



STATE OF NORTH CAROLINA
OFFICE OF STATE PERSONNEL
1331 MAIL SERVICE CENTER • RALEIGH, NC 27699-1331

PAT MCCRORY
GOVERNOR

C. NEAL ALEXANDER, JR.
STATE PERSONNEL DIRECTOR

April 26, 2013

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. §126-6.2, the State Personnel Commission is submitting a report to the Joint Legislative Committee on Governmental Operations detailing the following areas: (1) workforce representation, (2) compensation analysis, (3) disciplinary activity, (4) grievance analysis, (5) equivalency activity. This report was reviewed and adopted by the State Personnel Commission on April 18, 2013.

The complete report is attached. This report offers a comprehensive overview of the personnel activities occurring during calendar year 2012. If you have any comments or questions concerning this report, please contact Mr. C. Neal Alexander, Jr., State Personnel Director, 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: C. Neal Alexander, Jr., State Personnel Director
Nellie Riley, EEO, Diversity and Inclusion Division Director

ATTACHMENT

AN EQUAL OPPORTUNITY EMPLOYER
LOCATION: 116 WEST JONES STREET • RALEIGH, NC • TELEPHONE: (919) 807-4800
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STATE PERSONNEL DIRECTOR

April 26, 2013

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. §126-6.2, the State Personnel Commission is submitting a report to the Joint Legislative Committee on Governmental Operations detailing the following areas: (1) workforce representation, (2) compensation analysis, (3) disciplinary activity, (4) grievance analysis, and (5) equivalency activity. This report was reviewed and adopted by the State Personnel Commission on April 18, 2013.

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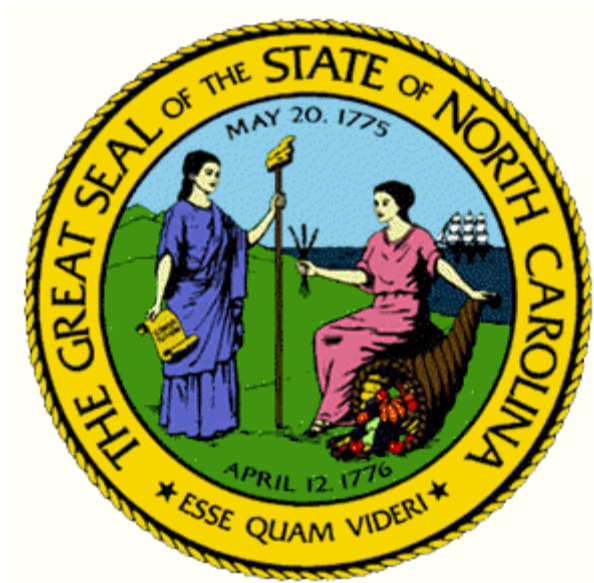
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Personnel Action Report

2012

North Carolina State Government



**Includes staffing, compensation, discipline, grievance
and equivalency actions.**

As Required by Senate Bill 886

**Submitted To:
Joint Legislative Commission on Governmental Operations**

**Submitted By:
State Personnel Commission, May 2013**

PERSONNEL ACTION REPORT 2012

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Personnel Function Report

Executive Summary

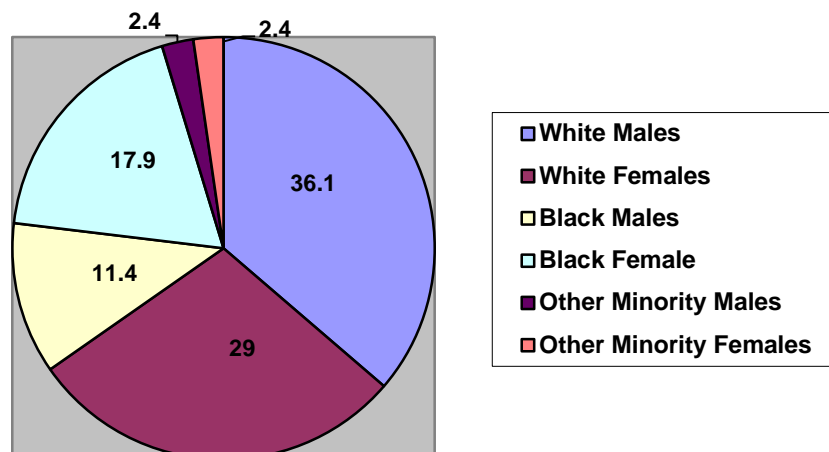
In compliance with N.C. General Statute 126-6.2, the State Personnel Commission is required to report on certain personnel functions to the Joint Legislative Commission on Governmental Operations.

1. Workforce Representation:

The State of North Carolina reported 87,965 full-time, permanent SPA employees as of December 31, 2012. This represents an increase of 230 (0.3%) employees from 2011, and a decrease of 2,985 (-3.3%) employees since 2010. For statistical purposes, employees reporting “ethnicity unknown” have been included in the overall total in 2012.

<u>Workforce</u>	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Eth. Unk.	TOTAL	Disability
Agency	25,416 38.4%	17,218 26.0%	8,118 12.3%	12,462 18.8%	1,550 2.3%	1,148 1.7%	218 0.3%	66,130	1,144
University	6,368 29.2%	8,260 37.8%	1,888 8.6%	3,316 15.2%	610 2.8%	941 4.3%	452 2.1%	21,835	93
TOTAL	31,784 36.1%	25,478 29.0%	10,006 11.4%	15,778 17.9%	2,160 2.4%	2,089 2.4%	670 0.8%	87,965	1,237
<i>Previous Total - 2011</i>	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	

Total State Representation by Demographic Group (2012)

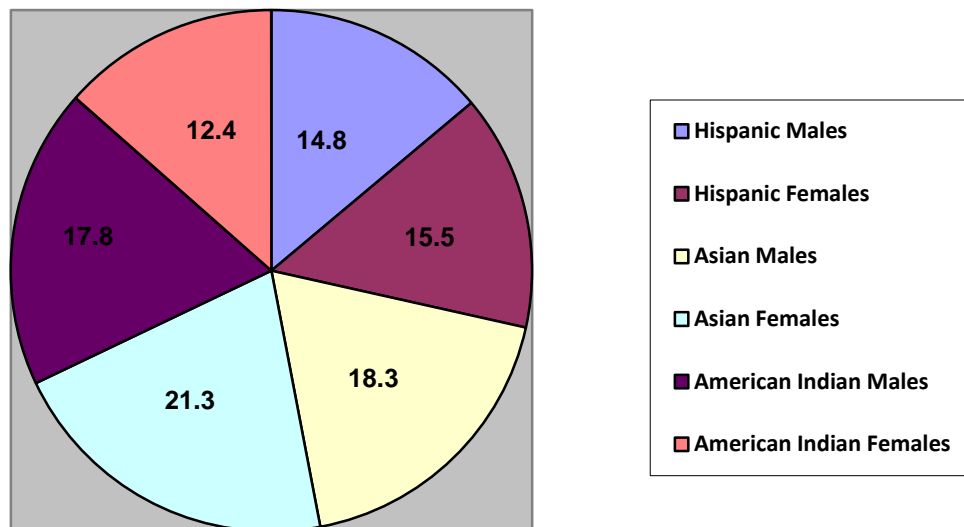


North Carolina State Government cabinet and council of state agencies employed 66,130 employees as of December 31, 2012. This accounted for 75% of the total 87,965 employees. North Carolina State Government universities employed 21,835 employees as of December 31, 2012. This accounted for 25% of the total 87,965 employees.

The employees labeled as ‘other minority males’ and ‘other minority females’ include Hispanic, American Indian and Asian employees. Overall, these employees represented 4.8% of the entire workforce or 4,249 employees (an increase of 167 since 2011). Within the agency workforce, American Indian employees represented the largest ‘other minority group’, although only 0.1% larger than Asian employees. Within the university workforce, Asian employees represented the largest ‘other minority group’. Specifically, these groups represented the following:

<u>Other Minority Workforce</u>	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	431 16.0%	358 13.3%	487 18.1%	465 17.2%	632 23.4%	325 12.0%	2,698
University	196 12.6%	300 19.3%	289 18.6%	441 28.4%	125 8.1%	200 12.9%	1,551
TOTAL	627 14.8%	658 15.5%	776 18.3%	906 21.3%	757 17.8%	525 12.4%	4,249

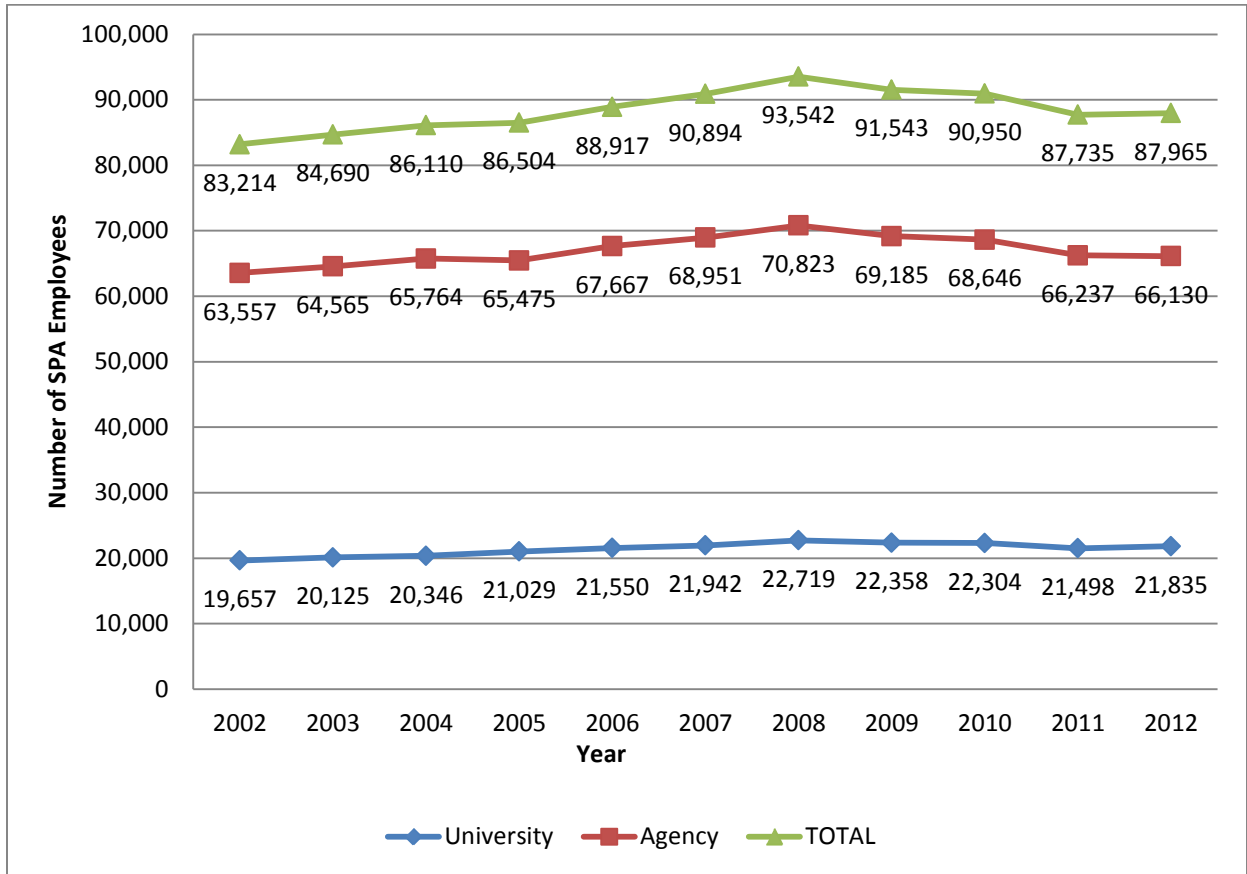
Total Representation of Other Minority Groups in Detail (2012)



The following chart details the change in total workforce representation since 2002. Beginning in 2002 through 2008, the trend line for state employment indicates a basic pattern of increasing numbers of SPA employees in both the agency and university workforces. With the exception of the agency workforce in 2005, all points on the line indicate an increase in employees through 2008. In 2009 through 2011, the State of North Carolina experienced an economic crisis that resulted in a hiring freeze as well as a reduction-in-force throughout state government. As a result, both the agency and university workforce totals decreased. The impact of the reduction in the number of agency and university employees was a corresponding reduction in the total number of employees. In 2012, the employment figures remained fairly static to the totals in 2011, with a small decrease (-107) in agency employment totals and a slight increase (+337) in university employment totals.

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Workforce Representation (2002 - 2012)



2. 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 or, at the agency's option, is not offered reinstatement. The State of North Carolina hired 7,550 new full-time, permanent SPA employees during calendar year 2012, an increase of 2,593 (52.3%) employees from 2011.

<u>New Hires</u>	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Ethnicity Unknown	TOTAL
Agency	1,485 31.2%	1,107 23.3%	662 13.9%	1,116 23.5%	141 2.9%	129 2.7%	118 2.5%	4,758
University	702 25.1%	1,009 36.1%	200 7.2%	365 13.1%	81 2.9%	123 4.4%	312 11.2%	2,792
TOTAL	2,187 29.0%	2,116 28.0%	862 11.4%	1,481 19.6%	222 2.9%	252 3.3%	430 5.7%	7,550
<i>Previous Total - 2011</i>	1,574 31.8%	1,324 26.7%	708 14.3%	1,043 21.0%	162 3.3%	146 2.9%	N/A	4,957

Other minority males and females include Hispanic, American Indian and Asian employees. Specifically, these groups represent the following:

<u>Other Minority New Hires</u>	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	56 20.7%	50 18.5%	35 13.0%	47 17.4%	50 18.5%	32 11.9%	270
University	26 12.7%	42 20.6%	46 22.5%	68 33.3%	9 4.4%	13 6.4%	204
TOTAL	82 17.3%	92 19.4%	81 17.1%	115 24.3%	59 12.4%	45 9.5%	474

Number of New Hires in State Government – 2004 to Present:

Year	Number of New Hires	Number of Employees	Percent
2004	11,144	86,110	12.9%
2005	10,199	86,504	11.8%
2006	11,207	88,917	12.6%
2007	9,949	90,894	10.9%
2008	7,133	93,542	7.6%
2009	3,708	91,543	4.1%
2010	6,958	90,950	7.7%
2011	4,957	87,735	5.6%
2012	7,550	87,965	8.6%

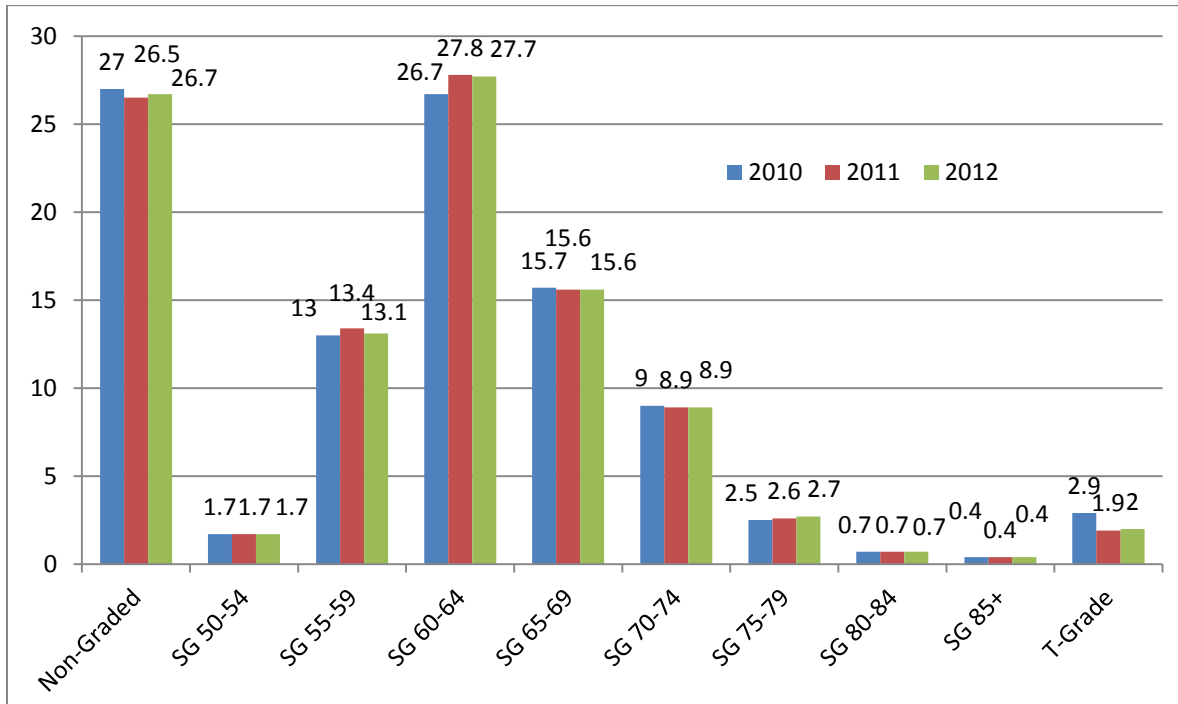
3. Compensation Levels:

This section of the report analyzes salary distributions in 10 categories ranging from salary grades 50-54 through 85 and higher, non-graded and t-graded classifications.

AGENCY:

Overall, employees in salary grade range 60-64 consisted of the highest level of representation, comprising 27.7% of the workforce. Employees in non-graded (mostly Career-Banded) classifications consisted of the second highest percentage of employees representing 26.7% of the agency workforce.

Total Agency Workforce by Salary Grade Range (2010, 2011, 2012)



NOTE:

1. T-grades are assigned specific salary grades, with corresponding minimum and maximum ranges.

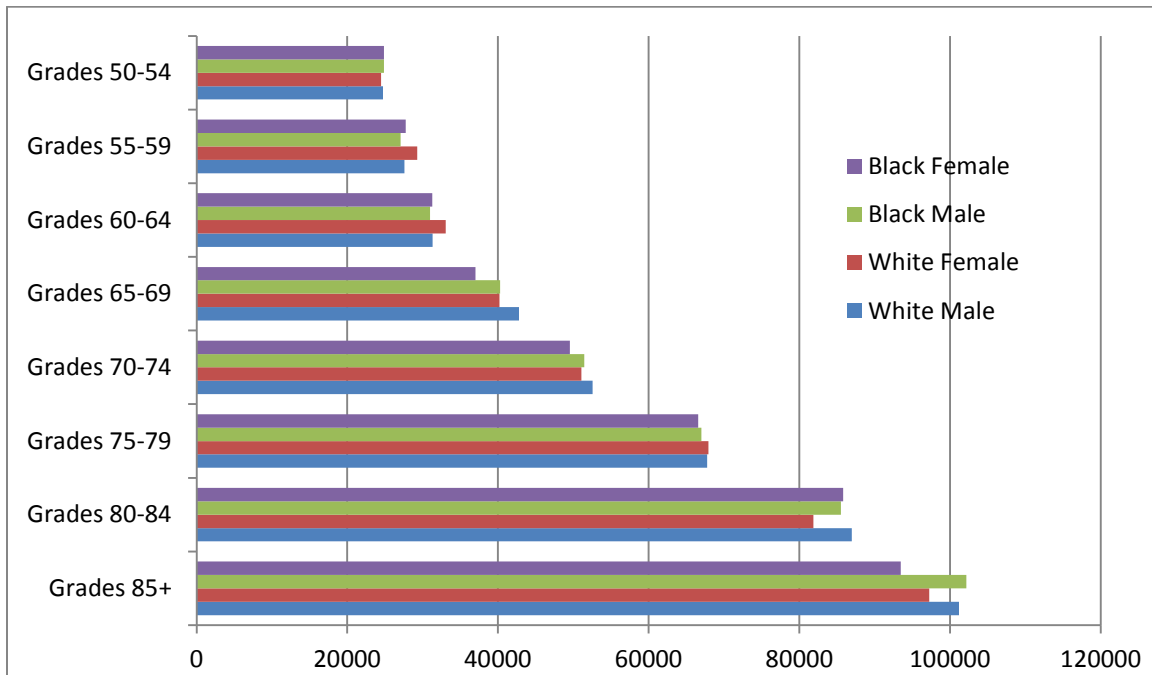
Demographic Analysis: Employees were concentrated in different salary grades with black males and black females representing a significant percentage of employees at the lower salary grades.

Percentage of Representation by Salary Grade (Agency)

	Highest Percentage of Representation	2 nd Highest Percentage of Representation	3 rd Highest Percentage of Representation
White Male	Banded (53.6%)	Grades 85+ (48.76%)	Grades 80-84 (48.75%)
White Female	Grades 75-79 (38.6%)	Grades 70-74 (38.48%)	Grades 55-59 (38.1%)
Black Male	Grades 50-54 (21.5%)	Grades 60-64 (18.9%)	Grades 55-59 (11.2%)
Black Female	Grades 55-59 (36.9%)	Grades 50-54 (33.3)	Grades 60-64 (22.6%)

In the following chart, average salary is analyzed by demographic group and salary grade range. In this analysis, white and black males received the highest average salaries in salary grade range 85+, the highest in state government. In grades 80-84, white males and black females earned the highest average salaries.

Average Salary by Demographic Group (Agency)



NOTE: Jobs in T-grades and/or banded classifications can range from traditional SG 50 – 85. For this reason, employees in this pay structures have not been included in the average salary chart. They are included in the detailed analysis on the following page.

Employees by Grade Range and Demographic Group (Agency)

Cal Month/Year	DEC 2012						
	WM	WF	BM	BF	TOT MNRT	TOT FEM	DISB
GR 50-54	173	292	247	382	679	700	33
% Represented	15.057	25.413	21.497	33.246	59.095	60.923	2.872
Average Salary	24,737	24,471	24,846	24,887	24,826	24,664	25,561
GR 55-59	958	3,286	968	3,193	4,369	6,632	148
% Represented	11.098	38.068	11.214	36.990	50.614	76.830	1.715
Average Salary	27,570	29,276	27,077	27,738	27,602	28,509	28,801
GR 60-64	6,639	3,272	3,469	4,135	8,341	7,702	323
% Represented	36.301	17.891	18.968	22.609	45.607	42.113	1.766
Average Salary	31,311	33,076	30,998	31,288	31,114	32,045	31,709
GR 65-69	4,247	2,805	1,093	1,787	3,253	4,755	206
% Represented	41.077	27.130	10.572	17.284	31.463	45.991	1.992
Average Salary	42,803	40,206	40,301	39,011	39,583	39,695	40,600
GR 70-74	2,247	2,257	365	783	1,350	3,150	95
% Represented	38.312	38.483	6.223	13.350	23.018	53.708	1.620
Average Salary	52,544	51,062	51,454	49,549	50,185	50,644	53,067
GR 75-79	740	686	94	195	348	912	34
% Represented	41.643	38.604	5.290	10.974	19.584	51.322	1.913
Average Salary	67,750	67,912	66,989	66,589	66,518	67,536	66,585
GR 80-84	234	165	20	44	77	214	3
% Represented	48.750	34.375	4.167	9.167	16.042	44.583	0.625
Average Salary	86,978	81,882	85,498	85,827	85,233	82,682	86,531
GR 85+	138	98	12	28	47	132	2
% Represented	48.763	34.629	4.240	9.894	16.608	46.643	0.707
Average Salary	101,205	97,236	102,156	93,440	95,056	95,965	98,329
T-Grade	447	441	126	305	458	757	32
% Represented	33.136	32.691	9.340	22.609	33.951	56.116	2.372
Average Salary	55,007	56,317	49,068	42,857	45,257	50,795	37,916
Banded	9,458	3,826	1,696	1,583	4,247	5,737	259
% Represented	53.641	21.699	9.619	8.978	24.087	32.537	1.469
Average Salary	50,510	56,623	43,479	51,865	49,788	55,484	51,320

NOTE: Due to the inclusion of average salary, other minority males and females did not generate statistically significant percentages due to low levels of representation by salary grade. They are included in the total minority analysis.

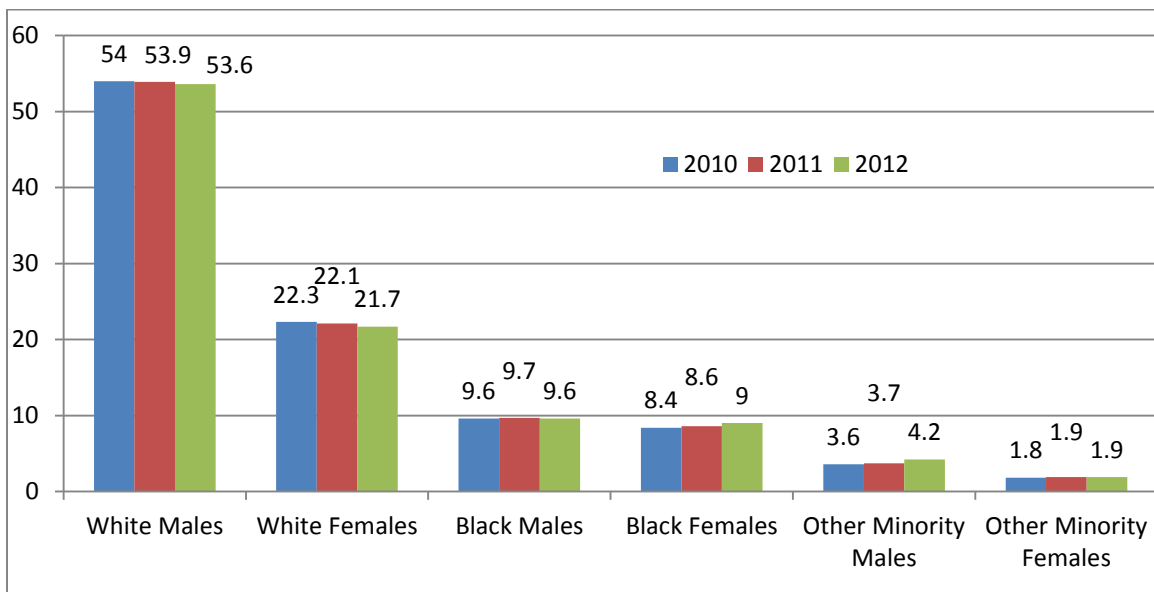
Non-Graded/Banded Classifications: State agencies had 17,632 employees in non-graded classifications. This figure represents a small increase in non-graded employees since 2011.

- 2007 – 12,914
- 2008 – 13,897
- 2009 – 18,458
- 2010 – 18,558
- 2011 – 17,553
- 2012 – 17,632

The Career-Banded (non-graded) compensation system in the State of North Carolina collapsed existing classifications into broad classifications that are grouped into Job Families as are the graded classifications. Job Families are not managed by unique salary minimums and maximums, but the broad Career-banding classifications have minimums and maximums unique to them. The ten Job Families include:

1. Administrative and Managerial
2. Information Technology
3. Law Enforcement and Public Safety
4. Information and Education
5. Human Services
6. Medical and Health
7. Institutional Services
8. Operations and Skilled Trades
9. Engineering and Architecture
10. Natural Resources and Scientific.

Employees in Non-Graded Classifications 2010 through 2012 (Agency)



UNIVERSITY:

The university system has fully implemented a Career-Banded compensation system. Because of full implementation, the demographic distribution mirrors that of the overall representation figures for the university system.

Competency Levels: In order to provide a more detailed analysis of the salary structure in the university system, the next table provides competency levels by demographic group. Each banded classification is divided into three competency levels (contributing, journey and advanced). Each competency level is associated with a minimum and maximum rate of compensation.

Competency Levels by Demographic Group (University)

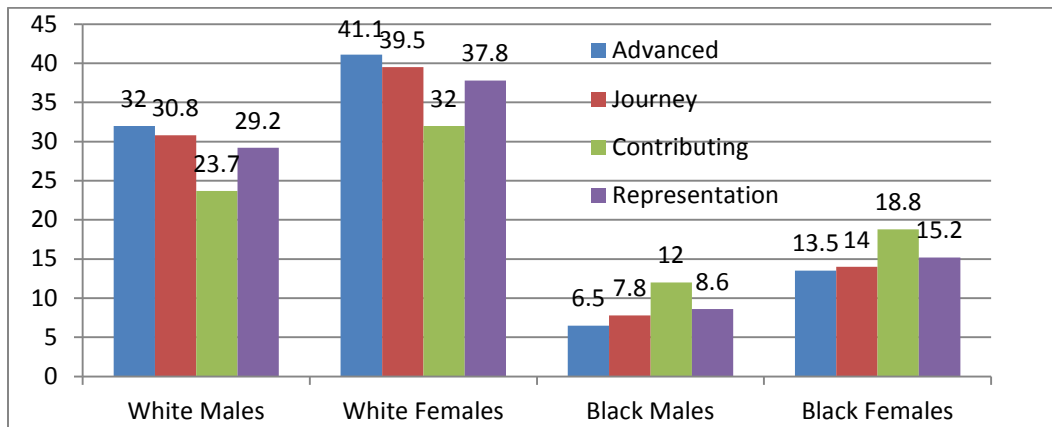
	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Eth. Uk.	Total
Advanced Level	1,595	2,047	322	674	127	154	60	4,979
Percentage	32.0	41.1	6.5	13.5	2.5	3.2	1.2	
Avg. Market Index*	95	96	91	93	94	90	95	95
Journey Level	3,366	4,316	856	1,525	267	409	188	10,927
Percentage	30.8	39.5	7.8	14.0	2.5	3.7	1.7	
Avg. Market Index	97	98	95	98	95	96	95	97
Contributing Level	1,407	1,897	710	1,117	216	378	204	5,929
Percentage	23.7	32.0	12.0	18.8	3.6	6.3	3.4	
Avg. Market Index	104	105	101	104	100	100	107	104
Total	6,368	8,260	1,888	3,316	610	941	452	21,835
Percentage	29.2	37.8	8.6	15.2	2.8	4.3	2.1	
Avg. Market Index	98	99	97	99	97	97	101	98

Average Market Index = relationship of pay to the established market rate.

Average Market Index: At the advanced competency level, while females had the highest market index, while black males and other minority females had the lowest market index. At the journey competency level, white females and black females had the highest average market index, although all the market indexes were plus/minus 3% from one another. At the contributing competency level, all demographic groups maintained an average market index at 100 or above, with the highest market index awarded to employees described as “ethnicity unknown”.

Representation by Competency Level: White female employees had the highest level of representation at the advanced, journey and contributing competency levels, and they correspondingly make up the largest percentage of the overall university workforce. When compared to representation levels, white male and white female employees comprised a larger percentage of the advanced and journey competencies levels than their total overall representation levels in the workforce. Comparatively, black male and black female employees had a higher level of representation in the contributing competency level than their total overall representation levels in the workforce.

Competency Level by Demographic Group (University)



4. Disciplinary Actions:

In calendar year 2012, there were 3,483 disciplinary actions issued to agency and university employees. In 2011, there were 4,023 disciplinary actions issued. This represents a decrease of 540 actions. The largest number of disciplinary actions, 1,196 (34%) were issued to White males although they constitute 36.1% of the state’s workforce. Black females received 725 disciplinary actions or 20% of the total while representing only 17.9% of the state’s workforce. Black males received 850 disciplinary actions or 24% of the total although their presence in the workforce is only 11.4%. White females received 597 or 17% of all disciplinary actions although their workforce representation is 29%. Other minority males and other minority females were given 115 disciplinary actions or 3% of the total; their workforce representation is 4.8%. Of all the disciplinary actions issued, 2,847 or 82% occurred in State agencies, and 636 actions, or 18% occurred in State universities. In 2011, the data indicated that 3,431 or 85.3% of disciplinary actions occurred in State agencies, and 592 actions, or 14.7% occurred in State universities.

Total Disciplinary Actions by Agency/University and Race/Sex

<u>Discipline</u>	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Agency	1,031 36.2%	463 16.2%	695 24.4%	569 19.9%	58* 2.0%	31* 1.1%	2,847
University	165 25.9%	134 21.1%	155 24.4%	156 24.5%	15* 2.4%	11* 1.7%	636
TOTAL	1,196 34.3%	597 17.1%	850 24.4%	725 20.1%	73 2.1%	42 1.2%	3,483
Previous Total - 2011	1,218 30.3%	735 18.2%	930 23.1%	996 24.8%	82 2.0%	62 1.5%	4,023

* Other minority males and females include Hispanic, Asian, and American Indian employees.

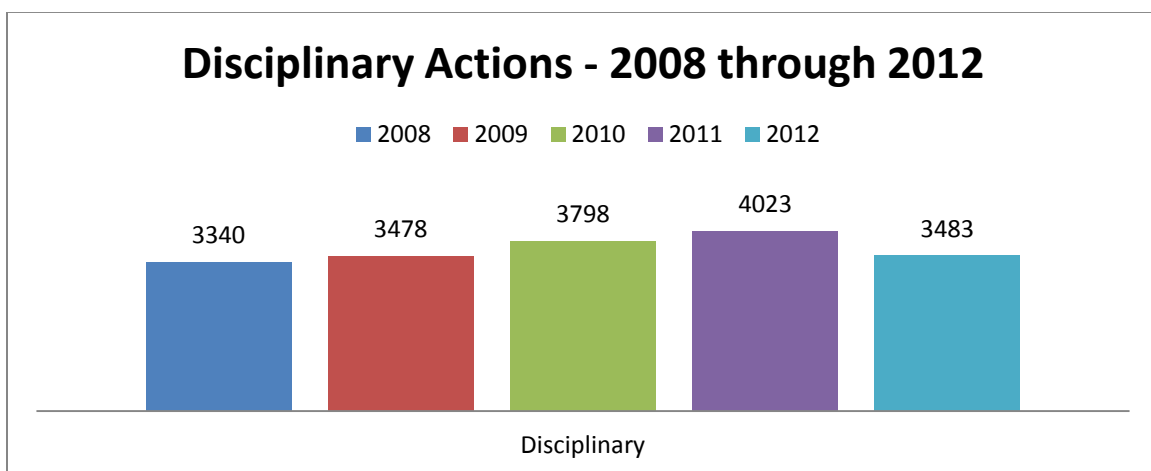
The table below presents the breakdown of the Other Minority category.

<u>Discipline</u>	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	26 29.2%	12 13.5%	14 15.7%	10 11.2%	18 2.0%	9 1.0%	89
University	2 7.7%	6 2.3%	7 2.7%	3 1.2%	6 2.3%	2 7.7%	26
TOTAL	28 24.3%	18 15.6%	21 18.3%	13 11.3%	24 20.1%	11 9.6%	115

NOTE: Rounding may cause totals +/- 100%.

Five-Year Disciplinary Action Trend

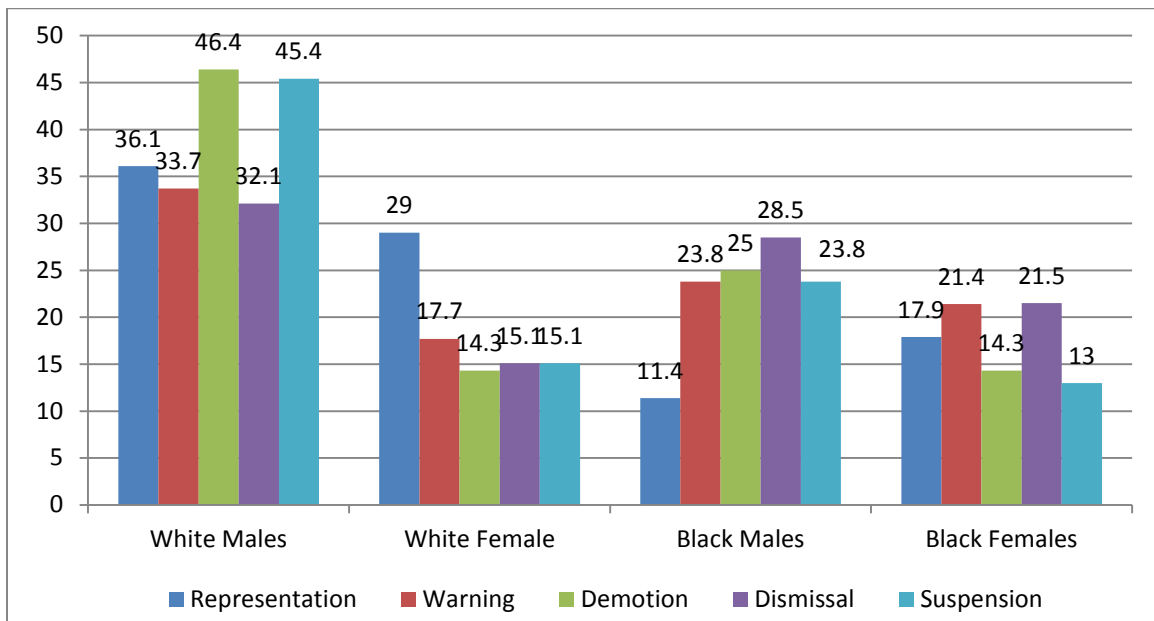
The five-year disciplinary action trend indicates a peak of 4023 disciplinary actions in 2011, decreasing to 3483 in 2012, consistent with actions in 2008-2010. The trend is illustrated in the chart below:



In 2012, 2791 (80%) of disciplinary actions were written warnings and 470 (13%) of the actions were dismissals. There were 28 demotions (1%) and 185 suspensions without pay (5%). Of the employees who were dismissed, 151 (32.1%) were white males. Black males constituted 134 dismissals or 28.5%, while black females received the next highest number of dismissals at 101 or 21.4%.

<u>Disciplinary Action By Type</u>	Race Sex Group						TOTAL
	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	
Warning	940 33.7%	494 17.7%	664 23.8%	596 21.4%	62 2.2%	35 1.3%	2,791 100.0%
Demotion	13 46.4%	4 14.3%	7 25.0%	4 14.3%	0 0%	0 0%	28 100.0%
Dismissal	151 32.1%	71 15.1%	134 28.5%	101 21.5%	8 1.7%	5 1.1%	470 100.0%
Suspension	84 45.4%	28 15.1%	44 23.8%	24 13.0%	3 1.6%	2 1.1%	185 100%
Warning - Not Assigned	8 88.8%	-	1 11.1%	-	-	-	9
TOTAL	1,196 34.3%	597 17.1%	850 24.4%	725 20.8%	73 2.1%	42 1.2%	3,483 100.0%

Disciplinary Actions by Demographic Group – 2012



5. Grievances:

State government employees (agency and university) filed a total of 455 grievances during calendar year 2012, (311 less grievances than in 2011). State agencies reported that employees filed 328 grievances during calendar year 2012, representing 72% of the total grievances filed.

Universities reported that employees filed 127 grievances in 2012, representing 28% of the total number of grievances filed.

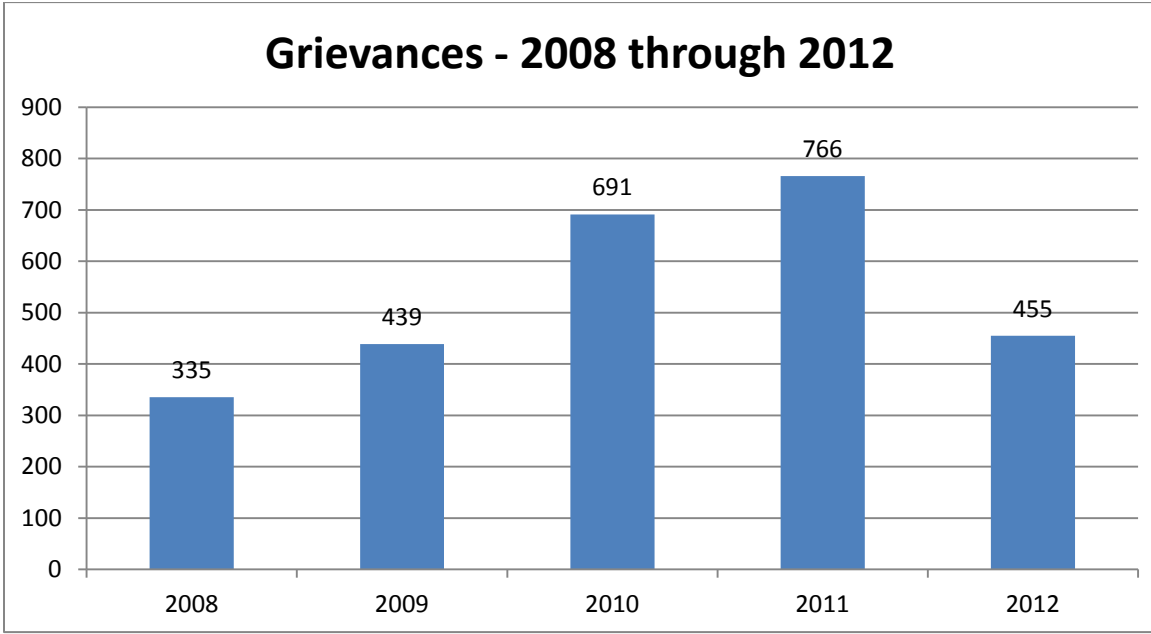
	White Males	White Females	Black Males	Black Females	Other Minority Males*	Other Minority Females*	Un-known	TOTAL
Agency	91 27.7%	61 18.5%	83 25.3%	79 24%	6 1.8%	8 2.4%		328
University	25 19.7%	29 22.8%	22 17.3%	34 26.8%	6 4.7%	11 8.7%		127
TOTAL	116 25.4%	90 19.8%	105 23.1%	113 24.8%	12 2.6%	19 4.2%		455
Previous Total 2011	159 20.8%	137 17.9%	204 26.6%	232 30.3%	15 2.0%	18 2.3%	1 1.0%	766

Other minority males and females included the following:

	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	3 21.4%	2 14.3%	1 7.1%	2 14.3%	2 14.3%	4 28.6%	14
University	0 0%	5 29.4%	6 35.3%	6 35.3%	0 0%	0 0%	17
TOTAL	3 9.7%	7 22.6%	7 22.6%	8 25.8%	2 6.4%	4 12.9%	31

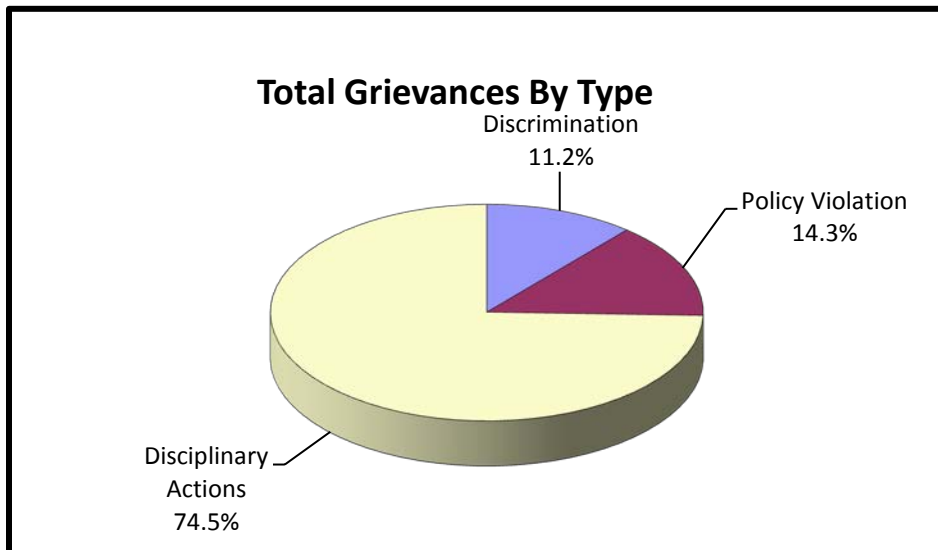
Five-Year Grievance Trend

The five-year grievance trend indicates that grievances experienced a steady increase from 2008 through 2011, but dropped sharply in 2012 (more consistent with grievances reported in 2009). The trend is illustrated in the chart below:



Grievances by Type

In 2012, grievances were filed in three major areas: response to a disciplinary action, allegation of illegal discrimination, or claim of a policy violation. The chart below reports the grievances by type.



Settlements

In calendar year 2012, there were a total of 44 settlements entered into by agencies and universities as a result of grievances and contested cases filed by employees and former employees. The total cost reported for the 44 settlements was \$1,127,805.01 or an average of \$25,631.93 per settlement. The total is an increase of \$32,242.29 over 2011.

Of the total amount, \$1,047,296.26 was reported as back pay and \$80,508.75 was reported as attorneys' fees.

Agencies

In calendar year 2012, State agencies entered into 41 settlements of grievances and/or contested cases filed by employees. The total cost of settlements from State agencies was \$1,110,244.18 or an average of \$27,079.13 per settlement.

Universities

State universities reported three settlements totaling \$17,560.83 or an average of \$5,853.61 per settlement.

6. Equivalencies:

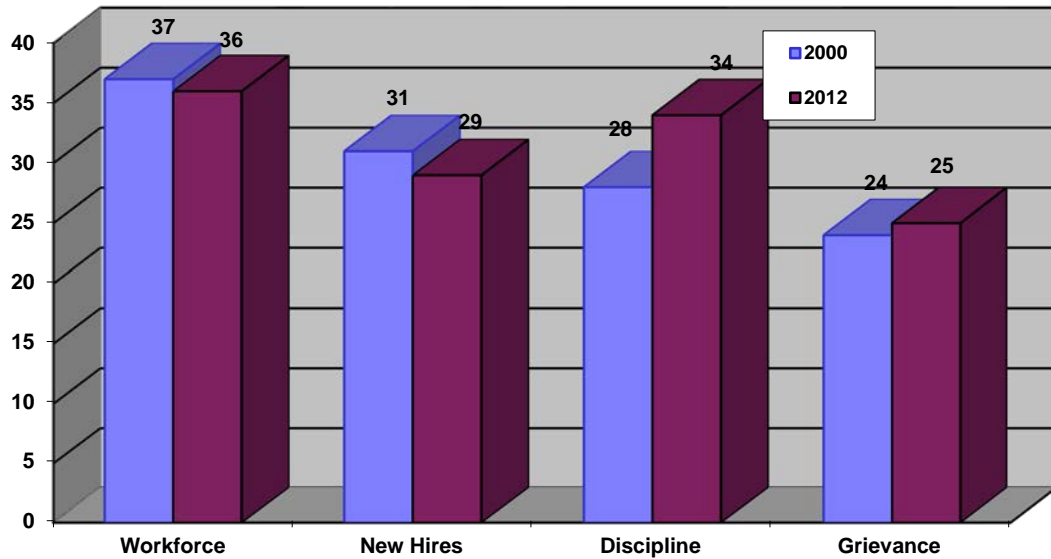
An equivalency is defined as any deviation from the required minimum training and experience, not including substitution of directly related education for experience, or directly related experience for education as stated on the class specification. For calendar year 2012, there were no instances that an agency or university used an equivalency.

7. Demographic Analysis:

This report reviews personnel functions in several areas. This section of the executive summary charts the percentage of new hires, disciplinary actions and grievances against the overall level of workforce representation in each demographic group in 2000 and 2012. Please note that other minority males and females are not included in this analysis due to their low overall representation rates (less than 2%). Significant trends related to other minority males and females are included in each previous section of the report.

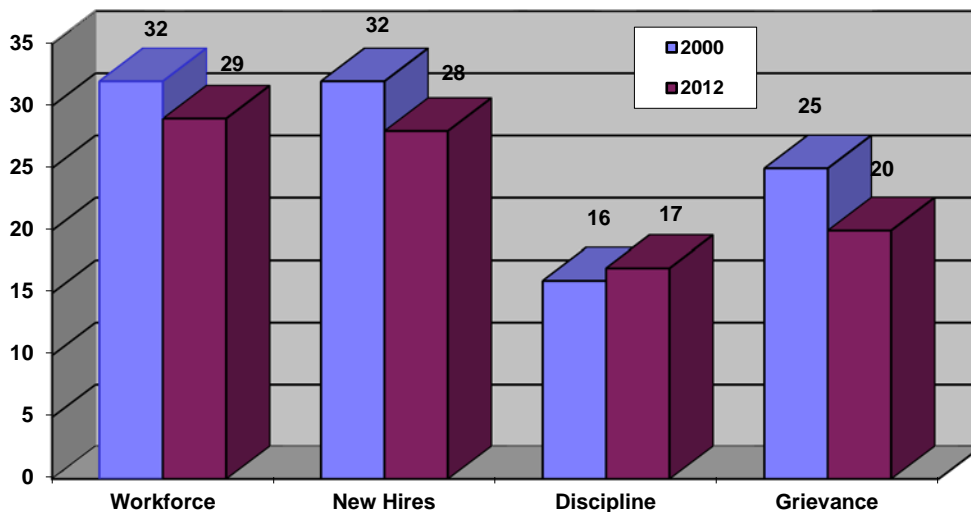
White Males – White males consisted of 34% of all disciplinary actions, an increase from the year 2000, and the highest level of any demographic group. White male employees filed 25% of all grievances in 2012, a rate less than their overall representation in the workforce, but the highest rate of any demographic group (equals black females). The overall representation level of white males decreased slightly, from 37% to 36%, and new hire activity was also below the level in 2000.

2000 versus 2012 (white males)



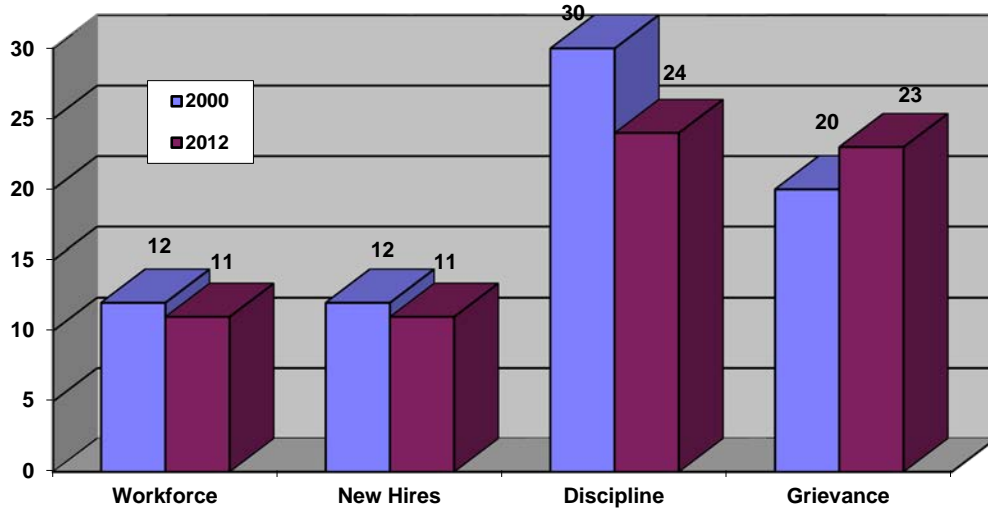
White Females – In 2012, white female employees had levels of representation, new hires, and grievances which were lower than those rates in 2000. White female employees consisted of 29% of the workforce and 28% of the new hires during 2012, while filing 20% of all grievances, the lowest rate of any of the four evaluated demographic groups. White female employees represented 17% of all employees receiving a disciplinary action in 2012, up slightly from the 2000 rate of 16%.

2000 versus 2012 (white females)



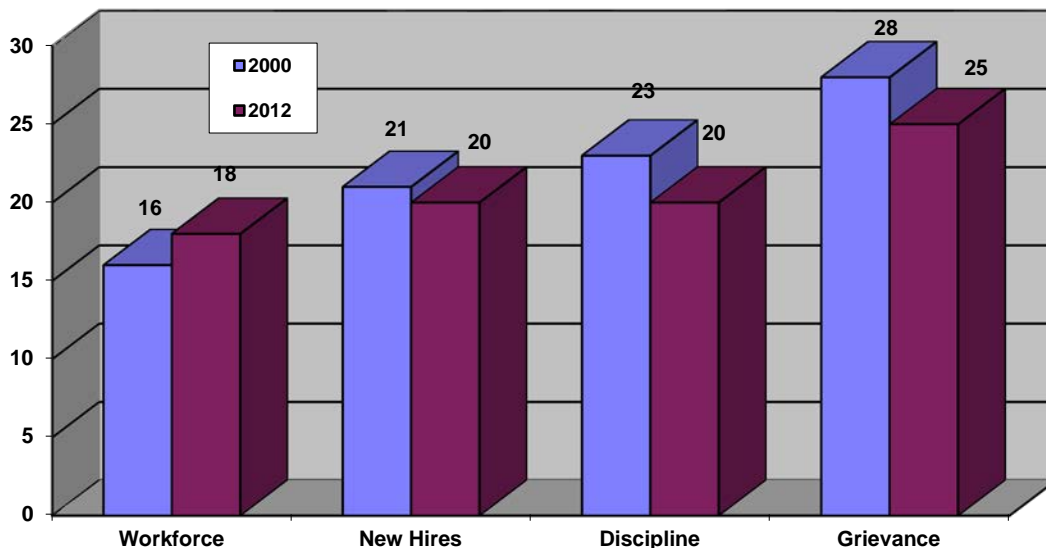
Black Males – Black male employees consisted of 11% of the representation and 11% new hires during 2012. Black male employees received 24% of all disciplinary actions during 2012, a reduction from 30% during 2000. Also during 2012, black male employees filed 23% of all grievances, a rate that increased from 20% in 2000.

2000 versus 2012 (black males)



Black Females – Black female employees represented 18% of the workforce representation in 2012, up slightly from 2000. They accounted for 20% of all new hires, a rate comparable to that in 2000. Their level of discipline and grievance activity exceeded their workforce representation. In 2012, black females received 20% of all disciplinary action and filed 25% of all grievances, the highest percentage of grievances filed by any demographic group (equals white males).

2000 versus 2012 (black females)



North Carolina State Government: Equal Employment Opportunity

2012 Personnel Action Report



Workforce Representation

Staffing Report

Agency Totals

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	593	404	75	135	6	1	10	5	4	5	5	1243	241	550	16
% Represented	47.7%	32.5%	6.0%	10.9%	0.5%	0.1%	0.8%	0.4%	0.3%	0.4%	0.4%	100.0%	19.4%	44.2%	1.3%
New Hires	10	14	2	6	1	0	1	0	1	0	1	36	11	20	0
% Represented	27.8%	38.9%	5.6%	16.7%	2.8%	0.0%	2.8%	0.0%	2.8%	0.0%	2.8%	100.0%	30.6%	55.6%	0.0%
Promotions	57	31	12	18	0	0	0	2	0	2	0	122	34	53	1
% Represented	46.7%	25.4%	9.8%	14.8%	0.0%	0.0%	0.0%	1.6%	0.0%	1.6%	0.0%	100.0%	27.9%	43.4%	0.8%
MANAGEMENT RELATED															
Employees	1540	2011	404	1056	38	47	24	55	18	20	18	5231	1662	3189	127
% Represented	29.4%	38.4%	7.7%	20.2%	0.7%	0.9%	0.5%	1.1%	0.3%	0.4%	0.3%	100.0%	31.8%	61.0%	2.4%
New Hires	78	82	15	37	3	6	1	4	0	1	12	239	67	130	3
% Represented	32.6%	34.3%	6.3%	15.5%	1.3%	2.5%	0.4%	1.7%	0.0%	0.4%	5.0%	100.0%	28.0%	54.4%	1.3%
Promotions	97	122	21	78	2	4	2	4	1	2	0	333	114	210	3
% Represented	29.1%	36.6%	6.3%	23.4%	0.6%	1.2%	0.6%	1.2%	0.3%	0.6%	0.0%	100.0%	34.2%	63.1%	0.9%
PROFESSIONALS															
Employees	5952	6666	1529	3094	101	115	320	254	75	74	47	18227	5562	10203	307
% Represented	32.7%	36.6%	8.4%	17.0%	0.6%	0.6%	1.8%	1.4%	0.4%	0.4%	0.3%	100.0%	30.5%	56.0%	1.7%
New Hires	246	465	89	296	4	19	22	26	3	4	17	1191	463	810	13
% Represented	20.7%	39.0%	7.5%	24.9%	0.3%	1.6%	1.8%	2.2%	0.3%	0.3%	1.4%	100.0%	38.9%	68.0%	1.1%
Promotions	303	287	90	190	4	4	12	11	3	6	2	912	320	498	14
% Represented	33.2%	31.5%	9.9%	20.8%	0.4%	0.4%	1.3%	1.2%	0.3%	0.7%	0.2%	100.0%	35.1%	54.6%	1.5%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1672	495	297	206	18	6	24	29	34	5	11	2797	619	741	54
% Represented	59.8%	17.7%	10.6%	7.4%	0.6%	0.2%	0.9%	1.0%	1.2%	0.2%	0.4%	100.0%	22.1%	26.5%	1.9%
New Hires	53	25	7	18	1	0	1	4	1	0	5	115	32	47	2
% Represented	46.1%	21.7%	6.1%	15.7%	0.9%	0.0%	0.9%	3.5%	0.9%	0.0%	4.3%	100.0%	27.8%	40.9%	1.7%
Promotions	118	15	7	11	1	1	0	1	1	0	1	156	22	28	3
% Represented	75.6%	9.6%	4.5%	7.1%	0.6%	0.6%	0.0%	0.6%	0.6%	0.0%	0.6%	100.0%	14.1%	17.9%	1.9%
ADMINISTRATIVE SUPPORT															
Employees	703	4377	344	2434	22	80	12	64	7	78	39	8160	3041	7033	151
% Represented	8.6%	53.6%	4.2%	29.8%	0.3%	1.0%	0.1%	0.8%	0.1%	1.0%	0.5%	100.0%	37.3%	86.2%	1.9%
New Hires	34	162	19	92	3	15	0	4	1	5	28	363	139	278	4
% Represented	9.4%	44.6%	5.2%	25.3%	0.8%	4.1%	0.0%	1.1%	0.3%	1.4%	7.7%	100.0%	38.3%	76.6%	1.1%
Promotions	42	221	23	118	1	4	0	5	1	5	1	421	157	353	5
% Represented	10.0%	52.5%	5.5%	28.0%	0.2%	1.0%	0.0%	1.2%	0.2%	1.2%	0.2%	100.0%	37.3%	83.8%	1.2%
PROTECTIVE SERVICES															
Employees	7543	1416	2978	2519	138	62	50	15	299	116	19	15155	6177	4128	226
% Represented	49.8%	9.3%	19.7%	16.6%	0.9%	0.4%	0.3%	0.1%	2.0%	0.8%	0.1%	100.0%	40.8%	27.2%	1.5%
New Hires	702	179	381	427	31	9	8	5	39	19	14	1814	919	639	16
% Represented	38.7%	9.9%	21.0%	23.5%	1.7%	0.5%	0.4%	0.3%	2.1%	1.0%	0.8%	100.0%	50.7%	35.2%	0.9%
Promotions	297	60	107	102	5	1	5	0	8	2	0	587	230	165	6
% Represented	50.6%	10.2%	18.2%	17.4%	0.9%	0.2%	0.9%	0.0%	1.4%	0.3%	0.0%	100.0%	39.2%	28.1%	1.0%

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	

Staffing Report
Agency Totals
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	894	1598	1286	2947	19	40	21	40	5	20	10	6880	4378	4645	138
% Represented	13.0%	23.2%	18.7%	42.8%	0.3%	0.6%	0.3%	0.6%	0.1%	0.3%	0.1%	100.0%	63.6%	67.5%	2.0%
New Hires	103	165	108	235	5	1	2	4	1	3	4	631	359	408	6
% Represented	16.3%	26.1%	17.1%	37.2%	0.8%	0.2%	0.3%	0.6%	0.2%	0.5%	0.6%	100.0%	56.9%	64.7%	1.0%
Promotions	61	74	65	110	5	0	2	1	1	0	0	319	184	185	5
% Represented	19.1%	23.2%	20.4%	34.5%	1.6%	0.0%	0.6%	0.3%	0.3%	0.0%	0.0%	100.0%	57.7%	58.0%	1.6%
SKILLED CRAFT															
Employees	6518	249	1205	71	89	7	26	3	190	7	69	8434	1598	337	124
% Represented	77.3%	3.0%	14.3%	0.8%	1.1%	0.1%	0.3%	0.0%	2.3%	0.1%	0.8%	100.0%	18.9%	4.0%	140.0%
New Hires	260	15	41	5	8	0	0	0	4	0	36	369	58	20	0
% Represented	70.5%	4.1%	11.1%	1.4%	2.2%	0.0%	0.0%	0.0%	1.1%	0.0%	9.8%	100.0%	15.7%	5.4%	0.0%
Promotions	235	21	30	6	1	0	2	0	5	0	0	300	44	27	3
% Represented	78.3%	7.0%	10.0%	2.0%	0.3%	0.0%	0.7%	0.0%	1.7%	0.0%	0.0%	100.0%	14.7%	9.0%	1.0%
Not Assigned															
Employees	1	2	0	0	0	0	0	0	0	0	0	3	0	2	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%
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	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	25416	17218	8118	12462	431	358	487	465	632	325	218	66130	23278	30828	1144
% Represented	38.4%	26.0%	12.3%	18.8%	0.7%	0.5%	0.7%	0.7%	1.0%	0.5%	0.3%	100.0%	35.2%	46.6%	1.7%
New Hires	1486	1107	662	1116	56	50	35	47	50	32	117	4758	2048	2352	44
% Represented	31.2%	23.3%	13.9%	23.5%	1.2%	1.1%	0.7%	1.0%	1.1%	0.7%	2.5%	100.0%	43.0%	49.4%	0.9%
Promotions	1211	832	355	633	19	14	23	24	20	17	4	3152	1105	1520	41
% Represented	38.4%	26.4%	11.3%	20.1%	0.6%	0.4%	0.7%	0.8%	0.6%	0.5%	0.1%	100.0%	35.1%	48.2%	1.3%

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	

Staffing Report Administration As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	2	2	2	1	0	0	0	0	0	0	0	7	3	3	1
% Represented	28.6%	28.6%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	42.9%	14.3%
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	1	1	1	0	0	0	0	0	0	0	0	3	1	1	1
% Represented	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	33.3%
MANAGEMENT RELATED															
Employees	53	18	13	11	1	1	2	1	1	2	0	103	32	33	3
% Represented	51.5%	17.5%	12.6%	10.7%	1.0%	1.0%	1.9%	1.0%	1.0%	1.9%	0.0%	100.0%	31.1%	32.0%	2.9%
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	1	0	0	1	0	0	1	0	0	0	0	3	2	1	0
% Represented	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	0.0%
PROFESSIONALS															
Employees	46	6	2	5	1	0	1	0	1	1	0	63	11	12	1
% Represented	73.0%	9.5%	3.2%	7.9%	1.6%	0.0%	1.6%	0.0%	1.6%	1.6%	0.0%	100.0%	17.5%	19.0%	1.6%
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	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	7	1	0	0	1	0	0	0	0	0	0	9	1	1	0
% Represented	77.8%	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	11.1%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	71	36	69	2	2	0	4	1	6	1	217	120	152	5
% Represented	11.5%	32.7%	16.6%	31.8%	0.9%	0.9%	0.0%	1.8%	0.5%	2.8%	0.5%	100.0%	55.3%	70.0%	2.3%
New Hires	2	0	0	2	0	0	0	1	0	0	0	5	3	3	0
% Represented	40.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	100.0%	60.0%	60.0%	0.0%
Promotions	1	1	3	1	0	0	0	0	0	0	0	6	4	2	0
% Represented	16.7%	16.7%	50.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	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	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	

Staffing Report Administration As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	18	3	15	8	0	4	0	0	0	0	0	48	27	15	1
% Represented	37.5%	6.3%	31.3%	16.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	56.3%	31.3%	2.1%
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	3	0	0	0	0	0	0	0	0	0	0	3	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%	33.3%
SKILLED CRAFT															
Employees	93	1	26	0	1	0	0	0	1	0	0	122	28	1	3
% Represented	76.2%	0.8%	21.3%	0.0%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	23.0%	0.8%	2.5%
New Hires	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%
Promotions	13	1	0	0	0	0	0	0	0	0	0	14	0	1	0
% Represented	92.9%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	7.1%	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	244	102	94	94	6	7	3	5	4	9	1	569	222	217	14
% Represented	42.9%	17.9%	16.5%	16.5%	1.1%	1.2%	0.5%	0.9%	0.7%	1.6%	0.2%	100.0%	39.0%	38.1%	2.5%
New Hires	16	2	0	3	0	0	0	1	0	0	0	22	4	6	0
% Represented	72.7%	9.1%	0.0%	13.6%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	100.0%	18.2%	27.3%	0.0%
Promotions	22	3	4	2	0	0	1	0	0	0	0	32	7	5	2
% Represented	68.8%	9.4%	12.5%	6.3%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	100.0%	21.9%	15.6%	6.3%

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

Administrative Hearings

As of December 31, 2012

	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	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%
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	3	2	2	0	0	0	0	0	0	0	7	4	5	0
% Represented	0.0%	42.9%	28.6%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	57.1%	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	9	5	0	1	0	0	0	0	0	0	0	15	1	6	1
% Represented	60.0%	33.3%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.7%	40.0%	6.7%
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%
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	9	1	5	0	0	0	0	0	0	0	15	6	14	0
% Represented	0.0%	60.0%	6.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	93.3%	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%
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, 2012

	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	17	3	8	0	0	0	0	1	0	0	38	12	25	1
% Represented	23.7%	44.7%	7.9%	21.1%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	100.0%	31.6%	65.8%	2.6%
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

Agriculture and Consumer Services

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	36	14	0	1	0	0	0	0	0	0	0	51	1	15	0
% Represented	70.6%	27.5%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.0%	29.4%	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	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	38	24	2	6	1	0	1	2	0	0	0	74	12	32	1
% Represented	51.4%	32.4%	2.7%	8.1%	1.4%	0.0%	1.4%	2.7%	0.0%	0.0%	0.0%	100.0%	16.2%	43.2%	1.4%
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	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%
PROFESSIONALS															
Employees	245	90	7	4	3	1	12	8	2	0	3	375	37	103	6
% Represented	65.3%	24.0%	1.9%	1.1%	0.8%	0.3%	3.2%	2.1%	0.5%	0.0%	0.8%	100.0%	9.9%	27.5%	1.6%
New Hires	8	4	0	0	0	0	0	0	0	0	1	13	0	4	0
% Represented	61.5%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	100.0%	0.0%	30.8%	0.0%
Promotions	12	1	0	0	0	0	1	1	0	0	0	15	2	2	0
% Represented	80.0%	6.7%	0.0%	0.0%	0.0%	0.0%	6.7%	6.7%	0.0%	0.0%	0.0%	100.0%	13.3%	13.3%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	64	44	3	9	2	0	2	10	1	0	2	137	27	63	5
% Represented	46.7%	32.1%	2.2%	6.6%	1.5%	0.0%	1.5%	7.3%	0.7%	0.0%	1.5%	100.0%	19.7%	46.0%	3.6%
New Hires	3	2	0	0	0	0	0	0	0	0	1	6	0	2	0
% Represented	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%	0.0%	33.3%	0.0%
Promotions	3	1	0	1	0	0	0	0	0	0	1	6	1	2	1
% Represented	50.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%	16.7%	33.3%	16.7%
ADMINISTRATIVE SUPPORT															
Employees	40	170	7	32	0	2	0	3	0	3	4	261	47	210	3
% Represented	15.3%	65.1%	2.7%	12.3%	0.0%	0.8%	0.0%	1.1%	0.0%	1.1%	1.5%	100.0%	18.0%	80.5%	1.1%
New Hires	3	2	0	0	0	0	0	0	0	0	2	7	0	2	0
% Represented	42.9%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	100.0%	0.0%	28.6%	0.0%
Promotions	4	9	0	2	0	0	0	0	0	0	0	15	2	11	0
% Represented	26.7%	60.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.3%	73.3%	0.0%
PROTECTIVE SERVICES															
Employees	96	0	9	0	0	0	0	0	0	0	2	107	9	0	2
% Represented	89.7%	0.0%	8.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	100.0%	8.4%	0.0%	1.9%
New Hires	2	0	0	0	0	0	0	0	0	0	1	3	0	0	0
% Represented	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	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	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	

Staffing Report

Agriculture and Consumer Services

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	25	20	4	4	3	1	1	3	1	0	0	62	17	28	1
% Represented	40.3%	32.3%	6.5%	6.5%	4.8%	1.6%	1.6%	4.8%	1.6%	0.0%	0.0%	100.0%	27.4%	45.2%	1.6%
New Hires	2	2	1	0	0	0	0	0	0	0	0	5	1	2	0
% Represented	40.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	40.0%	0.0%
Promotions	1	3	0	1	3	0	0	0	0	0	0	8	4	4	0
% Represented	12.5%	37.5%	0.0%	12.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
SKILLED CRAFT															
Employees	680	67	44	8	13	2	14	0	7	0	9	844	88	77	8
% Represented	80.6%	7.9%	5.2%	0.9%	1.5%	0.2%	1.7%	0.0%	0.8%	0.0%	1.1%	100.0%	10.4%	9.1%	0.9%
New Hires	27	8	5	2	1	0	0	0	0	0	7	50	8	10	0
% Represented	54.0%	16.0%	10.0%	4.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.0%	100.0%	16.0%	20.0%	0.0%
Promotions	35	8	2	1	1	0	2	0	0	0	0	49	6	9	1
% Represented	71.4%	16.3%	4.1%	2.0%	2.0%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	100.0%	12.2%	18.4%	2.0%
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	1224	429	76	64	22	6	30	26	11	3	20	1911	238	528	26
% Represented	64.1%	22.4%	4.0%	3.3%	1.2%	0.3%	1.6%	1.4%	0.6%	0.2%	1.0%	100.0%	12.5%	27.6%	1.4%
New Hires	47	18	6	2	1	0	0	0	0	0	12	86	9	20	0
% Represented	54.7%	20.9%	7.0%	2.3%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	14.0%	100.0%	10.5%	23.3%	0.0%
Promotions	60	23	2	5	4	0	3	1	0	0	1	99	15	29	2
% Represented	60.6%	23.2%	2.0%	5.1%	4.0%	0.0%	3.0%	1.0%	0.0%	0.0%	1.0%	100.0%	15.2%	29.3%	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

Staffing Report

Banking Commission

As of December 31, 2013

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	8	4	1	4	0	0	0	0	0	0	0	17	5	8	0
% Represented	47.1%	23.5%	5.9%	23.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	29.4%	47.1%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	25	22	3	5	0	0	0	0	0	1	0	56	9	28	1
% Represented	44.6%	39.3%	5.4%	8.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	100.0%	16.1%	50.0%	1.8%
New Hires	8	7	0	0	0	1	0	0	0	0	0	16	1	8	0
% Represented	50.0%	43.8%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.3%	50.0%	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	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	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	

Staffing Report
Banking Commission
As of December 31, 2013

	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	38	4	11	0	0	2	2	0	1	0	95	20	52	1
% Represented	38.9%	40.0%	4.2%	11.6%	0.0%	0.0%	2.1%	2.1%	0.0%	1.1%	0.0%	100.0%	21.1%	54.7%	1.1%
New Hires	8	8	0	0	0	1	0	0	0	0	0	17	1	9	0
% Represented	47.1%	47.1%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.9%	52.9%	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, 2012

	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	6	1	4	0	0	0	0	0	1	0	12	6	11	0
% Represented	0.0%	50.0%	8.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	100.0%	50.0%	91.7%	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	2	1	1	0	0	0	0	0	0	0	4	2	3	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%
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	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	

Staffing Report
Board of Cosmetic Arts
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	11	0	1	0	0	0	0	0	0	1	14	1	12	0
% Represented	7.1%	78.6%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	100.0%	7.1%	85.7%	0.0%
New Hires	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%	50.0%	100.0%	0.0%	50.0%	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	1	17	1	5	0	0	0	0	0	1	1	26	7	23	0
% Represented	3.8%	65.4%	3.8%	19.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	3.8%	100.0%	26.9%	88.5%	0.0%
New Hires	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%	50.0%	100.0%	0.0%	50.0%	0.0%
Promotions	0	2	1	1	0	0	0	0	0	0	0	4	2	3	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%

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
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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	5	0	3	1	1	0	0	0	0	0	17	5	9	0
% Represented	41.2%	29.4%	0.0%	17.6%	5.9%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	29.4%	52.9%	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	9	5	2	0	2	0	1	2	0	0	0	21	7	7	1
% Represented	42.9%	23.8%	9.5%	0.0%	9.5%	0.0%	4.8%	9.5%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	4.8%
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	0	4	0	4	0	0	0	0	0	0	0	8	4	8	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	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	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	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	

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	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	20	16	2	7	3	1	1	2	0	0	0	52	16	26	1
% Represented	38.5%	30.8%	3.8%	13.5%	5.8%	1.9%	1.9%	3.8%	0.0%	0.0%	0.0%	100.0%	30.8%	50.0%	1.9%
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	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%

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

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	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
COMMERCE															
OFFICIALS AND ADMINISTRATORS															
Employees	36	25	3	13	0	0	0	0	0	0	0	77	16	38	0
% Represented	46.8%	32.5%	3.9%	16.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.8%	49.4%	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	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	53	62	15	28	1	1	1	3	0	1	0	165	50	95	5
% Represented	32.1%	37.6%	9.1%	17.0%	0.6%	0.6%	0.6%	1.8%	0.0%	0.6%	0.0%	100.0%	30.3%	57.6%	3.0%
New Hires	9	8	0	1	0	1	0	1	0	0	0	20	3	11	0
% Represented	45.0%	40.0%	0.0%	5.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	100.0%	15.0%	55.0%	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%
PROFESSIONALS															
Employees	102	108	15	27	2	0	4	4	2	1	1	266	55	140	6
% Represented	38.3%	40.6%	5.6%	10.2%	0.8%	0.0%	1.5%	1.5%	0.8%	0.4%	0.4%	100.0%	20.7%	52.6%	2.3%
New Hires	6	6	0	0	0	0	0	0	0	0	0	12	0	6	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	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%
TECHNICIANS AND TECHNOLOGISTS															
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%
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	12	88	4	56	4	7	3	5	0	1	1	181	80	157	5
% Represented	6.6%	48.6%	2.2%	30.9%	2.2%	3.9%	1.7%	2.8%	0.0%	0.6%	0.6%	100.0%	44.2%	86.7%	2.8%
New Hires	0	4	0	0	0	1	0	1	0	0	0	6	2	6	0
% Represented	0.0%	66.7%	0.0%	0.0%	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
Promotions	0	3	0	2	1	0	1	0	0	0	0	7	4	5	1
% Represented	0.0%	42.9%	0.0%	28.6%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	100.0%	57.1%	71.4%	14.3%
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	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	

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	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	2	1	1	0	0	0	0	0	0	0	8	2	3	0
% Represented	50.0%	25.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	37.5%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	210	286	38	125	7	8	8	12	2	3	2	701	203	434	16
% Represented	30.0%	40.8%	5.4%	17.8%	1.0%	1.1%	1.1%	1.7%	0.3%	0.4%	0.3%	100.0%	29.0%	61.9%	2.3%
New Hires	15	19	0	1	0	2	0	2	0	0	0	39	5	24	0
% Represented	0.0%	0.0%	0.0%	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	8	0	3	1	0	1	0	0	0	0	16	5	11	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	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	

Staffing Report

Commerce

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
ESC DIVISION															
OFFICIALS AND ADMINISTRATORS															
Employees	8	2	2	3	0	0	0	0	0	0	0	15	5	5	1
% Represented	53.3%	13.3%	13.3%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	6.7%
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	221	272	110	249	9	11	5	6	3	7	2	895	400	545	69
% Represented	24.7%	30.4%	12.3%	27.8%	1.0%	1.2%	0.6%	0.7%	0.3%	0.8%	0.2%	100.0%	44.7%	60.9%	7.7%
New Hires	4	1	2	2	0	0	0	0	0	0	0	9	4	3	0
% Represented	44.4%	11.1%	22.2%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.4%	33.3%	0.0%
Promotions	7	14	2	9	1	1	0	0	0	0	0	34	13	24	1
% Represented	20.6%	41.2%	5.9%	26.5%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	38.2%	70.6%	2.9%
PROFESSIONALS															
Employees	77	45	12	36	1	0	4	6	2	1	0	184	62	88	5
% Represented	41.8%	24.5%	6.5%	19.6%	0.5%	0.0%	2.2%	3.3%	1.1%	0.5%	0.0%	100.0%	33.7%	47.8%	2.7%
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	1	0	2	0	0	1	0	0	0	0	4	3	3	0
% Represented	0.0%	25.0%	0.0%	50.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	75.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
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%
ADMINISTRATIVE SUPPORT															
Employees	15	80	20	150	1	5	1	1	0	0	0	273	178	236	9
% Represented	5.5%	29.3%	7.3%	54.9%	0.4%	1.8%	0.4%	0.4%	0.0%	0.0%	0.0%	100.0%	65.2%	86.4%	3.3%
New Hires	0	0	0	2	0	2	0	0	0	0	0	4	4	4	0
% Represented	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	1	4	0	5	0	0	0	0	0	0	0	10	5	9	1
% Represented	10.0%	40.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	90.0%	10.0%
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, 2012

	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	1	0	0	0	0	0	0	5	5	0	0
% Represented	0.0%	0.0%	80.0%	0.0%	20.0%	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%
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%
ESC DIVISION															
Employees	321	401	148	438	12	16	10	13	5	8	2	1374	650	876	84
% Represented	23.4%	29.2%	10.8%	31.9%	0.9%	1.2%	0.7%	0.9%	0.4%	0.6%	0.1%	100.0%	47.3%	63.8%	6.1%
New Hires	6	2	2	7	0	2	0	0	0	0	0	19	11	11	0
% Represented	31.6%	10.5%	10.5%	36.8%	0.0%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	57.9%	57.9%	0.0%
Promotions	8	19	2	16	0	0	1	0	0	0	0	48	21	36	1
% Represented	16.7%	39.6%	4.2%	33.3%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	100.0%	43.8%	75.0%	2.1%

OVERALL TOTAL															
Employees	531	687	186	563	19	24	18	25	7	11	4	2075	853	1310	100
% Represented	25.6%	33.1%	9.0%	27.1%	0.9%	1.2%	0.9%	1.2%	0.3%	0.5%	0.2%	100.0%	41.1%	63.1%	4.8%
New Hires	21	21	2	8	0	4	0	2	0	0	0	58	16	35	0
% Represented	36.2%	36.2%	3.4%	13.8%	0.0%	6.9%	0.0%	3.4%	0.0%	0.0%	0.0%	100.0%	27.6%	60.3%	0.0%
Promotions	11	27	2	19	1	2	1	1	0	0	0	64	26	49	2
% Represented	17.2%	42.2%	3.1%	29.7%	1.6%	3.1%	1.6%	1.6%	0.0%	0.0%	0.0%	100.0%	40.6%	76.6%	3.1%

Staffing Report

Community Colleges

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	6	11	0	2	0	0	0	0	1	0	0	20	3	13	0
% Represented	30.0%	55.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	100.0%	15.0%	65.0%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	18	2	5	0	0	0	0	0	0	0	34	7	23	2
% Represented	26.5%	52.9%	5.9%	14.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.6%	67.6%	5.9%
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%
PROFESSIONALS															
Employees	28	24	3	8	1	0	3	5	0	0	0	72	20	37	2
% Represented	38.9%	33.3%	4.2%	11.1%	1.4%	0.0%	4.2%	6.9%	0.0%	0.0%	0.0%	100.0%	27.8%	51.4%	2.8%
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	1	1	0	0	0	0	0	0	0	0	3	1	1	0
% Represented	33.3%	33.3%	33.3%	0.0%	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	0	1	1	5	0	0	0	0	0	0	0	7	6	6	0
% Represented	0.0%	14.3%	14.3%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	85.7%	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	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%
ADMINISTRATIVE SUPPORT															
Employees	3	13	1	10	0	0	0	0	0	1	0	28	12	24	0
% Represented	10.7%	46.4%	3.6%	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	100.0%	42.9%	85.7%	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	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	

Staffing Report

Community Colleges

As of December 31, 2012

	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	46	67	7	30	1	0	3	5	1	1	0	161	48	103	4
% Represented	28.6%	41.6%	4.3%	18.6%	0.6%	0.0%	1.9%	3.1%	0.6%	0.6%	0.0%	100.0%	29.8%	64.0%	2.5%
New Hires	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%
Promotions	1	1	1	3	0	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%	0.0%	100.0%	66.7%	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

Cultural Resources

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	9	3	2	0	0	0	0	0	0	0	0	14	2	3	1
% Represented	64.3%	21.4%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	21.4%	7.1%
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	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	7	13	0	3	0	0	0	0	0	0	0	23	3	16	0
% Represented	30.4%	56.5%	0.0%	13.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.0%	69.6%	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%
PROFESSIONALS															
Employees	115	143	4	11	1	4	0	0	0	0	0	278	20	158	7
% Represented	41.4%	51.4%	1.4%	4.0%	0.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.2%	56.8%	2.5%
New Hires	4	15	0	0	0	0	0	0	0	0	0	19	0	15	0
% Represented	21.1%	78.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	78.9%	0.0%
Promotions	5	3	0	0	0	0	0	0	0	0	0	8	0	3	0
% Represented	62.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	37.5%	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	22	79	4	20	0	1	0	2	0	0	0	128	27	102	8
% Represented	17.2%	61.7%	3.1%	15.6%	0.0%	0.8%	0.0%	1.6%	0.0%	0.0%	0.0%	100.0%	21.1%	79.7%	6.3%
New Hires	0	1	1	2	0	0	0	0	0	0	0	4	3	3	0
% Represented	0.0%	25.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	75.0%	0.0%
Promotions	3	2	0	0	0	0	0	0	0	0	0	5	0	2	1
% 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%	20.0%
PROTECTIVE SERVICES															
Employees	33	3	16	7	1	0	2	1	0	0	0	63	27	11	4
% Represented	52.4%	4.8%	25.4%	11.1%	1.6%	0.0%	3.2%	1.6%	0.0%	0.0%	0.0%	100.0%	42.9%	17.5%	6.3%
New Hires	3	1	1	1	0	0	0	0	0	0	0	6	2	2	0
% Represented	50.0%	16.7%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	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	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	

Staffing Report

Cultural Resources

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	51	44	9	8	1	1	0	0	0	1	0	115	20	54	1
% Represented	44.3%	38.3%	7.8%	7.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.9%	0.0%	100.0%	17.4%	47.0%	0.9%
New Hires	3	2	0	1	0	0	0	0	0	1	0	7	2	4	0
% Represented	42.9%	28.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	100.0%	28.6%	57.1%	0.0%
Promotions	3	3	0	0	0	0	0	0	0	0	0	6	0	3	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%
SKILLED CRAFT															
Employees	50	4	3	1	0	0	0	0	0	0	0	58	4	5	1
% Represented	86.2%	6.9%	5.2%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.9%	8.6%	1.7%
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%
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	287	289	38	50	3	6	2	3	0	1	0	679	103	349	22
% Represented	42.3%	42.6%	5.6%	7.4%	0.4%	0.9%	0.3%	0.4%	0.0%	0.1%	0.0%	100.0%	15.2%	51.4%	3.2%
New Hires	12	19	2	4	0	0	0	0	0	1	0	38	7	24	0
% Represented	31.6%	50.0%	5.3%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	100.0%	18.4%	63.2%	0.0%
Promotions	12	9	0	0	0	0	0	0	0	0	0	21	0	9	1
% Represented	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	42.9%	4.8%

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

Staffing Report

Environment and Natural Resources

As of December 31, 2013

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	54	21	4	1	0	0	0	2	0	0	0	82	7	24	1
% Represented	65.9%	25.6%	4.9%	1.2%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	100.0%	8.5%	29.3%	1.2%
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	6	0	1	0	0	0	0	1	0	0	0	8	2	1	0
% Represented	75.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	100.0%	25.0%	12.5%	0.0%
MANAGEMENT RELATED															
Employees	20	67	1	19	0	1	0	0	0	0	0	108	21	87	1
% Represented	18.5%	62.0%	0.9%	17.6%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	19.4%	80.6%	0.9%
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	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%
PROFESSIONALS															
Employees	764	435	32	25	7	7	33	20	5	5	4	1337	134	492	11
% Represented	57.1%	32.5%	2.4%	1.9%	0.5%	0.5%	2.5%	1.5%	0.4%	0.4%	0.3%	100.0%	10.0%	36.8%	0.8%
New Hires	23	15	0	1	0	1	0	0	0	0	2	42	2	17	0
% Represented	54.8%	35.7%	0.0%	2.4%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	4.8%	100.0%	4.8%	40.5%	0.0%
Promotions	31	19	1	0	0	0	1	1	1	0	0	54	4	20	0
% Represented	57.4%	35.2%	1.9%	0.0%	0.0%	0.0%	1.9%	1.9%	1.9%	0.0%	0.0%	100.0%	7.4%	37.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	107	47	1	3	1	0	1	2	1	1	1	165	10	53	2
% Represented	64.8%	28.5%	0.6%	1.8%	0.6%	0.0%	0.6%	1.2%	0.6%	0.6%	0.6%	100.0%	6.1%	32.1%	1.2%
New Hires	7	3	0	0	0	0	0	0	1	0	0	11	1	3	0
% Represented	63.6%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	100.0%	9.1%	27.3%	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%
ADMINISTRATIVE SUPPORT															
Employees	20	238	4	66	0	3	0	4	0	4	0	339	81	315	7
% Represented	5.9%	70.2%	1.2%	19.5%	0.0%	0.9%	0.0%	1.2%	0.0%	1.2%	0.0%	100.0%	23.9%	92.9%	2.1%
New Hires	0	14	1	1	0	0	0	0	0	0	0	16	2	15	0
% Represented	0.0%	87.5%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	93.8%	0.0%
Promotions	3	10	0	1	0	0	0	1	0	0	0	15	2	12	0
% Represented	20.0%	66.7%	0.0%	6.7%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	100.0%	13.3%	80.0%	0.0%
PROTECTIVE SERVICES															
Employees	207	54	5	1	1	1	0	0	1	0	0	270	9	56	2
% Represented	76.7%	20.0%	1.9%	0.4%	0.4%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	100.0%	3.3%	20.7%	0.7%
New Hires	9	1	1	0	0	0	0	0	0	0	0	11	1	1	0
% 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%	0.0%
Promotions	19	4	1	0	0	0	0	0	0	0	0	24	1	4	0
% Represented	79.2%	16.7%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.2%	16.7%	0.0%

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	

Staffing Report

Environment and Natural Resources

As of December 31, 2013

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	46	70	2	0	0	1	0	0	0	1	1	121	4	72	2
% Represented	38.0%	57.9%	1.7%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.8%	0.8%	100.0%	3.3%	59.5%	1.7%
New Hires	4	5	0	0	0	0	0	0	0	0	1	10	0	5	0
% Represented	40.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	100.0%	0.0%	50.0%	0.0%
Promotions	2	4	0	0	0	0	0	0	0	0	0	6	0	4	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	162	16	12	3	0	0	0	0	0	0	2	195	15	19	2
% Represented	83.1%	8.2%	6.2%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	100.0%	7.7%	9.7%	1.0%
New Hires	6	0	1	0	0	0	0	0	0	0	0	7	1	0	0
% Represented	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	0.0%	0.0%
Promotions	11	2	0	0	0	0	0	0	0	0	0	13	0	2	0
% Represented	84.6%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	15.4%	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	1380	948	61	118	9	13	34	28	7	11	8	2617	281	1118	28
% Represented	52.7%	36.2%	2.3%	4.5%	0.3%	0.5%	1.3%	1.1%	0.3%	0.4%	0.3%	100.0%	10.7%	42.7%	1.1%
New Hires	49	38	3	2	0	1	0	0	1	0	3	97	7	41	0
% Represented	50.5%	39.2%	3.1%	2.1%	0.0%	1.0%	0.0%	0.0%	1.0%	0.0%	3.1%	100.0%	7.2%	42.3%	0.0%
Promotions	76	40	3	2	0	0	1	3	1	0	0	126	10	45	0
% Represented	60.3%	31.7%	2.4%	1.6%	0.0%	0.0%	0.8%	2.4%	0.8%	0.0%	0.0%	100.0%	7.9%	35.7%	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

Health and Human Services

As of December 31, 2012

	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	5	0	2	0	1	2	1	0	0	0	15	6	9	0
% Represented	26.7%	33.3%	0.0%	13.3%	0.0%	6.7%	13.3%	6.7%	0.0%	0.0%	0.0%	100.0%	40.0%	60.0%	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	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%
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

Health and Human Services

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	0	2	5	0	0	0	0	0	0	0	8	7	5	0
% Represented	12.5%	0.0%	25.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	87.5%	62.5%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	10	6	9	0	1	2	1	0	0	0	35	19	21	1
% Represented	17.1%	28.6%	17.1%	25.7%	0.0%	2.9%	5.7%	2.9%	0.0%	0.0%	0.0%	100.0%	54.3%	60.0%	2.9%
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	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	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	

Staffing Report

Health and Human Services

As of December 31, 2012

	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	109	106	8	38	0	0	3	2	0	0	2	268	51	146	6
% Represented	40.7%	39.6%	3.0%	14.2%	0.0%	0.0%	1.1%	0.7%	0.0%	0.0%	0.7%	100.0%	19.0%	54.5%	2.2%
New Hires	2	5	0	0	0	0	0	0	0	0	0	7	0	5	0
% Represented	28.6%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	71.4%	0.0%
Promotions	13	13	1	9	0	0	0	0	0	0	0	36	10	22	0
% Represented	36.1%	36.1%	2.8%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.8%	61.1%	0.0%
MANAGEMENT RELATED															
Employees	209	571	48	237	5	8	2	13	3	3	4	1103	319	832	19
% Represented	18.9%	51.8%	4.4%	21.5%	0.5%	0.7%	0.2%	1.2%	0.3%	0.3%	0.4%	100.0%	28.9%	75.4%	1.7%
New Hires	11	41	4	14	0	0	0	0	0	1	3	74	19	56	2
% Represented	14.9%	55.4%	5.4%	18.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	4.1%	100.0%	25.7%	75.7%	2.7%
Promotions	16	29	2	12	0	0	0	0	0	0	0	59	14	41	0
% Represented	27.1%	49.2%	3.4%	20.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.7%	69.5%	0.0%
PROFESSIONALS															
Employees	1025	3287	428	1518	31	51	73	88	13	31	22	6567	2233	4975	174
% Represented	15.6%	50.1%	6.5%	23.1%	0.5%	0.8%	1.1%	1.3%	0.2%	0.5%	0.3%	100.0%	34.0%	75.8%	2.6%
New Hires	63	244	22	129	2	9	7	12	1	2	10	501	184	396	11
% Represented	12.6%	48.7%	4.4%	25.7%	0.4%	1.8%	1.4%	2.4%	0.2%	0.4%	2.0%	100.0%	36.7%	79.0%	2.2%
Promotions	39	130	32	76	2	1	2	2	0	2	1	287	117	211	10
% Represented	13.6%	45.3%	11.1%	26.5%	0.7%	0.3%	0.7%	0.7%	0.0%	0.7%	0.3%	100.0%	40.8%	73.5%	3.5%
TECHNICIANS AND TECHNOLOGISTS															
Employees	39	178	14	68	0	2	1	8	0	0	0	310	93	256	9
% Represented	12.6%	57.4%	4.5%	21.9%	0.0%	0.6%	0.3%	2.6%	0.0%	0.0%	0.0%	100.0%	30.0%	82.6%	2.9%
New Hires	3	12	0	6	0	0	1	2	0	0	0	24	9	20	1
% Represented	12.5%	50.0%	0.0%	25.0%	0.0%	0.0%	4.2%	8.3%	0.0%	0.0%	0.0%	100.0%	37.5%	83.3%	4.2%
Promotions	0	4	2	4	0	1	0	0	0	0	0	11	7	9	0
% Represented	0.0%	36.4%	18.2%	36.4%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	63.6%	81.8%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	123	983	90	637	3	14	2	9	0	9	3	1873	764	1652	37
% Represented	6.6%	52.5%	4.8%	34.0%	0.2%	0.7%	0.1%	0.5%	0.0%	0.5%	0.2%	100.0%	40.8%	88.2%	2.0%
New Hires	6	38	5	26	0	3	0	0	0	0	0	78	34	67	2
% Represented	7.7%	48.7%	6.4%	33.3%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	43.6%	85.9%	2.6%
Promotions	12	47	7	13	0	0	0	0	0	0	0	79	20	60	1
% Represented	15.2%	59.5%	8.9%	16.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.3%	75.9%	1.3%
PROTECTIVE SERVICES															
Employees	27	2	1	0	0	0	0	0	0	0	1	31	1	2	0
% Represented	87.1%	6.5%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	100.0%	3.2%	6.5%	0.0%
New Hires	4	0	0	0	0	0	0	0	0	0	0	4	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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	534	1254	1076	2555	13	30	16	35	2	5	7	5527	3732	3879	86
% Represented	9.7%	22.7%	19.5%	46.2%	0.2%	0.5%	0.3%	0.6%	0.0%	0.1%	0.1%	100.0%	67.5%	70.2%	1.6%
New Hires	77	136	87	188	5	1	2	4	0	0	1	501	287	329	4
% Represented	15.4%	27.1%	17.4%	37.5%	1.0%	0.2%	0.4%	0.8%	0.0%	0.0%	0.2%	100.0%	57.3%	65.7%	0.8%
Promotions	20	52	45	83	2	0	1	0	0	1	0	204	132	136	2
% Represented	9.8%	25.5%	22.1%	40.7%	1.0%	0.0%	0.5%	0.0%	0.0%	0.5%	0.0%	100.0%	64.7%	66.7%	1.0%
SKILLED CRAFT															
Employees	388	16	69	12	9	0	2	2	2	0	1	501	96	30	11
% Represented	77.4%	3.2%	13.8%	2.4%	1.8%	0.0%	0.4%	0.4%	0.4%	0.0%	0.2%	100.0%	19.2%	6.0%	2.2%
New Hires	37	4	1	0	1	0	0	0	0	0	1	44	2	4	0
% Represented	84.1%	9.1%	2.3%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	100.0%	4.5%	9.1%	0.0%
Promotions	32	2	9	2	0	0	0	0	1	0	0	46	12	4	0
% Represented	69.6%	4.3%	19.6%	4.3%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	100.0%	26.1%	8.7%	0.0%
NOT ASSIGNED															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	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%	100.0%
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	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%	100.0%
HEALTH HUMAN SERVICES TOTAL															
Employees	2454	6398	1734	5065	61	105	99	157	20	48	40	16180	7289	11772	342
% Represented	15.2%	39.5%	10.7%	31.3%	0.4%	0.6%	0.6%	1.0%	0.1%	0.3%	0.2%	100.0%	45.0%	72.8%	2.1%
New Hires	203	480	119	363	8	13	10	18	1	3	15	1233	535	877	20
% Represented	16.5%	38.9%	9.7%	29.4%	0.6%	1.1%	0.8%	1.5%	0.1%	0.2%	1.2%	100.0%	43.4%	71.1%	1.6%
Promotions	133	277	98	199	4	2	3	2	1	3	1	724	312	484	12
% Represented	18.4%	38.3%	13.5%	27.5%	0.6%	0.3%	0.4%	0.3%	0.1%	0.4%	0.1%	100.0%	43.1%	66.9%	1.7%

OVERALL TOTAL															
Employees	2460	6408	1740	5074	61	106	101	158	20	48	40	16216	7308	11794	343
% Represented	15.2%	39.5%	10.7%	31.3%	0.4%	0.7%	0.6%	1.0%	0.1%	0.3%	0.2%	100.0%	45.1%	72.7%	2.1%
New Hires	203	481	119	363	8	13	10	18	1	3	15	1234	535	878	20
% Represented	16.5%	39.0%	9.6%	29.4%	0.6%	1.1%	0.8%	1.5%	0.1%	0.2%	1.2%	100.0%	43.4%	71.2%	1.6%
Promotions	133	277	98	199	4	2	3	2	1	3	1	724	312	484	13
% Represented	18.4%	38.3%	13.5%	27.5%	0.6%	0.3%	0.4%	0.3%	0.1%	0.4%	0.1%	100.0%	43.1%	66.9%	1.8%

Staffing Report ITS

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	25	9	1	0	0	0	2	0	0	0	0	37	3	9	0
% Represented	67.6%	24.3%	2.7%	0.0%	0.0%	0.0%	5.4%	0.0%	0.0%	0.0%	0.0%	100.0%	8.1%	24.3%	0.0%
New Hires	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	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	6	15	3	5	0	0	1	1	0	0	0	31	10	21	0
% Represented	19.4%	48.4%	9.7%	16.1%	0.0%	0.0%	3.2%	3.2%	0.0%	0.0%	0.0%	100.0%	32.3%	67.7%	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%
PROFESSIONALS															
Employees	209	91	39	23	5	0	16	9	2	0	0	394	94	123	4
% Represented	53.0%	23.1%	9.9%	5.8%	1.3%	0.0%	4.1%	2.3%	0.5%	0.0%	0.0%	100.0%	23.9%	31.2%	1.0%
New Hires	6	0	0	0	0	0	1	2	0	0	0	9	3	2	0
% Represented	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	22.2%	0.0%	0.0%	0.0%	100.0%	33.3%	22.2%	0.0%
Promotions	6	3	0	0	0	0	0	0	0	0	0	9	0	3	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%
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	18	2	7	0	1	0	0	0	1	0	32	11	27	0
% Represented	9.4%	56.3%	6.3%	21.9%	0.0%	3.1%	0.0%	0.0%	0.0%	3.1%	0.0%	100.0%	34.4%	84.4%	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	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%
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, 2012

	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	248	133	47	35	6	1	19	10	2	1	0	502	121	180	4
% Represented	49.4%	26.5%	9.4%	7.0%	1.2%	0.2%	3.8%	2.0%	0.4%	0.2%	0.0%	100.0%	24.1%	35.9%	0.8%
New Hires	6	0	0	0	0	0	2	2	0	0	0	10	4	2	0
% Represented	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	100.0%	40.0%	20.0%	0.0%
Promotions	8	4	0	1	0	0	0	0	0	0	0	13	1	5	0
% Represented	61.5%	30.8%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.7%	38.5%	0.0%

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	

Staffing Report Insurance

As of December 31, 2012

	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	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%
MANAGEMENT RELATED															
Employees	73	65	11	35	0	1	0	6	1	0	0	192	54	107	2
% Represented	38.0%	33.9%	5.7%	18.2%	0.0%	0.5%	0.0%	3.1%	0.5%	0.0%	0.0%	100.0%	28.1%	55.7%	1.0%
New Hires	9	3	0	2	0	0	1	0	0	0	0	15	3	5	0
% Represented	60.0%	20.0%	0.0%	13.3%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	33.3%	0.0%
Promotions	4	5	1	2	0	0	0	3	0	0	0	15	6	10	0
% Represented	26.7%	33.3%	6.7%	13.3%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	100.0%	40.0%	66.7%	0.0%
PROFESSIONALS															
Employees	45	31	5	3	2	0	2	2	0	0	0	90	14	36	3
% Represented	50.0%	34.4%	5.6%	3.3%	2.2%	0.0%	2.2%	2.2%	0.0%	0.0%	0.0%	100.0%	15.6%	40.0%	3.3%
New Hires	3	1	0	1	0	0	0	0	0	0	0	5	1	2	0
% Represented	60.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	40.0%	0.0%
Promotions	1	2	0	0	0	0	0	2	0	0	0	5	2	4	0
% Represented	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	100.0%	40.0%	80.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	9	2	0	0	0	0	0	0	0	0	0	11	0	2	1
% Represented	81.8%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	18.2%	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%
ADMINISTRATIVE SUPPORT															
Employees	11	46	2	37	0	2	0	0	0	1	0	99	42	86	2
% Represented	11.1%	46.5%	2.0%	37.4%	0.0%	2.0%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	42.4%	86.9%	2.0%
New Hires	0	3	0	2	0	0	0	0	0	0	0	5	2	5	0
% Represented	0.0%	60.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	100.0%	0.0%
Promotions	0	2	0	2	0	1	0	0	0	0	0	5	3	5	0
% Represented	0.0%	40.0%	0.0%	40.0%	0.0%	20.0%	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	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%

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	

Staffing Report Insurance

As of December 31, 2012

	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	153	21	77	3	3	2	8	1	1	0	424	116	242	8
% Represented	36.6%	36.1%	5.0%	18.2%	0.7%	0.7%	0.5%	1.9%	0.2%	0.2%	0.0%	100.0%	27.4%	57.1%	1.9%
New Hires	12	7	0	5	0	0	1	0	0	0	0	25	6	12	0
% Represented	48.0%	28.0%	0.0%	20.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.0%	48.0%	0.0%
Promotions	7	11	1	4	0	1	0	5	0	0	0	29	11	21	0
% Represented	24.1%	37.9%	3.4%	13.8%	0.0%	3.4%	0.0%	17.2%	0.0%	0.0%	0.0%	100.0%	37.9%	72.4%	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
Justice and State Bureau of Investigation
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
JUSTICE															
OFFICIALS AND ADMINISTRATORS															
Employees	28	13	3	3	0	0	0	0	0	0	0	47	6	16	0
% Represented	59.6%	27.7%	6.4%	6.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.8%	34.0%	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	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%
MANAGEMENT RELATED															
Employees	12	19	3	7	0	0	0	2	0	0	0	43	12	28	0
% Represented	27.9%	44.2%	7.0%	16.3%	0.0%	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%	100.0%	27.9%	65.1%	0.0%
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	119	131	12	33	0	3	2	4	0	0	2	306	54	171	2
% Represented	38.9%	42.8%	3.9%	10.8%	0.0%	1.0%	0.7%	1.3%	0.0%	0.0%	0.7%	100.0%	17.6%	55.9%	0.7%
New Hires	5	9	0	1	0	0	0	0	0	0	0	15	1	10	0
% Represented	33.3%	60.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.7%	66.7%	0.0%
Promotions	7	7	2	4	0	0	0	1	0	0	0	21	7	12	0
% Represented	33.3%	33.3%	9.5%	19.0%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	100.0%	33.3%	57.1%	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	6	72	2	40	0	0	0	0	0	1	0	121	43	113	3
% Represented	5.0%	59.5%	1.7%	33.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	100.0%	35.5%	93.4%	2.5%
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	1	3	0	1	0	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%	0.0%	100.0%	20.0%	80.0%	0.0%
PROTECTIVE SERVICES															
Employees	21	16	8	7	0	1	0	0	0	0	0	53	16	24	0
% Represented	39.6%	30.2%	15.1%	13.2%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	30.2%	45.3%	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%

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 and State Bureau of Investigation

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	2	2	2	1	0	0	0	0	0	1	0	8	4	4	0
% Represented	25.0%	25.0%	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	100.0%	50.0%	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%
SKILLED CRAFT															
Employees	9	0	1	0	0	0	0	0	0	0	0	10	1	0	1
% Represented	90.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.0%	0.0%	10.0%
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%
JUSTICE TOTALS															
Employees	197	253	31	91	0	4	2	6	0	2	2	588	136	356	6
% Represented	33.5%	43.0%	5.3%	15.5%	0.0%	0.7%	0.3%	1.0%	0.0%	0.3%	0.3%	100.0%	23.1%	60.5%	1.0%
New Hires	6	10	2	2	0	0	0	0	0	0	0	20	4	12	0
% Represented	30.0%	50.0%	10.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
Promotions	11	10	3	5	0	0	0	1	0	0	0	30	9	16	0
% Represented	36.7%	33.3%	10.0%	16.7%	0.0%	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	100.0%	30.0%	53.3%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
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HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female

AIM American Indian Male
AIF American Indian Female

Staffing Report

Justice and State Bureau of Investigation

	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	2	2	1	0	0	0	0	0	0	0	18	3	3	0
% Represented	72.2%	11.1%	11.1%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	16.7%	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	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	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%
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	63	73	8	13	1	2	4	4	0	0	0	168	32	92	1
% Represented	37.5%	43.5%	4.8%	7.7%	0.6%	1.2%	2.4%	2.4%	0.0%	0.0%	0.0%	100.0%	19.0%	54.8%	0.6%
New Hires	2	6	2	0	0	2	0	0	0	0	0	12	4	8	0
% Represented	16.7%	50.0%	16.7%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Promotions	10	0	2	0	0	0	0	0	0	0	0	12	2	0	0
% Represented	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	8	10	1	3	0	1	0	0	0	1	0	24	6	15	1
% Represented	33.3%	41.7%	4.2%	12.5%	0.0%	4.2%	0.0%	0.0%	0.0%	4.2%	0.0%	100.0%	25.0%	62.5%	4.2%
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	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	5	62	5	19	0	0	0	1	0	2	0	94	27	84	1
% Represented	5.3%	66.0%	5.3%	20.2%	0.0%	0.0%	0.0%	1.1%	0.0%	2.1%	0.0%	100.0%	28.7%	89.4%	1.1%
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	4	0	3	0	0	0	0	0	1	0	8	4	8	0
% Represented	0.0%	50.0%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	100.0%	50.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	153	56	17	9	3	4	2	2	3	0	0	249	40	71	1
% Represented	61.4%	22.5%	6.8%	3.6%	1.2%	1.6%	0.8%	0.8%	1.2%	0.0%	0.0%	100.0%	16.1%	28.5%	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	5	7	1	0	0	0	0	0	0	0	0	13	1	7	0
% Represented	38.5%	53.8%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.7%	53.8%	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

Justice and State Bureau of Investigation

As of December 31, 2012

	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	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%
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	250	208	33	46	4	7	6	7	3	3	0	567	109	271	4
% Represented	44.1%	36.7%	5.8%	8.1%	0.7%	1.2%	1.1%	1.2%	0.5%	0.5%	0.0%	100.0%	19.2%	47.8%	0.7%
New Hires	6	6	3	0	1	3	0	0	0	0	0	19	7	9	0
% Represented	31.6%	31.6%	15.8%	0.0%	5.3%	15.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.8%	47.4%	0.0%
Promotions	17	12	3	4	0	0	0	0	0	1	0	37	8	17	0
% Represented	45.9%	32.4%	8.1%	10.8%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	100.0%	21.6%	45.9%	0.0%

Overall Results															
Employees	447	461	64	137	4	11	8	13	3	5	2	1155	245	627	10
% Represented	38.7%	39.9%	5.5%	11.9%	0.3%	1.0%	0.7%	1.1%	0.3%	0.4%	0.2%	100.0%	21.2%	54.3%	0.9%
New Hires	12	16	5	2	1	3	0	0	0	0	0	39	11	21	0
% Represented	30.8%	41.0%	12.8%	5.1%	2.6%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.2%	53.8%	0.0%
Promotions	28	22	6	9	0	0	0	1	0	1	0	67	17	33	0
% Represented	41.8%	32.8%	9.0%	13.4%	0.0%	0.0%	0.0%	1.5%	0.0%	1.5%	0.0%	100.0%	25.4%	49.3%	0.0%

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	

Staffing Report

Labor

As of December 31, 2012

	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	19	18	5	10	0	3	0	0	0	0	0	55	18	31	0
% Represented	34.5%	32.7%	9.1%	18.2%	0.0%	5.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	32.7%	56.4%	0.0%
New Hires	0	2	0	1	0	1	0	0	0	0	0	4	2	4	0
% Represented	0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	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%
PROFESSIONALS															
Employees	95	46	20	10	3	4	1	1	1	1	0	182	41	62	5
% Represented	52.2%	25.3%	11.0%	5.5%	1.6%	2.2%	0.5%	0.5%	0.5%	0.5%	0.0%	100.0%	22.5%	34.1%	2.7%
New Hires	6	3	1	3	0	1	0	0	0	0	0	14	5	7	0
% Represented	42.9%	21.4%	7.1%	21.4%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	35.7%	50.0%	0.0%
Promotions	4	4	0	0	0	0	0	0	0	0	0	8	0	4	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	3	2	0	1	0	1	0	0	0	0	0	7	2	4	0
% Represented	42.9%	28.6%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	57.1%	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	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%
ADMINISTRATIVE SUPPORT															
Employees	6	35	1	18	0	4	1	0	0	0	0	65	24	57	2
% Represented	9.2%	53.8%	1.5%	27.7%	0.0%	6.2%	1.5%	0.0%	0.0%	0.0%	0.0%	100.0%	36.9%	87.7%	3.1%
New Hires	1	2	0	0	0	1	0	0	0	0	0	4	1	3	0
% Represented	25.0%	50.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	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%
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	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	

Staffing Report

Labor

As of December 31, 2012

	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	55	0	8	0	0	0	0	0	0	0	0	63	8	0	0
% Represented	87.3%	0.0%	12.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.7%	0.0%	0.0%
New Hires	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%
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	190	105	34	41	3	12	2	1	1	1	0	390	95	160	7
% Represented	48.7%	26.9%	8.7%	10.5%	0.8%	3.1%	0.5%	0.3%	0.3%	0.3%	0.0%	100.0%	24.4%	41.0%	1.8%
New Hires	10	7	1	4	0	3	0	0	0	0	0	25	8	14	0
% Represented	40.0%	28.0%	4.0%	16.0%	0.0%	12.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	32.0%	56.0%	0.0%
Promotions	6	6	0	2	0	0	0	0	0	0	0	14	2	8	0
% Represented	42.9%	42.9%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	57.1%	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

Office of State Budget

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	1	5	1	2	0	0	0	0	0	0	0	9	3	7	0
% Represented	11.1%	55.6%	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	77.8%	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	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	12	7	1	11	0	0	0	0	0	0	1	32	12	18	0
% Represented	37.5%	21.9%	3.1%	34.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	100.0%	37.5%	56.3%	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%
PROFESSIONALS															
Employees	2	3	0	1	0	0	0	1	0	0	0	7	2	5	0
% Represented	28.6%	42.9%	0.0%	14.3%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	100.0%	28.6%	71.4%	0.0%
New Hires	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%
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	3	0	2	0	0	0	0	0	1	0	6	3	6	0
% Represented	0.0%	50.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	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
As of December 31, 2012

	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	18	2	16	0	0	0	1	0	1	1	54	20	36	0
% Represented	27.8%	33.3%	3.7%	29.6%	0.0%	0.0%	0.0%	1.9%	0.0%	1.9%	1.9%	100.0%	37.0%	66.7%	0.0%
New Hires	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%	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%

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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	7	1	1	0	0	1	0	0	0	0	13	3	8	2
% Represented	23.1%	53.8%	7.7%	7.7%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	100.0%	23.1%	61.5%	15.4%
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%
MANAGEMENT RELATED															
Employees	9	16	2	20	0	0	0	0	0	0	0	47	22	36	0
% Represented	19.1%	34.0%	4.3%	42.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	46.8%	76.6%	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%
PROFESSIONALS															
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	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	1	0	5	0	0	0	0	0	0	0	6	5	6	0
% Represented	0.0%	16.7%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	83.3%	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, 2012

	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	26	3	26	0	0	1	0	0	0	0	71	30	52	2
% Represented	21.1%	36.6%	4.2%	36.6%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	100.0%	42.3%	73.2%	2.8%
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	0
% Represented	0.0%	0.0%	0.0%	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

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	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	30	61	9	28	1	0	1	0	0	2	0	132	41	91	1
% Represented	22.7%	46.2%	6.8%	21.2%	0.8%	0.0%	0.8%	0.0%	0.0%	1.5%	0.0%	100.0%	31.1%	68.9%	0.8%
New Hires	1	5	2	4	0	0	0	0	0	0	0	12	6	9	0
% Represented	8.3%	41.7%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%
Promotions	0	5	3	3	0	0	0	0	0	1	0	12	7	9	0
% Represented	0.0%	41.7%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	100.0%	58.3%	75.0%	0.0%
MANAGEMENT RELATED															
Employees	20	25	4	23	0	1	0	2	0	1	0	76	31	52	1
% Represented	26.3%	32.9%	5.3%	30.3%	0.0%	1.3%	0.0%	2.6%	0.0%	1.3%	0.0%	100.0%	40.8%	68.4%	1.3%
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	1	0	0	4	0	0	0	0	0	0	0	5	4	4	0
% Represented	20.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	80.0%	0.0%
PROFESSIONALS															
Employees	99	215	17	73	3	3	10	11	0	2	2	435	119	304	7
% Represented	22.8%	49.4%	3.9%	16.8%	0.7%	0.7%	2.3%	2.5%	0.0%	0.5%	0.5%	100.0%	27.4%	69.9%	1.6%
New Hires	11	26	1	10	0	0	1	1	0	0	1	51	13	37	1
% Represented	21.6%	51.0%	2.0%	19.6%	0.0%	0.0%	2.0%	2.0%	0.0%	0.0%	2.0%	100.0%	25.5%	72.5%	2.0%
Promotions	1	3	0	0	0	0	0	0	0	0	0	4	0	3	0
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	2	6	4	4	0	0	0	0	0	0	0	16	8	10	4
% Represented	12.5%	37.5%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	62.5%	25.0%
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%
ADMINISTRATIVE SUPPORT															
Employees	14	62	6	53	0	0	0	1	0	0	0	136	60	116	2
% Represented	10.3%	45.6%	4.4%	39.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	100.0%	44.1%	85.3%	1.5%
New Hires	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%
Promotions	0	1	0	2	0	0	0	0	0	0	0	3	2	3	0
% Represented	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	100.0%	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	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	

Staffing Report
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	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	19	62	15	58	0	1	1	0	0	1	1	158	76	122	33
% Represented	12.0%	39.2%	9.5%	36.7%	0.0%	0.6%	0.6%	0.0%	0.0%	0.6%	0.6%	100.0%	48.1%	77.2%	20.9%
New Hires	2	3	1	1	0	0	0	0	0	0	1	8	2	4	1
% Represented	25.0%	37.5%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	100.0%	25.0%	50.0%	12.5%
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%
SKILLED CRAFT															
Employees	18	4	2	0	1	1	0	0	0	0	1	27	4	5	2
% Represented	66.7%	14.8%	7.4%	0.0%	3.7%	3.7%	0.0%	0.0%	0.0%	0.0%	3.7%	100.0%	14.8%	18.5%	7.4%
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	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	209	435	57	239	5	6	12	14	0	6	4	987	339	700	50
% Represented	21.2%	44.1%	5.8%	24.2%	0.5%	0.6%	1.2%	1.4%	0.0%	0.6%	0.4%	100.0%	34.3%	70.9%	5.1%
New Hires	17	35	5	18	0	0	1	1	0	0	2	79	25	54	2
% Represented	21.5%	44.3%	6.3%	22.8%	0.0%	0.0%	1.3%	1.3%	0.0%	0.0%	2.5%	100.0%	31.6%	68.4%	2.5%
Promotions	3	10	3	9	0	0	0	0	0	1	0	26	13	20	0
% Represented	11.5%	38.5%	11.5%	34.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	0.0%	100.0%	50.0%	76.9%	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 Safety

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
Justice															
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	3	3	0	1	0	0	0	0	0	0	0	7	1	4	0
% Represented	42.9%	42.9%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	57.1%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	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%
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
Public Safety
As of December 31, 2012

	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	3	4	0	1	0	0	0	0	0	0	0	8	1	5	0
% Represented	37.5%	50.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	62.5%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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 **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

Staffing Report

Public Safety

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
PUBLIC SAFETY															
OFFICIALS AND ADMINISTRATORS															
Employees	107	48	27	24	2	0	1	1	3	3	0	216	61	76	2
% Represented	49.5%	22.2%	12.5%	11.1%	0.9%	0.0%	0.5%	0.5%	1.4%	1.4%	0.0%	100.0%	28.2%	35.2%	0.9%
New Hires	1	0	0	0	0	0	0	0	1	0	0	2	1	0	0
% Represented	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Promotions	16	3	2	2	0	0	0	1	0	0	0	24	5	6	0
% Represented	66.7%	12.5%	8.3%	8.3%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	100.0%	20.8%	25.0%	0.0%
MANAGEMENT RELATED															
Employees	123	113	44	59	0	0	1	2	4	2	0	348	112	176	3
% Represented	35.3%	32.5%	12.6%	17.0%	0.0%	0.0%	0.3%	0.6%	1.1%	0.6%	0.0%	100.0%	32.2%	50.6%	0.9%
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	12	14	0	6	0	0	0	0	0	1	0	33	7	21	0
% Represented	36.4%	42.4%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	100.0%	21.2%	63.6%	0.0%
PROFESSIONALS															
Employees	1345	1455	724	1182	23	29	30	40	30	32	2	4892	2090	2738	43
% Represented	27.5%	29.7%	14.8%	24.2%	0.5%	0.6%	0.6%	0.8%	0.6%	0.7%	0.0%	100.0%	42.7%	56.0%	0.9%
New Hires	43	60	30	75	1	3	2	5	1	0	1	221	117	143	1
% Represented	19.5%	27.1%	13.6%	33.9%	0.5%	1.4%	0.9%	2.3%	0.5%	0.0%	0.5%	100.0%	52.9%	64.7%	0.5%
Promotions	57	57	35	63	1	3	0	1	0	0	0	217	103	124	3
% Represented	26.3%	26.3%	16.1%	29.0%	0.5%	1.4%	0.0%	0.5%	0.0%	0.0%	0.0%	100.0%	47.5%	57.1%	1.4%
TECHNICIANS AND TECHNOLOGISTS															
Employees	72	59	156	99	3	1	2	5	2	0	0	399	268	164	10
% Represented	18.0%	14.8%	39.1%	24.8%	0.8%	0.3%	0.5%	1.3%	0.5%	0.0%	0.0%	100.0%	67.2%	41.1%	2.5%
New Hires	4	2	1	4	0	0	0	1	0	0	0	12	6	7	1
% Represented	33.3%	16.7%	8.3%	33.3%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	100.0%	50.0%	58.3%	8.3%
Promotions	2	2	0	2	0	0	0	1	0	0	0	7	3	5	0
% Represented	28.6%	28.6%	0.0%	28.6%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	100.0%	42.9%	71.4%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	175	1150	47	494	2	5	1	11	2	29	0	1916	591	1689	23
% Represented	9.1%	60.0%	2.5%	25.8%	0.1%	0.3%	0.1%	0.6%	0.1%	1.5%	0.0%	100.0%	30.8%	88.2%	1.2%
New Hires	5	37	2	12	0	0	0	1	1	2	0	60	18	52	0
% Represented	8.3%	61.7%	3.3%	20.0%	0.0%	0.0%	0.0%	1.7%	1.7%	3.3%	0.0%	100.0%	30.0%	86.7%	0.0%
Promotions	2	27	3	11	0	0	0	0	1	2	0	46	17	40	0
% Represented	4.3%	58.7%	6.5%	23.9%	0.0%	0.0%	0.0%	0.0%	2.2%	4.3%	0.0%	100.0%	37.0%	87.0%	0.0%
PROTECTIVE SERVICES															
Employees	6625	1246	2903	2488	126	56	42	11	291	116	6	13910	6033	3917	216
% Represented	47.6%	9.0%	20.9%	17.9%	0.9%	0.4%	0.3%	0.1%	2.1%	0.8%	0.0%	100.0%	43.4%	28.2%	1.6%
New Hires	372	90	195	216	13	2	2	1	22	12	1	926	463	321	9
% Represented	40.2%	9.7%	21.1%	23.3%	1.4%	0.2%	0.2%	0.1%	2.4%	1.3%	0.1%	100.0%	50.0%	34.7%	1.0%
Promotions	142	20	58	51	1	0	1	0	6	2	0	281	119	73	3
% Represented	50.5%	7.1%	20.6%	18.1%	0.4%	0.0%	0.4%	0.0%	2.1%	0.7%	0.0%	100.0%	42.3%	26.0%	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

Staffing Report

Public Safety

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	196	131	154	305	2	2	3	2	2	11	0	808	481	451	14
% Represented	24.3%	16.2%	19.1%	37.7%	0.2%	0.2%	0.4%	0.2%	0.2%	1.4%	0.0%	100.0%	59.5%	55.8%	1.7%
New Hires	8	8	4	22	0	0	0	0	0	2	0	44	28	32	0
% Represented	18.2%	18.2%	9.1%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	100.0%	63.6%	72.7%	0.0%
Promotions	12	8	11	10	0	0	1	0	1	0	0	43	23	18	1
% Represented	27.9%	18.6%	25.6%	23.3%	0.0%	0.0%	2.3%	0.0%	2.3%	0.0%	0.0%	100.0%	53.5%	41.9%	2.3%
SKILLED CRAFT															
Employees	778	28	107	21	8	0	4	1	21	0	1	969	162	50	15
% Represented	80.3%	2.9%	11.0%	2.2%	0.8%	0.0%	0.4%	0.1%	2.2%	0.0%	0.1%	100.0%	16.7%	5.2%	1.5%
New Hires	27	0	6	0	1	0	0	0	2	0	1	37	9	0	0
% Represented	73.0%	0.0%	16.2%	0.0%	2.7%	0.0%	0.0%	0.0%	5.4%	0.0%	2.7%	100.0%	24.3%	0.0%	0.0%
Promotions	39	2	4	2	0	0	0	0	1	0	0	48	7	4	2
% Represented	81.3%	4.2%	8.3%	4.2%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	100.0%	14.6%	8.3%	4.2%
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%
PUBLIC SAFETY TOTAL															
Employees	9421	4230	4162	4672	166	93	84	73	355	193	9	23458	9798	9261	326
% Represented	40.2%	18.0%	17.7%	19.9%	0.7%	0.4%	0.4%	0.3%	1.5%	0.8%	0.0%	100.0%	41.8%	39.5%	1.4%
New Hires	460	197	238	329	15	5	4	8	27	16	3	1302	642	555	11
% Represented	35.3%	15.1%	18.3%	25.3%	1.2%	0.4%	0.3%	0.6%	2.1%	1.2%	0.2%	100.0%	49.3%	42.6%	0.8%
Promotions	282	133	113	147	2	3	2	3	8	2	0	699	284	291	9
% Represented	40.3%	19.0%	16.2%	21.0%	0.3%	0.4%	0.3%	0.4%	1.1%	0.3%	0.0%	100.0%	40.6%	41.6%	1.3%

OVERALL TOTAL															
Employees	9424	4234	4162	4673	166	93	84	73	355	193	9	23466	9799	9266	326
% Represented	40.2%	18.0%	17.7%	19.9%	0.7%	0.4%	0.4%	0.3%	1.5%	0.8%	0.0%	100.0%	41.8%	39.5%	1.4%
New Hires	460	197	238	329	15	5	4	8	27	16	3	1302	642	555	11
% Represented	35.3%	15.1%	18.3%	25.3%	1.2%	0.4%	0.3%	0.6%	2.1%	1.2%	0.2%	100.0%	49.3%	42.6%	0.8%
Promotions	282	133	113	147	2	3	2	3	8	2	0	699	284	291	9
% Represented	40.3%	19.0%	16.2%	21.0%	0.3%	0.4%	0.3%	0.4%	1.1%	0.3%	0.0%	100.0%	40.6%	41.6%	1.3%

Staffing Report

Revenue

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	19	9	1	2	0	0	0	0	0	0	0	31	3	11	0
% Represented	61.3%	29.0%	3.2%	6.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.7%	35.5%	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	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	216	206	54	99	7	5	4	6	2	1	2	602	178	317	8
% Represented	35.9%	34.2%	9.0%	16.4%	1.2%	0.8%	0.7%	1.0%	0.3%	0.2%	0.3%	100.0%	29.6%	52.7%	1.3%
New Hires	12	11	5	5	2	1	0	0	0	0	2	38	13	17	1
% Represented	31.6%	28.9%	13.2%	13.2%	5.3%	2.6%	0.0%	0.0%	0.0%	0.0%	5.3%	100.0%	34.2%	44.7%	2.6%
Promotions	9	16	1	7	0	1	1	0	0	0	0	35	10	24	0
% Represented	25.7%	45.7%	2.9%	20.0%	0.0%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	68.6%	0.0%
PROFESSIONALS															
Employees	49	27	13	9	0	0	7	2	0	0	0	107	31	38	0
% Represented	45.8%	25.2%	12.1%	8.4%	0.0%	0.0%	6.5%	1.9%	0.0%	0.0%	0.0%	100.0%	29.0%	35.5%	0.0%
New Hires	1	0	1	1	0	0	1	0	0	0	0	4	3	1	0
% Represented	25.0%	0.0%	25.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	25.0%	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	23	195	24	257	5	12	2	10	0	3	1	532	313	477	7
% Represented	4.3%	36.7%	4.5%	48.3%	0.9%	2.3%	0.4%	1.9%	0.0%	0.6%	0.2%	100.0%	58.8%	89.7%	1.3%
New Hires	0	11	2	14	3	5	0	0	0	1	2	38	25	31	0
% Represented	0.0%	28.9%	5.3%	36.8%	7.9%	13.2%	0.0%	0.0%	0.0%	2.6%	5.3%	100.0%	65.8%	81.6%	0.0%
Promotions	3	16	2	25	1	0	0	2	0	0	0	49	30	43	0
% Represented	6.1%	32.7%	4.1%	51.0%	2.0%	0.0%	0.0%	4.1%	0.0%	0.0%	0.0%	100.0%	61.2%	87.8%	0.0%
PROTECTIVE SERVICES															
Employees	18	8	0	1	0	0	0	0	0	0	0	27	1	9	0
% Represented	66.7%	29.6%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	3.7%	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%

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	

Staffing Report

Revenue

As of December 31, 2012

	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	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%
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	330	445	93	369	12	17	13	18	2	4	3	1306	528	853	15
% Represented	25.3%	34.1%	7.1%	28.3%	0.9%	1.3%	1.0%	1.4%	0.2%	0.3%	0.2%	100.0%	40.4%	65.3%	1.1%
New Hires	13	22	8	20	5	6	1	0	0	1	4	80	41	49	1
% Represented	16.3%	27.5%	10.0%	25.0%	6.3%	7.5%	1.3%	0.0%	0.0%	1.3%	5.0%	100.0%	51.3%	61.3%	1.3%
Promotions	15	33	3	32	1	1	1	2	0	0	0	88	40	68	0
% Represented	17.0%	37.5%	3.4%	36.4%	1.1%	1.1%	1.1%	2.3%	0.0%	0.0%	0.0%	100.0%	45.5%	77.3%	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
Secretary of State
As of December 31, 2012

	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	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	1	5	2	3	0	0	0	0	0	0	0	11	5	8	1
% Represented	9.1%	45.5%	18.2%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	45.5%	72.7%	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%
PROFESSIONALS															
Employees	16	12	1	5	0	0	0	0	0	0	0	34	6	17	0
% Represented	47.1%	35.3%	2.9%	14.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	17.6%	50.0%	0.0%
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	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%
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	37	9	58	1	2	1	1	0	0	0	118	72	98	5
% Represented	7.6%	31.4%	7.6%	49.2%	0.8%	1.7%	0.8%	0.8%	0.0%	0.0%	0.0%	100.0%	61.0%	83.1%	4.2%
New Hires	1	3	0	0	0	0	0	0	0	0	0	4	0	3	0
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	0.0%
Promotions	0	1	0	2	0	0	0	0	0	0	0	3	2	3	0
% Represented	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	12	7	0	2	0	0	1	1	0	0	0	23	4	10	0
% Represented	52.2%	30.4%	0.0%	8.7%	0.0%	0.0%	4.3%	4.3%	0.0%	0.0%	0.0%	100.0%	17.4%	43.5%	0.0%
New Hires	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%
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%

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	

Staffing Report
Secretary of State
As of December 31, 2012

	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	41	61	12	68	1	2	2	2	0	0	0	189	87	133	6
% Represented	21.7%	32.3%	6.3%	36.0%	0.5%	1.1%	1.1%	1.1%	0.0%	0.0%	0.0%	100.0%	46.0%	70.4%	3.2%
New Hires	1	6	1	1	0	0	0	0	0	0	0	9	2	7	0
% Represented	11.1%	66.7%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	77.8%	0.0%
Promotions	1	1	0	4	0	0	0	0	0	0	0	6	4	5	0
% Represented	16.7%	16.7%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	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

Staffing Report

State Auditor

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	18	22	2	6	1	0	0	0	0	0	0	49	9	28	0
% Represented	36.7%	44.9%	4.1%	12.2%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.4%	57.1%	0.0%
New Hires	1	2	0	1	1	0	0	0	0	0	0	5	2	3	0
% Represented	20.0%	40.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	60.0%	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%
MANAGEMENT RELATED															
Employees	30	40	2	12	1	1	0	3	0	0	0	89	19	56	0
% Represented	33.7%	44.9%	2.2%	13.5%	1.1%	1.1%	0.0%	3.4%	0.0%	0.0%	0.0%	100.0%	21.3%	62.9%	0.0%
New Hires	13	3	0	2	1	1	0	2	0	0	0	22	6	8	0
% Represented	59.1%	13.6%	0.0%	9.1%	4.5%	4.5%	0.0%	9.1%	0.0%	0.0%	0.0%	100.0%	27.3%	36.4%	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%
PROFESSIONALS															
Employees	5	0	0	0	0	0	0	1	0	0	0	6	1	1	1
% Represented	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	100.0%	16.7%	16.7%	16.7%
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	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%
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	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	

Staffing Report
State Auditor
As of December 31, 2012

	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	53	67	4	21	2	1	0	4	0	0	0	152	32	93	1
% Represented	34.9%	44.1%	2.6%	13.8%	1.3%	0.7%	0.0%	2.6%	0.0%	0.0%	0.0%	100.0%	21.1%	61.2%	0.7%
New Hires	15	6	0	3	2	1	0	2	0	0	0	29	8	12	0
% Represented	51.7%	20.7%	0.0%	10.3%	6.9%	3.4%	0.0%	6.9%	0.0%	0.0%	0.0%	100.0%	27.6%	41.4%	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%

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, 2012

	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	41	1	17	0	1	0	2	0	0	0	76	21	61	0
% Represented	18.4%	53.9%	1.3%	22.4%	0.0%	1.3%	0.0%	2.6%	0.0%	0.0%	0.0%	100.0%	27.6%	80.3%	0.0%
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	5	0	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%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	15	20	5	13	1	0	4	7	0	0	0	65	30	40	0
% Represented	23.1%	30.8%	7.7%	20.0%	1.5%	0.0%	6.2%	10.8%	0.0%	0.0%	0.0%	100.0%	46.2%	61.5%	0.0%
New Hires	3	0	0	0	0	0	0	1	0	0	0	4	1	1	0
% Represented	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
Promotions	0	0	0	2	0	0	1	0	0	0	0	3	3	2	0
% Represented	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	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	4	19	2	11	0	0	0	0	0	0	0	36	13	30	0
% Represented	11.1%	52.8%	5.6%	30.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.1%	83.3%	0.0%
New Hires	1	1	0	2	0	0	0	0	0	0	0	4	2	3	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%
Promotions	1	0	1	2	0	0	0	0	0	0	0	4	3	2	0
% Represented	25.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	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	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	

Staffing Report

State Controller

As of December 31, 2012

	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	84	9	42	1	1	5	9	0	0	0	188	67	136	0
% Represented	19.7%	44.7%	4.8%	22.3%	0.5%	0.5%	2.7%	4.8%	0.0%	0.0%	0.0%	100.0%	35.6%	72.3%	0.0%
New Hires	4	2	0	3	0	0	0	1	0	0	0	10	4	6	0
% Represented	40.0%	20.0%	0.0%	30.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	100.0%	40.0%	60.0%	0.0%
Promotions	1	5	1	4	0	0	1	0	0	0	0	12	6	9	0
% Represented	8.3%	41.7%	8.3%	33.3%	0.0%	0.0%	8.3%	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

Staffing Report

State Treasurer

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	1	2	0	0	0	0	0	0	0	0	0	3	0	2	1
% 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%	33.3%
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	48	6	35	2	0	1	2	0	0	2	124	46	85	3
% Represented	22.6%	38.7%	4.8%	28.2%	1.6%	0.0%	0.8%	1.6%	0.0%	0.0%	1.6%	100.0%	37.1%	68.5%	2.4%
New Hires	1	2	0	1	0	0	0	1	0	0	1	6	2	4	0
% Represented	16.7%	33.3%	0.0%	16.7%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	16.7%	100.0%	33.3%	66.7%	0.0%
Promotions	2	0	1	0	0	0	0	0	0	0	0	3	1	0	1
% Represented	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	0.0%	33.3%
PROFESSIONALS															
Employees	26	20	5	4	1	0	2	3	0	0	0	61	15	27	1
% Represented	42.6%	32.8%	8.2%	6.6%	1.6%	0.0%	3.3%	4.9%	0.0%	0.0%	0.0%	100.0%	24.6%	44.3%	1.6%
New Hires	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%
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	14	62	8	50	0	2	0	4	0	0	0	140	64	118	7
% Represented	10.0%	44.3%	5.7%	35.7%	0.0%	1.4%	0.0%	2.9%	0.0%	0.0%	0.0%	100.0%	45.7%	84.3%	5.0%
New Hires	0	1	0	2	0	0	0	0	0	0	0	3	2	3	0
% Represented	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	100.0%	0.0%
Promotions	0	1	2	0	0	0	0	0	0	0	0	3	2	1	0
% Represented	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	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	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	

Staffing Report
State Treasurer
As of December 31, 2012

	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	69	132	19	89	3	2	3	9	0	0	2	328	125	232	12
% Represented	21.0%	40.2%	5.8%	27.1%	0.9%	0.6%	0.9%	2.7%	0.0%	0.0%	0.6%	100.0%	38.1%	70.7%	3.7%
New Hires	2	5	0	3	0	0	0	2	0	0	1	13	5	10	0
% Represented	15.4%	38.5%	0.0%	23.1%	0.0%	0.0%	0.0%	15.4%	0.0%	0.0%	7.7%	100.0%	38.5%	76.9%	0.0%
Promotions	2	1	3	0	0	0	0	0	0	0	0	6	3	1	1
% Represented	33.3%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	16.7%	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

Staffing Report

Transportation

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
Justice															
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	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%
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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%
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
Transportation
As of December 31, 2012

	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	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%

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

Staffing Report

Transportation

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
TRANSPORTATION															
OFFICIALS AND ADMINISTRATORS															
Employees	47	20	4	4	1	0	1	0	0	0	3	80	10	24	0
% Represented	58.8%	25.0%	5.0%	5.0%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%	3.8%	100.0%	12.5%	30.0%	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	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	343	322	73	148	10	12	6	4	4	3	7	932	260	489	7
% Represented	36.8%	34.5%	7.8%	15.9%	1.1%	1.3%	0.6%	0.4%	0.4%	0.3%	0.8%	100.0%	27.9%	52.5%	0.8%
New Hires	10	7	2	5	0	2	0	0	0	0	5	31	9	14	0
% Represented	32.3%	22.6%	6.5%	16.1%	0.0%	6.5%	0.0%	0.0%	0.0%	0.0%	16.1%	100.0%	29.0%	45.2%	0.0%
Promotions	25	22	7	19	0	2	0	0	0	1	0	76	29	44	0
% Represented	32.9%	28.9%	9.2%	25.0%	0.0%	2.6%	0.0%	0.0%	0.0%	1.3%	0.0%	100.0%	38.2%	57.9%	0.0%
PROFESSIONALS															
Employees	1305	327	169	80	13	10	107	34	16	0	10	2071	429	451	27
% Represented	63.0%	15.8%	8.2%	3.9%	0.6%	0.5%	5.2%	1.6%	0.8%	0.0%	0.5%	100.0%	20.7%	21.8%	1.3%
New Hires	20	1	4	0	0	2	4	1	0	0	2	34	11	4	0
% Represented	58.8%	2.9%	11.8%	0.0%	0.0%	5.9%	11.8%	2.9%	0.0%	0.0%	5.9%	100.0%	32.4%	11.8%	0.0%
Promotions	87	23	5	4	0	0	6	2	2	0	1	130	19	29	0
% Represented	66.9%	17.7%	3.8%	3.1%	0.0%	0.0%	4.6%	1.5%	1.5%	0.0%	0.8%	100.0%	14.6%	22.3%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1279	136	116	13	11	1	18	4	30	3	8	1619	196	157	20
% Represented	79.0%	8.4%	7.2%	0.8%	0.7%	0.1%	1.1%	0.2%	1.9%	0.2%	0.5%	100.0%	12.1%	9.7%	1.2%
New Hires	32	3	0	0	1	0	0	0	0	0	4	40	1	3	1
% Represented	80.0%	7.5%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	100.0%	2.5%	7.5%	2.5%
Promotions	108	7	5	1	1	0	0	0	1	0	0	123	8	8	2
% Represented	87.8%	5.7%	4.1%	0.8%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	6.5%	6.5%	1.6%
ADMINISTRATIVE SUPPORT															
Employees	160	823	64	317	3	16	1	8	4	15	29	1440	428	1179	25
% Represented	11.1%	57.2%	4.4%	22.0%	0.2%	1.1%	0.1%	0.6%	0.3%	1.0%	2.0%	100.0%	29.7%	81.9%	1.7%
New Hires	8	16	6	7	0	2	0	1	0	0	24	64	16	26	1
% Represented	12.5%	25.0%	9.4%	10.9%	0.0%	3.1%	0.0%	1.6%	0.0%	0.0%	37.5%	100.0%	25.0%	40.6%	1.6%
Promotions	6	60	3	28	0	2	1	0	0	1	0	101	35	91	2
% Represented	5.9%	59.4%	3.0%	27.7%	0.0%	2.0%	1.0%	0.0%	0.0%	1.0%	0.0%	100.0%	34.7%	90.1%	2.0%
PROTECTIVE SERVICES															
Employees	151	19	9	4	5	0	2	0	0	0	10	200	20	23	0
% Represented	75.5%	9.5%	4.5%	2.0%	2.5%	0.0%	1.0%	0.0%	0.0%	0.0%	5.0%	100.0%	10.0%	11.5%	0.0%
New Hires	14	1	1	1	1	0	0	0	0	0	10	28	3	2	0
% Represented	50.0%	3.6%	3.6%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	35.7%	100.0%	10.7%	7.1%	0.0%
Promotions	14	2	0	0	0	0	0	0	0	0	0	16	0	2	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%

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, 2012

	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	4221	111	921	24	54	4	6	0	159	7	55	5562	1175	146	81
% Represented	75.9%	2.0%	16.6%	0.4%	1.0%	0.1%	0.1%	0.0%	2.9%	0.1%	1.0%	100.0%	21.1%	2.6%	1.5%
New Hires	134	1	23	2	4	0	0	0	2	0	27	193	31	3	0
% Represented	69.4%	0.5%	11.9%	1.0%	2.1%	0.0%	0.0%	0.0%	1.0%	0.0%	14.0%	100.0%	16.1%	1.6%	0.0%
Promotions	73	2	10	0	0	0	0	0	3	0	0	88	13	2	0
% Represented	83.0%	2.3%	11.4%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	100.0%	14.8%	2.3%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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%
TRANSPORTATION TOTAL															
Employees	7506	1758	1356	590	97	43	141	50	213	28	122	11904	2518	2469	160
% Represented	63.1%	14.8%	11.4%	5.0%	0.8%	0.4%	1.2%	0.4%	1.8%	0.2%	1.0%	100.0%	21.2%	20.7%	1.3%
New Hires	218	29	36	15	6	6	4	2	2	0	73	391	71	52	2
% Represented	55.8%	7.4%	9.2%	3.8%	1.5%	1.5%	1.0%	0.5%	0.5%	0.0%	18.7%	100.0%	18.2%	13.3%	0.5%
Promotions	314	116	30	52	1	0	6	2	6	0	1	535	104	176	2
% Represented	58.7%	21.7%	5.6%	9.7%	0.2%	0.0%	1.1%	0.4%	1.1%	0.0%	0.2%	100.0%	19.4%	32.9%	0.4%

OVERALL TOTAL															
Employees	7506	1759	1356	590	97	43	141	50	213	28	122	11905	2518	2470	160
% Represented	63.0%	14.8%	11.4%	5.0%	0.8%	0.4%	1.2%	0.4%	1.8%	0.2%	1.0%	100.0%	21.2%	20.7%	1.3%
New Hires	218	29	36	15	6	6	4	2	2	0	73	391	71	52	2
% Represented	55.8%	7.4%	9.2%	3.8%	1.5%	1.5%	1.0%	0.5%	0.5%	0.0%	18.7%	100.0%	18.2%	13.3%	0.5%
Promotions	314	116	30	52	1	0	6	2	6	0	1	535	104	176	2
% Represented	58.7%	21.7%	5.6%	9.7%	0.2%	0.0%	1.1%	0.4%	1.1%	0.0%	0.2%	100.0%	19.4%	32.9%	0.4%

Staffing Report

Wildlife Resources Commission

As of December 31, 2012

	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	122	47	2	1	0	0	1	1	1	0	0	175	6	49	0
% Represented	69.7%	26.9%	1.1%	0.6%	0.0%	0.0%	0.6%	0.6%	0.6%	0.0%	0.0%	100.0%	3.4%	28.0%	0.0%
New Hires	6	2	0	0	0	0	0	0	0	0	0	8	0	2	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	5	2	0	0	0	0	0	0	0	0	0	7	0	2	0
% Represented	71.4%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	28.6%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	77	3	0	0	0	0	0	0	0	0	0	80	0	3	1
% Represented	96.3%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	3.8%	1.3%
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	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%
ADMINISTRATIVE SUPPORT															
Employees	12	40	4	8	1	2	0	0	0	0	0	67	15	50	0
% Represented	17.9%	59.7%	6.0%	11.9%	1.5%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.4%	74.6%	0.0%
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	188	4	5	0	1	0	1	0	4	0	0	203	11	4	1
% Represented	92.6%	2.0%	2.5%	0.0%	0.5%	0.0%	0.5%	0.0%	2.0%	0.0%	0.0%	100.0%	5.4%	2.0%	0.5%
New Hires	14	2	0	0	0	0	1	0	1	0	0	18	2	2	1
% Represented	77.8%	11.1%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	5.6%	0.0%	0.0%	100.0%	11.1%	11.1%	5.6%
Promotions	13	0	0	0	0	0	0	0	0	0	0	13	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	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	

Staffing Report

Wildlife Resources Commission

As of December 31, 2012

	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	38	0	0	0	1	0	0	0	0	0	0	39	1	0	0
% Represented	97.4%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.6%	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	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%
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	450	106	11	11	3	3	2	1	5	0	0	592	36	121	4
% Represented	76.0%	17.9%	1.9%	1.9%	0.5%	0.5%	0.3%	0.2%	0.8%	0.0%	0.0%	100.0%	6.1%	20.4%	0.7%
New Hires	21	5	0	0	0	0	1	0	1	0	0	28	2	5	1
% Represented	75.0%	17.9%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	3.6%	0.0%	0.0%	100.0%	7.1%	17.9%	3.6%
Promotions	23	2	0	0	0	0	0	0	0	0	0	25	0	2	0
% Represented	92.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	8.0%	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

University Totals

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	150	185	138	72	5	6	5	2	5	3	10	581	236	268	5
% Represented	25.8%	31.8%	23.8%	12.4%	0.9%	1.0%	0.9%	0.3%	0.9%	0.5%	1.7%	100.0%	40.6%	46.1%	0.9%
New Hires	9	10	6	14	1	2	1	0	0	0	7	50	24	26	0
% Represented	18.0%	20.0%	12.0%	28.0%	2.0%	4.0%	2.0%	0.0%	0.0%	0.0%	14.0%	100.0%	48.0%	52.0%	0.0%
Promotions	5	3	1	2	0	1	0	0	0	0	1	13	4	7	0
% Represented	38.5%	23.1%	7.7%	15.4%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	7.7%	100.0%	30.8%	53.8%	0.0%
MANAGEMENT RELATED															
Employees	330	879	51	295	8	16	6	28	0	11	25	1649	415	1229	8
% Represented	20.0%	53.3%	3.1%	17.9%	0.5%	1.0%	0.4%	1.7%	0.0%	0.7%	1.5%	100.0%	25.2%	74.5%	0.5%
New Hires	87	123	21	23	7	2	12	15	0	0	36	326	80	98	0
% Represented	26.7%	37.7%	6.4%	7.1%	2.1%	0.6%	3.7%	4.6%	0.0%	0.0%	11.0%	100.0%	24.5%	30.1%	0.0%
Promotions	14	54	6	17	1	1	0	4	0	0	0	97	29	76	0
% Represented	14.4%	55.7%	6.2%	17.5%	1.0%	1.0%	0.0%	4.1%	0.0%	0.0%	0.0%	100.0%	29.9%	78.4%	0.0%
PROFESSIONALS															
Employees	1620	1251	252	258	42	28	98	120	13	25	75	3782	836	1682	11
% Represented	42.8%	33.1%	6.7%	6.8%	1.1%	0.7%	2.6%	3.2%	0.3%	0.7%	2.0%	100.0%	22.1%	44.5%	0.3%
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	62	27	3	6	3	2	7	1	0	1	3	115	23	37	1
% Represented	53.9%	23.5%	2.6%	5.2%	2.6%	1.7%	6.1%	0.9%	0.0%	0.9%	2.6%	100.0%	20.0%	32.2%	0.9%
TECHNICIANS AND TECHNOLOGISTS															
Employees	547	741	85	160	12	31	34	92	5	5	20	1732	424	1029	8
% Represented	31.6%	42.8%	4.9%	9.2%	0.7%	1.8%	2.0%	5.3%	0.3%	0.3%	1.2%	100.0%	24.5%	59.4%	0.5%
New Hires	79	153	7	32	1	6	6	19	0	0	14	317	71	210	0
% Represented	24.9%	48.3%	2.2%	10.1%	0.3%	1.9%	1.9%	6.0%	0.0%	0.0%	4.4%	100.0%	22.4%	66.2%	0.0%
Promotions	13	13	0	4	0	0	0	0	0	0	0	30	4	17	0
% Represented	43.3%	43.3%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.3%	56.7%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	756	4091	226	1673	24	82	13	88	13	103	145	7214	2222	6037	27
% Represented	10.5%	56.7%	3.1%	23.2%	0.3%	1.1%	0.2%	1.2%	0.2%	1.4%	2.0%	100.0%	30.8%	83.7%	0.4%
New Hires	90	375	23	123	4	12	2	7	0	3	80	719	174	520	0
% Represented	12.5%	52.2%	3.2%	17.1%	0.6%	1.7%	0.3%	1.0%	0.0%	0.4%	11.1%	100.0%	24.2%	72.3%	0.0%
Promotions	23	155	6	47	0	2	0	3	0	2	4	242	60	209	0
% Represented	9.5%	64.0%	2.5%	19.4%	0.0%	0.8%	0.0%	1.2%	0.0%	0.8%	1.7%	100.0%	24.8%	86.4%	0.0%
PROTECTIVE SERVICES															
Employees	290	65	130	58	9	6	4	1	13	2	14	592	223	132	0
% Represented	49.0%	11.0%	22.0%	9.8%	1.5%	1.0%	0.7%	0.2%	2.2%	0.3%	2.4%	100.0%	37.7%	22.3%	0.0%
New Hires	33	16	15	5	1	0	1	0	1	0	10	82	23	21	0
% Represented	40.2%	19.5%	18.3%	6.1%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	12.2%	100.0%	28.0%	25.6%	0.0%
Promotions	14	1	2	1	0	0	0	0	0	0	1	19	3	2	0
% Represented	73.7%	5.3%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	100.0%	15.8%	10.5%	0.0%

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	

Staffing Report
University Totals
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	761	787	711	663	74	125	105	93	30	45	110	3504	1846	1713	19
% Represented	21.7%	22.5%	20.3%	18.9%	2.1%	3.6%	3.0%	2.7%	0.9%	1.3%	3.1%	100.0%	52.7%	48.9%	0.5%
New Hires	72	95	63	65	4	11	16	15	3	5	71	420	182	191	2
% Represented	17.1%	22.6%	15.0%	15.5%	1.0%	2.6%	3.8%	3.6%	0.7%	1.2%	16.9%	100.0%	43.3%	45.5%	0.5%
Promotions	13	7	12	3	0	0	0	0	0	1	1	37	16	11	0
% Represented	35.1%	18.9%	32.4%	8.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	2.7%	100.0%	43.2%	29.7%	0.0%
SKILLED CRAFT															
Employees	1897	235	349	56	22	6	22	12	45	6	52	2702	518	315	15
% Represented	70.2%	8.7%	12.9%	2.1%	0.8%	0.2%	0.8%	0.4%	1.7%	0.2%	1.9%	100.0%	19.2%	11.7%	140.0%
New Hires	162	18	23	2	1	0	3	1	3	0	22	235	33	21	0
% Represented	68.9%	7.7%	9.8%	0.9%	0.4%	0.0%	1.3%	0.4%	1.3%	0.0%	9.4%	100.0%	14.0%	8.9%	0.0%
Promotions	43	5	4	1	1	0	0	0	0	1	4	59	7	7	0
% Represented	72.9%	8.5%	6.8%	1.7%	1.7%	0.0%	0.0%	0.0%	0.0%	1.7%	6.8%	100.0%	11.9%	11.9%	0.0%
Not Assigned															
Employees	17	26	12	15	0	0	2	5	1	0	1	79	35	46	0
% Represented	21.5%	32.9%	15.2%	19.0%	0.0%	0.0%	2.5%	6.3%	1.3%	0.0%	1.3%	100.0%	44.3%	58.2%	140.0%
New Hires	137	170	37	70	5	6	5	8	2	4	58	502	137	258	0
% Represented	27.3%	33.9%	7.4%	13.9%	1.0%	1.2%	1.0%	1.6%	0.4%	0.8%	11.6%	100.0%	27.3%	51.4%	140.0%
Promotions	28	39	8	11	1	0	1	0	1	4	4	97	26	54	0
% Represented	28.9%	40.2%	8.2%	11.3%	1.0%	0.0%	1.0%	0.0%	1.0%	4.1%	4.1%	100.0%	26.8%	55.7%	140.0%
Overall Results															
Employees	6368	8260	1888	3316	196	300	289	441	125	200	452	21835	6755	12517	93
% Represented	29.2%	37.8%	8.6%	15.2%	0.9%	1.4%	1.3%	2.0%	0.6%	0.9%	2.1%	100.0%	30.9%	57.3%	0.4%
New Hires	702	1009	200	365	26	42	46	68	9	13	311	2792	769	1678	0
% Represented	25.1%	36.1%	7.2%	13.1%	0.9%	1.5%	1.6%	2.4%	0.3%	0.5%	11.1%	100.0%	27.5%	60.1%	0.0%
Promotions	215	304	42	92	6	6	8	8	1	9	18	709	172	420	2
% Represented	30.3%	42.9%	5.9%	13.0%	0.8%	0.8%	1.1%	1.1%	0.1%	1.3%	2.5%	100.0%	24.3%	59.2%	0.3%

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

East Carolina University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	6	17	0	0	0	0	1	0	0	0	3	27	1	17	0
% Represented	22.2%	63.0%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	100.0%	3.7%	63.0%	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%	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%	0.0%	0.0%	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	24	92	0	0	0	0	0	1	0	0	5	122	1	93	0
% Represented	19.7%	75.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	100.0%	0.8%	76.2%	0.0%
New Hires	3	3	0	0	0	0	0	0	0	0	3	9	0	3	0
% Represented	44.4%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	55.6%	0.0%
Promotions	0	7	0	0	0	0	0	0	0	0	0	7	0	7	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	138	117	0	0	2	0	4	4	0	0	11	276	10	121	0
% Represented	50.0%	42.4%	0.0%	0.0%	0.7%	0.0%	1.4%	1.4%	0.0%	0.0%	4.0%	100.0%	3.6%	43.8%	0.0%
New Hires	2	8	0	0	1	0	1	0	0	0	3	15	2	8	0
% Represented	13.3%	53.3%	0.0%	0.0%	6.7%	0.0%	6.7%	0.0%	0.0%	0.0%	20.0%	100.0%	13.3%	53.3%	0.0%
Promotions	3	1	0	0	1	0	0	0	0	0	1	6	1	1	0
% Represented	50.0%	16.7%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%	16.7%	16.7%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	52	76	0	0	0	1	1	9	0	0	8	147	11	86	0
% Represented	35.4%	51.7%	0.0%	0.0%	0.0%	0.7%	0.7%	6.1%	0.0%	0.0%	5.4%	100.0%	7.5%	58.5%	0.0%
New Hires	3	13	0	0	0	0	0	1	0	0	3	20	1	14	0
% Represented	15.0%	65.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	15.0%	100.0%	5.0%	70.0%	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	83	671	0	0	1	5	2	7	0	0	51	820	15	683	2
% Represented	10.1%	81.8%	0.0%	0.0%	0.1%	0.6%	0.2%	0.9%	0.0%	0.0%	6.2%	100.0%	1.8%	83.3%	0.2%
New Hires	5	29	0	0	0	1	1	0	0	0	15	51	2	30	0
% Represented	9.8%	56.9%	0.0%	0.0%	0.0%	2.0%	2.0%	0.0%	0.0%	0.0%	29.4%	100.0%	3.9%	58.8%	0.0%
Promotions	1	16	0	0	0	0	0	0	0	0	1	18	0	16	0
% Represented	5.6%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	100.0%	0.0%	88.9%	0.0%
PROTECTIVE SERVICES															
Employees	46	13	0	0	0	0	0	0	0	0	3	62	0	13	0
% Represented	74.2%	21.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	100.0%	0.0%	21.0%	0.0%
New Hires	3	2	0	0	0	0	0	0	0	0	1	6	0	2	0
% Represented	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	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

Staffing Report

East Carolina University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	120	159	0	0	0	0	1	1	0	0	43	324	2	160	4
% Represented	37.0%	49.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%	0.0%	0.0%	13.3%	100.0%	0.6%	49.4%	1.2%
New Hires	2	16	0	0	0	0	0	0	0	0	0	18	0	16	0
% Represented	11.1%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	88.9%	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	246	47	0	0	1	0	1	2	0	0	18	315	4	49	3
% Represented	78.1%	14.9%	0.0%	0.0%	0.3%	0.0%	0.3%	0.6%	0.0%	0.0%	5.7%	100.0%	1.3%	15.6%	1.0%
New Hires	11	2	0	0	0	0	0	0	0	0	3	16	0	2	0
% Represented	68.8%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.8%	100.0%	0.0%	12.5%	0.0%
Promotions	1	1	0	0	0	0	0	0	0	0	1	3	0	1	1
% 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%	33.3%
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	36	50	0	0	0	0	2	1	0	0	35	124	3	51	0
% Represented	29.0%	40.3%	0.0%	0.0%	0.0%	0.0%	1.6%	0.8%	0.0%	0.0%	28.2%	100.0%	2.4%	41.1%	0.0%
Promotions	8	15	0	0	0	0	0	0	0	0	1	24	0	15	0
% Represented	33.3%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	100.0%	0.0%	62.5%	0.0%
Overall Results															
Employees	715	1192	0	0	4	6	10	24	0	0	142	2093	44	1222	9
% Represented	34.2%	57.0%	0.0%	0.0%	0.2%	0.3%	0.5%	1.1%	0.0%	0.0%	6.8%	100.0%	2.1%	58.4%	0.4%
New Hires	29	73	0	0	1	1	2	1	0	0	29	274	5	75	0
% Represented	10.6%	26.6%	0.0%	0.0%	0.4%	0.4%	0.7%	0.4%	0.0%	0.0%	10.6%	100.0%	1.8%	27.4%	0.0%
Promotions	5	26	0	0	1	0	0	0	0	0	3	60	1	26	1
% Represented	8.3%	43.3%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	100.0%	1.7%	43.3%	1.7%

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

Elizabeth City State University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	1	1	8	12	0	0	0	0	0	0	0	22	20	13	0
% Represented	4.5%	4.5%	36.4%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.9%	59.1%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	3	2	21	0	0	0	1	0	0	0	28	24	25	0
% Represented	3.6%	10.7%	7.1%	75.0%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	100.0%	85.7%	89.3%	0.0%
New Hires	0	0	0	4	0	0	0	0	0	0	0	4	4	4	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%
PROFESSIONALS															
Employees	1	2	18	26	0	0	1	1	1	1	0	51	48	30	0
% Represented	2.0%	3.9%	35.3%	51.0%	0.0%	0.0%	2.0%	2.0%	2.0%	2.0%	0.0%	100.0%	94.1%	58.8%	0.0%
New Hires	0	0	2	0	0	0	0	0	0	0	0	2	2	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	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	2	0	0	0	0	0	0	0	0	2	2	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%
ADMINISTRATIVE SUPPORT															
Employees	2	6	5	85	0	1	0	1	0	0	0	100	92	93	0
% Represented	2.0%	6.0%	5.0%	85.0%	0.0%	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%	100.0%	92.0%	93.0%	0.0%
New Hires	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%
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%
PROTECTIVE SERVICES															
Employees	2	2	7	2	0	0	0	1	0	0	0	14	10	5	1
% Represented	14.3%	14.3%	50.0%	14.3%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	100.0%	71.4%	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	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%

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 University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	4	25	24	1	0	0	0	0	0	0	55	50	28	0
% Represented	1.8%	7.3%	45.5%	43.6%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.9%	50.9%	0.0%
New Hires	1	0	0	2	0	0	0	0	0	0	0	3	2	2	0
% Represented	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	66.7%	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%
SKILLED CRAFT															
Employees	6	0	18	0	0	0	0	0	0	0	0	24	18	0	0
% Represented	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	0.0%	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%
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	1	1	2	1	0	0	0	0	0	0	0	5	3	2	0
% Represented	20.0%	20.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	40.0%	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%
Overall Results															
Employees	14	18	85	170	1	1	1	4	1	1	0	296	264	194	1
% Represented	4.7%	6.1%	28.7%	57.4%	0.3%	0.3%	0.3%	1.4%	0.3%	0.3%	0.0%	100.0%	89.2%	65.5%	0.3%
New Hires	10	12	2	2	0	0	0	2	0	0	0	20	14	13	0
% Represented	50.0%	60.0%	10.0%	10.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	100.0%	70.0%	65.0%	0.0%
Promotions	2	2	1	3	0	0	0	0	0	0	0	7	7	6	1
% Represented	28.6%	28.6%	14.3%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	85.7%	14.3%

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

Fayetteville State University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	2	2	9	1	0	0	0	0	0	0	14	12	11	0
% Represented	0.0%	14.3%	14.3%	64.3%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	85.7%	78.6%	0.0%
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	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%
MANAGEMENT RELATED															
Employees	3	3	3	12	1	1	0	0	0	1	0	24	18	17	1
% Represented	12.5%	12.5%	12.5%	50.0%	4.2%	4.2%	0.0%	0.0%	0.0%	4.2%	0.0%	100.0%	75.0%	70.8%	4.2%
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	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	9	3	16	11	1	1	1	1	0	0	0	43	31	16	1
% Represented	20.9%	7.0%	37.2%	25.6%	2.3%	2.3%	2.3%	2.3%	0.0%	0.0%	0.0%	100.0%	72.1%	37.2%	2.3%
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	0	0	1	0	1	0	0	0	0	0	2	2	2	0
% Represented	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	2	3	2	5	0	0	0	0	0	1	0	13	8	9	0
% Represented	15.4%	23.1%	15.4%	38.5%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	100.0%	61.5%	69.2%	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	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%
ADMINISTRATIVE SUPPORT															
Employees	3	15	19	119	1	2	0	2	0	2	2	165	145	140	3
% Represented	1.8%	9.1%	11.5%	72.1%	0.6%	1.2%	0.0%	1.2%	0.0%	1.2%	1.2%	100.0%	87.9%	84.8%	1.8%
New Hires	0	0	2	7	0	1	0	0	0	0	2	12	10	8	0
% Represented	0.0%	0.0%	16.7%	58.3%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%	83.3%	66.7%	0.0%
Promotions	0	0	0	3	0	0	0	0	0	0	0	3	3	3	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	5	0	5	2	1	1	0	0	2	0	0	16	11	3	0
% Represented	31.3%	0.0%	31.3%	12.5%	6.3%	6.3%	0.0%	0.0%	12.5%	0.0%	0.0%	100.0%	68.8%	18.8%	0.0%
New Hires	1	1	0	0	0	0	0	0	1	0	0	3	1	1	1
% Represented	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	100.0%	33.3%	33.3%	33.3%
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	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	

Staffing Report

Fayetteville State University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	5	3	33	34	1	1	1	0	1	1	0	80	72	39	0
% Represented	6.3%	3.8%	41.3%	42.5%	1.3%	1.3%	1.3%	0.0%	1.3%	1.3%	0.0%	100.0%	90.0%	48.8%	0.0%
New Hires	1	0	3	4	0	0	0	0	0	0	0	8	7	4	0
% Represented	12.5%	0.0%	37.5%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	87.5%	50.0%	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	27	7	1	0	1	0	2	1	0	45	39	8	0
% Represented	13.3%	0.0%	60.0%	15.6%	2.2%	0.0%	2.2%	0.0%	4.4%	2.2%	0.0%	100.0%	86.7%	17.8%	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%
UNASSIGNED															
Employees	0	0	0	2	0	0	0	0	0	0	1	3	2	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%	100.0%	66.7%	66.7%	0.0%
New Hires	2	2	4	14	2	2	0	0	0	0	1	27	22	19	0
% Represented	7.4%	7.4%	14.8%	51.9%	7.4%	7.4%	0.0%	0.0%	0.0%	0.0%	3.7%	100.0%	81.5%	70.4%	0.0%
Promotions	0	0	1	2	0	0	0	0	0	1	0	4	4	3	0
% Represented	0.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	100.0%	75.0%	0.0%
Overall Results															
Employees	33	29	107	201	7	6	3	3	5	6	3	403	338	245	5
% Represented	8.2%	7.2%	26.6%	49.9%	1.7%	1.5%	0.7%	0.7%	1.2%	1.5%	0.7%	100.0%	83.9%	60.8%	1.2%
New Hires	10	12	2	2	0	1	0	2	1	0	0	55	43	34	1
% Represented	18.2%	21.8%	3.6%	3.6%	0.0%	1.8%	0.0%	3.6%	1.8%	0.0%	0.0%	100.0%	78.2%	61.8%	1.8%
Promotions	2	2	0	3	0	2	0	0	0	0	0	12	11	10	0
% Represented	16.7%	16.7%	0.0%	25.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	91.7%	83.3%	0.0%

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	

Staffing Report

NC A and T State University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	2	0	24	43	3	1	0	0	0	0	1	74	71	44	0
% Represented	2.7%	0.0%	32.4%	58.1%	4.1%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	95.9%	59.5%	0.0%
New Hires	1	0	2	7	0	1	1	0	0	0	3	15	11	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	0	0	1	0	0	0	0	0	0	0	1	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%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	3	4	9	51	0	0	0	0	0	0	1	68	60	55	1
% Represented	4.4%	5.9%	13.2%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	88.2%	80.9%	1.5%
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	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%
PROFESSIONALS															
Employees	23	3	67	47	2	1	4	2	1	1	1	152	125	54	0
% Represented	15.1%	2.0%	44.1%	30.9%	1.3%	0.7%	2.6%	1.3%	0.7%	0.7%	0.7%	100.0%	82.2%	35.5%	0.0%
New Hires	1	1	5	2	1	0	0	0	0	0	0	10	8	3	0
% Represented	10.0%	10.0%	50.0%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	30.0%	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	3	3	7	8	0	0	0	1	1	0	1	24	17	12	0
% Represented	12.5%	12.5%	29.2%	33.3%	0.0%	0.0%	0.0%	4.2%	4.2%	0.0%	4.2%	100.0%	70.8%	50.0%	0.0%
New Hires	1	0	1	3	0	0	0	0	0	0	0	5	4	3	0
% Represented	20.0%	0.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	60.0%	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	14	27	275	1	0	0	1	0	0	9	330	304	290	0
% Represented	0.9%	4.2%	8.2%	83.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	2.7%	100.0%	92.1%	87.9%	0.0%
New Hires	0	0	1	14	0	0	0	0	0	0	2	17	15	14	0
% Represented	0.0%	0.0%	5.9%	82.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.8%	100.0%	88.2%	82.4%	0.0%
Promotions	0	0	0	5	0	0	0	0	0	0	0	5	5	5	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	2	2	23	21	0	0	1	0	0	0	1	50	45	23	0
% Represented	4.0%	4.0%	46.0%	42.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.0%	46.0%	0.0%
New Hires	1	1	70	42	0	1	0	0	0	1	2	118	114	45	0
% Represented	0.0%	0.0%	0.0%	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	2	1	0	0	0	0	0	0	0	3	3	1	1
% 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%	33.3%

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	

Staffing Report

NC A and T State University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	1	70	42	0	1	0	0	0	1	2	118	114	45	0
% Represented	0.8%	0.8%	59.3%	35.6%	0.0%	0.8%	0.0%	0.0%	0.0%	0.8%	1.7%	100.0%	96.6%	38.1%	0.0%
New Hires	1	4	1	0	1	0	0	0	0	0	0	7	2	4	0
% Represented	14.3%	57.1%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	57.1%	0.0%
Promotions	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%
SKILLED CRAFT															
Employees	7	0	39	6	0	0	1	0	2	0	1	56	48	6	0
% Represented	12.5%	0.0%	69.6%	10.7%	0.0%	0.0%	1.8%	0.0%	3.6%	0.0%	1.8%	100.0%	85.7%	10.7%	0.0%
New Hires	1	0	4	0	0	0	0	0	0	0	0	5	4	0	0
% Represented	20.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	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	4	1	9	17	2	0	1	0	0	0	3	37	29	18	0
% Represented	10.8%	2.7%	24.3%	45.9%	5.4%	0.0%	2.7%	0.0%	0.0%	0.0%	8.1%	100.0%	78.4%	48.6%	0.0%
Promotions	1	3	4	0	0	1	0	0	0	0	1	10	5	4	0
% Represented	10.0%	30.0%	40.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	10.0%	100.0%	50.0%	40.0%	0.0%
Overall Results															
Employees	44	27	266	493	6	3	6	4	4	2	17	872	784	529	1
% Represented	5.0%	3.1%	30.5%	56.5%	0.7%	0.3%	0.7%	0.5%	0.5%	0.2%	1.9%	100.0%	89.9%	60.7%	0.1%
New Hires	8	4	26	45	3	2	2	0	0	0	8	98	78	54	0
% Represented	8.2%	4.1%	26.5%	45.9%	3.1%	2.0%	2.0%	0.0%	0.0%	0.0%	8.2%	100.0%	79.6%	55.1%	0.0%
Promotions	1	7	12	0	0	1	0	0	0	0	1	22	20	13	1
% Represented	4.5%	31.8%	54.5%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	4.5%	100.0%	90.9%	59.1%	4.5%

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

Staffing Report
NC Central University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	1	9	21	0	0	0	0	1	0	0	0	32	22	10	0
% Represented	3.1%	28.1%	65.6%	0.0%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	100.0%	68.8%	31.3%	0.0%
New Hires	0	1	1	0	0	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%	0.0%	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	3	8	45	0	1	0	1	0	0	0	59	55	50	2
% Represented	1.7%	5.1%	13.6%	76.3%	0.0%	1.7%	0.0%	1.7%	0.0%	0.0%	0.0%	100.0%	93.2%	84.7%	3.4%
New Hires	0	0	0	4	0	1	0	0	0	0	0	5	5	5	0
% Represented	0.0%	0.0%	0.0%	80.0%	0.0%	20.0%	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%
PROFESSIONALS															
Employees	9	3	24	27	0	2	2	1	0	0	2	70	56	33	0
% Represented	12.9%	4.3%	34.3%	38.6%	0.0%	2.9%	2.9%	1.4%	0.0%	0.0%	2.9%	100.0%	80.0%	47.1%	0.0%
New Hires	2	2	5	6	0	0	1	1	0	1	0	18	14	10	0
% Represented	11.1%	11.1%	27.8%	33.3%	0.0%	0.0%	5.6%	5.6%	0.0%	5.6%	0.0%	100.0%	77.8%	55.6%	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	2	1	4	5	0	0	0	0	0	0	0	12	9	6	0
% Represented	16.7%	8.3%	33.3%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	50.0%	0.0%
New Hires	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%
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	12	27	173	0	1	0	2	0	0	10	227	203	188	8
% Represented	0.9%	5.3%	11.9%	76.2%	0.0%	0.4%	0.0%	0.9%	0.0%	0.0%	4.4%	100.0%	89.4%	82.8%	3.5%
New Hires	3	5	20	0	0	0	0	0	0	0	3	31	20	5	0
% Represented	9.7%	16.1%	64.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.7%	100.0%	64.5%	16.1%	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	4	0	30	5	1	0	1	0	0	0	0	41	37	5	0
% Represented	9.8%	0.0%	73.2%	12.2%	2.4%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	100.0%	90.2%	12.2%	0.0%
New Hires	0	0	2	1	0	0	0	0	0	0	0	3	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	HM Hispanic Male	AIM American Indian Male
WF+ White Female	HF Hispanic Female	AIF American Indian Female
BM Black Male	ASM+ Asian Male	
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Staffing Report
NC Central University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	51	20	1	5	0	0	0	0	1	78	77	25	1
% Represented	0.0%	0.0%	65.4%	25.6%	1.3%	6.4%	0.0%	0.0%	0.0%	0.0%	1.3%	100.0%	98.7%	32.1%	1.3%
New Hires	0	0	7	2	0	0	0	0	0	0	0	9	9	2	0
% Represented	0.0%	0.0%	77.8%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	22.2%	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%
SKILLED CRAFT															
Employees	12	3	41	8	2	0	3	1	0	0	2	72	55	12	0
% Represented	16.7%	4.2%	56.9%	11.1%	2.8%	0.0%	4.2%	1.4%	0.0%	0.0%	2.8%	100.0%	76.4%	16.7%	0.0%
New Hires	0	0	4	2	0	1	0	0	0	0	0	7	7	3	0
% Represented	0.0%	0.0%	57.1%	28.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	42.9%	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	4	0	8	3	0	0	1	0	0	0	0	16	12	3	0
% Represented	25.0%	0.0%	50.0%	18.8%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	18.8%	0.0%
New Hires	1	1	4	5	0	0	0	1	0	0	0	12	10	7	0
% Represented	8.3%	8.3%	33.3%	41.7%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	100.0%	83.3%	58.3%	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%
Overall Results															
Employees	35	31	214	286	4	9	7	6	0	0	15	607	535	345	12
% Represented	5.8%	5.1%	35.3%	47.1%	0.7%	1.5%	1.2%	1.0%	0.0%	0.0%	2.5%	100.0%	88.1%	56.8%	2.0%
New Hires	3	7	28	44	0	1	2	2	0	4	0	91	77	57	0
% Represented	3.3%	7.7%	30.8%	48.4%	0.0%	1.1%	2.2%	2.2%	0.0%	4.4%	0.0%	100.0%	84.6%	62.6%	0.0%
Promotions	0	0	1	3	0	0	0	0	0	0	0	4	4	3	0
% Represented	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	75.0%	0.0%

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	

Staffing Report
NC State University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	36	34	5	6	0	1	0	0	1	1	2	86	14	42	2
% Represented	41.9%	39.5%	5.8%	7.0%	0.0%	1.2%	0.0%	0.0%	1.2%	1.2%	0.0%	100.0%	16.3%	48.8%	2.3%
New Hires	4	2	0	0	0	0	0	0	0	0	1	7	0	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	3	1	0	0	0	0	0	0	0	0	0	4	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%
MANAGEMENT RELATED															
Employees	52	117	4	48	2	4	1	6	0	1	1	236	66	176	2
% Represented	22.0%	49.6%	1.7%	20.3%	0.8%	1.7%	0.4%	2.5%	0.0%	0.4%	0.0%	100.0%	28.0%	74.6%	0.8%
New Hires	4	3	0	5	0	0	0	0	0	1	2	15	6	9	0
% Represented	26.7%	20.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	100.0%	40.0%	60.0%	0.0%
Promotions	7	13	0	3	1	0	0	2	0	0	0	26	6	18	0
% Represented	0.0%	0.0%	0.0%	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	408	199	36	18	15	4	21	22	2	1	20	746	119	244	2
% Represented	54.7%	26.7%	4.8%	2.4%	2.0%	0.5%	2.8%	2.9%	0.3%	0.1%	2.7%	100.0%	16.0%	32.7%	0.3%
New Hires	32	18	2	2	3	0	3	1	0	0	24	85	11	21	0
% Represented	37.6%	21.2%	2.4%	2.4%	3.5%	0.0%	3.5%	1.2%	0.0%	0.0%	28.2%	100.0%	12.9%	24.7%	0.0%
Promotions	20	5	0	0	0	1	2	0	0	0	0	28	3	6	0
% Represented	71.4%	17.9%	0.0%	0.0%	0.0%	3.6%	7.1%	0.0%	0.0%	0.0%	0.0%	100.0%	10.7%	21.4%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	180	145	16	6	3	8	5	10	0	0	5	378	48	169	7
% Represented	47.6%	38.4%	4.2%	1.6%	0.8%	2.1%	1.3%	2.6%	0.0%	0.0%	1.3%	100.0%	12.7%	44.7%	1.9%
New Hires	18	14	2	0	0	2	1	1	0	0	7	45	6	17	0
% Represented	40.0%	31.1%	4.4%	0.0%	0.0%	4.4%	2.2%	2.2%	0.0%	0.0%	15.6%	100.0%	13.3%	37.8%	0.0%
Promotions	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%
ADMINISTRATIVE SUPPORT															
Employees	128	663	40	226	7	16	2	22	0	3	24	1131	316	930	8
% Represented	11.3%	58.6%	3.5%	20.0%	0.6%	1.4%	0.2%	1.9%	0.0%	0.3%	2.1%	100.0%	27.9%	82.2%	0.7%
New Hires	20	74	6	17	3	3	0	1	0	1	32	157	31	96	0
% Represented	12.7%	47.1%	3.8%	10.8%	1.9%	1.9%	0.0%	0.6%	0.0%	0.6%	20.4%	100.0%	19.7%	61.1%	0.0%
Promotions	6	47	3	11	0	1	0	1	0	0	1	70	16	60	0
% Represented	8.6%	67.1%	4.3%	15.7%	0.0%	1.4%	0.0%	1.4%	0.0%	0.0%	1.4%	100.0%	22.9%	85.7%	0.0%
PROTECTIVE SERVICES															
Employees	28	3	2	3	1	1	0	0	0	0	5	43	7	7	0
% Represented	65.1%	7.0%	4.7%	7.0%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.3%	16.3%	0.0%
New Hires	8	2	0	2	1	0	0	0	0	0	4	17	3	4	0
% Represented	0.0%	0.0%	0.0%	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	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	

Staffing Report
NC State University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	144	190	141	169	34	71	4	8	4	0	16	781	431	438	5
% Represented	18.4%	24.3%	18.1%	21.6%	4.4%	9.1%	0.5%	1.0%	0.5%	0.0%	2.0%	100.0%	55.2%	56.1%	0.6%
New Hires	15	23	10	22	1	6	0	0	0	0	34	111	39	51	0
% Represented	13.5%	20.7%	9.0%	19.8%	0.9%	5.4%	0.0%	0.0%	0.0%	0.0%	30.6%	100.0%	35.1%	45.9%	0.0%
Promotions	7	3	2	1	0	0	0	0	1	0	1	15	4	4	0
% Represented	46.7%	20.0%	13.3%	6.7%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	6.7%	100.0%	26.7%	26.7%	0.0%
SKILLED CRAFT															
Employees	326	22	70	4	8	1	7	1	2	0	9	450	93	28	0
% Represented	72.4%	4.9%	15.6%	0.9%	1.8%	0.2%	1.6%	0.2%	0.4%	0.0%	2.0%	100.0%	20.7%	6.2%	0.0%
New Hires	38	6	4	0	0	0	1	0	0	0	14	63	5	6	0
% Represented	60.3%	9.5%	6.3%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	22.2%	100.0%	7.9%	9.5%	0.0%
Promotions	11	1	0	0	0	0	0	0	0	0	0	12	0	1	0
% Represented	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	8.3%	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	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%
Overall Results															
Employees	1302	1373	314	480	70	106	40	69	9	6	82	3851	1094	2034	30
% Represented	33.8%	35.7%	8.2%	12.5%	1.8%	2.8%	1.0%	1.8%	0.2%	0.2%	2.1%	100.0%	28.4%	52.8%	0.8%
New Hires	139	143	24	48	8	11	5	3	0	2	118	501	101	273	0
% Represented	27.7%	28.5%	4.8%	9.6%	1.6%	2.2%	1.0%	0.6%	0.0%	0.4%	23.6%	100.0%	20.2%	54.5%	0.0%
Promotions	64	72	5	15	1	2	2	3	1	0	2	167	29	94	0
% Represented	38.3%	43.1%	3.0%	9.0%	0.6%	1.2%	1.2%	1.8%	0.6%	0.0%	1.2%	100.0%	17.4%	56.3%	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
School of Arts
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	5	0	1	0	0	0	0	0	0	0	6	1	6	2
% Represented	0.0%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	100.0%	33.3%
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%
MANAGEMENT RELATED															
Employees	7	13	1	1	2	0	0	1	0	0	0	25	5	15	0
% Represented	28.0%	52.0%	4.0%	4.0%	8.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
New Hires	2	0	0	1	1	0	0	0	0	0	0	4	2	1	0
% Represented	50.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	0.0%
Promotions	0	1	0	0	0	0	0	1	0	0	0	2	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%
PROFESSIONALS															
Employees	16	10	0	2	1	0	0	0	0	0	0	29	3	12	0
% Represented	55.2%	34.5%	0.0%	6.9%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.3%	41.4%	0.0%
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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	14	96	0	9	0	2	0	1	0	0	0	122	12	108	2
% Represented	11.5%	78.7%	0.0%	7.4%	0.0%	1.6%	0.0%	0.8%	0.0%	0.0%	0.0%	100.0%	9.8%	88.5%	1.6%
New Hires	3	10	0	1	0	1	0	1	0	0	0	16	3	13	0
% Represented	18.8%	62.5%	0.0%	6.3%	0.0%	6.3%	0.0%	6.3%	0.0%	0.0%	0.0%	100.0%	18.8%	81.3%	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%
PROTECTIVE SERVICES															
Employees	12	1	2	0	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%	0.0%	100.0%	13.3%	6.7%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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
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AIM American Indian Male
AIF American Indian Female

Staffing Report
School of Arts
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	23	31	7	4	0	0	0	0	0	0	0	65	11	35	1
% Represented	35.4%	47.7%	10.8%	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.9%	53.8%	1.5%
New Hires	3	6	0	0	0	0	0	0	0	0	0	9	0	6	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	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%
SKILLED CRAFT															
Employees	40	6	2	0	0	0	1	0	0	0	0	49	3	6	1
% Represented	81.6%	12.2%	4.1%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.1%	12.2%	2.0%
New Hires	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%
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	2	7	0	0	0	1	0	0	0	0	0	10	1	8	0
% Represented	20.0%	70.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.0%	80.0%	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%
Overall Results															
Employees	69	67	16	23	2	3	0	0	1	1	15	197	46	94	3
% Represented	35.0%	34.0%	8.1%	11.7%	1.0%	1.5%	0.0%	0.0%	0.5%	0.5%	7.6%	100.0%	23.4%	47.7%	1.5%
New Hires	8	5	0	4	0	0	0	0	0	0	0	17	4	9	0
% Represented	47.1%	29.4%	0.0%	23.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.5%	52.9%	0.0%
Promotions	3	1	0	1	0	0	0	0	0	0	0	5	1	6	0
% Represented	60.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	120.0%	0.0%

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	

Staffing Report

School of Science and Math

As of December 31, 2012

	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	5	7	1	8	0	0	0	0	0	0	0	21	9	15	0
% Represented	23.8%	33.3%	4.8%	38.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	71.4%	0.0%
New Hires	3	0	1	0	0	0	0	0	0	0	1	5	1	0	0
% Represented	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	100.0%	20.0%	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	15	7	4	6	0	0	1	0	0	0	1	34	11	13	0
% Represented	44.1%	20.6%	11.8%	17.6%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	2.9%	100.0%	32.4%	38.2%	0.0%
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	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%
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	1	9	1	4	0	0	0	0	0	0	0	15	5	13	0
% Represented	6.7%	60.0%	6.7%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	86.7%	0.0%
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	1	4	0	1	0	0	0	0	0	0	8	5	1	0
% Represented	25.0%	12.5%	50.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	62.5%	12.5%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	0	7	2	0	0	0	0	0	0	0	10	9	2	0
% Represented	10.0%	0.0%	70.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.0%	20.0%	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%
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	31	25	19	20	1	0	1	0	0	0	1	98	41	45	0
% Represented	31.6%	25.5%	19.4%	20.4%	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	100.0%	41.8%	45.9%	0.0%
New Hires	3	1	2	2	0	0	0	0	0	0	1	9	4	3	0
% Represented	33.3%	11.1%	22.2%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	100.0%	44.4%	33.3%	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%

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
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	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	5	1	0	0	0	0	0	0	0	0	6	1	5	0
% Represented	0.0%	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	83.3%	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%
MANAGEMENT RELATED															
Employees	7	13	1	1	2	0	0	1	0	0	0	25	5	15	0
% Represented	28.0%	52.0%	4.0%	4.0%	8.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
New Hires	2	0	0	1	1	0	0	0	0	0	0	4	2	1	0
% Represented	50.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	25.0%	0.0%
Promotions	0	1	0	0	0	0	0	1	0	0	0	2	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%
PROFESSIONALS															
Employees	16	10	0	2	1	0	0	0	0	0	0	29	3	12	0
% Represented	55.2%	34.5%	0.0%	6.9%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.3%	41.4%	0.0%
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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	14	96	0	9	2	1	0	0	0	0	0	122	12	106	2
% Represented	11.5%	78.7%	0.0%	7.4%	1.6%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.8%	86.9%	1.6%
New Hires	3	10	1	1	1	0	0	0	0	0	0	16	3	11	0
% Represented	18.8%	62.5%	6.3%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.8%	68.8%	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	12	1	2	0	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%	0.0%	100.0%	13.3%	6.7%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	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	

Staffing Report
UNC Asheville
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	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	23	31	7	4	0	0	0	0	0	0	0	65	11	35	1
% Represented	35.4%	47.7%	10.8%	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.9%	53.8%	1.5%
New Hires	3	6	0	0	0	0	0	0	0	0	0	9	0	6	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	40	6	2	0	0	0	1	0	0	0	0	49	3	6	1
% Represented	81.6%	12.2%	4.1%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.1%	12.2%	2.0%
New Hires	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%
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	2	7	0	0	1	0	0	0	0	0	0	10	1	7	0
% Represented	20.0%	70.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.0%	70.0%	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%
Overall Results															
Employees	114	164	12	16	17	3	2	1	2	0	0	315	37	185	4
% Represented	36.2%	52.1%	3.8%	5.1%	5.4%	1.0%	0.6%	0.3%	0.6%	0.0%	0.0%	100.0%	11.7%	58.7%	1.3%
New Hires	21	24	0	3	2	1	0	1	0	0	0	52	7	30	0
% Represented	40.4%	46.2%	0.0%	5.8%	3.8%	1.9%	0.0%	1.9%	0.0%	0.0%	0.0%	100.0%	13.5%	57.7%	0.0%
Promotions	2	5	0	0	0	0	0	0	1	0	0	8	1	6	0
% Represented	25.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	100.0%	12.5%	75.0%	0.0%

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	

Staffing Report
UNC Chapel Hill
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	28	29	3	6	0	1	2	0	0	0	0	69	12	36	0
% Represented	40.6%	42.0%	4.3%	8.7%	0.0%	1.4%	2.9%	0.0%	0.0%	0.0%	0.0%	100.0%	17.4%	52.2%	0.0%
New Hires	1	3	0	2	0	1	0	0	0	0	0	7	3	6	0
% Represented	0.0%	0.0%	0.0%	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	130	322	11	59	2	3	4	8	0	2	0	541	89	394	0
% Represented	24.0%	59.5%	2.0%	10.9%	0.4%	0.6%	0.7%	1.5%	0.0%	0.4%	0.0%	100.0%	16.5%	72.8%	0.0%
New Hires	12	19	4	5	1	1	0	0	0	0	0	42	11	25	0
% Represented	28.6%	45.2%	9.5%	11.9%	2.4%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.2%	59.5%	0.0%
Promotions	4	16	3	7	0	0	0	0	0	0	0	30	10	23	0
% Represented	0.0%	0.0%	0.0%	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	497	572	37	52	15	13	53	78	4	3	1	1325	255	718	0
% Represented	37.5%	43.2%	2.8%	3.9%	1.1%	1.0%	4.0%	5.9%	0.3%	0.2%	0.1%	100.0%	19.2%	54.2%	0.0%
New Hires	25	69	3	6	2	1	7	10	0	0	0	123	29	86	0
% Represented	20.3%	56.1%	2.4%	4.9%	1.6%	0.8%	5.7%	8.1%	0.0%	0.0%	0.0%	100.0%	23.6%	69.9%	0.0%
Promotions	18	11	1	1	1	0	4	0	0	0	0	36	7	12	0
% Represented	50.0%	30.6%	2.8%	2.8%	2.8%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	100.0%	19.4%	33.3%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	221	444	52	127	7	21	27	69	4	1	0	973	308	662	0
% Represented	22.7%	45.6%	5.3%	13.1%	0.7%	2.2%	2.8%	7.1%	0.4%	0.1%	0.0%	100.0%	31.7%	68.0%	0.0%
New Hires	50	115	4	25	4	5	17	0	0	0	0	220	55	145	0
% Represented	22.7%	52.3%	1.8%	11.4%	1.8%	2.3%	7.7%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	65.9%	0.0%
Promotions	8	10	0	3	0	0	0	0	0	0	0	21	3	13	0
% Represented	38.1%	47.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	61.9%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	316	1142	67	388	8	26	4	34	1	5	1	1992	533	1595	0
% Represented	15.9%	57.3%	3.4%	19.5%	0.4%	1.3%	0.2%	1.7%	0.1%	0.3%	0.1%	100.0%	26.8%	80.1%	0.0%
New Hires	37	147	6	37	1	5	1	3	0	0	0	237	53	192	0
% Represented	15.6%	62.0%	2.5%	15.6%	0.4%	2.1%	0.4%	1.3%	0.0%	0.0%	0.0%	100.0%	22.4%	81.0%	0.0%
Promotions	10	39	0	9	0	0	0	1	0	0	0	59	10	49	0
% Represented	16.9%	66.1%	0.0%	15.3%	0.0%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	100.0%	16.9%	83.1%	0.0%
PROTECTIVE SERVICES															
Employees	52	10	23	8	1	0	0	0	0	0	0	94	32	18	0
% Represented	55.3%	10.6%	24.5%	8.5%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	34.0%	19.1%	0.0%
New Hires	9	5	5	1	0	0	0	0	0	0	0	20	6	6	0
% Represented	0.0%	0.0%	0.0%	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	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	

Staffing Report
UNC Chapel Hill
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	89	129	132	154	14	24	91	78	2	1	2	716	496	386	0
% Represented	12.4%	18.0%	18.4%	21.5%	2.0%	3.4%	12.7%	10.9%	0.3%	0.1%	0.3%	100.0%	69.3%	53.9%	0.0%
New Hires	11	17	20	20	2	3	16	14	0	0	0	103	75	54	0
% Represented	10.7%	16.5%	19.4%	19.4%	1.9%	2.9%	15.5%	13.6%	0.0%	0.0%	0.0%	100.0%	72.8%	52.4%	0.0%
Promotions	0	1	4	0	0	0	0	0	0	0	0	605	64	86	12
% Represented	0.0%	0.2%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.6%	14.2%	2.0%
SKILLED CRAFT															
Employees	605	64	86	12	5	3	3	4	2	0	0	784	115	83	0
% Represented	77.2%	8.2%	11.0%	1.5%	0.6%	0.4%	0.4%	0.5%	0.3%	0.0%	0.0%	100.0%	14.7%	10.6%	0.0%
New Hires	41	7	3	0	1	0	1	1	0	0	0	54	6	8	0
% Represented	75.9%	13.0%	5.6%	0.0%	1.9%	0.0%	1.9%	1.9%	0.0%	0.0%	0.0%	100.0%	11.1%	14.8%	0.0%
Promotions	15	1	2	0	1	0	0	0	0	0	0	19	3	1	0
% Represented	78.9%	5.3%	10.5%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.8%	5.3%	0.0%
UNASSIGNED															
Employees	3	16	2	4	0	0	0	3	0	0	0	28	9	23	0
% Represented	10.7%	57.1%	7.1%	14.3%	0.0%	0.0%	0.0%	10.7%	0.0%	0.0%	0.0%	100.0%	32.1%	82.1%	0.0%
New Hires	6	12	1	3	0	0	0	3	0	0	0	25	7	18	0
% Represented	24.0%	48.0%	4.0%	12.0%	0.0%	0.0%	0.0%	12.0%	0.0%	0.0%	0.0%	100.0%	28.0%	72.0%	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%
Overall Results															
Employees	1941	2728	403	810	52	91	184	274	13	12	4	6512	1839	3915	0
% Represented	29.8%	41.9%	6.2%	12.4%	0.8%	1.4%	2.8%	4.2%	0.2%	0.2%	0.1%	100.0%	28.2%	60.1%	0.0%
New Hires	192	394	46	99	7	15	30	48	0	0	0	831	245	556	0
% Represented	23.1%	47.4%	5.5%	11.9%	0.8%	1.8%	3.6%	5.8%	0.0%	0.0%	0.0%	100.0%	29.5%	66.9%	0.0%
Promotions	55	80	10	20	2	0	4	1	0	0	0	172	37	101	0
% Represented	32.0%	46.5%	5.8%	11.6%	1.2%	0.0%	2.3%	0.6%	0.0%	0.0%	0.0%	100.0%	21.5%	58.7%	0.0%

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	

Staffing Report
UNC Charlotte
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	15	6	1	1	0	0	2	0	0	0	4	29	4	7	0
% Represented	51.7%	20.7%	3.4%	3.4%	0.0%	0.0%	6.9%	0.0%	0.0%	0.0%	0.0%	100.0%	13.8%	24.1%	0.0%
New Hires	0	0	0	1	0	0	0	0	0	0	1	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%	0.0%	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	24	63	2	14	1	2	0	5	0	0	14	125	24	84	0
% Represented	19.2%	50.4%	1.6%	11.2%	0.8%	1.6%	0.0%	4.0%	0.0%	0.0%	0.0%	100.0%	19.2%	67.2%	0.0%
New Hires	1	1	0	0	0	0	0	2	0	0	3	7	2	3	0
% Represented	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	100.0%	28.6%	42.9%	0.0%
Promotions	2	2	1	0	0	0	0	1	0	0	0	6	2	3	0
% Represented	0.0%	0.0%	0.0%	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	122	76	10	10	1	0	3	1	0	0	26	249	25	87	1
% Represented	49.0%	30.5%	4.0%	4.0%	0.4%	0.0%	1.2%	0.4%	0.0%	0.0%	10.4%	100.0%	10.0%	34.9%	0.4%
New Hires	6	4	0	0	0	0	0	1	0	0	2	13	1	5	0
% Represented	46.2%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	15.4%	100.0%	7.7%	38.5%	0.0%
Promotions	5	1	0	0	0	0	0	0	0	0	2	8	0	1	0
% Represented	62.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	100.0%	0.0%	12.5%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	18	8	3	1	2	0	0	1	0	0	5	38	7	10	1
% Represented	47.4%	21.1%	7.9%	2.6%	5.3%	0.0%	0.0%	2.6%	0.0%	0.0%	13.2%	100.0%	18.4%	26.3%	2.6%
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	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	37	360	7	112	4	5	1	6	0	1	34	567	136	484	0
% Represented	6.5%	63.5%	1.2%	19.8%	0.7%	0.9%	0.2%	1.1%	0.0%	0.2%	6.0%	100.0%	24.0%	85.4%	0.0%
New Hires	6	25	1	14	0	1	0	1	0	1	9	58	18	42	0
% Represented	10.3%	43.1%	1.7%	24.1%	0.0%	1.7%	0.0%	1.7%	0.0%	1.7%	15.5%	100.0%	31.0%	72.4%	0.0%
Promotions	1	8	0	5	0	0	0	0	0	0	1	15	5	13	0
% Represented	6.7%	53.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	100.0%	33.3%	86.7%	0.0%
PROTECTIVE SERVICES															
Employees	33	9	14	7	1	2	2	0	0	0	3	71	26	18	0
% Represented	46.5%	12.7%	19.7%	9.9%	1.4%	2.8%	2.8%	0.0%	0.0%	0.0%	0.0%	100.0%	36.6%	25.4%	0.0%
New Hires	1	1	1	1	0	1	0	0	0	0	0	5	3	3	0
% Represented	0.0%	0.0%	0.0%	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	2	0	0	0	0	0	0	0	1	5	2	0	0
% Represented	40.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	100.0%	40.0%	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 Charlotte
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	53	22	88	81	11	15	1	3	0	0	32	306	199	121	0
% Represented	17.3%	7.2%	28.8%	26.5%	3.6%	4.9%	0.3%	1.0%	0.0%	0.0%	10.5%	100.0%	65.0%	39.5%	0.0%
New Hires	7	2	10	3	1	1	0	0	0	0	0	34	15	6	0
% Represented	20.6%	5.9%	29.4%	8.8%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.1%	17.6%	0.0%
Promotions	1	0	0	1	0	0	0	0	0	0	0	2	2	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%	100.0%	50.0%	0.0%
SKILLED CRAFT															
Employees	152	18	22	7	2	1	2	2	0	0	14	220	36	28	2
% Represented	69.1%	8.2%	10.0%	3.2%	0.9%	0.5%	0.9%	0.9%	0.0%	0.0%	6.4%	100.0%	16.4%	12.7%	0.9%
New Hires	18	1	2	0	0	0	0	0	0	0	0	21	2	1	0
% Represented	85.7%	4.8%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.5%	4.8%	0.0%
Promotions	15	1	2	0	1	0	0	0	0	0	0	19	3	1	0
% Represented	78.9%	5.3%	10.5%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.8%	5.3%	0.0%
UNASSIGNED															
Employees	1	1	1	0	0	0	0	0	0	0	0	3	9	23	0
% Represented	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	300.0%	766.7%	0.0%
New Hires	29	33	13	18	0	2	1	0	1	1	15	113	36	54	0
% Represented	25.7%	29.2%	11.5%	15.9%	0.0%	1.8%	0.9%	0.0%	0.9%	0.9%	13.3%	100.0%	31.9%	47.8%	0.0%
Promotions	10	16	2	1	0	0	0	0	0	0	2	31	3	17	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%	9.7%	54.8%	0.0%
Overall Results															
Employees	455	563	148	233	22	25	11	18	0	1	132	1608	458	840	4
% Represented	28.3%	35.0%	9.2%	14.5%	1.4%	1.6%	0.7%	1.1%	0.0%	0.1%	8.2%	100.0%	28.5%	52.2%	0.2%
New Hires	69	67	27	37	2	4	2	4	1	2	40	255	79	136	0
% Represented	27.1%	26.3%	10.6%	14.5%	0.8%	1.6%	0.8%	1.6%	0.4%	0.8%	15.7%	100.0%	31.0%	53.3%	0.0%
Promotions	23	27	5	9	0	0	0	1	0	0	9	74	15	40	0
% Represented	31.1%	36.5%	6.8%	12.2%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	12.2%	100.0%	20.3%	54.1%	0.0%

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	

Staffing Report

UNC General Administration

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	4	1	0	1	0	0	0	0	0	0	0	6	1	2	1
% Represented	66.7%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	33.3%	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	5	15	0	4	0	0	0	2	0	0	0	26	6	21	1
% Represented	19.2%	57.7%	0.0%	15.4%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	100.0%	23.1%	80.8%	3.8%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	44.4%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	55.6%	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	51	17	8	7	0	1	3	4	0	0	0	91	23	29	1
% Represented	56.0%	18.7%	8.8%	7.7%	0.0%	1.1%	3.3%	4.4%	0.0%	0.0%	0.0%	100.0%	25.3%	31.9%	1.1%
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	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	25	3	2	0	0	0	0	1	0	0	0	31	3	4	0
% Represented	80.6%	9.7%	6.5%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	100.0%	9.7%	12.9%	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%
ADMINISTRATIVE SUPPORT															
Employees	14	37	1	30	0	0	0	3	0	0	1	86	34	70	3
% Represented	16.3%	43.0%	1.2%	34.9%	0.0%	0.0%	0.0%	3.5%	0.0%	0.0%	1.2%	100.0%	39.5%	81.4%	3.5%
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	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%
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
UNC General Administration
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	3	2	1	0	0	1	0	0	0	0	0	7	2	3	1
% Represented	42.9%	28.6%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	42.9%	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%
SKILLED CRAFT															
Employees	6	3	1	1	0	0	1	0	0	0	0	12	3	4	1
% Represented	50.0%	25.0%	8.3%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	33.3%	8.3%
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%
UNASSIGNED															
Employees	5	6	1	6	0	0	0	2	0	0	0	20	9	14	0
% Represented	25.0%	30.0%	5.0%	30.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	100.0%	45.0%	70.0%	0.0%
New Hires	10	10	2	1	0	0	0	2	0	0	0	25	5	13	0
% Represented	40.0%	40.0%	8.0%	4.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	0.0%	100.0%	20.0%	52.0%	0.0%
Promotions	1	0	0	2	0	0	0	0	0	0	0	3	2	2	0
% Represented	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	66.7%	0.0%
Overall Results															
Employees	113	84	14	49	0	2	4	12	0	0	1	279	81	147	8
% Represented	40.5%	30.1%	5.0%	17.6%	0.0%	0.7%	1.4%	4.3%	0.0%	0.0%	0.4%	100.0%	29.0%	52.7%	2.9%
New Hires	10	12	2	2	0	0	0	2	0	0	0	28	6	16	0
% Represented	35.7%	42.9%	7.1%	7.1%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	100.0%	21.4%	57.1%	0.0%
Promotions	2	2	0	3	0	0	0	1	0	0	0	8	4	6	0
% Represented	25.0%	25.0%	0.0%	37.5%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%

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	

Staffing Report
UNC Greensboro
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	10	26	4	9	0	0	0	1	0	0	0	50	14	36	1
% Represented	20.0%	52.0%	8.0%	18.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	100.0%	28.0%	72.0%	2.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	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	0	0	0	0	0	0	0	0	2	0	0	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%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	27	97	5	19	0	1	1	2	0	1	2	155	29	120	0
% Represented	17.4%	62.6%	3.2%	12.3%	0.0%	0.6%	0.6%	1.3%	0.0%	0.6%	0.0%	100.0%	18.7%	77.4%	0.0%
New Hires	7	16	1	7	0	1	0	1	0	0	3	36	10	25	0
% Represented	19.4%	44.4%	2.8%	19.4%	0.0%	2.8%	0.0%	2.8%	0.0%	0.0%	0.0%	100.0%	27.8%	69.4%	0.0%
Promotions	1	12	1	3	0	0	0	0	0	0	0	17	4	15	0
% Represented	0.0%	0.0%	0.0%	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	121	70	10	24	1	3	3	3	1	1	6	243	46	101	23
% Represented	49.8%	28.8%	4.1%	9.9%	0.4%	1.2%	1.2%	1.2%	0.4%	0.4%	2.5%	100.0%	18.9%	41.6%	9.5%
New Hires	1	4	0	1	0	0	0	0	0	0	3	9	1	5	0
% Represented	11.1%	44.4%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	11.1%	55.6%	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	10	26	4	4	0	1	1	1	0	0	1	48	11	32	1
% Represented	20.8%	54.2%	8.3%	8.3%	0.0%	2.1%	2.1%	2.1%	0.0%	0.0%	2.1%	100.0%	22.9%	66.7%	2.1%
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	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	21	199	7	57	0	10	3	3	0	0	2	302	80	269	0
% Represented	7.0%	65.9%	2.3%	18.9%	0.0%	3.3%	1.0%	1.0%	0.0%	0.0%	0.7%	100.0%	26.5%	89.1%	0.0%
New Hires	1	10	0	2	0	0	0	1	0	1	0	15	4	14	0
% Represented	6.7%	66.7%	0.0%	13.3%	0.0%	0.0%	0.0%	6.7%	0.0%	6.7%	0.0%	100.0%	26.7%	93.3%	0.0%
Promotions	8	2	2	0	0	0	0	0	1	0	1	14	3	2	0
% Represented	57.1%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	7.1%	100.0%	21.4%	14.3%	0.0%
PROTECTIVE SERVICES															
Employees	26	5	5	4	1	1	0	0	0	0	1	43	11	10	0
% Represented	60.5%	11.6%	11.6%	9.3%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.6%	23.3%	0.0%
New Hires	3	2	2	0	0	0	0	0	0	0	2	9	2	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	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	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	

Staffing Report
UNC Greensboro
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	50	15	66	60	5	4	4	1	1	0	5	211	141	80	0
% Represented	23.7%	7.1%	31.3%	28.4%	2.4%	1.9%	1.9%	0.5%	0.5%	0.0%	2.4%	100.0%	66.8%	37.9%	0.0%
New Hires	3	1	8	7	0	0	0	1	0	0	4	24	16	9	0
% Represented	12.5%	4.2%	33.3%	29.2%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	16.7%	100.0%	66.7%	37.5%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	79	2	4	2
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.5%	5.1%	2.5%
SKILLED CRAFT															
Employees	79	22	4	2	2	0	1	0	0	0	0	110	9	24	1
% Represented	71.8%	20.0%	3.6%	1.8%	1.8%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	100.0%	8.2%	21.8%	0.9%
New Hires	10	1	1	0	0	0	0	0	0	0	2	14	1	1	0
% Represented	71.4%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	100.0%	7.1%	7.1%	0.0%
Promotions	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%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	79	2	4	2
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.5%	5.1%	2.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	79	2	4	2
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.5%	5.1%	2.5%
Promotions	0	0	0	0	0	0	0	0	0	0	0	79	2	4	2
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.5%	5.1%	2.5%
Overall Results															
Employees	344	460	105	179	9	20	13	11	2	2	17	1162	341	672	6
% Represented	29.6%	39.6%	9.0%	15.4%	0.8%	1.7%	1.1%	0.9%	0.2%	0.2%	1.5%	100.0%	29.3%	57.8%	0.5%
New Hires	28	40	12	19	0	0	2	0	5	0	18	124	38	78	2
% Represented	22.6%	32.3%	9.7%	15.3%	0.0%	0.0%	1.6%	0.0%	4.0%	0.0%	14.5%	100.0%	30.6%	62.9%	1.6%
Promotions	8	25	6	6	0	0	0	1	0	0	1	47	13	33	0
% Represented	17.0%	53.2%	12.8%	12.8%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	2.1%	100.0%	27.7%	70.2%	0.0%

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	

Staffing Report
UNC Pembroke
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	1	0	0	0	0	0	0	4	2	0	10	6	3	1
% Represented	30.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	20.0%	0.0%	100.0%	60.0%	30.0%	10.0%
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	2	9	0	2	0	0	0	1	0	6	0	20	9	18	0
% Represented	10.0%	45.0%	0.0%	10.0%	0.0%	0.0%	0.0%	5.0%	0.0%	30.0%	0.0%	100.0%	45.0%	90.0%	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	14	1	4	1	1	0	1	4	16	0	51	28	36	0
% Represented	17.6%	27.5%	2.0%	7.8%	2.0%	2.0%	0.0%	2.0%	7.8%	31.4%	0.0%	100.0%	54.9%	70.6%	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	1	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	100.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1	1	0	0	0	0	0	0	0	3	0	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%	0.0%	100.0%	60.0%	80.0%	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	8	34	1	21	1	2	0	2	12	89	0	170	128	148	0
% Represented	4.7%	20.0%	0.6%	12.4%	0.6%	1.2%	0.0%	1.2%	7.1%	52.4%	0.0%	100.0%	75.3%	87.1%	0.0%
New Hires	0	4	0	4	0	0	0	0	0	1	0	9	5	9	0
% Represented	0.0%	44.4%	0.0%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	100.0%	55.6%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	2	0	2	2	2	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	1	1	1	0	0	1	0	0	10	2	0	16	14	4	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	87.5%	25.0%	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
UNC Pembroke
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	3	5	2	0	0	0	1	20	40	2	74	68	46	0
% Represented	1.4%	4.1%	6.8%	2.7%	0.0%	0.0%	0.0%	1.4%	27.0%	54.1%	2.7%	100.0%	91.9%	62.2%	0.0%
New Hires	0	1	0	0	0	0	0	0	2	5	2	10	7	6	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	70.0%	60.0%	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	1	2	1	0	0	0	1	35	5	0	50	44	8	0
% Represented	10.0%	2.0%	4.0%	2.0%	0.0%	0.0%	0.0%	2.0%	70.0%	10.0%	0.0%	100.0%	88.0%	16.0%	0.0%
New Hires	1	0	1	0	0	0	0	0	3	0	0	5	4	0	0
% Represented	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	100.0%	80.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	100.0%	0.0%
UNASSIGNED															
Employees	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%
New Hires	2	7	1	1	0	0	0	1	1	3	0	16	7	12	0
% Represented	12.5%	43.8%	6.3%	6.3%	0.0%	0.0%	0.0%	6.3%	6.3%	18.8%	0.0%	100.0%	43.8%	75.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	1	2	0	4	3	2	0
% Represented	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	0.0%	100.0%	75.0%	50.0%	0.0%
Overall Results															
Employees	30	64	10	30	2	4	0	6	86	163	2	397	301	267	1
% Represented	7.6%	16.1%	2.5%	7.6%	0.5%	1.0%	0.0%	1.5%	21.7%	41.1%	0.5%	100.0%	75.8%	67.3%	0.3%
New Hires	3	13	2	5	0	0	0	1	6	9	2	41	23	29	0
% Represented	7.3%	31.7%	4.9%	12.2%	0.0%	0.0%	0.0%	2.4%	14.6%	22.0%	4.9%	100.0%	56.1%	70.7%	0.0%
Promotions	1	0	0	0	0	0	0	0	1	6	0	8	7	6	0
% Represented	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	75.0%	0.0%	100.0%	87.5%	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

Staffing Report
UNC Wilmington
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	19	24	2	4	2	0	0	0	0	0	0	51	8	28	0
% Represented	37.3%	47.1%	3.9%	7.8%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.7%	54.9%	0.0%
New Hires	2	2	0	0	1	0	0	0	0	0	0	5	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%
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	11	48	1	4	0	0	0	0	0	0	0	64	5	52	0
% Represented	17.2%	75.0%	1.6%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.8%	81.3%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	3	4	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	0
% Represented	0.0%	0.0%	0.0%	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	48	48	1	2	1	0	1	1	0	1	0	103	7	52	23
% Represented	46.6%	46.6%	1.0%	1.9%	1.0%	0.0%	1.0%	1.0%	0.0%	1.0%	0.0%	100.0%	6.8%	50.5%	22.3%
New Hires	3	1	0	1	0	0	0	0	0	0	1	6	1	2	0
% Represented	50.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%	16.7%	33.3%	0.0%
Promotions	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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	26	19	0	1	0	0	0	0	0	0	0	46	1	20	1
% Represented	56.5%	41.3%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.2%	43.5%	2.2%
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%
ADMINISTRATIVE SUPPORT															
Employees	40	279	4	40	1	6	1	1	0	2	1	375	55	328	0
% Represented	10.7%	74.4%	1.1%	10.7%	0.3%	1.6%	0.3%	0.3%	0.0%	0.5%	0.3%	100.0%	14.7%	87.5%	0.0%
New Hires	7	24	0	2	0	0	0	0	0	0	15	48	2	26	0
% Represented	14.6%	50.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%	100.0%	4.2%	54.2%	0.0%
Promotions	1	10	0	2	1	0	0	0	0	0	0	14	3	12	0
% Represented	7.1%	71.4%	0.0%	14.3%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.4%	85.7%	0.0%
PROTECTIVE SERVICES															
Employees	22	6	2	1	1	0	0	0	0	0	0	32	4	7	0
% Represented	68.8%	18.8%	6.3%	3.1%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	21.9%	0.0%
New Hires	3	1	0	0	0	0	0	0	0	0	3	7	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	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%

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	

Staffing Report
UNC Wilmington
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	31	22	42	36	2	0	1	0	0	1	1	136	82	59	0
% Represented	22.8%	16.2%	30.9%	26.5%	1.5%	0.0%	0.7%	0.0%	0.0%	0.7%	0.7%	100.0%	60.3%	43.4%	0.0%
New Hires	3	4	1	3	0	0	0	0	0	0	5	16	4	7	0
% Represented	18.8%	25.0%	6.3%	18.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%	100.0%	25.0%	43.8%	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%
SKILLED CRAFT															
Employees	102	24	12	5	0	1	1	0	1	0	2	148	20	30	0
% Represented	68.9%	16.2%	8.1%	3.4%	0.0%	0.7%	0.7%	0.0%	0.7%	0.0%	1.4%	100.0%	13.5%	20.3%	0.0%
New Hires	7	0	3	0	0	0	0	0	0	0	3	13	3	0	0
% Represented	53.8%	0.0%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.1%	100.0%	23.1%	0.0%	0.0%
Promotions	4	1	0	0	0	0	0	0	0	0	1	6	0	1	0
% Represented	66.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%	0.0%	16.7%	0.0%
UNASSIGNED															
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	1	3	0	0	0	0	0	0	0	0	1	5	0	4	0
% Represented	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	100.0%	0.0%	80.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	79	2	4	2
% Represented	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.5%	5.1%	2.5%
Overall Results															
Employees	300	470	64	93	7	7	4	2	1	4	4	956	182	576	0
% Represented	31.4%	49.2%	6.7%	9.7%	0.7%	0.7%	0.4%	0.2%	0.1%	0.4%	0.4%	100.0%	19.0%	60.3%	0.0%
New Hires	27	37	4	6	1	0	0	0	0	0	32	107	11	62	0
% Represented	25.2%	34.6%	3.7%	5.6%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	29.9%	100.0%	10.3%	57.9%	0.0%
Promotions	9	13	1	2	1	1	0	0	0	0	1	28	5	17	0
% Represented	32.1%	46.4%	3.6%	7.1%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	3.6%	100.0%	17.9%	60.7%	0.0%

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	

Staffing Report
Western Carolina University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	6	7	0	2	0	1	0	0	0	0	0	16	3	10	0
% Represented	37.5%	43.8%	0.0%	12.5%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.8%	62.5%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	13	33	1	0	0	1	0	0	0	0	0	48	2	34	0
% Represented	27.1%	68.8%	2.1%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.2%	70.8%	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	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%
PROFESSIONALS															
Employees	35	34	0	0	1	1	1	0	0	1	1	74	4	36	2
% Represented	47.3%	45.9%	0.0%	0.0%	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	1.4%	100.0%	5.4%	48.6%	2.7%
New Hires	3	1	0	1	0	0	0	0	0	0	1	6	1	2	0
% Represented	50.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%	16.7%	33.3%	0.0%
Promotions	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%
TECHNICIANS AND TECHNOLOGISTS															
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%
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	23	186	1	3	0	1	0	2	0	1	0	217	8	193	1
% Represented	10.6%	85.7%	0.5%	1.4%	0.0%	0.5%	0.0%	0.9%	0.0%	0.5%	0.0%	100.0%	3.7%	88.9%	0.5%
New Hires	4	17	1	0	0	0	0	0	0	0	0	22	1	17	0
% Represented	18.2%	77.3%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.5%	77.3%	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%
PROTECTIVE SERVICES															
Employees	19	3	0	0	1	0	0	0	1	0	0	24	2	3	0
% Represented	79.2%	12.5%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	100.0%	8.3%	12.5%	0.0%
New Hires	2	1	0	0	0	0	0	0	0	0	0	3	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	0
% Represented	0.0%	0.0%	0.0%	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 University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	85	68	1	0	1	0	0	0	0	0	2	157	2	68	3
% Represented	54.1%	43.3%	0.6%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	100.0%	1.3%	43.3%	1.9%
New Hires	17	6	0	0	0	0	0	0	0	0	2	25	0	6	0
% Represented	68.0%	24.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	100.0%	0.0%	24.0%	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	127	14	0	1	0	0	0	0	0	0	0	142	1	15	2
% Represented	89.4%	9.9%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.7%	10.6%	1.4%
New Hires	16	1	0	0	0	0	0	0	0	0	0	17	0	1	0
% Represented	94.1%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	5.9%	0.0%
Promotions	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%
UNASSIGNED															
Employees	2	3	0	0	0	0	0	1	0	0	0	6	1	3	0
% Represented	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	100.0%	16.7%	50.0%	0.0%
New Hires	33	36	0	1	1	0	1	0	0	0	2	74	3	37	0
% Represented	44.6%	48.6%	0.0%	1.4%	1.4%	0.0%	1.4%	0.0%	0.0%	0.0%	2.7%	100.0%	4.1%	50.0%	0.0%
Promotions	5	3	0	0	1	0	0	0	0	1	0	10	2	4	0
% Represented	50.0%	30.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	100.0%	20.0%	40.0%	0.0%
Overall Results															
Employees	311	350	3	6	3	4	2	2	1	2	3	687	23	364	8
% Represented	45.3%	50.9%	0.4%	0.9%	0.4%	0.6%	0.3%	0.3%	0.1%	0.3%	0.4%	100.0%	3.3%	53.0%	1.2%
New Hires	72	66	1	1	1	0	1	0	0	0	4	146	4	67	0
% Represented	49.3%	45.2%	0.7%	0.7%	0.7%	0.0%	0.7%	0.0%	0.0%	0.0%	2.7%	100.0%	2.7%	45.9%	0.0%
Promotions	11	8	0	0	1	0	1	0	0	1	0	22	3	9	1
% Represented	50.0%	36.4%	0.0%	0.0%	4.5%	0.0%	4.5%	0.0%	0.0%	4.5%	0.0%	100.0%	13.6%	40.9%	4.5%

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	

Staffing Report

Winston-Salem State University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	7	4	14	19	0	1	0	0	0	0	0	45	34	24	0
% Represented	15.6%	8.9%	31.1%	42.2%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.6%	53.3%	0.0%
New Hires	1	0	3	1	0	0	0	0	0	0	0	5	4	1	0
% Represented	20.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	20.0%	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	3	2	4	12	0	0	0	0	0	0	1	22	16	14	0
% Represented	13.6%	9.1%	18.2%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	72.7%	63.6%	0.0%
New Hires	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%
Promotions	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%
PROFESSIONALS															
Employees	8	4	23	26	1	1	0	0	0	0	3	66	51	31	0
% Represented	12.1%	6.1%	34.8%	39.4%	1.5%	1.5%	0.0%	0.0%	0.0%	0.0%	4.5%	100.0%	77.3%	47.0%	0.0%
New Hires	0	0	3	3	0	0	0	0	0	0	0	6	6	3	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%
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%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1	1	2	3	0	0	0	0	0	0	0	7	5	4	0
% Represented	14.3%	14.3%	28.6%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	71.4%	57.1%	0.0%
New Hires	2	1	0	0	0	0	0	0	0	0	0	3	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	0
% Represented	0.0%	0.0%	0.0%	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	14	18	125	0	2	0	0	0	0	4	167	145	141	0
% Represented	2.4%	8.4%	10.8%	74.9%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	2.4%	100.0%	86.8%	84.4%	0.0%
New Hires	0	3	1	0	0	0	0	0	0	0	1	5	1	3	0
% Represented	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	100.0%	20.0%	60.0%	0.0%
Promotions	0	0	1	4	0	0	0	0	0	0	0	5	5	4	0
% Represented	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	80.0%	0.0%
PROTECTIVE SERVICES															
Employees	1	1	15	4	0	0	0	0	0	0	0	21	19	5	1
% Represented	4.8%	4.8%	71.4%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.5%	23.8%	4.8%
New Hires	0	0	4	0	0	0	0	0	0	0	0	4	0	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%	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
Winston-Salem State University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	7	0	32	29	1	0	0	0	2	0	1	72	64	29	0
% Represented	9.7%	0.0%	44.4%	40.3%	1.4%	0.0%	0.0%	0.0%	2.8%	0.0%	1.4%	100.0%	88.9%	40.3%	0.0%
New Hires	0	0	0	1	0	0	0	0	1	0	0	2	2	1	0
% Represented	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%	100.0%	50.0%	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	23	1	0	0	0	0	0	0	1	32	24	1	0
% Represented	21.9%	0.0%	71.9%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	100.0%	75.0%	3.1%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	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	2	3	1	8	0	1	0	0	0	0	1	16	10	12	0
% Represented	12.5%	18.8%	6.3%	50.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	6.3%	100.0%	62.5%	75.0%	0.0%
Promotions	1	0	2	0	0	0	0	0	0	0	0	3	2	0	0
% Represented	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	0.0%	0.0%
Overall Results															
Employees	38	26	131	219	2	4	0	0	2	0	10	432	358	249	1
% Represented	8.8%	6.0%	30.3%	50.7%	0.5%	0.9%	0.0%	0.0%	0.5%	0.0%	2.3%	100.0%	82.9%	57.6%	0.2%
New Hires	5	7	12	15	0	1	0	0	1	0	4	45	29	26	0
% Represented	11.1%	15.6%	26.7%	33.3%	0.0%	2.2%	0.0%	0.0%	2.2%	0.0%	8.9%	100.0%	64.4%	57.8%	0.0%
Promotions	1	0	4	6	0	0	0	0	0	0	0	11	10	6	0
% Represented	9.1%	0.0%	36.4%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	90.9%	54.5%	0.0%

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	

North Carolina State Government: Equal Employment Opportunity

2012 Personnel Action Report



Compensation Levels

Compensation Report

Agency Totals

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	173	292	247	382	11	16	11	8	2	2	5	1149	679	700	33
% Represented	15.1%	25.4%	21.5%	33.2%	1.0%	1.4%	1.0%	0.7%	0.2%	0.2%	0.4%	100.0%	59.1%	60.9%	2.9%
Average Salary	24636	24345	24769	24754	24297	23487	23892	22971	23222	24231	24202	24725	24676	24535	25360
GR 55-59															
Employees	958	3286	968	3193	26	44	21	58	8	51	19	8632	4369	6632	148
% Represented	11.1%	38.1%	11.2%	37.0%	0.3%	0.5%	0.2%	0.7%	0.1%	0.6%	0.2%	100.0%	50.6%	76.8%	1.7%
Average Salary	27424	29092	26832	27475	27573	27410	27139	27307	28010	29328	26664	28235	27349	28296	28647
GR 60-64															
Employees	6639	3272	3469	4135	142	108	47	41	253	148	35	18289	8343	7704	323
% Represented	36.3%	17.9%	19.0%	22.6%	0.8%	0.6%	0.3%	0.2%	1.4%	0.8%	0.2%	100.0%	45.6%	42.1%	1.8%
Average Salary	31081	32832	30753	30997	30276	31316	30305	32505	30351	30787	31054	31534	30856	31803	31330
GR 65-69															
Employees	4247	2805	1093	1787	76	66	33	42	101	55	34	10339	3253	4755	206
% Represented	41.1%	27.1%	10.6%	17.3%	0.7%	0.6%	0.3%	0.4%	1.0%	0.5%	0.3%	100.0%	31.5%	46.0%	2.0%
Average Salary	42579	39800	40248	38828	39652	37345	39063	38218	43391	38969	35283	41066	39434	39434	40462
GR 70-74															
Employees	2247	2257	365	783	28	39	31	48	33	23	11	5865	1350	3150	95
% Represented	38.3%	38.5%	6.2%	13.4%	0.5%	0.7%	0.5%	0.8%	0.6%	0.4%	0.2%	100.0%	23.0%	53.7%	1.6%
Average Salary	52162	50433	50991	49009	48264	47962	49159	49500	53777	51346	54937	51431	49700	50070	53258
GR 75-79															
Employees	740	686	94	195	9	9	13	12	6	10	3	1777	348	912	34
% Represented	41.6%	38.6%	5.3%	11.0%	0.5%	0.5%	0.7%	0.7%	0.3%	0.6%	0.2%	100.0%	19.6%	51.3%	1.9%
Average Salary	67213	67280	66402	65850	62264	62973	68463	68991	65466	66314	57389	67560	66050	66953	67129
GR 80-84															
Employees	234	165	20	44	0	2	6	2	2	1	4	480	77	214	3
% Represented	48.8%	34.4%	4.2%	9.2%	0.0%	0.4%	1.3%	0.4%	0.4%	0.2%	0.8%	100.0%	16.0%	44.6%	0.6%
Average Salary	86457	81872	80885	82621	0	77198	82541	92098	73896	84938	84938	84938	82086	82040	85504
GR 85+															
Employees	138	98	12	28	0	2	1	4	0	0	0	283	47	132	2
% Represented	48.8%	34.6%	4.2%	9.9%	0.0%	0.7%	0.4%	1.4%	0.0%	0.0%	0.0%	100.0%	16.6%	46.6%	0.7%
Average Salary	99461	96564	99986	92990	0	85140	102322	82234	0	0	0	98809	93492	95247	95984
T-Grade															
Employees	447	441	126	305	6	3	7	2	3	6	3	1349	458	757	32
% Represented	33.1%	32.7%	9.3%	22.6%	0.4%	0.2%	0.5%	0.1%	0.2%	0.4%	0.2%	100.0%	34.0%	56.1%	2.4%
Average Salary	54141	54810	48848	44247	65773	54400	49618	43030	55445	47136	33286	52080	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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR EG															
Employees	0	3	0	0	1	0	0	0	0	0	0	4	1	3	0
% Represented	0.0%	75.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	0.0%
Average Salary		55525	0	0	44358	0	0	0	0	0	0	53365	57679	59394	0
GR MG															
Employees	116	70	25	24	1	2	29	16	2	1	1	287	100	113	8
% Represented	40.4%	24.4%	8.7%	8.4%	0.3%	0.7%	10.1%	5.6%	0.7%	0.3%	0.3%	100.0%	34.8%	39.4%	2.8%
Average Salary	165718	157123	156522	151653	118677	118017	165765	171081	129800	104596	190000	163432	159168	157359	142895
Flat Rate															
Employees	19	17	3	3	0	0	1	1	0	0	0	44	8	21	1
% Represented	43.2%	38.6%	6.8%	6.8%	0.0%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	100.0%	18.2%	47.7%	2.3%
Average Salary	121936	98877	98350	126447	0	0	0	61764	0	0	0	106864	106301	101277	0
Banded															
Employees	9458	3826	1696	1583	131	67	287	231	222	30	101	17632	4247	5737	259
% Represented	53.6%	21.7%	9.6%	9.0%	0.7%	0.4%	1.6%	1.3%	1.3%	0.2%	0.6%	100.0%	24.1%	32.5%	1.5%
Average Salary	49658	55561	42543	50635	47961	47675	67353	63008	40491	44154	39341	51609	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

Compensation Report Administration As of December 31, 2012

	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	26000	0	0	26818	0	0	0	0	0	0	26409	26818	26000	0
GR 55-59															
Employees	14	38	25	46	1	1	0	3	0	1	1	130	77	89	3
% Represented	10.8%	29.2%	19.2%	35.4%	0.8%	0.8%	0.0%	2.3%	0.0%	0.8%	0.8%	100.0%	59.2%	68.5%	2.3%
Average Salary	27103	30836	28331	28848	27150	32890	0	29104	0	34518	26881	29194	28794	29782	28682
GR 60-64															
Employees	7	22	10	11	0	0	0	1	1	4	0	56	27	38	1
% Represented	12.5%	39.3%	17.9%	19.6%	0.0%	0.0%	0.0%	1.8%	1.8%	7.1%	0.0%	100.0%	48.2%	67.9%	1.8%
Average Salary	33725	36893	36533	34941	0	0	0	37648	30866	34405	0	35777	35401	36086	39974
GR 65-69															
Employees	36	7	6	3	2	0	0	1	1	0	0	56	13	11	4
% Represented	64.3%	12.5%	10.7%	5.4%	3.6%	0.0%	0.0%	1.8%	1.8%	0.0%	0.0%	100.0%	23.2%	19.6%	7.1%
Average Salary	41133	42629	38355	39313	40467	0	0	40454	40872	0	0	40884	39256	41527	39327
GR 70-74															
Employees	17	5	9	14	0	2	1	0	1	2	0	51	29	23	1
% Represented	33.3%	9.8%	17.6%	27.5%	0.0%	3.9%	2.0%	0.0%	2.0%	3.9%	0.0%	100.0%	56.9%	45.1%	2.0%
Average Salary	50970	53154	46615	46958	0	38632	51035	0	45438	46851	0	48562	46358	47571	46322
GR 75-79															
Employees	16	9	4	7	0	0	1	0	0	0	0	37	12	16	0
% Represented	43.2%	24.3%	10.8%	18.9%	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	100.0%	32.4%	43.2%	0.0%
Average Salary	66256	60910	65846	64817	0	0	51023	0	0	0	0	64227	64011	62619	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	70212	74719	0	0	0	0	0	0	0	0	0	71339	0	74719	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, 2012

	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	151	19	40	13	2	4	1	0	1	2	0	233	63	38	5
% Represented	64.8%	8.2%	17.2%	5.6%	0.9%	1.7%	0.4%	0.0%	0.4%	0.9%	0.0%	100.0%	27.0%	16.3%	2.1%
Average Salary	49030	55025	33387	37075	53619	23818	91331	0	26994	45612	0	45831	35389	45104	46784
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	244	102	94	94	6	7	3	5	4	9	1	569	222	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

Compensation Report

Administrative Hearings

As of December 31, 2012

	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	30764	0	30764	0	0	0	0	0	0	0	30764	30764	30764	0
GR 60-64															
Employees	0	4	1	2	0	0	0	0	0	0	0	7	3	6	0
% Represented	0.0%	57.1%	14.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	85.7%	0.0%
Average Salary	0	34660	36003	29374	0	0	0	0	0	0	0	33341	31583	32898	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	42065	0	41705	0	0	0	0	0	0	0	41930	41705	41930	0
GR 70-74															
Employees	0	3	2	1	0	0	0	0	0	0	0	6	3	4	0
% Represented	0.0%	50.0%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	66.7%	0.0%
Average Salary	0	58084	56212	49764	0	0	0	0	0	0	0	56073	54063	56004	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	75908	0	63854	0	0	0	0	75908	0	0	71890	69881	69881	0
GR 80-84															
Employees	3	0	0	0	0	0	0	0	0	0	0	3	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%	33.3%
Average Salary	94708	0	0	0	0	0	0	0	0	0	0	94708	0	0	83370
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	0	0	0	0	0	0	0	0	0	7	0	2	0
% Represented	71.4%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	28.6%	0.0%
Average Salary	100724	99617	0	0	0	0	0	0	0	0	0	100408	0	99617	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, 2012

	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	64187	65564	0	0	0	0	0	0	0	0	0	64876	0	65564	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	17	3	8	0	0	0	0	1	0	0	38	12	25	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

Agriculture and Consumer Services

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	3	0	3	2	1	0	8	0	2	0	0	19	16	2	0
% Represented	15.8%	0.0%	15.8%	10.5%	5.3%	0.0%	42.1%	0.0%	10.5%	0.0%	0.0%	100.0%	84.2%	10.5%	0.0%
Average Salary	26194	0	23615	28629	24209	0	24074	0	27529	0	0	25186	24997	28629	0
GR 55-59															
Employees	56	70	14	17	6	2	4	0	1	3	2	175	47	92	4
% Represented	32.0%	40.0%	8.0%	9.7%	3.4%	1.1%	2.3%	0.0%	0.6%	1.7%	1.1%	100.0%	26.9%	52.6%	2.3%
Average Salary	28747	30744	29759	30902	27880	27652	27602	0	28706	29292	26669	29753	29607	30573	29853
GR 60-64															
Employees	364	125	29	17	5	1	1	5	3	0	7	557	61	148	5
% Represented	65.4%	22.4%	5.2%	3.1%	0.9%	0.2%	0.2%	0.9%	0.5%	0.0%	1.3%	100.0%	11.0%	26.6%	0.9%
Average Salary	34031	35458	33729	33632	31661	29856	26903	33564	33494	0	29473	34217	33332	35146	36371
GR 65-69															
Employees	348	99	13	17	3	2	4	13	3	0	7	509	55	131	6
% Represented	68.4%	19.4%	2.6%	3.3%	0.6%	0.4%	0.8%	2.6%	0.6%	0.0%	1.4%	100.0%	10.8%	25.7%	1.2%
Average Salary	40940	40134	38037	40729	38271	41227	36461	39884	40619	0	37219	40572	39461	40197	39260
GR 70-74															
Employees	193	55	7	5	3	0	8	5	1	0	2	279	29	65	6
% Represented	69.2%	19.7%	2.5%	1.8%	1.1%	0.0%	2.9%	1.8%	0.4%	0.0%	0.7%	100.0%	10.4%	23.3%	2.2%
Average Salary	51056	49430	56041	52065	53493	0	50067	43605	58529	0	50904	50769	51386	49184	51521
GR 75-79															
Employees	39	14	1	1	1	0	1	1	0	0	0	58	5	16	1
% Represented	67.2%	24.1%	1.7%	1.7%	1.7%	0.0%	1.7%	1.7%	0.0%	0.0%	0.0%	100.0%	8.6%	27.6%	1.7%
Average Salary	65584	60732	56693	58416	53230	0	63891	51700	0	0	0	63654	56786	60022	72639
GR 80-84															
Employees	28	17	0	1	0	0	0	0	0	0	0	46	1	18	0
% Represented	60.9%	37.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.2%	39.1%	0.0%
Average Salary	85616	72074	0	64050	0	0	0	0	0	0	0	80142	64050	71628	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	115107	125259	0	0	0	0	0	0	0	0	0	118491	0	125259	0
T-Grade															
Employees	33	7	1	0	0	0	0	0	0	0	0	41	1	7	0
% Represented	80.5%	17.1%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.4%	17.1%	0.0%
Average Salary	53825	62192	41841	0	0	0	0	0	0	0	0	54961	41841	62192	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, 2012

	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	105565	99923	0	0	0	0	0	0	0	0	0	104155	0	99923	0
Banded															
Employees	155	40	8	4	3	1	4	2	1	0	2	220	23	47	4
% Represented	70.5%	18.2%	3.6%	1.8%	1.4%	0.5%	1.8%	0.9%	0.5%	0.0%	0.9%	100.0%	10.5%	21.4%	1.8%
Average Salary	41918	49101	31178	45699	43364	26413	43477	45873	44359	0	34392	42859	39076	48192	53069
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	1224	429	76	64	22	6	30	26	11	3	20	1911	238	528	26

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, 2012

	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, 2012

	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%	#####	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	0	0	0	0	62505	0	0	0	62505	62505	62505	0
Banded															
Employees	37	38	4	11	0	0	2	1	0	1	0	94	19	51	1
% Represented	39.4%	40.4%	4.3%	11.7%	0.0%	0.0%	2.1%	1.1%	0.0%	1.1%	0.0%	100.0%	20.2%	54.3%	1.1%
Average Salary	83708	68901	89372	80538	0	0	77953	100684	0	73800	0	77545	82832	72130	67217
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	38	4	11	0	0	2	2	0	1	0	95	20	52	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

Board of Cosmetic Arts

As of December 31, 2012

	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	1	11	0	1	0	0	0	0	0	0	1	14	1	12	0
% Represented	7.1%	78.6%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	100.0%	7.1%	85.7%	0.0%
Average Salary	35146	43140	0	33619	0	0	0	0	0	0	35146	41318	33619	41793	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, 2012

	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	6	1	4	0	0	0	0	0	1	0	12	6	11	0
% Represented	0.0%	50.0%	8.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	100.0%	50.0%	91.7%	0.0%
Average Salary	0	35645	27354	33872	0	0	0	0	0	32571	0	34107	32569	34721	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	17	1	5	0	0	0	0	0	1	1	26	7	23	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 Elections

As of December 31, 2012

	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	30895	0	26453	0	0	0	0	0	0	0	28674	26453	28674	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	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	38740	0	32660	42013	0	0	0	0	0	0	37259	35778	36308	0
GR 70-74															
Employees	4	0	0	2	0	1	0	0	0	0	0	7	3	3	0
% Represented	57.1%	0.0%	0.0%	28.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	42.9%	0.0%
Average Salary	46285	0	0	43549	0	43902	0	0	0	0	0	45163	43666	43666	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	118806	101366	0	0	0	0	0	0	0	0	0	110086	0	101366	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	92324	84627	0	0	0	0	0	0	0	0	0	88476	0	84627	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 Elections
As of December 31, 2012

	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	9	2	1	2	0	1	2	0	0	0	31	8	12	1
% Represented	45.2%	29.0%	6.5%	3.2%	6.5%	0.0%	3.2%	6.5%	0.0%	0.0%	0.0%	100.0%	25.8%	38.7%	3.2%
Average Salary	67199	55550	49885	50387	41461	0	50600	59708	0	0	0	59478	50387	55813	46344
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	20	16	2	7	3	1	1	2	0	0	0	52	16	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 Commerce

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	3	2	1	1	0	0	0	0	0	0	0	7	2	3	0
% Represented	42.9%	28.6%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	42.9%	0.0%
Average Salary	25563	25210	25444	23167	0	0	0	0	0	0	0	25116	24305	24699	0
GR 55-59															
Employees	17	82	11	77	3	5	2	3	1	1	0	202	103	168	7
% Represented	8.4%	40.6%	5.4%	38.1%	1.5%	2.5%	1.0%	1.5%	0.5%	0.5%	0.0%	100.0%	51.0%	83.2%	3.5%
Average Salary	27088	30268	27153	29636	25924	29151	25705	27822	25800	26928	0	29388	28734	29913	33206
GR 60-64															
Employees	11	85	8	104	2	6	1	4	0	1	1	223	126	200	7
% Represented	4.9%	38.1%	3.6%	46.6%	0.9%	2.7%	0.4%	1.8%	0.0%	0.4%	0.4%	100.0%	56.5%	89.7%	3.1%
Average Salary	35823	36333	33896	34412	28600	38310	28140	30465	0	30000	0	35453	34190	35605	37812
GR 65-69															
Employees	165	206	82	201	6	9	4	4	3	5	2	687	314	425	50
% Represented	24.0%	30.0%	11.9%	29.3%	0.9%	1.3%	0.6%	0.6%	0.4%	0.7%	0.3%	100.0%	45.7%	61.9%	7.3%
Average Salary	44923	43412	44857	44416	53715	0	35092	43155	0	0	0	44075	44420	43576	46083
GR 70-74															
Employees	58	65	14	50	2	1	0	1	2	1	0	194	71	118	8
% Represented	29.9%	33.5%	7.2%	25.8%	1.0%	0.5%	0.0%	0.5%	1.0%	0.5%	0.0%	100.0%	36.6%	60.8%	4.1%
Average Salary	51315	51523	49385	49839	0	39701	0	53237	0	47258	0	50861	48835	50651	57998
GR 75-79															
Employees	31	27	11	13	0	0	0	1	0	0	1	84	25	41	12
% Represented	36.9%	32.1%	13.1%	15.5%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%	1.2%	100.0%	29.8%	48.8%	14.3%
Average Salary	68163	66006	68884	65239	0	0	0	0	0	0	60532	66871	67061	65835	56364
GR 80-84															
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%
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	6	3	7	0	0	0	0	0	0	0	35	10	13	0
% Represented	54.3%	17.1%	8.6%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	37.1%	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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB	
Flat Rate																
Employees	1	2	1	1	0	0	0	1	0	0	0	6	3	4	0	
% Represented	16.7%	33.3%	16.7%	16.7%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	100.0%	50.0%	66.7%	0.0%	
Average Salary	154000	107374	100965	116380	0	0	0	61764	0	0	0	106295	81365	92171	0	
Banded																
Employees	217	204	54	105	6	3	11	11	1	3	0	615	194	326	16	
% Represented	35.3%	33.2%	8.8%	17.1%	1.0%	0.5%	1.8%	1.8%	0.2%	0.5%	0.0%	100.0%	31.5%	53.0%	2.6%	
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	531	687	186	563	19	24	18	25	7	11	4	2075	853	1310	100	

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, 2012

	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	37380	0	30915	0	0	0	0	0	0	0	34147	30915	34147	0
GR 60-64															
Employees	1	10	2	6	0	0	0	0	0	0	0	19	8	16	0
% Represented	5.3%	52.6%	10.5%	31.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.1%	84.2%	0.0%
Average Salary	42889	40281	35070	39100	0	0	0	0	0	0	0	39497	38092	39838	0
GR 65-69															
Employees	2	1	0	4	0	0	0	0	0	0	0	7	4	5	0
% Represented	28.6%	14.3%	0.0%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	57.1%	71.4%	0.0%
Average Salary	41744	44226	0	40567	0	0	0	0	0	0	0	41426	40567	41299	0
GR 70-74															
Employees	4	5	0	2	0	0	0	0	0	0	0	11	2	7	0
% Represented	36.4%	45.5%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	63.6%	0.0%
Average Salary	58148	52919	0	52439	0	0	0	0	0	0	0	54733	52439	52782	0
GR 75-79															
Employees	6	13	3	1	1	0	1	0	1	0	0	26	7	14	1
% Represented	23.1%	50.0%	11.5%	3.8%	3.8%	0.0%	3.8%	0.0%	3.8%	0.0%	0.0%	100.0%	26.9%	53.8%	3.8%
Average Salary	73197	74803	67544	85707	63756	0	64461	0	83996	0	0	73545	71507	75582	77979
GR 80-84															
Employees	2	2	0	1	0	0	0	0	0	0	0	5	1	3	0
% Represented	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
Average Salary	94525	102592	0	100188	0	0	0	0	0	0	0	98884	100188	101790	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	89056	84969	0	89425	0	0	0	0	0	0	0	87105	89425	86454	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 **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

Compensation Report
Community Colleges
As of December 31, 2012

	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	13	0	0	2	5	0	1	0	85	23	51	3
% Represented	35.3%	37.6%	2.4%	15.3%	0.0%	0.0%	2.4%	5.9%	0.0%	1.2%	0.0%	100.0%	27.1%	60.0%	3.5%
Average Salary	73522	66047	70814	59842	0	0	65406	65749	0	44528	0	67562	61898	64014	65629
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	46	67	7	30	1	0	3	5	1	1	0	161	48	103	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

Cultural Resources

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	2	1	1	1	0	0	0	0	0	0	0	5	2	2	1
% Represented	40.0%	20.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	40.0%	20.0%
Average Salary	29090	25431	23445	27938	0	0	0	0	0	0	0	26999	25692	26685	28981
GR 55-59															
Employees	53	48	17	18	1	0	2	1	0	0	0	140	39	67	6
% Represented	37.9%	34.3%	12.1%	12.9%	0.7%	0.0%	1.4%	0.7%	0.0%	0.0%	0.0%	100.0%	27.9%	47.9%	4.3%
Average Salary	26749	27818	26671	28278	25159	0	26417	30462	0	0	0	27313	27480	27981	27101
GR 60-64															
Employees	69	62	7	9	1	1	0	1	0	0	0	150	19	73	7
% Represented	46.0%	41.3%	4.7%	6.0%	0.7%	0.7%	0.0%	0.7%	0.0%	0.0%	0.0%	100.0%	12.7%	48.7%	4.7%
Average Salary	31827	33277	33176	35528	26903	35505	0	34052	0	0	0	32718	34129	33596	33613
GR 65-69															
Employees	64	79	1	5	0	0	0	0	0	0	0	149	6	84	0
% Represented	43.0%	53.0%	0.7%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.0%	56.4%	0.0%
Average Salary	40018	38690	33300	40749	0	0	0	0	0	0	0	39293	38605	38813	0
GR 70-74															
Employees	36	31	1	3	0	1	0	0	0	0	0	72	5	35	2
% Represented	50.0%	43.1%	1.4%	4.2%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.9%	48.6%	2.8%
Average Salary	53535	50344	41253	51023	0	47893	0	0	0	0	0	51808	48443	50332	81741
GR 75-79															
Employees	4	3	0	0	0	0	0	0	0	0	0	7	0	3	0
% Represented	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	42.9%	0.0%
Average Salary	84885	69809	0	0	0	0	0	0	0	0	0	78424	0	69809	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	112000	116380	0	0	0	0	0	0	0	0	0	114190	0	116380	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	6	2	1	1	0	0	0	0	0	0	0	10	2	3	1
% Represented	60.0%	20.0%	10.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	30.0%	10.0%
Average Salary	81216	80961	82795	44294	0	0	0	0	0	0	0	77630	63545	68738	82795
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, 2012

	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	63	10	13	1	4	0	1	0	1	0	145	30	82	5
% Represented	35.9%	43.4%	6.9%	9.0%	0.7%	2.8%	0.0%	0.7%	0.0%	0.7%	0.0%	100.0%	20.7%	56.6%	3.4%
Average Salary	45142	48005	37331	41371	22332	43561	0	37906	0	22332	0	45101	38931	46300	37342
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	287	290	38	50	3	6	2	3	0	1	0	680	103	350	22

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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	11	18	1	0	0	0	0	0	0	0	0	30	1	18	1
% Represented	36.7%	60.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	3.3%	60.0%	3.3%
Average Salary	24840	24647	23445	0	0	0	0	0	0	0	0	24677	23445	24647	24034
GR 55-59															
Employees	47	157	4	44	0	2	0	1	0	1	0	256	52	205	6
% Represented	18.4%	61.3%	1.6%	17.2%	0.0%	0.8%	0.0%	0.4%	0.0%	0.4%	0.0%	100.0%	20.3%	80.1%	2.3%
Average Salary	26618	28284	26082	30455	0	26037	0	27946	0	28677	0	28300	29866	28728	30013
GR 60-64															
Employees	166	138	12	14	1	1	0	2	0	3	1	338	33	158	7
% Represented	49.1%	40.8%	3.6%	4.1%	0.3%	0.3%	0.0%	0.6%	0.0%	0.9%	0.3%	100.0%	9.8%	46.7%	2.1%
Average Salary	30834	32254	30310	35247	30431	26903	0	32421	0	35133	26903	31601	32871	32543	34011
GR 65-69															
Employees	164	116	7	17	1	2	1	4	2	2	1	317	36	141	2
% Represented	51.7%	36.6%	2.2%	5.4%	0.3%	0.6%	0.3%	1.3%	0.6%	0.6%	0.3%	100.0%	11.4%	44.5%	0.6%
Average Salary	38969	38197	38868	43266	32733	40765	37521	36144	36565	43591	33139	38862	40674	38863	42142
GR 70-74															
Employees	308	205	10	17	3	2	8	2	4	1	1	561	47	227	6
% Represented	54.9%	36.5%	1.8%	3.0%	0.5%	0.4%	1.4%	0.4%	0.7%	0.2%	0.2%	100.0%	8.4%	40.5%	1.1%
Average Salary	49464	48287	49877	49437	47872	44562	48130	51075	46487	51486	41188	48969	48863	48379	50302
GR 75-79															
Employees	100	53	2	3	0	1	1	0	0	3	1	164	10	60	1
% Represented	61.0%	32.3%	1.2%	1.8%	0.0%	0.6%	0.6%	0.0%	0.0%	1.8%	0.6%	100.0%	6.1%	36.6%	0.6%
Average Salary	66147	65919	68372	71796	0	74850	64439	0	0	71159	65780	66336	70490	66624	70374
GR 80-84															
Employees	35	9	1	0	0	0	0	1	0	0	0	46	2	10	0
% Represented	76.1%	19.6%	2.2%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	100.0%	4.3%	21.7%	0.0%
Average Salary	87854	84999	93223	0	0	0	0	74183	0	0	0	87115	83703	83917	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	110807	109952	0	0	0	0	0	0	0	0	0	110522	0	109952	0
T-Grade															
Employees	24	16	2	1	1	0	0	0	0	0	1	45	4	17	1
% Represented	53.3%	35.6%	4.4%	2.2%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	100.0%	8.9%	37.8%	2.2%
Average Salary	54439	43370	88988	29291	34839	0	0	0	0	0	33685	50583	60527	42542	47311
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

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Environment and Natural Resources
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	5	7	0	0	0	0	0	0	0	0	0	12	0	7	1
% Represented	41.7%	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	58.3%	8.3%
Average Salary	118652	113367	0	0	0	0	0	0	0	0	0	115569	0	113367	1E+05
Banded															
Employees	519	228	22	22	3	5	24	18	1	1	3	846	96	274	3
% Represented	61.3%	27.0%	2.6%	2.6%	0.4%	0.6%	2.8%	2.1%	0.1%	0.1%	0.4%	100.0%	11.3%	32.4%	0.4%
Average Salary	54207	51794	59765	49259	46679	50281	64546	60693	34756	48070	44893	53891	57441	52122	55866
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	1381	948	61	118	9	13	34	28	7	11	8	2618	281	1118	28

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, 2012

	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	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	

Compensation Report

Health and Human Services

As of December 31, 2012

	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	10	6	9	0	1	2	1	0	0	0	35	19	21	1

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	

Compensation Report

Health and Human Services

As of December 31, 2012

	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, 2012

	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	2454	6398	1734	5065	61	105	99	157	20	48	40	16181	7289	11773	343

Overall Total															
Total GR	2460	6408	1740	5074	61	106	101	158	20	48	40	16216	7323	11794	344

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	

Compensation Report

ITS

As of December 31, 2012

	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	32798	33221	0	0	0	0	0	0	0	33010	33010	33221	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	36475	0	0	0	0	0	0	0	0	0	36475	0	36475	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	55692	39091	52703	0	0	0	0	0	39079	0	46641	43624	49158	0
GR 70-74															
Employees	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%
Average Salary	0	59541	0	56288	0	0	0	0	0	0	0	58456	56288	58456	0
GR 75-79															
Employees	2	4	1	2	0	0	0	0	0	0	0	9	3	6	0
% Represented	22.2%	44.4%	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Average Salary	71781	68184	60141	63624	0	0	0	0	0	0	0	67076	62463	66664	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	103089	83154	0	0	0	0	86246	0	0	0	0	90830	86246	83154	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, 2012

	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	245	124	44	30	6	1	18	10	2	0	0	480	111	165	4
% Represented	51.0%	25.8%	9.2%	6.3%	1.3%	0.2%	3.8%	2.1%	0.4%	0.0%	0.0%	100.0%	23.1%	34.4%	0.8%
Average Salary	80093	67526	65199	61054	71151	30927	89851	81666	68306	0	0	74427	69629	66984	74781
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	248	133	47	35	6	1	19	10	2	1	0	502	121	180	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

Insurance

As of December 31, 2012

	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	12	0	15	0	1	0	0	0	1	0	34	17	29	0
% Represented	14.7%	35.3%	0.0%	44.1%	0.0%	2.9%	0.0%	0.0%	0.0%	2.9%	0.0%	100.0%	50.0%	85.3%	0.0%
Average Salary	32314	31268	0	33255	0	34058	0	0	0	26340	0	32236	32895	32222	0
GR 60-64															
Employees	0	23	1	15	0	1	0	0	0	0	0	40	17	39	0
% Represented	0.0%	57.5%	2.5%	37.5%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.5%	97.5%	0.0%
Average Salary	0	39204	41999	37760	0	38521	0	0	0	0	0	38715	38055	38631	0
GR 65-69															
Employees	7	29	1	12	0	0	0	0	0	0	0	49	13	41	3
% Represented	14.3%	59.2%	2.0%	24.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.5%	83.7%	6.1%
Average Salary	43911	44967	32001	39584	0	0	0	0	0	0	0	43233	39001	43392	39687
GR 70-74															
Employees	44	32	7	17	0	0	0	1	1	0	0	102	26	50	1
% Represented	43.1%	31.4%	6.9%	16.7%	0.0%	0.0%	0.0%	1.0%	1.0%	0.0%	0.0%	100.0%	25.5%	49.0%	1.0%
Average Salary	52333	54256	53169	52170	0	0	0	51992	47564	0	0	52916	52255	53501	46501
GR 75-79															
Employees	8	9	0	6	0	0	0	0	0	0	0	23	6	15	0
% Represented	34.8%	39.1%	0.0%	26.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.1%	65.2%	0.0%
Average Salary	69078	65891	0	69295	0	0	0	0	0	0	0	67887	69295	67252	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	98520	86328	1E+05	0	0	0	0	0	0	0	0	95188	105111	86328	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	109969	115731	0	0	0	0	0	0	0	0	0	111889	0	115731	0
T-Grade															
Employees	16	9	0	3	1	0	0	0	0	0	0	29	4	12	0
% Represented	55.2%	31.0%	0.0%	10.3%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.8%	41.4%	0.0%
Average Salary	65451	58842	0	69985	115506	0	0	0	0	0	0	65595	81366	61628	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

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Insurance

As of December 31, 2012

	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	66	34	11	9	2	1	2	7	0	0	0	132	32	51	4
% Represented	50.0%	25.8%	8.3%	6.8%	1.5%	0.8%	1.5%	5.3%	0.0%	0.0%	0.0%	100.0%	24.2%	38.6%	3.0%
Average Salary	76309	73196	70057	59702	94292	79767	73557	68623	0	0	0	73703	68868	70316	67811
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	153	21	77	3	3	2	8	1	1	0	424	116	242	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

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Justice and State Bureau of Investigation

As of December 31, 2012

	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	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	

Compensation Report
Justice and State Bureau of Investigation
As of December 31, 2012

	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															
	197	253	31	91	0	4	2	6	0	2	2	588	136	356	6
% Represented	33.5%	43.0%	5.3%	15.5%	0.0%	0.7%	0.3%	1.0%	0.0%	0.3%	0.3%	100.0%	23.1%	60.5%	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

Justice and State Bureau of Investigation

As of December 31, 2012

	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	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	

Compensation Report

Justice and State Bureau of Investigation

As of December 31, 2012

	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															
	250	208	33	46	4	7	6	7	3	3	0	567	109	271	4
% Represented	44.1%	36.7%	5.8%	8.1%	0.7%	1.2%	1.1%	1.2%	0.5%	0.5%	0.0%	100.0%	19.2%	47.8%	0.7%

Overall Total															
	447	461	64	137	4	11	8	13	3	5	2	1155	245	627	10
% Represented	38.7%	39.9%	5.5%	11.9%	0.3%	1.0%	0.7%	1.1%	0.3%	0.4%	0.2%	100.0%	21.2%	54.3%	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	

Compensation Report

Labor

As of December 31, 2012

	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	11	1	10	0	0	0	0	0	0	0	25	11	21	0
% Represented	12.0%	44.0%	4.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.0%	84.0%	0.0%
Average Salary	37236	30473	36992	33277	0	0	0	0	0	0	0	32667	33615	31808	0
GR 60-64															
Employees	5	17	0	7	0	4	1	0	0	0	0	34	12	28	1
% Represented	14.7%	50.0%	0.0%	20.6%	0.0%	11.8%	2.9%	0.0%	0.0%	0.0%	0.0%	100.0%	35.3%	82.4%	2.9%
Average Salary	36697	38558	0	38560	0	35961	34314	0	0	0	0	37855	37340	38188	39010
GR 65-69															
Employees	10	11	1	1	0	2	0	0	0	0	0	25	4	14	0
% Represented	40.0%	44.0%	4.0%	4.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.0%	56.0%	0.0%
Average Salary	44036	46738	35761	39576	0	40622	0	0	0	0	0	44442	39145	45352	0
GR 70-74															
Employees	101	29	23	14	1	4	0	0	0	0	0	172	42	47	2
% Represented	58.7%	16.9%	13.4%	8.1%	0.6%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.4%	27.3%	1.2%
Average Salary	52364	47481	46381	48872	41667	42506	0	0	0	0	0	50165	46730	47472	44217
GR 75-79															
Employees	39	19	5	3	2	2	1	0	1	1	0	73	15	25	1
% Represented	53.4%	26.0%	6.8%	4.1%	2.7%	2.7%	1.4%	0.0%	1.4%	1.4%	0.0%	100.0%	20.5%	34.2%	1.4%
Average Salary	62539	57284	61378	59348	60356	49112	49556	0	49556	49556	0	59999	56836	56569	64908
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	91171	85252	0	0	0	0	0	0	0	0	0	90513	0	85252	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	20	13	2	4	0	0	0	0	0	0	0	39	6	17	2
% Represented	51.3%	33.3%	5.1%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.4%	43.6%	5.1%
Average Salary	57799	61881	53652	57471	0	0	0	0	0	0	0	58913	56198	60843	57048
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, 2012

	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	4	4	2	2	0	0	0	1	0	0	0	13	5	7	1
% Represented	30.8%	30.8%	15.4%	15.4%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	100.0%	38.5%	53.8%	7.7%
Average Salary	62110	49913	43088	41275	0	0	0	67858	0	0	0	52667	47317	50008	45560
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	105	34	41	3	12	2	1	1	1	0	390	95	160	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
Office of State Budget
As of December 31, 2012

	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	52743	0	0	0	0	0	0	0	52743	52743	52743	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
As of December 31, 2012

	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	67291	0	0	0	0	0	0	0	0	0	67291	0	67291	0
Banded															
Employees	15	17	2	15	0	0	0	1	0	1	1	52	19	34	0
% Represented	28.8%	32.7%	3.8%	28.8%	0.0%	0.0%	0.0%	1.9%	0.0%	1.9%	1.9%	100.0%	36.5%	65.4%	0.0%
Average Salary	74233	84708	92539	67658	0	0	0	96140	0	37500	61732	75940	70189	75723	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	15	18	2	16	0	0	0	1	0	1	1	54	20	36	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, 2012

	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	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	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	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	

Compensation Report
Office of State Personnel
As of December 31, 2012

	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	15	24	2	26	0	0	1	0	0	0	0	68	29	50	2
% Represented	22.1%	35.3%	2.9%	38.2%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	100.0%	42.6%	73.5%	2.9%
Average Salary	71722	71440	75789	54408	0	0	97804	0	0	0	0	65605	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	26	3	26	0	0	1	0	0	0	0	71	30	52	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		

Compensation Report

Public Instruction

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	2	12	7	17	0	0	0	0	0	0	0	38	24	29	3
% Represented	5.3%	31.6%	18.4%	44.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	63.2%	76.3%	7.9%
Average Salary	25529	25122	26461	25608	0	0	0	0	0	0	0	25607	25857	25406	26911
GR 55-59															
Employees	14	36	8	28	1	1	0	0	0	1	1	90	39	66	11
% Represented	15.6%	40.0%	8.9%	31.1%	1.1%	1.1%	0.0%	0.0%	0.0%	1.1%	1.1%	100.0%	43.3%	73.3%	12.2%
Average Salary	28791	29456	27912	28374	27324	23617	0	0	0	32109	33000	28859	28226	28948	27955
GR 60-64															
Employees	9	44	8	40	1	1	0	1	0	0	1	105	51	86	11
% Represented	8.6%	41.9%	7.6%	38.1%	1.0%	1.0%	0.0%	1.0%	0.0%	0.0%	1.0%	100.0%	48.6%	81.9%	10.5%
Average Salary	38078	37101	34644	35893	32731	38650	0	34741	0	0	35400	36472	35667	36517	32857
GR 65-69															
Employees	14	23	1	15	0	0	0	0	0	1	0	54	17	39	1
% Represented	25.9%	42.6%	1.9%	27.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	100.0%	31.5%	72.2%	1.9%
Average Salary	44877	45435	45544	42281	0	0	0	0	0	43975	0	44389	42572	44184	53039
GR 70-74															
Employees	13	29	1	9	0	1	0	1	0	0	0	54	12	40	0
% Represented	24.1%	53.7%	1.9%	16.7%	0.0%	1.9%	0.0%	1.9%	0.0%	0.0%	0.0%	100.0%	22.2%	74.1%	0.0%
Average Salary	57885	61200	63285	53881	0	70846	0	55727	0	0	0	59298	56232	59658	0
GR 75-79															
Employees	56	146	9	50	2	1	2	3	0	2	0	271	69	202	4
% Represented	20.7%	53.9%	3.3%	18.5%	0.7%	0.4%	0.7%	1.1%	0.0%	0.7%	0.0%	100.0%	25.5%	74.5%	1.5%
Average Salary	73371	75143	72451	71933	68417	72864	70409	76932	0	65480	0	73950	71898	74268	74005
GR 80-84															
Employees	13	17	3	9	0	0	0	0	0	0	0	42	12	26	0
% Represented	31.0%	40.5%	7.1%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	61.9%	0.0%
Average Salary	105879	99925	98209	101618	0	0	0	0	0	0	0	102008	100766	100511	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	143483	133921	1E+05	0	0	0	0	0	0	0	0	132675	118126	133921	0
T-Grade															
Employees	20	50	8	34	0	0	1	0	0	2	1	116	45	86	16
% Represented	17.2%	43.1%	6.9%	29.3%	0.0%	0.0%	0.9%	0.0%	0.0%	1.7%	0.9%	100.0%	38.8%	74.1%	13.8%
Average Salary	59611	63416	61485	51939	0	0	30904	0	0	87922	35796	59167	54768	59177	28967
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, 2012

	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	47832	0	0	0	0	0	0	0	0	0	47832	0	47832	0
Banded															
Employees	67	72	11	37	0	2	9	9	0	0	1	208	68	120	4
% Represented	32.2%	34.6%	5.3%	17.8%	0.0%	1.0%	4.3%	4.3%	0.0%	0.0%	0.5%	100.0%	32.7%	57.7%	1.9%
Average Salary	67440	54866	62873	55877	0	36485	86433	68543	0	0	91080	61475	62159	55897	38441
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	209	433	57	239	4	6	12	14	0	6	4	984	338	698	50

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 Safety

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	6	3	7	8	1	0	0	0	0	0	0	25	16	11	1
% Represented	24.0%	12.0%	28.0%	32.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	64.0%	44.0%	4.0%
Average Salary	25539	25659	24867	24898	25245	0	0	0	0	0	0	26161	25751	26285	24164
GR 55-59															
Employees	61	765	59	376	0	4	0	8	0	26	0	1299	473	1179	12
% Represented	4.7%	58.9%	4.5%	28.9%	0.0%	0.3%	0.0%	0.6%	0.0%	2.0%	0.0%	100.0%	36.4%	90.8%	0.9%
Average Salary	29573	30697	29552	29944	0	30718	0	29494	0	29683	0	29922	29703	30476	29645
GR 60-64															
Employees	5442	1593	2927	2792	115	55	37	17	246	119	5	13348	6308	4576	231
% Represented	40.8%	11.9%	21.9%	20.9%	0.9%	0.4%	0.3%	0.1%	1.8%	0.9%	0.0%	100.0%	47.3%	34.3%	1.7%
Average Salary	30842	31399	30467	29840	29806	30428	29692	30041	30395	28528	25528	30788	30585	30778	30619
GR 65-69															
Employees	2476	825	795	801	38	19	14	3	83	26	3	5083	1779	1674	49
% Represented	48.7%	16.2%	15.6%	15.8%	0.7%	0.4%	0.3%	0.1%	1.6%	0.5%	0.1%	100.0%	35.0%	32.9%	1.0%
Average Salary	44543	39519	40966	38479	40511	38240	42646	38133	43970	39514	35537	42109	39932	39002	41783
GR 70-74															
Employees	597	208	141	113	4	3	2	2	12	7	1	1090	284	333	3
% Represented	54.8%	19.1%	12.9%	10.4%	0.4%	0.3%	0.2%	0.2%	1.1%	0.6%	0.1%	100.0%	26.1%	30.6%	9.0%
Average Salary	57331	51707	53934	48897	57120	50302	54211	44851	56854	49854	65204	54850	51897	50661	55374
GR 75-79															
Employees	129	59	30	25	0	1	2	0	0	3	0	249	61	88	0
% Represented	51.8%	23.7%	12.0%	10.0%	0.0%	0.4%	0.8%	0.0%	0.0%	1.2%	0.0%	100.0%	24.5%	35.3%	0.0%
Average Salary	70645	61828	68393	61230	0	57542	83317	0	59789	65330	0	67323	65613	61729	0
GR 80-84															
Employees	26	12	2	10	0	0	1	0	2	1	0	54	16	23	0
% Represented	48.1%	22.2%	3.7%	18.5%	0.0%	0.0%	1.9%	0.0%	3.7%	1.9%	0.0%	100.0%	29.6%	42.6%	0.0%
Average Salary	85822	81717	75500	83111	0	0	91777	0	83551	93104	0	84187	83391	82818	0
GR 85+															
Employees	3	1	2	1	0	0	0	0	0	0	0	7	3	2	0
% Represented	42.9%	14.3%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	28.6%	0.0%
Average Salary	112981	82872	110055	95842	0	0	0	0	0	0	0	105395	105317	89357	0
T-Grade															
Employees	223	150	94	190	1	2	2	2	2	4	0	670	297	348	5
% Represented	33.3%	22.4%	14.0%	28.4%	0.1%	0.3%	0.3%	0.3%	0.3%	0.6%	0.0%	100.0%	44.3%	51.9%	0.7%
Average Salary	46080	46487	43233	37341	29284	38145	40555	43547	56841	35016	0	43181	39349	41297	32640
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 Safety

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	2	2	1	1	0	0	0	0	0	0	0	6	2	3	0
% Represented	33.3%	33.3%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	50.0%	0.0%
Average Salary	134090	75900	80960	90412	0	0	0	0	0	0	0	98559	85686	80737	0
Banded															
Employees	424	605	91	345	6	9	19	38	9	6	0	1552	1740	1003	17
% Represented	27.3%	39.0%	5.9%	22.2%	0.4%	0.6%	1.2%	2.4%	0.6%	0.4%	0.0%	100.0%	112.1%	64.6%	1.1%
Average Salary	57962	53698	51060	50748	62413	53124	65790	59779	51505	41031	0	54318	52081	53833	57820
Justice- GR 85+															
Employees	3	4	0	1	0	0	0	0	0	0	0	8	1	5	0
% Represented	37.5%	50.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	62.5%	0.0%
Average Salary	93052	77450	0	77450	0	0	0	0	0	0	0	85251	77450	77450	0
Total GR	9424	42234	4162	4673	166	93	84	73	355	193	9	23466	9810	9266	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

Compensation Report

Revenue

As of December 31, 2012

	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	12	55	18	105	1	1	1	4	0	0	0	197	130	165	3
% Represented	6.1%	27.9%	9.1%	53.3%	0.5%	0.5%	0.5%	2.0%	0.0%	0.0%	0.0%	100.0%	66.0%	83.8%	1.5%
Average Salary	29113	28658	28006	28244	25159	26557	29288	30174	0	0	0	28411	28218	28419	29316
GR 60-64															
Employees	9	104	6	130	4	11	0	5	0	3	1	273	159	253	3
% Represented	3.3%	38.1%	2.2%	47.6%	1.5%	4.0%	0.0%	1.8%	0.0%	1.1%	0.4%	100.0%	58.2%	92.7%	1.1%
Average Salary	34123	35059	36487	33368	31849	32112	0	35772	0	30024	28847	34024	33373	33996	35150
GR 65-69															
Employees	6	16	0	11	0	0	0	1	0	0	0	34	12	28	2
% Represented	17.6%	47.1%	0.0%	32.4%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	100.0%	35.3%	82.4%	5.9%
Average Salary	41975	45975	0	43727	0	0	0	35424	0	0	0	44231	43035	44715	42533
GR 70-74															
Employees	73	83	19	37	3	1	0	2	1	0	0	219	63	123	2
% Represented	33.3%	37.9%	8.7%	16.9%	1.4%	0.5%	0.0%	0.9%	0.5%	0.0%	0.0%	100.0%	28.8%	56.2%	0.9%
Average Salary	44785	45389	42309	44210	39007	36770	0	42226	42860	0	0	44554	43186	44913	39460
GR 75-79															
Employees	24	17	3	5	0	0	0	0	0	0	0	49	8	22	0
% Represented	49.0%	34.7%	6.1%	10.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.3%	44.9%	0.0%
Average Salary	66749	64265	55960	64009	0	0	0	0	0	0	0	64947	60991	64207	0
GR 80-84															
Employees	7	3	1	0	0	0	0	0	0	0	0	11	1	3	0
% Represented	63.6%	27.3%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.1%	27.3%	0.0%
Average Salary	97725	84566	1E+05	0	0	0	0	0	0	0	0	94670	103602	84566	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	125387	130559	0	0	0	0	0	0	0	0	0	127973	0	130559	0
T-Grade															
Employees	4	20	0	12	0	0	1	0	0	0	0	37	13	32	0
% Represented	10.8%	54.1%	0.0%	32.4%	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	100.0%	35.1%	86.5%	0.0%
Average Salary	61323	47686	0	40197	0	0	40201	0	0	0	0	46529	40197	44877	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

Revenue

As of December 31, 2012

	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	194	146	46	69	4	4	11	6	1	1	2	484	142	226	5
% Represented	40.1%	30.2%	9.5%	14.3%	0.8%	0.8%	2.3%	1.2%	0.2%	0.2%	0.4%	100.0%	29.3%	46.7%	1.0%
Average Salary	62679	57020	51425	51677	55954	48915	69916	63918	75920	51915	40485	58258	53741	55352	61423
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	330	445	93	369	12	17	13	18	2	4	3	1306	528	853	15

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, 2012

	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	8	2	6	0	0	0	1	0	0	0	18	9	15	2
% Represented	5.6%	44.4%	11.1%	33.3%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	100.0%	50.0%	83.3%	11.1%
Average Salary	26761	27378	29018	27939	0	0	0	26013	0	0	0	27637	27965	27512	28016
GR 60-64															
Employees	4	19	7	45	1	2	1	0	0	0	0	79	56	66	2
% Represented	5.1%	24.1%	8.9%	57.0%	1.3%	2.5%	1.3%	0.0%	0.0%	0.0%	0.0%	100.0%	70.9%	83.5%	2.5%
Average Salary	30225	33773	34034	32463	28847	31591	32195	0	0	0	0	32732	32559	32813	31673
GR 65-69															
Employees	2	11	0	8	0	0	0	0	0	0	0	21	8	19	2
% Represented	9.5%	52.4%	0.0%	38.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	38.1%	90.5%	9.5%
Average Salary	39846	39551	0	41067	0	0	0	0	0	0	0	40157	41067	40189	47354
GR 70-74															
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	61156	62193	0	0	0	0	0	0	0	0	0	61415	0	62193	0
GR 75-79															
Employees	6	5	0	1	0	0	0	0	0	0	0	12	1	6	0
% Represented	50.0%	41.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	50.0%	0.0%
Average Salary	64699	66180	0	62238	0	0	0	0	0	0	0	65111	62238	65523	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	90749	0	0	81767	0	0	0	0	0	0	0	88953	81767	81767	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	96694	0	0	0	0	0	0	0	0	0	96694	0	96694	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	52231	65452	79890	0	0	0	0	0	0	0	0	62451	79890	65452	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, 2012

	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	19	15	2	7	0	0	1	1	0	0	0	45	11	23	0
% Represented	42.2%	33.3%	4.4%	15.6%	0.0%	0.0%	2.2%	2.2%	0.0%	0.0%	0.0%	100.0%	24.4%	51.1%	0.0%
Average Salary	60738	52341	56144	50889	0	0	45034	63419	0	0	0	55913	52451	52381	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	41	61	12	68	1	2	2	2	0	0	0	189	87	133	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
State Auditor
As of December 31, 2012

	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	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	52624	0	50942	0	0	0	0	0	0	0	51783	50942	51783	0
GR 70-74															
Employees	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%
Average Salary	0	0	68588	0	0	0	0	0	0	0	0	68588	68588	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	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	

Compensation Report
 State Auditor
 As of December 31, 2012

	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	53	66	3	20	2	1	0	4	0	0	0	149	30	91	1
% Represented	35.6%	44.3%	2.0%	13.4%	1.3%	0.7%	0.0%	2.7%	0.0%	0.0%	0.0%	100.0%	20.1%	61.1%	0.7%
Average Salary	70037	66441	82986	62128	85552	52624	0	61287	0	0	0	67500	65347	65115	66685
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	53	67	4	21	2	1	0	4	0	0	0	152	32	93	1

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

Compensation Report

State Controller

As of December 31, 2012

	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	2	3	1	3	0	0	0	0	0	0	0	9	4	6	0
% Represented	22.2%	33.3%	11.1%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.4%	66.7%	0.0%
Average Salary	31373	39317	32465	31566	0	0	0	0	0	0	0	34207	31791	35442	0
GR 65-69															
Employees	3	15	1	13	0	0	0	0	0	0	0	32	14	28	0
% Represented	9.4%	46.9%	3.1%	40.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	43.8%	87.5%	0.0%
Average Salary	42357	45072	32841	42242	0	0	0	0	0	0	0	43286	41571	43758	0
GR 70-74															
Employees	0	4	0	1	0	1	0	0	0	0	0	6	2	6	0
% Represented	0.0%	66.7%	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
Average Salary	0	61945	0	61918	0	65212	0	0	0	0	0	62485	63565	62485	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	70410	0	0	0	0	0	0	0	0	0	0	70410	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	4	16	1	9	0	0	0	0	0	0	0	30	10	25	0
% Represented	13.3%	53.3%	3.3%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	83.3%	0.0%
Average Salary	79170	64889	1E+05	48915	0	0	0	0	0	0	0	63796	55897	59139	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, 2012

	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	101750	0	0	0	0	0	0	0	0	0	101750	0	101750	0
Banded															
Employees	27	45	6	16	1	0	5	9	0	0	0	109	37	70	0
% Represented	24.8%	41.3%	5.5%	14.7%	0.9%	0.0%	4.6%	8.3%	0.0%	0.0%	0.0%	100.0%	33.9%	64.2%	0.0%
Average Salary	87451	74242	76658	64569	72905	0	82827	80922	0	0	0	77160	73200	72890	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	84	9	42	1	1	5	9	0	0	0	188	67	136	0

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	

Compensation Report

State Treasurer

As of December 31, 2012

	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	43144	0	0	0	0	0	0	0	0	0	43144	0	43144	0
GR 65-69															
Employees	5	14	0	17	1	0	0	0	0	0	0	37	18	31	1
% Represented	13.5%	37.8%	0.0%	45.9%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	48.6%	83.8%	2.7%
Average Salary	37237	42427	0	38180	38476	0	0	0	0	0	0	39667	38196	40098	37263
GR 70-74															
Employees	3	11	2	6	0	0	0	1	0	0	0	23	9	18	0
% Represented	13.0%	47.8%	8.7%	26.1%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%	100.0%	39.1%	78.3%	0.0%
Average Salary	57354	52329	43771	57995	0	0	0	48960	0	0	0	53572	53830	54031	0
GR 75-79															
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	77853	0	0	0	0	0	0	0	0	0	77853	0	77853	0
GR 80-84															
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	86763	76062	0	0	0	0	0	0	0	0	0	83196	0	76062	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	121940	0	0	0	0	0	0	0	0	0	121940	0	121940	0
T-Grade															
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	60770	74407	0	0	0	0	0	0	0	0	0	67589	0	74407	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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
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	63000	0	0	0	0	0	0	0	0	0	0	63000	0	0	0
Banded															
Employees	56	101	17	66	2	2	3	8	0	0	2	257	98	177	11
% Represented	21.8%	39.3%	6.6%	25.7%	0.8%	0.8%	1.2%	3.1%	0.0%	0.0%	0.8%	100.0%	38.1%	68.9%	4.3%
Average Salary	65933	47814	50830	38712	62908	34162	57103	56235	0	0	50240	50025	43209	44646	45685
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	69	132	19	89	3	2	3	9	0	0	2	328	125	232	12

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

Compensation Report

Transportation

As of December 31, 2012

	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	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	

Compensation Report

Transportation

As of December 31, 2012

	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	6292	543	1153	118	77	15	129	37	198	10	73	8645	1740	723	118
% Represented	72.8%	6.3%	13.3%	1.4%	0.9%	0.2%	1.5%	0.4%	2.3%	0.1%	0.8%	100.0%	20.1%	8.4%	1.4%
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	96810	0	0	0	0	0	0	0	0	0	95662	0	95662	0
Total GR	7506	1759	1356	590	97	43	141	50	213	28	122	11905	2521	2470	160

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	

Compensation Report

Wildlife Resources Commission

As of December 31, 2012

	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	28467	0	0	31557	0	0	0	0	0	0	30012	31557	28467	0
GR 55-59															
Employees	4	9	1	4	0	0	0	0	0	0	0	18	5	13	0
% Represented	22.2%	50.0%	5.6%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.8%	72.2%	0.0%
Average Salary	33272	32315	32485	34842	0	0	0	0	0	0	0	33098	34370	33092	0
GR 60-64															
Employees	74	20	2	3	0	0	0	0	0	0	0	99	5	23	0
% Represented	74.7%	20.2%	2.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.1%	23.2%	0.0%
Average Salary	33080	35812	36417	37957	0	0	0	0	0	0	0	33847	37341	36092	0
GR 65-69															
Employees	90	36	0	1	0	0	0	0	1	0	0	128	2	37	1
% Represented	70.3%	28.1%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	1.6%	28.9%	0.8%
Average Salary	42580	42136	0	46420	0	0	0	0	49234	0	0	42537	47827	42252	42581
GR 70-74															
Employees	60	15	0	0	0	1	1	0	0	0	0	77	2	16	0
% Represented	77.9%	19.5%	0.0%	0.0%	0.0%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	100.0%	2.6%	20.8%	0.0%
Average Salary	53067	52922	0	0	0	47424	57724	0	0	0	0	53026	52574	52578	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	71860	62818	0	0	0	0	0	0	0	0	0	70956	0	62818	69049
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	102967	0	0	0	0	0	0	0	0	0	0	102967	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	6	1	1	1	1	0	0	0	0	0	11	4	8	0
% Represented	9.1%	54.5%	9.1%	9.1%	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.4%	72.7%	0.0%
Average Salary	32688	48335	41219	38216	31777	96141	0	0	0	0	0	48187	51838	53046	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, 2012

	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	211	18	7	2	1	1	1	1	4	0	0	246	17	22	2
% Represented	85.8%	7.3%	2.8%	0.8%	0.4%	0.4%	0.4%	0.4%	1.6%	0.0%	0.0%	100.0%	6.9%	8.9%	0.8%
Average Salary	50560	60190	60904	48253	34613	34378	31369	67589	37595	0	0	51190	49480	58268	52572
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	450	106	11	11	3	3	2	1	5	0	0	592	36	121	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, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	1407	1897	710	1117	56	151	129	168	31	59	204	5929	2421	3392	23
% Represented	23.7%	32.0%	12.0%	18.8%	0.9%	2.5%	2.2%	2.8%	0.5%	1.0%	3.4%	100.0%	40.8%	57.2%	0.4%
BANDED JOURNEY LEVEL															
Employees	3366	4316	856	1525	93	106	94	190	80	113	188	10927	3057	6250	54
% Represented	30.8%	39.5%	7.8%	14.0%	0.9%	1.0%	0.9%	1.7%	0.7%	1.0%	1.7%	100.0%	28.0%	57.2%	0.5%
BANDED ADVANCED LEVEL															
Employees	1595	2047	322	674	47	43	66	83	14	28	60	4979	1277	2935	16
% Represented	32.0%	41.1%	6.5%	13.5%	0.9%	0.9%	1.3%	1.7%	0.3%	0.6%	1.2%	100.0%	25.6%	58.9%	0.3%
NO COMPETENCY LEVEL ASSIGNED															
Employees	17	26	12	15	0	0	2	5	1	0	1	79	36	47	0
% Represented	21.5%	32.9%	15.2%	19.0%	0.0%	0.0%	2.5%	6.3%	1.3%	0.0%	1.3%	100.0%	45.6%	59.5%	0.0%
Total	6368	8260	1888	3316	196	300	289	441	125	200	452	21835	6755	12517	93

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 State University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	71	106	1	1	1	2	1	1	0	0	2	186	7	110	2
% Represented	38.2%	57.0%	0.5%	0.5%	0.5%	1.1%	0.5%	0.5%	0.0%	0.0%	1.1%	100.0%	3.8%	59.1%	1.1%
BANDED JOURNEY LEVEL															
Employees	325	408	3	4	2	2	0	2	0	1	3	750	14	417	7
% Represented	43.3%	54.4%	0.4%	0.5%	0.3%	0.3%	0.0%	0.3%	0.0%	0.1%	0.4%	100.0%	1.9%	55.6%	0.9%
BANDED ADVANCED LEVEL															
Employees	116	108	3	1	0	0	2	2	0	0	0	232	8	111	1
% Represented	50.0%	46.6%	1.3%	0.4%	0.0%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	100.0%	3.4%	47.8%	0.4%
NO COMPETENCY LEVEL ASSIGNED															
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%
Total	512	622	7	6	3	4	3	5	0	1	5	1168	29	638	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
 East Carolina University
 As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	172	286	0	0	0	5	3	9	0	0	46	521	17	300	0
% Represented	33.0%	54.9%	0.0%	0.0%	0.0%	1.0%	0.6%	1.7%	0.0%	0.0%	8.8%	100.0%	3.3%	57.6%	0.0%
BANDED JOURNEY LEVEL															
Employees	380	649	0	0	3	1	5	12	0	0	76	1126	21	662	0
% Represented	33.7%	57.6%	0.0%	0.0%	0.3%	0.1%	0.4%	1.1%	0.0%	0.0%	6.7%	100.0%	1.9%	58.8%	0.0%
BANDED ADVANCED LEVEL															
Employees	163	257	0	0	1	2	2	1	0	0	20	446	6	260	0
% Represented	36.5%	57.6%	0.0%	0.0%	0.2%	0.4%	0.4%	0.2%	0.0%	0.0%	4.5%	100.0%	1.3%	58.3%	0.0%
NO COMPETENCY LEVEL 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%
Total	715	1192	0	0	4	8	10	22	0	0	142	2093	44	1222	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
Elizabeth City State University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BANDED JOURNEY LEVEL															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BANDED ADVANCED LEVEL															
Employees	14	18	85	170	1	1	1	4	1	1	0	296	264	194	0
% Represented	4.7%	6.1%	28.7%	57.4%	0.3%	0.3%	0.3%	1.4%	0.3%	0.3%	0.0%	100.0%	89.2%	65.5%	0.0%
NO COMPETENCY LEVEL 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%
Total	14	18	85	170	1	1	1	4	1	1	0	296	264	194	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
 Fayetteville State University
 As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	9	12	30	68	1	3	1	2	1	3	2	132	17	300	2
% Represented	6.8%	9.1%	22.7%	51.5%	0.8%	2.3%	0.8%	1.5%	0.8%	2.3%	1.5%	100.0%	12.9%	227.3%	1.5%
BANDED JOURNEY LEVEL															
Employees	19	14	68	109	4	4	1	1	4	3	1	228	194	131	3
% Represented	8.3%	6.1%	29.8%	47.8%	1.8%	1.8%	0.4%	0.4%	1.8%	1.3%	0.4%	100.0%	85.1%	57.5%	1.3%
BANDED ADVANCED LEVEL															
Employees	5	3	9	24	1	0	1	0	0	0	0	43	35	27	0
% Represented	11.6%	7.0%	20.9%	55.8%	2.3%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	100.0%	81.4%	62.8%	0.0%
NO COMPETENCY LEVEL ASSIGNED															
Employees	0	0	0	2	0	0	0	0	0	0	1	3	2	2	0
% Represented	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	66.7%	66.7%	0.0%
Total	33	29	107	201	6	7	3	3	5	6	3	403	338	246	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 A and T State University
 As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	9	10	108	150	2	3	1	0	0	1	4	288	265	164	0
% Represented	3.1%	3.5%	37.5%	52.1%	0.7%	1.0%	0.3%	0.0%	0.0%	0.3%	1.4%	100.0%	92.0%	56.9%	0.0%
BANDED JOURNEY LEVEL															
Employees	21	13	129	276	3	0	4	3	4	0	11	464	419	292	1
% Represented	4.5%	2.8%	27.8%	59.5%	0.6%	0.0%	0.9%	0.6%	0.9%	0.0%	2.4%	100.0%	90.3%	62.9%	0.2%
BANDED ADVANCED LEVEL															
Employees	14	4	29	67	1	0	1	1	0	1	2	120	100	73	0
% Represented	11.7%	3.3%	24.2%	55.8%	0.8%	0.0%	0.8%	0.8%	0.0%	0.8%	1.7%	100.0%	83.3%	60.8%	0.0%
NO COMPETENCY LEVEL 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%
Total	44	27	266	493	6	3	6	4	4	2	17	872	784	529	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 Central University
 As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	6	4	48	63	0	6	1	0	0	0	3	131	118	73	4
% Represented	4.6%	3.1%	36.6%	48.1%	0.0%	4.6%	0.8%	0.0%	0.0%	0.0%	2.3%	100.0%	90.1%	55.7%	3.1%
BANDED JOURNEY LEVEL															
Employees	26	15	137	199	4	3	5	3	0	0	11	403	351	220	7
% Represented	6.5%	3.7%	34.0%	49.4%	1.0%	0.7%	1.2%	0.7%	0.0%	0.0%	2.7%	100.0%	87.1%	54.6%	1.7%
BANDED ADVANCED LEVEL															
Employees	2	4	17	45	0	0	1	3	0	0	1	73	66	52	1
% Represented	2.7%	5.5%	23.3%	61.6%	0.0%	0.0%	1.4%	4.1%	0.0%	0.0%	1.4%	100.0%	90.4%	71.2%	1.4%
NO COMPETENCY LEVEL ASSIGNED															
Employees	4	0	8	3	0	0	1	0	0	0	0	16	12	3	0
% Represented	25.0%	0.0%	50.0%	18.8%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	18.8%	0.0%
Total	34	23	202	307	4	9	7	6	0	0	15	607	535	345	12

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 University

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	286	258	116	185	17	64	19	20	1	1	24	991	423	528	7
% Represented	28.9%	26.0%	11.7%	18.7%	1.7%	6.5%	1.9%	2.0%	0.1%	0.1%	2.4%	100.0%	42.7%	53.3%	0.7%
BANDED JOURNEY LEVEL															
Employees	675	646	139	183	33	28	15	33	4	3	39	1798	438	893	15
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BANDED ADVANCED LEVEL															
Employees	341	469	59	112	20	14	6	16	4	2	19	1062	233	613	8
% Represented	32.1%	44.2%	5.6%	10.5%	1.9%	1.3%	0.6%	1.5%	0.4%	0.2%	1.8%	100.0%	21.9%	57.7%	0.8%
NO COMPETENCY LEVEL 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%
Total	1302	1373	314	480	70	106	40	69	9	82	0	3851	1094	2034	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

School of Arts

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	19	19	13	10	2	2	0	0	0	0	5	70	27	31	0
% Represented	27.1%	27.1%	18.6%	14.3%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	100.0%	38.6%	44.3%	0.0%
BANDED JOURNEY LEVEL															
Employees	36	36	3	9	0	1	0	1	1	0	7	94	15	47	2
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BANDED ADVANCED LEVEL															
Employees	14	12	0	4	0	0	0	0	0	0	3	33	4	16	1
% Represented	42.4%	36.4%	0.0%	12.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	100.0%	12.1%	48.5%	3.0%
NO COMPETENCY LEVEL 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%
Total	69	67	16	23	2	3	0	1	1	0	15	197	46	94	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
School of Science and Math
As of December 31, 2012

	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	59202	0	0	0	0	0	0	0	0	0	59202	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	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	

Compensation Report
School of Science and Math
As of December 31, 2012

	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	31	24	19	20	1	0	1	0	0	0	1	97	41	44	0
% Represented	32.0%	24.7%	19.6%	20.6%	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	100.0%	42.3%	45.4%	0.0%
Average Salary	40348	36404	31911	37483	28901	0	28826	0	0	0	41829	36907	34481	37004	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	31	25	19	20	1	0	1	0	0	0	1	98	41	45	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 Asheville

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	22	25	3	6	0	1	1	0	0	0	0	58	11	32	1
% Represented	37.9%	43.1%	5.2%	10.3%	0.0%	1.7%	1.7%	0.0%	0.0%	0.0%	0.0%	100.0%	19.0%	55.2%	1.7%
BANDED JOURNEY LEVEL															
Employees	73	105	7	10	2	1	0	2	0	0	0	200	22	118	2
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BANDED ADVANCED LEVEL															
Employees	19	34	2	1	1	0	0	0	0	0	0	57	35	43	1
% Represented	33.3%	59.6%	3.5%	1.8%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	61.4%	75.4%	1.8%
NO COMPETENCY LEVEL 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%
Total	114	164	12	17	3	2	1	2	0	0	0	315	37	185	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 Chapel Hill

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	356	602	157	245	10	33	89	121	4	2	1	1620	661	1003	0
% Represented	22.0%	37.2%	9.7%	15.1%	0.6%	2.0%	5.5%	7.5%	0.2%	0.1%	0.1%	100.0%	40.8%	61.9%	0.0%
BANDED JOURNEY LEVEL															
Employees	1047	1426	169	415	27	38	52	109	6	8	1	3298	824	1996	0
% Represented	31.7%	43.2%	5.1%	12.6%	0.8%	1.2%	1.6%	3.3%	0.2%	0.2%	0.0%	100.0%	25.0%	60.5%	0.0%
BANDED ADVANCED LEVEL															
Employees	538	700	77	150	15	20	43	44	3	2	2	1594	916	316	0
% Represented	33.8%	43.9%	4.8%	9.4%	0.9%	1.3%	2.7%	2.8%	0.2%	0.1%	0.1%	100.0%	57.5%	19.8%	0.0%
NO COMPETENCY LEVEL ASSIGNED															
Employees	3	16	2	4	0	0	0	3	0	0	0	28	9	23	0
% Represented	10.7%	57.1%	7.1%	14.3%	0.0%	0.0%	0.0%	10.7%	0.0%	0.0%	0.0%	100.0%	32.1%	82.1%	0.0%
Total	1941	2728	403	810	52	91	184	274	13	12	4	6512	1839	3915	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 Charlotte

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	216	287	90	153	15	19	6	10	0	1	101	898	294	470	3
% Represented	24.1%	32.0%	10.0%	17.0%	1.7%	2.1%	0.7%	1.1%	0.0%	0.1%	11.2%	100.0%	32.7%	52.3%	0.3%
BANDED JOURNEY LEVEL															
Employees	153	174	51	61	5	5	2	7	0	0	22	480	131	247	1
% Represented	31.9%	36.3%	10.6%	12.7%	1.0%	1.0%	0.4%	1.5%	0.0%	0.0%	4.6%	100.0%	27.3%	51.5%	0.2%
BANDED ADVANCED LEVEL															
Employees	86	102	7	19	2	1	3	1	0	0	9	230	33	123	0
% Represented	37.4%	44.3%	3.0%	8.3%	0.9%	0.4%	1.3%	0.4%	0.0%	0.0%	3.9%	100.0%	14.3%	53.5%	0.0%
NO COMPETENCY LEVEL ASSIGNED															
Employees	1	1	1	0	0	0	0	0	0	0	0	3	1	1	0
% Represented	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
Total	455	563	148	233	22	25	11	18	0	1	132	1608	458	840	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 Administration
 As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	9	10	1	4	0	0	0	3	0	0	0	27	17	13	2
% Represented	33.3%	37.0%	3.7%	14.8%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	100.0%	63.0%	48.1%	7.4%
BANDED JOURNEY LEVEL															
Employees	48	38	6	30	0	2	2	4	0	0	0	130	44	74	5
% Represented	36.9%	29.2%	4.6%	23.1%	0.0%	1.5%	1.5%	3.1%	0.0%	0.0%	0.0%	100.0%	33.8%	56.9%	3.8%
BANDED ADVANCED LEVEL															
Employees	56	36	7	15	0	0	2	5	0	0	1	122	29	56	1
% Represented	45.9%	29.5%	5.7%	12.3%	0.0%	0.0%	1.6%	4.1%	0.0%	0.0%	0.8%	100.0%	23.8%	45.9%	0.8%
NO COMPETENCY LEVEL ASSIGNED															
Employees	5	6	1	6	0	0	0	2	0	0	0	20	9	14	0
% Represented	25.0%	30.0%	5.0%	30.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	100.0%	45.0%	70.0%	0.0%
Total	113	84	14	49	0	2	4	12	0	0	1	279	147	209	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

UNC Greensboro

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	63	76	52	79	4	8	5	1	1	0	5	294	150	164	1
% Represented	21.4%	25.9%	17.7%	26.9%	1.4%	2.7%	1.7%	0.3%	0.3%	0.0%	1.7%	100.0%	51.0%	55.8%	0.3%
BANDED JOURNEY LEVEL															
Employees	198	251	39	71	2	9	5	6	1	1	11	594	134	338	4
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BANDED ADVANCED LEVEL															
Employees	83	133	14	29	3	3	3	4	0	1	1	274	57	170	1
% Represented	30.3%	48.5%	5.1%	10.6%	1.1%	1.1%	1.1%	1.5%	0.0%	0.4%	0.4%	100.0%	20.8%	62.0%	0.4%
NO COMPETENCY LEVEL 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%
Total	344	460	105	179	9	20	13	11	2	2	17	1162	341	672	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

UNC Pembroke

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	5	13	4	8	1	1	0	0	23	48	2	105	85	70	0
% Represented	4.8%	12.4%	3.8%	7.6%	1.0%	1.0%	0.0%	0.0%	21.9%	45.7%	1.9%	100.0%	81.0%	66.7%	0.0%
BANDED JOURNEY LEVEL															
Employees	20	37	7	16	1	3	0	5	58	94	0	241	184	155	1
% Represented	8.3%	15.4%	2.9%	6.6%	0.4%	1.2%	0.0%	2.1%	24.1%	39.0%	0.0%	100.0%	76.3%	64.3%	0.4%
BANDED ADVANCED LEVEL															
Employees	4	14	0	6	0	0	0	1	5	21	0	51	33	42	0
% Represented	7.8%	27.5%	0.0%	11.8%	0.0%	0.0%	0.0%	2.0%	9.8%	41.2%	0.0%	100.0%	64.7%	82.4%	0.0%
NO COMPETENCY LEVEL ASSIGNED															
Employees	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%
Total	29	64	11	30	2	4	0	6	86	163	2	397	302	267	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

UNC Wilmington

As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	65	94	26	48	1	1	1	0	0	2	1	239	79	145	0
% Represented	27.2%	39.3%	10.9%	20.1%	0.4%	0.4%	0.4%	0.0%	0.0%	0.8%	0.4%	100.0%	33.1%	60.7%	0.0%
BANDED JOURNEY LEVEL															
Employees	171	283	36	39	5	5	3	1	1	2	2	548	92	330	0
% Represented	31.2%	51.6%	6.6%	7.1%	0.9%	0.9%	0.5%	0.2%	0.2%	0.4%	0.4%	100.0%	16.8%	60.2%	0.0%
BANDED ADVANCED LEVEL															
Employees	64	93	2	6	1	1	0	1	0	0	1	169	11	101	0
% Represented	37.9%	55.0%	1.2%	3.6%	0.6%	0.6%	0.0%	0.6%	0.0%	0.0%	0.6%	100.0%	6.5%	59.8%	0.0%
NO COMPETENCY LEVEL ASSIGNED															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	1	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%	100.0%	0.0%	0.0%
Total	300	470	64	93	7	7	4	2	1	4	4	956	182	576	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 University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	90	86	2	3	2	2	1	1	0	1	2	190	12	93	1
% Represented	47.4%	45.3%	1.1%	1.6%	1.1%	1.1%	0.5%	0.5%	0.0%	0.5%	1.1%	100.0%	6.3%	48.9%	0.5%
BANDED JOURNEY LEVEL															
Employees	148	208	1	2	0	2	0	1	0	1	1	364	7	214	5
% Represented	40.7%	57.1%	0.3%	0.5%	0.0%	0.5%	0.0%	0.3%	0.0%	0.3%	0.3%	100.0%	1.9%	58.8%	1.4%
BANDED ADVANCED LEVEL															
Employees	73	56	0	1	1	0	1	0	1	0	0	133	11	101	2
% Represented	54.9%	42.1%	0.0%	0.8%	0.8%	0.0%	0.8%	0.0%	0.8%	0.0%	0.0%	100.0%	8.3%	75.9%	1.5%
NO COMPETENCY LEVEL ASSIGNED															
Employees	2	3	0	0	0	0	1	0	0	0	0	6	1	0	0
% Represented	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	0.0%	0.0%
Total	311	350	3	6	3	4	2	2	1	2	3	687	23	364	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
Winston-Salem State University
As of December 31, 2012

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Ethn Un	Tot	TOT MNRT	TOT FEM	DISB
BANDED CONTRIBUTING LEVEL															
Employees	9	9	59	94	0	1	0	0	1	0	6	179	155	104	0
% Represented	5.0%	5.0%	33.0%	52.5%	0.0%	0.6%	0.0%	0.0%	0.6%	0.0%	3.4%	100.0%	86.6%	58.1%	0.0%
BANDED JOURNEY LEVEL															
Employees	26	13	61	101	2	2	0	0	1	0	3	209	167	116	1
% Represented	12.4%	6.2%	29.2%	48.3%	1.0%	1.0%	0.0%	0.0%	0.5%	0.0%	1.4%	100.0%	79.9%	55.5%	0.5%
BANDED ADVANCED LEVEL															
Employees	3	4	11	24	1	0	0	0	0	0	1	44	36	29	0
% Represented	6.8%	9.1%	25.0%	54.5%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	100.0%	81.8%	65.9%	0.0%
NO COMPETENCY LEVEL 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%
Total	38	26	131	219	2	4	0	0	2	0	10	432	358	249	1

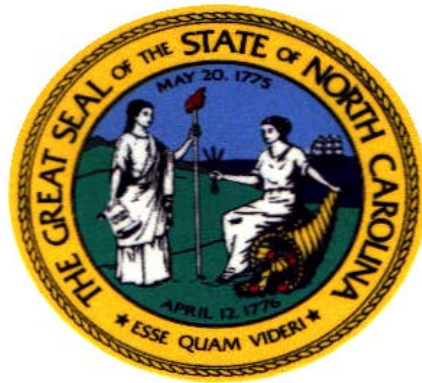
WM+ White Male
WF+ White Female
BM Black Male
BF Black Female

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

AIM American Indian Male
AIF American Indian Female

State of North Carolina

Grievance Report

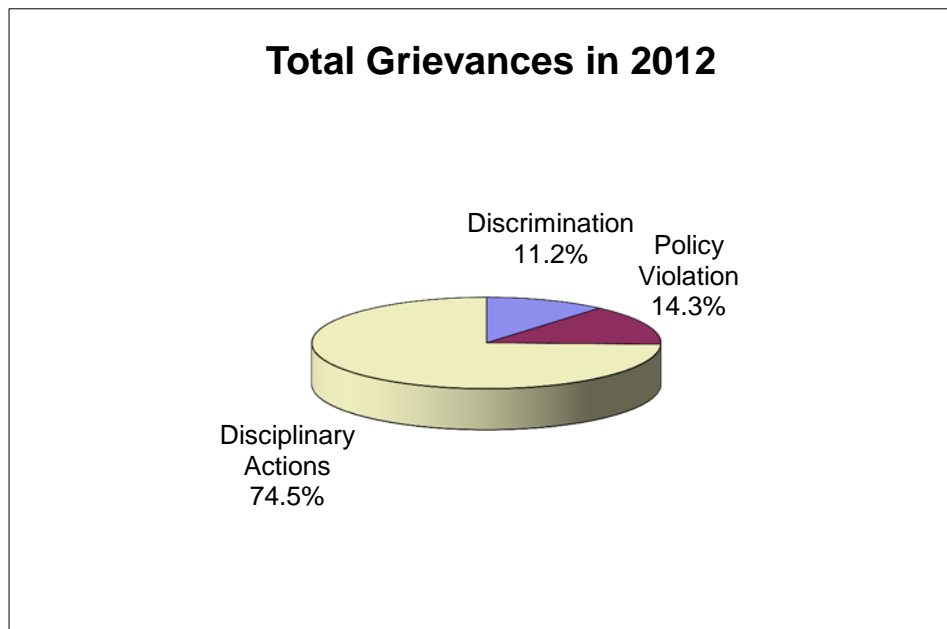


Calendar Year 2012

Total Grievances By Type in 2012

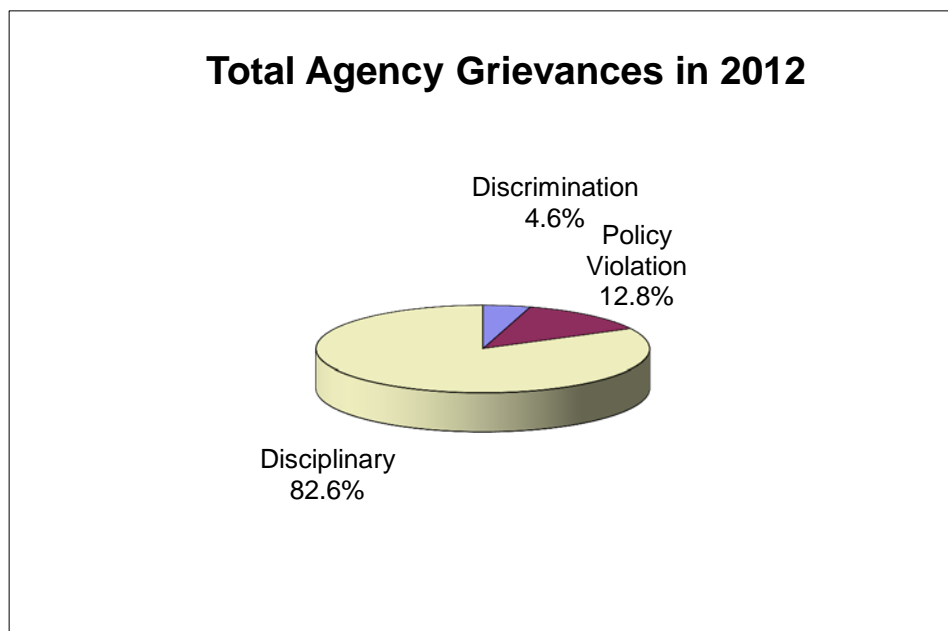
(includes Agencies and Universities)

Type of Grievance	Number	Percent
<i>Discrimination</i>	51	11.2%
<i>Policy Violation</i>	65	14.3%
<i>Disciplinary</i>	339	74.5%
Total	455	100.0%



Total Agency Grievances Filed in 2012

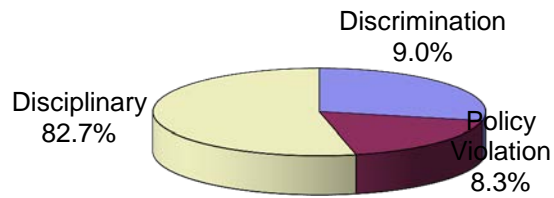
Type of Grievance	Number	Percent
<i>Discrimination</i>	15	4.6%
<i>Policy Violation</i>	42	12.8%
<i>Disciplinary</i>	271	82.6%
Total	328	100.0%



Total University Grievances Filed in 2012

Type of Grievance	Number	Percent
<i>Discrimination</i>	36	28.3%
<i>Policy Violation</i>	23	18.1%
<i>Disciplinary</i>	68	53.5%
Total	127	100.0%

Total University Grievances in 2012



Agency Grievance Data Filed in 2012

AGENCY	Type of Grievance				TOTAL	Workforce	Rate of Grievances per 1000 Employees
	Discrimination	Policy	Disciplinary	Unknown			
Administration	0	0	0	0	0	569	0.00
	0.0%	0.0%	0.0%	0.0%			
Agriculture and Consumer Services	0	1	2	1	4	1911	2.09
	0.0%	0.1%	0.1%	0.1%			
Commerce	0	1	2	0	3	701	4.28
	0.0%	33.3%	66.7%	0.0%			
Community Colleges	0	0	0	0	0	161	0.00
	0.0%	0.0%	0.0%	0.0%			
Department of Public Safety	20	32	73	30	155	23458	6.61
	12.9%	20.6%	47.1%	19.4%			
Cultural Resources	0	0	0	0	0	679	0.00
	0.0%	0.0%	0.0%	0.0%			
Employment Security Commission	4	2	3	0	9	1681	5.35
	44.4%	22.2%	33.3%	0.0%			
Environment and Natural Resources	0	0	7	0	7	2617	2.67
	0.0%	0.0%	100.0%	0.0%			
Health and Human Services	17	26	2	15	60	16216	3.70
	28.3%	43.3%	3.3%	25.0%			
Information Technology Services	0	0	0	0	0	502	0.00
	0.0%	0.0%	0.0%	0.0%			
Insurance	0	0	1	0	1	424	2.36
	0.0%	0.0%	0.2%	0.0%			
Justice	1	0	0	0	1	1155	0.87
	0.1%	0.0%	0.0%	0.0%			
Labor	1	0	1	0	2	390	5.13
	0.3%	0.0%	0.3%	0.0%			
Office of State Budget	0	0	0	0	0	54	0.00
	0.0%	0.0%	0.0%	0.0%			
Office of State Personnel	0	0	0	0	0	71	0.00
	0.0%	0.0%	0.0%	0.0%			

Agency Grievance Data Filed in 2012

AGENCY	Type of Grievance				TOTAL	Workforce Total	Rate of Grievances per 1000 Employees
	Discrimination	Policy Violation	Disciplinary	Unknown			
Public Instruction	0	0	0	0	0	987	0.00
	0.0%	0.0%	0.0%	0.0%			
Revenue	2	2	2	3	9	1306	6.89
	0.2%	0.0%	0.2%	0.2%			
Secretary of State	0	1	3	0	4	189	21.16
	0.0%	25.0%	75.0%	0.0%			
State Auditor	0	0	0	0	0	152	0.00
	0.0%	0.0%	0.0%	0.0%			
State Controller	0	0	0	0	0	188	0.00
	0.0%	0.0%	0.0%	0.0%			
State Treasurer	0	2	0	0	2	328	6.10
	0.0%	100.0%	0.0%	0.0%			
Transportation	9	10	30	20	69	11905	5.80
	13.0%	14.5%	43.5%	29.0%			
Wildlife Resources Commission	0	0	2	0	2	592	3.38
	0.0%	0.0%	0.3%	0.0%			
Agency Total	54	77	128	69	328		

Workforce figures based on SPA permanent, full-time appointments.

According to the International City/County Management Association (ICMA), the mean rate among local government in ICMA's benchmarking project was 1.3 grievances and appeals per 100 employees in 2009 (or 13 per 1,000 employees).

CITE: International City/County Management Association, Comparative Performance Measurement: FY 2009 Data Report

University Grievance Data Filed in 2012

University	Type of Grievance				TOTAL	Workforce Total	Rate of Grievances per 1000 Employees
	Discrimination	Policy Violation	Disciplinary	Unknown			
Appalachian State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	1168	0.00
East Carolina University	8 61.5%	0 0.0%	5 38.5%	0 0.0%	13	2093	6.21
Elizabeth City State University	0 0.0%	0 0.0%	2 100.0%	0 0.0%	2	296	6.76
Fayetteville State University	1 0.0%	0 0.0%	0 0.0%	0 0.0%	1	403	2.48
NC A&T University	0 0.0%	0 0.0%	7 100.0%	0 0.0%	7	872	8.03
NC Central University	0 0.0%	6 100.0%	0 0.0%	0 0.0%	6	607	9.88
UNC School of the Arts	0 0.0%	0 0.0%	1 100.0%	0 0.0%	1	197	5.08
NC School of Science and Math	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	98	0.00
NC State University	5 27.8%	3 16.7%	10 55.6%	0 0.0%	18	3851	4.67
UNC Asheville	1 0.3%	0 0.0%	9 2.9%	0 0.0%	10	315	31.75
UNC Chapel Hill	17 45.9%	2 5.4%	18 48.6%	0 0.0%	37	6512	5.68
UNC Charlotte	2 9.5%	9 42.9%	10 47.6%	0 0.0%	21	1608	13.06
UNC General Administration	0 0.0%	0 0.0%	1 100.0%	0 0.0%	1	279	3.58
UNC Greensboro	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	1162	0.00
UNC Pembroke	0 0.0%	0 0.0%	1 0.0%	0 0.0%	1	397	2.52
Western Carolina	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	687	0.00
UNC Wilmington	2 33.3%	4 66.7%	0 0.0%	0 0.0%	6	956	6.28

University Grievance Data Filed in 2012

University	Type of Grievance				TOTAL	Workforce Total	Rate of Grievances per 1000 Employees
	<i>Discrimination</i>	<i>Policy Violation</i>	<i>Disciplinary</i>	<i>Unknown</i>			
Winston-Salem State University	0	0	3	0	3	432	6.94
	0.0%	0.0%	100.0%	0.0%			
University Total	36	24	67		127		

Workforce figures based on SPA permanent, full-time appointments.

According to the International City/County Management Association (ICMA), the mean rate among local government in ICMA's benchmarking project was 1.3 grievances and appeals per 100 employees in 2009 (or 13 per 1,000 employees).

CITE: International City/County Management Association, *Comparative Performance Measurement: FY 2009 Data Report* (Washington, D.C.: ICMA, 2010), p. 232

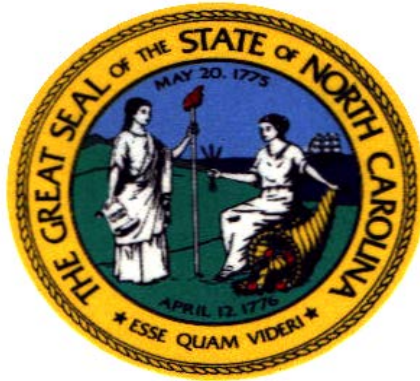
Type of Discrimination	WM	WF	BM	BF	HM	HF	AM	AF	IM	IF	TOTAL
<i>Race</i>	2	1	3	3	0	1	3	1	0	0	14
<i>Sex/Gender</i>	1	0	1	0	0	0	0	0	0	0	2
<i>Age</i>	3	1	0	0	0	0	0	0	0	0	4
<i>Religion</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Creed</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Color</i>	0	0	0	0	0	0	0	0	0	0	0
<i>National Origin</i>	1	0	1	0	0	2	2	1	0	0	7
<i>Disability/Handicap</i>	2	0	1	1	0	0	0	0	0	0	4
<i>Political Affiliation</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Multiple Reasons</i>	1	1	2	1	0	0	0	0	0	0	5
<i>Pol. Infl. - Denied Lateral Transfer</i>	0	0	0	1	0	0	0	0	0	0	1
<i>Pol. Infl. - Denied Promotion</i>	0	0	0	1	0	0	0	0	0	0	1
<i>Pol. Infl - Denied Employment</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Unlaw Wkpl Har-Race</i>	0	1	1	0	0	0	0	1	0	0	3
<i>Unlaw Wkpl Har-Sex/Gender</i>	0	1	0	0	0	0	0	0	0	0	1
<i>Unlaw Wkpl Har-Age</i>	0	2	0	0	0	0	0	0	0	0	2
<i>Unlaw Wkpl Har-Religion</i>	1	0	0	0	0	0	0	0	0	0	1
<i>Unlaw Wkpl Har-Creed</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Unlaw Wkpl Har-Color</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Unlaw Wkpl Har-Nat. Origin</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Unlaw Wkpl Har-Handicp Cond</i>	0	0	0	3	0	0	0	0	0	0	3
<i>Unlaw Wkpl Har-Sexual Har</i>	0	0	2	3	0	0	0	0	0	0	5
<i>Unlaw Wkpl Har-Not Specified</i>	1	5	1	7	1						15
<i>Other</i>	3	5	0	1	4	1	0	0	1	0	15
Total	9	9	0	8	5	4	5	3	1	0	44
Percent of Total	20%	20%	0%	18%	11%	9%	11%	7%	2%	0%	
Rate per 1000 Employees	0.10	0.10	0.00	0.09	0.05	0.04	0.05	0.03	0.01	0.00	0.48

Policy Violation	WM	WF	BM	BF	HM	HF	AM	AF	IM	IF	TOTAL
<i>False/Misleading Information</i>	6	1	3	16	0	0	0	0	0	0	26
<i>Denied Promotion</i>	9	5	1	7	0	0	1	0	0	0	23
<i>Denied Vet. Pref (init. empl.)</i>	1	0	0	0	0	0	0	0	0	0	1
<i>Denied Vet. Pref. (RIF)</i>	0	0	0	0	0	0	0	0	0	0	0
<i>RIF</i>	0	1	0	0	0	0	0	0	0	0	1
<i>Denied Priority Reemploy (RIF)</i>	2	3	2	2	0	0	0	0	0	0	9
<i>Denied Priority Reemploy (Exempt)</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Demotion</i>	0	1	0	0	0	0	0	0	0	0	1
<i>Design of Exempt Status</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Denied State Employ Pref</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Denied Lat Trans-Pol</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Den Promotion-Pol</i>	0	1	0	0	0	0	0	0	0	0	1
<i>Denied Employ-Pol</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Retaliation-Pol Testimony</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Retaliation-Grs Mismgmt</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Retaliation-Grs Misuse/Aut</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Retaliation-Viol Laws/Safety</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Retaliation-Prev Grievance</i>	0	0	1	0	0	0	0	0	0	0	1
<i>Retaliation-Unlawful Wkplace</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Multiple</i>	2	0	0	4	0	0	0	0	0	0	6
<i>Other</i>	7	3	1	1	1	0	0	0	1	0	14
Total	11	2	4	5	1	0	1	0	1	0	25
Percent of Total	44%	8%	16%	20%	4%	0%	4%	0%	4%	0%	
Rate per 1000 Employees	0.12	0.02	0.04	0.05	0.01	0.00	0.01	0.00	0.01	0.00	0.27

Disciplinary	WM	WF	BM	BF	HM	HF	AM	AF	IM	IF	TOTAL
<i>Warning</i>	71	93	83	93	0	0	0	0	2	0	342
<i>Suspension w/o Pay</i>	6	4	4	10	0	0	0	0	0	0	24
<i>Demotion</i>	4	4	1	0	0	0	0	0	0	0	9
<i>Dismissal</i>	33	14	28	27	2	0	0	0	0	2	106
<i>Multiple</i>	4	1	2	5	3	4	0	0	0	0	19
Total	118	116	118	135	5	4	0	0	2	2	500
Percent of Total	24%	23%	24%	27%	1.0%	1%	0%	0%	0.4%	0.4%	
Rate per 1000 Employees	1.3	1.3	1.3	1.5	0.1	0.0	0.0	0.0	0.0	0.0	5.5

State of North Carolina

Discipline Report



Calendar Year 2012

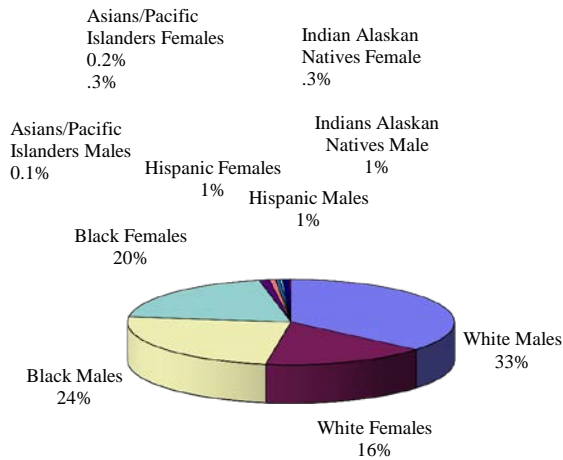
Please note: Only agencies and universities reporting disciplinary actions are included in this report.

State of North Carolina

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac- Islanders Males	Asians Pac- Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	825	382	560	467	25	17	9	6	15	6	2312
	36%	17%	24%	20%	1%	1%	0.4%	0.3%	1%	0.3%	100%
DEMOTIONS	9	4	4	4	0	0	0	0	0	0	21
	43%	19%	19%	19%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	125	52	105	85	3	1	3	1	0	1	376
	33%	14%	28%	23%	1%	0%	1%	0%	0%	0%	100%
SUSPENSIONS	72	25	26	13	0	0	0	0	3	0	139
	52%	18%	19%	9%	0%	0%	0%	0%	0%	0%	98%
TOTAL	1031	463	695	569	28	18	12	7	18	6	2847
	36%	16%	24%	20%	1%	1%	0.4%	0.2%	1%	0.2%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



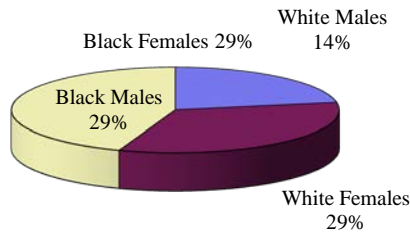
White Males	36%
White Females	16%
Black Males	24%
Black Females	20%
Hispanic Males	1%
Hispanic Females	1%
Asians/Pacific Islanders Males	0.4%
Asians/Pacific Islanders Females	0.2%
Indians Alaskan Natives Males	1%
Indians Alaskan Natives Females	0.2%

Administration

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	2	1	0	0	0	0	0	0	0	5
	40%	40%	20%	0%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	1	3	0	0	0	0	0	0	0	4
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2	3	4	0	0	0	0	0	0	0	9
	22%	33%	44%	0%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



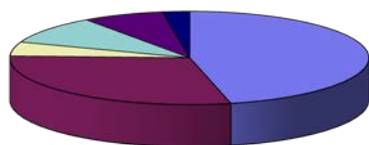
White Males	22%
White Females	33%
Black Males	44%
Black Females	0%

Agriculture and Consumer Services

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	13	11	1	3	1	0	0	0	0	0	29
	45%	38%	3%	10%	3%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	4	0	0	1	2	0	0	0	0	0	7
	57%	0%	0%	14%	29%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	2	1	1	0	0	0	0	0	1	0	5
	40%	20%	20%	0%	0%	0%	0%	0%	20%	0%	100%
TOTAL	19	12	2	4	3	0	0	0	1	0	41
	46%	29%	5%	10%	7%	0%	0%	0%	2%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



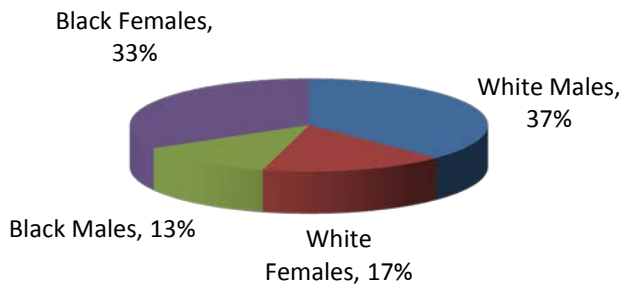
White Males	46%
White Females	29%
Black Males	5%
Black Females	10%
Hispanic Males	7%
Asian Pac-Islanders Males	0%

Commerce

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	9	4	3	8	0	0	0	0	0	0	24
	38%	17%	13%	33%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	9	4	3	8	0	0	0	0	0	0	24
	38%	17%	13%	33%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	38%
White Females	17%
Black Males	13%
Black Females	33%

Cosmetic Arts

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	4	0	0	0	0	0	0	0	0	4
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	0	4	0	0	0	0	0	0	0	0	4
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Females
100%

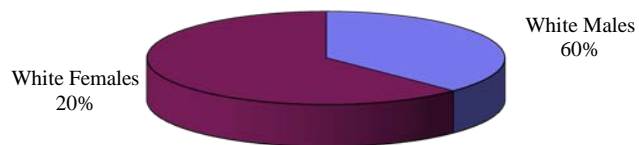
White Females 100%

Cultural Resources

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	4	0	0	0	0	0	0	0	0	6
	33%	67%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	1	1	0	0	0	0	0	0	0	0	2
	50%	50%	0%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	3	5	0	0	0	0	0	0	0	0	8
	38%	63%	0%	0%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



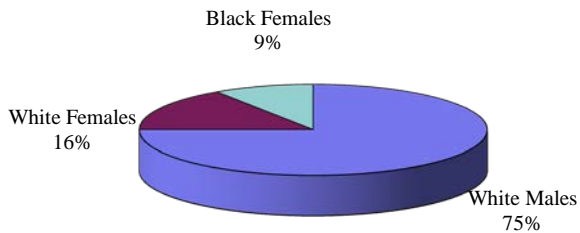
White Males 38%
White Females 63%

Environment and Natural Resources

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	16	4	0	3	0	0	0	0	0	0	23
	70%	17%	0%	13%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	2	1	0	0	0	0	0	0	0	0	3
	67%	33%	0%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	6	0	0	0	0	0	0	0	0	0	6
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	24	5	0	3	0	0	0	0	0	0	32
	75%	16%	0%	9%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



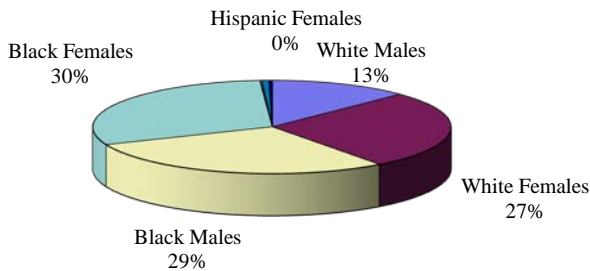
White Males	75%
White Females	16%
Black Females	9%

Health and Human Services

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	67	135	142	149	0	1	2	0	1	0	497
	13%	27%	29%	30%	0%	0%	0%	0%	0%	0.0%	100%
DEMOTIONS	0	2	1	2	0	0	0	0	0	0	5
	0%	40%	20%	40%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	3	15	21	22	0	0	2	0	0	0	63
	5%	24%	33%	35%	0%	0%	3%	0%	0%	0%	100%
SUSPENSIONS	9	19	17	16	0	0	0	0	1	0	62
	15%	31%	27%	26%	0%	0%	0%	0%	0%	0%	98%
TOTAL	79	171	181	189	0	1	4	0	2	0	627
	13%	27%	29%	30%	0%	0%	1%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



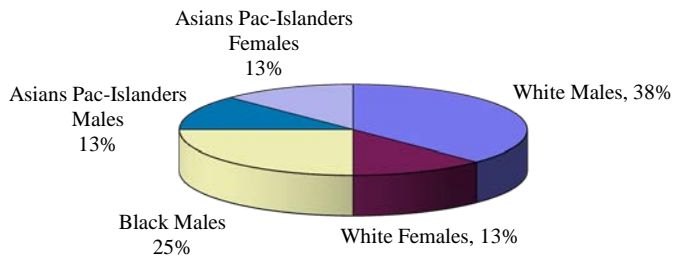
White Males	13%
White Females	27%
Black Males	29%
Black Females	30%
Hispanic Females	0%
Asian Males	1%
Indian Males	0%

Information Technology Services

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Females	Indians Alaskan Natives Females	Total
WARNINGS	3	1	2	0	0	0	1	1	0	0	8
	38%	13%	25%	0%	0%	0%	13%	13%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	3	1	2	0	0	0	1	1	0	0	8
	38%	13%	25%	0%	0%	0%	13%	13%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



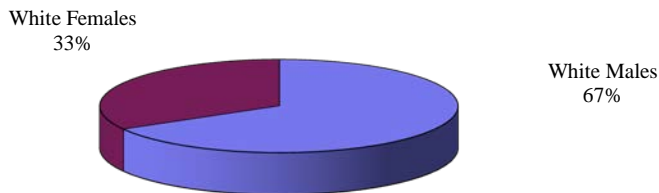
White Males	38%
White Females	13%
Black Males	25%
Asian Males	13%
Asian Females	13%

Insurance

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	0	0	0	0	0	0	0	0	0	2
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2	1	0	0	0	0	0	0	0	0	3
	67%	33%	0%	0%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males 67%

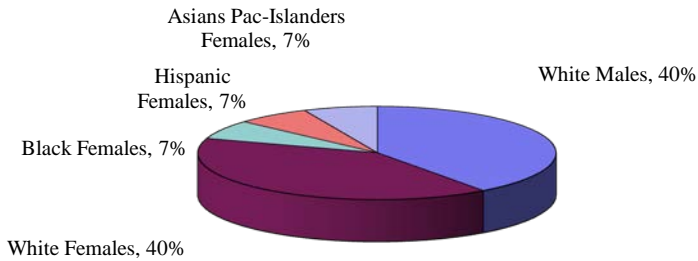
White Females 33%

Justice

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	5	6	0	1	0	1	0	1	0	0	14
	36%	43%	0%	7%	0%	7%	0%	7%	0%	0%	100%
DEMOTIONS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	6	6	0	1	0	1	0	1	0	0	15
	40%	40%	0%	7%	0%	7%	0%	7%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



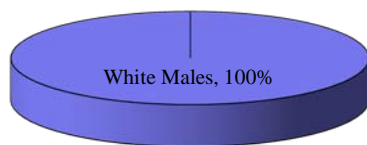
- White Males 40%
- White Females 40%
- Black Females 7%
- Hispanic Females 7%
- Asian Females 7%

Labor

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	3	0	0	0	0	0	0	0	0	0	3
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	4	0	0	0	0	0	0	0	0	0	4
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



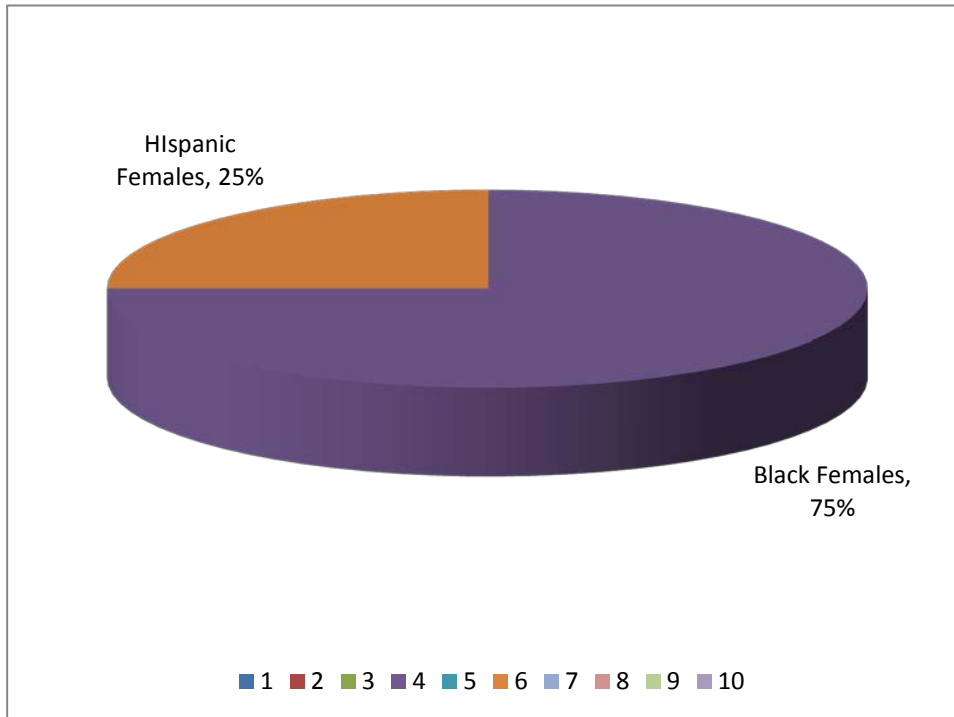
White Males

100%

Public Instruction

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	3	0	1	0	0	0	0	4
	0%	0%	0%	75%	0%	0%	0%	0%	0%	0%	75%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	0	0	0	3	0	1	0	0	0	0	4
	0%	0%	0%	75%	0%	25%	0%	0%	0%	0%	100%



Black Females 75%

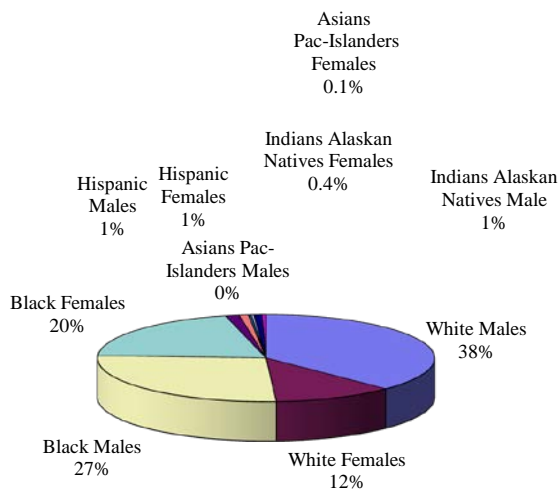
Hispanic Females 25%

Public Safety

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	482	154	336	266	19	13	3	3	12	5	1293
	37%	12%	26%	21%	1%	1%	0%	0%	1%	0%	100%
DEMOTIONS	6	0	1	0	0	0	0	0	0	0	7
	86%	0%	14%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	71	24	74	48	1	1	1	1	0	1	222
	32%	11%	33%	22%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	22	1	5	0	0	0	0	0	0	0	28
	79%	4%	18%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	581	179	416	314	20	14	4	4	12	6	1550
	37%	12%	27%	20%	1%	1%	0.3%	0.3%	1%	0.4%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



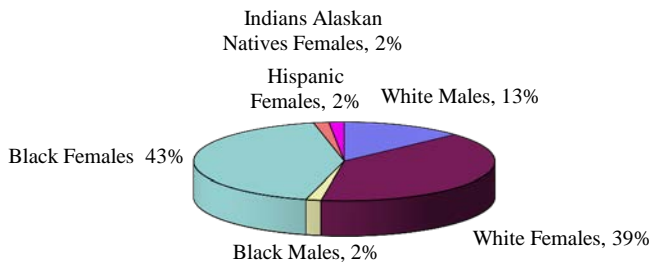
White Males	37%
White Females	12%
Black Males	27%
Black Females	20%
Hispanic Males	1%
Hispanic Females	1%
Asians/Pacific Islanders Males	0.3%
Asians/Pacific Islanders Females	0.3%
Indians Alaskan Natives Males	1%
Indians Alaskan Natives Females	0.4%

Revenue

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	7	16	1	15	0	1	0	0	0	1	41
	17%	39%	2%	37%	0%	2%	0%	0%	0%	2%	100%
DEMOTIONS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	1	4	0	10	0	0	0	0	0	0	15
	7%	27%	0%	67%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	3	0	1	0	0	0	0	0	0	4
	0%	75%	0%	25%	0%	0%	0%	0%	0%	0%	100%
TOTAL	8	24	1	26	0	1	0	0	0	1	61
	13%	39%	2%	43%	0%	2%	0%	0%	0%	2%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



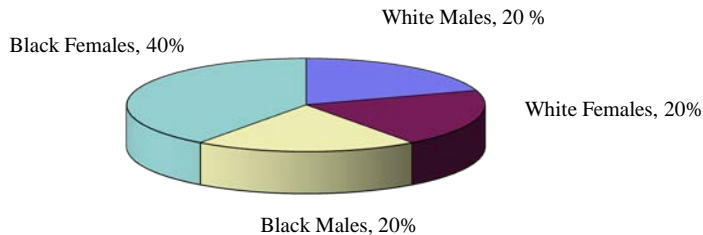
White Males	13%
White Females	39%
Black Males	2%
Black Females	43%
Hispanic Females	2%
Indian Females	2%

Secretary of State

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	1	1	1	2	0	0	0	0	0	0	5
	20%	20%	20%	40%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	1	1	1	2	0	0	0	0	0	0	5
	20%	20%	20%	40%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP

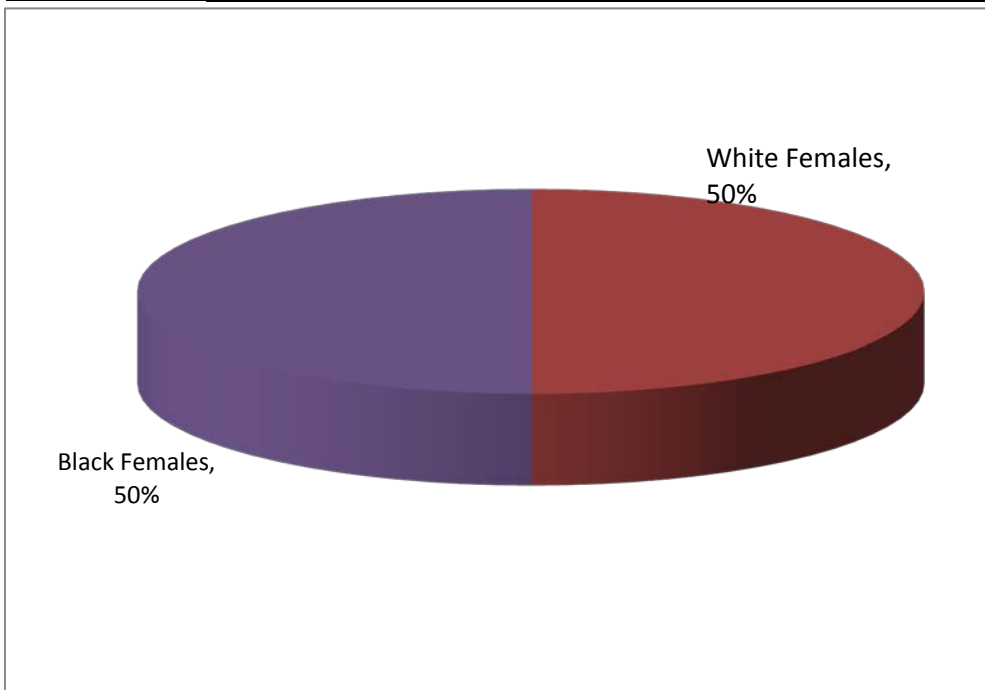


White Males	20%
White Females	20%
Black Males	20%
Black Females	40%

State Auditor

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	1	0	1	0	0	0	0	0	0	2
	0%	50%	0%	50%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	0	1	0	1	0	0	0	0	0	0	2
	0%	50%	0%	50%	0%	0%	0%	0%	0%	0%	100%



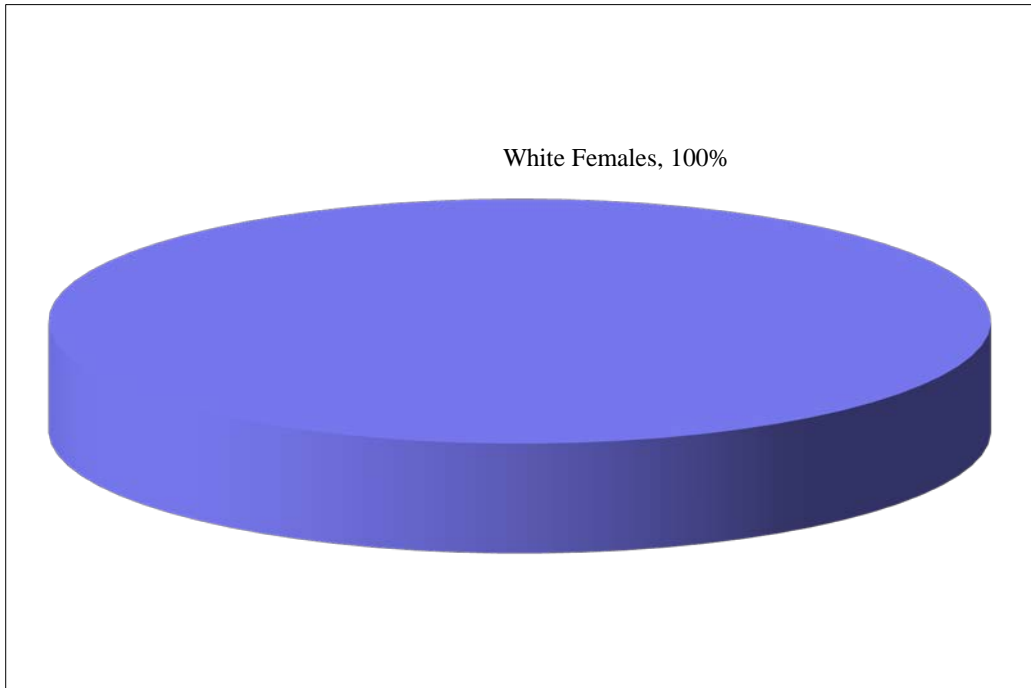
White Females 50%

Black Females 50%

State Treasurer

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	4	0	0	0	0	0	0	0	0	4
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	0	5	0	0	0	0	0	0	0	0	5
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%



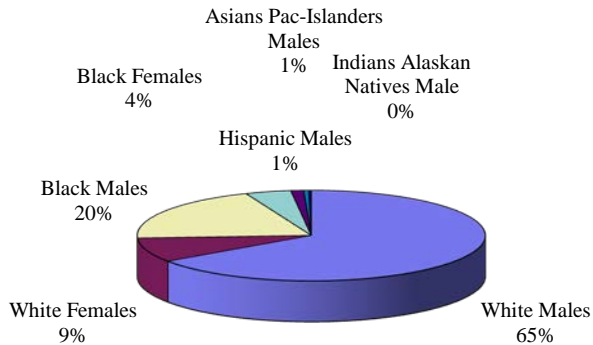
White Females 100%

Transportation

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	204	31	73	16	5	0	2	0	1	0	332
	61%	9%	22%	5%	2%	0%	1%	0%	0%	0%	100%
DEMOTIONS	2	1	1	2	0	0	0	0	0	0	6
	33%	17%	17%	33%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	40	5	7	0	0	0	0	0	0	0	52
	77%	10%	13%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	31	0	3	0	0	0	0	0	0	0	34
	91%	0%	9%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	277	37	84	18	5	0	2	0	1	0	424
	65%	9%	20%	4%	1%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	65%
White Females	9%
Black Males	20%
Black Females	4%
Hispanic Males	1%
Asian Males	0%
Indians Alaskan Natives Males	0%

Wildlife Resources Commission

DISCIPLINARY ACTIONS by Demographic Group - 2012

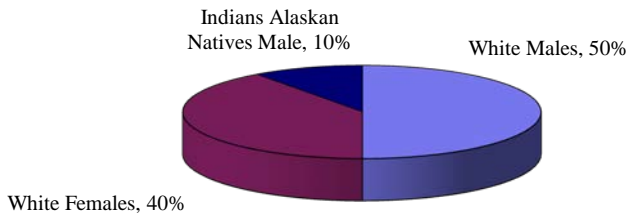
	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	4	4	0	0	0	0	0	0	1	0	9
	44%	44%	0%	0%	0%	0%	0%	0%	11%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	5	4	0	0	0	0	0	0	1	0	10
	50%	40%	0%	0%	0%	0%	0%	0%	10%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP

White Males 50%

White Females 40%

Indian Males 10%

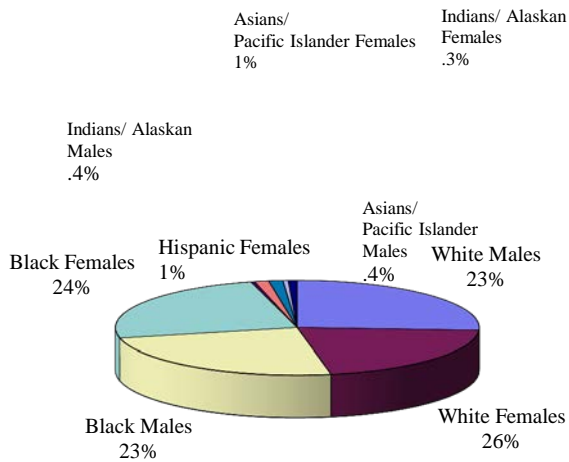


University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females
WARNINGS	120 25%	112 23%	104 21%	129 27%	2 0%	6 1%	8 2%	2 0%	3 1%	0 0%
DEMOTIONS	4 50%	0 0%	4 50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
DISMISSALS	29 29%	19 19%	29 29%	20 20%	0 0%	0 0%	0 0%	1 1%	1 1%	0 0%
SUSPENSIONS	12 28%	3 7%	18 42%	7 16%	0 0%	2 5%	0 0%	0 0%	1 2%	0 0%
TOTAL	165 26%	134 21%	155 24%	156 25%	2 0%	8 1%	8 1.3%	3 0%	5 0.8%	0 0.0%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males

White Females

Black Males

Black Females

Hispanic Males

Hispanic Females

Asians Pacific
Islander Males

Asians Pacific
Islander Females

Indians Alaskan
Natives Males

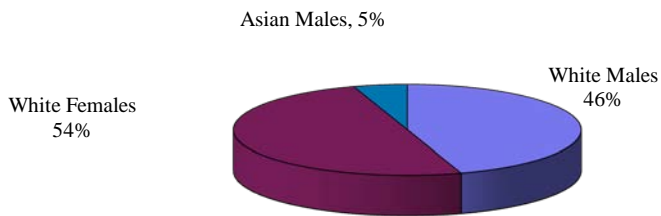
Indians Alaskan
Natives Females

Appalachian State University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	14	18	0	0	0	0	2	0	0	0	34
	41%	53%	0%	0%	0%	0%	6%	0%	0%	0%	100%
DEMOTIONS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	2	1	0	0	0	0	0	0	0	0	3
	67%	33%	0%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	1	1	0	0	0	0	0	0	0	0	2
	50%	50%	0%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	18	20	0	0	0	0	2	0	0	0	40
	45%	50%	0%	0%	0%	0%	5%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



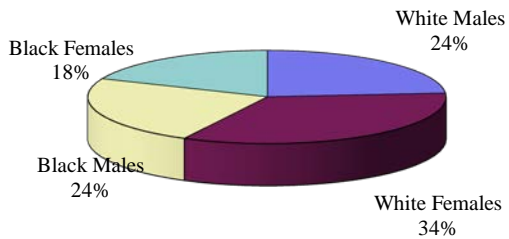
White Males	45%
White Females	50%
Asian Males	5%

East Carolina University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	11	13	10	8	0	0	0	0	0	0	42
	26%	31%	24%	19%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	2	7	3	1	0	0	0	0	0	0	13
	15%	54%	23%	8%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	1	0	1	2	0	0	0	0	0	0	4
	25%	0%	25%	50%	0%	0%	0%	0%	0%	0%	100%
TOTAL	14	20	14	11	0	0	0	0	0	0	59
	24%	34%	24%	19%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



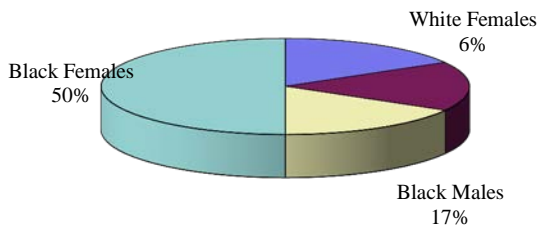
White Males	24%
White Females	34%
Black Males	24%
Black Females	19%

Elizabeth City State University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	1	1	6	0	0	0	0	0	0	10
	20%	10%	10%	60%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	2	2	2	6	0	0	0	0	0	0	12
	17%	17%	17%	50%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



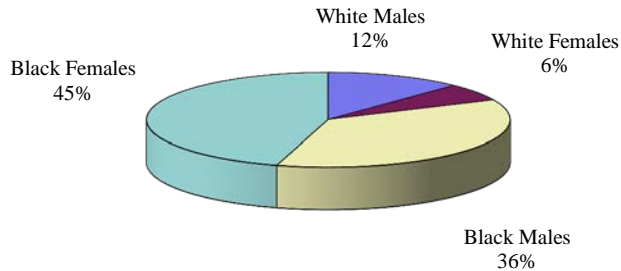
White Females	17%
Black Males	17%
Black Females	50%

Fayetteville State University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	4	2	11	15	0	0	0	0	0	0	32
	13%	6%	34%	47%	0%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	4	2	12	15	0	0	0	0	0	0	33
	12%	6%	36%	45%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



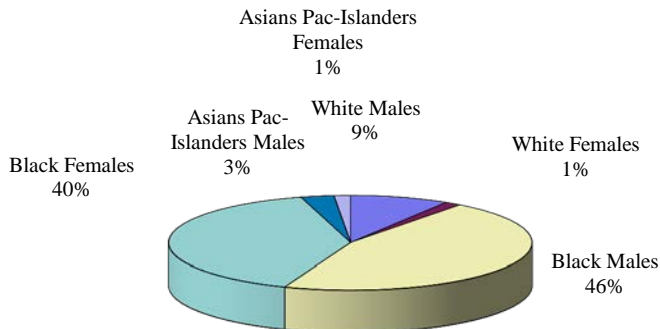
White Males	12%
White Females	6%
Black Males	36%
Black Females	45%

North Carolina A and T State University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	4	1	18	22	0	0	2	1	0	0	48
	8%	2%	38%	0%	0%	0%	0%	0%	0%	0%	48%
DEMOTIONS	0	0	2	0	0	0	0	0	0	0	2
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	1	0	5	4	0	0	0	0	0	0	10
	10%	0%	50%	40%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	1	0	6	1	0	0	0	0	0	0	8
	13%	0%	75%	13%	0%	0%	0%	0%	0%	0%	100%
TOTAL	6	1	31	27	0	0	2	1	0	0	68
	9%	1%	46%	40%	0%	0%	3%	1%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



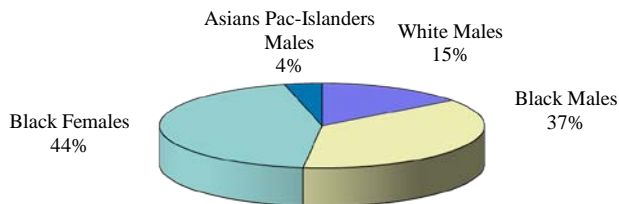
White Males	9%
White Females	1%
Black Males	46%
Black Females	40%
Asian Males	3%
Asian Females	1%

North Carolina Central University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	3	0	7	8	0	0	1	0	0	0	19
	16%	0%	37%	42%	0%	0%	5%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	1	0	3	4	0	0	0	0	0	0	8
	13%	0%	38%	50%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	4	0	10	12	0	0	1	0	0	0	27
	15%	0%	37%	44%	0%	0%	4%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



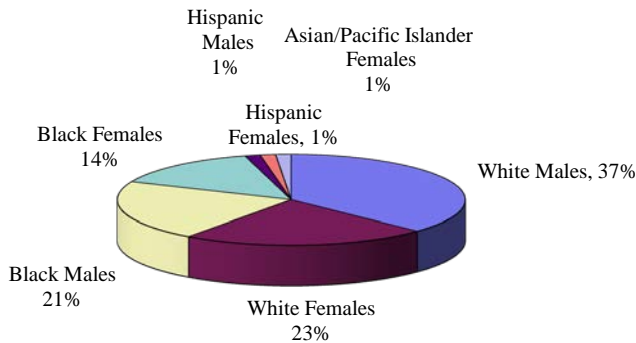
White Males	15%
Black Males	37%
Black Females	44%
Asian Males	4%

North Carolina State University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	14	14	12	8	1	1	0	1	0	0	51
	27%	27%	24%	16%	2%	2%	0%	2%	0%	0%	100%
DEMOTIONS	1	0	1	0	0	0	0	0	0	0	2
	50%	0%	50%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	9	2	2	2	0	0	0	0	0	0	15
	60%	13%	13%	13%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	2	0	0	0	0	0	0	0	0	0	2
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	26	16	15	10	1	1	0	1	0	0	70
	37%	23%	21%	14%	1%	1%	0%	1%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



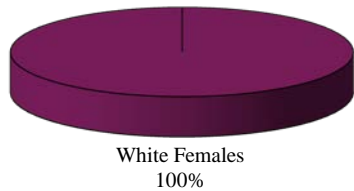
White Males	37%
White Females	23%
Black Males	21%
Black Females	14%
Hispanic Males	1%
Hispanic Females	1%
Asian Females	1%

North Carolina School of the Arts

DISCIPLINARY ACTIONS by Demographic Group - 2010

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



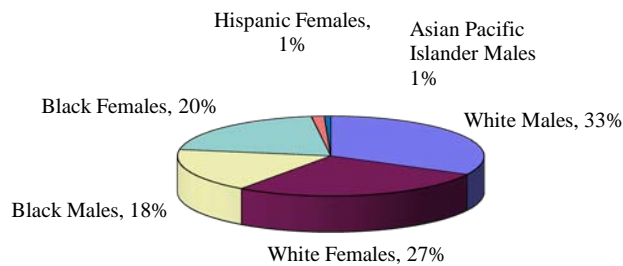
White Females 100%

University of North Carolina at Chapel Hill

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	33	34	14	24	0	1	1	0	0	0	107
	31%	32%	13%	22%	0%	1%	1%	0%	0%	0%	100%
DEMOTIONS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	9	5	6	4	0	0	0	0	0	0	24
	38%	21%	25%	17%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	5	1	6	2	0	1	0	0	0	0	15
	33%	7%	40%	13%	0%	7%	0%	0%	0%	0%	100%
TOTAL	48	40	26	30	0	2	1	0	0	0	147
	33%	27%	18%	20%	0%	1%	1%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



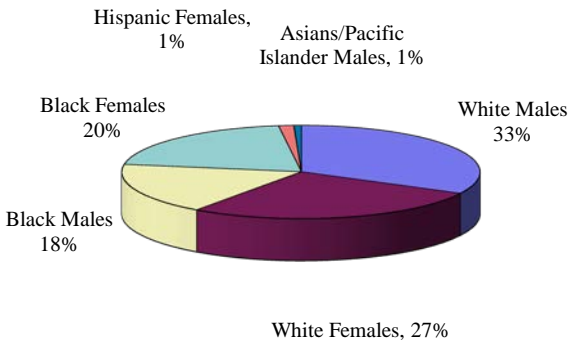
White Males	33%
White Females	27%
Black Males	18%
Black Females	20%
Hispanic Females	1%
Asian Pac-Islanders Males	1%

University of North Carolina at Charlotte

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	33	34	14	24	0	1	1	0	0	0	107
	31%	32%	13%	22%	0%	1%	1%	0%	0%	0%	100%
DEMOTIONS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	9	5	6	4	0	0	0	0	0	0	24
	38%	21%	25%	17%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	5	1	6	2	0	1	0	0	0	0	15
	33%	7%	40%	13%	0%	0%	0%	0%	0%	0%	93%
TOTAL	48	40	26	30	0	2	1	0	0	0	147
	33%	27%	18%	20%	0%	1%	1%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



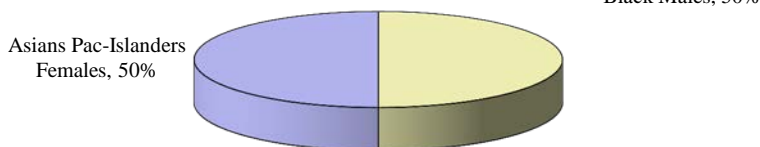
White Males	33%
White Females	27%
Black Males	18%
Black Females	20%
Hispanic Females	1%
Asians/Pacific Islander Males	1%

University of North Carolina General Administration

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	0	1	0	0	0	0	1	0	0	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	0	0	1	0	0	0	0	1	0	0	2
	0%	0%	50%	0%	0%	0%	0%	50%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



Black Males 50%

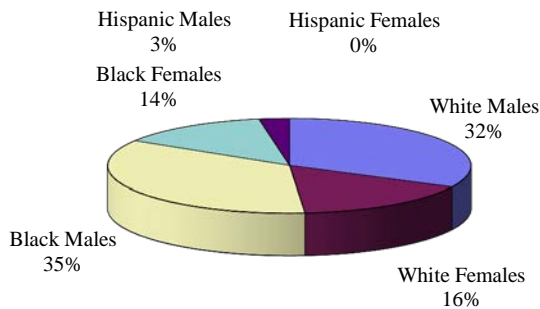
Asian Females 50%

University of North Carolina at Greensboro

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	9	6	12	5	1	0	0	0	0	0	33
	27%	18%	36%	15%	3%	0%	0%	0%	0%	0%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	2	0	1	0	0	0	0	0	0	0	3
	67%	0%	33%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
TOTAL	12	6	13	5	1	0	0	0	0	0	37
	32%	16%	35%	14%	3%	0%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



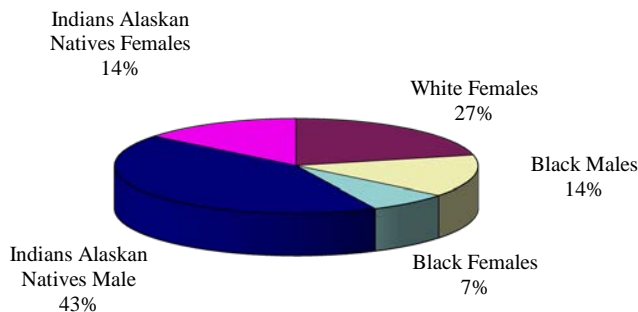
White Males	32%
White Females	16%
Black Males	35%
Black Females	14%
Hispanic Males	3%

University of North Carolina at Pembroke

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	2	1	1	0	0	0	0	4	1	9
	0%	22%	11%	11%	0%	0%	0%	0%	44%	11%	100%
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISMISSALS	0	1	1	0	0	0	0	0	1	0	3
	0%	33%	33%	0%	0%	0%	0%	0%	33%	0%	100%
SUSPENSIONS	0	0	0	0	0	0	0	0	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	0	3	2	1	0	0	0	0	6	2	14
	0%	21%	14%	7%	0%	0%	0%	0%	43%	14%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



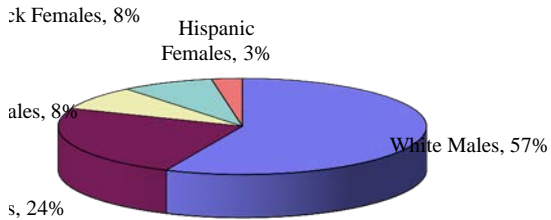
White Females	21%
Black Males	14%
Black Females	7%
Indian Males	43%
Indian Females	14%

University of North Carolina at Wilmington

DISCIPLINARY ACTIONS by Demographic Group - 2012

White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
16	9	2	2	0	1	0	0	0	0	30
53%	30%	7%	7%	0%	3%	0%	0%	0%	0%	100%
1	0	0	0	0	0	0	0	0	0	1
100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
1	0	0	1	0	0	0	0	0	0	2
50%	0%	0%	50%	0%	0%	0%	0%	0%	0%	100%
3	0	1	0	0	0	0	0	0	0	4
75%	0%	25%	0%	0%	0%	0%	0%	0%	0%	100%
21	9	3	3	0	1	0	0	0	0	37
57%	24%	8%	8%	0%	3%	0%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



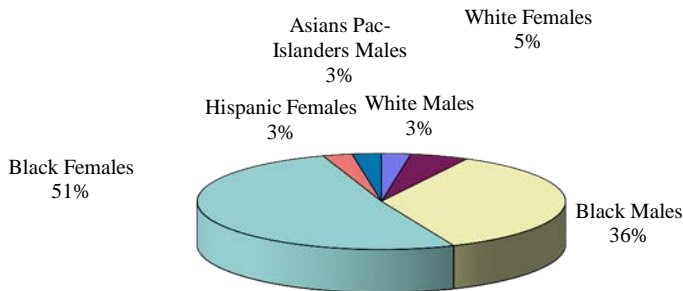
White Males	57%
White Females	24%
Black Males	8%
Black Females	8%
Hispanic Females	3%

Winston-Salem State University

DISCIPLINARY ACTIONS by Demographic Group - 2012

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	1	1	9	19	0	1	1	0	0	0	32
	3%	3%	28%	59%	0%	3%	3%	0%	0%	0%	100%
DEMOTIONS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%
DISMISSALS	0	1	3	0	0	0	0	0	0	0	4
	0%	25%	75%	0%	0%	0%	0%	0%	0%	0%	100%
SUSPENSIONS	0	0	1	1	0	0	0	0	0	0	2
	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	100%
TOTAL	1	2	14	20	0	1	1	0	0	0	39
	3%	5%	36%	51%	0%	3%	3%	0%	0%	0%	100%

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	3%
White Females	5%
Black Males	36%
Black Females	51%
Hispanic Females	3%
Asian Males	3%

Equivalencies

Calendar Year 2012 Report

In October 1997, the Office of State Personnel began collecting data on equivalencies used in the qualification process. For this purpose, an equivalency is defined as any deviation from the required minimum training and experience not including substitution of directly related education for experience or directly related experience for education as stated on the class specification. In addition to reporting these deviations, agencies are required to provide an explanation of the reason and basis for the use of equivalencies.

For the reporting period January 1, 2012 through December 31, 2012, there were no instances when an agency or university used an equivalency.