



**STATE OF NORTH CAROLINA
OFFICE OF STATE PERSONNEL
1331 Mail Service Center
Raleigh, North Carolina 27699-1331**

BEVERLY EAVES PERDUE
GOVERNOR

ANN G. COBB, DEPUTY DIRECTOR
INTERIM STATE PERSONNEL DIRECTOR

August 31, 2012

The Honorable Phil Berger
President Pro Tempore
North Carolina Senate
16 West Jones Street, Room 2008
Raleigh, N.C. 27601-2808

Dear Senator Berger:

In compliance with the requirements outlined in N.C. Gen. Stat. §126-19(b), the State Personnel Commission is submitting a report to the North Carolina General Assembly on the status of the Equal Employment Opportunity plans and programs within North Carolina State Government. This report was reviewed and adopted by the State Personnel Commission on August 16, 2012.

The complete report is attached. This report offers a comprehensive overview of the Equal Employment Opportunity activities completed during calendar year 2011. If you have any comments or questions concerning this report, please contact Ms. Ann G. Cobb, Interim Director, Office of State Personnel at (919) 807-4800. Thank you for your attention to this matter.

Sincerely,

A handwritten signature in blue ink that reads "Susan C. Bailey".

Susan C. Bailey, Chairperson
State Personnel Commission

cc: Ann G. Cobb, Interim Director
Office of State Personnel

ATTACHMENT

**Physical Address: 116 West Jones Street, Raleigh NC 27603
Telephone: (919) 807-4800; Fax (919) 715-9750
An Equal Opportunity Employer**

**STATE OF NORTH CAROLINA
OFFICE OF STATE PERSONNEL
1331 Mail Service Center
Raleigh, North Carolina 27699-1331**

BEVERLY EAVES PERDUE
GOVERNOR

ANN G. COBB, DEPUTY DIRECTOR
INTERIM STATE PERSONNEL DIRECTOR

August 31, 2012

The Honorable Thom Tillis
Speaker of the NC House of Representatives
16 West Jones Street, Room 2304
Raleigh, N.C. 27601-1096

Dear Speaker Tillis:

In compliance with the requirements outlined in N.C. Gen. Stat. §126-19(b), the State Personnel Commission is submitting a report to the North Carolina General Assembly on the status of the Equal Employment Opportunity plans and programs within North Carolina State Government. This report was reviewed and adopted by the State Personnel Commission on August 16, 2012.

The complete report is attached. This report offers a comprehensive overview of the Equal Employment Opportunity activities completed during calendar year 2011. If you have any comments or questions concerning this report, please contact Ms. Ann G. Cobb, Interim Director, Office of State Personnel at (919) 807-4800. Thank you for your attention to this matter.

Sincerely,



Susan C. Bailey, Chairperson
State Personnel Commission

cc: Ann G. Cobb, Interim Director
Office of State Personnel

ATTACHMENT

***Physical Address: 116 West Jones Street, Raleigh NC 27603
Telephone: (919) 807-4800; Fax (919) 715-9750
An Equal Opportunity Employer***

North Carolina State Government: Equal Employment Opportunity

2011 Status Report



Submitted to:
*Joint Legislative Commission on
Government Operations*

Submitted to:
*State Personnel Commission
August, 2012*

STATUS REPORT 2011

TABLE OF CONTENTS

I. EXECUTIVE SUMMARY

Statewide Executive Summary.....	i-xvi
----------------------------------	-------

II. DEPARTMENT SUMMARY

Agency Totals.....	1-4
Administration.....	5-10
Administrative Hearings.....	11-16
Agriculture & Consumer Services.....	17-22
Banking Commission.....	23-28
Board of Cosmetic Arts.....	29-34
Board of Elections.....	35-40
Commerce.....	41-46
Community Colleges.....	47-52
Correction.....	53-58
Crime Control & Public Safety with CCPS Highway Patrol separate.....	59-68
Cultural Resources.....	69-74
Employment Security Commission.....	75-80
Environment & Natural Resources.....	81-86
Health and Human Services.....	87-96
Housing & Finance.....	97-100
ITS.....	101-106
Insurance.....	107-112
Justice with SBI separate.....	113-122
Juvenile Justice & Delinquency Prevention.....	123-126
Labor.....	127-132
Lottery.....	133-138
Office of State Budget & Management.....	139-144
Office of State Personnel.....	145-150
Public Instruction.....	151-156
Public Safety.....	157-160
Revenue.....	161-166
Secretary of State.....	167-172
State Auditor.....	173-178
State Controller.....	179-184
State Treasurer.....	185-190
Transportation.....	191-196
UNC Health Care.....	197-200
Wildlife Resources Commission.....	201-206

UNIVERSITY SUMMARY

University Totals.....	207-210
Appalachian.....	211-216
East Carolina.....	217-222
Elizabeth City State.....	223-228
Fayetteville State.....	229-234
NC A&T.....	235-240
NC Central.....	241-246
School of Arts.....	247-252
School of Science & Math.....	253-258
NC State.....	259-264
UNC Asheville.....	265-270
UNC Chapel Hill.....	271-276
UNC Charlotte.....	277-282
UNC General Administration.....	283-288
UNC Greensboro.....	289-294
UNC Pembroke.....	295-300
UNC Wilmington.....	301-306
Western Carolina.....	307-312
Winston-Salem State.....	313-318

North Carolina State Government: Equal Employment Opportunity

2011 Status Report



Executive Summary

General Characteristics of Total State Workforce

Employees (Subject to State Personnel Act)	Number/Percent of Employees
Total # of Employees	87,735
Agencies	66,237 (75%)
Universities	21,498 (25%)
Average Annual Salary	\$41,855
Average Age	45.8
<u>Age</u>	
Less than 20	0.03%
Age 20 – 29	9%
Age 30 – 39	20%
Age 40 - 49	30%
Age 50 – 59	30%
Age 60+	11%
Average Years of Service	132 months (11 yrs, 0 mos.)
<u>Education Levels</u>	
Less Than High School	2%
High School +	49%
Associate Degree	10%
Bachelor Degree	27%
Masters Degree or Greater	9%
<u>Gender</u>	
Male	50%
Female	50%
<u>Race/Ethnicity</u>	
White Male	36%
White Female	29%
Black Male	12%
Black Female	18%
Hispanic Male	0.7%
Hispanic Female	0.7%
Asian Male	0.9%
Asian Female	1.0%
American Indian Male	0.9%
American Indian Female	0.6%
	<i>% are rounded</i>
Largest Counties of Employment	Wake (26%) Orange (7%)

AGENCY AND UNIVERSITY ANALYSIS

This report analyzes the N.C. State Government workforce within two sections: agency and university system. The agency section includes information on all Cabinet and Council of State agencies. The university system consists of the 16 universities in the N.C. University System as well as UNC General Administration and the School of Science and Math. References to other minority groups include Asian, American Indian, and Hispanic employees. Total number of employees, subject to the State Personnel Act (SPA), within each area includes:

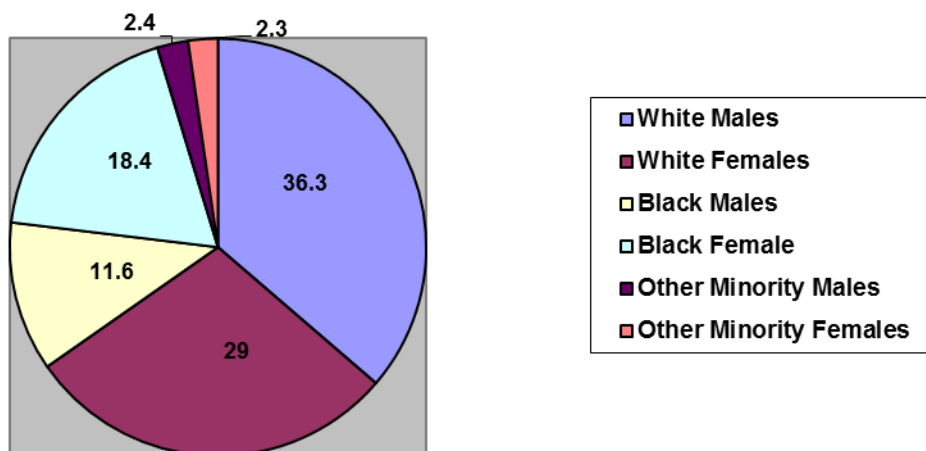
REPRESENTATION ANALYSIS:

The State of North Carolina reported 87,735 full-time, permanent SPA employees as of December 31, 2011. This represents a decrease of 3,215 employees from 2010, and 3,808 employees since 2009. Employee decreases were experienced in both the agency and university systems.

Workforce	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Agency	25,730 38.8%	17,529 26.5%	8,140 12.3%	12,213 18.4%	1,515 2.3%	1,110 1.7%	66,237
University	6,121 28.5%	7,953 37.0%	2,052 9.5%	3,915 18.2%	574 2.7%	883 4.1%	21,498
TOTAL	31,851 36.3%	25,482 29.0%	10,192 11.6%	16,128 18.4%	2,089 2.4%	1,993 2.3%	87,735
<i>Previous Total - 2010</i>	33,001 36.3%	26,768 29.4%	10,476 11.5%	16,548 18.2%	2,120 2.3%	2,037 2.2%	90,950
<i>Previous Total - 2009</i>	32,938 36.0%	27,364 29.9%	10,509 11.5%	16,692 18.2%	2,065 2.2%	1,975 2.2%	91,543

NOTE: The data collection system in BEACON allows for employees to be assigned to an "Ethnicity Unknown" category. As of 12/31/11 there were 91 employees in this category. Those employees have not been included in this analysis.

Total State Representation by Demographic Group (2011)



North Carolina State Government cabinet and council of state agencies employed 66,237 employees as of December 31, 2011. This accounted for 75% of the total 87,735 employees. North Carolina State Government universities employed 21,498 employees as of December 31, 2011. This accounted for 25% of the total 87,735 employees.

Total Other Minority Employees – Detailed:

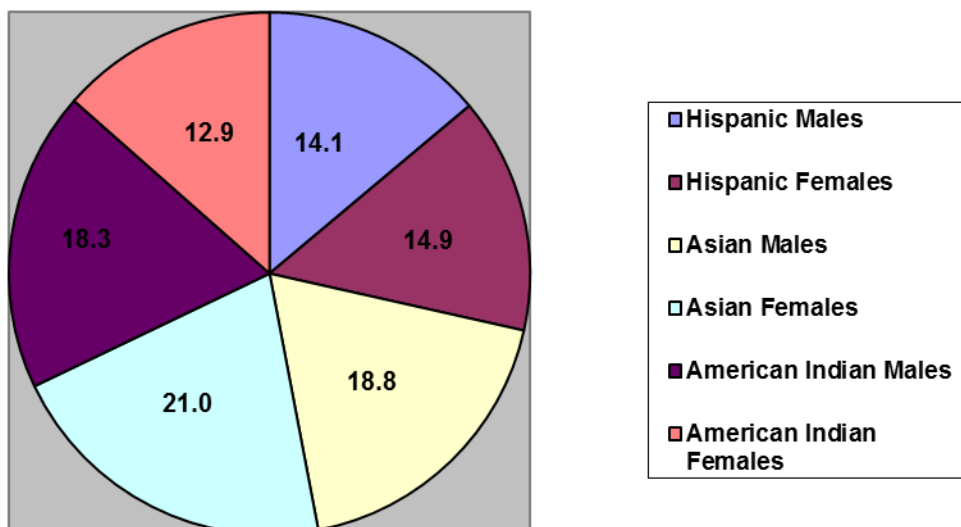
The employees labeled as ‘other minority males’ and ‘other minority females’ include Hispanic, American Indian and Asian employees.

1. **Hispanic** – employees of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.
2. **Asian** – employees having origins in any of the original peoples of the Far East, Southeast, Asia, or the Indian subcontinent, including Native Hawaiians and other Pacific Islanders.
3. **American Indian** – employees having origins in any of the original peoples of North and South America, and who maintain tribal affiliation or community attachment.

Combined, these employees represented 4.7% of the entire workforce or 4,082 employees (a decrease of 75 since 2010). Within the agency workforce, American Indian employees represented the largest ‘other minority group’. Within the university workforce, Asian employees represented the largest ‘other minority group’. Specifically, these groups represented the following:

Other Minority Workforce	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	404 15.4%	345 13.1%	484 18.4%	442 16.8%	627 23.9%	323 12.3%	2,625
University	170 11.7%	262 18.0%	283 19.4%	418 28.7%	121 8.3%	203 13.9%	1,457
TOTAL	574 14.1%	607 14.9%	767 18.8%	860 21.0%	748 18.3%	526 12.9%	4,082

Total Representation of Other Minority Groups in Detail (2011)



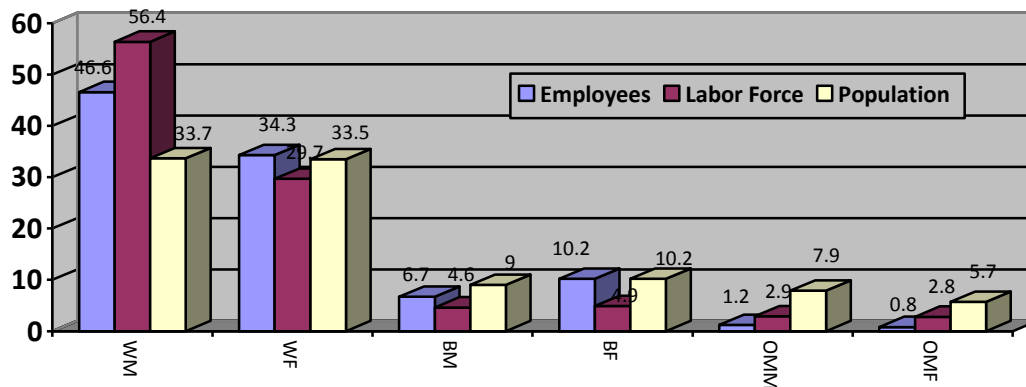
Agency Occupational Category Overview:

As of December 31, 2011, North Carolina State agencies employed 66,237 employees. In order to evaluate these employees based on similar job groupings, each position occupied by an employee is placed in one of eight occupational categories. These categories provide a more detailed level of analysis regarding the demographic representation of agency employees.

NOTE: Population figures include individuals age 18 – 64.

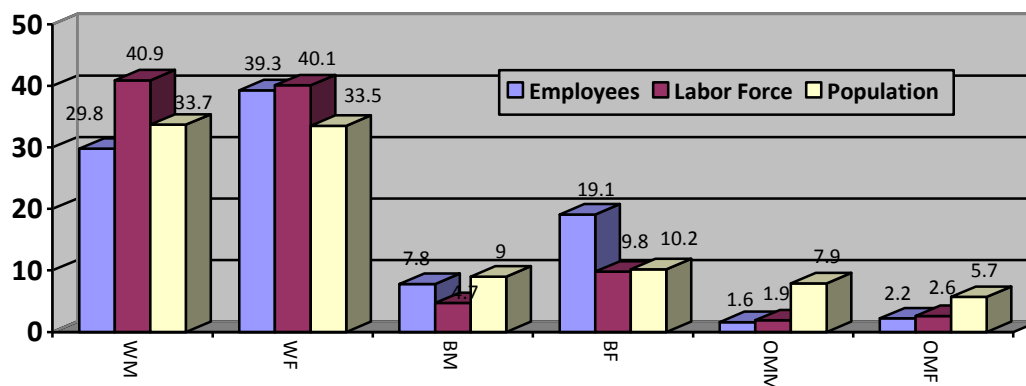
1. Officials and Administrators – Includes top and middle management concerned with achieving the overall objectives of the organization. Usually these are policy making, highly visible positions.

- Women accounted for 45% of these employees, 34% white females and 11% minority females. Of the minority women, 10% were black females.
- Overall, minority males and females accounted for only 19% of these employees, their lowest representation level in any occupational category.



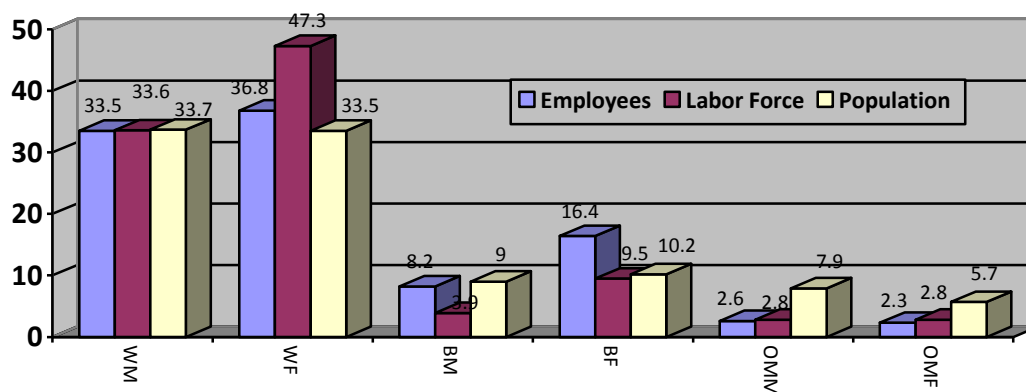
2. Management Related - Includes occupations concerned with planning and administering programs in areas such as accounting, budgeting, human resources, purchasing, inspectors, and marketing.

- Women accounted for 61% of these employees, and 21% of the female employees were minorities.
- Men accounted for 39% of these employees, but only 10% of the male employees were minorities.
- Black female employees exceeded both their representation in the labor force and the NC population.



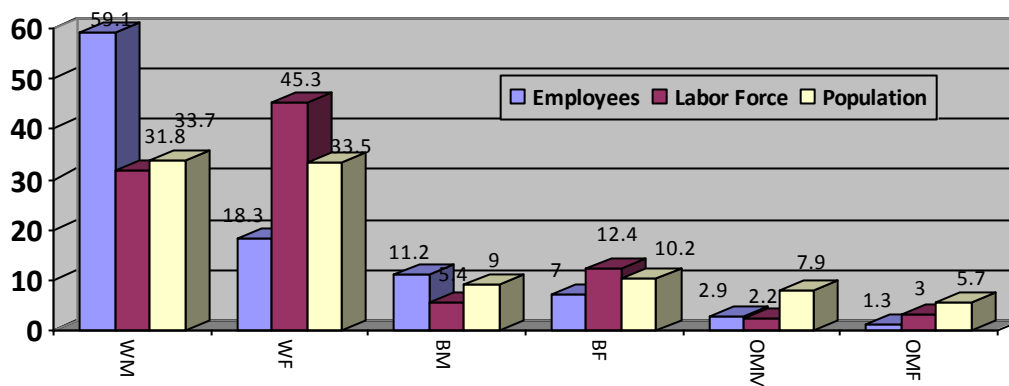
3. Professional - Includes occupations that require specialized training. These include engineers, lawyers, teachers, nurses, physicians, veterinarians, pharmacists, computer programmers, and librarians.

- Women accounted for 56% of these employees and men accounted for 44% of these employees. This represents the occupational category with the most even distribution of male and female employees.
- Minorities represented 30% of the employees in this category, 16% were black females, 8% were black males and 4% were combined male and female other minorities.
- White male employee representation was closely aligned with their rates in the labor force and the NC population. However, white female representation was lower than their rates in the labor force.



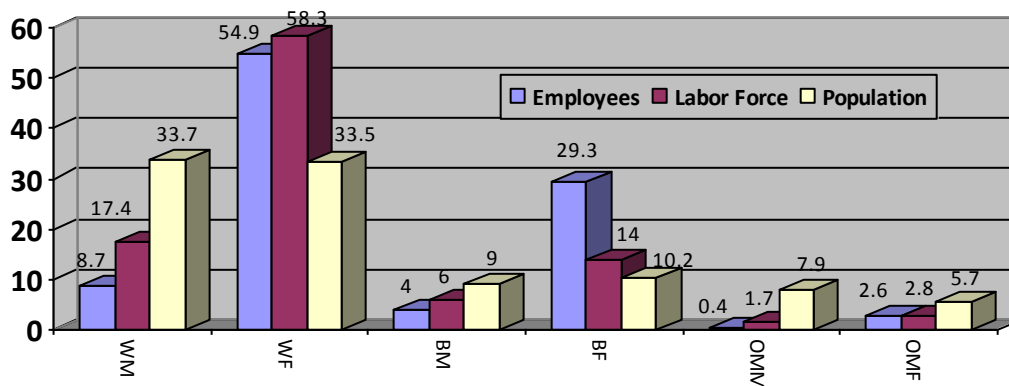
4. Technicians - These are occupations concerned with providing technical assistance in the following fields: health, engineering, science, and all remaining technicians and technologists.

- Women accounted for 27% of these employees (a decrease of 10% since 2010), with 8% being minority women (a decrease of 8% since 2010).
- Minorities represented 22% of these employees, and 4% were combined male and female other minority employees.
- White male employees exceeded their representation in the labor force and the NC population. White female employees were employed at rates less than the labor force and NC population.



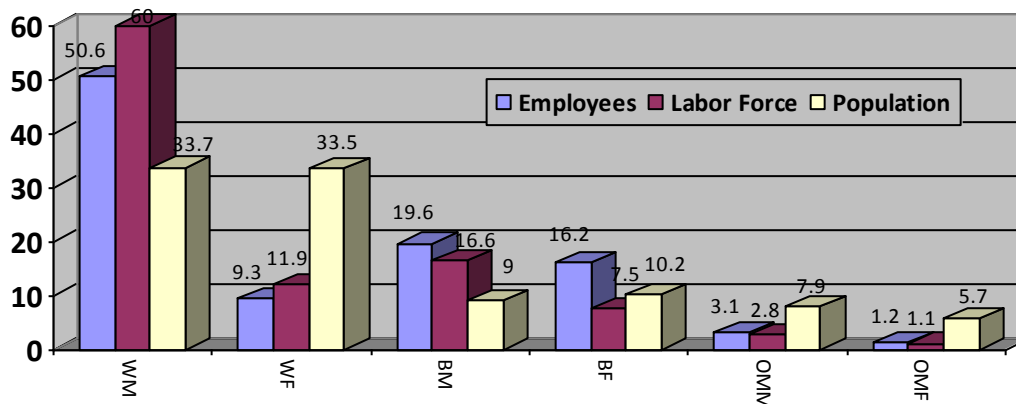
5. **Administrative Support** - These occupations are concerned with the maintenance, distribution, and organization of written communications and records as well as the operation of office machinery.

- Women represented 87% of all these employees, their highest representation level in any occupational category. Males consisted of only 13% of these employees, and only 4% of the males were minorities.
- Males, both white and minority, were employed at rates less than their representation in the labor force of the NC population.
- Minorities represented 36% of these employees, but 29% of this total was comprised of black females. Black females exceeded their representation in the labor force and the NC population. By comparison, white females exceeded their representation in the NC population but not the labor force.



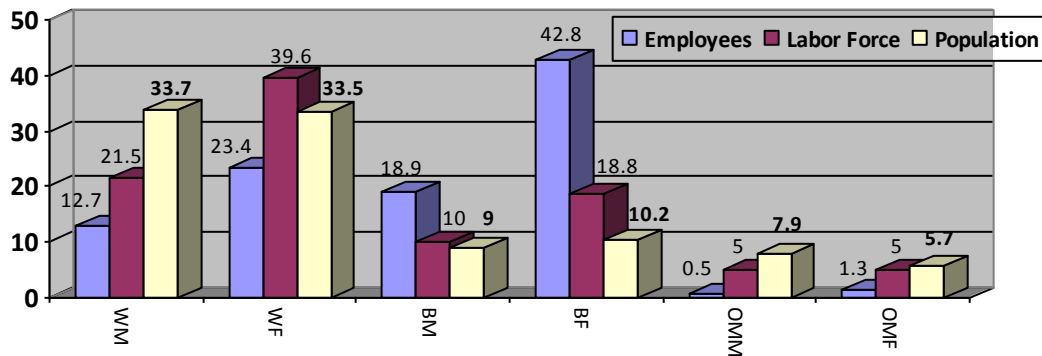
6. **Law Enforcement** - These occupations are concerned with providing protection against fire and accidents, maintaining law and order, and directing custody of prisoners in jails and reformatories.

- Minority males and females were almost evenly divided in this category, as minority males consisted of 23% of the employees and minority females consisted of 17% of the employees.
- Minority employees consisted of 40% of the employees, their second highest representation level in any occupational category.
- White males and females were not evenly divided, as white males consisted of 51% of the employees and white females consisted of 9% of the employees.
- Black male employees had their highest level of representation, at 20%, in any occupational category. This level of representation exceeded both their representation in the labor force and the NC population.



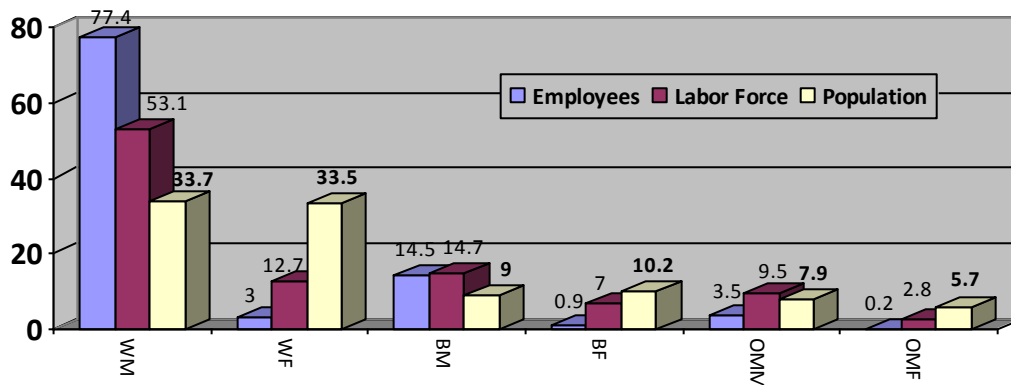
7. **Service** - These occupations are concerned with the following areas: maintaining cleanliness, personal care, catering and food preparation, and other household related tasks. The majority of these occupations receive low pay.

- Women and minority employees dominated this occupational category, as women represented 68% of all the employees and minorities represented 64% of all the employees.
- Of the employees, 44% were minority females and compared to 20% minority males.
- Black female employees had their highest level of representation, at 43%, in any occupational category.
- White males consisted of 13% of the category and white females consisted of 23% of the category, their lowest combined representation in any category.
- White employees, both male and female, were represented at rates below the labor force and the NC population. Conversely, black employees, both male and female, were represented at rates above the labor force and the NC population.



8. **Craft and Production** - These occupations are concerned with production, maintenance, and inspection. It includes occupations in farming, forestry, mechanical, inspections, and transportation.

- This occupational category is male dominated, as only 4% of the employees were female.
- White male employees had their highest level of representation, at 77%, in any occupational category. Minority males accounted for 18% of the category.
- Female employees, both white and minority, were represented at levels below the labor force and the NC population.

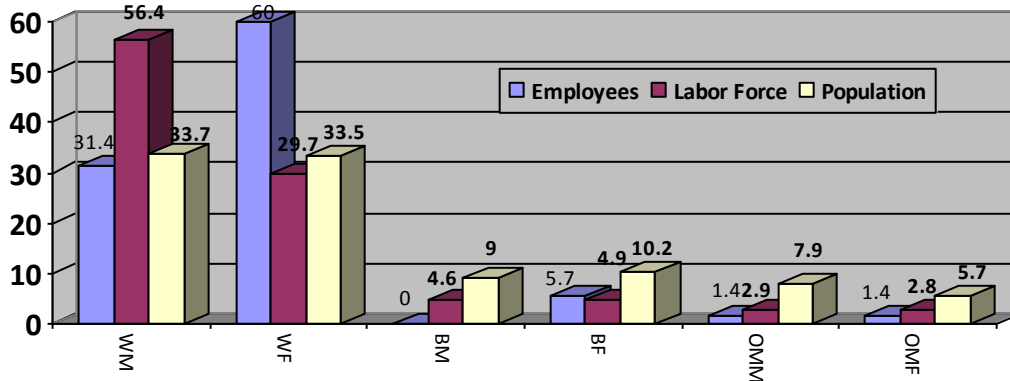


University Occupational Category Overview:

As of December 31, 2001, North Carolina State universities employed 21,498 SPA employees. In order to evaluate these employees based on similar job groupings, each position occupied by an employee is placed in one of eight occupational categories. These categories provide a more detailed level of analysis regarding the demographic representation of university employees.

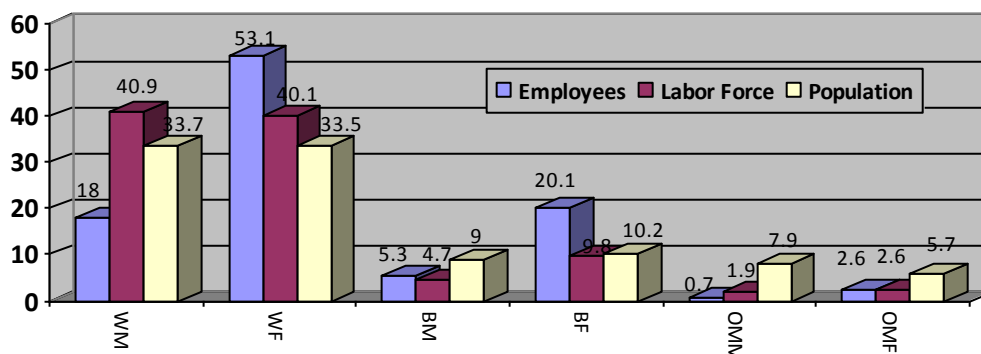
1. Officials and Administrators – Includes top and middle management concerned with achieving the overall objectives of the organization. Usually these are policy making, highly visible positions.

- Women accounted for 67% of these employees, but black females represented only 6% of the total. White females accounted for 60% of these employees, their highest representation level in any occupational category.
- White males accounted for 31% of these employees, but there were no black males represented in this occupational category.
- Overall, minorities accounted for only 9% of these employees, their lowest representation level in any occupational category. However, only 70 employees were included in this analysis.



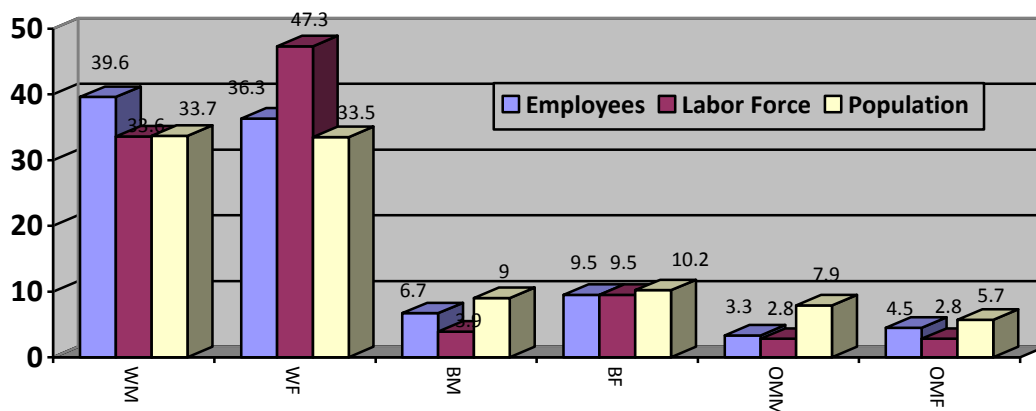
2. Management Related - Includes occupations concerned with planning and administering programs in areas such as accounting, budgeting, human resources, purchasing, inspectors, and marketing.

- Women accounted for 76% of these employees, and 23% of the female employees were minorities. This represented the second highest level of representation for female employees in any occupational category.
- Men accounted for only 24% of these employees, and only 6% of the male employees were minorities.



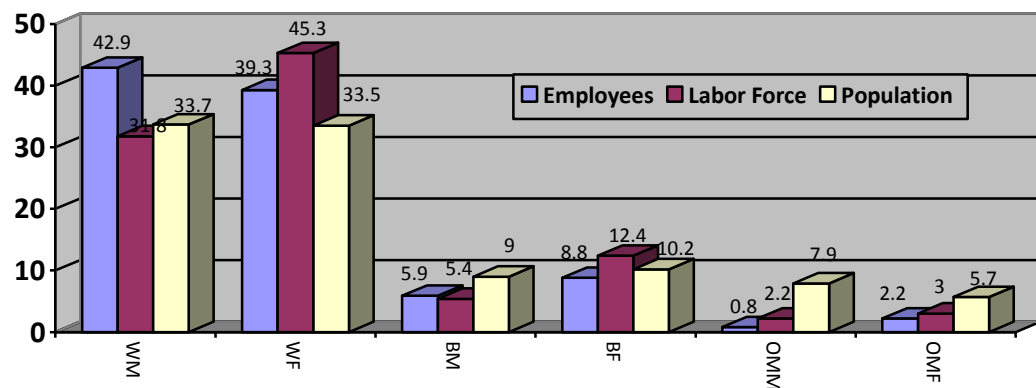
3. Professional - Includes occupations that require specialized training. These include engineers, lawyers, teachers, nurses, physicians, veterinarians, pharmacists, and librarians.

- Women accounted for 50% of these employees and men accounted for 50% of these employees. This represents the occupational category with the most even distribution of male and female employees.
- Minorities represented 24% of the employees in this category. Black males and females consisted of 16% of these employees and other minorities males and females consisted of 8% of these employees.
- White male employees were represented at levels above their labor force and the NC population.
- White female employees were represented at a level below their availability in the labor force but above their representation in the NC population.



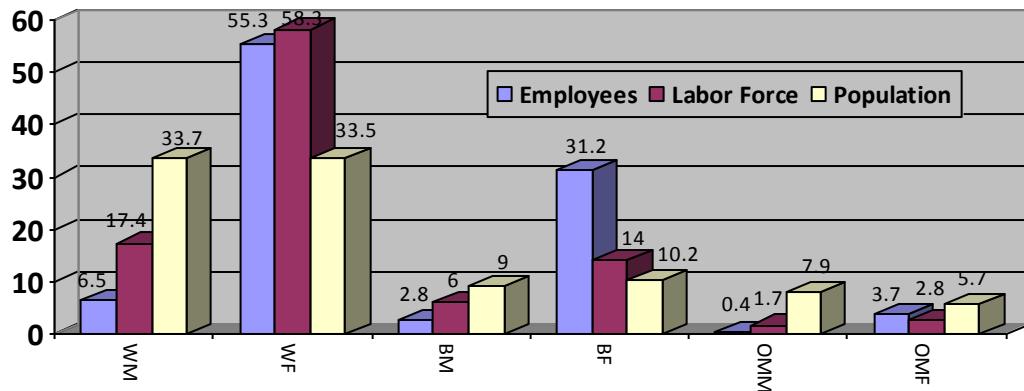
4. Technicians - These are occupations concerned with providing technical assistance in the following fields: health, engineering, science, and all remaining technicians and technologists.

- Women accounted for 50% of these employees, with 11% being minority women.
- Minorities represented 18% of these employees, 15% black employees and 3% were combined male and female other minority employees.
- The overall demographic representation in this occupational category closely mirrored that in the agency workforce.
- White male employees were represented at levels above their representation in the labor force and the NC population.



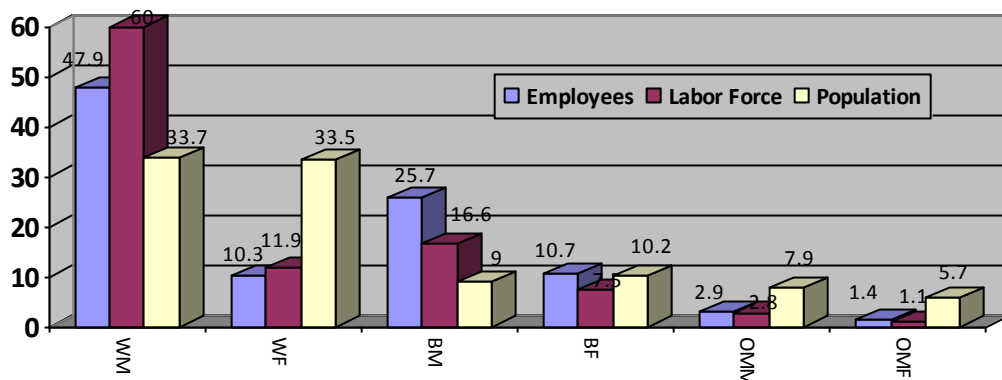
5. **Administrative Support** - These occupations are concerned with the maintenance, distribution, and organization of written communications and records as well as the operation of office machinery.

- Women represented 90% of all these employees, their highest representation level in any occupational category. Males consisted of 10% of these employees, and only 3% of the males were minorities.
- Minorities represented 38% of these employees, but 31% of this total was comprised of black females.
- White males were represented at levels below their representation in the labor force and the NC population.
- Black females were represented at levels above their representation in the labor force and the NC population. White females were represented at levels above their representation in the NC population but below the labor force.



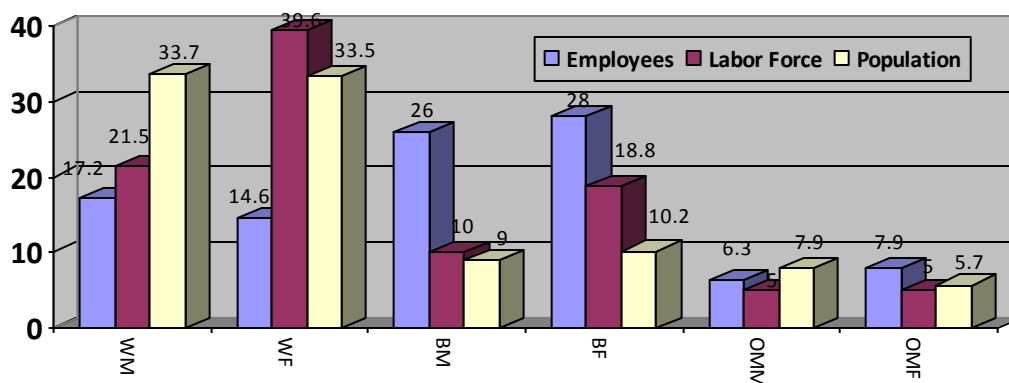
6. **Law Enforcement** - These occupations are concerned with providing protection against fire and accidents, maintaining law and order, and directing custody of prisoners in jails and reformatories.

- Unlike the agency workforce, there was a significant difference between the representation of minority males and females in this category. Minority males represented 29% of the employees and minority females represented 12% of the employees.
- Minority employees consisted of 42% of the employees, their second highest representation level in any occupational category.
- White males and females were not evenly divided, as white males consisted of 48% of the employees and white females consisted of only 10% of the employees.
- Black males had their highest level of representation, at 26%, tied with the Service category.



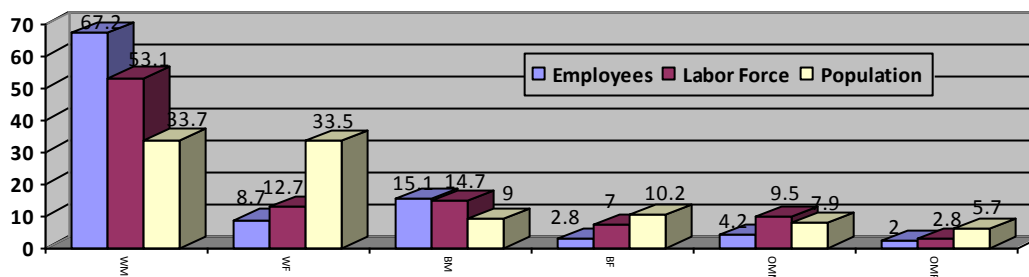
7. **Service** - These occupations are concerned with the following areas: maintaining cleanliness, personal care, catering and food preparation, and other household related tasks. The majority of these occupations receive low pay.

- Women and minority employees dominated this occupational category, as women represented 51% of all the employees and minorities represented 68% of all the employees.
- Of the employees, 36% were minority females and 32% were minority males.
- Black male employees had their highest level of representation, at 26%, equal to the Law Enforcement category.
- White employees had their lowest level of representation, comprising only 32% of all the employees in this category.
- White employees, both male and female, were employed at levels below their representation in the labor force and the NC population. Black employees, both male and female, were employed at levels above their representation in the labor force and the NC population.



8. **Craft and Production** - These occupations are concerned with production, maintenance, and inspection. It includes occupations in farming, forestry, mechanical, inspections, and transportation.

- Unlike the agency workforce, which employed only 4% female employees in this category, the university system employed 14% female employees in this category.
- White male employees had their highest level of representation, at 67%, in any occupational category. Black male employees represented 15% of the work force. Both white and black male employees were represented at levels above the NC population and the labor force.



NEW HIRE AND PROMOTION ANALYSIS:

During calendar year 2011, state agencies hired 3,744 new SPA employees. Of these new hires, 32% were white male employees, representing the largest demographic group hired. The university system hired 1,213 new employees during the same time frame. Of these new hires, 58% were female employees; including 38% white females and 15% black females.

State agencies promoted 2,143 SPA employees during calendar year 2011. Of these employees, 37% were white males and 26% were white females, accounting for 63% of all promotions. Within the university system, 405 SPA employees received a promotion during 2011. Of these employees, 45% were white females and 17% were black females. Compared to new hires in the university system, white females were promoted at a higher rate than hired and black females were promoted at a lower rate than hired.

**New Hires and Promotions by Agency and University System
Calendar Year 2011**

Transactions	New Hire – Agency	Promotion - Agency	New Hire – University	Promotion – University
White Males	1,215 32.4%	785 36.6%	359 29.6%	108 26.7%
White Females	858 22.9%	553 25.8%	466 38.4%	183 45.2%
Black Males	594 15.9%	268 12.5%	114 9.4%	24 5.9%
Black Females	849 22.7%	444 20.7%	194 16.0%	69 17.0%
Hispanic Males	48 1.3%	10 0.5%	8 0.7%	2 0.5%
Hispanic Females	42 1.1%	10 0.5%	12 1.0%	4 1.0%
Asian Males	30 0.8%	24 1.1%	17 1.4%	6 1.5%
Asian Females	32 0.9%	18 0.8%	25 2.1%	8 2.0%
American Indian Males	51 1.4%	16 0.7%	8 0.7%	0 0.0%
American Indian Females	25 0.7%	15 0.7%	10 0.8%	1 0.2%
TOTAL	3,744	2,143	1,213	405

(Totals subject to +/- .03% due to rounding equivalencies)
For agency figures, ethnicity unknown percentages not included.

EEO PLAN COMPONENTS:

Pursuant to G.S. 126-19, all state agencies and universities are required to submit an Equal Employment Opportunity (EEO) plan to the Office of State Personnel by March 1st of each year. These plans are to be reviewed for EEO program components which include policy statements, program initiatives as well as data review. After the plans are reviewed to ensure compliance with established standards, agencies and universities are notified of their approval and a report is to be submitted to the State Personnel Commission and the NC General Assembly detailing the status of all EEO plans.

The EEO plans are required to include the following elements:

- NC Policy Statement
- Agency or University Policy Statement
- Responsibility and Accountability
- Dissemination of EEO Policy and Plan (Internal and External)
- Workforce Analysis including establishment of Employment Objectives
- Program Activities
 - Recruitment
 - Selection and Hiring
 - Job Structuring (Optional)
 - Discipline
 - Reduction-In-Force
 - Training and Development (Employee and Management)
 - Upward Mobility/Promotion
 - Performance Appraisal
 - Transfer and/or Separation
 - Compensation and Benefits
 - Program Evaluation
 - Evaluation and Reporting
 - Grievance Procedures

Employment Objective Overview:

This is a review of the achievement of objectives established in agency and university EEO Plans.

Agencies: All required North Carolina state agencies submitted an EEO Plan for the 2012 planning cycle. Of the 29 state agencies submitting EEO Plans, 25 agencies or 86.2% established employment objectives. The agencies that did not establish employment objectives cited concerns related to the Reduction-in-Force (RIF) and limitations on hiring due to budgetary constraints. Overall, these employment objectives were established in all eight of the occupational categories, although not all agencies established objectives in each of the eight occupational categories. During the 2011 EEO planning cycle, 5 agencies did not establish goals. Of those that did establish objectives, 20 or 83.3% were able to fully or partially achieve their employment objectives.

Universities: All 17 institutions within the University of North Carolina (UNC) system, as well as UNC General Administration, submitted an EEO Plan for the 2012 planning cycle. Of the 18 entities submitting EEO Plans, 14 universities and UNC General Administration or 83.3% established employment objectives. During the 2011 EEO planning cycle, one university did not establish goals. Of those that did establish objectives, 14 or 77.7% were able to fully or partially achieve their employment objectives.

In addition to the EEO plan, the Office of State Personnel also reviews each agency and university Unlawful Workplace Harassment Prevention plan.

2011 EEO PLAN STATUS:

All agencies and universities submitted Equal Employment Opportunity (EEO) plans for 2011. These plans met the EEO Plan and Program Policy approved by the State Personnel Commission (effective December 1995).

Agency, University, or Board and Commission	Approved EEO Plan	Agency, University, or Board and Commission	Approved EEO Plan	Agency, University, or Board and Commission	Approved EEO Plan
Agencies - data as of 12/31/11		Agencies, continued		Universities, continued	
Administration	Yes	State Controller	Yes	UNC-Charlotte	Yes
Administrative Hearings	Yes	State Personnel	Yes	UNC-General Administration	Yes
Agriculture & Consumer Service	Yes	State Treasurer	Yes	UNC-Greensboro	Yes
Commerce	Yes	Transportation	Yes	UNC-Pembroke	Yes
Community Colleges	Yes	UNC Healthcare	Yes	UNC-Wilmington	Yes
Public Safety	Yes	Wildlife Resource Commission	Yes	Western Carolina University	Yes
Cultural Resources	Yes			Winston-Salem State University	Yes
Environment & Nat. Resources	Yes	Universities - data as of 9/30/11			
Health and Human Services	Yes			Boards and Commissions – data as of 12/31/11	
Insurance	Yes	Appalachian State University	Yes		
ITS (Info. Tech. Services)	Yes	East Carolina University	Yes	Board of Cosmetic Arts	Yes
Justice	Yes	Elizabeth City State University	Yes	Board of Elections	Yes
Labor	Yes	Fayetteville State University	Yes	NC Education Lottery Commission	Yes
Lt. Governor, Office of the	Policy	N.C. School of Science & Math	Yes	Banking Commission	Yes
N.C. Housing Finance	Yes	North Carolina A&T University	Yes		
Public Instruction	Yes	North Carolina Central University	Yes		
Revenue	Yes	North Carolina School of the Arts	Yes		
Secretary of State	Yes	North Carolina State University	Yes		
State Auditor	Yes	UNC-Asheville	Yes		
State Budget, Planning, and Management	Yes	UNC-Chapel Hill	Yes		

THIS PAGE LEFT INTENTIONALLY BLANK.

North Carolina State Government: Equal Employment Opportunity

2011 Status Report



Department Summary

Staffing Report

Agency Totals

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	567	417	82	124	4	2	9	3	2	5	2	1217	231	551	16
% Represented	46.6%	34.3%	6.7%	10.2%	0.3%	0.2%	0.7%	0.2%	0.2%	0.4%	0.2%	100.0%	19.0%	45.3%	1.3%
New Hires	13	21	4	6	1	0	0	0	1	0	1	47	12	27	0
% Represented	27.7%	44.7%	8.5%	12.8%	2.1%	0.0%	0.0%	0.0%	2.1%	0.0%	2.1%	100.0%	25.5%	57.4%	0.0%
Promotions	49	28	8	19	0	0	3	0	1	2	0	110	33	49	1
% Represented	44.5%	25.5%	7.3%	17.3%	0.0%	0.0%	2.7%	0.0%	0.9%	1.8%	0.0%	100.0%	30.0%	44.5%	0.9%
MANAGEMENT RELATED															
Employees	1543	2040	406	992	34	42	27	52	21	23	6	5186	1597	3149	132
% Represented	29.8%	39.3%	7.8%	19.1%	0.7%	0.8%	0.5%	1.0%	0.4%	0.4%	0.1%	100.0%	30.8%	60.7%	2.5%
New Hires	49	66	10	33	3	1	4	2	1	2	3	174	56	104	0
% Represented	28.2%	37.9%	5.7%	19.0%	1.7%	0.6%	2.3%	1.1%	0.6%	1.1%	1.7%	100.0%	32.2%	59.8%	0.0%
Promotions	45	91	22	54	2	3	0	3	2	0	1	223	86	151	9
% Represented	20.2%	40.8%	9.9%	24.2%	0.9%	1.3%	0.0%	1.3%	0.9%	0.0%	0.4%	100.0%	38.6%	67.7%	4.0%
PROFESSIONALS															
Employees	6111	6709	1502	2983	97	107	319	245	71	77	22	18243	5401	10121	330
% Represented	33.5%	36.8%	8.2%	16.4%	0.5%	0.6%	1.7%	1.3%	0.4%	0.4%	0.1%	100.0%	29.6%	55.5%	1.8%
New Hires	194	395	81	174	8	14	22	16	2	4	6	916	321	603	8
% Represented	21.2%	43.1%	8.8%	19.0%	0.9%	1.5%	2.4%	1.7%	0.2%	0.4%	0.7%	100.0%	35.0%	65.8%	0.9%
Promotions	173	205	78	130	2	4	16	11	4	2	0	625	247	352	5
% Represented	27.7%	32.8%	12.5%	20.8%	0.3%	0.6%	2.6%	1.8%	0.6%	0.3%	0.0%	100.0%	39.5%	56.3%	0.8%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1688	522	320	201	19	7	25	26	36	5	5	2854	639	761	59
% Represented	59.1%	18.3%	11.2%	7.0%	0.7%	0.2%	0.9%	0.9%	1.3%	0.2%	0.2%	100.0%	22.4%	26.7%	2.1%
New Hires	26	37	15	18	1	1	0	4	1	2	1	106	42	62	1
% Represented	24.5%	34.9%	14.2%	17.0%	0.9%	0.9%	0.0%	3.8%	0.9%	1.9%	0.9%	100.0%	39.6%	58.5%	0.9%
Promotions	40	12	6	5	0	1	0	0	2	1	0	67	15	19	3
% Represented	59.7%	17.9%	9.0%	7.5%	0.0%	1.5%	0.0%	0.0%	3.0%	1.5%	0.0%	100.0%	22.4%	28.4%	4.5%
ADMINISTRATIVE SUPPORT															
Employees	720	4554	328	2427	20	76	12	63	6	76	13	8295	3008	7196	168
% Represented	8.7%	54.9%	4.0%	29.3%	0.2%	0.9%	0.1%	0.8%	0.1%	0.9%	0.2%	100.0%	36.3%	86.8%	2.0%
New Hires	18	53	9	35	2	5	0	4	0	1	3	130	56	98	3
% Represented	13.8%	40.8%	6.9%	26.9%	1.5%	3.8%	0.0%	3.1%	0.0%	0.8%	2.3%	100.0%	43.1%	75.4%	2.3%
Promotions	27	110	6	65	1	2	0	1	0	5	0	217	80	183	2
% Represented	12.4%	50.7%	2.8%	30.0%	0.5%	0.9%	0.0%	0.5%	0.0%	2.3%	0.0%	100.0%	36.9%	84.3%	0.9%
PROTECTIVE SERVICES															
Employees	7706	1423	2982	2469	130	63	45	13	290	111	4	15236	6103	4079	255
% Represented	50.6%	9.3%	19.6%	16.2%	0.9%	0.4%	0.3%	0.1%	1.9%	0.7%	0.0%	100.0%	40.1%	26.8%	1.7%
New Hires	700	142	363	376	27	15	2	2	44	15	2	1688	844	550	24
% Represented	41.5%	8.4%	21.5%	22.3%	1.6%	0.9%	0.1%	0.1%	2.6%	0.9%	0.1%	100.0%	50.0%	32.6%	1.4%
Promotions	267	48	93	61	3	0	0	0	5	5	0	482	167	114	0
% Represented	55.4%	10.0%	19.3%	12.7%	0.6%	0.0%	0.0%	0.0%	1.0%	1.0%	0.0%	100.0%	34.6%	23.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Agency Totals

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	874	1607	1297	2942	22	41	19	36	6	17	7	6868	4380	4643	152
% Represented	12.7%	23.4%	18.9%	42.8%	0.3%	0.6%	0.3%	0.5%	0.1%	0.2%	0.1%	100.0%	63.8%	67.6%	2.2%
New Hires	75	136	87	204	3	6	2	4	1	1	3	522	308	351	2
% Represented	14.4%	26.1%	16.7%	39.1%	0.6%	1.1%	0.4%	0.8%	0.2%	0.2%	0.6%	100.0%	59.0%	67.2%	0.4%
Promotions	42	51	46	106	1	0	3	3	0	0	2	254	159	160	6
% Represented	16.5%	20.1%	18.1%	41.7%	0.4%	0.0%	1.2%	1.2%	0.0%	0.0%	0.8%	100.0%	62.6%	63.0%	2.4%
SKILLED CRAFT															
Employees	6521	257	1223	75	78	7	28	4	195	9	32	8429	1619	352	140
% Represented	77.4%	3.0%	14.5%	0.9%	0.9%	0.1%	0.3%	0.0%	2.3%	0.1%	0.4%	100.0%	19.2%	4.2%	140.0%
New Hires	140	8	25	3	3	0	0	0	1	0	11	191	32	11	0
% Represented	73.3%	4.2%	13.1%	1.6%	1.6%	0.0%	0.0%	0.0%	0.5%	0.0%	5.8%	100.0%	16.8%	5.8%	0.0%
Promotions	142	8	9	4	1	0	2	0	2	0	0	168	18	12	1
% Represented	84.5%	4.8%	5.4%	2.4%	0.6%	0.0%	1.2%	0.0%	1.2%	0.0%	0.0%	100.0%	10.7%	7.1%	0.6%
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	25730	17529	8140	12213	404	345	484	442	627	323	91	66328	22978	30852	1252
% Represented	38.8%	26.4%	12.3%	18.4%	0.6%	0.5%	0.7%	0.7%	0.9%	0.5%	0.1%	100.0%	34.6%	46.5%	1.9%
New Hires	1215	858	594	849	48	42	30	32	51	25	30	3774	1671	1806	38
% Represented	32.2%	22.7%	15.7%	22.5%	1.3%	1.1%	0.8%	0.8%	1.4%	0.7%	0.8%	100.0%	44.3%	47.9%	1.0%
Promotions	785	553	268	444	10	10	24	18	16	15	3	2146	805	1040	27
% Represented	36.6%	25.8%	12.5%	20.7%	0.5%	0.5%	1.1%	0.8%	0.7%	0.7%	0.1%	100.0%	37.5%	48.5%	1.3%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Agency Totals

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	167	284	237	375	14	14	15	8	2	2	2	1120	667	683	36
% Represented	14.9%	25.4%	21.2%	33.5%	1.3%	1.3%	1.3%	0.7%	0.2%	0.2%	0.2%	100.0%	59.6%	61.0%	3.2%
Average Salary	24636	24345	24769	24754	24297	23487	23892	22971	23222	24231	24202	24585	24676	24535	25360
GR 55-59															
Employees	979	3433	984	3244	24	50	18	57	8	49	13	8859	4434	6833	168
% Represented	11.1%	38.8%	11.1%	36.6%	0.3%	0.6%	0.2%	0.6%	0.1%	0.6%	0.1%	100.0%	50.1%	77.1%	1.9%
Average Salary	27424	29092	26832	27475	27573	27410	27139	27307	28010	29328	26664	28032	27349	28296	28647
GR 60-64															
Employees	6794	3357	3475	4084	132	103	43	35	245	141	9	18418	8258	7720	353
% Represented	36.9%	18.2%	18.9%	22.2%	0.7%	0.6%	0.2%	0.2%	1.3%	0.8%	0.0%	100.0%	44.8%	41.9%	1.9%
Average Salary	31081	32832	30753	30997	30276	31316	30305	32505	30351	30787	31054	31300	30856	31803	31330
GR 65-69															
Employees	4338	2834	1090	1707	72	68	32	46	99	56	13	10355	3170	4711	236
% Represented	41.9%	27.4%	10.5%	16.5%	0.7%	0.7%	0.3%	0.4%	1.0%	0.5%	0.1%	100.0%	30.6%	45.5%	2.3%
Average Salary	42579	39800	40248	38828	39652	37345	39063	38218	43391	38969	35283	40849	39434	39434	40462
GR 70-74															
Employees	2287	2309	371	759	31	33	33	42	32	26	5	5928	1327	3169	95
% Represented	38.6%	39.0%	6.3%	12.8%	0.5%	0.6%	0.6%	0.7%	0.5%	0.4%	0.1%	100.0%	22.4%	53.5%	1.6%
Average Salary	52162	50433	50991	49009	48264	47962	49159	49500	53777	51346	54937	50940	49700	50070	53258
GR 75-79															
Employees	746	665	99	183	7	7	10	9	6	10	3	1745	331	874	33
% Represented	42.8%	38.1%	5.7%	10.5%	0.4%	0.4%	0.6%	0.5%	0.3%	0.6%	0.2%	100.0%	19.0%	50.1%	1.9%
Average Salary	67213	67280	66402	65850	62264	62973	68463	68991	65466	66314	57389	67001	66050	66953	67129
GR 80-84															
Employees	222	168	17	48	0	2	6	1	1	0	0	465	75	219	3
% Represented	47.7%	36.1%	3.7%	10.3%	0.0%	0.4%	1.3%	0.2%	0.2%	0.0%	0.0%	100.0%	16.1%	47.1%	0.6%
Average Salary	86457	81872	80885	82621	0	77198	82541	92098	73896	0	0	84096	82086	82040	85504
GR 85+															
Employees	140	96	10	24	0	2	1	4	0	0	0	277	41	126	2
% Represented	50.5%	34.7%	3.6%	8.7%	0.0%	0.7%	0.4%	1.4%	0.0%	0.0%	0.0%	100.0%	14.8%	45.5%	0.7%
Average Salary	99461	96564	99986	92990	0	85140	102322	82234	0	0	0	97573	93492	95247	95984
T-Grade															
Employees	461	421	122	264	6	3	5	2	3	5	1	1293	410	695	34
% Represented	35.7%	32.6%	9.4%	20.4%	0.5%	0.2%	0.4%	0.2%	0.2%	0.4%	0.1%	100.0%	31.7%	53.8%	2.6%
Average Salary	54141	54810	48848	44247	65773	54400	49618	43030	55445	47136	33286	51819	46182	50707	36118
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Agency Totals

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR EG															
Employees	1	3	0	1	1	0	0	0	0	0	0	6	2	4	0
% Represented	16.7%	50.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Average Salary	37020	55525	0	71000	44358	0	0	0	0	0	0	53159	57679	59394	0
GR MG															
Employees	119	71	24	17	1	1	27	15	1	1	1	278	87	105	8
% Represented	42.8%	25.5%	8.6%	6.1%	0.4%	0.4%	9.7%	5.4%	0.4%	0.4%	0.4%	100.0%	31.3%	37.8%	2.9%
Average Salary	165718	157123	156522	151653	118677	118017	165765	171081	129800	104596	190000	161560	159168	157359	142895
Flat Rate															
Employees	10	15	2	3	0	0	0	1	0	0	0	31	6	19	0
% Represented	32.3%	48.4%	6.5%	9.7%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	100.0%	19.4%	61.3%	0.0%
Average Salary	121936	98877	98350	126447	0	0	0	61764	0	0	0	107752	106301	101277	0
Banded															
Employees	9466	3873	1709	1504	116	62	294	222	230	33	44	17553	4170	5694	284
% Represented	53.9%	22.1%	9.7%	8.6%	0.7%	0.4%	1.7%	1.3%	1.3%	0.2%	0.3%	100.0%	23.8%	32.4%	1.6%
Average Salary	49658	55561	42543	50635	47961	47675	67353	63008	40491	44154	39341	50642	48429	54391	49719
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Administration

The Department of Administration was created in 1957 and charged with the responsibility of acting as manager of the state's internal operations. In this role, the Department of Administration ensures that taxpayers' dollars are used wisely by pursuing efficient and effective policies that improve management and increase productivity throughout state government.

EEO Analysis:

2011 EEO Accomplishments:

In 2011 the Department of Administration established employment objectives in the following occupational categories: Management Related, Professional, Administrative Support and Skilled Craft. The employment objectives established in the Management Related occupational categories were met. The employment objectives established in the Professional and Administrative Support were partially met. The employment objectives established in the Skilled Craft occupational category and were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials and Administrators						
Management Related						
Professional Specialty						
Administrative Support Services	1					
Skilled Craft		1				
Total	1	1				

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Administration

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	2	2	0	0	0	0	0	0	0	0	0	4	0	2	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
MANAGEMENT RELATED															
Employees	51	17	13	11	0	1	2	1	2	2	0	100	32	32	4
% Represented	51.0%	17.0%	13.0%	11.0%	0.0%	1.0%	2.0%	1.0%	2.0%	2.0%	0.0%	100.0%	32.0%	32.0%	4.0%
New Hires	2	0	0	1	0	0	0	0	0	0	0	3	1	1	0
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
Promotions	0	1	1	0	0	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
PROFESSIONALS															
Employees	49	11	2	6	1	0	1	0	1	1	0	72	12	18	1
% Represented	68.1%	15.3%	2.8%	8.3%	1.4%	0.0%	1.4%	0.0%	1.4%	1.4%	0.0%	100.0%	16.7%	25.0%	1.4%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	6	1	0	0	1	0	0	0	0	0	0	8	1	1	0
% Represented	75.0%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	12.5%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	28	70	34	67	2	2	0	2	1	6	1	213	114	147	5
% Represented	13.1%	32.9%	16.0%	31.5%	0.9%	0.9%	0.0%	0.9%	0.5%	2.8%	0.5%	100.0%	53.5%	69.0%	2.3%
New Hires	2	0	2	1	0	0	0	0	0	0	0	5	3	1	0
% Represented	40.0%	0.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	20.0%	0.0%
Promotions	0	2	0	0	0	1	0	0	0	0	0	3	1	3	0
% Represented	0.0%	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Administration

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	12	2	17	9	0	4	0	0	0		0	44	30	15	1
% Represented	27.3%	4.5%	38.6%	20.5%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	68.2%	34.1%	2.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	91	1	25	1	0	0	0	0	1	0	0	119	27	2	3
% Represented	76.5%	0.8%	21.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	22.7%	1.7%	2.5%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	240	104	91	94	4	7	3	3	5	9	1	561	216	217	14
% Represented	42.8%	18.5%	16.2%	16.8%	0.7%	1.2%	0.5%	0.5%	0.9%	1.6%	0.2%	100.0%	38.5%	38.7%	2.5%
New Hires	8	0	2	2	0	0	0	0	0	0	0	12	4	2	0
% Represented	66.7%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	16.7%	0.0%
Promotions	2	4	1	0	0	1	0	0	0	0	0	8	2	5	0
% Represented	25.0%	50.0%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	62.5%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Administration

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	1	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Average Salary	0	0	0	0	26500	0	0	0	0	0	0	26500	26500	0	0
GR 55-59															
Employees	16	39	25	46	1	1	0	1	0	1	1	131	75	88	3
% Represented	12.2%	29.8%	19.1%	35.1%	0.8%	0.8%	0.0%	0.8%	0.0%	0.8%	0.8%	100.0%	57.3%	67.2%	2.3%
Average Salary	27230	30118	27886	28589	28169	32500	0	26000	0	34109	26562	28778	28440	29313	28342
GR 60-64															
Employees	8	20	11	9	0	0	0	1	0	3	0	52	24	33	1
% Represented	15.4%	38.5%	21.2%	17.3%	0.0%	0.0%	0.0%	1.9%	0.0%	5.8%	0.0%	100.0%	46.2%	63.5%	1.9%
Average Salary	33229	36396	36245	34527	0	0	0	37202	0	34855	0	35480	35467	35770	39500
GR 65-69															
Employees	38	8	5	5	0	0	0	1	2	0	0	59	13	14	5
% Represented	64.4%	13.6%	8.5%	8.5%	0.0%	0.0%	0.0%	1.7%	3.4%	0.0%	0.0%	100.0%	22.0%	23.7%	8.5%
Average Salary	41054	40809	38415	40185	0	0	0	39974	39232	0	0	40643	39341	40527	38595
GR 70-74															
Employees	16	7	9	14	0	2	2	0	1	3	0	54	31	26	0
% Represented	29.6%	13.0%	16.7%	25.9%	0.0%	3.7%	3.7%	0.0%	1.9%	5.6%	0.0%	100.0%	57.4%	48.1%	0.0%
Average Salary	51000	49992	46512	47167	0	38174	47136	0	44899	45550	0	48094	46165	47050	0
GR 75-79															
Employees	16	13	3	5	0	0	0	0	0	0	0	37	8	18	0
% Represented	43.2%	35.1%	8.1%	13.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.6%	48.6%	0.0%
Average Salary	65906	58349	59136	60474	0	0	0	0	0	0	0	61968	59972	58939	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	3	1	0	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
Average Salary	69379	73833	0	0	0	0	0	0	0	0	0	70493	65074	73833	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Administration

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	143	16	38	15	2	4	1	0	2	2	0	223	64	37	5
% Represented	64.1%	7.2%	17.0%	6.7%	0.9%	1.8%	0.4%	0.0%	0.9%	0.9%	0.0%	100.0%	28.7%	16.6%	2.2%
Average Salary	49383	54822	32479	35176	52983	23536	90248	0	48465	45071	0	45642	34989	42948	45000
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	240	104	91	94	4	7	3	3	5	9	1	561	216	217	14

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Office of Administrative Hearings

The Office of Administrative Hearings, though a member of the judicial branch of government, is an independent agency equivalent to a principal department of state government. During the 1985 Legislative Session, the General Assembly rewrote the State Administrative Procedures Act. This act is intended to safeguard citizens' interests by establishing for most state administrative agencies uniform procedures for adopting rules, hearing and deciding contested cases before the agencies, and judicially reviewing agency decisions. The Office of Administrative Hearings is charged with the responsibility of implementing the provision of the Act. The action of the General Assembly in 1985 reflected the legislative opinion that state administrative agencies too often had exceeded the powers given them by the General Assembly. Thus the General Assembly sought to curtail agency powers substantially and placed the exercise of those powers under closer scrutiny.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Office of Administrative Hearings established employment objectives in the occupational categories Officials and Administrators, Management Related, Professional and Administrative Support. In the occupational categories of Officials and Administrators, Management Related, Professional and Administrative Support the objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	DISB
Officials and Administrators	1						
Management Related	1						1
Professional Specialty				1	1	1	1
Administrative Support	1				1		
TOTAL	3			1	2	1	2

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Administrative Hearings

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	1	0	0	0	0	0	0	1	0	0	2	1	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	0	4	2	2	0	0	0	0	0	0	0	8	4	6	0
% Represented	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	9	5	1	1	0	0	0	0	0	0	0	16	2	6	1
% Represented	56.3%	31.3%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	37.5%	6.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	8	1	5	0	0	0	0	0	0	0	14	6	13	0
% Represented	0.0%	57.1%	7.1%	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	92.9%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Administrative Hearings

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	9	18	4	8	0	0	0	0	1	0	0	40	13	26	1
% Represented	22.5%	45.0%	10.0%	20.0%	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	100.0%	32.5%	65.0%	2.5%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Administrative Hearings

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	1	0	1	0	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Average Salary	0	30400	0	30400	0	0	0	0	0	0	0	30400	30400	30400	0
GR 60-64															
Employees	0	3	1	2	0	0	0	0	0	0	0	6	3	5	0
% Represented	0.0%	50.0%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	83.3%	0.0%
Average Salary	0	36483	35576	29025	0	0	0	0	0	0	0	33846	31209	33500	0
GR 65-69															
Employees	0	5	0	3	0	0	0	0	0	0	0	8	3	8	0
% Represented	0.0%	62.5%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	37.5%	100.0%	0.0%
Average Salary	0	41567	0	41211	0	0	0	0	0	0	0	41433	41211	41433	0
GR 70-74															
Employees	0	4	2	1	0	0	0	0	0	0	0	7	3	5	0
% Represented	0.0%	57.1%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	71.4%	0.0%
Average Salary	0	55796	55546	49174	0	0	0	0	0	0	0	54779	53422	54472	0
GR 75-79															
Employees	0	1	0	1	0	0	0	0	1	0	0	3	2	2	0
% Represented	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	100.0%	66.7%	66.7%	0.0%
Average Salary	0	75008	0	63097	0	0	0	0	75008	0	0	71038	69053	69053	0
GR 80-84															
Employees	3	1	0	0	0	0	0	0	0	0	0	4	0	1	1
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	25.0%
Average Salary	93584	97278	0	0	0	0	0	0	0	0	0	94508	0	97278	83381
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	5	2	1	0	0	0	0	0	0	0	0	8	1	2	0
% Represented	62.5%	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	25.0%	0.0%
Average Salary	99530	98436	98436	0	0	0	0	0	0	0	0	99120	98436	98436	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Administrative Hearings

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	63426	64787	0	0	0	0	0	0	0	0	0	64107	0	64787	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	9	18	4	8	0	0	0	0	1	0	0	40	13	26	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Agriculture and Consumer Services

In response to the agricultural devastation created by the Civil War, the General Assembly established the foundation for the establishment of the Department of Agriculture (name amended in 1997) in the 1868 constitution. Today, the Department of Agriculture and Consumer Services, headed by the elected Commissioner of Agriculture, is responsible for programs and policies concerning agronomics; animal health; food distribution; weights and measures; gas and oil inspections; crop and livestock statistics; aquaculture; food, drug, and commodity testing; marketing; commodity grading; state farmers market; seed and fertilizer inspections; plant protection; natural resources; pesticides, and structural pests. Other responsibilities include operating 15 research stations and three farms; the State Fair; and the Maritime Museum in Beaufort.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Agriculture and Consumer Services established employment objectives in all of the occupational categories except Law Enforcement. The employment objectives established in the Professional, Technical Administrative Support, Service, and Skilled Craft and occupational categories were partially met. The employment objectives established in the Officials and Administrators and Management related occupational categories were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials and Administrators		1	1			
Management Related		3		1		1
Professional	1	12	6	5	2	1
Technical	7	2	2	1	1	
Administrative Support	8	2	4		2	
Service	1	1		1		
Protective Service		2	3	2	2	1
Skilled Craft	1	27	14	11	14	3
TOTAL	18	50	30	21	21	6

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Agriculture and Consumer Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	39	14	0	1	0	0	0	0	0	0	0	54	1	15	0
% Represented	72.2%	25.9%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	1.9%	27.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	33	25	3	6	1	0	1	2	0	0	0	71	13	33	1
% Represented	46.5%	35.2%	4.2%	8.5%	1.4%	0.0%	1.4%	2.8%	0.0%	0.0%	0.0%	100.0%	18.3%	46.5%	1.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	1	0	0	0	0	0	1	0	0	0	3	1	2	0
% Represented	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
PROFESSIONALS															
Employees	247	93	9	3	3	1	15	9	2	0	0	382	42	106	6
% Represented	64.7%	24.3%	2.4%	0.8%	0.8%	0.3%	3.9%	2.4%	0.5%	0.0%	0.0%	100.0%	11.0%	27.7%	1.6%
New Hires	6	1	0	0	1	0	0	1	0	0	1	10	2	2	0
% Represented	60.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	10.0%	100.0%	20.0%	20.0%	0.0%
Promotions	10	3	1	1	1	0	1	2	0	0	0	19	6	6	0
% Represented	52.6%	15.8%	5.3%	5.3%	5.3%	0.0%	5.3%	10.5%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	69	49	3	9	2	0	2	9	1	0	0	144	26	67	5
% Represented	47.9%	34.0%	2.1%	6.3%	1.4%	0.0%	1.4%	6.3%	0.7%	0.0%	0.0%	100.0%	18.1%	46.5%	3.5%
New Hires	3	9	0	0	0	0	0	2	0	0	0	14	2	11	1
% Represented	21.4%	64.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	100.0%	14.3%	78.6%	7.1%
Promotions	1	3	1	1	0	0	0	0	0	0	0	6	2	4	1
% Represented	16.7%	50.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	16.7%
ADMINISTRATIVE SUPPORT															
Employees	41	178	10	34	0	1	0	2	0	4	4	274	51	219	6
% Represented	15.0%	65.0%	3.6%	12.4%	0.0%	0.4%	0.0%	0.7%	0.0%	1.5%	1.5%	100.0%	18.6%	79.9%	2.2%
New Hires	2	1	0	1	0	0	0	0	0	0	0	4	1	2	0
% Represented	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
Promotions	2	5	0	1	0	0	0	0	0	0	0	8	1	6	0
% Represented	25.0%	62.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	75.0%	0.0%
PROTECTIVE SERVICES															
Employees	102	0	10	0	0	0	0	0	0	0	1	113	10	0	3
% Represented	90.3%	0.0%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	100.0%	8.8%	0.0%	2.7%
New Hires	1	0	0	0	0	0	0	0	0	0	1	2	0	0	0
% Represented	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Agriculture and Consumer Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	25	20	2	4	0	1	1	2	1	0	0	56	11	27	1
% Represented	44.6%	35.7%	3.6%	7.1%	0.0%	1.8%	1.8%	3.6%	1.8%	0.0%	0.0%	100.0%	19.6%	48.2%	1.8%
New Hires	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Promotions	2	1	0	1	0	0	1	1	0	0	0	6	3	3	0
% Represented	33.3%	16.7%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
SKILLED CRAFT															
Employees	704	65	39	8	15	2	14	1	7	0	6	861	86	76	8
% Represented	81.8%	7.5%	4.5%	0.9%	1.7%	0.2%	1.6%	0.1%	0.8%	0.0%	0.7%	100.0%	10.0%	8.8%	0.9%
New Hires	25	3	3	1	0	0	0	0	0	0	3	35	4	4	0
% Represented	71.4%	8.6%	8.6%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.6%	1	11.4%	11.4%	0.0%
Promotions	12	2	3	1	1	0	2	0	1	0	0	22	8	3	1
% Represented	54.5%	9.1%	13.6%	4.5%	4.5%	0.0%	9.1%	0.0%	4.5%	0.0%	0.0%	1	36.4%	13.6%	4.5%
NOT ASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%
Overall Results															
Employees	1260	444	76	65	21	5	33	25	11	4	11	1955	240	543	30
% Represented	64.5%	22.7%	3.9%	3.3%	1.1%	0.3%	1.7%	1.3%	0.6%	0.2%	0.6%	100.0%	12.3%	27.8%	1.5%
New Hires	38	16	3	2	1	0	0	3	0	0	5	68	9	21	1
% Represented	55.9%	23.5%	4.4%	2.9%	1.5%	0.0%	0.0%	4.4%	0.0%	0.0%	7.4%	100.0%	13.2%	30.9%	1.5%
Promotions	31	15	5	5	2	0	4	4	1	0	0	67	21	24	2
% Represented	46.3%	22.4%	7.5%	7.5%	3.0%	0.0%	6.0%	6.0%	1.5%	0.0%	0.0%	100.0%	31.3%	35.8%	3.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Agriculture and Consumer Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	4	1	0	2	5	0	10	0	1	0	1	24	18	3	0
% Represented	16.7%	4.2%	0.0%	8.3%	20.8%	0.0%	41.7%	0.0%	4.2%	0.0%	4.2%	100.0%	75.0%	12.5%	0.0%
Average Salary	25501	22915	0	28290	23771	0	23664	0	23222	0	24500	24363	24183	26498	0
GR 55-59															
Employees	63	78	16	16	1	2	2	0	1	3	1	183	41	99	8
% Represented	34.4%	42.6%	8.7%	8.7%	0.5%	1.1%	1.1%	0.0%	0.5%	1.6%	0.5%	100.0%	22.4%	54.1%	4.4%
Average Salary	28170	30899	29353	29804	30419	27324	27907	0	28366	28945	27000	29773	29332	30555	28384
GR 60-64															
Employees	394	128	30	23	6	0	2	4	4	1	3	595	70	156	5
% Represented	66.2%	21.5%	5.0%	3.9%	1.0%	0.0%	0.3%	0.7%	0.7%	0.2%	0.5%	100.0%	11.8%	26.2%	0.8%
Average Salary	33565	35071	33410	34031	31885	0	30544	33536	33075	35698	30543	33857	33422	34882	37318
GR 65-69															
Employees	349	99	11	13	3	2	4	15	3	0	4	503	51	129	6
% Represented	69.4%	19.7%	2.2%	2.6%	0.6%	0.4%	0.8%	3.0%	0.6%	0.0%	0.8%	100.0%	10.1%	25.6%	1.2%
Average Salary	40686	39780	40385	40973	37818	40738	35804	38945	40137	0	33915	40343	39600	39811	38175
GR 70-74															
Employees	188	59	8	6	3	0	8	3	1	0	0	276	29	68	6
% Represented	68.1%	21.4%	2.9%	2.2%	1.1%	0.0%	2.9%	1.1%	0.4%	0.0%	0.0%	100.0%	10.5%	24.6%	2.2%
Average Salary	50818	49058	55222	50290	52859	0	50024	45158	57835	0	0	50521	51572	48995	50910
GR 75-79															
Employees	43	15	1	1	1	0	1	1	0	0	0	63	5	17	1
% Represented	68.3%	23.8%	1.6%	1.6%	1.6%	0.0%	1.6%	1.6%	0.0%	0.0%	0.0%	100.0%	7.9%	27.0%	1.6%
Average Salary	65661	60698	56021	57723	52599	0	63133	51087	0	0	0	63722	56113	59958	71778
GR 80-84															
Employees	33	16	0	1	0	0	0	0	0	0	0	50	1	17	0
% Represented	66.0%	32.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.0%	34.0%	0.0%
Average Salary	86291	71739	0	63291	0	0	0	0	0	0	0	81078	63291	70960	0
GR 85+															
Employees	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Average Salary	113742	123774	0	0	0	0	0	0	0	0	0	117086	0	123774	0
T-Grade															
Employees	31	7	1	0	0	0	0	0	0	0	0	39	1	7	0
% Represented	79.5%	17.9%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.6%	17.9%	0.0%
Average Salary	52749	61454	41345	0	0	0	0	0	0	0	0	54019	41345	61454	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Agriculture and Consumer Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	3	1	0	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
Average Salary	104313	89762	0	0	0	0	0	0	0	0	0	100676	0	89762	0
Banded															
Employees	150	39	9	3	2	1	6	2	1	0	2	215	24	45	4
% Represented	69.8%	18.1%	4.2%	1.4%	0.9%	0.5%	2.8%	0.9%	0.5%	0.0%	0.9%	100.0%	11.2%	20.9%	1.9%
Average Salary	41767	47783	33452	44674	46833	26100	44283	45329	43833	0	26899	42500	39793	46985	52440
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	1260	444	76	65	21	5	33	25	11	4	11	1955	240	543	30

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Banking Commission

The Office of the Commissioner of Banks, together with the North Carolina Banking Commission, is responsible for the chartering and regulation of North Carolina's state banks and trust companies, as well as registration/licensing of various financial institutions operating in North Carolina, including Check-Cashers, Consumers Finance companies, Mortgage Bankers and Mortgage Brokers, Money Transmitters and Refund Anticipation Lenders.

EEO Analysis:

2011 EEO Accomplishments:

In 2011 the Banking Commission did not established employment objectives.

2012 Employment Objectives:

The Banking Commission did not establish employment objectives for 2012.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Management Related							
Professional							
Totals							

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

Banking Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	9	4	1	4	0	0	0	0	0	0	0	18	5	8	0
% Represented	50.0%	22.2%	5.6%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.8%	44.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
MANAGEMENT RELATED															
Employees	20	24	4	6	0	0	0	0	0	1	0	55	11	31	1
% Represented	36.4%	43.6%	7.3%	10.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	100.0%	20.0%	56.4%	1.8%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	4	4	0	0	0	0	1	2	0	0	0	11	3	6	0
% Represented	36.4%	36.4%	0.0%	0.0%	0.0%	0.0%	9.1%	18.2%	0.0%	0.0%	0.0%	100.0%	27.3%	54.5%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	8	0	2	0	0	1	0	0	0	0	11	3	10	0
% Represented	0.0%	72.7%	0.0%	18.2%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	90.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Banking Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	33	40	5	12	0	0	2	2	0	1	0	95	22	55	1
% Represented	34.7%	42.1%	5.3%	12.6%	0.0%	0.0%	2.1%	2.1%	0.0%	1.1%	0.0%	100.0%	23.2%	57.9%	1.1%
New Hires	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Promotions	1	1	0	1	0	0	0	0	0	0	0	3	1	2	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Banking Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Banking Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	1	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	0	0	0	0	61764	0	0	0	61764	61764	61764	0
Banded															
Employees	33	40	5	12	0	0	2	1	0	1	0	94	21	54	1
% Represented	35.1%	42.6%	5.3%	12.8%	0.0%	0.0%	2.1%	1.1%	0.0%	1.1%	0.0%	100.0%	22.3%	57.4%	1.1%
Average Salary	85501	69372	85410	78700	0	0	77029	99490	0	73800	0	77608	81536	72084	66420
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	33	40	5	12	0	0	2	2	0	1	0	95	22	55	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Board of Cosmetic Arts

The NC State Board of Cosmetic Art Examiners is an occupational licensing board formed by N.C.G.S. 88-13. The board provides occupational licenses for registered cosmetologists, registered apprentices, and registered manicurists. The board is independent of Executive Branch control and is self-supporting based on licensing fees.

EEO Analysis:

2011 EEO Accomplishments:

In 2011 the NC State Board of Cosmetic Art Examiners established employment objectives in Management Related and Professional. In the occupational categories of Management Related and Professional the objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing area of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males
Management Related					
Professional					
Administrative Support	1		1	1	
TOTAL	1		1	1	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary

grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Board of Cosmetic Arts

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	8	1	4	0	0	0	0	0	1	0	14	6	13	0
% Represented	0.0%	57.1%	7.1%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	100.0%	42.9%	92.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Board of Cosmetic Arts

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	10	0	1	0	0	0	0	0	0	1	13	1	11	0
% Represented	7.7%	76.9%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	100.0%	7.7%	84.6%	0.0%
New Hires	1	1	0	0	0	0	0	0	0	0	1	3	0	1	0
% Represented	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	0.0%	33.3%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	1	18	1	5	0	0	0	0	0	1	1	27	7	24	0
% Represented	3.7%	66.7%	3.7%	18.5%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	3.7%	100.0%	25.9%	88.9%	0.0%
New Hires	1	1	0	0	0	0	0	0	0	0	1	3	0	1	0
% Represented	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	0.0%	33.3%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Board of Cosmetic Arts

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	1	10	0	1	0	0	0	0	0	0	1	13	1	11	0
% Represented	7.7%	76.9%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	100.0%	7.7%	84.6%	0.0%
Average Salary	30200	37984	0	30201	0	0	0	0	0	0	33000	36403	30201	36920	0
GR 65-69															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	31622	0	0	0	0	0	0	0	0	0	31622	0	31622	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Board of Cosmetic Arts

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	0	7	1	4	0	0	0	0	0	1	0	13	6	12	0
% Represented	0.0%	53.8%	7.7%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	100.0%	46.2%	92.3%	0.0%
Average Salary	0	32813	25500	33088	0	0	0	0	0	32185	0	32287	31673	32852	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	1	18	1	5	0	0	0	0	0	1	1	27	7	24	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Board of Elections

The framework of North Carolina's election administration was legislated in 1901 with an independent State Board of Elections naming and supervising 100 county boards of elections. The State Board of Elections was statutorily confirmed an independent agency by the General Assembly in 1974. As an independent state agency, it does not come under the jurisdiction of any other department headed by an elected official. The purpose of the board is to supervise elections and primaries, appoint county boards of elections, investigate the administration of election laws, approve all ballots, handle certain candidate filings, maintain a statewide voter registration electronic database, report election returns, and maintain order in the election process. The Governor appoints all five members of the State Board of Elections for a term of four years. The State Board then appoints an Executive Director for a four year term.

EEO Analysis:

2011 EEO Accomplishments:

The NC State Board of Elections did not establish any objectives in 2011.

2012 Employment Objectives:

The NC State Board of Elections did not establish any objectives in 2012.

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

Board of Elections

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	4	2	0	0	0	0	0	0	0	0	0	6	0	2	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	7	4	0	2	1	1	0	0	0	0	0	15	4	7	0
% Represented	46.7%	26.7%	0.0%	13.3%	6.7%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.7%	46.7%	0.0%
New Hires	4	2	0	0	0	0	0	0	0	0	0	6	0	2	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Promotions	2	3	0	0	0	0	0	0	0	0	0	5	0	3	0
% Represented	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	60.0%	0.0%
PROFESSIONALS															
Employees	10	4	2	0	2	0	0	2	0	0	0	20	6	6	1
% Represented	50.0%	20.0%	10.0%	0.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	100.0%	30.0%	30.0%	5.0%
New Hires	3	2	2	0	1	0	0	1	0	0	0	9	4	3	0
% Represented	33.3%	22.2%	22.2%	0.0%	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	100.0%	44.4%	33.3%	0.0%
Promotions	2	2	0	0	1	0	0	0	0	0	0	5	1	2	0
% Represented	40.0%	40.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	40.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	1	5	0	2	0	0	0	0	0	0	0	8	2	7	0
% Represented	12.5%	62.5%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	87.5%	0.0%
New Hires	0	3	0	0	0	0	0	0	0	0	0	3	0	3	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report
Board of Elections
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	22	15	2	4	3	1	0	2	0	0	0	49	12	22	1
% Represented	44.9%	30.6%	4.1%	8.2%	6.1%	2.0%	0.0%	4.1%	0.0%	0.0%	0.0%	100.0%	24.5%	44.9%	2.0%
New Hires	7	7	2	0	1	0	0	1	0	0	0	18	4	8	0
% Represented	38.9%	38.9%	11.1%	0.0%	5.6%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	100.0%	22.2%	44.4%	0.0%
Promotions	6	5	0	0	1	0	0	0	0	0	0	12	1	5	0
% Represented	50.0%	41.7%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	41.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Board of Elections

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	3	0	1	0	0	0	0	0	0	0	4	1	4	0
% Represented	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	100.0%	0.0%
Average Salary	0	28920	0	26573	0	0	0	0	0	0	0	28334	26573	28334	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	1	3	0	1	1	0	0	0	0	0	0	6	2	4	0
% Represented	16.7%	50.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Average Salary	32300	38305	0	32924	41515	0	0	0	0	0	0	36942	37220	36960	0
GR 70-74															
Employees	6	2	0	2	0	1	0	0	0	0	0	11	3	5	0
% Represented	54.5%	18.2%	0.0%	18.2%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	45.5%	0.0%
Average Salary	46060	46084	0	43032	0	43381	0	0	0	0	0	45270	43148	44323	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	117397	100164	0	0	0	0	0	0	0	0	0	108781	0	100164	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Average Salary	91229	71100	0	0	0	0	0	0	0	0	0	77809	0	71100	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Board of Elections

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	13	4	2	0	2	0	0	2	0	0	0	23	6	6	1
% Represented	56.5%	17.4%	8.7%	0.0%	8.7%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%	100.0%	26.1%	26.1%	4.3%
Average Salary	68674	54145	49293	0	40969	0	0	59000	0	0	0	61211	49754	55763	45794
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	22	15	2	4	3	1	0	2	0	0	0	49	12	22	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Commerce

The Department of Commerce was established in 1971 and is responsible for assisting in all areas of the state's economic and community development. This includes industry recruitment, business retention and expansion of current industries, foreign reverse investment, and enhancing import and export opportunities.

EEO Analysis:

2011 EEO Accomplishments:

In 2011 the Department of Commerce established employment objectives in Management Related, Professional and Administrative Support. In the occupational category of Professional the objectives were partially met. In the occupational categories of Officials & Administrator, Management Related, Professional, Technical, Services and Skilled Craft the objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing area of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	O/M	O/F	DISB
Officials & Administrator	1	2	1		1		
Management Related	11	9	7	6	2	5	
Professional	2	6	5	3	1	2	
Technical				1			
Administrative Support	5	4		2	2	2	
Skilled Craft	1						
TOTAL	20	21	13	12	6	9	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Commerce

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	40	24	4	13	0	0	0	0	0	0	0	81	17	37	0
% Represented	49.4%	29.6%	4.9%	16.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.0%	45.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	0	0	1	0	0	0	0	0	0	0	3	1	1	0
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
MANAGEMENT RELATED															
Employees	50	74	18	38	1	1	2	1	0	1	0	186	62	115	7
% Represented	26.9%	39.8%	9.7%	20.4%	0.5%	0.5%	1.1%	0.5%	0.0%	0.5%	0.0%	100.0%	33.3%	61.8%	3.8%
New Hires	3	1	0	0	0	0	1	0	0	0	0	5	1	1	0
% Represented	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
Promotions	0	1	0	1	0	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
PROFESSIONALS															
Employees	112	105	13	17	3	1	4	5	2	1	1	264	46	129	5
% Represented	42.4%	39.8%	4.9%	6.4%	1.1%	0.4%	1.5%	1.9%	0.8%	0.4%	0.4%	100.0%	17.4%	48.9%	1.9%
New Hires	10	4	0	0	1	1	0	0	0	0	0	16	2	5	0
% Represented	62.5%	25.0%	0.0%	0.0%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	31.3%	0.0%
Promotions	1	1	2	0	0	0	0	0	0	1	0	5	3	2	0
% Represented	20.0%	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	100.0%	60.0%	40.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	12	104	5	58	3	6	3	4	0	1	0	196	80	173	5
% Represented	6.1%	53.1%	2.6%	29.6%	1.5%	3.1%	1.5%	2.0%	0.0%	0.5%	0.0%	100.0%	40.8%	88.3%	2.6%
New Hires	0	1	0	1	2	1	0	0	0	0	0	5	4	3	0
% Represented	0.0%	20.0%	0.0%	20.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	60.0%	0.0%
Promotions	0	3	1	0	0	0	0	0	0	1	0	5	2	4	0
% Represented	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	100.0%	40.0%	80.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Commerce

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	4	3	1	1	0	0	0	0	0	0	0	9	2	4	0
% Represented	44.4%	33.3%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	44.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	218	311	41	127	7	8	9	10	2	3	1	737	207	459	17
% Represented	29.6%	42.2%	5.6%	17.2%	0.9%	1.1%	1.2%	1.4%	0.3%	0.4%	0.1%	100.0%	28.1%	62.3%	2.3%
New Hires	13	7	0	1	3	2	1	0	0	0	0	27	7	10	0
% Represented	48.1%	25.9%	0.0%	3.7%	11.1%	7.4%	3.7%	0.0%	0.0%	0.0%	0.0%	100.0%	25.9%	37.0%	0.0%
Promotions	3	5	3	2	0	0	0	0	0	2	0	15	7	9	0
% Represented	20.0%	33.3%	20.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%	0.0%	100.0%	46.7%	60.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Commerce

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	3	3	1	1	0	0	0	0	0	0	0	8	2	4	0
% Represented	37.5%	37.5%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
Average Salary	25563	25210	25444	23167	0	0	0	0	0	0	0	25116	24305	24699	0
GR 55-59															
Employees	9	48	2	20	2	3	1	3	1	1	0	90	33	75	3
% Represented	10.0%	53.3%	2.2%	22.2%	2.2%	3.3%	1.1%	3.3%	1.1%	1.1%	0.0%	100.0%	36.7%	83.3%	3.3%
Average Salary	27088	30268	27153	29636	25924	29151	25705	27822	25800	26928	0	29388	28734	29913	33206
GR 60-64															
Employees	5	61	2	35	1	3	1	1	0	1	0	110	44	101	2
% Represented	4.5%	55.5%	1.8%	31.8%	0.9%	2.7%	0.9%	0.9%	0.0%	0.9%	0.0%	100.0%	40.0%	91.8%	1.8%
Average Salary	35823	36333	33896	34412	28600	38310	28140	30465	0	30000	0	35453	34190	35605	37812
GR 65-69															
Employees	10	18	3	4	1	0	1	1	0	0	0	38	10	23	1
% Represented	26.3%	47.4%	7.9%	10.5%	2.6%	0.0%	2.6%	2.6%	0.0%	0.0%	0.0%	100.0%	26.3%	60.5%	2.6%
Average Salary	44923	43412	44857	44416	53715	0	35092	43155	0	0	0	44075	44420	43576	46083
GR 70-74															
Employees	20	20	2	8	0	1	0	0	0	0	0	51	11	29	1
% Represented	39.2%	39.2%	3.9%	15.7%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.6%	56.9%	2.0%
Average Salary	51315	51523	49385	49839	0	39701	0	0	0	0	0	50861	48835	50651	57998
GR 75-79															
Employees	9	7	2	2	0	0	0	0	0	0	1	21	4	9	1
% Represented	42.9%	33.3%	9.5%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	100.0%	19.0%	42.9%	4.8%
Average Salary	68163	66006	68884	65239	0	0	0	0	0	0	60532	66871	67061	65835	56364
GR 80-84															
Employees	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Average Salary	92647	95005	0	0	0	0	0	0	0	0	0	94219	0	95005	0
GR 85+															
Employees	9	6	1	4	0	0	0	0	0	0	0	20	5	10	0
% Represented	45.0%	30.0%	5.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
Average Salary	96437	97829	101408	94549	0	0	0	0	0	0	0	95980	95920	95682	0
T-Grade															
Employees	19	7	3	8	0	0	0	0	0	0	0	37	11	15	0
% Represented	51.4%	18.9%	8.1%	21.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	29.7%	40.5%	0.0%
Average Salary	78005	64439	54288	60063	0	0	0	0	0	0	0	69636	58488	62105	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Commerce

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	2	1	0	0	0	0	1	0	0	0	5	2	3	0
% Represented	20.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	100.0%	40.0%	60.0%	0.0%
Average Salary	154000	107374	100965	0	0	0	0	61764	0	0	0	106295	81365	92171	0
Banded															
Employees	132	137	24	45	3	1	6	4	1	1	0	354	85	188	9
% Represented	37.3%	38.7%	6.8%	12.7%	0.8%	0.3%	1.7%	1.1%	0.3%	0.3%	0.0%	100.0%	24.0%	53.1%	2.5%
Average Salary	78535	68828	75894	59877	69919	38240	68762	70491	78590	73800	0	71771	66347	66585	69821
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	218	311	41	127	7	8	9	10	2	3	1	737	207	459	17

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Community Colleges

The North Carolina Community College System is the third largest in the nation. The mission of the community college system is to provide the citizens of North Carolina with a variety of opportunities to further their education and to obtain training in order to find jobs or to obtain better jobs in an expanding job market.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Community Colleges established employment objectives in the Officials and Administrators, Management Related and Professional occupational categories. The employment objectives established in the Officials and Administrators and Management Related were met. The employment objectives established in the Professional objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials and Administrators			1			
Management Related			1			
Professional		1	1		1	
Administrative Support			1			
Technical						
Total		1	4		1	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Community Colleges

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	4	12	0	2	0	0	0	0	1	1	0	20	4	15	0
% Represented	20.0%	60.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	5.0%	5.0%	0.0%	100.0%	20.0%	75.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Promotions	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
MANAGEMENT RELATED															
Employees	9	20	2	7	0	0	0	0	0	0	0	38	9	27	2
% Represented	23.7%	52.6%	5.3%	18.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.7%	71.1%	5.3%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	28	24	3	10	0	0	3	5	0	0	0	73	21	39	2
% Represented	38.4%	32.9%	4.1%	13.7%	0.0%	0.0%	4.1%	6.8%	0.0%	0.0%	0.0%	100.0%	28.8%	53.4%	2.7%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	1	0	3	0	0	0	0	0	0	0	4	3	4	0
% Represented	0.0%	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	2	14	1	11	0	0	0	0	0	1	0	29	13	26	0
% Represented	6.9%	48.3%	3.4%	37.9%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	100.0%	44.8%	89.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Community Colleges

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	43	71	6	33	0	0	3	5	1	2	0	164	50	111	4
% Represented	26.2%	43.3%	3.7%	20.1%	0.0%	0.0%	1.8%	3.0%	0.6%	1.2%	0.0%	100.0%	30.5%	67.7%	2.4%
New Hires	3	0	0	0	0	0	0	0	1	0	0	4	1	0	0
% Represented	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	100.0%	25.0%	0.0%	0.0%
Promotions	2	3	0	0	0	0	0	0	0	0	0	5	0	3	0
% Represented	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	60.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Community Colleges

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	2	0	2	0	0	0	0	0	0	0	4	2	4	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Average Salary	0	34716	0	29832	0	0	0	0	0	0	0	32274	29832	32274	0
GR 60-64															
Employees	1	10	1	7	0	0	0	0	0	0	0	19	8	17	0
% Represented	5.3%	52.6%	5.3%	36.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.1%	89.5%	0.0%
Average Salary	42380	39529	37150	37333	0	0	0	0	0	0	0	38745	37310	38625	0
GR 65-69															
Employees	1	2	0	3	0	0	0	0	0	0	0	6	3	5	0
% Represented	16.7%	33.3%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	83.3%	0.0%
Average Salary	46431	44387	0	39850	0	0	0	0	0	0	0	42459	39850	41665	0
GR 70-74															
Employees	4	6	0	2	0	0	0	0	0	0	0	12	2	8	0
% Represented	33.3%	50.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	66.7%	0.0%
Average Salary	57459	51035	0	57817	0	0	0	0	0	0	0	53306	51817	51230	0
GR 75-79															
Employees	5	15	3	2	0	0	1	0	1	1	0	28	8	18	1
% Represented	17.9%	53.6%	10.7%	7.1%	0.0%	0.0%	3.6%	0.0%	3.6%	3.6%	0.0%	100.0%	28.6%	64.3%	3.6%
Average Salary	71283	71895	66743	74534	0	0	63697	0	83000	85680	0	72018	72709	72954	77054
GR 80-84															
Employees	1	2	0	1	0	0	0	0	0	0	0	4	1	3	0
% Represented	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	0.0%
Average Salary	86808	101375	0	99000	0	0	0	0	0	0	0	97140	99000	100583	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	1	2	0	1	0	0	0	0	0	0	0	4	1	3	0
% Represented	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	0.0%
Average Salary	88000	80453	0	88365	0	0	0	0	0	0	0	84318	88365	83030	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Community Colleges

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	30	32	2	15	0	0	2	5	0	1	0	87	25	53	3
% Represented	34.5%	36.8%	2.3%	17.2%	0.0%	0.0%	2.3%	5.7%	0.0%	1.1%	0.0%	100.0%	28.7%	60.9%	3.4%
Average Salary	71027	66598	65072	57997	0	0	64630	64970	0	44000	0	66209	59928	63584	64851
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	43	71	6	33	0	0	3	5	1	2	0	164	50	111	4

WM+	White Male	HM	Hispanic Male	AIM	American Indian Male
WF+	White Female	HF	Hispanic Female	AIF	American Indian Female
BM	Black Male	ASM+	Asian Male		
BF	Black Female	ASF+	Asian Female		

Department of Correction

The Department of Correction's employment analysis is now included with Public Safety due to reorganization.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

Correction

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	45	40	26	24	1	0	1	0	1	1	0	139	54	65	2
% Represented	32.4%	28.8%	18.7%	17.3%	0.7%	0.0%	0.7%	0.0%	0.7%	0.7%	0.0%	100.0%	38.8%	46.8%	1.4%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	16	5	6	3	0	0	0	0	1	2	0	33	12	10	0
% Represented	48.5%	15.2%	18.2%	9.1%	0.0%	0.0%	0.0%	0.0%	3.0%	6.1%	0.0%	100.0%	36.4%	30.3%	0.0%
MANAGEMENT RELATED															
Employees	123	86	37	27	1	0	1	2	7	2	0	286	77	117	2
% Represented	43.0%	30.1%	12.9%	9.4%	0.3%	0.0%	0.3%	0.7%	2.4%	0.7%	0.0%	100.0%	26.9%	40.9%	0.7%
New Hires	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Promotions	6	4	2	8	0	0	0	0	1	0	0	21	11	12	0
% Represented	28.6%	19.0%	9.5%	38.1%	0.0%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	100.0%	52.4%	57.1%	0.0%
PROFESSIONALS															
Employees	1153	1247	473	853	16	23	20	31	27	29	0	3872	1472	2183	41
% Represented	29.8%	32.2%	12.2%	22.0%	0.4%	0.6%	0.5%	0.8%	0.7%	0.7%	0.0%	100.0%	38.0%	56.4%	1.1%
New Hires	52	92	35	60	0	5	5	2	1	2	0	254	110	161	3
% Represented	20.5%	36.2%	13.8%	23.6%	0.0%	2.0%	2.0%	0.8%	0.4%	0.8%	0.0%	100.0%	43.3%	63.4%	1.2%
Promotions	34	56	23	36	1	1	1	2	2	0	0	156	66	95	1
% Represented	21.8%	35.9%	14.7%	23.1%	0.6%	0.6%	0.6%	1.3%	1.3%	0.0%	0.0%	100.0%	42.3%	60.9%	0.6%
TECHNICIANS AND TECHNOLOGISTS															
Employees	23	37	5	17	1	0	0	1	1	0	0	85	25	55	3
% Represented	27.1%	43.5%	5.9%	20.0%	1.2%	0.0%	0.0%	1.2%	1.2%	0.0%	0.0%	100.0%	29.4%	64.7%	3.5%
New Hires	5	11	2	9	1	0	0	1	0	1	0	30	14	22	0
% Represented	16.7%	36.7%	6.7%	30.0%	3.3%	0.0%	0.0%	3.3%	0.0%	3.3%	0.0%	100.0%	46.7%	73.3%	0.0%
Promotions	3	2	0	2	0	0	0	0	0	0	0	7	2	4	1
% Represented	42.9%	28.6%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	57.1%	14.3%
ADMINISTRATIVE SUPPORT															
Employees	76	865	30	391	2	3	1	12	1	21	0	1402	461	1292	20
% Represented	5.4%	61.7%	2.1%	27.9%	0.1%	0.2%	0.1%	0.9%	0.1%	1.5%	0.0%	100.0%	32.9%	92.2%	1.4%
New Hires	1	8	0	4	0	0	0	1	0	1	0	15	6	14	0
% Represented	6.7%	53.3%	0.0%	26.7%	0.0%	0.0%	0.0%	6.7%	0.0%	6.7%	0.0%	100.0%	40.0%	93.3%	0.0%
Promotions	0	22	0	12	0	0	0	0	0	3	0	37	15	37	0
% Represented	0.0%	59.5%	0.0%	32.4%	0.0%	0.0%	0.0%	0.0%	0.0%	8.1%	0.0%	100.0%	40.5%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	5240	1200	2670	2414	106	55	30	9	240	110	2	12076	5634	3788	232
% Represented	43.4%	9.9%	22.1%	20.0%	0.9%	0.5%	0.2%	0.1%	2.0%	0.9%	0.0%	100.0%	46.7%	31.4%	1.9%
New Hires	612	135	349	374	23	13	2	2	44	15	1	1570	822	539	23
% Represented	39.0%	8.6%	22.2%	23.8%	1.5%	0.8%	0.1%	0.1%	2.8%	1.0%	0.1%	100.0%	52.4%	34.3%	1.5%
Promotions	151	35	72	59	2	0	0	0	3	5	0	327	141	99	0
% Represented	46.2%	10.7%	22.0%	18.0%	0.6%	0.0%	0.0%	0.0%	0.9%	1.5%	0.0%	100.0%	43.1%	30.3%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Correction

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	178	126	129	236	1	2	2	2	1	8	0	685	381	374	13
% Represented	26.0%	18.4%	18.8%	34.5%	0.1%	0.3%	0.3%	0.3%	0.1%	1.2%	0.0%	100.0%	55.6%	54.6%	1.9%
New Hires	17	7	9	13	0	0	1	1	0	1	0	49	25	22	0
% Represented	34.7%	14.3%	18.4%	26.5%	0.0%	0.0%	2.0%	2.0%	0.0%	2.0%	0.0%	100.0%	51.0%	44.9%	0.0%
Promotions	18	9	16	26	1	0	0	0	0	0	0	70	43	35	3
% Represented	25.7%	12.9%	22.9%	37.1%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	61.4%	50.0%	4.3%
SKILLED CRAFT															
Employees	607	21	87	17	3	0	4	1	18	0	0	758	130	39	13
% Represented	80.1%	2.8%	11.5%	2.2%	0.4%	0.0%	0.5%	0.1%	2.4%	0.0%	0.0%	100.0%	17.2%	5.1%	1.7%
New Hires	21	1	4	0	0	0	0	0	1	0	0	27	5	1	0
% Represented	77.8%	3.7%	14.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	100.0%	18.5%	3.7%	0.0%
Promotions	19	1	0	0	0	0	0	0	0	0	0	20	0	1	0
% Represented	95.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	5.0%	0.0%
NOT ASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	7445	3622	3457	3979	131	83	59	58	296	171	2	19303	8234	7913	326
% Represented	38.6%	18.8%	17.9%	20.6%	0.7%	0.4%	0.3%	0.3%	1.5%	0.9%	0.0%	100.0%	42.7%	41.0%	1.7%
New Hires	710	255	399	460	24	18	8	7	46	20	1	1948	982	760	26
% Represented	36.4%	13.1%	20.5%	23.6%	1.2%	0.9%	0.4%	0.4%	2.4%	1.0%	0.1%	100.0%	50.4%	39.0%	1.3%
Promotions	247	134	119	146	4	1	1	2	7	10	0	671	290	293	5
% Represented	36.8%	20.0%	17.7%	21.8%	0.6%	0.1%	0.1%	0.3%	1.0%	1.5%	0.0%	100.0%	43.2%	43.7%	0.7%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report Correction

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	2	0	2	1	0	0	0	0	0	0	0	5	3	1	1
% Represented	40.0%	0.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Average Salary	25758	0	23926	27402	0	0	0	0	0	0	0	25354	25085	27402	26200
GR 55-59															
Employees	34	606	28	285	0	3	0	7	0	20	0	983	343	921	14
% Represented	3.5%	61.6%	2.8%	29.0%	0.0%	0.3%	0.0%	0.7%	0.0%	2.0%	0.0%	100.0%	34.9%	93.7%	1.4%
Average Salary	30148	28929	29468	28656	0	26909	0	29298	0	28728	0	28900	28726	28836	29558
GR 60-64															
Employees	5377	1502	2717	2597	101	54	31	13	237	111	2	12742	5861	4277	244
% Represented	42.2%	11.8%	21.3%	20.4%	0.8%	0.4%	0.2%	0.1%	1.9%	0.9%	0.0%	100.0%	46.0%	33.6%	1.9%
Average Salary	30451	30831	30517	30102	29663	29363	30612	30541	29914	29862	27309	30411	30267	30344	30204
GR 65-69															
Employees	1249	630	487	603	23	15	5	5	44	22	0	3083	1204	1275	34
% Represented	40.5%	20.4%	15.8%	19.6%	0.7%	0.5%	0.2%	0.2%	1.4%	0.7%	0.0%	100.0%	39.1%	41.4%	1.1%
Average Salary	39643	38751	38709	38115	38475	37501	37216	37865	39465	38695	0	38979	38409	38431	38073
GR 70-74															
Employees	229	134	69	56	3	1	2	1	7	3	0	505	142	195	9
% Represented	45.3%	26.5%	13.7%	11.1%	0.6%	0.2%	0.4%	0.2%	1.4%	0.6%	0.0%	100.0%	28.1%	38.6%	1.8%
Average Salary	50376	50645	50408	49664	50033	42284	53569	42628	48676	48271	0	50316	49909	50243	51491
GR 75-79															
Employees	49	39	24	19	0	0	2	0	0	1	0	134	46	59	0
% Represented	36.6%	29.1%	17.9%	14.2%	0.0%	0.0%	1.5%	0.0%	0.0%	0.7%	0.0%	100.0%	34.3%	44.0%	0.0%
Average Salary	64912	58865	66971	62838	0	0	82329	0	0	66125	0	63496	65913	60267	0
GR 80-84															
Employees	19	10	1	7	0	0	0	0	1	0	0	38	9	17	0
% Represented	50.0%	26.3%	2.6%	18.4%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	100.0%	23.7%	44.7%	0.0%
Average Salary	85053	84652	69555	84287	0	0	0	0	73896	0	0	84105	81496	84502	0
GR 85+															
Employees	1	2	1	0	0	0	0	0	0	0	0	4	1	2	0
% Represented	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
Average Salary	116000	117209	118000	0	0	0	0	0	0	0	0	117105	118000	117209	0
T-Grade															
Employees	226	140	75	136	1	1	0	2	2	4	0	587	221	283	5
% Represented	38.5%	23.9%	12.8%	23.2%	0.2%	0.2%	0.0%	0.3%	0.3%	0.7%	0.0%	100.0%	37.6%	48.2%	0.9%
Average Salary	45670	46402	45329	38007	29470	31000	0	43030	56167	34601	0	43924	40570	42123	32523
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report Correction

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	175000	103892	0	0	0	0	0	0	0	0	0	139446	0	103892	0
Banded															
Employees	222	553	39	268	2	9	14	29	4	9	0	1149	374	868	17
% Represented	19.3%	48.1%	3.4%	23.3%	0.2%	0.8%	1.2%	2.5%	0.3%	0.8%	0.0%	100.0%	32.6%	75.5%	1.5%
Average Salary	61645	53052	55024	49408	36314	52903	68647	57060	53641	46315	0	54140	51292	51990	54493
GR EG															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR MG															
Employees	36	5	14	7	1	0	5	1	1	1	0	71	30	14	2
% Represented	50.7%	7.0%	19.7%	9.9%	1.4%	0.0%	7.0%	1.4%	1.4%	1.4%	0.0%	100.0%	42.3%	19.7%	2.8%
Average Salary	147591	167171	158622	157205	118677	0	168902	199166	1E+05	104596	0	153056	157263	160003	153860
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	7445	3622	3457	3979	131	83	59	58	296	171	2	19303	8234	7913	326

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Crime Control & Public Safety

The Department of Crime Control & Public Safety's employment analysis is now included with Public Safety due to reorganization.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
CCPS-HIGHWAY PATROL															
OFFICIALS AND ADMINISTRATORS															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	36	12	6	1	0	0	0	2	0	0	0	57	9	15	1
% Represented	63.2%	21.1%	10.5%	1.8%	0.0%	0.0%	0.0%	3.5%	0.0%	0.0%	0.0%	100.0%	15.8%	26.3%	1.8%
New Hires	3	0	1	0	0	0	0	0	0	0	0	4	1	0	0
% Represented	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	88	173	11	28	1	2	0	0	0	2	0	305	44	205	6
% Represented	28.9%	56.7%	3.6%	9.2%	0.3%	0.7%	0.0%	0.0%	0.0%	0.7%	0.0%	100.0%	14.4%	67.2%	2.0%
New Hires	4	7	1	1	0	0	0	0	0	0	0	13	2	8	0
% Represented	30.8%	53.8%	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.4%	61.5%	0.0%
Promotions	3	3	2	0	0	0	0	0	0	0	0	8	2	3	0
% Represented	37.5%	37.5%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	37.5%	0.0%
PROTECTIVE SERVICES															
Employees	1388	38	175	6	11	2	7	0	38	1	0	1666	240	47	10
% Represented	83.3%	2.3%	10.5%	0.4%	0.7%	0.1%	0.4%	0.0%	2.3%	0.1%	0.0%	100.0%	14.4%	2.8%	0.6%
New Hires	39	3	4	0	1	1	0	0	0	0	0	48	6	4	0
% Represented	81.3%	6.3%	8.3%	0.0%	2.1%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	8.3%	0.0%
Promotions	59	2	14	0	1	0	0	0	2	0	0	78	17	2	0
% Represented	75.6%	2.6%	17.9%	0.0%	1.3%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	100.0%	21.8%	2.6%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	4	1	5	1	0	0	0	0	0	0	11	7	9	0
% Represented	0.0%	36.4%	9.1%	45.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	63.6%	81.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	129	1	6	0	0	0	0	0	0	0	0	136	6	1	4
% Represented	94.9%	0.7%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.4%	0.7%	2.9%
New Hires	4	0	1	0	0	0	0	0	0	0	0	5	1	0	0
% Represented	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	0.0%	0.0%
Promotions	5	0	0	0	0	0	0	0	0	0	0	5	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CCPS-HIGHWAY PATROL TOTALS															
Employees	1642	230	199	40	13	4	7	2	38	3	0	2178	306	279	21
% Represented	75.4%	10.6%	9.1%	1.8%	0.6%	0.2%	0.3%	0.1%	1.7%	0.1%	0.0%	100.0%	14.0%	12.8%	1.0%
New Hires	50	10	7	1	1	1	0	0	0	0	0	70	10	12	0
% Represented	71.4%	14.3%	10.0%	1.4%	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	17.1%	0.0%
Promotions	68	5	16	0	1	0	0	0	2	0	0	92	19	5	0
% Represented	73.9%	5.4%	17.4%	0.0%	1.1%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	100.0%	20.7%	5.4%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
CRIME CONTROL & PUBLIC SAFETY															
OFFICIALS AND ADMINISTRATORS															
Employees	46	15	6	2	0	1	0	0	0	1	0	71	10	19	1
% Represented	64.8%	21.1%	8.5%	2.8%	0.0%	1.4%	0.0%	0.0%	0.0%	1.4%	0.0%	100.0%	14.1%	26.8%	1.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	4	9	1	10	0	0	0	0	0	0	0	24	11	19	1
% Represented	16.7%	37.5%	4.2%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	45.8%	79.2%	4.2%
New Hires	2	1	1	0	0	0	0	0	0	0	0	4	1	1	0
% Represented	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	54	29	10	29	1	1	3	2	0	0	0	129	46	61	2
% Represented	41.9%	22.5%	7.8%	22.5%	0.8%	0.8%	2.3%	1.6%	0.0%	0.0%	0.0%	100.0%	35.7%	47.3%	1.6%
New Hires	5	0	0	1	0	0	1	0	0	0	0	7	2	1	0
% Represented	71.4%	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	14.3%	0.0%
Promotions	2	0	0	1	0	0	0	0	0	0	0	3	1	1	0
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	9	61	2	24	0	0	0	1	0	3	0	100	30	89	1
% Represented	9.0%	61.0%	2.0%	24.0%	0.0%	0.0%	0.0%	1.0%	0.0%	3.0%	0.0%	100.0%	30.0%	89.0%	1.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	2	0	0	0	0	0	0	0	0	0	2	0	2	1
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	50.0%
PROTECTIVE SERVICES															
Employees	148	16	38	11	1	0	2	0	4	0	0	220	56	27	0
% Represented	67.3%	7.3%	17.3%	5.0%	0.5%	0.0%	0.9%	0.0%	1.8%	0.0%	0.0%	100.0%	25.5%	12.3%	0.0%
New Hires	14	0	6	2	0	0	0	0	0	0	0	22	8	2	0
% Represented	63.6%	0.0%	27.3%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.4%	9.1%	0.0%
Promotions	7	1	1	0	0	0	0	0	0	0	0	9	1	1	0
% Represented	77.8%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	11.1%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	4	1	0	3	0	0	0	0	1	0	0	9	4	4	0
% Represented	44.4%	11.1%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	100.0%	44.4%	44.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	30	0	3	0	1	0	0	0	0	0	0	34	4	0	0
% Represented	88.2%	0.0%	8.8%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.8%	0.0%	0.0%
New Hires	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
JUSTICE															
PROFESSIONALS															
Employees	3	2	0	1	0	0	0	0	0	0	0	6	1	3	0
% Represented	50.0%	33.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

CRIME CONTROL & PUBLIC SAFETY TOTALS with JUSTICE TOTALS															
Employees	301	133	60	80	3	2	5	3	5	4	0	596	162	222	5
% Represented	50.5%	22.3%	10.1%	13.4%	0.5%	0.3%	0.8%	0.5%	0.8%	0.7%	0.0%	100.0%	27.2%	37.2%	0.8%
New Hires	21	2	8	3	0	0	1	0	0	0	0	35	12	5	0
% Represented	60.0%	5.7%	22.9%	8.6%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	100.0%	34.3%	14.3%	0.0%
Promotions	10	3	1	1	0	0	0	0	0	0	0	15	2	4	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Overall Results															
Employees	1943	363	259	120	16	6	12	5	43	7	0	2774	468	501	26
% Represented	70.0%	13.1%	9.3%	4.3%	0.6%	0.2%	0.4%	0.2%	1.6%	0.3%	0.0%	100.0%	16.9%	18.1%	0.9%
New Hires	71	12	15	4	1	1	1	0	0	0	0	105	22	17	0
% Represented	67.6%	11.4%	14.3%	3.8%	1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.0%	16.2%	0.0%
Promotions	78	8	17	1	1	0	0	0	2	0	0	107	21	9	1
% Represented	72.9%	7.5%	15.9%	0.9%	0.9%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	100.0%	19.6%	8.4%	0.9%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
CCPS-HIGHWAY PATROL															
GR 50-54															
Employees	0	3	0	2	1	0	0	0	0	0	0	6	3	5	0
% Represented	0.0%	50.0%	0.0%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	83.3%	0.0%
Average Salary	0	26313	0	26108	24946	0	0	0	0	0	0	26017	25721	26231	0
GR 55-59															
Employees	3	86	3	19	1	1	0	0	0	0	0	113	24	106	1
% Represented	2.7%	76.1%	2.7%	16.8%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.2%	93.8%	0.9%
Average Salary	33479	36335	31593	34339	34929	32145	0	0	0	0	0	35748	33929	35938	35882
GR 60-64															
Employees	122	67	9	9	0	1	0	0	0	2	0	210	21	79	5
% Represented	58.1%	31.9%	4.3%	4.3%	0.0%	0.5%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	10.0%	37.6%	2.4%
Average Salary	37319	36135	34432	36689	0	32873	0	0	0	41746	0	36854	36022	36299	37288
GR 65-69															
Employees	1152	53	137	9	9	1	7	0	33	0	0	1401	196	63	12
% Represented	82.2%	3.8%	9.8%	0.6%	0.6%	0.1%	0.5%	0.0%	2.4%	0.0%	0.0%	100.0%	14.0%	4.5%	0.9%
Average Salary	50155	46528	52679	48912	44925	38396	47343	0	50314	0	0	50204	51408	46739	49905
GR 70-74															
Employees	276	7	37	0	2	1	0	0	5	1	0	329	46	9	2
% Represented	83.9%	2.1%	11.2%	0.0%	0.6%	0.3%	0.0%	0.0%	1.5%	0.3%	0.0%	100.0%	14.0%	2.7%	0.6%
Average Salary	65558	63960	67383	0	64431	64431	0	0	65645	64431	0	65717	66938	64065	61084
GR 75-79															
Employees	53	3	7	0	0	0	0	0	0	0	0	63	7	3	0
% Represented	84.1%	4.8%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	4.8%	0.0%
Average Salary	79723	77277	79395	0	0	0	0	0	0	0	0	79570	79395	77277	0
GR 80-84															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	63695	0	0	0	0	0	0	0	0	0	0	63695	0	0	0
GR 85+															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	114546	76532	0	0	0	0	0	0	0	0	0	95539	0	76532	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	34	10	6	1	0	0	0	2	0	0	0	53	9	13	1
% Represented	64.2%	18.9%	11.3%	1.9%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	100.0%	17.0%	24.5%	1.9%
Average Salary	57080	54635	44014	39092	0	0	0	67849	0	0	0	55207	48764	55472	52966
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CCPS-HIGHWAY PATROL TOTAL GRADE															
	1642	230	199	40	13	4	7	2	38	3	0	2178	306	279	21
% Represented	75.4%	10.6%	9.1%	1.8%	0.6%	0.2%	0.3%	0.1%	1.7%	0.1%	0.0%	100.0%	14.0%	12.8%	1.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
CRIME CONTROL & PUBLIC SAFETY															
GR 50-54															
Employees	3	2	1	3	0	0	0	0	1	0	0	10	5	5	0
% Represented	30.0%	20.0%	10.0%	30.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	24527	25442	23801	24200	0	0	0	0	23222	0	0	24409	23925	24697	0
GR 55-59															
Employees	8	25	9	11	0	0	0	1	0	1	0	55	22	38	0
% Represented	14.5%	45.5%	16.4%	20.0%	0.0%	0.0%	0.0%	1.8%	0.0%	1.8%	0.0%	100.0%	40.0%	69.1%	0.0%
Average Salary	27214	31363	27014	28606	0	0	0	26000	0	30806	0	29389	27936	30409	0
GR 60-64															
Employees	26	24	1	15	2	0	0	0	0	2	0	70	20	41	1
% Represented	37.1%	34.3%	1.4%	21.4%	2.9%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	100.0%	28.6%	58.6%	1.4%
Average Salary	34545	35265	38696	36614	35809	0	0	0	0	39628	0	35476	36939	35972	31921
GR 65-69															
Employees	31	14	4	4	0	0	0	0	0	0	0	53	8	18	1
% Represented	58.5%	26.4%	7.5%	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.1%	34.0%	1.9%
Average Salary	39923	41927	40215	42605	0	0	0	0	0	0	0	40677	41410	42078	39000
GR 70-74															
Employees	54	30	12	24	0	2	0	1	0	0	0	123	39	57	0
% Represented	43.9%	24.4%	9.8%	19.5%	0.0%	1.6%	0.0%	0.8%	0.0%	0.0%	0.0%	100.0%	31.7%	46.3%	0.0%
Average Salary	45881	46222	43517	42352	0	36920	0	41902	0	0	0	44867	42420	44190	0
GR 75-79															
Employees	9	3	1	3	0	0	0	0	0	1	0	17	5	7	0
% Represented	52.9%	17.6%	5.9%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	100.0%	29.4%	41.2%	0.0%
Average Salary	62728	72126	62000	61365	0	0	0	0	0	58125	0	63832	60844	65514	0
GR 80-84															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	101867	0	0	0	0	0	0	0	0	0	0	101867	0	0	0
GR 85+															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	94706	0	0	0	0	0	0	0	94706	94706	94706	0
T-Grade															
Employees	7	2	0	1	0	0	1	0	0	0	0	11	2	3	0
% Represented	63.6%	18.2%	0.0%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	27.3%	0.0%
Average Salary	51879	55816	0	56095	0	0	51463	0	0	0	0	52921	53779	55909	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Crime Control and Public Safety

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	1	0	1	0	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Average Salary	0	115200	0	89340	0	0	0	0	0	0	0	102270	89340	102270	0
Banded															
Employees	159	30	32	16	1	0	4	1	4	0	0	247	58	47	3
% Represented	64.4%	12.1%	13.0%	6.5%	0.4%	0.0%	1.6%	0.4%	1.6%	0.0%	0.0%	100.0%	23.5%	19.0%	1.2%
Average Salary	50844	47125	41919	49426	72607	0	6299	32409	47209	0	0	49284	45940	47595	60655
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JUSTICE															
GR 60-64															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	37685	0	0	0	0	0	0	0	0	0	37685	0	37685	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	55724	0	0	0
GR 80-84															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	66717	65756	0	0	0	0	0	0	0	0	0	66237	0	65756	0
GR 85+															
Employees	2	0	0	1	0	0	0	0	0	0	0	3	1	1	0
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
Average Salary	91949	0	0	74343	0	0	0	0	0	0	0	86080	74343	74343	0
CRIME CONTROL & PUBLIC SAFETY TOTAL GRADE															
	301	133	60	80	3	2	5	3	5	4	0	596	162	222	5
% Represented	50.5%	22.3%	10.1%	13.4%	0.5%	0.3%	0.8%	0.5%	0.8%	0.7%	0.0%	100.0%	27.2%	37.2%	0.8%

Crime Control & Public Safety with Highway Patrol															
	1943	363	259	120	16	6	12	5	43	7	0	2774	468	501	26
% Represented	70.0%	13.1%	9.3%	4.3%	0.6%	0.2%	0.4%	0.2%	1.6%	0.3%	0.0%	100.0%	16.9%	18.1%	0.9%

WM+ White Male	HM Hispanic Male	AIM American Indian Male
WF+ White Female	HF Hispanic Female	AIF American Indian Female
BM Black Male	ASM+ Asian Male	
BF Black Female	ASF+ Asian Female	

Department of Cultural Resources

The North Carolina Department of Cultural Resources was the first cabinet level cultural affairs department to be established in any of the United States. The department was created under the State Government Reorganization Act of 1971. The purpose of the department is to enhance the cultural life of the citizens of North Carolina and to provide access to excellence in the arts, historical resources, and libraries.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Cultural Resources established employment objectives in Officials and Administrators, Management Related, Professional, Administrative Support, Service, Protected Services and Skilled Craft occupational categories. In the occupational categories of Administrative Support and Service the employment objectives were partially met. In the occupational categories of Officials and Administrators, Management Related, Professional, Protected Services and Skilled Craft the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Officials and Administrators					2		
Management Related				1			
Professional			2	1	1	1	
Administrative Support	1						
Service		1	1	1	2		
Protected Services		2			1		
Skilled Craft							
TOTAL	1	3	3	3	6	1	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Cultural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	7	5	2	0	0	0	0	0	0	0	0	14	2	5	1
% Represented	50.0%	35.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	35.7%	7.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
MANAGEMENT RELATED															
Employees	6	17	0	2	0	0	0	0	0	0	0	25	2	19	0
% Represented	24.0%	68.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.0%	76.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	123	141	5	13	1	4	0	1	0	0	0	288	24	159	8
% Represented	42.7%	49.0%	1.7%	4.5%	0.3%	1.4%	0.0%	0.3%	0.0%	0.0%	0.0%	100.0%	8.3%	55.2%	2.8%
New Hires	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Promotions	3	0	0	0	0	1	0	0	0	0	0	4	1	1	0
% Represented	75.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	26	81	3	19	0	1	0	2	0	0	0	132	25	103	7
% Represented	19.7%	61.4%	2.3%	14.4%	0.0%	0.8%	0.0%	1.5%	0.0%	0.0%	0.0%	100.0%	18.9%	78.0%	5.3%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	32	2	16	8	1	0	2	1	0	0	0	62	28	11	4
% Represented	51.6%	3.2%	25.8%	12.9%	1.6%	0.0%	3.2%	1.6%	0.0%	0.0%	0.0%	100.0%	45.2%	17.7%	6.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Cultural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	55	47	10	7	2	1	0	0	0	0	0	122	20	55	2
% Represented	45.1%	38.5%	8.2%	5.7%	1.6%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.4%	45.1%	1.6%
New Hires	2	0	0	0	1	1	0	0	0	0	0	4	2	1	0
% Represented	50.0%	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	0.0%
Promotions	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
SKILLED CRAFT															
Employees	52	5	4	1	0	0	0	0	1	0	0	63	6	6	1
% Represented	82.5%	7.9%	6.3%	1.6%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	100.0%	9.5%	9.5%	1.6%
New Hires	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
UNASSIGNED															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	301	299	40	50	4	6	2	4	1	0	0	707	107	359	23
% Represented	42.6%	42.3%	5.7%	7.1%	0.6%	0.8%	0.3%	0.6%	0.1%	0.0%	0.0%	100.0%	15.1%	50.8%	3.3%
New Hires	4	4	1	0	1	1	0	0	0	0	0	11	3	5	0
% Represented	36.4%	36.4%	9.1%	0.0%	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	45.5%	0.0%
Promotions	7	4	0	0	0	1	0	0	0	0	0	12	1	5	0
% Represented	58.3%	33.3%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	41.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Cultural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	3	1	0	0	0	0	0	0	0	0	0	4	0	1	2
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	50.0%
Average Salary	27210	25129	0	0	0	0	0	0	0	0	0	26690	0	25129	26389
GR 55-59															
Employees	54	53	17	19	1	0	2	1	0	0	0	147	40	73	5
% Represented	36.7%	36.1%	11.6%	12.9%	0.7%	0.0%	1.4%	0.7%	0.0%	0.0%	0.0%	100.0%	27.2%	49.7%	3.4%
Average Salary	26480	27307	26355	27730	24861	0	26104	30101	0	0	0	26934	27075	27456	26394
GR 60-64															
Employees	74	68	9	9	1	1	0	1	1	0	0	164	22	79	7
% Represented	45.1%	41.5%	5.5%	5.5%	0.6%	0.6%	0.0%	0.6%	0.6%	0.0%	0.0%	100.0%	13.4%	48.2%	4.3%
Average Salary	31405	33207	32589	35261	26584	35084	0	33648	28544	0	0	32418	33387	33471	32389
GR 65-69															
Employees	68	78	2	5	0	0	0	0	0	0	0	153	7	83	1
% Represented	44.4%	51.0%	1.3%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.6%	54.2%	0.7%
Average Salary	39925	37994	34089	42245	0	0	0	0	0	0	0	38940	39025	38250	42474
GR 70-74															
Employees	41	31	1	3	0	1	0	1	0	0	0	78	6	36	1
% Represented	52.6%	39.7%	1.3%	3.8%	0.0%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%	100.0%	7.7%	46.2%	1.3%
Average Salary	52045	49434	40764	47604	0	47325	0	38174	0	0	0	50454	44845	48910	1E+05
GR 75-79															
Employees	3	4	0	0	0	0	0	0	0	0	0	7	0	4	0
% Represented	42.9%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	57.1%	0.0%
Average Salary	86467	78341	0	0	0	0	0	0	0	0	0	81824	0	78341	0
GR 80-84															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	115080	84504	0	0	0	0	0	0	0	0	0	99794	0	84508	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	7	3	1	1	0	0	0	0	0	0	0	12	2	4	1
% Represented	58.3%	25.0%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	33.3%	8.3%
Average Salary	72734	59073	81813	43769	0	0	0	0	0	0	0	67661	62791	55247	81813
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Cultural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	50	60	10	13	2	4	0	1	0	0	0	140	30	78	6
% Represented	35.7%	42.9%	7.1%	9.3%	1.4%	2.9%	0.0%	0.7%	0.0%	0.0%	0.0%	100.0%	21.4%	55.7%	4.3%
Average Salary	44906	47794	36877	40710	22067	42640	0	34683	0	0	0	44716	38246	46181	37029
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	301	299	40	50	4	6	2	4	1	0	0	707	107	359	23

WM+	White Male	HM	Hispanic Male	AIM	American Indian Male
WF+	White Female	HF	Hispanic Female	AIF	American Indian Female
BM	Black Male	ASM+	Asian Male		
BF	Black Female	ASF+	Asian Female		

Employment Security Commission

The Employment Security Commission's employment analysis is now included with the Department of Commerce due to reorganization.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

Employment Security Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	6	2	2	3	0	0	0	0	0	0	0	13	5	5	1
% Represented	46.2%	15.4%	15.4%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	38.5%	38.5%	7.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	0	1	1	1	1
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%
MANAGEMENT RELATED															
Employees	222	276	108	225	8	11	4	7	3	8	1	873	374	527	72
% Represented	25.4%	31.6%	12.4%	25.8%	0.9%	1.3%	0.5%	0.8%	0.3%	0.9%	0.1%	100.0%	42.8%	60.4%	8.2%
New Hires	0	1	1	0	0	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	12	16	11	18	2	1	0	1	1	0	0	62	34	36	6
% Represented	19.4%	25.8%	17.7%	29.0%	3.2%	1.6%	0.0%	1.6%	1.6%	0.0%	0.0%	100.0%	54.8%	58.1%	9.7%
PROFESSIONALS															
Employees	80	42	16	39	1	0	5	7	2	1	0	193	71	89	5
% Represented	41.5%	21.8%	8.3%	20.2%	0.5%	0.0%	2.6%	3.6%	1.0%	0.5%	0.0%	100.0%	36.8%	46.1%	2.6%
New Hires	2	0	1	0	0	0	1	0	0	0	0	4	2	0	0
% Represented	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Promotions	3	1	1	2	0	0	0	0	0	0	0	7	3	3	0
% Represented	42.9%	14.3%	14.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	42.9%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	3	2	0	0	0	0	0	0	0	0	0	5	0	2	0
% Represented	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	40.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	18	72	20	136	1	3	1	2	0	0	0	253	163	213	8
% Represented	7.1%	28.5%	7.9%	53.8%	0.4%	1.2%	0.4%	0.8%	0.0%	0.0%	0.0%	100.0%	64.4%	84.2%	3.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	3	0	7	0	0	0	0	0	0	0	12	7	10	1
% Represented	16.7%	25.0%	0.0%	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	58.3%	83.3%	8.3%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Employment Security Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	4	0	2	0	0	0	0	0	0	6	6	0	0
% Represented	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	329	394	150	403	12	14	10	16	5	9	1	1343	619	836	86
% Represented	24.5%	29.3%	11.2%	30.0%	0.9%	1.0%	0.7%	1.2%	0.4%	0.7%	0.1%	100.0%	46.1%	62.2%	6.4%
New Hires	2	1	2	0	0	0	1	0	0	0	0	6	3	1	0
% Represented	33.3%	16.7%	33.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	16.7%	0.0%
Promotions	17	20	12	28	2	1	0	1	1	0	0	82	45	50	8
% Represented	20.7%	24.4%	14.6%	34.1%	2.4%	1.2%	0.0%	1.2%	1.2%	0.0%	0.0%	100.0%	54.9%	61.0%	9.8%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation

Employment Security Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	9	43	9	65	1	1	1	1	0	0	0	130	78	110	3
% Represented	6.9%	33.1%	6.9%	50.0%	0.8%	0.8%	0.8%	0.8%	0.0%	0.0%	0.0%	100.0%	60.0%	84.6%	2.3%
Average Salary	31300	31327	29068	29131	33378	31900	33303	31958	0	0	0	30114	29308	30040	29673
GR 60-64															
Employees	6	23	8	64	0	1	0	2	0	0	0	104	75	90	5
% Represented	5.8%	22.1%	7.7%	61.5%	0.0%	1.0%	0.0%	1.9%	0.0%	0.0%	0.0%	100.0%	72.1%	86.5%	4.8%
Average Salary	35931	36139	36451	34886	0	30052	0	35632	0	0	0	35331	35008	35169	36401
GR 65-69															
Employees	163	191	76	166	4	10	2	4	3	6	1	626	271	377	55
% Represented	26.0%	30.5%	12.1%	26.5%	0.6%	1.6%	0.3%	0.6%	0.5%	1.0%	0.2%	100.0%	43.3%	60.2%	8.8%
Average Salary	38111	37773	36685	38350	33258	35759	32023	36314	38414	38291	36728	37779	37606	37925	37873
GR 70-74															
Employees	41	47	14	37	3	0	0	2	2	1	0	147	59	87	6
% Represented	27.9%	32.0%	9.5%	25.2%	2.0%	0.0%	0.0%	1.4%	1.4%	0.7%	0.0%	100.0%	40.1%	59.2%	4.1%
Average Salary	52288	52644	50851	50169	44021	0	0	53888	47309	51484	0	51511	50070	51607	51486
GR 75-79															
Employees	21	21	10	11	0	0	0	0	0	0	0	63	21	32	11
% Represented	33.3%	33.3%	15.9%	17.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	50.8%	17.5%
Average Salary	67466	63892	63758	64992	0	0	0	0	0	0	0	65254	64404	64270	62872
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Employment Security Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	115000	0	0	0	0	0	0	0	115000	115000	115000	0
Banded															
Employees	89	69	33	59	4	2	7	7	0	2	0	272	114	139	6
% Represented	32.7%	25.4%	12.1%	21.7%	1.5%	0.7%	2.6%	2.6%	0.0%	0.7%	0.0%	100.0%	41.9%	51.1%	2.2%
Average Salary	68747	56860	53152	51427	58430	40722	64773	72027	0	49529	0	59520	54035	54891	55800
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	329	394	150	403	12	14	10	16	5	9	1	1343	619	836	86

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Environment and Natural Resources

The Department of Environment and Natural Resources as it is known today was established in 1989 and further modified in 1997 by the General Assembly in order to address a growing need to combine the interrelated natural resources and environmental agencies into a single department. The Department is charged with complex responsibilities that extend to environmental and natural resource issues. Some of the divisions include coastal management, environmental management, land resources, marine fisheries, water resources, radiation protection, forest resources, parks and recreation, soil and water conservation, and zoological parks (administers the North Carolina Zoo).

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Environment and Natural Resources established employment objectives in the following occupational categories: Officials and Administrators, Management Related, Professional, Technical, Administrative Support, Services, Law Enforcement and Skilled Craft. In the occupational categories of Professional, Protected Services, Skilled Craft and Services the employment objectives were partially met. In the occupational categories of Official & Administrators, Management Related, Technical, Administrative Support the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials & Administrators		1	1	1	1	
Management Related	1		1	1	1	
Professional	1	3	3	3	2	3
Administrative Support	2		1	2		1
Technical	1	2	4	4	2	1
Protected Services		3	1	2	2	
Skilled Craft			1		1	
Services		1	2	1	1	
TOTAL	5	10	14	14	10	5

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2010.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Environment and Natural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	51	22	6	1	0	0	0	1	0	0	0	81	8	24	0
% Represented	63.0%	27.2%	7.4%	1.2%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	100.0%	9.9%	29.6%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
MANAGEMENT RELATED															
Employees	19	73	2	16	0	1	0	0	0	1	0	112	20	91	1
% Represented	17.0%	65.2%	1.8%	14.3%	0.0%	0.9%	0.0%	0.0%	0.0%	0.9%	0.0%	100.0%	17.9%	81.3%	0.9%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	2	0	1	0	0	0	0	0	0	0	3	1	3	0
% Represented	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
PROFESSIONALS															
Employees	786	432	35	25	7	5	30	22	4	4	1	1351	132	488	10
% Represented	58.2%	32.0%	2.6%	1.9%	0.5%	0.4%	2.2%	1.6%	0.3%	0.3%	0.1%	100.0%	9.8%	36.1%	0.7%
New Hires	6	12	0	0	0	0	0	0	0	0	1	19	0	12	0
% Represented	31.6%	63.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	100.0%	0.0%	63.2%	0.0%
Promotions	16	10	0	1	0	0	1	0	0	0	0	28	2	11	0
% Represented	57.1%	35.7%	0.0%	3.6%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	100.0%	7.1%	39.3%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	121	49	2	3	1	0	1	2	2	1	1	183	12	55	2
% Represented	66.1%	26.8%	1.1%	1.6%	0.5%	0.0%	0.5%	1.1%	1.1%	0.5%	0.5%	100.0%	6.6%	30.1%	1.1%
New Hires	1	0	0	0	0	0	0	0	0	0	1	2	0	0	0
% Represented	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
ADMINISTRATIVE SUPPORT															
Employees	20	244	4	71	0	3	0	3	0	3	0	348	84	324	8
% Represented	5.7%	70.1%	1.1%	20.4%	0.0%	0.9%	0.0%	0.9%	0.0%	0.9%	0.0%	100.0%	24.1%	93.1%	2.3%
New Hires	0	4	0	2	0	0	0	1	0	0	0	7	3	7	0
% Represented	0.0%	57.1%	0.0%	28.6%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	100.0%	42.9%	100.0%	0.0%
Promotions	0	4	0	0	0	0	0	0	0	0	0	4	0	4	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	202	54	4	1	1	1	0	0	1	0	0	264	8	56	2
% Represented	76.5%	20.5%	1.5%	0.4%	0.4%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	100.0%	3.0%	21.2%	0.8%
New Hires	8	2	0	0	0	0	0	0	0	0	0	10	0	2	0
% Represented	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	20.0%	0.0%
Promotions	13	2	0	0	0	0	0	0	0	0	0	15	0	2	0
% Represented	86.7%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	13.3%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Environment and Natural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	49	73	2	0	0	0	0	0	0	1	0	125	3	74	2
% Represented	39.2%	58.4%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	100.0%	2.4%	59.2%	1.6%
New Hires	3	1	0	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
Promotions	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
SKILLED CRAFT															
Employees	163	18	13	3	0	0	0	0	0	0	2	199	16	21	2
% Represented	81.9%	9.0%	6.5%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	100.0%	8.0%	10.6%	1.0%
New Hires	7	1	0	0	0	0	0	0	0	0	0	8	0	1	0
% Represented	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	12.5%	0.0%
Promotions	8	0	0	2	0	0	0	0	0	0	0	10	2	2	0
% Represented	80.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
UNASSIGNED															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	1411	966	68	120	9	10	31	28	7	10	4	2664	283	1134	27
% Represented	53.0%	36.3%	2.6%	4.5%	0.3%	0.4%	1.2%	1.1%	0.3%	0.4%	0.2%	100.0%	10.6%	42.6%	1.0%
New Hires	26	21	0	2	0	0	0	1	0	0	2	52	3	24	0
% Represented	50.0%	40.4%	0.0%	3.8%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	3.8%	100.0%	5.8%	46.2%	0.0%
Promotions	40	22	0	4	0	0	1	0	0	0	0	67	5	26	1
% Represented	59.7%	32.8%	0.0%	6.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	100.0%	7.5%	38.8%	1.5%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Environment and Natural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	13	17	2	0	0	0	0	0	0	0	0	32	2	17	1
% Represented	40.6%	53.1%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.3%	53.1%	3.1%
Average Salary	24715	24380	23361	0	0	0	0	0	0	0	0	24453	23361	24380	23749
GR 55-59															
Employees	49	179	4	50	0	2	0	1	0	1	0	286	58	233	7
% Represented	17.1%	62.6%	1.4%	17.5%	0.0%	0.7%	0.0%	0.3%	0.0%	0.3%	0.0%	100.0%	20.3%	81.5%	2.4%
Average Salary	26302	28362	25773	30067	0	25728	0	27615	0	28337	0	28250	29549	28702	29403
GR 60-64															
Employees	162	131	12	14	1	0	0	1	0	2	0	323	30	148	6
% Represented	50.2%	40.6%	3.7%	4.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.6%	0.0%	100.0%	9.3%	45.8%	1.9%
Average Salary	30378	31447	31008	34679	30070	0	0	29503	0	36435	0	31056	33001	31807	33432
GR 65-69															
Employees	159	119	7	14	0	1	1	4	3	2	1	311	32	140	3
% Represented	51.1%	38.3%	2.3%	4.5%	0.0%	0.3%	0.3%	1.3%	1.0%	0.6%	0.3%	100.0%	10.3%	45.0%	1.0%
Average Salary	38247	37991	37793	43103	0	45779	37076	35715	35867	43074	32746	38336	40233	38566	42311
GR 70-74															
Employees	314	206	14	18	4	2	7	2	3	1	0	571	51	229	6
% Represented	55.0%	36.1%	2.5%	3.2%	0.7%	0.4%	1.2%	0.4%	0.5%	0.2%	0.0%	100.0%	8.9%	40.1%	1.1%
Average Salary	48910	47227	49340	49156	48014	42021	47489	50470	46151	46250	0	48260	48426	47357	49706
GR 75-79															
Employees	107	51	2	3	0	0	0	1	0	2	1	167	8	57	0
% Represented	64.1%	30.5%	1.2%	1.8%	0.0%	0.0%	0.0%	0.6%	0.0%	1.2%	0.6%	100.0%	4.8%	34.1%	0.0%
Average Salary	66040	65128	70216	70944	0	0	0	61086	0	64994	65000	65851	68042	65358	0
GR 80-84															
Employees	34	8	1	0	0	0	0	0	0	0	0	43	1	8	0
% Represented	79.1%	18.6%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.3%	18.6%	0.0%
Average Salary	86848	82168	83738	0	0	0	0	0	0	0	0	85905	83738	82168	0
GR 85+															
Employees	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Average Salary	110105	109222	0	0	0	0	0	0	0	0	0	109516	0	109222	0
T-Grade															
Employees	25	20	2	1	1	0	0	0	0	0	1	50	4	21	1
% Represented	50.0%	40.0%	4.0%	2.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	100.0%	8.0%	42.0%	2.0%
Average Salary	51715	45412	87933	28944	34426	0	0	0	0	0	33286	49473	59809	44628	46750
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Environment and Natural Resources

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	2	7	0	0	0	0	0	0	0	0	0	9	0	7	0
% Represented	22.2%	77.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	77.8%	0.0%
Average Salary	156209	106372	0	0	0	0	0	0	0	0	0	117447	0	106372	0
Banded															
Employees	545	226	24	20	3	5	23	19	1	2	1	869	97	272	3
% Represented	62.7%	26.0%	2.8%	2.3%	0.3%	0.6%	2.6%	2.2%	0.1%	0.2%	0.1%	100.0%	11.2%	31.3%	0.3%
Average Salary	53531	50844	60063	49361	46126	48957	62986	59110	34344	60549	38100	53214	57104	51349	55204
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	1411	966	68	120	9	10	31	28	7	10	4	2664	283	1134	27

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Health and Human Services

The Department is charged with the responsibility of helping individuals, families, and communities in their effort to achieve adequate levels of health, social, and economic well-being. The services of the Department are provided by over 500 programs, many of which are delivered on a local level by various county-operated agencies. One of the goals of the Department is to offer preventive services and early intervention programs to reduce cost in both human suffering and economics. The Department is organized into several divisions and program areas. In 1997, the health services division of the Department of Environment and Natural Resources was transferred to this Department. At the same time, the name of the Department was changed from the Department of Human Resources to the Department of Health and Human Services.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Health and Human Services (DHHS) established employment objectives in all eight occupational categories: Officials and Administrators, Management Related, Professional, Technical, Administrative Support, Protective Services, Service, and Skilled Craft. The employment objectives established in the Professional, Management Related, Technical, Administrative Support, Services and Skilled Crafts were partially met. The employment objectives established in the category Officials and Administrators and Protected Services were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females	Disabled Males & Females
Officials and Administrators	7	5	9	8	3	1	5
Professional	115	55	62	53	44	45	19
Management Related	39	27	12	30	4	10	3
Technical	4	0	4	0	2	0	1
Administrative Support	17	7	10	19	7	7	5
Protective Services		1					1
Service	31	32	24	37	31	18	10
Skilled Craft	1	1	4	4	2		0
TOTAL	1214	128	125	151	93	81	44

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
HHS-403(b) Participants															
OFFICIALS AND ADMINISTRATORS															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	4	8	0	4	0	1	2	1	0	0	0	20	8	14	0
% Represented	20.0%	40.0%	0.0%	20.0%	0.0%	5.0%	10.0%	5.0%	0.0%	0.0%	0.0%	100.0%	40.0%	70.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1	2	1	0	0	0	0	0	0	0	0	4	1	2	1
% Represented	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	25.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	0	2	6	0	0	0	0	0	0	0	9	8	6	0
% Represented	11.1%	0.0%	22.2%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	88.9%	66.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	2	1	0	0	0	0	0	0	0	3	3	1	0
% Represented	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	6	13	6	11	0	1	2	1	0	0	0	40	21	26	1
% Represented	15.0%	32.5%	15.0%	27.5%	0.0%	2.5%	5.0%	2.5%	0.0%	0.0%	0.0%	100.0%	52.5%	65.0%	2.5%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
HEALTH HUMAN SERVICES															
OFFICIALS AND ADMINISTRATORS															
Employees	102	113	8	29	0	0	3	2	0	0	2	259	42	144	7
% Represented	39.4%	43.6%	3.1%	11.2%	0.0%	0.0%	1.2%	0.8%	0.0%	0.0%	0.8%	100.0%	16.2%	55.6%	2.7%
New Hires	4	1	0	2	0	0	0	0	0	0	1	8	2	3	0
% Represented	50.0%	12.5%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	100.0%	25.0%	37.5%	0.0%
Promotions	6	9	1	4	0	0	1	0	0	0	0	21	6	13	0
% Represented	28.6%	42.9%	4.8%	19.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	61.9%	0.0%
MANAGEMENT RELATED															
Employees	204	543	46	209	4	7	3	14	1	4	0	1035	288	777	16
% Represented	19.7%	52.5%	4.4%	20.2%	0.4%	0.7%	0.3%	1.4%	0.1%	0.4%	0.0%	100.0%	27.8%	75.1%	1.5%
New Hires	6	24	0	11	0	0	0	0	0	0	1	42	11	35	0
% Represented	14.3%	57.1%	0.0%	26.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	100.0%	26.2%	83.3%	0.0%
Promotions	3	18	0	4	0	1	0	1	0	0	0	27	6	24	1
% Represented	11.1%	66.7%	0.0%	14.8%	0.0%	3.7%	0.0%	3.7%	0.0%	0.0%	0.0%	100.0%	22.2%	88.9%	3.7%
PROFESSIONALS															
Employees	1053	3303	412	1489	28	49	80	81	12	31	11	6549	2182	4953	190
% Represented	16.1%	50.4%	6.3%	22.7%	0.4%	0.7%	1.2%	1.2%	0.2%	0.5%	0.2%	100.0%	33.3%	75.6%	2.9%
New Hires	47	221	23	88	1	8	6	7	1	1	2	405	135	325	4
% Represented	11.6%	54.6%	5.7%	21.7%	0.2%	2.0%	1.5%	1.7%	0.2%	0.2%	0.5%	100.0%	33.3%	80.2%	1.0%
Promotions	29	96	29	67	0	0	3	6	1	1	0	232	107	170	3
% Represented	12.5%	41.4%	12.5%	28.9%	0.0%	0.0%	1.3%	2.6%	0.4%	0.4%	0.0%	100.0%	46.1%	73.3%	1.3%
TECHNICIANS AND TECHNOLOGISTS															
Employees	42	193	13	60	0	3	0	9	0	0	0	320	85	265	8
% Represented	13.1%	60.3%	4.1%	18.8%	0.0%	0.9%	0.0%	2.8%	0.0%	0.0%	0.0%	100.0%	26.6%	82.8%	2.5%
New Hires	5	12	2	5	0	1	0	1	0	0	0	26	9	19	0
% Represented	19.2%	46.2%	7.7%	19.2%	0.0%	3.8%	0.0%	3.8%	0.0%	0.0%	0.0%	100.0%	34.6%	73.1%	0.0%
Promotions	0	4	1	0	0	1	0	0	0	0	0	6	2	5	0
% Represented	0.0%	66.7%	16.7%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	83.3%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	119	1029	86	652	5	10	2	10	0	10	3	1926	775	1711	39
% Represented	6.2%	53.4%	4.5%	33.9%	0.3%	0.5%	0.1%	0.5%	0.0%	0.5%	0.2%	100.0%	40.2%	88.8%	2.0%
New Hires	2	16	2	9	0	1	0	0	0	0	0	30	12	26	2
% Represented	6.7%	53.3%	6.7%	30.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	86.7%	6.7%
Promotions	5	23	0	12	0	0	0	0	0	0	0	40	12	35	0
% Represented	12.5%	57.5%	0.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	30.0%	87.5%	0.0%
PROTECTIVE SERVICES															
Employees	25	3	1	0	0	0	0	0	0	0	1	30	1	3	0
% Represented	83.3%	10.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	100.0%	3.3%	10.0%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	519	1243	1102	2593	17	32	15	32	3	5	6	5567	3799	3905	92
% Represented	9.3%	22.3%	19.8%	46.6%	0.3%	0.6%	0.3%	0.6%	0.1%	0.1%	0.1%	100.0%	68.2%	70.1%	1.7%
New Hires	50	123	76	188	2	5	1	3	1	0	1	450	276	319	1
% Represented	11.1%	27.3%	16.9%	41.8%	0.4%	1.1%	0.2%	0.7%	0.2%	0.0%	0.2%	100.0%	61.3%	70.9%	0.2%
Promotions	16	37	30	77	0	0	2	2	0	0	2	166	111	116	3
% Represented	9.6%	22.3%	18.1%	46.4%	0.0%	0.0%	1.2%	1.2%	0.0%	0.0%	1.2%	100.0%	66.9%	69.9%	1.8%
SKILLED CRAFT															
Employees	364	14	76	13	7	0	4	2	1	0	0	481	103	29	12
% Represented	75.7%	2.9%	15.8%	2.7%	1.5%	0.0%	0.8%	0.4%	0.2%	0.0%	0.0%	100.0%	21.4%	6.0%	2.5%
New Hires	2	0	2	0	1	0	0	0	0	0	0	5	3	0	0
% Represented	40.0%	0.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	0.0%	0.0%
Promotions	12	1	0	1	0	0	0	0	0	0	0	14	1	2	0
% Represented	85.7%	7.1%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.1%	14.3%	0.0%
NOT ASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HEALTH HUMAN SERVICES TOTAL															
Employees	2428	6441	1744	5045	61	101	107	150	17	50	23	16167	7275	11787	364
% Represented	15.0%	39.8%	10.8%	31.2%	0.4%	0.6%	0.7%	0.9%	0.1%	0.3%	0.1%	100.0%	45.0%	72.9%	2.3%
New Hires	117	398	105	303	4	15	7	11	2	1	5	968	448	728	7
% Represented	12.1%	41.1%	10.8%	31.3%	0.4%	1.5%	0.7%	1.1%	0.2%	0.1%	0.5%	100.0%	46.3%	75.2%	0.7%
Promotions	72	188	61	165	0	1	6	8	1	1	2	507	245	365	6
% Represented	14.2%	37.1%	12.0%	32.5%	0.0%	0.2%	1.2%	1.6%	0.2%	0.2%	0.4%	100.0%	48.3%	72.0%	1.2%

OVERALL TOTAL															
Employees	2434	6454	1750	5056	61	102	109	151	17	50	23	16207	7296	11813	365
% Represented	15.0%	39.8%	10.8%	31.2%	0.4%	0.6%	0.7%	0.9%	0.1%	0.3%	0.1%	100.0%	45.0%	72.9%	2.3%
New Hires	117	399	105	303	4	15	7	11	2	1	5	969	448	729	7
% Represented	12.1%	41.2%	10.8%	31.3%	0.4%	1.5%	0.7%	1.1%	0.2%	0.1%	0.5%	100.0%	46.2%	75.2%	0.7%
Promotions	72	188	61	165	0	1	6	8	1	1	2	507	245	365	7
% Represented	14.2%	37.1%	12.0%	32.5%	0.0%	0.2%	1.2%	1.6%	0.2%	0.2%	0.4%	100.0%	48.3%	72.0%	1.4%

Compensation Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
HHS-403(B) PARTICIPANTS															
GR 50-54															
Employees	0	0	1	1	0	0	0	0	0	0	0	2	2	1	0
% Represented	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	0.0%
Average Salary	0	0	24179	26450	0	0	0	0	0	0	0	25315	25315	26450	0
GR 55-59															
Employees	1	1	1	4	0	0	0	0	0	0	0	7	5	5	0
% Represented	14.3%	14.3%	14.3%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	71.4%	71.4%	0.0%
Average Salary	24861	33100	26548	28857	0	0	0	0	0	0	0	28562	28395	29205	0
GR 60-64															
Employees	0	1	1	3	0	0	0	0	0	0	0	5	4	4	0
% Represented	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	80.0%	0.0%
Average Salary	0	35679	35086	31874	0	0	0	0	0	0	0	33277	32677	32825	0
GR 65-69															
Employees	2	1	1	0	0	0	0	0	0	0	0	4	1	1	1
% Represented	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	25.0%
Average Salary	47349	45139	51252	0	0	0	0	0	0	0	0	47772	51252	45139	44060
GR 70-74															
Employees	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Average Salary	60791	0	57749	0	0	0	0	0	0	0	0	59270	57749	0	0
GR 75-79															
Employees	0	0	0	0	0	1	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	0	0	86037	0	0	0	0	0	86037	86037	86037	0
GR 80-84															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	83346	58706	0	0	0	0	0	0	0	0	0	71206	0	58706	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	0	5	1	3	0	0	0	0	0	0	0	9	4	8	0
% Represented	0.0%	55.6%	11.1%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.4%	88.9%	0.0%
Average Salary	0	60037	29242	46108	0	0	0	0	0	0	0	51973	41892	54814	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR EG															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR MG															
Employees	1	4	0	0	0	0	2	1	0	0	0	8	3	5	0
% Represented	12.5%	50.0%	0.0%	0.0%	0.0%	0.0%	25.0%	12.5%	0.0%	0.0%	0.0%	100.0%	37.5%	62.5%	0.0%
Average Salary	159263	173901	0	0	0	0	174166	172720	0	0	0	171990	173684	173665	0
HHS-403(b) PARTICIPANTS TOTAL GRADE															
Total GR	6	13	6	11	0	1	2	1	0	0	0	40	21	26	1

WM+ White Male

WF+ White Female

BM Black Male

BF Black Female

HM Hispanic Male

HF Hispanic Female

ASM+ Asian Male

ASF+ Asian Female

AIM American Indian Male

AIF American Indian Female

Compensation Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
HEALTH & HUMAN SERVICES															
GR 50-54															
Employees	117	236	211	343	6	14	5	8	0	1	0	941	588	602	27
% Represented	12.4%	25.1%	22.4%	36.5%	0.6%	1.5%	0.5%	0.9%	0.0%	0.1%	0.0%	100.0%	62.5%	64.0%	2.9%
Average Salary	24151	24206	24686	24659	23112	23487	23347	23453	22971	23167	0	24443	24596	24429	25105
GR 55-59															
Employees	466	1462	793	2356	15	21	9	29	3	9	6	5169	3235	3877	83
% Represented	9.0%	28.3%	15.3%	45.6%	0.3%	0.4%	0.2%	0.6%	0.1%	0.2%	0.1%	100.0%	62.6%	75.0%	1.6%
Average Salary	26689	27841	26401	26840	26707	26133	25411	26149	25400	29078	25907	27034	26721	27211	28215
GR 60-64															
Employees	310	683	412	747	11	17	5	4	1	9	2	2201	1206	1460	40
% Represented	14.1%	31.0%	18.7%	33.9%	0.5%	0.8%	0.2%	0.2%	0.0%	0.4%	0.1%	100.0%	54.8%	66.3%	1.8%
Average Salary	33904	33689	31084	31463	33627	33614	29841	31768	35669	32214	34858	32459	31384	32538	32812
GR 65-69															
Employees	352	929	97	470	12	22	3	12	4	15	4	1920	635	1448	84
% Represented	18.3%	48.4%	5.1%	24.5%	0.6%	1.1%	0.2%	0.6%	0.2%	0.8%	0.2%	100.0%	33.1%	75.4%	4.4%
Average Salary	41665	40886	40669	39791	43218	37196	41974	38415	46371	39715	37139	40703	39902	40435	41924
GR 70-74															
Employees	329	1287	73	418	5	10	10	24	3	14	3	2176	557	1753	54
% Represented	15.1%	59.1%	3.4%	19.2%	0.2%	0.5%	0.5%	1.1%	0.1%	0.6%	0.1%	100.0%	25.6%	80.6%	2.5%
Average Salary	52748	51427	51809	49581	51841	51045	48695	51731	48496	52253	53500	51279	50058	51003	53869
GR 75-79															
Employees	103	229	9	60	2	3	3	5	1	0	0	415	83	297	11
% Represented	24.8%	55.2%	2.2%	14.5%	0.5%	0.7%	0.7%	1.2%	0.2%	0.0%	0.0%	100.0%	20.0%	71.6%	2.7%
Average Salary	66829	68165	65731	65186	64409	58047	69120	70808	56005	0	0	67268	65339	67506	69572
GR 80-84															
Employees	62	61	7	14	0	2	4	1	0	0	0	151	28	78	3
% Represented	41.1%	40.4%	4.6%	9.3%	0.0%	1.3%	2.6%	0.7%	0.0%	0.0%	0.0%	100.0%	18.5%	51.7%	2.0%
Average Salary	84474	79807	86169	81737	0	77198	91964	92098	0	0	0	82566	84352	80244	85404
GR 85+															
Employees	10	4	0	2	0	0	0	0	0	0	0	16	2	6	1
% Represented	62.5%	25.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	37.5%	6.3%
Average Salary	127757	109749	0	122720	0	0	0	0	0	0	0	122626	122720	114072	108092
T-Grade															
Employees	50	113	8	44	1	0	1	0	1	0	0	218	55	157	6
% Represented	22.9%	51.8%	3.7%	20.2%	0.5%	0.0%	0.5%	0.0%	0.5%	0.0%	0.0%	100.0%	25.2%	72.0%	2.8%
Average Salary	68059	61904	50375	53115	56369	0	41141	0	54000	0	0	60962	52574	59441	46426
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Health and Human Services

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	2	1	0	1	0	0	0	0	0	0	0	4	1	2	0
% Represented	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
Average Salary	112500	67143	0	175000	0	0	0	0	0	0	0	116786	175000	121072	0
Banded															
Employees	544	1374	124	580	9	11	47	54	4	2	7	2756	831	2021	49
% Represented	19.7%	49.9%	4.5%	21.0%	0.3%	0.4%	1.7%	2.0%	0.1%	0.1%	0.3%	100.0%	30.2%	73.3%	1.8%
Average Salary	65109	55461	53312	50375	67376	59851	68603	63664	70773	50640	54796	56656	53116	54225	56765
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR EG															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	37020	0	0	0	0	0	0	0	0	0	0	37020	53721	58816	0
GR MG															
Employees	82	62	10	10	0	1	20	13	0	0	1	199	54	86	6
% Represented	41.2%	31.2%	5.0%	5.0%	0.0%	0.5%	10.1%	6.5%	0.0%	0.0%	0.5%	100.0%	27.1%	43.2%	3.0%
Average Salary	173755	155230	153582	147766	0	118017	164140	168795	0	0	190000	164175	159419	155980	139240
HEALTH & HUMAN SERVICES TOTAL GRADE															
Total GR	2428	6441	1744	5045	61	101	107	150	17	50	23	16167	7275	11787	364

Overall Total															
Total GR	2434	6454	1750	5056	61	102	109	151	17	50	23	16207	7296	11813	365

WM+ White Male

WF+ White Female

BM Black Male

BF Black Female

HM Hispanic Male

HF Hispanic Female

ASM+ Asian Male

ASF+ Asian Female

AIM American Indian Male

AIF American Indian Female

Housing and Finance

The North Carolina Housing Finance Agency is a public agency that was created by the General Assembly in 1973. The Agency's statute describes its board composition, general powers, program authority and financing capability. In 1973 the Agency existed within the Department of the State Treasurer. In 1978 the Agency was transferred to the Department of Natural Resources and Community Development (NRCD). In 1981 the Agency was transferred out of NRCD and made an independent agency. The Agency's budget reporting was assigned to the Office of State Budget and Management in the Governor's Office, but it was made independent in several other respects, including an exemption from the State Personnel Act.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the NC Housing and Finance Agency established employment objectives in the following occupational category Professional. In the occupational categories of Professional the employment objectives were met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disclosed DISB
Management Related							
Professional							
Administrative							
Totals							

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Housing and Finance

Housing and Finance does not have data available in Beacon or PMIS.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Information Technology Services

In 1997, the State Information Processing Service (SIPS) was established as a separate entity (previously these services were found within the Office of the State Controller). SIPS' name was changed to the Office of Information Technology Services (ITS) in 1998.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Office of Information Technology Services established employment objectives in the Professional occupational category. In the occupational category of Professional the employment objectives were met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization. Information Technology Services did not establish any objectives in 2012.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Professional							
Totals							

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary

grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

ITS

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	33	13	3	0	0	0	1	0	0	0	0	50	4	13	0
% Represented	66.0%	26.0%	6.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.0%	26.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	0	0	0	0	0	1	0	0	0	0	3	1	0	0
% Represented	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	4	14	3	5	0	0	1	1	0	0	0	28	10	20	0
% Represented	14.3%	50.0%	10.7%	17.9%	0.0%	0.0%	3.6%	3.6%	0.0%	0.0%	0.0%	100.0%	35.7%	71.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	218	94	41	24	5	0	17	7	2	0	0	408	96	125	5
% Represented	53.4%	23.0%	10.0%	5.9%	1.2%	0.0%	4.2%	1.7%	0.5%	0.0%	0.0%	100.0%	23.5%	30.6%	1.2%
New Hires	1	0	0	0	0	0	1	1	0	0	0	3	2	1	0
% Represented	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	0.0%
Promotions	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	3	20	2	8	0	1	0	0	0	1	0	35	12	30	0
% Represented	8.6%	57.1%	5.7%	22.9%	0.0%	2.9%	0.0%	0.0%	0.0%	2.9%	0.0%	100.0%	34.3%	85.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

ITS

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	5	0	2	0	1	0	0	0	0	0	0	8	3	0	0
% Represented	62.5%	0.0%	25.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	37.5%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	263	141	51	37	6	1	19	8	2	1	0	529	125	188	5
% Represented	49.7%	26.7%	9.6%	7.0%	1.1%	0.2%	3.6%	1.5%	0.4%	0.2%	0.0%	100.0%	23.6%	35.5%	0.9%
New Hires	1	0	0	0	0	0	1	1	0	0	0	3	2	1	0
% Represented	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	0.0%
Promotions	3	2	0	0	0	0	1	0	0	0	0	6	1	2	0
% Represented	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	33.3%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

ITS

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	1	1	0	0	0	0	0	0	0	2	2	1	0
% Represented	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	0.0%
Average Salary	0	0	32409	33221	0	0	0	0	0	0	0	32815	32815	33221	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	1	1	1	0	0	0	0	0	1	0	4	3	3	0
% Represented	0.0%	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	75.0%	75.0%	0.0%
Average Salary	0	55032	38627	52078	0	0	0	0	0	38616	0	46088	43107	48575	0
GR 70-74															
Employees	0	3	0	1	0	0	0	0	0	0	0	4	1	4	0
% Represented	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	100.0%	0.0%
Average Salary	0	56856	0	55621	0	0	0	0	0	0	0	56547	55621	56547	0
GR 75-79															
Employees	2	3	1	2	0	0	0	0	0	0	0	8	3	5	0
% Represented	25.0%	37.5%	12.5%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	37.5%	62.5%	0.0%
Average Salary	70930	69362	59428	62870	0	0	0	0	0	0	0	66889	61723	66765	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	1	1	0	0	0	0	1	0	0	0	0	3	1	1	0
% Represented	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
Average Salary	101867	82168	0	0	0	0	85223	0	0	0	0	89753	85223	82168	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

ITS

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	260	133	48	32	6	1	18	8	2	0	0	508	115	174	5
% Represented	51.2%	26.2%	9.4%	6.3%	1.2%	0.2%	3.5%	1.6%	0.4%	0.0%	0.0%	100.0%	22.6%	34.3%	1.0%
Average Salary	79491	66675	65463	58289	68440	30560	85712	80910	67496	0	0	73443	67598	65580	74001
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	263	141	51	37	6	1	19	8	2	1	0	529	125	188	5

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Insurance

The 1899 General Assembly established the Department of Insurance and gave it the responsibility of admitting, licensing, and general regulation of insurance companies. The Commissioner and the Department of Insurance regulate the various kinds of insurance sold in North Carolina and the companies and agents that sell it.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Insurance established employment objectives in all eight occupational categories: Management Related, Professional, Technical and Administrative Support. In the occupational categories of Management Related the employment objective were met. In the occupational categories of Professional, Administrative Support and Technical the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials & Administrators						1
Management Related			6		6	2
Professional			1	1		1
Protected Services		1		1		
Administrative Support			4		4	2
Technical		1	1	1		
Totals						

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Insurance

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	14	9	2	2	1	0	0	0	0	0	0	28	5	11	0
% Represented	50.0%	32.1%	7.1%	7.1%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	17.9%	39.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
MANAGEMENT RELATED															
Employees	70	67	12	32	0	2	0	6	1	0	0	190	53	107	2
% Represented	36.8%	35.3%	6.3%	16.8%	0.0%	1.1%	0.0%	3.2%	0.5%	0.0%	0.0%	100.0%	27.9%	56.3%	1.1%
New Hires	4	6	1	4	0	0	0	0	0	0	0	15	5	10	0
% Represented	26.7%	40.0%	6.7%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Promotions	2	2	1	2	0	0	0	0	0	0	0	7	3	4	0
% Represented	28.6%	28.6%	14.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	57.1%	0.0%
PROFESSIONALS															
Employees	47	30	3	1	2	0	2	2	0	0	0	87	10	33	3
% Represented	54.0%	34.5%	3.4%	1.1%	2.3%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	100.0%	11.5%	37.9%	3.4%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	10	2	0	0	0	0	0	0	0	0	0	12	0	2	1
% Represented	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	16.7%	8.3%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	11	48	3	35	0	2	0	0	0	1	0	100	41	86	2
% Represented	11.0%	48.0%	3.0%	35.0%	0.0%	2.0%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	41.0%	86.0%	2.0%
New Hires		1	1	3	0	0	0	0	0	0	0	5	4	4	
% Represented	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	80.0%	0.0%
Promotions	0	2	0	3	0	0	0	0	0	0	0	5	3	5	0
% Represented	0.0%	40.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	3	0	1	0	0	0	0	0	0	0	0	4	1	0	0
% Represented	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	####	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Insurance

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	155	156	21	70	3	4	2	8	1	1	0	421	110	239	8
% Represented	36.8%	37.1%	5.0%	16.6%	0.7%	1.0%	0.5%	1.9%	0.2%	0.2%	0.0%	100.0%	26.1%	56.8%	1.9%
New Hires	5	8	2	7	0	0	0	0	0	0	0	22	9	15	0
% Represented	22.7%	36.4%	9.1%	31.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.9%	68.2%	0.0%
Promotions	3	5	2	5	0	0	0	0	0	0	0	15	7	10	0
% Represented	20.0%	33.3%	13.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	46.7%	66.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Insurance

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	5	13	0	16	0	1	0	0	0	1	0	36	18	31	0
% Represented	13.9%	36.1%	0.0%	44.4%	0.0%	2.8%	0.0%	0.0%	0.0%	2.8%	0.0%	100.0%	50.0%	86.1%	0.0%
Average Salary	31931	31257	0	32633	0	33654	0	0	0	26028	0	31884	32323	31909	37876
GR 60-64															
Employees	0	27	1	12	0	1	0	0	0	0	0	41	14	40	0
% Represented	0.0%	65.9%	2.4%	29.3%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	34.1%	97.6%	0.0%
Average Salary	0	38332	41501	37162	0	35100	0	0	0	0	0	38988	37324	37900	0
GR 65-69															
Employees	6	27	1	9	0	0	0	0	0	0	0	43	10	36	3
% Represented	14.0%	62.8%	2.3%	20.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.3%	83.7%	7.0%
Average Salary	43484	44945	31622	39717	0	0	0	0	0	0	0	43337	38908	43638	39217
GR 70-74															
Employees	43	33	8	17	0	0	0	1	1	0	0	103	27	51	1
% Represented	41.7%	32.0%	7.8%	16.5%	0.0%	0.0%	0.0%	1.0%	1.0%	0.0%	0.0%	100.0%	26.2%	49.5%	1.0%
Average Salary	52801	53904	52058	51367	0	0	0	51375	47000	0	0	52790	51411	53009	45950
GR 75-79															
Employees	8	10	0	6	0	0	0	0	0	0	0	24	6	16	0
% Represented	33.3%	41.7%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	66.7%	0.0%
Average Salary	68259	64496	0	68473	0	0	0	0	0	0	0	66744	68473	65987	0
GR 80-84															
Employees	5	3	1	0	0	0	0	0	0	0	0	9	1	3	0
% Represented	55.6%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	33.3%	0.0%
Average Salary	97352	88177	103865	0	0	0	0	0	0	0	0	95017	103865	88177	0
GR 85+															
Employees	4	2	0	0	0	0	0	0	0	0	0	6	0	2	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Average Salary	108665	114359	0	0	0	0	0	0	0	0	0	110563	0	114359	0
T-Grade															
Employees	15	8	1	3	1	0	0	0	0	0	0	28	5	11	0
% Represented	53.6%	28.6%	3.6%	10.7%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	17.9%	39.3%	0.0%
Average Salary	64644	58866	56918	68077	114136	0	0	0	0	0	0	64852	75057	61378	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Insurance

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	69	33	9	7	2	2	2	7	0	0	0	131	29	49	4
% Represented	52.7%	25.2%	6.9%	5.3%	1.5%	1.5%	1.5%	5.3%	0.0%	0.0%	0.0%	100.0%	22.1%	37.4%	3.1%
Average Salary	75546	73824	70207	60136	93174	66660	72685	64459	0	0	0	73419	67899	70238	67007
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	155	156	21	70	3	4	2	8	1	1	0	421	110	239	8

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Justice

The Department of Justice was created in 1970. The Attorney General is a constitutional officer elected every four years by the citizens of North Carolina. The Department has responsibilities in two main areas: The Legal Services Area and The Law Enforcement Area. The Legal Services Area represents the State in criminal and civil matters and also represents the using and consuming public's interest in maintaining a free, fair, and competitive marketplace. The Law Enforcement Area includes the State Bureau of Investigation and other law enforcement entities charged with the responsibility of administering the criminal laws of the State and preventing crime.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Justice did not set in employment objectives in eight occupational categories: Officials and Administrators, Management Related, Professional, Technical, Service, Law Enforcement and Skilled Craft.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials and Administrators	1	3			1	
Management Related	4	1	1	1		
Professional	2	1	4	1	3	3
Technician and Technologist			1	1	1	
Administrative Support	4	1	4		3	3
Service	1			1	1	
Law Enforcement		1	4	2	4	4
Skilled Craft		2	1		1	
TOTAL	12	9	15	6	14	10

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report
Justice with SBI separate
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
JUSTICE															
OFFICIALS AND ADMINISTRATORS															
Employees	27	12	2	3	0	0	1	0	0	0	0	45	6	15	0
% Represented	60.0%	26.7%	4.4%	6.7%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	100.0%	13.3%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	10	23	3	9	0	0	0	2	0	0	0	47	14	34	0
% Represented	21.3%	48.9%	6.4%	19.1%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%	100.0%	29.8%	72.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
PROFESSIONALS															
Employees	123	127	10	34	0	4	1	4	0	0	0	303	53	169	3
% Represented	40.6%	41.9%	3.3%	11.2%	0.0%	1.3%	0.3%	1.3%	0.0%	0.0%	0.0%	100.0%	17.5%	55.8%	1.0%
New Hires	8	6	1	3	0	0	0	0	0	0	0	18	4	9	0
% Represented	44.4%	33.3%	5.6%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	50.0%	0.0%
Promotions	8	10	0	5	0	1	0	0	0	0	0	24	6	16	0
% Represented	33.3%	41.7%	0.0%	20.8%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	66.7%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	7	73	1	42	0	1	0	0	0	1	0	125	45	117	3
% Represented	5.6%	58.4%	0.8%	33.6%	0.0%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	100.0%	36.0%	93.6%	2.4%
New Hires	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	27	16	7	7	0	1	0	0	0	0	0	58	15	24	1
% Represented	46.6%	27.6%	12.1%	12.1%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.9%	41.4%	1.7%
New Hires	4	1	3	0	0	0	0	0	0	0	0	8	3	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	3	0	1	0	0	0	0	0	0	0	6	1	4	0
% Represented	33.3%	50.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	66.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Justice with SBI separate

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	2	3	2	1	0	0	0	0	0	1	0	9	4	5	0
% Represented	22.2%	33.3%	22.2%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	100.0%	44.4%	55.6%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	9	1	1	0	0	0	0	0	0	0	0	11	1	1	1
% Represented	81.8%	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.1%	9.1%	9.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
JUSTICE TOTALS															
Employees	205	255	26	96	0	6	2	6	0	2	0	598	138	365	8
% Represented	34.3%	42.6%	4.3%	16.1%	0.0%	1.0%	0.3%	1.0%	0.0%	0.3%	0.0%	100.0%	23.1%	61.0%	1.3%
New Hires	13	7	4	4	0	0	0	0	0	0	0	28	8	11	0
% Represented	46.4%	25.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	39.3%	0.0%
Promotions	12	13	1	7	0	1	0	0	0	0	0	34	9	21	0
% Represented	35.3%	38.2%	2.9%	20.6%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.5%	61.8%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

State Bureau of Investigation (SBI)

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
JUSTICE-SBI															
OFFICIALS AND ADMINISTRATORS															
Employees	13	3	2	1	0	0	0	0	0	0	0	19	3	4	0
% Represented	68.4%	15.8%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.8%	21.1%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	3	0	0	1	0	0	0	0	0	0	0	4	1	1	0
% Represented	75.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
MANAGEMENT RELATED															
Employees	2	4	0	1	0	0	0	0	0	0	0	7	1	5	0
% Represented	28.6%	57.1%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	71.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	65	79	6	16	1	0	4	4	0	0	0	175	31	99	1
% Represented	37.1%	45.1%	3.4%	9.1%	0.6%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	100.0%	17.7%	56.6%	0.6%
New Hires	2	5	1	0	0	0	0	0	0	0	0	8	1	5	0
% Represented	25.0%	62.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	62.5%	0.0%
Promotions	0	1	0	0	0	0	1	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	10	8	1	2	0	1	0	0	0	1	0	23	5	12	1
% Represented	43.5%	34.8%	4.3%	8.7%	0.0%	4.3%	0.0%	0.0%	0.0%	4.3%	0.0%	100.0%	21.7%	52.2%	4.3%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	5	68	5	18	0	0	0	1	0	2	0	99	26	89	2
% Represented	5.1%	68.7%	5.1%	18.2%	0.0%	0.0%	0.0%	1.0%	0.0%	2.0%	0.0%	100.0%	26.3%	89.9%	2.0%
New Hires	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	1	6	0	0	0	0	0	0	0	1	0	8	1	7	0
% Represented	12.5%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	100.0%	12.5%	87.5%	0.0%
PROTECTIVE SERVICES															
Employees	156	59	16	8	4	4	1	2	3	0	0	253	38	73	1
% Represented	61.7%	23.3%	6.3%	3.2%	1.6%	1.6%	0.4%	0.8%	1.2%	0.0%	0.0%	100.0%	15.0%	28.9%	0.4%
New Hires	2	0	0	0	1	1	0	0	0	0	0	4	2	1	0
% Represented	50.0%	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	0.0%
Promotions	12	2	2	0	0	0	0	0	0	0	0	16	2	2	0
% Represented	75.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	12.5%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

State Bureau of Investigation (SBI)

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	6	0	0	0	0	0	0	0	0	0	0	6	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
JUSTICE-SBI TOTALS															
Employees	257	221	30	46	5	5	5	7	3	3	0	582	104	282	5
% Represented	44.2%	38.0%	5.2%	7.9%	0.9%	0.9%	0.9%	1.2%	0.5%	0.5%	0.0%	100.0%	17.9%	48.5%	0.9%
New Hires	6	5	1	1	1	1	0	0	0	0	0	15	4	7	0
% Represented	40.0%	33.3%	6.7%	6.7%	6.7%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.7%	46.7%	0.0%
Promotions	16	10	3	1	0	0	1	0	0	1	0	32	6	12	0
% Represented	50.0%	31.3%	9.4%	3.1%	0.0%	0.0%	3.1%	0.0%	0.0%	3.1%	0.0%	100.0%	18.8%	37.5%	0.0%

Overall Results															
Employees	462	476	56	142	5	11	7	13	3	5	0	1180	242	647	13
% Represented	39.2%	40.3%	4.7%	12.0%	0.4%	0.9%	0.6%	1.1%	0.3%	0.4%	0.0%	100.0%	20.5%	54.8%	1.1%
New Hires	19	12	5	5	1	1	0	0	0	0	0	43	12	18	0
% Represented	44.2%	27.9%	11.6%	11.6%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.9%	41.9%	0.0%
Promotions	28	23	4	8	0	1	1	0	0	1	0	66	15	33	0
% Represented	42.4%	34.8%	6.1%	12.1%	0.0%	1.5%	1.5%	0.0%	0.0%	1.5%	0.0%	100.0%	22.7%	50.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Justice with SBI Seperate

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
JUSTICE															
GR 50-54															
Employees	1	3	2	1	0	0	0	0	0	1	0	8	4	5	1
% Represented	12.5%	37.5%	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	100.0%	50.0%	62.5%	12.5%
Average Salary	28475	24933	26671	28515	0	0	0	0	0	25294	0	26303	26788	25721	28475
GR 55-59															
Employees	3	14	2	9	0	0	0	0	0	0	0	28	11	23	0
% Represented	10.7%	50.0%	7.1%	32.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	39.3%	82.1%	0.0%
Average Salary	31170	30931	30239	29394	0	0	0	0	0	0	0	30413	29548	30329	0
GR 60-64															
Employees	7	59	0	28	0	1	0	0	0	1	0	96	30	89	3
% Represented	7.3%	61.5%	0.0%	29.2%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	31.3%	92.7%	3.1%
Average Salary	35361	35764	0	35463	0	31622	0	0	0	34311	0	35588	35297	35606	34997
GR 65-69															
Employees	25	47	3	17	0	3	0	0	0	0	0	95	23	67	2
% Represented	26.3%	49.5%	3.2%	17.9%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.2%	70.5%	2.1%
Average Salary	43100	41927	38588	40798	0	42599	0	0	0	0	0	41949	40744	41671	46065
GR 70-74															
Employees	30	21	3	3	0	0	0	0	0	0	0	57	6	24	0
% Represented	52.6%	36.8%	5.3%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.5%	42.1%	0.0%
Average Salary	53547	51062	50539	49575	0	0	0	0	0	0	0	52264	50057	50876	0
GR 75-79															
Employees	9	9	1	3	0	1	0	0	0	0	0	23	5	13	0
% Represented	39.1%	39.1%	4.3%	13.0%	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.7%	56.5%	0.0%
Average Salary	60572	62803	72092	60567	0	62000	0	0	0	0	0	62007	63158	62225	0
GR 80-84															
Employees	19	23	4	10	0	0	1	0	0	0	0	57	15	33	0
% Represented	33.3%	40.4%	7.0%	17.5%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	100.0%	26.3%	57.9%	0.0%
Average Salary	70084	70628	62033	66352	0	0	63695	0	0	0	0	68972	65023	69332	0
GR 85+															
Employees	87	64	5	13	0	1	1	4	0	0	0	175	24	82	1
% Represented	49.7%	36.6%	2.9%	7.4%	0.0%	0.6%	0.6%	2.3%	0.0%	0.0%	0.0%	100.0%	13.7%	46.9%	0.6%
Average Salary	97335	92507	93851	90866	0	84393	102322	82234	0	0	0	94599	90257	91647	83876
T-Grade															
Employees	1	3	1	0	0	0	0	0	0	0	0	5	1	3	0
% Represented	20.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
Average Salary	54263	77148	54974	0	0	0	0	0	0	0	0	68136	54974	77148	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Justice with SBI Seperate

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	23	12	5	12	0	0	0	2	0	0	0	54	19	26	1
% Represented	42.6%	22.2%	9.3%	22.2%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	100.0%	35.2%	48.1%	1.9%
Average Salary	62863	51867	59811	51928	0	0	0	68992	0	0	0	57934	55799	53212	77046
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JUSTICE TOTAL GRADE															
	205	255	26	96	0	6	2	6	0	2	0	598	138	365	8
% Represented	34.3%	42.6%	4.3%	16.1%	0.0%	1.0%	0.3%	1.0%	0.0%	0.3%	0.0%	100.0%	23.1%	61.0%	1.3%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Bureau of Investigation (SBI)

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
SBI															
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	1	18	2	5	0	0	0	1	0	0	0	27	8	24	0
% Represented	3.7%	66.7%	7.4%	18.5%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	100.0%	29.6%	88.9%	0.0%
Average Salary	27000	31203	32651	32651	32140	0	0	31108	0	0	0	31324	32139	31394	0
GR 60-64															
Employees	7	47	2	12	0	0	0	0	0	2	0	70	16	61	1
% Represented	10.0%	67.1%	2.9%	17.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	100.0%	22.9%	87.1%	1.4%
Average Salary	34182	35906	33360	35115	0	0	0	0	0	32053	0	35415	34513	35624	37659
GR 65-69															
Employees	16	27	2	6	0	1	0	0	0	1	0	53	10	35	2
% Represented	30.2%	50.9%	3.8%	11.3%	0.0%	1.9%	0.0%	0.0%	0.0%	1.9%	0.0%	100.0%	18.9%	66.0%	3.8%
Average Salary	35490	36642	41851	39225	0	37372	0	0	0	39502	0	36851	39593	37188	44590
GR 70-74															
Employees	113	83	9	13	5	4	1	3	1	0	0	232	36	103	1
% Represented	48.7%	35.8%	3.9%	5.6%	2.2%	1.7%	0.4%	1.3%	0.4%	0.0%	0.0%	100.0%	15.5%	44.4%	0.4%
Average Salary	48464	45711	46822	46794	41720	46104	44055	47028	48407	0	0	47098	46008	45901	52125
GR 75-79															
Employees	80	32	7	3	0	0	0	0	2	0	0	124	12	35	0
% Represented	64.5%	25.8%	5.6%	2.4%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	100.0%	9.7%	28.2%	0.0%
Average Salary	66271	62388	61693	61675	0	0	0	0	73684	0	0	65018	63687	62327	0
GR 80-84															
Employees	2	0	1	1	0	0	0	0	0	0	0	4	2	1	0
% Represented	50.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	0.0%
Average Salary	95141	0	95141	95141	0	0	0	0	0	0	0	95141	95414	95141	0
GR 85+															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	110318	0	0	0	0	0	0	0	0	0	0	110318	0	0	0
T-Grade															
Employees	2	1	1	0	0	0	0	0	0	0	0	4	1	1	0
% Represented	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
Average Salary	85089	90405	92778	0	0	0	0	0	0	0	0	88340	92778	90405	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Bureau of Investigation (SBI)

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	35	13	6	6	0	0	4	3	0	0	0	67	19	22	1
% Represented	52.2%	19.4%	9.0%	9.0%	0.0%	0.0%	6.0%	4.5%	0.0%	0.0%	0.0%	100.0%	28.4%	32.8%	1.5%
Average Salary	72461	67701	51516	68009	0	0	85081	61777	0	0	0	69519	65411	66916	60623
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SBI TOTAL GRADE															
	257	221	30	46	5	5	5	7	3	3	0	582	104	282	5
% Represented	44.2%	38.0%	5.2%	7.9%	0.9%	0.9%	0.9%	1.2%	0.5%	0.5%	0.0%	100.0%	17.9%	48.5%	0.9%

Overall Total															
	462	476	56	142	5	11	7	13	3	5	0	1180	242	647	13
% Represented	39.2%	40.3%	4.7%	12.0%	0.4%	0.9%	0.6%	1.1%	0.3%	0.4%	0.0%	100.0%	20.5%	54.8%	1.1%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Juvenile Justice and Delinquency Prevention

The Department of Juvenile Justice and Delinquency Prevention's employment analysis is now included with Public Safety due to reorganization.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

Juvenile Justice Delinquency Prevention

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	2	1	0	1	0	0	0	0	0	0	0	4	1	2	0
% Represented	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	5	13	5	18	0	0	0	0	0	0	0	41	23	31	1
% Represented	12.2%	31.7%	12.2%	43.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	56.1%	75.6%	2.4%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	144	193	224	227	4	2	2	0	2	6	0	804	467	428	5
% Represented	17.9%	24.0%	27.9%	28.2%	0.5%	0.2%	0.2%	0.0%	0.2%	0.7%	0.0%	100.0%	58.1%	53.2%	0.6%
New Hires	2	7	8	10	2	0	0	0	0	0	0	29	20	17	0
% Represented	6.9%	24.1%	27.6%	34.5%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	69.0%	58.6%	0.0%
Promotions	4	6	15	16	0	1	0	0	1	0	0	43	33	23	0
% Represented	9.3%	14.0%	34.9%	37.2%	0.0%	2.3%	0.0%	0.0%	2.3%	0.0%	0.0%	100.0%	76.7%	53.5%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	35	27	171	85	2	1	2	1	0	0	0	324	262	114	5
% Represented	10.8%	8.3%	52.8%	26.2%	0.6%	0.3%	0.6%	0.3%	0.0%	0.0%	0.0%	100.0%	80.9%	35.2%	1.5%
New Hires	1	4	11	4	0	0	0	0	0	0	0	20	15	8	0
% Represented	5.0%	20.0%	55.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	40.0%	0.0%
Promotions	0	0	1	1	0	0	0	0	0	0	0	2	2	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	3	77	1	31	0	4	0	1	0	1	0	118	38	114	1
% Represented	2.5%	65.3%	0.8%	26.3%	0.0%	3.4%	0.0%	0.8%	0.0%	0.8%	0.0%	100.0%	32.2%	96.6%	0.8%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	4	7	23	7	0	0	0	0	0	0	0	41	30	14	1
% Represented	9.8%	17.1%	56.1%	17.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	73.2%	34.1%	2.4%
New Hires	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Promotions	0	1	2	1	0	0	0	0	0	0	0	4	3	2	0
% Represented	0.0%	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	50.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Juvenile Justice Delinquency Prevention

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	5	11	9	15	1	0	0	0	0	1	0	42	26	27	1
% Represented	11.9%	26.2%	21.4%	35.7%	2.4%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%	100.0%	61.9%	64.3%	2.4%
New Hires	0	2	2	3	0	0	0	0	0	0	0	7	5	5	0
% Represented	0.0%	28.6%	28.6%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	71.4%	71.4%	0.0%
Promotions	2	1	0	2	0	0	0	0	0	0	0	5	2	3	0
% Represented	40.0%	20.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	60.0%	0.0%
SKILLED CRAFT															
Employees	30	3	8	6	0	0	0	0	0	0	0	47	14	9	0
% Represented	63.8%	6.4%	17.0%	12.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	29.8%	19.1%	0.0%
New Hires	1	2	2	2	0	0	0	0	0	0	0	7	4	4	0
% Represented	14.3%	28.6%	28.6%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	57.1%	57.1%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NOT ASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	228	332	441	390	7	7	4	2	2	8	0	1421	861	739	14
% Represented	16.0%	23.4%	31.0%	27.4%	0.5%	0.5%	0.3%	0.1%	0.1%	0.6%	0.0%	100.0%	60.6%	52.0%	1.0%
New Hires	5	16	24	20	2	0	0	0	0	0	0	67	46	36	0
% Represented	7.5%	23.9%	35.8%	29.9%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	68.7%	53.7%	0.0%
Promotions	6	8	18	20	0	1	0	0	1	0	0	54	40	29	0
% Represented	11.1%	14.8%	33.3%	37.0%	0.0%	1.9%	0.0%	0.0%	1.9%	0.0%	0.0%	100.0%	74.1%	53.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Juvenile Justice and Delinquency Prevention

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	26007	0	0	0	0	0	0	0	26007	26007	25370	0
GR 55-59															
Employees	15	73	17	39	0	3	0	1	0	2	0	150	62	118	0
% Represented	10.0%	48.7%	11.3%	26.0%	0.0%	2.0%	0.0%	0.7%	0.0%	1.3%	0.0%	100.0%	41.3%	78.7%	0.0%
Average Salary	27086	30356	29154	28388	0	30326	0	0	0	30982	0	29366	28753	29687	0
GR 60-64															
Employees	47	42	216	139	4	2	2	1	0	0	0	453	364	184	6
% Represented	10.4%	9.3%	47.7%	30.7%	0.9%	0.4%	0.4%	0.2%	0.0%	0.0%	0.0%	100.0%	80.4%	40.6%	1.3%
Average Salary	32021	32029	31313	31261	31900	30594	31115	30472	0	0	0	31436	31292	31425	32543
GR 65-69															
Employees	106	134	163	156	3	2	2	0	2	4	0	572	332	296	7
% Represented	18.5%	23.4%	28.5%	27.3%	0.5%	0.3%	0.3%	0.0%	0.3%	0.7%	0.0%	100.0%	58.0%	51.7%	1.2%
Average Salary	38763	38496	37915	38232	39473	41819	35679	0	42408	38592	0	38329	38123	38381	38908
GR 70-74															
Employees	38	46	30	32	0	0	0	0	0	2	0	148	64	80	1
% Represented	25.7%	31.1%	20.3%	21.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	100.0%	43.2%	54.1%	0.7%
Average Salary	50509	52166	46771	49532	0	0	0	0	0	53304	0	50093	48356	51141	62616
GR 75-79															
Employees	12	9	3	2	0	0	0	0	0	0	0	26	5	11	0
% Represented	46.2%	34.6%	11.5%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	19.2%	42.3%	0.0%
Average Salary	57720	56913	54410	57051	0	0	0	0	0	0	0	57007	55466	56938	0
GR 80-84															
Employees	0	4	1	1	0	0	0	0	0	0	0	6	2	5	0
% Represented	0.0%	66.7%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	83.3%	0.0%
Average Salary	0	83484	69055	70656	0	0	0	0	0	0	0	78941	69856	80918	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	1	4	10	6	0	0	0	0	0	0	0	21	16	10	0
% Represented	4.8%	19.0%	47.6%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	76.2%	47.6%	0.0%
Average Salary	63388	38731	33511	49080	0	0	0	0	0	0	0	40376	39350	44941	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Juvenile Justice and Delinquency Prevention

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	9	19	1	13	0	0	0	0	0	0	0	42	14	32	0
% Represented	21.4%	45.2%	2.4%	31.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	76.2%	0.0%
Average Salary	72645	50405	74660	48269	0	0	0	0	0	0	0	55087	50154	49537	0
GR EG															
Employees	0	1	0	1	0	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Average Salary	0	53211	0	71000	0	0	0	0	0	0	0	62106	71000	62106	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	228	332	441	390	7	7	4	2	2	8	0	1421	861	739	14

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Labor

The Department of Labor is charged with the responsibility of promoting the health, safety, and general well being of the state's working people. The Department administers laws and programs in a variety of areas, including apprenticeship and training programs, arbitration and mediation, boiler and pressure vessels, elevator and amusement rides, migrant housing, mines and quarries, occupational safety and health, wage and hour, and research.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Labor established employment objectives in the Officials and Administrators, Management Related, Professional, Technical, Administrative Support, and Skilled Craft occupational categories. In the occupational category of Management Related and Professional the objectives were met. In the occupational categories of Officials and Administrators, Administrative Support, Skilled Craft and Technical the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	W/M	W/F	B/M	B/F	OMM	OMF	Disabled	MRTY	FMLE
Officials and Administrators		1	1		1		2	2	
Management Related		4	1		1		3		3
Professional			1	3	3	1	4	5	5
Administrative Support	2		1		1		2		
Skilled Craft		4		2	3	2	3	5	4
Technical			1	1			1		1
TOTAL	2	9	5	6	9	3	15	11	13

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Labor

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	12	4	0	2	0	0	0	0	0	0	0	18	2	6	0
% Represented	66.7%	22.2%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
MANAGEMENT RELATED															
Employees	23	16	3	9	0	2	0	0	0	0	0	53	14	27	0
% Represented	43.4%	30.2%	5.7%	17.0%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.4%	50.9%	0.0%
New Hires	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
PROFESSIONALS															
Employees	94	42	17	7	3	3	1	1	1	1	1	171	34	54	5
% Represented	55.0%	24.6%	9.9%	4.1%	1.8%	1.8%	0.6%	0.6%	0.6%	0.6%	0.6%	100.0%	19.9%	31.6%	2.9%
New Hires	7	1	3	0	1	0	0	0	0	0	0	12	4	1	0
% Represented	58.3%	8.3%	25.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	8.3%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	2	3	0	1	0	1	0	0	0	0	0	7	2	5	0
% Represented	28.6%	42.9%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	71.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	6	38	1	17	0	3	1	0	0	0	0	66	22	58	1
% Represented	9.1%	57.6%	1.5%	25.8%	0.0%	4.5%	1.5%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	87.9%	1.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Labor

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	53	0	8	0	0	0	0	0	0	0	0	61	8	0	0
% Represented	86.9%	0.0%	13.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.1%	0.0%	0.0%
New Hires	3	0	1	0	0	0	0	0	0	0	0	4	1	0	0
% Represented	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	190	103	29	36	3	9	2	1	1	1	1	376	82	150	6
% Represented	50.5%	27.4%	7.7%	9.6%	0.8%	2.4%	0.5%	0.3%	0.3%	0.3%	0.3%	100.0%	21.8%	39.9%	1.6%
New Hires	11	1	4	1	1	0	0	0	0	0	0	18	6	2	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	5	1	1	0	0	0	0	0	0	0	0	7	1	1	0
% Represented	71.4%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	14.3%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Labor

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	3	14	1	9	0	1	1	0	0	0	0	29	12	24	0
% Represented	10.3%	48.3%	3.4%	31.0%	0.0%	3.4%	3.4%	0.0%	0.0%	0.0%	0.0%	100.0%	41.4%	82.8%	0.0%
Average Salary	36794	30793	34813	32969	0	37244	31988	0	0	0	0	32492	33397	31878	0
GR 60-64															
Employees	5	17	0	8	0	3	0	0	0	0	0	33	11	28	1
% Represented	15.2%	51.5%	0.0%	24.2%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	84.8%	3.0%
Average Salary	36190	37938	0	37721	0	36296	0	0	0	0	0	37362	37005	37572	38547
GR 65-69															
Employees	8	13	0	2	0	2	0	0	0	0	0	25	4	17	0
% Represented	32.0%	52.0%	0.0%	8.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.0%	68.0%	0.0%
Average Salary	44868	45412	0	37244	0	39209	0	0	0	0	0	44088	38226	43721	0
GR 70-74															
Employees	103	22	18	9	1	2	0	0	0	0	0	155	30	33	2
% Represented	66.5%	14.2%	11.6%	5.8%	0.6%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	19.4%	21.3%	1.3%
Average Salary	51478	47886	46115	50198	41173	41173	0	0	0	0	0	50071	46846	48109	43970
GR 75-79															
Employees	39	16	6	3	2	1	1	0	1	1	1	71	15	21	1
% Represented	54.9%	22.5%	8.5%	4.2%	2.8%	1.4%	1.4%	0.0%	1.4%	1.4%	1.4%	100.0%	21.1%	29.6%	1.4%
Average Salary	61475	56678	57762	57603	59641	46635	46635	0	46635	46635	46635	58820	55013	55854	64138
GR 80-84															
Employees	8	1	0	0	0	0	0	0	0	0	0	9	0	1	0
% Represented	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	11.1%	0.0%
Average Salary	90090	82241	0	0	0	0	0	0	0	0	0	89440	84241	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	19	16	2	4	0	0	0	0	0	0	0	41	6	20	2
% Represented	46.3%	39.0%	4.9%	9.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.6%	48.8%	4.9%
Average Salary	55757	56161	53016	54783	0	0	0	0	0	0	0	55686	54194	55885	56371
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Labor

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	5	4	2	1	0	0	0	1	0	0	0	13	4	6	0
% Represented	38.5%	30.8%	15.4%	7.7%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	100.0%	30.8%	46.2%	0.0%
Average Salary	64826	49321	40751	36550	0	0	67053	60350	0	0	0	54348	46276	50148	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	190	103	29	36	3	9	2	1	1	1	1	376	82	150	6

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

North Carolina Education Lottery

In August 2005, the Governor signed into law the North Carolina State Lottery Act (H.1023) and the 2005 Appropriations Act (S. 622), which established the North Carolina Education Lottery. One Hundred percent of the net proceeds of the North Carolina Education Lottery will go to education expenses, including reduced class size in early grades, academic pre kindergarten programs, school construction, and scholarships for needy college and university students.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the North Carolina Education Lottery did not establish employment objectives in any occupational categories.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Officials and Administrators	1	2			1		1
Management Related	1	1			1	1	1
Administrative Support		1			1		1
Totals	2	4			3	1	3

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Lottery

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	20	16	8	5	1	1	2	1	0	0	0	54	18	23	2
% Represented	37.0%	29.6%	14.8%	9.3%	1.9%	1.9%	3.7%	1.9%	0.0%	0.0%	0.0%	100.0%	33.3%	42.6%	3.7%
New Hires	2	1	0	1	0	0	0	0	0	0	0	4	1	2	1
% Represented	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	25.0%
Promotions	0	3	0	0	0	0	1	0	0	0	0	4	1	3	0
% Represented	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	0.0%
MANAGEMENT RELATED															
Employees	19	7	9	8	1	1	0	2	1	0	0	48	22	18	1
% Represented	39.6%	14.6%	18.8%	16.7%	2.1%	2.1%	0.0%	4.2%	2.1%	0.0%	0.0%	100.0%	45.8%	37.5%	2.1%
New Hires	0	0	1	0	0	0	0	2	0	0	0	3	3	2	0
% Represented	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	100.0%	66.7%	0.0%
Promotions	5	1	1	0	0	0	0	0	0	0	0	7	1	1	1
% Represented	71.4%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	14.3%	14.3%
PROFESSIONALS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	34	43	16	32	1	3	1	1	0	0	0	131	54	79	2
% Represented	26.0%	32.8%	12.2%	24.4%	0.8%	2.3%	0.8%	0.8%	0.0%	0.0%	0.0%	100.0%	41.2%	60.3%	1.5%
New Hires	4	2	1	1	0	1	0	0	0	0	0	9	3	4	0
% Represented	44.4%	22.2%	11.1%	11.1%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	44.4%	0.0%
Promotions	2	0	1	3	0	0	0	0	0	0	0	6	4	3	0
% Represented	33.3%	0.0%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	50.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Lottery

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	73	66	33	45	3	5	3	4	1	0	0	233	94	120	5
% Represented	31.3%	28.3%	14.2%	19.3%	1.3%	2.1%	1.3%	1.7%	0.4%	0.0%	0.0%	100.0%	40.3%	51.5%	2.1%
New Hires	6	3	2	2	0	1	0	2	0	0	0	16	7	8	1
% Represented	37.5%	18.8%	12.5%	12.5%	0.0%	6.3%	0.0%	12.5%	0.0%	0.0%	0.0%	100.0%	43.8%	50.0%	6.3%
Promotions	7	4	2	3	0	0	1	0	0	0	0	17	6	7	1
% Represented	41.2%	23.5%	11.8%	17.6%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	100.0%	35.3%	41.2%	5.9%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Lottery

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Lottery

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	195000		0	0	0	0	0	0	0	0	195000	0	195000	0
Banded															
Employees	73	65	33	45	3	5	3	4	1	0	0	232	94	119	5
% Represented	31.5%	28.0%	14.2%	19.4%	1.3%	2.2%	1.3%	1.7%	0.4%	0.0%	0.0%	100.0%	40.5%	51.3%	2.2%
Average Salary	52357	49124	47977	41910	51822	52721	71158	61325	46000	0	0	49174	46561	46959	64935
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	73	66	33	45	3	5	3	4	1	0	0	233	94	120	5

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Office of State Budget and Management

The Office of State Budget and Management is a division of the Office of the Governor. The State Budget Director is responsible for the preparation of the state budget and advises the Governor on policy decisions related to the biennial budget. The Office also is involved in performance planning and analysis, management analysis, economic analysis, as well as containing the State Data Center.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Office of State Budget and Management established employment objectives in Management Related and Administrative Support occupational category. In the occupational categories of Management Related and Administrative Support the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females	DISB
Management Related		1	1		1		
Professional Specialty			1			1	
Administrative Support							
TOTAL		1	2		1	1	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Office of State Budget and Management

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	4	1	0	0	0	0	0	0	0	0	8	1	4	0
% Represented	37.5%	50.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	9	10	3	9	0	0	0	0	0	0	1	32	12	19	0
% Represented	28.1%	31.3%	9.4%	28.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	100.0%	37.5%	59.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	2	3	0	1	0	0	0	0	0	0	0	6	1	4	0
% Represented	33.3%	50.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	66.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	3	0	3	0	0	0	0	0	0	0	6	3	6	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Office of State Budget and Management

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	14	20	4	13	0	0	0	0	0	0	1	52	17	33	0
% Represented	26.9%	38.5%	7.7%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	100.0%	32.7%	63.5%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
Office of State Budget and Management
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	50600	0	0	0	0	0	0	0	50600	50600	50600	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
Office of State Budget and Management
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	14	20	4	12	0	0	0	0	0	0	1	51	16	32	0
% Represented	27.5%	39.2%	7.8%	23.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	100.0%	31.4%	62.7%	0.0%
Average Salary	78829	75654	83345	60974	0	0	0	0	0	0	57000	73309	66567	69751	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	14	20	4	13	0	0	0	0	0	0	1	52	17	33	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Office of State Personnel

The Office of State Personnel, established in 1949 as part of the State Personnel Act, is responsible to serve the interests of state employees, to manage the programs established by the Governor, the Legislature and the State Personnel Commission, and to provide services to the general public. The State Personnel Commission is responsible for establishing policies and procedures governing personnel programs and employment practices for approximately 85,000 employees covered by the State Personnel Act. The Office of State Personnel serves as the administrative arm for the Personnel Commission.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Office of State Personnel established employment objectives in Management Related, Professional and Administrative occupational categories. In the occupational category of Management Related, Professional and Administrative categories the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disclosed DISB
Officials and Administrators						1	
Management Related					1		1
Professional			1				
Administrative	1						
Totals	1		1		1	1	1

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Office of State Personnel

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	6	1	1	0	0	1	0	0	0	0	12	3	7	2
% Represented	25.0%	50.0%	8.3%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	58.3%	16.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	10	16	3	19	0	0	0	0	0	0	0	48	22	35	0
% Represented	20.8%	33.3%	6.3%	39.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	45.8%	72.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	2	0	5	0	0	0	0	0	0	0	7	5	7	0
% Represented	0.0%	28.6%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	71.4%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Office of State Personnel

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	15	25	4	25	0	0	1	0	0	0	0	70	30	50	2
% Represented	21.4%	35.7%	5.7%	35.7%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	71.4%	2.9%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Office of State Personnel

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	40437	0	0	0	0	0	0	0	0	0	40437	0	40437	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Average Salary	0	0	65644	0	0	0	0	0	0	0	0	65644	65644	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	53870	56010	0	0	0	0	0	0	0	0	0	54940	0	56010	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Office of State Personnel

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	14	23	3	25	0	0	1	0	0	0	0	66	29	48	2
% Represented	21.2%	34.8%	4.5%	37.9%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	100.0%	43.9%	72.7%	3.0%
Average Salary	70732	68613	67362	54322	0	0	91742	0	0	0	0	63943	56962	61170	102036
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	15	25	4	25	0	0	1	0	0	0	0	70	30	50	2

WM+	White Male	HM	Hispanic Male	AIM	American Indian Male
WF+	White Female	HF	Hispanic Female	AIF	American Indian Female
BM	Black Male	ASM+	Asian Male		
BF	Black Female	ASF+	Asian Female		

Department of Public Instruction

The State Superintendent of Public Instruction, an official elected every four years by the citizens of North Carolina, is charged with organizing the department and administering funds provided for its support. The State Board of Public Instruction provides the development of overall educational policy for the school system. The Department of Public Instruction has numerous responsibilities including the allocation of State and Federal money to local education agencies, development of rules and regulations, collection of statistical data on schools, and providing consultant services in both fiscal and curriculum areas.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Public Instruction established employment objectives in the Officials & Administrators, Management Related Administrative Support and Professional occupational categories. In the occupational category of Official and Administrators the employment objectives were partially met. In the occupational category of Professional the employment objectives were met. In the occupational categories of Management Related and Administrative Support the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials & Administrators	1				1	
Management Related				1	1	
Professional		1	2		3	1
Technical						
Administrative Support			1		1	
Skilled Craft		1				
Services						
Totals	1	2	3	1	6	1

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Public Instruction

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	33	66	9	26	1	0	1	0	0	2	0	138	39	94	1
% Represented	23.9%	47.8%	6.5%	18.8%	0.7%	0.0%	0.7%	0.0%	0.0%	1.4%	0.0%	100.0%	28.3%	68.1%	0.7%
New Hires	5	18	4	4	1	0	0	0	0	0	0	32	9	22	0
% Represented	15.6%	56.3%	12.5%	12.5%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.1%	68.8%	0.0%
Promotions	6	6	1	6	0	0	0	0	0	0	0	19	7	12	0
% Represented	31.6%	31.6%	5.3%	31.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.8%	63.2%	0.0%
MANAGEMENT RELATED															
Employees	18	24	5	20	0	1	0	2	0	1	0	71	29	48	2
% Represented	25.4%	33.8%	7.0%	28.2%	0.0%	1.4%	0.0%	2.8%	0.0%	1.4%	0.0%	100.0%	40.8%	67.6%	2.8%
New Hires	0	1	0	1	0	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Promotions	0	2	1	0	0	0	0	0	0	0	0	3	1	2	0
% Represented	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
PROFESSIONALS															
Employees	97	215	17	72	3	4	9	8	0	3	1	429	116	302	6
% Represented	22.6%	50.1%	4.0%	16.8%	0.7%	0.9%	2.1%	1.9%	0.0%	0.7%	0.2%	100.0%	27.0%	70.4%	1.4%
New Hires	10	34	1	9	0	0	0	1	0	1	0	56	12	45	0
% Represented	17.9%	60.7%	1.8%	16.1%	0.0%	0.0%	0.0%	1.8%	0.0%	1.8%	0.0%	100.0%	21.4%	80.4%	0.0%
Promotions	5	4	0	2	0	0	1	0	0	0	0	12	3	6	0
% Represented	41.7%	33.3%	0.0%	16.7%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	2	6	3	5	0	0	0	0	0	0	0	16	8	11	4
% Represented	12.5%	37.5%	18.8%	31.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	68.8%	25.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	1	0	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	14	70	6	48	0	0	0	0	0	1	0	139	55	119	2
% Represented	10.1%	50.4%	4.3%	34.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	100.0%	39.6%	85.6%	1.4%
New Hires	0	2	0	1	0	0	0	0	0	0	0	3	1	3	0
% Represented	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
Promotions	0	2	1	2	0	0	0	0	0	0	0	5	3	4	0
% Represented	0.0%	40.0%	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	80.0%	0.0%
PROTECTIVE SERVICES															
Employees	7	0	0	0	0	0	0	0	0	0	0	7	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Public Instruction

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	22	66	15	59	0	1	1	0	0	1	0	165	77	127	40
% Represented	13.3%	40.0%	9.1%	35.8%	0.0%	0.6%	0.6%	0.0%	0.0%	0.6%	0.0%	100.0%	46.7%	77.0%	24.2%
New Hires	1	0	0	0	0	0	0	0	0	0	1	2	0	0	1
% Represented	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	50.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	19	4	2	0	1	1	0	0	0	0	0	27	4	5	2
% Represented	70.4%	14.8%	7.4%	0.0%	3.7%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.8%	18.5%	7.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NOT ASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	212	451	57	230	5	7	11	10	0	8	1	992	328	706	57
% Represented	21.4%	45.5%	5.7%	23.2%	0.5%	0.7%	1.1%	1.0%	0.0%	0.8%	0.1%	100.0%	33.1%	71.2%	5.7%
New Hires	16	55	5	15	1	0	0	1	0	1	1	95	23	72	1
% Represented	16.8%	57.9%	5.3%	15.8%	1.1%	0.0%	0.0%	1.1%	0.0%	1.1%	1.1%	100.0%	24.2%	75.8%	1.1%
Promotions	11	15	3	11	0	0	1	0	0	0	0	41	15	26	0
% Represented	26.8%	36.6%	7.3%	26.8%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	100.0%	36.6%	63.4%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Public Instruction

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	2	12	8	16	0	0	0	0	0	0	0	38	24	28	3
% Represented	5.3%	31.6%	21.1%	42.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	63.2%	73.7%	7.9%
Average Salary	25227	24912	26163	25106	0	0	0	0	0	0	0	25422	25725	25251	26592
GR 55-59															
Employees	16	41	7	30	1	1	0	0	0	1	0	97	40	73	15
% Represented	16.5%	42.3%	7.2%	30.9%	1.0%	1.0%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	41.2%	75.3%	15.5%
Average Salary	28935	29027	27623	28548	27000	23338	0	0	0	31728	0	28711	28297	28729	27841
GR 60-64															
Employees	10	53	7	32	1	1	0	0	0	1	0	105	42	87	11
% Represented	9.5%	50.5%	6.7%	30.5%	1.0%	1.0%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	40.0%	82.9%	10.5%
Average Salary	37034	36133	33266	34924	32343	38192	0	0	0	35307	0	35635	34673	35703	32468
GR 65-69															
Employees	18	20	1	15	0	0	0	0	0	1	0	55	17	36	2
% Represented	32.7%	36.4%	1.8%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	100.0%	30.9%	65.5%	3.6%
Average Salary	43665	43916	45544	41779	0	0	0	0	0	43454	0	43272	42099	43013	45582
GR 70-74															
Employees	14	30	1	8	0	1	0	0	0	0	0	54	10	39	0
% Represented	25.9%	55.6%	1.9%	14.8%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.5%	72.2%	0.0%
Average Salary	57603	60049	62535	54172	0	70006	0	0	0	0	0	58774	56591	59098	0
GR 75-79															
Employees	50	144	9	47	2	1	2	2	0	4	0	261	67	198	3
% Represented	19.2%	55.2%	3.4%	18.0%	0.8%	0.4%	0.8%	0.8%	0.0%	1.5%	0.0%	100.0%	25.7%	75.9%	1.1%
Average Salary	72588	73866	72052	70291	67577	72000	69574	77355	0	69147	0	72781	70593	72948	77003
GR 80-84															
Employees	12	22	0	11	0	0	0	0	0	0	0	45	11	33	0
% Represented	26.7%	48.9%	0.0%	24.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.4%	73.3%	0.0%
Average Salary	105277	100916	0	98571	0	0	0	0	0	0	0	101506	98571	100135	0
GR 85+															
Employees	1	3	1	0	0	0	0	0	0	0	0	5	1	3	0
% Represented	20.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
Average Salary	141782	132333	116725	0	0	0	0	0	0	0	0	131101	116725	132333	0
T-Grade															
Employees	22	47	10	33	0	1	1	0	0	1	0	115	46	82	19
% Represented	19.1%	40.9%	8.7%	28.7%	0.0%	0.9%	0.9%	0.0%	0.0%	0.9%	0.0%	100.0%	40.0%	71.3%	16.5%
Average Salary	63706	59257	65373	46067	0	37200	30538	0	0	97279	0	56744	50847	54144	28784
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Public Instruction

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	47265	0	0	0	0	0	0	0	0	0	47265	0	47265	0
Banded															
Employees	67	76	13	38	0	2	8	8	0	0	1	213	69	124	4
% Represented	31.5%	35.7%	6.1%	17.8%	0.0%	0.9%	3.8%	3.8%	0.0%	0.0%	0.5%	100.0%	32.4%	58.2%	1.9%
Average Salary	67545	54066	61415	54265	0	36053	82618	66540	0	25000	84000	60302	59795	54642	37985
Not Assigned															
Employees	0	2	0	0	1	0	0	0	0	0	0	3	1	2	0
% Represented	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Average Salary	0	56682	0	0	44358	0	0	0	0	0	0	52574	44358	56682	0
Total GR	212	451	57	230	5	7	11	10	0	8	1	992	328	706	57

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Public Safety

The overall mission of the Department of Public Safety is to improve the quality of life for North Carolinians by reducing crime and enhancing public safety. The secretary serves as the sole representative on the Governor's Cabinet for the state's law enforcement and emergency response community. The department focuses citizen and legislative attention on law enforcement and public safety issues, such as drinking and driving, underage access to alcohol and tobacco, the proper use of child safety seats, crime prevention, and preparation for natural disasters.

EEO Analysis:

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Officials and Administrators	0	0	0	0	0	0	
Management Related	3	0	2	0	0	0	
Professional	15	38	11	15	8	4	
Technical	10	16	5	2	3	3	
Administrative Support	0	0	0	0	0	0	
Protected Services	31	30	10	7	5	3	
Services	9	11	3	1	2	2	
Skilled Craft	0	1	1	0	1	0	
TOTAL	68	96	32	25	19	12	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2012.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Department of Public Safety

The Department of Public Safety does not have data available in Beacon or PMIS.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Department of Revenue

The Department of Revenue, organized in 1921, was responsible for the administration of the new income tax. Today, the principal duty of the Department of Revenue is to collect revenue for the State General and Highway Funds. The Department also collects and distributes local sales tax on behalf of local governments.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Revenue established employment objectives in Management Related, Administrative Support and Protected Services occupational categories. In the occupational categories of Management Related and Administrative Support the employment objectives were partially met. In the occupational categories of Protected Services the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials & Administrators						
Management Related	1	6		2	2	2
Professional						
Administrative Support	5	3	2	1		3
Protected Services			1			
Totals	6	9	3	3	2	5

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Revenue

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	23	7	1	2	0	0	0	0	0	0	0	33	3	9	0
% Represented	69.7%	21.2%	3.0%	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.1%	27.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	4	2	0	0	0	0	0	0	0	0	0	6	0	2	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
MANAGEMENT RELATED															
Employees	215	214	50	94	5	4	4	5	3	1	0	595	166	318	8
% Represented	36.1%	36.0%	8.4%	15.8%	0.8%	0.7%	0.7%	0.8%	0.5%	0.2%	0.0%	100.0%	27.9%	53.4%	1.3%
New Hires	6	7	1	1	1	0	1	0	0	0	0	17	4	8	0
% Represented	35.3%	41.2%	5.9%	5.9%	5.9%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	100.0%	23.5%	47.1%	0.0%
Promotions	10	11	0	8	0	0	0	0	0	0	0	29	8	19	1
% Represented	34.5%	37.9%	0.0%	27.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.6%	65.5%	3.4%
PROFESSIONALS															
Employees	49	31	11	7	0	0	6	2	0	0	0	106	26	40	0
% Represented	46.2%	29.2%	10.4%	6.6%	0.0%	0.0%	5.7%	1.9%	0.0%	0.0%	0.0%	100.0%	24.5%	37.7%	0.0%
New Hires	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	0	0	0	0	0	1	0	0	0	0	3	1	0	0
% Represented	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	25	196	23	254	2	9	2	11	0	3	0	525	304	473	9
% Represented	4.8%	37.3%	4.4%	48.4%	0.4%	1.7%	0.4%	2.1%	0.0%	0.6%	0.0%	100.0%	57.9%	90.1%	1.7%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	3	1	0	8	0	0	0	0	0	0	0	12	8	9	0
% Represented	25.0%	8.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	75.0%	0.0%
PROTECTIVE SERVICES															
Employees	21	8	0	1	0	0	0	0	0	0	0	30	1	9	0
% Represented	70.0%	26.7%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	3.3%	30.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Revenue

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	3	0	1	0	0	0	0	0	0	0	0	4	1	0	0
% Represented	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	337	456	86	359	7	13	12	18	3	4	0	1295	502	850	17
% Represented	26.0%	35.2%	6.6%	27.7%	0.5%	1.0%	0.9%	1.4%	0.2%	0.3%	0.0%	100.0%	38.8%	65.6%	1.3%
New Hires	8	7	2	2	1	0	1	0	0	0	0	21	6	9	0
% Represented	38.1%	33.3%	9.5%	9.5%	4.8%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	42.9%	0.0%
Promotions	19	15	0	16	0	0	1	0	0	0	0	51	17	31	1
% Represented	37.3%	29.4%	0.0%	31.4%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	60.8%	2.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Revenue

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	13	52	17	103	0	0	1	6	0	0	0	192	127	161	4
% Represented	6.8%	27.1%	8.9%	53.6%	0.0%	0.0%	0.5%	3.1%	0.0%	0.0%	0.0%	100.0%	66.1%	83.9%	2.1%
Average Salary	28262	28787	27872	27903	0	0	28941	29060	0	0	0	28206	27961	28232	29196
GR 60-64															
Employees	9	111	5	130	2	9	0	4	0	3	0	273	153	257	4
% Represented	3.3%	40.7%	1.8%	47.6%	0.7%	3.3%	0.0%	1.5%	0.0%	1.1%	0.0%	100.0%	56.0%	94.1%	1.5%
Average Salary	33052	35170	35027	33331	33012	32194	0	36226	0	30292	0	34070	33332	34095	34322
GR 65-69															
Employees	6	17	0	10	0	0	0	1	0	0	0	34	11	28	2
% Represented	17.6%	50.0%	0.0%	29.4%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	100.0%	32.4%	82.4%	5.9%
Average Salary	41477	45284	0	42160	0	0	0	35004	0	0	0	43391	41510	43801	42028
GR 70-74															
Employees	72	87	20	38	2	0	0	0	2	0	0	221	62	125	2
% Represented	32.6%	39.4%	9.0%	17.2%	0.9%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	100.0%	28.1%	56.6%	0.9%
Average Salary	44655	44369	42218	43788	39649	0	0	0	49117	0	0	44168	43320	44162	47861
GR 75-79															
Employees	25	13	2	4	0	0	0	0	0	0	0	44	6	17	0
% Represented	56.8%	29.5%	4.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.6%	38.6%	0.0%
Average Salary	67021	62360	56111	63096	0	0	0	0	0	0	0	64822	60990	62563	0
GR 80-84															
Employees	8	3	1	0	0	0	0	0	0	0	0	12	1	3	0
% Represented	66.7%	25.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	25.0%	0.0%
Average Salary	92629	83564	102374	0	0	0	0	0	0	0	0	91175	102374	83564	0
GR 85+															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	124011	0	0	0	0	0	0	0	0	0	124011	0	124011	0
T-Grade															
Employees	4	16	1	11	0	0	1	0	0	0	0	33	13	27	0
% Represented	12.1%	48.5%	3.0%	33.3%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	100.0%	39.4%	81.8%	0.0%
Average Salary	74721	45641	33500	41304	0	0	39724	0	0	0	0	47173	40583	43874	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Revenue

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	200	156	40	63	3	4	10	7	1	1	0	485	129	231	5
% Represented	41.2%	32.2%	8.2%	13.0%	0.6%	0.8%	2.1%	1.4%	0.2%	0.2%	0.0%	100.0%	26.6%	47.6%	1.0%
Average Salary	62040	55424	51600	51074	59443	47169	66799	57114	75020	46635	0	57510	53009	54108	60695
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	337	456	86	359	7	13	12	18	3	4	0	1295	502	850	17

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of the Secretary of State

The Department of the Secretary of State is charged with maintaining certain records pertaining to state and local government actions and the commercial activities of private business. To meet this mandate, the Secretary of State's office maintains several divisions including General Administration, Corporations, Notary Public, Publications, Securities, Uniform Commercial Code, Business License Information Office, and the Land Grants Management Division.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Secretary of State established employment objectives in the Management Related, Professional, Protective Services and Administrative Support categories. In the occupational category of Administrative Support employment objectives were partially met. In the occupational category of Management Related, Professional, and Protected Services the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Management Related	1						1
Professional			2		1		1
Administrative Support	8	5			2	1	
Protective Services		1	4				1
TOTAL	9	6	6		3	1	3

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Secretary of State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	1	5	3	2	0	0	0	0	0	0	0	11	5	7	1
% Represented	9.1%	45.5%	27.3%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	45.5%	63.6%	9.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROFESSIONALS															
Employees	18	12	0	4	0	0	0	0	0	0	0	34	4	16	0
% Represented	52.9%	35.3%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.8%	47.1%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	9	35	10	59	1	2	1	1	0	0	1	119	74	97	5
% Represented	7.6%	29.4%	8.4%	49.6%	0.8%	1.7%	0.8%	0.8%	0.0%	0.0%	0.8%	100.0%	62.2%	81.5%	4.2%
New Hires	0	1	0	1	0	1	0	1	0	0	0	4	3	4	0
% Represented	0.0%	25.0%	0.0%	25.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	100.0%	75.0%	100.0%	0.0%
Promotions	0	2	0	3	0	0	0	0	0	0	0	5	3	5	0
% Represented	0.0%	40.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	13	4	0	2	0	0	1	1	0	0	0	21	4	7	0
% Represented	61.9%	19.0%	0.0%	9.5%	0.0%	0.0%	4.8%	4.8%	0.0%	0.0%	0.0%	100.0%	19.0%	33.3%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report
Secretary of State
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	44	56	13	67	1	2	2	2	0	0	1	188	87	127	6
% Represented	23.4%	29.8%	6.9%	35.6%	0.5%	1.1%	1.1%	1.1%	0.0%	0.0%	0.5%	100.0%	46.3%	67.6%	3.2%
New Hires	1	2	0	1	0	1	0	1	0	0	0	6	3	5	0
% Represented	16.7%	33.3%	0.0%	16.7%	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	100.0%	50.0%	83.3%	0.0%
Promotions	2	2	0	4	0	0	0	0	0	0	0	8	4	6	0
% Represented	25.0%	25.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Secretary of State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	1	6	2	7	0	0	0	1	0	0	1	18	10	14	2
% Represented	5.6%	33.3%	11.1%	38.9%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	5.6%	100.0%	55.6%	77.8%	11.1%
Average Salary	26444	27360	28674	27858	0	0	0	25705	0	0	25811	27471	27806	27379	27684
GR 60-64															
Employees	4	18	8	44	1	2	1	0	0	0	0	78	56	64	2
% Represented	5.1%	23.1%	10.3%	56.4%	1.3%	2.6%	1.3%	0.0%	0.0%	0.0%	0.0%	100.0%	71.8%	82.1%	2.6%
Average Salary	29867	33566	33072	32136	28505	31217	31813	0	0	0	0	32366	32159	32503	31482
GR 65-69															
Employees	3	12	0	8	0	0	0	0	0	0	0	23	8	20	2
% Represented	13.0%	52.2%	0.0%	34.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	34.8%	87.0%	8.7%
Average Salary	42860	4110	0	40580	0	0	0	0	0	0	0	41154	40580	40898	46793
GR 70-74															
Employees	2	2	0	0	0	0	0	0	0	0	0	4	0	2	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	62146	53268	0	0	0	0	0	0	0	0	0	57707	0	53268	0
GR 75-79															
Employees	6	4	1	1	0	0	0	0	0	0	0	12	2	5	0
% Represented	50.0%	33.3%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	41.7%	0.0%
Average Salary	64375	66923	85005	61500	0	0	0	0	0	0	0	66704	73253	65838	0
GR 80-84															
Employees	4	0	0	1	0	0	0	0	0	0	0	5	1	1	0
% Represented	80.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
Average Salary	89673	0	0	80797	0	0	0	0	0	0	0	87898	80797	80797	0
GR 85+															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	95547	0	0	0	0	0	0	0	0	0	95547	0	95547	0
T-Grade															
Employees	2	1	1	0	0	0	0	0	0	0	0	4	1	1	0
% Represented	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
Average Salary	51820	64676	78943	0	0	0	0	0	0	0	0	61815	78943	64676	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Secretary of State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	22	12	1	6	0	0	1	1	0	0	0	43	9	19	0
% Represented	51.2%	27.9%	2.3%	14.0%	0.0%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	100.0%	20.9%	44.2%	0.0%
Average Salary	57496	54084	63022	42370	48511	0	44500	62667	0	0	0	54380	47157	50837	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	44	56	13	67	1	2	2	2	0	0	1	188	87	127	6

WM+	White Male	HM	Hispanic Male	AIM	American Indian Male
WF+	White Female	HF	Hispanic Female	AIF	American Indian Female
BM	Black Male	ASM+	Asian Male		
BF	Black Female	ASF+	Asian Female		

Department of State Auditor

The Department of the State Auditor was created by the Constitution of 1868. Today, the State Auditor is a constitutional officer elected every four years. The State Auditor is responsible for conducting audits of the financial affairs of all state agencies. The State Auditor may also conduct special audits and investigations as requested by the governor or legislature.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of State Auditor established employment objectives in occupational categories: Officials and Administrative, Management Related and Administrative Support occupational categories. The employment objectives established in the occupational category of Official & Administrative and Management Related were partially met. The employment objectives established in the occupational category of Administrative Support were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials & Administrators					1	1
Management Related	3		4		3	2
Administrative Support	1					
TOTAL	4		4		4	3

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for

reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

State Auditor

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	18	18	3	5	0	0	0	0	0	0	0	44	8	23	0
% Represented	40.9%	40.9%	6.8%	11.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	52.3%	0.0%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	1	0	1	0	0	0	0	0	0	0	3	1	2	0
% Represented	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
MANAGEMENT RELATED															
Employees	28	53	1	12	0	1	1	3	0	0	0	99	18	69	0
% Represented	28.3%	53.5%	1.0%	12.1%	0.0%	1.0%	1.0%	3.0%	0.0%	0.0%	0.0%	100.0%	18.2%	69.7%	0.0%
New Hires	3	4	0	1	0	0	1	0	0	0	0	9	2	5	0
% Represented	33.3%	44.4%	0.0%	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	55.6%	0.0%
Promotions	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	6	0	0	0	0	0	0	1	0	0	0	7	1	1	1
% Represented	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	100.0%	14.3%	14.3%	14.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	4	0	3	0	0	0	0	0	0	0	7	3	7	0
% Represented	0.0%	57.1%	0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report
State Auditor
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	52	75	4	20	0	1	1	4	0	0	0	157	30	100	1
% Represented	33.1%	47.8%	2.5%	12.7%	0.0%	0.6%	0.6%	2.5%	0.0%	0.0%	0.0%	100.0%	19.1%	63.7%	0.6%
New Hires	5	4	0	1	0	0	1	0	0	0	0	11	2	5	0
% Represented	45.5%	36.4%	0.0%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	45.5%	0.0%
Promotions	1	4	0	1	0	0	0	0	0	0	0	6	1	5	0
% Represented	16.7%	66.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	83.3%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Auditor

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	49652	0	0	0	0	0	0	0	0	0	49652	0	49652	0
GR 70-74															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	62042	0	0	0	0	0	0	0	62042	62042	62042	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Auditor

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	52	74	4	19	0	1	1	4	0	0	0	155	29	98	1
% Represented	33.5%	47.7%	2.6%	12.3%	0.0%	0.6%	0.6%	2.6%	0.0%	0.0%	0.0%	100.0%	18.7%	63.2%	0.6%
Average Salary	71610	62545	78252	62420	0	52800	48000	66202	0	0	0	65914	64296	62571	65894
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	52	75	4	20	0	1	1	4	0	0	0	157	30	100	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Office of State Controller

The N.C. General Assembly created the Office of State Controller in 1986. The State Controller is the chief financial officer of the State and is responsible for the management of the State Accounting System.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Office of State Controller established employment objectives in the Management Related, Professional and Administrative Support occupational categories. In the occupational category of Management Related, Professional and Administrative Support the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials & Administrators						
Management Related	1					
Professional	3	3				
Administrative Support	2				2	
Totals	6	3			2	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

State Controller

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	4	4	1	1	0	0	1	0	0	0	0	11	3	5	0
% Represented	36.4%	36.4%	9.1%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	45.5%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	1	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	14	39	1	18	0	1	0	2	0	0	1	76	22	60	0
% Represented	18.4%	51.3%	1.3%	23.7%	0.0%	1.3%	0.0%	2.6%	0.0%	0.0%	1.3%	100.0%	28.9%	78.9%	0.0%
New Hires	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	0	1	0	3	0	0	0	0	0	0	0	4	3	4	0
% Represented	0.0%	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	100.0%	0.0%
PROFESSIONALS															
Employees	14	20	6	11	1	0	4	6	0	0	0	62	28	37	0
% Represented	22.6%	32.3%	9.7%	17.7%	1.6%	0.0%	6.5%	9.7%	0.0%	0.0%	0.0%	100.0%	45.2%	59.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	1	1	0	0	0	1	0	0	0	0	4	2	1	0
% Represented	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	5	18	1	11	0	1	0	0	0	0	0	36	13	30	1
% Represented	13.9%	50.0%	2.8%	30.6%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.1%	83.3%	2.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

State Controller

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	37	81	9	41	1	2	5	8	0	0	1	185	66	132	1
% Represented	20.0%	43.8%	4.9%	22.2%	0.5%	1.1%	2.7%	4.3%	0.0%	0.0%	0.5%	100.0%	35.7%	71.4%	0.5%
New Hires	1	0	0	1	0	0	0	0	0	0	1	3	1	1	0
% Represented	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	33.3%	33.3%	0.0%
Promotions	2	3	1	3	0	0	2	0	0	0	0	11	6	6	0
% Represented	18.2%	27.3%	9.1%	27.3%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	100.0%	54.5%	54.5%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Controller

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	35884	0	0	0	0	0	0	0	0	0	35884	0	35884	0
GR 60-64															
Employees	3	2	1	2	0	1	0	0	0	0	0	9	4	5	0
% Represented	33.3%	22.2%	11.1%	22.2%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.4%	55.6%	0.0%
Average Salary	34142	40056	29502	29502	0	34386	0	0	0	0	0	33937	30723	34700	0
GR 65-69															
Employees	2	17	0	13	0	0	0	0	0	0	0	32	13	30	1
% Represented	6.3%	53.1%	0.0%	40.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.6%	93.8%	3.1%
Average Salary	40045	45474	0	41600	0	0	0	0	0	0	0	41600	43796	43783	43783
GR 70-74															
Employees	0	3	0	0	0	1	0	0	0	0	1	5	1	4	0
% Represented	0.0%	60.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	100.0%	20.0%	80.0%	0.0%
Average Salary	0	63147	0	0	0	64439	0	0	0	0	61184	63013	64439	63013	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	69575	0	0	0	0	0	0	0	0	0	0	69575	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	5	14	1	10	0	0	0	0	0	0	0	30	11	24	0
% Represented	16.7%	46.7%	3.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.7%	80.0%	0.0%
Average Salary	71539	65181	117330	47398	0	0	0	0	0	0	0	62051	53755	57771	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Controller

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	100543	0	0	0	0	0	0	0	0	0	100543	0	100543	0
Banded															
Employees	26	44	7	16	1	0	5	8	0	0	0	107	37	68	0
% Represented	24.3%	41.1%	6.5%	15.0%	0.9%	0.0%	4.7%	7.5%	0.0%	0.0%	0.0%	100.0%	34.6%	63.6%	0.0%
Average Salary	85900	74061	77736	63343	72041	0	75778	80447	0	0	0	76114	71679	72290	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	37	81	9	41	1	2	5	8	0	0	1	185	66	132	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of State Treasurer

The Department of State Treasurer, under the leadership of the elected State Treasurer, is responsible for the fiscal and financial aspects of the state. These duties include administration of the retirement system for the state's public employees, management of all state money and investments, and providing debt management and fiscal management services to local governments.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of State Treasurer established employment objectives in the Management Related, Administrative Support and Professional occupational categories. In the occupational category of Management Related the employment objectives were partially met. In the occupational category of Professional and Administrative Support the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Management Related			3		1	1	
Professionals		2		1			
Administrative Support			2		4	1	
TOTAL		2	5	1	5	2	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

State Treasurer

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	1
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	50.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	28	45	6	37	2	0	2	1	0	0	1	122	48	83	2
% Represented	23.0%	36.9%	4.9%	30.3%	1.6%	0.0%	1.6%	0.8%	0.0%	0.0%	0.0%	100.0%	39.3%	68.0%	1.6%
New Hires	1	5	1	2	1	0	0	1	0	0	0	11	5	8	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	1	2	0	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
PROFESSIONALS															
Employees	26	12	5	3	1	0	3	2	0	0	0	52	14	17	1
% Represented	50.0%	23.1%	9.6%	5.8%	1.9%	0.0%	5.8%	3.8%	0.0%	0.0%	0.0%	100.0%	26.9%	32.7%	1.9%
New Hires	1	0	1	0	0	0	1	0	0	0	0	3	2	0	0
% Represented	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	17	60	8	47	0	2	0	3	0	0	0	137	60	112	9
% Represented	12.4%	43.8%	5.8%	34.3%	0.0%	1.5%	0.0%	2.2%	0.0%	0.0%	0.0%	100.0%	43.8%	81.8%	6.6%
New Hires	2	1	1	2	0	0	0	0	0	0	0	6	3	3	0
% Represented	33.3%	16.7%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

State Treasurer

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	72	118	19	87	3	2	5	6	0	0	1	313	122	213	13
% Represented	23.0%	37.7%	6.1%	27.8%	1.0%	0.6%	1.6%	1.9%	0.0%	0.0%	0.3%	100.0%	39.0%	68.1%	4.2%
New Hires	4	6	3	4	1	0	1	1	0	0	0	20	10	11	0
% Represented	20.0%	30.0%	15.0%	20.0%	5.0%	0.0%	5.0%	5.0%	0.0%	0.0%	0.0%	100.0%	50.0%	55.0%	0.0%
Promotions	2	1	0	0	0	0	0	0	0	0	1	4	0	1	0
% Represented	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	100.0%	0.0%	25.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Treasurer

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	42632	0	0	0	0	0	0	0	0	0	42632	0	42632	0
GR 65-69															
Employees	6	15	0	18	1	0	0	0	0	0	0	40	19	33	1
% Represented	15.0%	37.5%	0.0%	45.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	47.5%	82.5%	2.5%
Average Salary	37836	41312	0	36971	38020	0	0	0	0	0	0	38755	37026	38944	36821
GR 70-74															
Employees	3	6	2	3	0	0	0	0	0	0	0	14	5	9	0
% Represented	21.4%	42.9%	14.3%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	35.7%	64.3%	0.0%
Average Salary	60187	52405	43252	55628	0	0	0	0	0	0	0	53456	50678	53479	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	82676	0	0	0	0	0	0	0	0	0	0	82676	0	0	0
GR 85+															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	109540	0	0	0	0	0	0	0	0	0	109540	0	109540	0
T-Grade															
Employees	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Average Salary	57133	58334	0	0	0	0	0	0	0	0	0	57533	0	58334	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

State Treasurer

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	60	94	17	66	2	2	5	6	0	0	1	253	98	168	12
% Represented	23.7%	37.2%	6.7%	26.1%	0.8%	0.8%	2.0%	2.4%	0.0%	0.0%	0.4%	100.0%	38.7%	66.4%	4.7%
Average Salary	63912	45607	49127	38115	62608	33757	62057	55038	0	0	40000	48798	42694	42860	43796
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	72	118	19	87	3	2	5	6	0	0	1	313	122	213	13

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Department of Transportation

The Department of Transportation is charged with the responsibility of overseeing the administration and support of all forms of transportation within the State, including aviation, mass transit, rail, as well as highways and motor vehicles. The Board of Transportation, as the chief policy-making body of the Department, awards all highway contracts and sets transportation priorities.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Department of Transportation established employment objectives in occupational categories: Officials & Administration, Management Related, Professional, Technical, Administrative Support, Service and Skilled Craft. The employment objectives established in the Management Related, Professional, Technical, Administrative Support, and Skilled Craft were partially met. The employment objectives established Officials & Administration and Protected Services occupational category employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Officials & Administration	3	2				
Management Related	2	2		1		
Professional	48	58	8	14	6	6
Technical	23	27	5	8	3	3
Administrative Support	29	52	8	14	6	5
Protective Service	15	7	4	3	1	1
Skilled Craft	3	2	1	1	1	
TOTAL	123	150	26	41	17	15

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Transportation

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	27	13	3	5	1	0	0	0	0	0	0	49	9	18	0
% Represented	55.1%	26.5%	6.1%	10.2%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.4%	36.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	2	0	0	0	0	0	0	0	2	2	2	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
MANAGEMENT RELATED															
Employees	364	333	76	141	11	9	6	3	4	3	2	952	253	489	8
% Represented	38.2%	35.0%	8.0%	14.8%	1.2%	0.9%	0.6%	0.3%	0.4%	0.3%	0.2%	100.0%	26.6%	51.4%	0.8%
New Hires	13	12	5	8	1	1	1	1	1	2	1	46	20	24	0
% Represented	28.3%	26.1%	10.9%	17.4%	2.2%	2.2%	2.2%	2.2%	2.2%	4.3%	2.2%	100.0%	43.5%	52.2%	0.0%
Promotions	10	25	4	9	0	1	0	0	0	0	0	49	14	35	1
% Represented	20.4%	51.0%	8.2%	18.4%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	71.4%	2.0%
PROFESSIONALS															
Employees	1333	331	169	81	14	9	105	39	15	0	6	2102	432	460	28
% Represented	63.4%	15.7%	8.0%	3.9%	0.7%	0.4%	5.0%	1.9%	0.7%	0.0%	0.3%	100.0%	20.6%	21.9%	1.3%
New Hires	23	4	5	3	1	0	7	4	0	0	1	48	20	11	1
% Represented	47.9%	8.3%	10.4%	6.3%	2.1%	0.0%	14.6%	8.3%	0.0%	0.0%	2.1%	100.0%	41.7%	22.9%	2.1%
Promotions	44	9	5	0	0	0	6	1	0	0	0	65	12	10	1
% Represented	67.7%	13.8%	7.7%	0.0%	0.0%	0.0%	9.2%	1.5%	0.0%	0.0%	0.0%	100.0%	18.5%	15.4%	1.5%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1319	138	121	15	12	1	20	4	32	3	4	1669	208	161	28
% Represented	79.0%	8.3%	7.2%	0.9%	0.7%	0.1%	1.2%	0.2%	1.9%	0.2%	0.2%	100.0%	12.5%	9.6%	1.7%
New Hires	7	0	0	0	0	0	0	0	1	1	0	9	2	1	0
% Represented	77.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	0.0%	100.0%	22.2%	11.1%	0.0%
Promotions	35	2	2	0	0	0	0	0	2	1	0	42	5	3	1
% Represented	83.3%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	2.4%	0.0%	100.0%	11.9%	7.1%	2.4%
ADMINISTRATIVE SUPPORT															
Employees	162	879	55	333	2	18	1	7	4	14	4	1479	434	1251	27
% Represented	11.0%	59.4%	3.7%	22.5%	0.1%	1.2%	0.1%	0.5%	0.3%	0.9%	0.3%	100.0%	29.3%	84.6%	1.8%
New Hires	3	8	2	5	0	2	0	1	0	0	3	24	10	16	1
% Represented	12.5%	33.3%	8.3%	20.8%	0.0%	8.3%	0.0%	4.2%	0.0%	0.0%	12.5%	100.0%	41.7%	66.7%	4.2%
Promotions	7	27	2	16	1	1	0	1	0	0	0	55	21	45	0
% Represented	12.7%	49.1%	3.6%	29.1%	1.8%	1.8%	0.0%	1.8%	0.0%	0.0%	0.0%	100.0%	38.2%	81.8%	0.0%
PROTECTIVE SERVICES															
Employees	148	14	12	4	4	0	2	0	0	0	0	184	22	18	1
% Represented	80.4%	7.6%	6.5%	2.2%	2.2%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	100.0%	12.0%	9.8%	0.5%
New Hires	18	1	0	0	2	0	0	0	0	0	0	21	2	1	1
% Represented	85.7%	4.8%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.5%	4.8%	4.8%
Promotions	13	1	1	0	0	0	0	0	0	0	0	15	1	1	0
% Represented	86.7%	6.7%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.7%	6.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Transportation

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	4161	120	939	24	47	4	6	0	167	9	24	5501	1196	157	94
% Represented	75.6%	2.2%	17.1%	0.4%	0.9%	0.1%	0.1%	0.0%	3.0%	0.2%	0.4%	100.0%	21.7%	2.9%	1.7%
New Hires	74	1	11	0	2	0	0	0	0	0	8	96	13	1	0
% Represented	77.1%	1.0%	11.5%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	100.0%	13.5%	1.0%	0.0%
Promotions	85	3	6	0	0	0	0	0	1	0	0	95	7	3	0
% Represented	89.5%	3.2%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	100.0%	7.4%	3.2%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
JUSTICE/ PROFESSIONALS															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	7514	1829	1375	603	91	41	140	53	222	29	40	11937	2554	2555	186
% Represented	62.9%	15.3%	11.5%	5.1%	0.8%	0.3%	1.2%	0.4%	1.9%	0.2%	0.3%	100.0%	21.4%	21.4%	1.6%
New Hires	138	26	23	16	6	3	8	6	2	3	13	244	67	54	3
% Represented	56.6%	10.7%	9.4%	6.6%	2.5%	1.2%	3.3%	2.5%	0.8%	1.2%	5.3%	100.0%	27.5%	22.1%	1.2%
Promotions	194	67	20	27	1	2	6	2	3	1	0	323	62	99	3
% Represented	60.1%	20.7%	6.2%	8.4%	0.3%	0.6%	1.9%	0.6%	0.9%	0.3%	0.0%	100.0%	19.2%	30.7%	0.9%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Transportation

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	19	5	9	4	0	0	0	0	0	0	1	38	13	9	1
% Represented	50.0%	13.2%	23.7%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	100.0%	34.2%	23.7%	2.6%
Average Salary	26462	26534	25652	25973	0	0	0	0	0	0	23903	26161	25751	26285	24164
GR 55-59															
Employees	207	569	27	127	1	10	1	4	3	9	4	962	182	719	20
% Represented	21.5%	59.1%	2.8%	13.2%	0.1%	1.0%	0.1%	0.4%	0.3%	0.9%	0.4%	100.0%	18.9%	74.7%	2.1%
Average Salary	28021	30697	29552	29944	30185	26567	31838	27446	31238	30453	27954	29922	29703	30476	29645
GR 60-64															
Employees	131	228	20	140	1	6	1	3	2	3	1	536	176	380	8
% Represented	24.4%	42.5%	3.7%	26.1%	0.2%	1.1%	0.2%	0.6%	0.4%	0.6%	0.2%	100.0%	32.8%	70.9%	1.5%
Average Salary	33987	34899	32620	33834	27913	32339	40160	33987	35674	35326	30522	34273	33696	34452	35019
GR 65-69															
Employees	481	318	89	152	15	9	7	3	4	4	3	1085	283	486	10
% Represented	44.3%	29.3%	8.2%	14.0%	1.4%	0.8%	0.6%	0.3%	0.4%	0.4%	0.3%	100.0%	26.1%	44.8%	0.9%
Average Salary	38755	38142	36613	37203	35596	34242	36546	39099	39183	38197	36698	38095	36937	37782	36760
GR 70-74															
Employees	288	114	40	45	3	3	2	3	6	1	1	506	103	166	3
% Represented	56.9%	22.5%	7.9%	8.9%	0.6%	0.6%	0.4%	0.6%	1.2%	0.2%	0.2%	100.0%	20.4%	32.8%	0.6%
Average Salary	48875	48333	49143	47593	48452	52375	50082	43238	62827	53227	53000	48834	49232	48143	46471
GR 75-79															
Employees	88	24	6	6	0	0	0	0	1	0	0	125	13	30	3
% Represented	70.4%	19.2%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	10.4%	24.0%	2.4%
Average Salary	65329	66285	70308	64365	0	0	0	0	59789	0	0	65661	66756	65901	63273
GR 80-84															
Employees	5	5	0	1	0	0	1	0	0	0	0	12	2	6	0
% Represented	41.7%	41.7%	0.0%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	50.0%	0.0%
Average Salary	94118	82477	0	74778	0	0	63695	0	0	0	0	85121	69237	81194	0
GR 85+															
Employees	20	7	2	3	0	1	0	0	0	0	0	33	6	11	0
% Represented	60.6%	21.2%	6.1%	9.1%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	33.3%	0.0%
Average Salary	88632	89781	97237	85945	0	85887	0	0	0	0	0	89070	89700	88381	0
T-Grade															
Employees	15	6	3	4	1	0	0	0	0	0	0	29	8	10	0
% Represented	51.7%	20.7%	10.3%	13.8%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.6%	34.5%	0.0%
Average Salary	52272	57508	41610	68351	128834	0	0	0	0	0	0	57110	65884	61845	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Transportation

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Average Salary	40000	0	95734	0	0	0	0	0	0	0	0	67867	95734	0	0
Banded															
Employees	6259	552	1178	121	70	12	128	40	206	12	30	8608	1767	737	141
% Represented	72.7%	6.4%	13.7%	1.4%	0.8%	0.1%	1.5%	0.5%	2.4%	0.1%	0.3%	100.0%	20.5%	8.6%	1.6%
Average Salary	43748	53626	37704	54166	40985	48928	64907	61517	38801	36005	34440	43921	41662	53780	42921
Justice- GR 85+															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	95662	0	0	0	0	0	0	0	0	0	95662	0	95662	0
Total GR	7514	1829	1375	603	91	41	140	53	222	29	40	11937	2554	2555	186

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

UNC Healthcare

The University of North Carolina Health Care System (UNC Health Care) is a not-for-profit integrated health care system, owned by the State of North Carolina and based in Chapel Hill. UNC Health Care System consists of: UNC Hospitals, Rex Healthcare, UNC School of Medicine, UNC Physicians & Associates, Triangle Physician Network and Chatham Hospital.

EEO Analysis:

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disabled Males & Females
Officials and Administrators							
Management Related							
Professional		4	4	7	1	2	
Technical		1	13	14		1	
Administrative Support							
Protected Services		1		2		1	
Services						8	
Skilled Craft			3	1	3		
TOTAL		6	20	24	4	12	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

UNC Health Care

The University of North Carolina Health Care System (UNC Health Care) does not have data available in Beacon or PMIS.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Wildlife Resources Commission

The Wildlife Resources Commission is a semi-autonomous agency managed under the Department of Environment and Natural Resources that manages and protects all wildlife in the State, conducts restoration programs for endangered species of wildlife, and restocks game fish in State waters. It is responsible for boating safety and boat registration, construction of boat access areas on lakes and rivers, and hunter safety programs. The Commission is also responsible for issuing hunting and fishing permits.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, the Wildlife Resources Commission established employment objectives in Professional occupational category. In the occupational category of Professional the employment objectives were partially met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disability
Management Related							1
Professional		1	1	1	1		1
Technical							
Administrative Support			1				
Skilled Craft							
Protected Services		2		1	2		
TOTAL		3	2	2	3		

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Wildlife Resources Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	2	0	0	0	1	0	0	0	0	0	6	1	3	0
% Represented	50.0%	33.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	10	9	0	2	0	0	0	0	0	0	0	21	2	11	2
% Represented	47.6%	42.9%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.5%	52.4%	9.5%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	117	49	2	1	0	0	1	1	1	0	0	172	6	51	0
% Represented	68.0%	28.5%	1.2%	0.6%	0.0%	0.0%	0.6%	0.6%	0.6%	0.0%	0.0%	100.0%	3.5%	29.7%	0.0%
New Hires	2	2	0	0	0	0	0	0	0	0	0	4	0	2	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Promotions	3	1	0	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	41	2	0	0	0	0	0	0	0	0	0	43	0	2	1
% Represented	95.3%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	4.7%	2.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	11	39	4	9	1	2	0	0	0	0	0	66	16	50	0
% Represented	16.7%	59.1%	6.1%	13.6%	1.5%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.2%	75.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
PROTECTIVE SERVICES															
Employees	187	2	5	0	1	0	0	0	4	0	0	199	10	2	0
% Represented	94.0%	1.0%	2.5%	0.0%	0.5%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	100.0%	5.0%	1.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	7	0	0	0	0	0	0	0	0	0	0	7	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Wildlife Resources Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	84	1	0	0	1	0	0	0	0	0	0	86	1	1	0
% Represented	97.7%	1.2%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	1.2%	1.2%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	453	105	11	12	3	3	1	1	5	0	0	594	36	121	3
% Represented	76.3%	17.7%	1.9%	2.0%	0.5%	0.5%	0.2%	0.2%	0.8%	0.0%	0.0%	100.0%	6.1%	20.4%	0.5%
New Hires	3	2	0	0	0	0	0	0	0	0	0	5	0	2	0
% Represented	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	40.0%	0.0%
Promotions	11	3	0	0	0	0	0	0	0	0	0	14	0	3	0
% Represented	78.6%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	21.4%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Wildlife Resources Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	1	0	0	1	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	0	26841	0	0	31183	0	0	0	0	0	0	29012	31183	26841	0
GR 55-59															
Employees	3	8	1	4	0	0	0	0	0	0	0	16	5	12	0
% Represented	18.8%	50.0%	6.3%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	31.3%	75.0%	0.0%
Average Salary	33390	33147	32100	34429	0	0	0	0	0	0	0	33582	33963	33754	0
GR 60-64															
Employees	85	21	2	4	0	0	0	0	0	0	0	112	6	25	0
% Represented	75.9%	18.8%	1.8%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.4%	22.3%	0.0%
Average Salary	32238	35643	35985	37664	0	0	0	0	0	0	0	33137	37104	35966	0
GR 65-69															
Employees	86	35	0	1	0	0	0	0	1	0	0	123	2	36	1
% Represented	69.9%	28.5%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	1.6%	29.3%	0.8%
Average Salary	42295	41614	0	45870	0	0	0	0	48650	0	0	42182	47260	41732	42076
GR 70-74															
Employees	61	16	0	0	0	1	1	0	0	0	0	79	2	17	0
% Represented	77.2%	20.3%	0.0%	0.0%	0.0%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	100.0%	2.5%	21.5%	0.0%
Average Salary	52587	51602	0	0	0	42602	57040	0	0	0	0	52318	49821	51073	0
GR 75-79															
Employees	9	1	0	0	0	0	0	0	0	0	0	10	0	1	1
% Represented	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	10.0%	10.0%
Average Salary	70194	62073	0	0	0	0	0	0	0	0	0	69382	0	62073	68230
GR 80-84															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	96901	0	0	0	0	0	0	0	0	0	0	96901	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	1	5	1	1	1	1	0	0	0	0	0	10	4	7	0
% Represented	10.0%	50.0%	10.0%	10.0%	10.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	70.0%	0.0%
Average Salary	32300	49561	40730	37763	31400	95001	0	0	0	0	0	48500	51224	54367	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Wildlife Resources Commission

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	207	18	7	2	1	1	0	1	4	0	0	241	16	22	1
% Represented	85.9%	7.5%	2.9%	0.8%	0.4%	0.4%	0.0%	0.4%	1.7%	0.0%	0.0%	100.0%	6.6%	9.1%	0.4%
Average Salary	51153	61473	60182	47681	34203	33970	0	66788	42419	0	0	51936	51329	59210	72900
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	453	105	11	12	3	3	1	1	5	0	0	594	36	121	3

WM+ White Male

WF+ White Female

BM Black Male

BF Black Female

HM Hispanic Male

HF Hispanic Female

ASM+ Asian Male

ASF+ Asian Female

AIM American Indian Male

AIF American Indian Female

North Carolina State Government: Equal Employment Opportunity

2011 Status Report



University Summary

Staffing Report

University Totals

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	22	42	0	4	0	1	0	0	1	0	70	6	47	1
% Represented	31.4%	60.0%	0.0%	5.7%	0.0%	1.4%	0.0%	0.0%	1.4%	0.0%	100.0%	8.6%	67.1%	1.4%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	2	0	0	0	0	0	0	0	0	2	0	2	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
MANAGEMENT RELATED														
Employees	586	1724	172	654	11	14	9	52	4	21	3247	937	2465	19
% Represented	18.0%	53.1%	5.3%	20.1%	0.3%	0.4%	0.3%	1.6%	0.1%	0.6%	100.0%	28.9%	75.9%	0.6%
New Hires	43	67	13	32	2	1	0	3	0	0	161	51	103	
% Represented	26.7%	41.6%	8.1%	19.9%	1.2%	0.6%	0.0%	1.9%	0.0%	0.0%	100.0%	31.7%	64.0%	
Promotions	11	58	0	27	1	1	1	2	0	0	101	32	88	
% Represented	10.9%	57.4%	0.0%	26.7%	1.0%	1.0%	1.0%	2.0%	0.0%	0.0%	100.0%	31.7%	87.1%	
PROFESSIONALS														
Employees	2596	2376	437	625	45	61	139	190	31	49	6549	1577	3301	34
% Represented	39.6%	36.3%	6.7%	9.5%	0.7%	0.9%	2.1%	2.9%	0.5%	0.7%	100.0%	24.1%	50.4%	0.5%
New Hires	159	146	37	41	1	4	9	14	5	5	421	116	210	
% Represented	37.8%	34.7%	8.8%	9.7%	0.2%	1.0%	2.1%	3.3%	1.2%	1.2%	100.0%	27.6%	49.9%	
Promotions	40	38	10	11	0	3	3	5	0	1	111	33	58	
% Represented	36.0%	34.2%	9.0%	9.9%	0.0%	2.7%	2.7%	4.5%	0.0%	0.9%	100.0%	29.7%	52.3%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	205	188	28	42	0	2	2	5	2	4	478	85	241	3
% Represented	42.9%	39.3%	5.9%	8.8%	0.0%	0.4%	0.4%	1.0%	0.4%	0.8%	100.0%	17.8%	50.4%	0.6%
New Hires	7	20	2	5	0	0	0	0	0	0	34	7	25	
% Represented	20.6%	58.8%	5.9%	14.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.6%	73.5%	
Promotions	4	6	0	1	0	0	0	0	0	0	11	1	7	
% Represented	36.4%	54.5%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.1%	63.6%	
ADMINISTRATIVE SUPPORT														
Employees	344	2908	146	1639	7	58	6	53	9	84	5254	2002	4742	27
% Represented	6.5%	55.3%	2.8%	31.2%	0.1%	1.1%	0.1%	1.0%	0.2%	1.6%	100.0%	38.1%	90.3%	0.5%
New Hires	20	166	14	81	0	3	0	3	2	4	293	107	257	
% Represented	6.8%	56.7%	4.8%	27.6%	0.0%	1.0%	0.0%	1.0%	0.7%	1.4%	100.0%	36.5%	87.7%	
Promotions	8	69	1	23	0	0	0	1	0	0	102	25	93	
% Represented	7.8%	67.6%	1.0%	22.5%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	100.0%	24.5%	91.2%	
PROTECTIVE SERVICES														
Employees	274	59	147	61	6	4	3	1	14	3	572	239	128	2
% Represented	47.9%	10.3%	25.7%	10.7%	1.0%	0.7%	0.5%	0.2%	2.4%	0.5%	100.0%	41.8%	22.4%	0.3%
New Hires	21	8	8	4	2	0	1	0	1	0	45	16	12	
% Represented	46.7%	17.8%	17.8%	8.9%	4.4%	0.0%	2.2%	0.0%	2.2%	0.0%	100.0%	35.6%	26.7%	
Promotions	4	3	2	2	1	0	0	0	0	0	12	5	5	
% Represented	33.3%	25.0%	16.7%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	41.7%	41.7%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

University Totals

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	505	429	764	824	65	115	94	79	26	39	2940	2006	1486	35
% Represented	17.2%	14.6%	26.0%	28.0%	2.2%	3.9%	3.2%	2.7%	0.9%	1.3%	100.0%	68.2%	50.5%	1.2%
New Hires	28	26	28	27	2	1	4	1	0	1	118	64	56	
% Represented	23.7%	22.0%	23.7%	22.9%	1.7%	0.8%	3.4%	0.8%	0.0%	0.8%	100.0%	54.2%	47.5%	
Promotions	10	7	5	5	0	0	1	0	0	0	28	11	12	
% Represented	35.7%	25.0%	17.9%	17.9%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	100.0%	39.3%	42.9%	
SKILLED CRAFT														
Employees	1586	206	356	65	35	7	30	38	34	3	2360	568	319	22
% Represented	67.2%	8.7%	15.1%	2.8%	1.5%	0.3%	1.3%	1.6%	1.4%	0.1%	100.0%	24.1%	13.5%	0.9%
New Hires	81	28	12	4	1	3	3	4	0	0	136	27	39	
% Represented	59.6%	20.6%	8.8%	2.9%	0.7%	2.2%	2.2%	2.9%	0.0%	0.0%	100.0%	19.9%	28.7%	
Promotions	31	0	6	0	0	0	1	0	0	0	38	7	0	
% Represented	81.6%	0.0%	15.8%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	100.0%	18.4%	0.0%	
Not assigned														
Employees	3	21	2	1	1	0	0	0	0	0	28	4	22	0
% Represented	10.7%	75.0%	7.1%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	78.6%	0.0%
New Hires	0	4	0	0	0	0	0	0	0	0	4	0	4	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	6121	7953	2052	3915	170	262	283	418	121	203	21498	7424	12751	143
% Represented	28.5%	37.0%	9.5%	18.2%	0.8%	1.2%	1.3%	1.9%	0.6%	0.9%	100.0%	34.5%	59.3%	0.7%
New Hires	359	466	114	194	8	12	17	25	8	10	1213	388	707	
% Represented	29.6%	38.4%	9.4%	16.0%	0.7%	1.0%	1.4%	2.1%	0.7%	0.8%	100.0%	32.0%	58.3%	
Promotions	108	183	24	69	2	4	6	8	0	1	405	114	265	
% Represented	26.7%	45.2%	5.9%	17.0%	0.5%	1.0%	1.5%	2.0%	0.0%	0.2%	100.0%	28.1%	65.4%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

University Totals

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	1153	1529	795	1273	44	117	121	153	33	55	5273	2591	3127	44
% Represented	21.9%	29.0%	15.1%	24.1%	0.8%	2.2%	2.3%	2.9%	0.6%	1.0%	100.0%	49.1%	59.3%	0.8%
BANDED JOURNEY LEVEL														
Employees	3217	3994	942	1857	85	82	94	179	74	119	10643	3432	6231	60
% Represented	30.2%	37.5%	8.9%	17.4%	0.8%	0.8%	0.9%	1.7%	0.7%	1.1%	100.0%	32.2%	58.5%	0.6%
BANDED ADVANCED LEVEL														
Employees	1566	2033	245	622	37	35	60	69	13	29	4709	1110	2788	32
% Represented	33.3%	43.2%	5.2%	13.2%	0.8%	0.7%	1.3%	1.5%	0.3%	0.6%	100.0%	23.6%	59.2%	0.7%
NO COMPETENCY LEVEL ASSIGNED														
Employees	155	210	69	141	4	27	6	15	1	0	628	263	393	6
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	6091	7766	2051	3893	170	261	281	416	121	203	21253	7396	12539	142

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
University Totals
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

Appalachian State University

Appalachian State University was founded in 1899 as Watauga Academy. Appalachian State University evolved into a state teacher's college and later broadened its purpose to include the liberal arts, and become part of the consolidated University of North Carolina system. Appalachian has an approximate enrollment of 11,500 students offering 94 undergraduate majors and 80 graduate majors.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, The Appalachian State University established employment objectives in a different format.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization. Established goals in a different format.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Professional						
Technical						
Administrative Support						
Protected Services						
Services						
Skilled Craft						
TOTAL						

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report Appalachian As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	1	1	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	57	153	0	2	0	0	0	1	0	1	214	4	157	3
% Represented	26.6%	71.5%	0.0%	0.9%	0.0%	0.0%	0.0%	0.5%	0.0%	0.5%	100.0%	1.9%	73.4%	1.4%
New Hires	3	5	0	0	0	0	0	0	0	0	8	0	5	
% Represented	37.5%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	62.5%	
Promotions	1	3	0	1	0	0	0	0	0	0	5	1	4	
% Represented	20.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	80.0%	
PROFESSIONALS														
Employees	135	100	1	1	0	0	1	2	0	0	240	5	103	0
% Represented	56.3%	41.7%	0.4%	0.4%	0.0%	0.0%	0.4%	0.8%	0.0%	0.0%	100.0%	2.1%	42.9%	0.0%
New Hires	8	3	1	0	0	0	0	0	0	0	12	1	3	
% Represented	66.7%	25.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	25.0%	
Promotions	4	1	0	0	0	0	0	1	0	0	6	1	2	
% Represented	66.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	100.0%	16.7%	33.3%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	10	3	0	0	0	0	0	0	0	0	13	0	3	0
% Represented	76.9%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	23.1%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	24	218	0	3	0	2	0	0	0	0	247	5	223	2
% Represented	9.7%	88.3%	0.0%	1.2%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	100.0%	2.0%	90.3%	0.8%
New Hires	1	12	0	0	0	0	0	0	0	0	13	0	12	
% Represented	7.7%	92.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	92.3%	
Promotions	1	11	0	0	0	0	0	0	0	0	12	0	11	
% Represented	8.3%	91.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	91.7%	
PROTECTIVE SERVICES														
Employees	30	8	0	0	1	0	0	0	0	0	39	1	8	0
% Represented	76.9%	20.5%	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.6%	20.5%	0.0%
New Hires	1	1	0	0	0	0	0	0	0	0	2	0	1	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
Promotions	2	1	0	0	0	0	0	0	0	0	3	0	1	
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report Appalachian As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	112	145	8	2	1	0	4	2	0	0	274	17	149	4
% Represented	40.9%	52.9%	2.9%	0.7%	0.4%	0.0%	1.5%	0.7%	0.0%	0.0%	100.0%	6.2%	54.4%	1.5%
New Hires	4	5	0	0	1	0	1	0	0	0	11	2	5	
% Represented	36.4%	45.5%	0.0%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	100.0%	18.2%	45.5%	
Promotions	1	3	0	0	0	0	0	0	0	0	4	0	3	
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	
SKILLED CRAFT														
Employees	137	2	0	0	1	0	0	0	1	0	141	2	2	1
% Represented	97.2%	1.4%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.7%	0.0%	100.0%	1.4%	1.4%	0.7%
New Hires	4	0	0	0	0	0	0	0	0	0	4	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	8	0	0	0	0	0	0	0	0	0	8	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	506	630	9	8	3	2	5	5	1	1	1170	34	646	10
% Represented	43.2%	53.8%	0.8%	0.7%	0.3%	0.2%	0.4%	0.4%	0.1%	0.1%	100.0%	2.9%	55.2%	0.9%
New Hires	21	26	1	0	1	0	1	0	0	0	50	3	26	
% Represented	42.0%	52.0%	2.0%	0.0%	2.0%	0.0%	2.0%	0.0%	0.0%	0.0%	100.0%	6.0%	52.0%	
Promotions	17	20	0	1	0	0	0	1	0	0	39	2	22	
% Represented	43.6%	51.3%	0.0%	2.6%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	100.0%	5.1%	56.4%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Appalachian

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	73	120	2	1	1	1	2	1	0	0	201	8	123	4
% Represented	36.3%	59.7%	1.0%	0.5%	0.5%	0.5%	1.0%	0.5%	0.0%	0.0%	100.0%	4.0%	61.2%	2.0%
BANDED JOURNEY LEVEL														
Employees	323	406	5	6	2	1	1	2	1	1	748	19	416	5
% Represented	43.2%	54.3%	0.7%	0.8%	0.3%	0.1%	0.1%	0.3%	0.1%	0.1%	100.0%	2.5%	55.6%	0.7%
BANDED ADVANCED LEVEL														
Employees	110	104	2	1	0	0	2	2	0	0	221	7	107	1
% Represented	49.8%	47.1%	0.9%	0.5%	0.0%	0.0%	0.9%	0.9%	0.0%	0.0%	100.0%	3.2%	48.4%	0.5%
NO COMPETENCY LEVEL ASSIGNED														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	506	630	9	8	3	2	5	5	1	1	1170	34	646	10

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
Appalachian
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

East Carolina University

East Carolina University is located in Greenville, N.C. and is a business, medical, and university center for the eastern portion of the state. Originally founded in 1907 as a teacher training school, the university has transformed itself into a liberal arts facility providing professional training, cultural development, and support for fine arts and music. By the 1960s, the college had become the third largest institution of higher learning in the state. In 1972, ECU became a constituent institution of the University of North Carolina system. During the 1970s, ECU won authorization to establish a school of medicine with Pitt County Memorial Hospital. The university offers undergraduate degrees in more than 100 bachelor's program tracks, 70 master's degree programs, and six Ph.D. programs.

2011 EEO Accomplishments:

In 2011 East Carolina University established employment objectives in occupational categories: Professional, Technical, Services and Skilled Craft. Employment objectives established in the Professional, Technical, Services and Skilled Craft were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Professional			24	24	3	3
Technical						
Administrative Support						
Protected Services						
Services					9	9
Skilled Craft						4
TOTAL			24	24	12	16

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

East Carolina University

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	5	26	0	0	0	0	0	0	0	0	31	0	26	0
% Represented	16.1%	83.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	83.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	47	199	6	34	0	1	0	2	1	1	291	45	237	1
% Represented	16.2%	68.4%	2.1%	11.7%	0.0%	0.3%	0.0%	0.7%	0.3%	0.3%	100.0%	15.5%	81.4%	0.3%
New Hires	1	3	0	0	0	0	0	0	0	0	4	0	3	
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	
Promotions	0	11	0	6		0	0	0	0	0	17	6	17	
% Represented	0.0%	64.7%	0.0%	35.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	35.3%	100.0%	
PROFESSIONALS														
Employees	292	422	33	77	4	7	8	20	0	0	863	149	526	9
% Represented	33.8%	48.9%	3.8%	8.9%	0.5%	0.8%	0.9%	2.3%	0.0%	0.0%	100.0%	17.3%	61.0%	1.0%
New Hires	10	15	0	7	0	0	1	1	0	0	34	9	23	
% Represented	29.4%	44.1%	0.0%	20.6%	0.0%	0.0%	2.9%	2.9%	0.0%	0.0%	100.0%	26.5%	67.6%	
Promotions	1	5	0	0	0	0	0	0	0	0	6	0	5	
% Represented	16.7%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	83.3%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	9	48	5	11	0	0	0	0	0	0	73	16	59	1
% Represented	12.3%	65.8%	6.8%	15.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.9%	80.8%	1.4%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	38	626	18	281	0	5	0	8	0	3	979	315	923	4
% Represented	3.9%	63.9%	1.8%	28.7%	0.0%	0.5%	0.0%	0.8%	0.0%	0.3%	100.0%	32.2%	94.3%	0.4%
New Hires	2	20	0	7	0	0	0	0	0	0	29	7	27	
% Represented	6.9%	69.0%	0.0%	24.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.1%	93.1%	
Promotions	0	17	1	4	0	0	0	0	0	0	22	5	21	
% Represented	0.0%	77.3%	4.5%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.7%	95.5%	
PROTECTIVE SERVICES														
Employees	37	7	13	6	0	0	0	0	1	0	64	20	13	0
% Represented	57.8%	10.9%	20.3%	9.4%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	100.0%	31.3%	20.3%	0.0%
New Hires	2	0	1	0	0	0	0	0	0	0	3	1	0	
% Represented	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

East Carolina University

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	35	39	107	187	1	3	2	0	0	0	374	300	229	7
% Represented	9.4%	10.4%	28.6%	50.0%	0.3%	0.8%	0.5%	0.0%	0.0%	0.0%	100.0%	80.2%	61.2%	1.9%
New Hires	1	5	1	3	0	0	0	0	0	0	10	4	8	
% Represented	10.0%	50.0%	10.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	80.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
SKILLED CRAFT														
Employees	159	16	29	2	2	1	3	4	0	0	216	41	23	0
% Represented	73.6%	7.4%	13.4%	0.9%	0.9%	0.5%	1.4%	1.9%	0.0%	0.0%	100.0%	19.0%	10.6%	0.0%
New Hires	4	0	0	0	0	0	0	0	0	0	4	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	5	0	0	0	0	0	0	0	0	5	0	5	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	622	1388	211	598	7	17	13	34	2	4	2896	886	2041	22
% Represented	21.5%	47.9%	7.3%	20.6%	0.2%	0.6%	0.4%	1.2%	0.1%	0.1%	100.0%	30.6%	70.5%	0.8%
New Hires	20	44	2	17	0	0	1	1	0	0	85	21	62	
% Represented	23.5%	51.8%	2.4%	20.0%	0.0%	0.0%	1.2%	1.2%	0.0%	0.0%	100.0%	24.7%	72.9%	
Promotions	2	33	1	11	0	0	0	0	0	0	47	12	44	
% Represented	4.3%	70.2%	2.1%	23.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.5%	93.6%	

WM+ White Male

WF+ White Female

BM Black Male

BF Black Female

HM Hispanic Male

HF Hispanic Female

ASM+ Asian Male

ASF+ Asian Female

AIM American Indian Male

AIF American Indian Female

Compensation Report

East Carolina University

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	115	138	95	175	0	4	4	10	0	1	542	289	328	8
% Represented	21.2%	25.5%	17.5%	32.3%	0.0%	0.7%	0.7%	1.8%	0.0%	0.2%	100.0%	53.3%	60.5%	1.5%
BANDED JOURNEY LEVEL														
Employees	287	674	72	263	4	7	4	17	1	2	1331	370	963	4
% Represented	21.6%	50.6%	5.4%	19.8%	0.3%	0.5%	0.3%	1.3%	0.1%	0.2%	100.0%	27.8%	72.4%	0.3%
BANDED ADVANCED LEVEL														
Employees	138	352	23	105	2	4	3	4	1	1	633	143	466	7
% Represented	21.8%	55.6%	3.6%	16.6%	0.3%	0.6%	0.5%	0.6%	0.2%	0.2%	100.0%	22.6%	73.6%	1.1%
NO COMPETENCY LEVEL ASSIGNED														
Employees	54	45	20	36	1	1	0	1	0	0	158	59	83	2
% Represented	34.2%	28.5%	12.7%	22.8%	0.6%	0.6%	0.0%	0.6%	0.0%	0.0%	100.0%	37.3%	52.5%	1.3%
Total	594	1209	210	579	7	16	11	32	2	4	2664	861	1840	21

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
East Carolina University
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

Elizabeth City State University

Elizabeth City State University was created by legislative act in March of 1891. A black representative introduced legislation for the establishment of a normal school for the educating and training of teachers for the black race. The institution began operation in January of 1892 in a rented space in downtown Elizabeth City with a budget of \$900.00 and a faculty of two. Today, the institution has over 10,700 graduates to its credit, is a constituent of the University of North Carolina system, and is housed in over 50 buildings on 30 acres of land. Elizabeth City State University has expanded its curriculum to include courses in computer science, arts and sciences, and several graduate degrees.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, Elizabeth City State University established employment objectives in seven occupational categories: Management Related, Professional, Technical, Administrative Support, Law Enforcement and Skilled Craft. The employment objectives established in the occupational category of Services were met. The employment objectives established in the occupational category of Professional and Administrative Support, were partially met. The employment objectives established in Management Related and Protected Services were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Management Related	1	2		4		1
Professional		2	1	2		1
Technical						
Administrative Support		1	1	9		1
Protected Services	1			1		
Services	1	1	1	2		2
Skilled Craft	1		2	1	2	
TOTAL	4	6	5	19	2	5

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Elizabeth City State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	3	5	8	30	0	0	0	0	0	0	46	38	35	0
% Represented	6.5%	10.9%	17.4%	65.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	82.6%	76.1%	0.0%
New Hires	1	2	2	3	0	0	0	0	0	0	8	5	5	
% Represented	12.5%	25.0%	25.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	62.5%	62.5%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROFESSIONALS														
Employees	3	3	26	38	0	0	2	2	1	1	76	70	44	1
% Represented	3.9%	3.9%	34.2%	50.0%	0.0%	0.0%	2.6%	2.6%	1.3%	1.3%	100.0%	92.1%	57.9%	1.3%
New Hires	0	0	6	5	0	0	1	0	0	0	12	12	5	
% Represented	0.0%	0.0%	50.0%	41.7%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	100.0%	100.0%	41.7%	
Promotions	0	0	1	2	0	0	0	0	0	0	3	3	2	
% Represented	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	66.7%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	1	1	0	0	0	0	0	0	3	2	1	0
% Represented	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	0	3	1	79	0	1	0	1	0	0	85	82	84	1
% Represented	0.0%	3.5%	1.2%	92.9%	0.0%	1.2%	0.0%	1.2%	0.0%	0.0%	100.0%	96.5%	98.8%	1.2%
New Hires	0	0	1	6	0	0	0	0	0	0	7	7	6	
% Represented	0.0%	0.0%	14.3%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	85.7%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
PROTECTIVE SERVICES														
Employees	1	2	10	2	0	0	0	1	0	0	16	13	5	0
% Represented	6.3%	12.5%	62.5%	12.5%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	100.0%	81.3%	31.3%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	

WM+ White Male

WF+ White Female

BM Black Male

BF Black Female

HM Hispanic Male

HF Hispanic Female

ASM+ Asian Male

ASF+ Asian Female

AIM American Indian Male

AIF American Indian Female

Staffing Report
Elizabeth City State
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	0	1	26	21	0	0	0	0	0	0	48	47	22	1
% Represented	0.0%	2.1%	54.2%	43.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	97.9%	45.8%	2.1%
New Hires	0	0	3	2	0	0	0	0	0	0	5	5	2	
% Represented	0.0%	0.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	40.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	5	0	17	0	0	0	0	0	0	0	22	17	0	0
% Represented	22.7%	0.0%	77.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	77.3%	0.0%	0.0%
New Hires	2	0	0	0	0	0	0	0	0	0	2	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	13	14	89	171	0	1	2	4	1	1	296	269	191	3
% Represented	4.4%	4.7%	30.1%	57.8%	0.0%	0.3%	0.7%	1.4%	0.3%	0.3%	100.0%	90.9%	64.5%	1.0%
New Hires	3	3	12	16	0	0	1	0	0	0	35	29	19	
% Represented	8.6%	8.6%	34.3%	45.7%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	100.0%	82.9%	54.3%	
Promotions	1	0	1	4	0	0	0	0	0	0	6	5	4	
% Represented	16.7%	0.0%	16.7%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	83.3%	66.7%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Elizabeth City State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	2	5	33	45	0	1	0	3	0	1	90	83	55	1
% Represented	2.2%	5.6%	36.7%	50.0%	0.0%	1.1%	0.0%	3.3%	0.0%	1.1%	100.0%	92.2%	61.1%	1.1%
BANDED JOURNEY LEVEL														
Employees	7	7	48	95	0	0	1	1	1	0	160	146	103	2
% Represented	4.4%	4.4%	30.0%	59.4%	0.0%	0.0%	0.6%	0.6%	0.6%	0.0%	100.0%	91.3%	64.4%	1.3%
BANDED ADVANCED LEVEL														
Employees	4	2	8	31	0	0	1	0	0	0	46	40	33	0
% Represented	8.7%	4.3%	17.4%	67.4%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	100.0%	87.0%	71.7%	0.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	13	14	89	171	0	1	2	4	1	1	296	269	191	3

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
Elizabeth City State
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

Fayetteville State University

Fayetteville State University is a constituent institution of the University of North Carolina. The University has a long history as the second oldest state-supported institution in North Carolina. At the close of the Civil War, the need for educating black children was a crucial problem. In 1867, seven progressive black citizens paid \$140.00 for a lot in Fayetteville and converted themselves into a self-appointed Board of Trustees to maintain this property permanently as a site for the education of black children. In 1877, the North Carolina General Assembly appropriated a small amount of money for the support of Fayetteville State University (then called the State Normal School). In 1969, the institution acquired its present name and in 1972 it became a constituent in the University of North Carolina system.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, Fayetteville State University established employment objectives in the Management Related, Professional, Technical, Administrative Support, Service, Protected Service and Skilled Craft occupational categories. The employment objectives established in the Professional, Administrative Support and Skilled Craft occupational category were partially met. The employment objectives established in the Management Related, Technical, Service and Protected Service occupational categories was not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disability
Officials and Administrators							
Management Related							
Professional		2				1	3
Technical		1					
Administrative Support	3	2			1		3
Service	2	2	1		2	1	3
Protected Services		2				1	2
Skilled Craft		2				2	1
Total	5	11	1		3	5	12

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Fayetteville State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED														
Employees	4	7	13	30	1	0	0	0	0	1	56	45	38	3
% Represented	7.1%	12.5%	23.2%	53.6%	1.8%	0.0%	0.0%	0.0%	0.0%	1.8%	100.0%	80.4%	67.9%	5.4%
New Hires	1	1	1	3	0	0	0	0	0	0	6	4	4	0
% Represented	16.7%	16.7%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	66.7%	0.0%
Promotions	0	0	0	1	1	0	0	0	0	0	2	2	1	0
% Represented	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	0.0%
PROFESSIONALS														
Employees	8	7	20	28	2	1	2	2	0	1	71	56	39	1
% Represented	11.3%	9.9%	28.2%	39.4%	2.8%	1.4%	2.8%	2.8%	0.0%	1.4%	100.0%	78.9%	54.9%	1.4%
New Hires	1	1	1	1	0	0	0	0	0	0	4	2	2	0
% Represented	25.0%	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS														
Employees	2	0	0	0	0	0	0	0	0	1	3	1	1	0
% Represented	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	33.3%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT														
Employees	1	15	10	107	1	2	0	0	0	2	138	122	126	3
% Represented	0.7%	10.9%	7.2%	77.5%	0.7%	1.4%	0.0%	0.0%	0.0%	1.4%	100.0%	88.4%	91.3%	2.2%
New Hires	0	1	4	9	0	0	0	0	0	0	14	13	10	0
% Represented	0.0%	7.1%	28.6%	64.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	92.9%	71.4%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	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 SERVICES														
Employees	6	1	9	3	0	0	0	0	2	0	21	14	4	0
% Represented	28.6%	4.8%	42.9%	14.3%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	100.0%	66.7%	19.0%	0.0%
New Hires	0	1	0	1	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Promotions	0	0	1	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Fayetteville State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	5	3	30	34	0	1	0	0	1	1	75	67	39	0
% Represented	6.7%	4.0%	40.0%	45.3%	0.0%	1.3%	0.0%	0.0%	1.3%	1.3%	100.0%	89.3%	52.0%	0.0%
New Hires	1	0	1	2	0	0	0	0	0	0	4	3	2	
% Represented	25.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	50.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	6	0	23	3	1	0	1	0	2	0	36	30	3	0
% Represented	16.7%	0.0%	63.9%	8.3%	2.8%	0.0%	2.8%	0.0%	5.6%	0.0%	100.0%	83.3%	8.3%	0.0%
New Hires	2	0	1	1	0	0	0	0	0	0	4	2	1	
% Represented	50.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	
Promotions	0	0	2	0	0	0	1	0	0	0	3	3	0	
% Represented	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	32	33	105	205	5	4	3	2	5	6	400	335	250	7
% Represented	8.0%	8.3%	26.3%	51.3%	1.3%	1.0%	0.8%	0.5%	1.3%	1.5%	100.0%	83.8%	62.5%	1.8%
New Hires	5	4	8	17	0	0	0	0	0	0	34	25	21	
% Represented	14.7%	11.8%	23.5%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	73.5%	61.8%	
Promotions	0	0	3	1	1	0	1	0	0	0	6	6	1	
% Represented	0.0%	0.0%	50.0%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	100.0%	100.0%	16.7%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Fayetteville State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	8	12	36	67	1	2	1	2	2	2	133	113	85	2
% Represented	6.0%	9.0%	27.1%	50.4%	0.8%	1.5%	0.8%	1.5%	1.5%	1.5%	100.0%	85.0%	63.9%	1.5%
BANDED JOURNEY LEVEL														
Employees	18	17	60	114	4	2	1	0	3	4	223	188	137	5
% Represented	8.1%	7.6%	26.9%	51.1%	1.8%	0.9%	0.4%	0.0%	1.3%	1.8%	100.0%	84.3%	61.4%	2.2%
BANDED ADVANCED LEVEL														
Employees	6	4	8	24	0	0	1	0	0	0	43	33	28	0
% Represented	14.0%	9.3%	18.6%	55.8%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	100.0%	76.7%	65.1%	0.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	0	0	1	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Total	32	33	105	205	5	4	3	2	5	6	400	335	250	7

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
Fayetteville State
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

North Carolina A&T University

North Carolina A & T University was established in 1891 as A. and M. College for the "Colored Race" by the North Carolina General Assembly. In 1915 the name of the institution was changed to The Agricultural and Technical College of North Carolina. The scope of the programs was enlarged to include various graduate programs and a School of Nursing. Under the 1971 legislative act designed to consolidate institutions of higher learning, North Carolina A & T became a constituent institution of The University of North Carolina.

EEO Analysis:

2011 EO Accomplishments:

In 2011 North Carolina Agricultural and Technical University (NCAT) established employment objectives in the occupational categories: Management Related, Professional, Administrative Support, Service, Protected Service and Skilled Craft. Employment objectives established in the Management Related, Administrative Support and Skilled Craft occupational categories were met. The employment objectives established in the Professional and Services occupational categories were not met.

2012 Employment Objectives: Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials and Administrators						
Management Related	1					
Professional		1				
Technical						
Administrative Support		2	1			
Service	1	1				1
Protected Service	1					
Skilled Craft					1	
TOTAL	3	4	1		1	1

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

NC A and T

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	6	3	28	69	2	0	1	0	0	0	109	100	72	1
% Represented	5.5%	2.8%	25.7%	63.3%	1.8%	0.0%	0.9%	0.0%	0.0%	0.0%	100.0%	91.7%	66.1%	0.9%
New Hires	1	0	3	1	0	0	0	0	0	0	5	4	1	
% Represented	20.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	20.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROFESSIONALS														
Employees	22	3	80	87	1	0	3	3	0	1	200	175	94	0
% Represented	11.0%	1.5%	40.0%	43.5%	0.5%	0.0%	1.5%	1.5%	0.0%	0.5%	100.0%	87.5%	47.0%	0.0%
New Hires	2	0	7	4	0	0	0	0	0	0	13	11	4	
% Represented	15.4%	0.0%	53.8%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	84.6%	30.8%	
Promotions	0	0	2	2	0	1	0	0	0	0	5	5	3	
% Represented	0.0%	0.0%	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	60.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	0	0	3	6	0	0	0	0	0	0	9	9	6	0
% Represented	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	66.7%	0.0%
New Hires	0	0	0	2	0	0	0	0	0	0	2	2	2	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	4	13	18	281	0	0	0	1	0	0	317	300	295	0
% Represented	1.3%	4.1%	5.7%	88.6%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	100.0%	94.6%	93.1%	0.0%
New Hires	1	4	5	12	0	0	0	1	0	0	23	18	17	
% Represented	4.3%	17.4%	21.7%	52.2%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	100.0%	78.3%	73.9%	
Promotions	0	1	0	3	0	0	0	0	0	0	4	3	4	
% Represented	0.0%	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	100.0%	
PROTECTIVE SERVICES														
Employees	3	1	25	16	0	0	1	0	0	0	46	42	17	0
% Represented	6.5%	2.2%	54.3%	34.8%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	100.0%	91.3%	37.0%	0.0%
New Hires	0	0	3	1	0	0	0	0	0	0	4	4	1	
% Represented	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	25.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

NC A and T

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	2	0	64	38	0	0	0	0	0	0	104	102	38	0
% Represented	1.9%	0.0%	61.5%	36.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	98.1%	36.5%	0.0%
New Hires	0	0	6	0	0	0	0	0	0	0	6	6	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Promotions	0	0	1	0	0	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	10	2	42	7	5	0	1	1	0	0	68	56	10	0
% Represented	14.7%	2.9%	61.8%	10.3%	7.4%	0.0%	1.5%	1.5%	0.0%	0.0%	100.0%	82.4%	14.7%	0.0%
New Hires	1	1	1	0	0	0	0	0	0	0	3	1	1	
% Represented	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	47	22	260	504	8	0	6	5	0	1	853	784	532	1
% Represented	5.5%	2.6%	30.5%	59.1%	0.9%	0.0%	0.7%	0.6%	0.0%	0.1%	100.0%	91.9%	62.4%	0.1%
New Hires	5	5	25	20	0	0	0	1	0	0	56	46	26	
% Represented	8.9%	8.9%	44.6%	35.7%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	100.0%	82.1%	46.4%	
Promotions	1	1	3	7	0	1	0	0	0	0	13	11	9	
% Represented	7.7%	7.7%	23.1%	53.8%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	100.0%	84.6%	69.2%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

NC A and T

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	10	7	109	146	2	0	2	0	0	1	277	260	154	0
% Represented	3.6%	2.5%	39.4%	52.7%	0.7%	0.0%	0.7%	0.0%	0.0%	0.4%	100.0%	93.9%	55.6%	0.0%
BANDED JOURNEY LEVEL														
Employees	23	12	130	293	5	0	3	3	0	0	469	434	308	1
% Represented	4.9%	2.6%	293.0%	5.0%	1.1%	0.0%	0.6%	0.6%	0.0%	0.0%	100.0%	92.5%	65.7%	0.2%
BANDED ADVANCED LEVEL														
Employees	12	2	19	62	1	0	1	2	0	0	99	85	66	0
% Represented	12.1%	2.0%	19.2%	62.6%	1.0%	0.0%	1.0%	2.0%	0.0%	0.0%	100.0%	85.9%	66.7%	0.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	2	1	2	3	0	0	0	0	0	0	8	5	4	0
% Represented	25.0%	12.5%	25.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	62.5%	50.0%	0.0%
Total	47	22	260	504	8	0	6	5	0	1	853	784	532	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
NC A and T
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

North Carolina Central University

North Carolina Central University was chartered in 1909 and opened in 1910. Much of its history is centered on James E. Shepard, a trained pharmacist and grandson of a slave. Shepard was also a member of the International Sunday School movement that fostered his dream of an institution dedicated to the practical training and intellectual stimulation of primarily lay leaders of the nation's black churches.

The idea caught the attention of the Durham Merchant's Association, which offered Shepard a 25-acre site to found the institution. The school was opened in 1910 as the National Religious Training School and Chautauqua. In 1939, the General Assembly authorized the school to offer graduate courses in the liberal arts and to organize departments of law and library science. The school received its present name in 1969 and was included as a constituent of The University of North Carolina system in 1972.

Data Overview:

2011 EEO Accomplishments:

In 2011, North Carolina Central established employment objectives in occupational category: Technical. The employment objectives established in the occupational category of Technical were met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Officials and Administrators						
Management Related						
Professional						
Technical						
Administrative Support						
Service						
Protected Services						
Skilled Craft						
TOTAL						

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades.

Staffing Report

NC Central

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	1	5	17	59	0	1	0	1	0	0	84	78	66	1
% Represented	1.2%	6.0%	20.2%	70.2%	0.0%	1.2%	0.0%	1.2%	0.0%	0.0%	100.0%	92.9%	78.6%	1.2%
New Hires	0	2	2	8	0	0	0	0	0	0	12	10	10	
% Represented	0.0%	16.7%	16.7%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	83.3%	83.3%	
Promotions	0	1	0	3	0	0	0	0	0	0	4	3	4	
% Represented	0.0%	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	100.0%	
PROFESSIONALS														
Employees	22	7	60	63	1	0	5	4	1	0	163	134	74	1
% Represented	13.5%	4.3%	36.8%	38.7%	0.6%	0.0%	3.1%	2.5%	0.6%	0.0%	100.0%	82.2%	45.4%	0.6%
New Hires	3	2	4	7	0	0	0	1	0	0	17	12	10	
% Represented	17.6%	11.8%	23.5%	41.2%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	100.0%	70.6%	58.8%	
Promotions	0	0	4	4	0	0	0	0	0	0	8	8	4	
% Represented	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	1	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	1	10	25	178	0	2	0	1	0	1	218	207	192	1
% Represented	0.5%	4.6%	11.5%	81.7%	0.0%	0.9%	0.0%	0.5%	0.0%	0.5%	100.0%	95.0%	88.1%	0.5%
New Hires	0	1	2	13	0	1	0	0	0	0	17	16	15	
% Represented	0.0%	5.9%	11.8%	76.5%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	100.0%	94.1%	88.2%	
Promotions	0	1	0	4	0	0	0	0	0	0	5	4	5	
% Represented	0.0%	20.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	100.0%	
PROTECTIVE SERVICES														
Employees	5	0	28	6	1	0	1	0	0	0	41	36	6	1
% Represented	12.2%	0.0%	68.3%	14.6%	2.4%	0.0%	2.4%	0.0%	0.0%	0.0%	100.0%	87.8%	14.6%	2.4%
New Hires	1	0	0	0	0	0	1	0	0	0	2	1	0	
% Represented	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	
Promotions	0	0	1	0	0	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

NC Central

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	1	0	48	23	1	6	0	0	0	0	79	78	29	1
% Represented	1.3%	0.0%	60.8%	29.1%	1.3%	7.6%	0.0%	0.0%	0.0%	0.0%	100.0%	98.7%	36.7%	1.3%
New Hires	0	0	6	3	0	0	0	0	0	0	9	9	3	
% Represented	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	33.3%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
SKILLED CRAFT														
Employees	9	2	34	5	2	0	2	1	0	0	55	44	8	0
% Represented	16.4%	3.6%	61.8%	9.1%	3.6%	0.0%	3.6%	1.8%	0.0%	0.0%	100.0%	80.0%	14.5%	0.0%
New Hires	3	1	3	0	1	0	1	0	0	0	9	5	1	
% Represented	33.3%	11.1%	33.3%	0.0%	11.1%	0.0%	11.1%	0.0%	0.0%	0.0%	100.0%	55.6%	11.1%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	40	24	213	334	5	9	8	7	1	1	642	578	375	5
% Represented	6.2%	3.7%	33.2%	52.0%	0.8%	1.4%	1.2%	1.1%	0.2%	0.2%	100.0%	90.0%	58.4%	0.8%
New Hires	7	6	17	31	1	1	2	1	0	0	66	53	39	
% Represented	10.6%	9.1%	25.8%	47.0%	1.5%	1.5%	3.0%	1.5%	0.0%	0.0%	100.0%	80.3%	59.1%	
Promotions	0	2	5	12	0	0	0	0	0	0	19	17	14	
% Represented	0.0%	10.5%	26.3%	63.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	89.5%	73.7%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

NC Central

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	6	6	70	75	0	7	1	0	0	0	165	153	88	3
% Represented	3.6%	3.6%	42.4%	45.5%	0.0%	4.2%	0.6%	0.0%	0.0%	0.0%	100.0%	92.7%	53.3%	1.8%
BANDED JOURNEY LEVEL														
Employees	26	10	104	172	5	1	5	3	1	1	328	292	187	1
% Represented	7.9%	3.0%	31.7%	52.4%	1.5%	0.3%	1.5%	0.9%	0.3%	0.3%	100.0%	89.0%	57.0%	0.3%
BANDED ADVANCED LEVEL														
Employees	4	4	20	54	0	0	1	3	0	0	86	78	61	0
% Represented	4.7%	4.7%	23.3%	62.8%	0.0%	0.0%	1.2%	3.5%	0.0%	0.0%	100.0%	90.7%	70.9%	0.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	4	4	19	32	0	1	1	1	0	0	62	54	38	1
% Represented	6.5%	6.5%	30.6%	51.6%	0.0%	1.6%	1.6%	1.6%	0.0%	0.0%	100.0%	87.1%	61.3%	1.6%
Total	40	24	213	333	5	9	8	7	1	1	641	577	374	5

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
NC Central
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

North Carolina School of the Arts

The North Carolina School of the Arts was opened in 1965 as the first state-supported residential school of the performing arts. Governor Terry Sanford, a strong supporter of the idea for founding a school for performing arts, encouraged the state's General Assembly to pass legislation supporting such an endeavor. Today, the North Carolina School of the Arts is still the only major arts training institution of its kind offering instruction on a high school, undergraduate, and graduate level in dance, drama, music, and design and production.

EEO Analysis:

2011 EEO Accomplishments:

The North Carolina School of the Arts did not establish employment objectives for 2011.

2012 Employment Objectives:

The North Carolina School of the Arts did not establish employment objectives for 2012.

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

School of the Arts

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	7	21	0	5	0	0	0	0	0	0	33	5	26	0
% Represented	21.2%	63.6%	0.0%	15.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.2%	78.8%	0.0%
New Hires	0	2	0	0	0	0	0	0	0	0	2	0	2	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
PROFESSIONALS														
Employees	17	6	2	2	0	0	0	0	0	0	27	4	8	1
% Represented	63.0%	22.2%	7.4%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.8%	29.6%	3.7%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	1	0	0	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	0	1	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
ADMINISTRATIVE SUPPORT														
Employees	12	30	2	10	0	0	0	1	0	0	55	13	41	0
% Represented	21.8%	54.5%	3.6%	18.2%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	100.0%	23.6%	74.5%	0.0%
New Hires	1	3	0	0	0	0	0	0	0	0	4	0	3	
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROTECTIVE SERVICES														
Employees	5	3	1	3	0	0	0	0	0	0	12	4	6	0
% Represented	41.7%	25.0%	8.3%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	50.0%	0.0%
New Hires	1	0	0	1	0	0	0	0	0	0	2	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report
School of the Arts
As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	9	1	13	10	1	2	0	0	0	0	36	26	13	2
% Represented	25.0%	2.8%	36.1%	27.8%	2.8%	5.6%	0.0%	0.0%	0.0%	0.0%	100.0%	72.2%	36.1%	5.6%
New Hires	1	0	0	1	0	0	0	0	0	0	2	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	17	2	2	0	0	0	0	0	0	0	21	2	2	2
% Represented	81.0%	9.5%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.5%	9.5%	9.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	68	63	20	31	1	2	0	1	0	0	186	55	97	5
% Represented	36.6%	33.9%	10.8%	16.7%	0.5%	1.1%	0.0%	0.5%	0.0%	0.0%	100.0%	29.6%	52.2%	2.7%
New Hires	4	5	0	2	0	0	0	0	0	0	11	2	7	
% Represented	36.4%	45.5%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	63.6%	
Promotions	0	3	1	1	0	0	0	0	0	0	5	2	4	
% Represented	0.0%	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	80.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

School of Arts

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	15	17	17	12	1	2	0	0	0	0	64	32	31	2
% Represented	23.4%	26.6%	26.6%	18.8%	1.6%	3.1%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	48.4%	3.1%
BANDED JOURNEY LEVEL														
Employees	29	32	3	12	0	0	0	1	0	0	77	16	45	2
% Represented	37.7%	41.6%	3.9%	15.6%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	100.0%	20.8%	58.4%	2.6%
BANDED ADVANCED LEVEL														
Employees	21	13	0	5	0	0	0	0	0	0	39	5	18	1
% Represented	53.8%	33.3%	0.0%	12.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.8%	46.2%	2.6%
NO COMPETENCY LEVEL ASSIGNED														
Employees	3	1	0	2	0	0	0	0	0	0	6	2	3	0
% Represented	50.0%	16.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	50.0%	0.0%
Total	68	63	20	31	1	2	0	1	0	0	186	55	97	5

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
School of Arts
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

NORTH CAROLINA SCHOOL OF SCIENCE AND MATH

Established in 1978, the North Carolina School of Science and Mathematics (NCSSM), an affiliate school of the University of North Carolina, is the nation's first state supported, residential high school for students with talent and interest in science and mathematics. The school is open for students in grades 11 and 12. A Board of Trustees, whose members are distinguished in the fields of science, mathematics, education, and public service, governs it. At NCSSM, students pay no fee for tuition or for room and board.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, North Carolina School of Science and Math established employment objectives in the Management Related, Professional, Technical, Administrative Support, Protected Services, Service and Skilled Craft occupational categories. The employment objectives established in Management Related were met. The employment objectives established in the Professional, Administrative Support, Technical, Protected Services, Skilled Craft and Service categories were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females	Disabled Males & Females
Management Related	1						
Professional		1					
Administrative Support	1						
Technical	1						
Service		1					
Protected Services		1					
Skilled Craft		1					
TOTAL	3	4					

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION.

Staffing Report

School of Science and Math

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	4	9	1	8	0	0	0	0	0	0	0	22	9	17	0
% Represented	18.2%	40.9%	4.5%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.9%	77.3%	0.0%
New Hires	2	1	0	3	0	0	0	0	0	0	0	6	3	4	0
% Represented	33.3%	16.7%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	66.7%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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															
Employees	17	6	5	4	0	0	1	0	0	0	1	34	10	10	0
% Represented	50.0%	17.6%	14.7%	11.8%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	2.9%	100.0%	29.4%	29.4%	0.0%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	2	1	0	0	0	0	0	0	0	0	4	1	2	0
% Represented	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	2	9	1	4	0	0	0	0	0	0	0	16	5	13	0
% Represented	12.5%	56.3%	6.3%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	31.3%	81.3%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 SERVICES															
Employees	2	0	4	0	1	0	0	0	0	0	0	7	5	0	0
% Represented	28.6%	0.0%	57.1%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	71.4%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

School of Science and Math

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	0	6	3	0	0	0	0	0	0	0	10	9	3	0
% Represented	10.0%	0.0%	60.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.0%	30.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	7	0	2	0	0	0	0	0	0	0	0	9	2	0	0
% Represented	77.8%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	33	25	19	19	1	0	1	0	0	0	1	99	40	44	0
% Represented	33.3%	25.3%	19.2%	19.2%	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	100.0%	40.4%	44.4%	0.0%
New Hires	4	2	0	3	0	0	0	0	0	0	0	9	3	5	0
% Represented	44.4%	22.2%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	55.6%	0.0%
Promotions	1	2	1	0	0	0	0	0	0	0	0	4	1	2	0
% Represented	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

School of Science and Math

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	58500	0	0	0	0	0	0	0	0	0	58500	0	58500	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

School of Science and Math

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	33	24	19	19	1	0	1	0	0	0	1	98	40	43	0
% Represented	33.7%	24.5%	19.4%	19.4%	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	100.0%	40.8%	43.9%	0.0%
Average Salary	40610	35954	32138	35642	28558	0	28484	0	0	0	41333	36625	33622	35942	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	33	25	19	19	1	0	1	0	0	0	1	99	40	44	0

WM+ White Male

WF+ White Female

BM Black Male

BF Black Female

HM Hispanic Male

HF Hispanic Female

ASM+ Asian Male

ASF+ Asian Female

AIM American Indian Male

AIF American Indian Female

North Carolina State University

North Carolina State University is one of the nation's major public universities and shares the distinctive character of land-grant state universities nationally - broad academic offerings, extensive public service, national and international activities, and large-scale extension and research programs. Originally founded in 1887 as the North Carolina College of Agriculture and Mechanic Arts, the university has grown to offer academic programs in 82 fields leading to baccalaureate degrees, 77 master's degree fields, and 48 fields leading to doctoral level degrees. North Carolina State University has established a national and international reputation in the areas of engineering, textiles, adult education, and veterinary medicine.

2011 EEO Accomplishments:

In 2011 N C State University established employment objectives in occupational categories: Professional and Technical. The employment objectives in the Professional and Technical field were not met.

Data Overview:

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Management Related						
Professional			60	2		
Technical						
Administrative Support						
Protected Services						
Services						
Skilled Craft				3		
TOTAL			60	5		

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

NC State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	6	6	0	1	0	0	0	0	0	0	13	1	7	1
% Represented	46.2%	46.2%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.7%	53.8%	7.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
MANAGEMENT RELATED														
Employees	100	224	26	85	2	2	2	12	0	0	453	129	323	3
% Represented	22.1%	49.4%	5.7%	18.8%	0.4%	0.4%	0.4%	2.6%	0.0%	0.0%	100.0%	28.5%	71.3%	0.7%
New Hires	7	8	0	2	0	0	0	0	0	0	17	2	10	
% Represented	41.2%	47.1%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.8%	58.8%	
Promotions	1	5	0	1	0	0	0	0	0	0	7	1	6	
% Represented	14.3%	71.4%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	85.7%	
PROFESSIONALS														
Employees	550	311	53	40	9	14	20	28	3	2	1030	169	395	4
% Represented	53.4%	30.2%	5.1%	3.9%	0.9%	1.4%	1.9%	2.7%	0.3%	0.2%	100.0%	16.4%	38.3%	0.4%
New Hires	41	18	2	0	0	2	2	2	0	0	67	8	22	
% Represented	61.2%	26.9%	3.0%	0.0%	0.0%	3.0%	3.0%	3.0%	0.0%	0.0%	100.0%	11.9%	32.8%	
Promotions	7	5	0	0	0	1	0	2	0	0	15	3	8	
% Represented	46.7%	33.3%	0.0%	0.0%	0.0%	6.7%	0.0%	13.3%	0.0%	0.0%	100.0%	20.0%	53.3%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	65	95	9	7	0	2	1	0	1	0	180	20	104	2
% Represented	36.1%	52.8%	5.0%	3.9%	0.0%	1.1%	0.6%	0.0%	0.6%	0.0%	100.0%	11.1%	57.8%	1.1%
New Hires	4	15	1	2	0	0	0	0	0	0	22	3	17	
% Represented	18.2%	68.2%	4.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.6%	77.3%	
Promotions	2	5	0	0	0	0	0	0	0	0	7	0	5	
% Represented	28.6%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	71.4%	
ADMINISTRATIVE SUPPORT														
Employees	65	504	23	163	1	7	2	10	0	0	775	206	684	8
% Represented	8.4%	65.0%	3.0%	21.0%	0.1%	0.9%	0.3%	1.3%	0.0%	0.0%	100.0%	26.6%	88.3%	1.0%
New Hires	3	27	2	5	0	0	0	0	0	0	37	7	32	
% Represented	8.1%	73.0%	5.4%	13.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.9%	86.5%	
Promotions	3	5	0	1	0	0	0	1	0	0	10	2	7	
% Represented	30.0%	50.0%	0.0%	10.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	100.0%	20.0%	70.0%	
PROTECTIVE SERVICES														
Employees	24	5	9	1	0	1	0	0	0	0	40	11	7	0
% Represented	60.0%	12.5%	22.5%	2.5%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	100.0%	27.5%	17.5%	0.0%
New Hires	1	1	1	1	0	0	0	0	0	0	4	2	2	
% Represented	25.0%	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

NC State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	65	28	113	149	30	65	4	8	0	0	462	369	250	4
% Represented	14.1%	6.1%	24.5%	32.3%	6.5%	14.1%	0.9%	1.7%	0.0%	0.0%	100.0%	79.9%	54.1%	0.9%
New Hires	1	1	0	5	0	1	0	0	0	0	8	6	7	
% Represented	12.5%	12.5%	0.0%	62.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	87.5%	
Promotions	4	0	1	1	0	0	0	0	0	0	6	2	1	
% Represented	66.7%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	16.7%	
SKILLED CRAFT														
Employees	370	74	66	6	10	1	8	5	1	0	541	97	86	9
% Represented	68.4%	13.7%	12.2%	1.1%	1.8%	0.2%	1.5%	0.9%	0.2%	0.0%	100.0%	17.9%	15.9%	1.7%
New Hires	16	10	2	0	0	1	1	0	0	0	30	4	11	
% Represented	53.3%	33.3%	6.7%	0.0%	0.0%	3.3%	3.3%	0.0%	0.0%	0.0%	100.0%	13.3%	36.7%	
Promotions	5	0	1	0	0	0	0	0	0	0	6	1	0	
% Represented	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	0.0%	
Not assigned														
Employees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	1245	1248	299	452	52	92	37	63	5	2	3495	1002	1857	31
% Represented	35.6%	35.7%	8.6%	12.9%	1.5%	2.6%	1.1%	1.8%	0.1%	0.1%	100.0%	28.7%	53.1%	0.9%
New Hires	73	81	8	15	0	4	3	2	0	0	186	32	102	
% Represented	39.2%	43.5%	4.3%	8.1%	0.0%	2.2%	1.6%	1.1%	0.0%	0.0%	100.0%	17.2%	54.8%	
Promotions	22	21	2	3	0	1	0	3	0	0	52	9	28	
% Represented	42.3%	40.4%	3.8%	5.8%	0.0%	1.9%	0.0%	5.8%	0.0%	0.0%	100.0%	17.3%	53.8%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

NC State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	265	210	97	149	12	44	15	15	0	0	807	332	418	5
% Represented	32.8%	26.0%	12.0%	18.5%	1.5%	5.5%	1.9%	1.9%	0.0%	0.0%	100.0%	41.1%	51.8%	0.6%
BANDED JOURNEY LEVEL														
Employees	624	529	127	162	22	17	18	31	3	1	1534	381	740	14
% Represented	40.7%	34.5%	8.3%	10.6%	1.4%	1.1%	1.2%	2.0%	0.2%	0.1%	100.0%	24.8%	48.2%	0.9%
BANDED ADVANCED LEVEL														
Employees	307	429	57	90	16	9	3	13	2	1	927	191	542	9
% Represented	33.1%	46.3%	6.1%	9.7%	1.7%	1.0%	0.3%	1.4%	0.2%	0.1%	100.0%	20.6%	58.5%	1.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	49	80	18	51	2	22	1	4	0	0	227	98	157	3
% Represented	21.6%	35.2%	7.9%	22.5%	0.9%	9.7%	0.4%	1.8%	0.0%	0.0%	100.0%	43.2%	69.2%	1.3%
Total	1245	1248	299	452	52	92	37	63	5	2	3495	1002	1857	31

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
NC State
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

University of North Carolina - Asheville

The University of North Carolina at Asheville, originally established as Buncombe County Junior College in 1927, has received national recognition for its unique approach to liberal arts education. The Humanities Program, a four-course sequence of world culture required by all students, reflects the university's emphasis on undergraduate liberal arts studies. Since 1927, the institution has undergone five name changes, four shifts in organizational patterns, and several changes in location until the North Carolina General Assembly gave its approval in 1969 for the institution to become the University of North Carolina at Asheville and a member of the consolidated university system. The UNC Board of Governors reclassified the institution from Comprehensive II University to Liberal Arts I University in 1992. It is the only Liberal Arts I University in the 16-campus University of North Carolina system.

EEO Analysis:

2011 EEO Accomplishments:

In 2011, The University of North Carolina at Asheville established employment objectives in a different format.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Professional			2	2	1	
Technical		2		1		1
Administrative Support						
Protected Services						
Services						
Skilled Craft						
TOTAL		2	2	3	1	1

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

UNC Asheville

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	14	37	2	4	0	1	0	2	0	0	60	9	44	2
% Represented	23.3%	61.7%	3.3%	6.7%	0.0%	1.7%	0.0%	3.3%	0.0%	0.0%	100.0%	15.0%	73.3%	3.3%
New Hires	2	1	0	0	0	0	0	1	0	0	4	1	2	
% Represented	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	100.0%	25.0%	50.0%	
Promotions	0	0	0	0	0	1	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROFESSIONALS														
Employees	37	31	1	5	0	0	1	0	0	0	75	7	36	0
% Represented	49.3%	41.3%	1.3%	6.7%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	100.0%	9.3%	48.0%	0.0%
New Hires	4	2	0	0	0	0	0	0	0	0	6	0	2	
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	
Promotions	0	0	0	0	0	0	1	0	0	0	1	1	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	4	48	0	3	0	0	0	0	0	0	55	3	51	0
% Represented	7.3%	87.3%	0.0%	5.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.5%	92.7%	0.0%
New Hires	0	3	0	0	0	0	0	0	0	0	3	0	3	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	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 SERVICES														
Employees	12	1	2	0	0	0	0	0	0	0	15	2	1	0
% Represented	80.0%	6.7%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.3%	6.7%	0.0%
New Hires	3	0	1	0	0	0	0	0	0	0	4	1	0	
% Represented	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Asheville

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	21	23	7	4	0	0	0	0	0	0	55	11	27	1
% Represented	38.2%	41.8%	12.7%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	49.1%	1.8%
New Hires	2	2	0	1	0	0	0	0	0	0	5	1	3	
% Represented	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	
Promotions	0	2	1	0	0	0	0	0	0	0	3	1	2	
% Represented	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	
SKILLED CRAFT														
Employees	28	5	1	0	0	0	0	0	0	0	34	1	5	0
% Represented	82.4%	14.7%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.9%	14.7%	0.0%
New Hires	3	0	0	0	0	0	0	0	0	0	3	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	2	0	0	0	0	0	0	0	0	0	2	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	116	145	13	16	0	1	1	2	0	0	294	33	164	3
% Represented	39.5%	49.3%	4.4%	5.4%	0.0%	0.3%	0.3%	0.7%	0.0%	0.0%	100.0%	11.2%	55.8%	1.0%
New Hires	14	9	1	1	0	0	0	1	0	0	26	3	11	
% Represented	53.8%	34.6%	3.8%	3.8%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	100.0%	11.5%	42.3%	
Promotions	2	2	1	0	0	1	1	0	0	0	7	3	3	
% Represented	28.6%	28.6%	14.3%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	100.0%	42.9%	42.9%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

UNC Asheville

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	20	17	3	6	0	0	1	0	0	0	47	10	23	1
% Represented	42.6%	36.2%	6.4%	12.8%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	100.0%	21.3%	48.9%	2.1%
BANDED JOURNEY LEVEL														
Employees	73	92	7	9	0	1	0	1	0	0	183	18	103	1
% Represented	39.9%	50.3%	3.8%	4.9%	0.0%	0.5%	0.0%	0.5%	0.0%	0.0%	100.0%	9.8%	56.3%	0.5%
BANDED ADVANCED LEVEL														
Employees	23	35	2	1	0	0	0	1	0	0	62	4	37	1
% Represented	37.1%	56.5%	3.2%	1.6%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	100.0%	6.5%	59.7%	1.6%
NO COMPETENCY LEVEL														
Employees	0	1	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Total GR	116	145	13	16	0	1	1	2	0	0	294	33	164	3

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Asheville
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

University of North Carolina – Chapel Hill

Conceived on the eve of the state's birth, the University of North Carolina at Chapel Hill was chartered as the nation's first state university in 1789. In its over 200-year history, the university has produced nearly half of the state's governors, and many of its legislators, doctors, lawyers, teachers, and journalists. The university frequently has been cited as one of the nation's top-quality, low-cost schools.

2011 EEO Accomplishments:

In 2011, UNC Chapel Hill established employment objectives in another format.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Management Related						
Professional						
Technical						
Administrative Support						
Protected Services						
Services						
Skilled Craft						
TOTAL						

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

UNC Chapel Hill

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	6	4	0	1	0	1	0	0	1	0	13	3	6	0
% Represented	46.2%	30.8%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	7.7%	0.0%	100.0%	23.1%	46.2%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	213	682	41	192	5	6	5	22	1	5	1172	277	907	0
% Represented	18.2%	58.2%	3.5%	16.4%	0.4%	0.5%	0.4%	1.9%	0.1%	0.4%	100.0%	23.6%	77.4%	0.0%
New Hires	11	13	2	7	2	0	0	1	0	0	36	12	21	
% Represented	30.6%	36.1%	5.6%	19.4%	5.6%	0.0%	0.0%	2.8%	0.0%	0.0%	100.0%	33.3%	58.3%	
Promotions	7	11	1	5	0	0	1	1	0	0	26	8	17	
% Represented	0.0%	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														
Employees	867	1006	82	155	20	33	76	113	8	1	2361	488	1308	0
% Represented	36.7%	42.6%	3.5%	6.6%	0.8%	1.4%	3.2%	4.8%	0.3%	0.0%	100.0%	20.7%	55.4%	0.0%
New Hires	27	61	7	8	0	2	3	7	1	0	116	28	78	
% Represented	23.3%	52.6%	6.0%	6.9%	0.0%	1.7%	2.6%	6.0%	0.9%	0.0%	100.0%	24.1%	67.2%	
Promotions	8	14	1	1	0	1	0	1	0	0	26	4	17	
% Represented	30.8%	53.8%	3.8%	3.8%	0.0%	3.8%	0.0%	3.8%	0.0%	0.0%	100.0%	15.4%	65.4%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	58	26	5	14	0	0	1	4	1	0	109	25	44	0
% Represented	53.2%	23.9%	4.6%	12.8%	0.0%	0.0%	0.9%	3.7%	0.9%	0.0%	100.0%	22.9%	40.4%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	2	0	0	0	0	0	0	0	0	0	2	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	120	532	20	211	3	13	1	17	0	4	921	269	777	0
% Represented	13.0%	57.8%	2.2%	22.9%	0.3%	1.4%	0.1%	1.8%	0.0%	0.4%	100.0%	29.2%	84.4%	0.0%
New Hires	6	35	0	3	0	1	0	1	0	1	47	6	41	
% Represented	12.8%	74.5%	0.0%	6.4%	0.0%	2.1%	0.0%	2.1%	0.0%	2.1%	100.0%	12.8%	87.2%	
Promotions	1	6	0	0	0	0	0	1	0	0	8	1	7	
% Represented	12.5%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	100.0%	12.5%	87.5%	
PROTECTIVE SERVICES														
Employees	50	12	17	8	0	0	0	0	0	0	87	25	20	0
% Represented	57.5%	13.8%	19.5%	9.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.7%	23.0%	0.0%
New Hires	2	1	1	0	0	0	0	0	0	0	4	1	1	
% Represented	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Chapel Hill

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	87	93	124	142	12	19	75	65	2	2	621	441	321	0
% Represented	14.0%	15.0%	20.0%	22.9%	1.9%	3.1%	12.1%	10.5%	0.3%	0.3%	100.0%	71.0%	51.7%	0.0%
New Hires	2	7	2	2	0	0	1	1	0	0	15	6	10	
% Represented	13.3%	46.7%	13.3%	13.3%	0.0%	0.0%	6.7%	6.7%	0.0%	0.0%	100.0%	40.0%	66.7%	0.0%
Promotions	1	2	0	0	0	0	0	0	0	0	3	0	2	
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	
SKILLED CRAFT														
Employees	479	74	79	36	6	4	12	26	2	1	719	166	141	0
% Represented	66.6%	10.3%	11.0%	5.0%	0.8%	0.6%	1.7%	3.6%	0.3%	0.1%	100.0%	23.1%	19.6%	0.0%
New Hires	17	13	0	1	0	1	1	4	0	0	37	7	19	
% Represented	45.9%	35.1%	0.0%	2.7%	0.0%	2.7%	2.7%	10.8%	0.0%	0.0%	100.0%	18.9%	51.4%	0.0%
Promotions	5	0	3	0	0	0	0	0	0	0	8	3	0	
% Represented	62.5%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	37.5%	0.0%	
Not assigned														
Employees	1	9	2	0	1	0	0	0	0	0	13	3	9	0
% Represented	7.7%	69.2%	15.4%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.1%	69.2%	0.0%
New Hires	0	2	0	0	0	0	0	0	0	0	2	0	2	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	1881	2438	370	759	47	76	170	247	15	13	6016	1697	3533	0
% Represented	31.3%	40.5%	6.2%	12.6%	0.8%	1.3%	2.8%	4.1%	0.2%	0.2%	100.0%	28.2%	58.7%	0.0%
New Hires	66	133	12	21	2	4	5	14	1	1	259	60	173	
% Represented	25.5%	51.4%	4.6%	8.1%	0.8%	1.5%	1.9%	5.4%	0.4%	0.4%	100.0%	23.2%	66.8%	
Promotions	24	33	5	6	0	1	1	3	0	0	73	16	43	
% Represented	32.9%	45.2%	6.8%	8.2%	0.0%	1.4%	1.4%	4.1%	0.0%	0.0%	100.0%	21.9%	58.9%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

UNC Chapel Hill

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	330	581	147	252	13	32	81	108	4	4	1552	641	977	10
% Represented	21.3%	37.4%	9.5%	16.2%	0.8%	2.1%	5.2%	7.0%	0.3%	0.3%	100.0%	41.3%	63.0%	0.6%
BANDED JOURNEY LEVEL														
Employees	977	1171	153	365	22	26	45	97	7	6	2869	721	1665	15
% Represented	34.1%	40.8%	5.3%	12.7%	0.8%	0.9%	1.6%	3.4%	0.2%	0.2%	100.0%	25.1%	58.0%	0.5%
BANDED ADVANCED LEVEL														
Employees	536	613	63	128	11	16	40	34	3	3	1447	298	794	7
% Represented	37.0%	42.4%	4.4%	8.8%	0.8%	1.1%	2.8%	2.3%	0.2%	0.2%	100.0%	20.6%	54.9%	0.5%
NO COMPETENCY LEVEL ASSIGNED														
Employees	37	69	7	13	1	2	4	8	1	0	142	36	92	1
% Represented	26.1%	48.6%	4.9%	9.2%	0.7%	1.4%	2.8%	5.6%	0.7%	0.0%	100.0%	25.4%	64.8%	0.7%
Total GR	1880	2434	370	758	47	76	170	247	15	13	6010	1696	3528	33

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Chapel Hill
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

University of North Carolina – Charlotte

The University of North Carolina at Charlotte was created by the North Carolina General Assembly in 1965. The legislation made Charlotte College, UNC-C's predecessor institution, and the fourth campus of the consolidated University of North Carolina. UNC-C has become somewhat unique because of its role in developing its surrounding environment. Known as University City, the area surrounding the university includes University Research Park, University Hospital, and University Place, a European-style development of housing, shopping, and offices. The university continues to emphasize comprehensive undergraduate programs, comprising the traditional arts and science disciplines and selected professional programs.

2011 EEO Accomplishments:

In 2011 UNC Charlotte established employment objectives in occupational categories: Management Related, Professional, Technical, Administrative Support, Protected Services and Skilled Craft. The employment objectives in the Skilled Craft occupational category were partial met. The employment objectives in the Professional, Technical and Administrative Support occupational category were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Professional			4	2	11	6
Technical					5	8
Administrative Support			2	8	1	3
Protected Services						
Services						
Skilled Craft		4	5	2	5	2
TOTAL		4	11	12	22	19

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

UNC Charlotte

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	1	3	0	1	0	0	0	0	0	0	5	1	4	0
% Represented	20.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	80.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	48	124	6	35	1	0	1	5	0	0	220	48	164	5
% Represented	21.8%	56.4%	2.7%	15.9%	0.5%	0.0%	0.5%	2.3%	0.0%	0.0%	100.0%	21.8%	74.5%	2.3%
New Hires	6	14	1	5	0	0	0	1	0	0	27	7	20	
% Represented	22.2%	51.9%	3.7%	18.5%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	100.0%	25.9%	74.1%	
Promotions	3	9	0	6	0	0	0	1	0	0	19	7	16	
% Represented	15.8%	47.4%	0.0%	31.6%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	100.0%	36.8%	84.2%	
PROFESSIONALS														
Employees	182	118	13	30	3	1	7	5	1	0	360	60	154	8
% Represented	50.6%	32.8%	3.6%	8.3%	0.8%	0.3%	1.9%	1.4%	0.3%	0.0%	100.0%	16.7%	42.8%	2.2%
New Hires	26	12	2	1	1	0	1	1	0	0	44	6	14	
% Represented	59.1%	27.3%	4.5%	2.3%	2.3%	0.0%	2.3%	2.3%	0.0%	0.0%	100.0%	13.6%	31.8%	
Promotions	8	3	1	0	0	0	0	0	0	0	12	1	3	
% Represented	66.7%	25.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	25.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	7	7	2	0	0	0	0	0	0	0	16	2	7	0
% Represented	43.8%	43.8%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	43.8%	0.0%
New Hires	0	2	1	1	0	0	0	0	0	0	4	2	3	
% Represented	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	18	279	6	88	1	6	1	5	0	2	406	109	380	3
% Represented	4.4%	68.7%	1.5%	21.7%	0.2%	1.5%	0.2%	1.2%	0.0%	0.5%	100.0%	26.8%	93.6%	0.7%
New Hires	2	25	0	8	0	0	0	0	0	0	35	8	33	
% Represented	5.7%	71.4%	0.0%	22.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.9%	94.3%	
Promotions	2	11	0	5	0	0	0	0	0	0	18	5	16	
% Represented	11.1%	61.1%	0.0%	27.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.8%	88.9%	
PROTECTIVE SERVICES														
Employees	32	8	10	7	2	1	1	0	0	0	61	21	16	1
% Represented	52.5%	13.1%	16.4%	11.5%	3.3%	1.6%	1.6%	0.0%	0.0%	0.0%	100.0%	34.4%	26.2%	1.6%
New Hires	2	2	1	0	1	0	0	0	0	0	6	2	2	
% Represented	33.3%	33.3%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	
Promotions	0	0	0	0	1	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Charlotte

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	44	16	80	92	12	16	1	4	0	0	265	205	128	8
% Represented	16.6%	6.0%	30.2%	34.7%	4.5%	6.0%	0.4%	1.5%	0.0%	0.0%	100.0%	77.4%	48.3%	3.0%
New Hires	4	1	5	3	1	0	0	0	0	0	14	9	4	
% Represented	28.6%	7.1%	35.7%	21.4%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	64.3%	28.6%	
Promotions	3	0	1	2	0	0	0	0	0	0	6	3	2	
% Represented	50.0%	0.0%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	33.3%	
SKILLED CRAFT														
Employees	135	6	20	1	3	1	2	0	0	0	168	27	8	5
% Represented	80.4%	3.6%	11.9%	0.6%	1.8%	0.6%	1.2%	0.0%	0.0%	0.0%	100.0%	16.1%	4.8%	3.0%
New Hires	13	1	3	1	0	1	0	0	0	0	19	5	3	
% Represented	68.4%	5.3%	15.8%	5.3%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	100.0%	26.3%	15.8%	
Promotions	5	0	0	0	0	0	0	0	0	0	5	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	3	0	0	0	0	0	0	0	0	3	0	3	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	467	564	137	254	22	25	13	19	1	2	1504	473	864	30
% Represented	31.1%	37.5%	9.1%	16.9%	1.5%	1.7%	0.9%	1.3%	0.1%	0.1%	100.0%	31.4%	57.4%	2.0%
New Hires	53	57	13	19	3	1	1	2	0	0	149	39	79	
% Represented	35.6%	38.3%	8.7%	12.8%	2.0%	0.7%	0.7%	1.3%	0.0%	0.0%	100.0%	26.2%	53.0%	
Promotions	21	23	2	13	1	0	0	1	0	0	61	17	37	
% Represented	34.4%	37.7%	3.3%	21.3%	1.6%	0.0%	0.0%	1.6%	0.0%	0.0%	100.0%	27.9%	60.7%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

UNC Charlotte

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	86	114	42	111	9	16	5	5	1	1	390	190	247	9
% Represented	22.1%	29.2%	10.8%	28.5%	2.3%	4.1%	1.3%	1.3%	0.3%	0.3%	100.0%	48.7%	63.3%	2.3%
BANDED JOURNEY LEVEL														
Employees	238	293	85	106	10	6	6	11	0	1	756	225	417	14
% Represented	31.5%	38.8%	11.2%	14.0%	1.3%	0.8%	0.8%	1.5%	0.0%	0.1%	100.0%	29.8%	55.2%	1.9%
BANDED ADVANCED LEVEL														
Employees	142	155	10	37	3	3	2	3	0	0	355	58	198	7
% Represented	40.0%	43.7%	2.8%	10.4%	0.8%	0.8%	0.6%	0.8%	0.0%	0.0%	100.0%	16.3%	55.8%	2.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	1	2	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Total	467	564	137	254	22	25	13	19	1	2	1504	473	864	30

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Charlotte
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

University of North Carolina – General Administration

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION

Staffing Report

UNC General Administration

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MANAGEMENT RELATED														
Employees	10	23	1	16	0	1	0	3	0	0	54	21	43	0
% Represented	18.5%	42.6%	1.9%	29.6%	0.0%	1.9%	0.0%	5.6%	0.0%	0.0%	100.0%	38.9%	79.6%	0.0%
New Hires	2	2	0	0	0	1	0	0	0	0	5	1	3	0
% Represented	40.0%	40.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	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														
Employees	71	28	8	8	0	1	4	5	0	0	125	26	42	2
% Represented	56.8%	22.4%	6.4%	6.4%	0.0%	0.8%	3.2%	4.0%	0.0%	0.0%	100.0%	20.8%	33.6%	1.6%
New Hires	4	6	0	0	0	0	0	1	0	0	11	1	7	0
% Represented	36.4%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	100.0%	9.1%	63.6%	0.0%
Promotions	2	0	0	0	0	0	1	0	0	0	3	1	0	0
% Represented	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	33.3%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS														
Employees	20	0	1	0	0	0	0	1	0	0	22	2	1	0
% Represented	90.9%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	100.0%	9.1%	4.5%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT														
Employees	7	28	1	28	0	1	0	1	0	0	66	31	58	0
% Represented	10.6%	42.4%	1.5%	42.4%	0.0%	1.5%	0.0%	1.5%	0.0%	0.0%	100.0%	47.0%	87.9%	0.0%
New Hires	0	1	0	1	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROTECTIVE SERVICES														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC General Administration

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	3	1	1	0	0	0	0	0	0	0	5	1	1	1
% Represented	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	20.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	5	1	2	0	0	0	0	0	0	0	8	2	1	1
% Represented	62.5%	12.5%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	12.5%	12.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	116	81	14	52	0	3	4	10	0	0	280	83	146	4
% Represented	41.4%	28.9%	5.0%	18.6%	0.0%	1.1%	1.4%	3.6%	0.0%	0.0%	100.0%	29.6%	52.1%	1.4%
New Hires	6	9	0	1	0	1	0	1	0	0	18	3	12	
% Represented	33.3%	50.0%	0.0%	5.6%	0.0%	5.6%	0.0%	5.6%	0.0%	0.0%	100.0%	16.7%	66.7%	
Promotions	2	0	0	1	0	0	1	0	0	0	4	2	1	
% Represented	50.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

UNC General Admin.

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	12	10	2	4	0	0	1	2	0	0	31	9	16	1
% Represented	38.7%	32.3%	6.5%	12.9%	0.0%	0.0%	3.2%	6.5%	0.0%	0.0%	100.0%	29.0%	51.6%	3.2%
BANDED JOURNEY LEVEL														
Employees	49	37	6	34	0	1	1	3	0	0	131	45	75	2
% Represented	37.4%	28.2%	4.6%	26.0%	0.0%	0.8%	0.8%	2.3%	0.0%	0.0%	100.0%	34.4%	57.3%	1.5%
BANDED ADVANCED LEVEL														
Employees	51	31	6	11	0	1	2	4	0	0	106	24	47	1
% Represented	48.1%	29.2%	5.7%	10.4%	0.0%	0.9%	1.9%	3.8%	0.0%	0.0%	100.0%	22.6%	44.3%	0.9%
NO COMPETENCY LEVEL ASSIGNED														
Employees	4	3	0	2	0	1	0	1	0	0	11	4	7	0
% Represented	36.4%	27.3%	0.0%	18.2%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	100.0%	36.4%	63.6%	0.0%
Total	116	81	14	51	0	3	4	10	0	0	279	82	145	4

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC General Admin.
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

University of North Carolina – Greensboro

Chartered in 1891, UNC-G opened its doors as the State Normal and Industrial School in 1892. From its inception through 1963, the institution concentrated on the education of young women. In 1963, the institution was renamed UNC-G and became coeducational. With the change came an expanded educational mission, particularly at the graduate level. Today, UNC-G offers undergraduate degrees in 100 areas; master's degree's in 68 concentrations, and doctoral degrees in 13 areas of study. The university's faculty are engaged in a wide variety of research projects designed to improve the lives of North Carolina citizens and to advance knowledge.

2011 EEO Accomplishments:

In 2011, UNC Greensboro established employment objectives in another format.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Males	Other Females
Management Related						
Professional			5			
Technical						
Administrative Support						
Protected Services						
Services						
Skilled Craft						
TOTAL			5			

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

UNC Greensboro

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	1	1	0	1	0	0	0	0	0	0	3	1	2	0
% Represented	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	21	88	3	12	0	0	0	3	0	0	127	18	103	0
% Represented	16.5%	69.3%	2.4%	9.4%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	100.0%	14.2%	81.1%	0.0%
New Hires	1	1	0	0	0	0	0	0	0	0	2	0	1	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
Promotions	0	8	0	0	0	0	0	0	0	0	8	0	8	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROFESSIONALS														
Employees	154	133	14	28	1	2	5	1	1	3	342	55	167	1
% Represented	45.0%	38.9%	4.1%	8.2%	0.3%	0.6%	1.5%	0.3%	0.3%	0.9%	100.0%	16.1%	48.8%	0.3%
New Hires	11	7	0	1	0	0	0	0	0	0	19	1	8	
% Represented	57.9%	36.8%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.3%	42.1%	
Promotions	3	4	0	0	0	0	1	1	0	0	9	2	5	
% Represented	33.3%	44.4%	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	0.0%	0.0%	100.0%	22.2%	55.6%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	10	5	1	2	0	0	0	0	0	0	18	3	7	0
% Represented	55.6%	27.8%	5.6%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	38.9%	0.0%
New Hires	2	1	0	0	0	0	0	0	0	0	3	0	1	
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	22	211	7	61	0	9	1	4	0	0	315	82	285	1
% Represented	7.0%	67.0%	2.2%	19.4%	0.0%	2.9%	0.3%	1.3%	0.0%	0.0%	100.0%	26.0%	90.5%	0.3%
New Hires	1	11	0	6	0	1	0	1	0	0	20	8	19	
% Represented	5.0%	55.0%	0.0%	30.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	100.0%	40.0%	95.0%	
Promotions	1	9	0	3	0	0	0	0	0	0	13	3	12	
% Represented	7.7%	69.2%	0.0%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.1%	92.3%	
PROTECTIVE SERVICES														
Employees	25	3	6	4	1	1	0	0	0	0	40	12	8	0
% Represented	62.5%	7.5%	15.0%	10.0%	2.5%	2.5%	0.0%	0.0%	0.0%	0.0%	100.0%	30.0%	20.0%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Greensboro

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	26	9	65	58	5	3	6	0	1	0	173	138	70	1
% Represented	15.0%	5.2%	37.6%	33.5%	2.9%	1.7%	3.5%	0.0%	0.6%	0.0%	100.0%	79.8%	40.5%	0.6%
New Hires	2	1	4	2	0	0	2	0	0	0	11	8	3	
% Represented	18.2%	9.1%	36.4%	18.2%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	100.0%	72.7%	27.3%	
Promotions	1	0	1	0	0	0	1	0	0	0	3	2	0	
% Represented	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	66.7%	0.0%	
SKILLED CRAFT														
Employees	77	7	11	0	3	0	1	0	0	0	99	15	7	2
% Represented	77.8%	7.1%	11.1%	0.0%	3.0%	0.0%	1.0%	0.0%	0.0%	0.0%	100.0%	15.2%	7.1%	2.0%
New Hires	6	1	1	0	0	0	0	0	0	0	8	1	1	
% Represented	75.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	12.5%	
Promotions	3	0	0	0	0	0	0	0	0	0	3	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	2	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	338	457	107	166	10	15	13	8	2	3	1119	324	649	5
% Represented	30.2%	40.8%	9.6%	14.8%	0.9%	1.3%	1.2%	0.7%	0.2%	0.3%	100.0%	29.0%	58.0%	0.4%
New Hires	24	22	5	9	0	1	2	1	0	0	64	18	33	
% Represented	37.5%	34.4%	7.8%	14.1%	0.0%	1.6%	3.1%	1.6%	0.0%	0.0%	100.0%	28.1%	51.6%	
Promotions	8	21	1	4	0	0	2	1	0	0	37	8	26	
% Represented	21.6%	56.8%	2.7%	10.8%	0.0%	0.0%	5.4%	2.7%	0.0%	0.0%	100.0%	21.6%	70.3%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

UNC Greensboro

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	60	80	49	70	3	5	6	2	1	0	276	136	157	2
% Represented	21.7%	29.0%	17.8%	25.4%	1.1%	1.8%	2.2%	0.7%	0.4%	0.0%	100.0%	49.3%	56.9%	0.7%
BANDED JOURNEY LEVEL														
Employees	191	243	41	65	3	8	4	4	1	2	562	128	322	1
% Represented	34.0%	43.2%	7.3%	11.6%	0.5%	1.4%	0.7%	0.7%	0.2%	0.4%	100.0%	22.8%	57.3%	0.2%
BANDED ADVANCED LEVEL														
Employees	87	133	16	31	4	2	3	2	0	1	279	59	169	2
% Represented	31.2%	47.7%	5.7%	11.1%	1.4%	0.7%	1.1%	0.7%	0.0%	0.4%	100.0%	21.1%	60.6%	0.7%
NO COMPETENCY LEVEL ASSIGNED														
Employees	0	1	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Total	338	457	107	166	10	15	13	8	2	3	1119	324	649	5

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Greensboro
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

University of North Carolina – Pembroke

Pembroke State University was established in 1887 as the State Normal School for Indians and was the first state supported school of any type for Robeson Indians. In the early 1930's, college classes were started and by 1938 three full years of college were available. A fourth year of college was added in 1939 with the first college degrees being conferred in June 1940. The name of the University was changed from Pembroke State University to the University of North Carolina at Pembroke in 1996.

EEO Analysis:

2011 EEO Accomplishments:

In 2011 UNC Pembroke established employment objectives in Technical, Protected Services and Skilled Craft occupational categories. In the occupational categories of Technical, Protected Services and Skilled the employment objectives were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization. Did not establish goals.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females
Management Related						
Professional						
Technical						
Administrative Support Service						
Protected Services						
Skilled Craft						
TOTAL						

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

UNC Pembroke

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	2	9	0	2	0	0	0	1	2	13	29	18	25	0
% Represented	6.9%	31.0%	0.0%	6.9%	0.0%	0.0%	0.0%	3.4%	6.9%	44.8%	100.0%	62.1%	86.2%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	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														
Employees	18	13	5	6	1	1	0	0	16	37	97	66	57	0
% Represented	18.6%	13.4%	5.2%	6.2%	1.0%	1.0%	0.0%	0.0%	16.5%	38.1%	100.0%	68.0%	58.8%	0.0%
New Hires	2	3	1	1	0	0	0	0	4	5	16	11	9	
% Represented	12.5%	18.8%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	25.0%	31.3%	100.0%	68.8%	56.3%	
Promotions	0	0	0	1	0	0	0	0	0	1	2	2	2	
% Represented	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	100.0%	100.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	1	0	0	0	0	0	0	0	3	5	3	4	0
% Represented	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	100.0%	60.0%	80.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	4	28	0	18	0	2	0	1	8	70	131	99	119	2
% Represented	3.1%	21.4%	0.0%	13.7%	0.0%	1.5%	0.0%	0.8%	6.1%	53.4%	100.0%	75.6%	90.8%	1.5%
New Hires	0	2	0	1	0	0	0	0	2	3	8	6	6	
% Represented	0.0%	25.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	25.0%	37.5%	100.0%	75.0%	75.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	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 SERVICES														
Employees	2	0	1	0	0	1	0	0	10	2	16	14	3	0
% Represented	12.5%	0.0%	6.3%	0.0%	0.0%	6.3%	0.0%	0.0%	62.5%	12.5%	100.0%	87.5%	18.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Pembroke

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	1	2	4	1	0	0	0	0	22	36	66	63	39	0
% Represented	1.5%	3.0%	6.1%	1.5%	0.0%	0.0%	0.0%	0.0%	33.3%	54.5%	100.0%	95.5%	59.1%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	1	1	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	2	1	0	1	0	0	0	0	27	2	33	30	4	0
% Represented	6.1%	3.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	81.8%	6.1%	100.0%	90.9%	12.1%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	30	54	10	28	1	4	0	2	85	163	377	293	251	2
% Represented	8.0%	14.3%	2.7%	7.4%	0.3%	1.1%	0.0%	0.5%	22.5%	43.2%	100.0%	77.7%	66.6%	0.5%
New Hires	2	6	1	2	0	0	0	0	6	9	26	18	17	
% Represented	7.7%	23.1%	3.8%	7.7%	0.0%	0.0%	0.0%	0.0%	23.1%	34.6%	100.0%	69.2%	65.4%	
Promotions	0	0	0	1	0	0	0	0	0	1	2	2	2	
% Represented	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	100.0%	100.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

UNC Pembroke

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	6	12	4	7	0	1	0	0	25	43	98	80	63	1
% Represented	6.1%	12.2%	4.1%	7.1%	0.0%	1.0%	0.0%	0.0%	25.5%	43.9%	100.0%	81.6%	64.3%	1.0%
BANDED JOURNEY LEVEL														
Employees	20	30	6	15	1	3	0	2	54	98	229	179	148	1
% Represented	8.7%	13.1%	2.6%	6.6%	0.4%	1.3%	0.0%	0.9%	23.6%	42.8%	100.0%	78.2%	64.6%	0.4%
BANDED ADVANCED LEVEL														
Employees	4	11	0	5	0	0	0	0	6	22	48	33	38	0
% Represented	8.3%	22.9%	0.0%	10.4%	0.0%	0.0%	0.0%	0.0%	12.5%	45.8%	100.0%	68.8%	79.2%	0.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	0	1	0	1	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Total	30	54	10	28	1	4	0	2	85	163	377	293	251	2

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Pembroke
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

University of North Carolina – Wilmington

The University of North Carolina at Wilmington was founded in 1947 as Wilmington College. In 1961, the University moved to its present location and occupied only three buildings. It became the University of North Carolina at Wilmington in 1969. Today, the University has expanded both its campus and curriculum. Occupying over 650 acres in Wilmington, the University is situated only 10 minutes from the coast of North Carolina. Its degree programs offer curriculum in undergraduate education, a marine science program that ranks seventh in the nation, a School of Nursing, a School of Education, and a School of Business Administration.

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION

Staffing Report

UNC Wilmington

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	2	1	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	21	97	5	12	0	0	0	0	0	0	135	17	109	0
% Represented	15.6%	71.9%	3.7%	8.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.6%	80.7%	0.0%
New Hires	4	8	0	0	0	0	0	0	0	0	12	0	8	
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	
Promotions	0	9	0	0	0	0	0	0	0	0	9	0	9	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROFESSIONALS														
Employees	128	107	10	15	3	1	3	2	0	3	272	37	128	2
% Represented	47.1%	39.3%	3.7%	5.5%	1.1%	0.4%	1.1%	0.7%	0.0%	1.1%	100.0%	13.6%	47.1%	0.7%
New Hires	11	10	2	1	0	0	0	0	0	0	24	3	11	
% Represented	45.8%	41.7%	8.3%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	45.8%	
Promotions	2	3	0	0	0	0	0	0	1	0	6	1	3	
% Represented	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	100.0%	16.7%	50.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	12	2	0	0	0	0	0	0	0	0	14	0	2	0
% Represented	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	14.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	15	202	3	36	1	5	1	1	1	2	267	50	246	1
% Represented	5.6%	75.7%	1.1%	13.5%	0.4%	1.9%	0.4%	0.4%	0.4%	0.7%	100.0%	18.7%	92.1%	0.4%
New Hires	1	10	0	0	0	0	0	0	0	0	11	0	10	
% Represented	9.1%	90.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	90.9%	
Promotions	0	1	0	0	0	2	0	0	0	0	3	2	3	
% Represented	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	100.0%	
PROTECTIVE SERVICES														
Employees	24	6	2	1	0	0	0	0	0	1	34	4	8	0
% Represented	70.6%	17.6%	5.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	100.0%	11.8%	23.5%	0.0%
New Hires	3	1	0	0	0	0	0	0	0	0	4	0	1	
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Wilmington

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	29	12	39	38	0	0	1	0	0	0	119	78	50	1
% Represented	24.4%	10.1%	32.8%	31.9%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	100.0%	65.5%	42.0%	0.8%
New Hires	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
SKILLED CRAFT														
Employees	66	11	6	2	0	0	0	0	0	0	85	8	13	1
% Represented	77.6%	12.9%	7.1%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.4%	15.3%	1.2%
New Hires	3	1	0	1	0	0	0	0	0	0	5	1	2	
% Represented	60.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	40.0%	
Promotions	1	1	0	0	0	0	0	0	0	0	2	0	1	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
Not assigned														
Employees	0	2	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	297	440	65	104	4	6	5	3	1	6	931	194	559	5
% Represented	31.9%	47.3%	7.0%	11.2%	0.4%	0.6%	0.5%	0.3%	0.1%	0.6%	100.0%	20.8%	60.0%	0.5%
New Hires	22	31	2	3	0	0	0	0	0	0	58	5	34	
% Represented	37.9%	53.4%	3.4%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.6%	58.6%	
Promotions	4	14	0	1	0	2	0	0	1	0	22	4	17	
% Represented	18.2%	63.6%	0.0%	4.5%	0.0%	9.1%	0.0%	0.0%	4.5%	0.0%	100.0%	18.2%	77.3%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

UNC Wilmington

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	63	98	28	52	0	0	1	0	0	2	244	83	152	3
% Represented	25.8%	40.2%	11.5%	21.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	100.0%	34.0%	62.3%	1.2%
BANDED JOURNEY LEVEL														
Employees	178	259	35	44	4	6	4	2	1	3	536	99	314	0
% Represented	33.2%	48.3%	6.5%	8.2%	0.7%	1.1%	0.7%	0.4%	0.2%	0.6%	100.0%	18.5%	58.6%	0.0%
BANDED ADVANCED LEVEL														
Employees	56	82	2	7	0	0	0	1	0	1	149	11	91	2
% Represented	37.6%	55.0%	1.3%	4.7%	0.0%	0.0%	0.0%	0.7%	0.0%	0.7%	100.0%	7.4%	61.1%	1.3%
NO COMPETENCY LEVEL ASSIGNED														
Employees	0	1	0	1	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Total	297	440	65	104	4	6	5	3	1	6	931	194	559	5

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Wilmington
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

Western Carolina University

Western Carolina University was founded in August 1889 as a semi-public school. Chartered as Cullowhee High School in 1891 and institution received its first State appropriation, \$1,500, in 1893. By 1912, the status of the school had risen to a two-year junior college. In 1929, under a new charter authorizing the school to extend its work to the four-year level, the name Western Carolina Teachers College was adopted. In 1967, the institution was designated a regional university by the North Carolina General Assembly and the name became Western Carolina University. Today, the university offers a School of Nursing and Health Sciences, School of Technology and Applied Science, and numerous other curriculums.

In 2011, The University of North Carolina at Asheville established employment objectives in a different format.

In 2012, The University of North Carolina at Asheville established employment objectives in a different format.

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

THIS PAGE WAS LEFT BLANK FOR FUTURE EXPANSION

Staffing Report

Western Carolina

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	27	43	1	1	0	2	0	0	0	0	74	4	46	0
% Represented	36.5%	58.1%	1.4%	1.4%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	100.0%	5.4%	62.2%	0.0%
New Hires	1	2	0	0	0	0	0	0	0	0	3	0	2	
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	
Promotions	0	3	0	0	0	0	0	0	0	0	3	0	3	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROFESSIONALS														
Employees	74	70	0	2	0	0	1	2	0	0	149	5	74	4
% Represented	49.7%	47.0%	0.0%	1.3%	0.0%	0.0%	0.7%	1.3%	0.0%	0.0%	100.0%	3.4%	49.7%	2.7%
New Hires	7	5	0	1	0	0	0	0	0	0	13	1	6	
% Represented	53.8%	38.5%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.7%	46.2%	
Promotions	5	3	0	0	0	0	0	0	0	0	8	0	3	
% Represented	62.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	37.5%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	7	1	0	0	0	0	0	0	0	0	8	0	1	0
% Represented	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	12.5%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT														
Employees	9	151	1	2	0	1	0	0	0	0	164	4	154	1
% Represented	5.5%	92.1%	0.6%	1.2%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	100.0%	2.4%	93.9%	0.6%
New Hires	2	8	0	1	0	0	0	0	0	0	11	1	9	
% Represented	18.2%	72.7%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.1%	81.8%	
Promotions	0	2	0	0	0	0	0	0	0	0	2	0	2	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROTECTIVE SERVICES														
Employees	16	1	0	0	1	0	0	0	1	0	19	2	1	0
% Represented	84.2%	5.3%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	5.3%	0.0%	100.0%	10.5%	5.3%	0.0%
New Hires	3	0	0	0	1	0	0	0	1	0	5	2	0	
% Represented	60.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	0.0%	100.0%	40.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Western Carolina

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	62	55	1	1	0	0	0	0	0	0	119	2	56	3
% Represented	52.1%	46.2%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	1.7%	47.1%	2.5%
New Hires	10	4	0	1	0	0	0	0	0	0	15	1	5	
% Represented	66.7%	26.7%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.7%	33.3%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	69	3	0	0	0	0	0	0	1	0	73	1	3	1
% Represented	94.5%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	100.0%	1.4%	4.1%	1.4%
New Hires	3	0	0	0	0	0	0	0	0	0	3	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	264	325	3	6	1	3	1	2	2	0	607	18	336	9
% Represented	43.5%	53.5%	0.5%	1.0%	0.2%	0.5%	0.2%	0.3%	0.3%	0.0%	100.0%	3.0%	55.4%	1.5%
New Hires	26	19	0	3	1	0	0	0	1	0	50	5	22	
% Represented	52.0%	38.0%	0.0%	6.0%	2.0%	0.0%	0.0%	0.0%	2.0%	0.0%	100.0%	10.0%	44.0%	
Promotions	6	9	0	0	0	0	0	0	0	0	15	0	9	
% Represented	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	60.0%	

WM+ White Male

WF+ White Female

BM Black Male

BF Black Female

HM Hispanic Male

HF Hispanic Female

ASM+ Asian Male

ASF+ Asian Female

AIM American Indian Male

AIF American Indian Female

Compensation Report

Western Carolina

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	72	91	2	2	1	2	0	1	0	0	171	8	96	2
% Represented	42.1%	53.2%	1.2%	1.2%	0.6%	1.2%	0.0%	0.6%	0.0%	0.0%	100.0%	4.7%	56.1%	1.2%
BANDED JOURNEY LEVEL														
Employees	130	172	0	3	0	1	0	1	1	0	308	6	177	6
% Represented	42.2%	55.8%	0.0%	1.0%	0.0%	0.3%	0.0%	0.3%	0.3%	0.0%	100.0%	1.9%	57.5%	1.9%
BANDED ADVANCED LEVEL														
Employees	60	57	1	1	0	0	1	0	1	0	121	4	58	1
% Represented	49.6%	47.1%	0.8%	0.8%	0.0%	0.0%	0.8%	0.0%	0.8%	0.0%	100.0%	3.3%	47.9%	0.8%
NO COMPETENCY LEVEL ASSIGNED														
Employees	1	1	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Total	262	320	3	6	1	3	1	2	2	0	600	18	331	9

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
Western Carolina
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.

Winston-Salem State University

Winston-Salem State University was founded as the Slater Industrial Academy in 1892. In 1925, the General Assembly changed the school's name to Winston-Salem Teachers College. Winston-Salem Teachers College became the first black institution in the nation to grant degrees for teaching the elementary grades. The name of the institution was changed to Winston-Salem State College in 1963 by the General Assembly. In 1969, the legislature approved expanding the school's curriculum and changed the name to the Winston-Salem State University.

EEO Analysis:

2011 EEO Accomplishments:

In 2011 Winston-Salem State University established employment objectives in six occupational categories: Professional, Technical, Administrative Support, Service, Law Enforcement and Skilled Craft. Employment objectives established in the Professional, Administrative Support and Skilled Craft category were met. Employment objectives established in the Technical, Service and Protected Service occupational categories were not met.

2012 Employment Objectives:

Employment objectives provide a blueprint for addressing areas of employee underutilization.

SOC Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Disability
Management	1	1					
Professional		1					1
Technical					1		
Administrative Support	1	2					
Protective Service					1		
Service	1				1		
Skilled Craft		1					
TOTAL	3	5			3	1	

Data Overview:

This section of the report presents information on representation, new hires, and compensation by race and gender group. This analysis includes only SPA employees with permanent, full-time positions. All data is as of December 31, 2011.

Representation: This data presents the number of employees by occupational category during a three-year time frame. Data is on the following pages.

New Hires: A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement. This data is presented by occupational category during a three-year time frame. Data is on the following pages.

Compensation: This section of the report graphically presents the percentage of employees located at the 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, and 85+ salary grades. It also reflects the percentage of no grade and flat rate employees. A graph is on the following pages.

Staffing Report

Winston-Salem State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	5	4	15	66	0	0	0	0	0	0	90	81	70	0
% Represented	5.6%	4.4%	16.7%	73.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.0%	77.8%	0.0%
New Hires	2	2	2	3	0	0	0	0	0	0	9	5	5	
% Represented	22.2%	22.2%	22.2%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	55.6%	55.6%	
Promotions	0	0	0	2	0	0	0	0	0	0	2	2	2	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROFESSIONALS														
Employees	16	11	29	40	0	0	1	1	0	0	98	71	52	0
% Represented	16.3%	11.2%	29.6%	40.8%	0.0%	0.0%	1.0%	1.0%	0.0%	0.0%	100.0%	72.4%	53.1%	0.0%
New Hires	1	1	4	4	0	0	1	1	0	0	12	10	6	
% Represented	8.3%	8.3%	33.3%	33.3%	0.0%	0.0%	8.3%	8.3%	0.0%	0.0%	100.0%	83.3%	50.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	0	10	11	90	0	2	0	2	0	0	115	105	104	0
% Represented	0.0%	8.7%	9.6%	78.3%	0.0%	1.7%	0.0%	1.7%	0.0%	0.0%	100.0%	91.3%	90.4%	0.0%
New Hires	0	3	0	9	0	0	0	0	0	0	12	9	12	
% Represented	0.0%	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	100.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROTECTIVE SERVICES														
Employees	2	1	14	4	0	0	0	0	0	0	21	18	5	0
% Represented	9.5%	4.8%	66.7%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	85.7%	23.8%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Winston-Salem State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	3	1	34	24	2	0	1	0	0	0	65	61	25	1
% Represented	4.6%	1.5%	52.3%	36.9%	3.1%	0.0%	1.5%	0.0%	0.0%	0.0%	100.0%	93.8%	38.5%	1.5%
New Hires	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	12	0	24	2	2	0	0	1	0	0	41	29	3	0
% Represented	29.3%	0.0%	58.5%	4.9%	4.9%	0.0%	0.0%	2.4%	0.0%	0.0%	100.0%	70.7%	7.3%	0.0%
New Hires	4	0	1	0	0	0	0	0	0	0	5	1	0	
% Represented	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	39	27	127	227	4	2	2	4	0	0	432	366	260	1
% Represented	9.0%	6.3%	29.4%	52.5%	0.9%	0.5%	0.5%	0.9%	0.0%	0.0%	100.0%	84.7%	60.2%	0.2%
New Hires	8	6	7	17	0	0	1	1	0	0	40	26	24	
% Represented	20.0%	15.0%	17.5%	42.5%	0.0%	0.0%	2.5%	2.5%	0.0%	0.0%	100.0%	65.0%	60.0%	
Promotions	0	0	0	3	0	0	0	0	0	0	3	3	3	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report

Winston-Salem State

As of December 31, 2011

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL														
Employees	10	11	59	99	1	0	1	4	0	0	185	164	114	0
% Represented	5.4%	5.9%	31.9%	53.5%	0.5%	0.0%	0.5%	2.2%	0.0%	0.0%	100.0%	88.6%	61.6%	0.0%
BANDED JOURNEY LEVEL														
Employees	24	10	60	99	3	2	1	0	0	0	199	165	111	1
% Represented	12.1%	5.0%	30.2%	49.7%	1.5%	1.0%	0.5%	0.0%	0.0%	0.0%	100.0%	82.9%	55.8%	0.5%
BANDED ADVANCED LEVEL														
Employees	5	6	8	29	0	0	0	0	0	0	48	37	35	0
% Represented	10.4%	12.5%	16.7%	60.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	77.1%	72.9%	0.0%
NO COMPETENCY LEVEL ASSIGNED														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	39	27	127	227	4	2	2	4	0	0	432	366	260	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Compensation Report
Winston-Salem State
As of December 31, 2011

THIS PAGE LEFT INTENTIONALLY BLANK.