Office of Public Safety and Security is comprised of the Executive Office, the Office of Grants and Research (OGR) and the State 911 Department.

OGR is the arm of the Executive Office of Public Safety and Security that serves as the State Administrative Agency for federal criminal justice, highway safety, and homeland security funds. Additionally, OGR is the home to the Research and Policy Division, which uses research and evaluation to promote public safety in the Commonwealth of Massachusetts by informing criminal justice and public safety policy. The State 911 Department is charged with the coordination, administration, and implementation of Enhanced 9-1-1 services throughout the Commonwealth of Massachusetts.

The State 911 Department provides E911 equipment, database, network and technical support services to all primary Public Safety Answering Points (PSAP). As well, the agency sponsors and conducts numerous training programs and professional development courses for state and municipal 9-1-1 telecommunicators. The State 911 Department publishes a variety of educational materials designed to promote the appropriate use of our E9-1-1 network.

In June 2008, EOPSS had a total of 89 employees and its workforce composition is as follows:

- 40 employees were in the Officials/Administrators category
- 41 were in the Professionals category

- 8 were in the Office and Clerical category
- 18% are minorities: 7% are in the Officials/Administrators category; 7% are in the professional category and 4% in the Office/Clerical category
- 61% are women.

As of pay period ending June 20, 2009, EOPSS consists of 101 employees and comprised of the following composition:

- 43 are in the Officials/Administrators category
- 46 are in the Professionals category
- 12 are in the Office/Clerical category
- 17% are minorities: 8% are in the Officials/Administrators category; 6% are in the professional category and 3% are in the Office/Clerical category.

It must be noted the decrease in the professional category and increase in the Officials/Administrators category is a result of a minority employee being promoted into the Officials/Administrators category.

Between June 2008 and June 2009, EOPSS had 15 vacancies that resulted in 11 new hires. FY09 4th Quarter report indicates that of the 11 new hires, 1 black female was hired into the professional category.

Through the self-identification process for persons with disabilities, 1 person with a disability was hired into an Official/Administrator category and 4 were hire in the in the professional category.

The Public Safety Secretariat Going Forward

The Executive Office of Public Safety and Security employs 8,627 employees throughout the Commonwealth with 76.9% Males, 23.1% Females, 12.3% Minorities, 1.65% Vietnam Era Veterans and 1.31% Persons with Disabilities. EOPSS will continue to place high priority around diversity and hiring practices to ensure equal employment opportunity for all.

In FY09, EOPSS hired 1 Minority in the Official/Administrator Category and promoted 9. We also hired 18 Minorities in the Professional Category and promoted 4.

FY10 will be a challenging year for all EOPSS agencies due to budgetary constraints. When vacancies occur, EOPSS and its agencies will continue to utilize the Commonwealth Employment Opportunities (CEO) posting system and other marketing strategies in order to recruit a diverse applicant pool. This will include, but not be limited to advertising of vacancy announcements on the Internet, attending job and career fairs, networking with various community based organizations, advertising through word of mouth and requesting the Office of Diversity and Equal Opportunity to assist us in our recruitment efforts.

The Executive Office of Public Safety and Security's HR/Diversity Office will continue to monitor hiring proposals and meet with hiring managers to achieve this secretariat's objectives.

In FY10 the Executive of Public Safety and Security will continue to work with its agencies to affirm and strengthen the commitment to achieving diversity in its workforce through the Commonwealth's affirmative action and diversity programs. As part of this goal, the Secretariat Director of Diversity has assigned the AA/Diversity Officer to work directly with Agency Diversity Officers, to monitor the vacancies and hiring activities of all EOPSS' agencies to ensure that they are making every effort to meet the goals set out in their Affirmative Action/Diversity Plans.

Kevin M. Burke
Secretary

Irma Gutierrez
Secretariat Diversity Director

Marie Gross
Diversity Officer

80 - PUBLIC SAFETY

- Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/20/2009

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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	68	31	45.6	25	36.8	3	4.4	1	1.5	2	2.9	0	0	0	0	0	37	54.4	28	41.2	5	7.4	3	4.4	0	0	0	0	1	1.5	14	20.6
CRIMINAL HISTORY SYSTEMS BOARD	58	25	43.1	20	34.5	0	0	1	1.7	4	6.9	0	0	0	0	33	56.9	22	37.9	6	10.3	3	5.2	2	3.4	0	0	0	0	16	27.6	
CRIMINAL JUSTICE TRAINING COUN	23	10	43.5	8	34.8	0	0	0	0	2	8.7	0	0	0	13	56.5	12	52.2	1	4.3	0	0	0	0	0	0	0	0	3	13		
DEPARTMENT OF CORRECTION	5128	4087	79.7	3572	69.7	291	5.7	174	3.4	40	0.8	9	0.2	1	0	1041	20.3	879	17.1	104	2	44	0.9	10	0.2	4	0.1	0	0	676	13.2	
DEPARTMENT OF FIRE SERVICES	74	30	40.5	21	28.4	1	1.4	0	0	0	0	0	0	8	10.8	44	59.5	30	40.5	0	0	2	2.7	1	1.4	0	0	11	14.9	4	5.4	
DEPARTMENT OF PUBLIC SAFETY	120	86	71.7	82	68.3	1	0.8	2	1.7	0	0	0	0	1	0.8	34	28.3	21	17.5	8	6.7	2	1.7	2	1.7	1	0.8	0	0	16	13.3	
DEPARTMENT OF STATE POLICE	2537	2047	80.7	1842	72.6	100	3.9	48	1.9	28	1.1	12	0.5	17	0.7	490	19.3	432	17	21	0.8	7	0.3	8	0.3	0	0	22	0.9	224	8.8	
EMERGENCY MANAGEMENT AGENCY	77	47	61	44	57.1	0	0	0	0	1	1.3	0	0	2	2.6	30	39	24	31.2	3	3.9	3	3.9	0	0	0	0	0	0	7	9.1	
EXECUTIVE OFFICE OF PUBLIC SAF	103	44	42.7	38	36.9	3	2.9	0	0	1	1	0	0	2	1.9	59	57.3	44	42.7	8	7.8	2	1.9	3	2.9	0	0	2	1.9	17	16.5	
MERIT RATING BOARD	55	10	18.2	10	18.2	0	0	0	0	0	0	0	0	0	0	45	81.8	12	21.8	27	49.1	4	7.3	2	3.6	0	0	0	0	33	60	
MILITARY DIVISION	97	84	86.6	80	82.5	4	4.1	0	0	0	0	0	0	0	13	13.4	13	13.4	0	0	0	0	0	0	0	0	0	0	4	4.1		
PAROLE BOARD	225	104	46.2	95	42.2	6	2.7	3	1.3	0	0	0	0	0	121	53.8	91	40.4	19	8.4	8	3.6	3	1.3	0	0	0	0	39	17.3		
SEX OFFENDER REGISTRY	62	27	43.5	19	30.6	1	1.6	0	0	2	3.2	0	0	5	8.1	35	56.5	25	40.3	2	3.2	2	3.2	1	1.6	0	0	5	8.1	8	12.9	
TOTALS:	8627	6632	76.9	5856	67.9	410	4.8	229	2.7	80	0.9	21	0.2	36	0.4	1995	23.1	1633	18.9	204	2.4	80	0.9	32	0.4	5	0.1	41	0.5	1061	12.3	

80 - PUBLIC SAFETY

- Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

Report Generated 7/29/2009 3:20:51 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	690	471	68.3	438	63.5	18	2.6	7	1	5	0.7	0	0	3	0.4	219	31.7	192	27.8	17	2.5	7	1	2	0.3	0	0	1	0.1	56	8.1
Professionals	1426	794	55.7	700	49.1	43	3	22	1.5	14	1	0	0	15	1.1	632	44.3	533	37.4	43	3	18	1.3	16	1.1	1	0.1	21	1.5	157	11
Technicians	102	68	66.7	62	60.8	1	1	1	1	3	2.9	0	0	1	1	34	33.3	23	22.5	7	6.9	1	1	0	0	0	0	3	2.9	13	12.7
Protective Service:Sworn	5721	5054	88.3	4444	77.7	335	5.9	192	3.4	57	1	21	0.4	5	0.1	667	11.7	545	9.5	86	1.5	29	0.5	4	0.1	1	0	2	0	725	12.7
Protective Service:Non-Sworn	46	31	67.4	30	65.2	0	0	0	0	0	0	0	0	1	2.2	15	32.6	8	17.4	2	4.3	1	2.2	3	6.5	0	0	1	2.2	6	13
Office/Clerical	442	32	7.2	25	5.7	1	0.2	0	0	0	0	0	0	6	1.4	410	92.8	318	71.9	46	10.4	23	5.2	7	1.6	3	0.7	13	2.9	80	18.1
Skilled Craft	104	103	99	92	88.5	4	3.8	3	2.9	0	0	0	0	4	3.8	1	1	0	0	1	1	0	0	0	0	0	0	0	0	8	7.7
Service Maintenance	95	79	83.2	65	68.4	8	8.4	4	4.2	1	1.1	0	0	1	1.1	16	16.8	13	13.7	2	2.1	1	1.1	0	0	0	0	0	0	16	16.8
No EEO-4 Reporting	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	8627	6632	76.9	5856	67.9	410	4.8	229	2.7	80	0.9	21	0.2	36	0.4	1995	23.1	1633	18.9	204	2.4	80	0.9	32	0.4	5	0.1	41	0.5	1061	12.3

80 - PUBLIC SAFETY

- Secretariat New Hires Analysis

Report run for 3/29/2009 - 6/20/2009

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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	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.	0	0.
Professionals	15	5	33.3	5	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	10	66.7	6	40.	2	13.3	1	6.7	0	0.	0	0.	1	6.7	3	20.		
Protective Service:Sworn	11	7	63.6	7	63.6	0	0.	0	0.	0	0.	0	0.	0	0.	4	36.4	4	36.4	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.		
Office/Clerical	4	1	25.	1	25.	0	0.	0	0.	0	0.	0	0.	0	0.	3	75.	3	75.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.		
Skilled Craft	3	3	100.	2	66.7	0	0.	0	0.	0	0.	0	0.	1	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.		
Service Maintenance	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:	39	21	53.8	20	51.3	0	0.	0	0.	0	0.	0	0.	1	2.6	18	46.2	14	35.9	2	5.1	1	2.6	0	0.	0	0.	1	2.6	3	7.7		

80 - PUBLIC SAFETY

- Secretariat Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

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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	14	9	64.3	9	64.3	0	0.	0	0.	0	0.	0	0.	0	0.	5	35.7	4	28.6	0	0.	0	0.	0	0.	0	0.	1	7.1	0	0.
Professionals	16	9	56.3	8	50.	1	6.3	0	0.	0	0.	0	0.	0	0.	7	43.8	6	37.5	0	0.	0	0.	0	0.	0	0.	1	6.3	1	6.3
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.
Protective Service:Sworn	33	31	93.9	29	87.9	1	3.	1	3.	0	0.	0	0.	0	0.	2	6.1	1	3.	1	3.	0	0.	0	0.	0	0.	0	0.	3	9.1
Office/Clerical	3	1	33.3	1	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	2	66.7	1	33.3	0	0.	1	33.3	0	0.	0	0.	0	0.	1	33.3
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	5	5	100.	4	80.	1	20.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	20.
TOTALS:	75	59	78.7	55	73.3	3	4.	1	1.3	0	0.	0	0.	0	0.	16	21.3	12	16.	1	1.3	1	1.3	0	0.	0	0.	2	2.7	6	8.

Involuntary Terminations																															
Professionals	5	2	40.	1	20.	0	0.	0	0.	0	0.	0	0.	1	20.	3	60.	3	60.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Protective Service:Sworn	12	10	83.3	9	75.	1	8.3	0	0.	0	0.	0	0.	0	0.	2	16.7	1	8.3	1	8.3	0	0.	0	0.	0	0.	0	0.	2	16.7
Office/Clerical	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Service Maintenance	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	19	12	63.2	10	52.6	1	5.3	0	0.	0	0.	0	0.	1	5.3	7	36.8	6	31.6	1	5.3	0	0.	0	0.	0	0.	0	0.	2	10.5

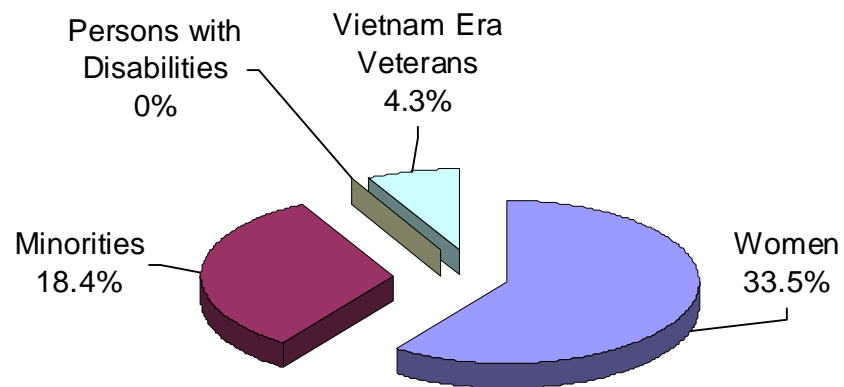


EXECUTIVE OFFICE OF TRANSPORTATION AND PUBLIC WORKS

SECRETARY JAMES A. ALOISI, JR.

Demographics for Fiscal Year 2009

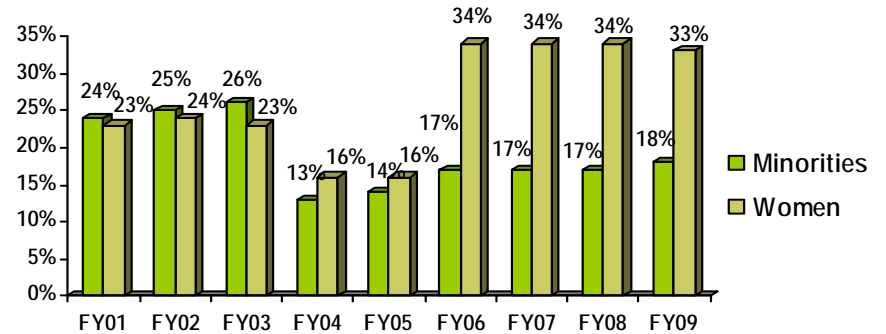
As of June 20, 2009



Transportation Secretariat FY09 Annual Narrative

The Executive Office of Transportation and Public Works (“EOTPW”) sets the Commonwealth’s transportation agenda, which includes the development of transportation policy, the coordination of interagency programs and the promotion of economic development through improved transportation and transit related construction programs. EOTPW provides direct management responsibility for the Massachusetts Highway Department (“MassHighway”), The Registry of Motor Vehicles (“RMV”), and the Massachusetts Aeronautics Commission (“MAC”). It provides oversight to the Massachusetts Bay Transportation Authority (“MBTA”) and 15 Regional Transit Authorities (“RTAs”) which serve the balance of the state, the Intercity Bus Capital Assistance Program (“IBCAP”), the Mobility Assistance Program (“MAP”), the Intermodal Surface Transportation Unit (“ISTU”), and the Freight Rail Programs. EOTPW provides a system of transportation that enhances the quality of life by allowing for increased mobility of all citizens in the Commonwealth, and promotes economic opportunity throughout all regions of the state by supporting a vibrant economy and the employment of our diverse population in the public and private sectors.

Diversity in the Transportation Workforce



Data from the MBTA and the Massachusetts Turnpike Authority was included in the calculation of minorities and women in the Secretariat prior to 2004. The Secretariat currently includes only direct report agencies including EOTPW, MHD, MAC and RMV. The RMV was added in 2006.

Overview of Reporting Period

The fiscal year 2009 workforce profile for the Transportation Secretariat reveals a total of three thousand one hundred six (3,106) employees, a six percent increase in the overall workforce compared to fiscal year 2008. During this fiscal year there was a slight decrease in the number of female employees. The representation of women went from 33.6 percent to 32.6 percent, which is 15.6 percent below the state parity. However, the representation of minorities in the secretariat workforce continues to exceed the state parity figure of 10.4 percent. The secretariat saw a 0.9 percent increase in the representation of minority employees resulting in a

workforce composition for minorities of 18.3 percent. The proportion of Vietnam-era-veterans (“VEV”) in the Secretariat is currently at 4.9 percent, falling slightly below the state parity of 5 percent.

Minorities represented 14.3 percent of all new hires, 17 percent of promotions and 10.7 percent of terminations (both voluntary and involuntary) for the fiscal year. Women represented 16.7 of all new hires, 23.4 percent of the promotions and 25 percent of the voluntary and involuntary terminations.

Recruitment and Outreach Activities

The secretariat disseminated job postings to community agencies state-wide, and participated in various career fairs including several career fairs and informational sessions that focused on groups that have been traditionally underrepresented in the transportation industry. These groups included minorities, veterans and disabled persons. During participation in these career fairs, the secretariat was successful in providing attendees a clear understanding of EOTPW’s employment/hiring process.

With the completion of the centralized resume databank (discussed as goal in last year’s annual narrative), the secretariat has been able to perform better follow-up and outreach to civil rights referrals. The centralized resume bank also allows the Human Resources and Civil Rights departments to filter, sort, view and select candidates according to the desirable qualifications based on vacancies.

EOTPW regards student programs as an opportunity to recruit more students to the field of transportation and to support a larger, more experienced source of engineering graduates to meet the engineering needs of our agency. The secretariat partnered with Federal Highway Administration, Construction Industries of Massachusetts, the Department of Education, Mass. Society of Professional Engineers, and the New England Laborers Academy to organize the Massachusetts Construction Career Days (“MassCCD”) program for high school students. MassCCD is designed to stimulate the interest of high school students in the varied opportunities that exist in the highway construction industry by offering them a chance to experiment with and use highway construction equipment under the supervision of trained professionals. The program was located in Hopkinton, MA and was attended by 1,582 high school students. Minority students represented 23 percent of all of the participating students. Women represented 13 percent and students with disabilities represented 15 percent of the total number of participating students.

EOTPW has been a participant and major supporter of the Summer Transportation Institute (“STI”) since its inception in 2002. The STI program provides a core curriculum that introduces junior high school and high school students to a variety of transportation careers and provides educational enhancement activities. The program offers a stimulating introduction to the transportation industry, with a particular emphasis on

engineering and highway construction careers. A total of 60 students participated in the 2009 STI.

In addition to the pre-engineering program, the secretariat provided more than 66 paid internships to college students. Due to increased outreach to local colleges, universities and community centers, EOTPW was able to employ five students under the Summer Transportation Internship for Diverse Groups (“STIPDG”), which provides structured internships with FHWA funding.

EOTPW chairs a civil rights consortium of transportation agencies and authorities within the transportation secretariat (the “Partners in Transportation”). The Partners in Transportation held a series of eight diversity events throughout the year to celebrate the contributions of women, minorities and other groups that have been historically excluded from the workplace. The yearly celebrations include: Black History, Women’s History, Asian/Pacific Islander History, GLBT Pride, Hispanic Heritage, Disability Awareness, Veterans’ Day and Native American Heritage. The mission of the series is to promote a diversified workforce in transportation through the celebration of the many groups that form the secretariat.

Employee Training

This year’s Diversity Training was provided to the Executive Office of Transportation (EOTPW), Mass Highway Department (MHD) and Mass Aeronautics Commission (MAC). Core and management classes were provided to employees in the Boston Headquarters, the

five MHD District Offices and the Research and Materials Office by an outside consultant training firm. Training for the Registry of Motor Vehicles (RMV) was provided by a RMV Trainer. Classes were held at the RMV Headquarters and various Branch locations.

During Fiscal Year 2009 nearly 100 percent of all EOTPW employees (3,008) were trained. The training established a baseline of understanding of the benefits of diversity in all aspects of transportation and its agencies. The diversity training program promoted an organizational appreciation for diversity. The training program also encouraged the development of an environment free from discrimination and harassment while focusing on the importance of gaining cultural knowledge and exploring the different values and perspectives of our diverse workforce.

Complaint Resolution

The Executive Office of Transportation and Public Works (EOTPW) and its agencies have committed to a uniformed policy of non-discrimination. It is EOTPW’s policy to utilize its best efforts to assure that non-discrimination on the basis of race, religion, color, national origin, sex, sexual orientation, age, disability, handicap, or ancestry is a basic right guaranteed by federal and state laws.

The EOTPW is committed to creating and maintaining a work environment in which all employees are treated respectfully and are free from discrimination and harassment. To this end, all employees are expected to refrain from acts or omissions that constitute

discriminatory or harassing behavior in the workplace and at EOTPW- sponsored events, and to comply with EOTPW rules, policies and procedures governing the complaint resolution program.

EOTPW’s procedure for reporting and resolving discrimination or harassment complaints based on protected group status is designed to encourage employees to report incidents as soon as they occur and without fear of retaliation.

During Fiscal Year 2009, EOTPW processed a total 15 civil rights complaints - a 68 percent decrease from FY08. Five of the 15 complaints are still open and investigative procedures are in effect. The primary areas of dispute relative to the 10 closed cases were; race, sex/gender, and disability (see chart below for more details).

Agency	Race	Sex/Gender	Disability	Totals
EOT	3	1	0	4
MHD	3	1	1	5
RMV	2	1	3	6
MAC	0	0	0	0
Totals	8	3	4	15

Secretariat Goals for FY09

EOTPW is creating a report automation system that will allow for more accurate and faster computation of the secretariat’s workforce. The secretariat will have the ability to run reports on candidates according to race, sex,

veteran status and disability status with a click of a button. The new reporting system will allow for a more efficient mechanism for tracking affirmative action placement goals.

The secretariat plans to construct a fully-functioning website that will provide information to all EOTPW employees, contractors/vendors and customers regarding all aspects of civil rights, including affirmative action, complaint resolution, career opportunities and business development. The website will also contain links to important forms such as the state employment application, self-identification and discrimination complaint forms.

The secretariat is working on an initiative to reach out to students currently enrolled in engineering schools within Historically Black Colleges and Universities, as well as other minority and women-centered institutions to promote opportunities for both employment and contracting.

The secretariat is currently working on a proposal to create diversity committees for all five districts. The committees will be comprised of members from all EOTPW agencies, including the airports and Regional Transit Authorities (RTA’s). The purpose of the committees will be to promote diversity and inclusion within the transportation agencies through programs or events that educate the workforce on civil rights, affirmative action and the contributions from diverse groups with regard to transportation.

60 - TRANSPORTATION & CONSTRUCTION - Secretariat Workforce Summary By Department

Report run for Pay Period Ending 6/20/2009

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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	%		
EXECUTIVE OFFICE OF TRANSPORTA	297	151	50.8	122	41.1	16	5.4	4	1.3	7	2.4	0	0.	2	0.7	146	49.2	95	32.	24	8.1	8	2.7	17	5.7	1	0.3	1	0.3	77	25.9
MASSACHUSETTS AERONAUTICS COMM	8	4	50.	4	50.	0	0.	0	0.	0	0.	0	0.	0	0.	4	50.	4	50.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
MASSACHUSETTS HIGHWAY DEPARTME	1954	1661	85.	1455	74.5	82	4.2	37	1.9	79	4.	4	0.2	4	0.2	293	15.	223	11.4	28	1.4	16	0.8	25	1.3	0	0.	1	0.1	271	13.9
REGISTRY OF MOTOR VEHICLES	821	233	28.4	191	23.3	34	4.1	2	0.2	6	0.7	0	0.	0	0.	588	71.6	412	50.2	116	14.1	41	5.	18	2.2	1	0.1	0	0.	218	26.6
TOTALS:	3080	2049	66.5	1772	57.5	132	4.3	43	1.4	92	3.	4	0.1	6	0.2	1031	33.5	734	23.8	168	5.5	65	2.1	60	1.9	2	0.1	2	0.1	566	18.4

60 - TRANSPORTATION & CONSTRUCTION - Secretariat Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

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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	192	102	53.1	86	44.8	11	5.7	1	0.5	2	1.	0	0.	2	1.	90	46.9	70	36.5	11	5.7	6	3.1	2	1.	1	0.5	0	0.	34	17.7
Professionals	1868	1457	78.	1257	67.3	80	4.3	31	1.7	83	4.4	2	0.1	4	0.2	411	22.	299	16.	45	2.4	23	1.2	41	2.2	1	0.1	2	0.1	306	16.4
Technicians	151	123	81.5	111	73.5	9	6.	2	1.3	1	0.7	0	0.	0	0.	28	18.5	24	15.9	2	1.3	0	0.	2	1.3	0	0.	0	0.	16	10.6
Office/Clerical	587	88	15.	61	10.4	20	3.4	1	0.2	6	1.	0	0.	0	0.	499	85.	338	57.6	110	18.7	36	6.1	15	2.6	0	0.	0	0.	188	32.
Skilled Craft	233	230	98.7	212	91.	10	4.3	6	2.6	0	0.	2	0.9	0	0.	3	1.3	3	1.3	0	0.	0	0.	0	0.	0	0.	0	0.	18	7.7
Service Maintenance	49	49	100.	45	91.8	2	4.1	2	4.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	4	8.2
TOTALS:	3080	2049	66.5	1772	57.5	132	4.3	43	1.4	92	3.	4	0.1	6	0.2	1031	33.5	734	23.8	168	5.5	65	2.1	60	1.9	2	0.1	2	0.1	566	18.4

60 - TRANSPORTATION & CONSTRUCTION - Secretariat New Hires Analysis

Report run for 3/29/2009 - 6/20/2009

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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	6	3	50.	2	33.3	0	0.	0	0.	0	0.	0	0.	1	16.7	3	50.	2	33.3	1	16.7	0	0.	0	0.	0	0.	1	16.7		
Professionals	60	52	86.7	45	75.	5	8.3	0	0.	1	1.7	0	0.	1	1.7	8	13.3	5	8.3	1	1.7	1	1.7	1	1.7	0	0.	0	0.	9	15.
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	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	2	100.	0	0.	1	50.	1	50.	0	0.	0	0.	0	0.	2	100.
Skilled Craft	15	15	100.	15	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:	84	70	83.3	62	73.8	5	6.	0	0.	1	1.2	0	0.	2	2.4	14	16.7	8	9.5	3	3.6	2	2.4	1	1.2	0	0.	0	0.	12	14.3

60 - TRANSPORTATION & CONSTRUCTION - Secretariat Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

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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	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.
Professionals	11	9	81.8	7	63.6	1	9.1	0	0.	1	9.1	0	0.	0	0.	2	18.2	2	18.2	0	0.	0	0.	0	0.	0	0.	0	0.	2	18.2
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	6	4	66.7	4	66.7	0	0.	0	0.	0	0.	0	0.	0	0.	2	33.3	2	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
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	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:	28	23	82.1	21	75.	1	3.6	0	0.	1	3.6	0	0.	0	0.	5	17.9	5	17.9	0	0.	0	0.	0	0.	0	0.	0	0.	2	7.1
Involuntary Terminations																															
Officials and Administrators	22	14	63.6	13	59.1	1	4.5	0	0.	0	0.	0	0.	0	0.	8	36.4	7	31.8	1	4.5	0	0.	0	0.	0	0.	0	0.	2	9.1
Professionals	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	0.	1	33.3
Technicians	1	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Office/Clerical	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	0	0.	1	100.	0	0.	0	0.	0	0.	0	0.	1	100.
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:	28	19	67.9	17	60.7	2	7.1	0	0.	0	0.	0	0.	0	0.	9	32.1	7	25.	2	7.1	0	0.	0	0.	0	0.	0	0.	4	14.3

INDEPENDENT AGENCIES

[Disabled Persons Protection Commission](#)

[MA Commission Against Discrimination](#)

[MA Teacher's Retirement System](#)

[Office of the State Comptroller](#)

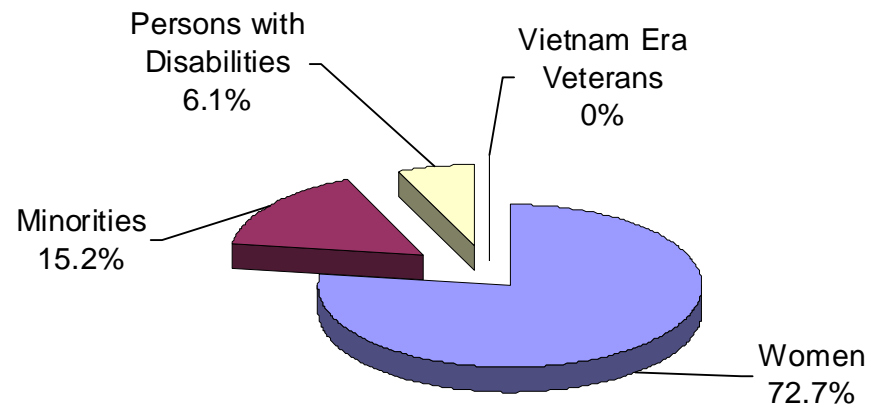
[Public Employee Retirement Administration Commission](#)

DISABLED PERSONS PROTECTION COMMISSION

EXECUTIVE DIRECTOR NANCY A. ALTERIO

Demographics for Fiscal Year 2009

As of June 20, 2009



DAC - DISABLED PERSONS PROTECTION CO - Workforce Summary Report

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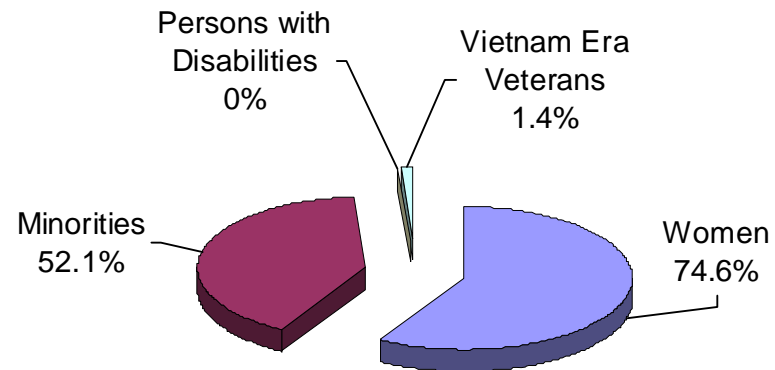
EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Officials and Administrators	7	3	42.9	3	42.9	0	0.	0	0.	0	0.	0	0.	0	0.	4	57.1	4	57.1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	23	6	26.1	5	21.7	1	4.3	0	0.	0	0.	0	0.	0	0.	17	73.9	13	56.5	1	4.3	3	13.	0	0.	0	0.	0	0.	5	21.7
Office/Clerical	3	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	3	100.	3	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	33	9	27.3	8	24.2	1	3.	0	0.	0	0.	0	0.	0	0.	24	72.7	20	60.6	1	3.	3	9.1	0	0.	0	0.	0	0.	5	15.2

MA COMMISSION AGAINST DISCRIMINATION

CHAIRMAN MALCOLM S. MEDLEY

Demographics for Fiscal Year 2009

As of June 20, 2009



CAD - COMMISSION AGAINST DISCRIMINATION - Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

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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	6	3	50.	2	33.3	1	16.7	0	0.	0	0.	0	0.	0	0.	3	50.	2	33.3	0	0.	0	0.	1	16.7	0	0.	0	0.	2	33.3
Professionals	51	13	25.5	4	7.8	4	7.8	3	5.9	2	3.9	0	0.	0	0.	38	74.5	23	45.1	10	19.6	3	5.9	2	3.9	0	0.	0	0.	24	47.1
Office/Clerical	14	2	14.3	2	14.3	0	0.	0	0.	0	0.	0	0.	0	0.	12	85.7	1	7.1	5	35.7	4	28.6	2	14.3	0	0.	0	0.	11	78.6
TOTALS:	71	18	25.4	8	11.3	5	7.	3	4.2	2	2.8	0	0.	0	0.	53	74.6	26	36.6	15	21.1	7	9.9	5	7.	0	0.	0	0.	37	52.1

CAD - COMMISSION AGAINST DISCRIMINATION - Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

Report Generated 12/23/2009 4:40:19 PM

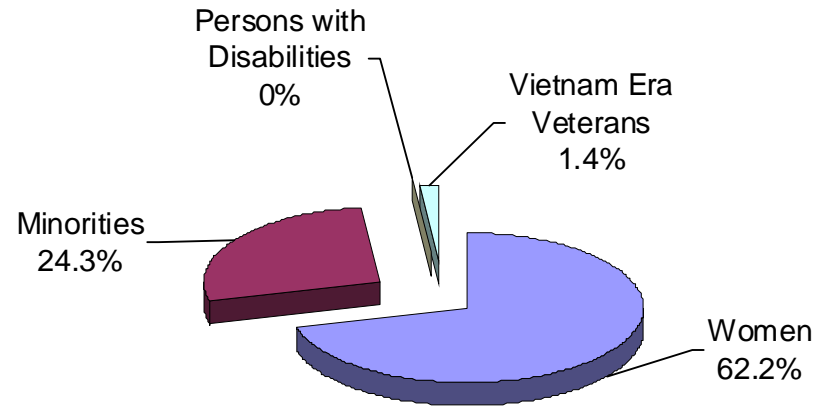
EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Professionals	1	1	100.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

MA TEACHER'S RETIREMENT SYSTEM

EXECUTIVE DIRECTOR JOAN SCHLOSS

Demographics for Fiscal Year 2009

As of June 20, 2009



TRB - TEACHERS RETIREMENT BOARD - Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

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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	13	7	53.8	6	46.2	1	7.7	0	0.	0	0.	0	0.	0	0.	6	46.2	5	38.5	1	7.7	0	0.	0	0.	0	0.	0	0.	2	15.4
Professionals	36	14	38.9	13	36.1	0	0.	0	0.	1	2.8	0	0.	0	0.	22	61.1	13	36.1	4	11.1	1	2.8	4	11.1	0	0.	0	0.	10	27.8
Technicians	4	2	50.	1	25.	1	25.	0	0.	0	0.	0	0.	0	0.	2	50.	2	50.	0	0.	0	0.	0	0.	0	0.	0	0.	1	25.
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	15	5	33.3	5	33.3	0	0.	0	0.	0	0.	0	0.	0	0.	10	66.7	8	53.3	2	13.3	0	0.	0	0.	0	0.	0	0.	2	13.3
TOTALS:	74	28	37.8	25	33.8	2	2.7	0	0.	1	1.4	0	0.	0	0.	46	62.2	31	41.9	9	12.2	2	2.7	4	5.4	0	0.	0	0.	18	24.3

TRB - TEACHERS RETIREMENT BOARD - Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

Report Generated 12/23/2009 4:45:50 PM

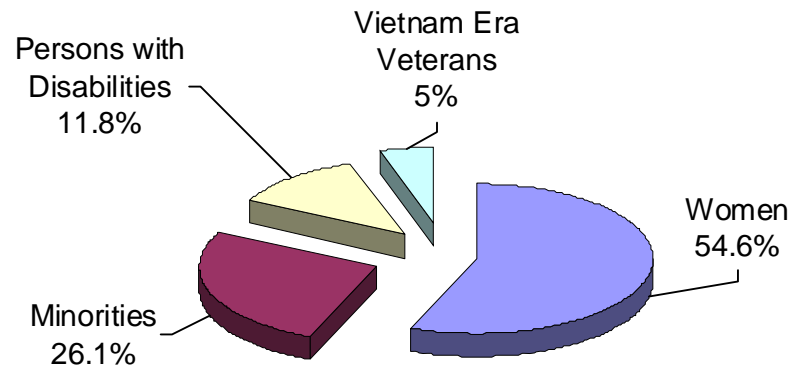
EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	%
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Involuntary Terminations																															
Professionals	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
TOTALS:	1	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.	1	100.	1	100.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.

OFFICE OF THE STATE COMPTROLLER

COMPTROLLER MARTIN BENISON

Demographics for Fiscal Year 2009

As of June 20, 2009



OSC - OFFICE OF THE COMPTROLLER - Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

Report Generated 12/23/2009 4:47:24 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	23	13	56.5	9	39.1	2	8.7	1	4.3	1	4.3	0	0	0	0	10	43.5	10	43.5	0	0	0	0	0	0	0	0	0	0	4	17.4
Professionals	89	41	46.1	29	32.6	2	2.2	1	1.1	9	10.1	0	0	0	0	48	53.9	35	39.3	4	4.5	2	2.2	7	7.9	0	0	0	0	25	28.1
Office/Clerical	7	0	0	0	0	0	0	0	0	0	0	0	0	0	7	100	5	71.4	1	14.3	1	14.3	0	0	0	0	0	0	2	28.6	
TOTALS:	119	54	45.4	38	31.9	4	3.4	2	1.7	10	8.4	0	0	0	65	54.6	50	42	5	4.2	3	2.5	7	5.9	0	0	0	0	31	26.1	

OSC - OFFICE OF THE COMPTROLLER - New Hires Analysis

Report run for 3/29/2009 - 6/20/2009

Report Generated 12/23/2009 4:48:29 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	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	

OSC - OFFICE OF THE COMPTROLLER - Terminations Analysis

Report run for 3/29/2009 - 6/20/2009

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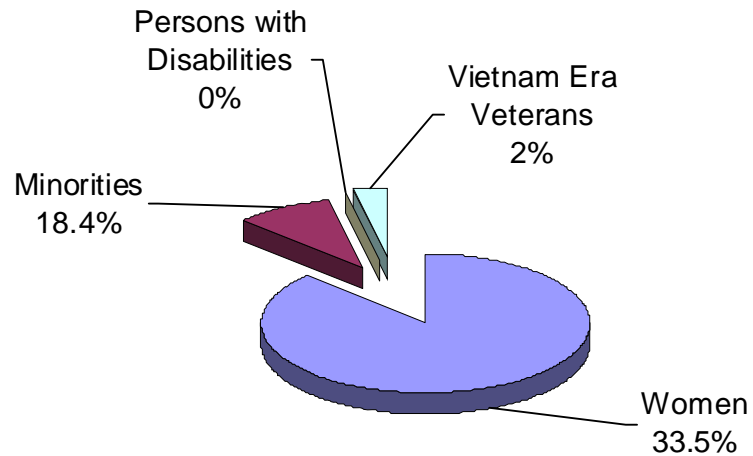
EEO4 Category	Grand Total	** MALES **														** FEMALES **														Minority Total	
		Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%	Total	%	White	%	Black	%	Hispan	%	Asian	%	Native Am	%	Not Known	%		
Voluntary Terminations																															
Officials and Administrators	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	
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	

PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

EXECUTIVE DIRECTOR JOSEPH E. CONNARTON

Demographics for Fiscal Year 2009

As of June 20, 2009



PER - PUBLIC EMPLOYEE RETIREMENT ADM - Workforce Summary Report

Report run for Pay Period Ending 6/20/2009

Report Generated 12/23/2009 4:51:05 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	5	3	60.	3	60.	0	0.	0	0.	0	0.	0	0.	0	0.	2	40.	2	40.	0	0.	0	0.	0	0.	0	0.	0	0.	0	0.
Professionals	33	18	54.5	15	45.5	0	0.	0	0.	1	3.	0	0.	2	6.1	15	45.5	13	39.4	1	3.	1	3.	0	0.	0	0.	0	0.	3	9.1
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-Sworn	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:	50	23	46.	20	40.	0	0.	0	0.	1	2.	0	0.	2	4.	27	54.	25	50.	1	2.	1	2.	0	0.	0	0.	0	0.	3	6.

DIVERSITY DIRECTORS AND OFFICERS

EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE – Scott D. Olson

APPELLATE TAX BOARD - Michelle Tallent; BUREAU OF STATE OFFICE BUILDINGS, DIVISION OF CAPITAL ASSET MANAGEMENT AND MAINTENANCE - Dolores Ciarlante; CIVIL SERVICE COMMISSION, DIVISION OF ADMINISTRATIVE LAW APPEALS - Manny Gonsalves; DEPARTMENT OF REVENUE - Angel Zayas; GROUP INSURANCE COMMISSION - Martin Lydon; HUMAN RESOURCES DIVISION - Cheryl A. Malone; 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 - Ellen Phillips

EXECUTIVE OFFICE OF EDUCATION – Valian Norris

DEPARTMENT OF EARLY EDUCATION & CARE - Constantia Papanikolaou; DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION - Valian Norris; DEPARTMENT OF HIGHER EDUCATION - Katherine Piraino

EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS – Thomas Massimo, Interim

DEPARTMENT OF AGRICULTURAL RESOURCES - Mary Beth Bumand; DEPARTMENT OF CONSERVATION AND RECREATION - Agatha Summons; DIVISION OF ENERGY RESOURCES - Jane Savery; DEPARTMENT OF ENVIRONMENTAL PROTECTION - Michelle Waters-Ekanem; DEPARTMENT OF FISH AND GAME - Peter Burke; DEPARTMENT OF PUBLIC UTILITIES - Gail Soares

EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES – Lorraine Woodson, Acting Secretariat Diversity Director

DEPARTMENT OF CHILDREN AND FAMILIES, OFFICE FOR REFUGEES AND IMMIGRANTS - Lisa Bacon; DEPARTMENT OF TRANSITIONAL ASSISTANCE, DEPARTMENT OF YOUTH SERVICES - Lorraine Woodson; DEPARTMENT OF VETERANS SERVICES, SOLDIERS HOME FOR CHELSEA, AND HOLYOKE - Chris Shipps; DEPARTMENT OF MENTAL HEALTH, DEPARTMENT OF ELDER AFFAIRS - Georgette Tanner; DEPARTMENT OF PUBLIC HEALTH, DIVISION OF HEALTH CARE FINANCE AND POLICY - Dennis Johnson; MA COMMISSION FOR THE BLIND, MA REHABILITATION COMMISSION - Mary Connelly; DEPARTMENT OF DEVELOPMENTAL SERVICES, MA COMMISSION FOR THE DEAF AND HARD OF HEARING - Gerald Scott

EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT – Diana Jeong

DEPARTMENT OF BUSINESS DEVELOPMENT - Diana Jeong; DEPARTMENT OF CONSUMER AFFAIRS AND BUSINESS REGULATION - Donna Leete; DEPARTMENT OF TELECOMMUNICATIONS AND CABLE - Carol Foltz; DIVISION OF BANKS - David Cotney; DIVISION OF INSURANCE - Mary Carroll; DIVISION OF PROFESSIONAL LICENSURE - Charles Walker; DIVISION OF STANDARDS - Donna M. Cosco; STATE RACING COMMISSION - Joseph VanDeventer; DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT - Barbara Robinson

EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT – Kenneth Owens

DEPARTMENT OF LABOR/DIVISION OF OCCUPATIONAL SAFETY - Heather Rowe; DEPARTMENT OF INDUSTRIAL ACCIDENTS - Betty Oliver; DIVISION OF LABOR RELATIONS - Edward B. Srednicki; DEPARTMENT OF WORKFORCE DEVELOPMENT - Kenneth Owens

EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY – Irma Gutierrez

EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY - Marie Gross; CRIMINAL HISTORY SYSTEMS BOARD, MUNICIPAL POLICE TRAINING COMMITTEE - Denise Sarro; DEPARTMENT OF CORRECTION - Monsi Quinones; MA NATIONAL GUARD - Raymond Murphy; MA PAROLE BOARD - Donald Giancioppo; SEX OFFENDER REGISTRY BOARD - Jeanne L. Holmes; DEPARTMENT OF PUBLIC SAFETY - Lennie De Souza Smith; DEPARTMENT OF FIRE SERVICES - Maribel Fournier; MA EMERGENCY MANAGEMENT AGENCY - Debra Durling; MA STATE POLICE - George W. McCravy; MERIT RATING BOARD - Florence MacQuarrie; OFFICE OF THE CHIEF MEDICAL EXAMINER - Donna Mullaney

EXECUTIVE OFFICE OF TRANSPORTATION AND PUBLIC WORKS – Mukiya Baker-Gomez

MA AERONAUTICS COMMISSION; MA HIGHWAY DEPARTMENT; REGISTRY OF MOTOR VEHICLES - Mukiya Baker-Gomez

INDEPENDENT AGENCIES

DISABLED PERSONS PROTECTION COMMISSION - Audrey Drinan; MA COMMISSION AGAINST DISCRIMINATION - Theresa M. Kelly; MA TEACHER'S RETIREMENT SYSTEM - Rochelle Mosley; OFFICE OF THE STATE COMPTROLLER - Lauren Johnson; PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION - Caroline J. Carcia

APPENDIX

EEO – 4 Categories

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

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

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

TECHNICIANS: Occupations that require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighters), and kindred workers.

PROTECTED SERVICE WORKERS (Sworn/Non-Sworn):

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

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

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

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