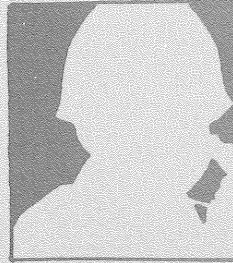
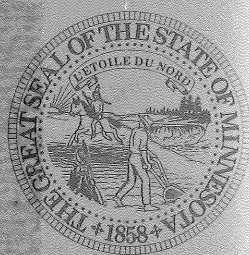


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State of Minnesota
AFFIRMATIVE ACTION REPORT
1986



MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
EQUAL OPPORTUNITY DIVISION
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The State of Minnesota is Committed to Affirmative Action

LAST YEAR THE MINNESOTA LEGISLATURE STRENGTHENED
THE AFFIRMATIVE ACTION LAW.

1985 was the year the Minnesota State Legislature strengthened the role of affirmative action. Besides the long-range goals already in effect, it mandated that each agency commit to annual objectives in hiring protected group members where they are underrepresented. The Equal Opportunity Division annually audits the record of each agency to determine the rate of compliance and evaluates the agency's overall progress. To be in compliance, an agency must meet at least 75% of its annual objectives.

In January, as stated in the law, the Commissioner of the Department of Employee Relations submitted to the Legislature a list of proposals for improving compliance rates. The proposal also included recommendations for penalties for noncompliance.

A positive part of the new law provides for recognition of those agencies that make significant and measurable progress toward achieving affirmative action goals.

Last year the Governor appointed an Affirmative Action Council to monitor the State's affirmative action program, identify issues needing attention, and make policy recommendations. The Council, which meets four times a year, includes the Lieutenant Governor (chair), Attorney General, Commissioner of Human Rights, Commissioner of Employee Relations, and the State Director of Equal Opportunity.

These changes reflect a long-standing commitment of both the Legislature and the Governor of the state. For more than 13 years, the State of Minnesota has had an affirmative action program. The Equal Opportunity Act of 1972 extended Title VII of the Civil Rights Act of 1964 to public employers. In response, the Governor's Office of Affirmative Action was created to enforce the provisions of this law and the many other state and federal antidiscrimination laws.

In the 1975, the Governor's Office of Affirmative Action merged with the then Department of Personnel. Experience had taught that the most comprehensive way to eliminate discrimination was through removing the barriers in the personnel system. In 1978, the Minnesota Legislature signed into law the statute creating a statewide affirmative action program.

The state's commitment is heartening news at a time when the federal government is looking for ways to weaken the gains made by groups historically suffering from discrimination. Progress made in affirmative action in the past year is the theme of this annual report. In the following pages, we provide data about the number of protected group members in the executive branch. We continue to make progress despite little turnover and almost no growth in the number of state employees.

New Challenges Face the Equal Opportunity Division

BUDGET CONSTRAINTS REDUCE THE OPPORTUNITIES TO HIRE AND MAKE IT NECESSARY TO MONITOR AGENCIES MORE CAREFULLY. WE HAVE SET TOUGH BUT REALISTIC GOALS FOR THE YEAR AHEAD. IN ORDER TO PROGRESS IN AFFIRMATIVE ACTION, WE ARE DOING THE FOLLOWING:

- INFORMATION AND MONITORING SYSTEM. In January, 1986 an information and monitoring system is being implemented using the sophisticated electronic data-retrieval system already in place. A separate database is being created that gathers the information to track all agency hires and promotions where there is an underrepresentation of protected group members. This tracking system provides the data for a workforce analysis of each agency and is used to quarterly audit agencies' affirmative action progress. Recommendations are made to help agencies come into compliance.

- STATISTICAL SUPPLEMENT. Quarterly, the Equal Opportunity Division is going to provide a statistical supplement about agency and statewide affirmative action compliance. This, along with the quarterly statistical summaries already distributed, will point to problems and allow for problem solving. Special studies will also analyze data and put it into more comprehensive form.

- TRAINING. Affirmative Action Officers/Designees have responsibility for administering affirmative action programs. The Equal Opportunity Division is already working on a comprehensive training program to help make their job easier. A basic orientation program with an instructional manual is our first objective. To follow is training in complaint investigation.
- RECRUITMENT. To recruit protected group members in a systematic way is also a high priority for 1986. We are going to be able to use another electronic retrieval system already in place. We will analyze current eligible lists of job candidates for the number of protected group members and use this information as the basis for our recruiting plans. Actual need for specific job skills is going to be the criteria for specialized protected group member recruiting.

- ACCOMMODATION PROCEDURE FOR THE HANDICAPPED. The Equal Opportunity Division and the Council for the Handicapped are working together to provide a model reasonable accommodations procedure for state agencies to use in the hiring and promotion of qualified handicapped persons.

There Are Several Affirmative Action Programs Already in Place

WE HAVE AFFIRMATIVE ACTION PLANS, EXPANDED CERTIFICATION, TESTING ACCOMMODATIONS FOR THE HANDICAPPED, AND PAY EQUITY

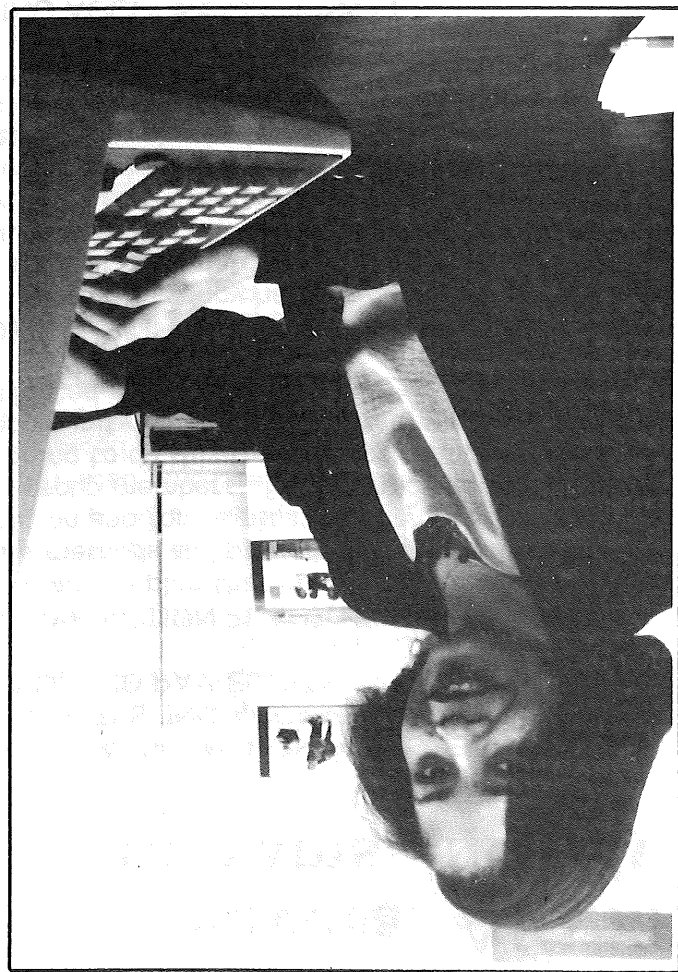
- **AFFIRMATIVE ACTION PLANS.** Each agency has an affirmative action plan that communicates to its applicants and workers its methods and procedures for eliminating discrimination and for eliminating the underrepresentation of protected group members. Each agency communicates how they are going to do this through action-oriented steps. The Equal Opportunity Division monitors the progress of the action-oriented steps quarterly.
- **EXPANDED CERTIFICATION.** Expanded certification works this way. When an agency has a vacancy and wants to hire, it requests a list of candidates from the Department of Employee Relations. Generally, the Department of Employee Relations obliges with a list of the top 20 names. However, if the agency is underrepresented in one or more protected groups, the automated system checks to see if there are protected group members on the list. If not, additional names are automatically added, until there is a total of three.
- **EXAMINING ACCOMMODATIONS FOR THE HANDICAPPED.** Two features of the examining and selection process are designed to aid handicapped persons. Applicants are asked to indicate on the application whether or not they have a disability requiring accommodations in testing. We make every effort to provide accommodations for those who need them. Commonly provided accommodations are interpreters for the hearing impaired and readers for visually impaired persons. In cases where an accommodation is impossible or unreasonable and the applicant is at a competitive disadvantage in the examining process, the applicant may qualify for the 700 Hour Program. This program provides up to 700 hours of trial work experience in lieu of a formal examination. Then the applicant begins the probationary period as would any other employee.
- **PAY EQUITY.** The pay equity program has been a success by any standard. Although Minnesota was the first state to implement pay equity for its employees, at least eight other states are now implementing pay equity. Pay equity studies are underway in all but five of the remaining states. Minnesota has received many requests for pay equity information, including requests from governments in Canada, Denmark, and Australia.

"By moving voluntarily to straighten out its pay practices, the state of Minnesota, for example, avoided both prolonged litigation and a costly settlement." -- Washington Post editorial, 2/13/85

A University of Minnesota survey of state employees showed that over 80 percent support the state's pay equity program. There was no significant difference in the level of support between men and women, or between those who received pay equity increases and those who did not.

Although Minnesota was the first state to implement pay equity for its employees, at least eight other states are now implementing pay equity. Pay equity studies are underway in all but five of the remaining states. Minnesota has received many requests for pay equity information, including requests from government officials in Canada, Denmark, and Australia.

PAY EQUITY



Some of the results of the state pay equity program include:

- The total cost of pay equity was less than 4 percent of the state's annual payroll. Since the program was phased in over four years ago, the cost was about 1 percent of payroll per year.
- About 8,500 employees in 200 female-dominated jobs received pay equity increases. This accounts for about one-quarter of all state employees.
- The major groups affected were clerical workers and health care workers. About 10 percent of those receiving pay equity increases were men.
- The estimated average increase for pay equity was \$2,200. No employees had wages frozen or reduced, and no employees were laid off as a result of pay equity.

"It is the policy of this state to attempt to establish equitable compensation relationships between female-dominated, male-dominated and balanced classes of employees in the executive branch. Compensation relationships are equitable within the meaning of this subdivision when the primary consideration in negotiating, recommending and approving total compensation is comparability of the value of the work in relationship to other positions in the executive branch." -- Minnesota Statutes 43A.01, subd. 3.

A similar policy statement is included in the Local Government Pay Equity Act, Minnesota Statutes 471.991-471.999.

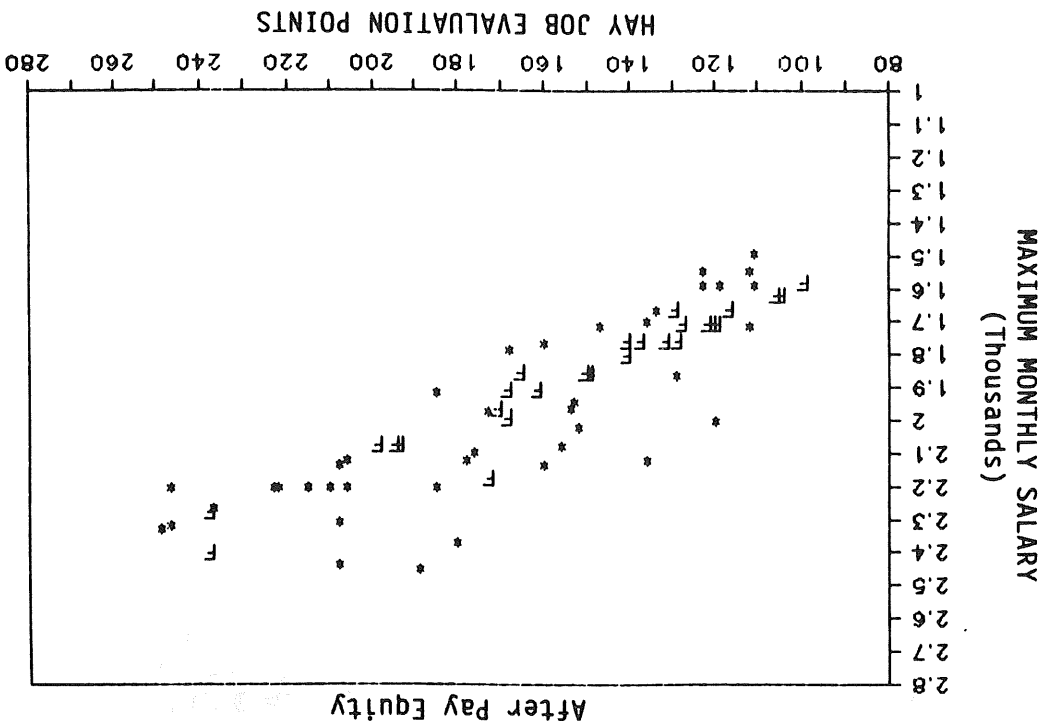
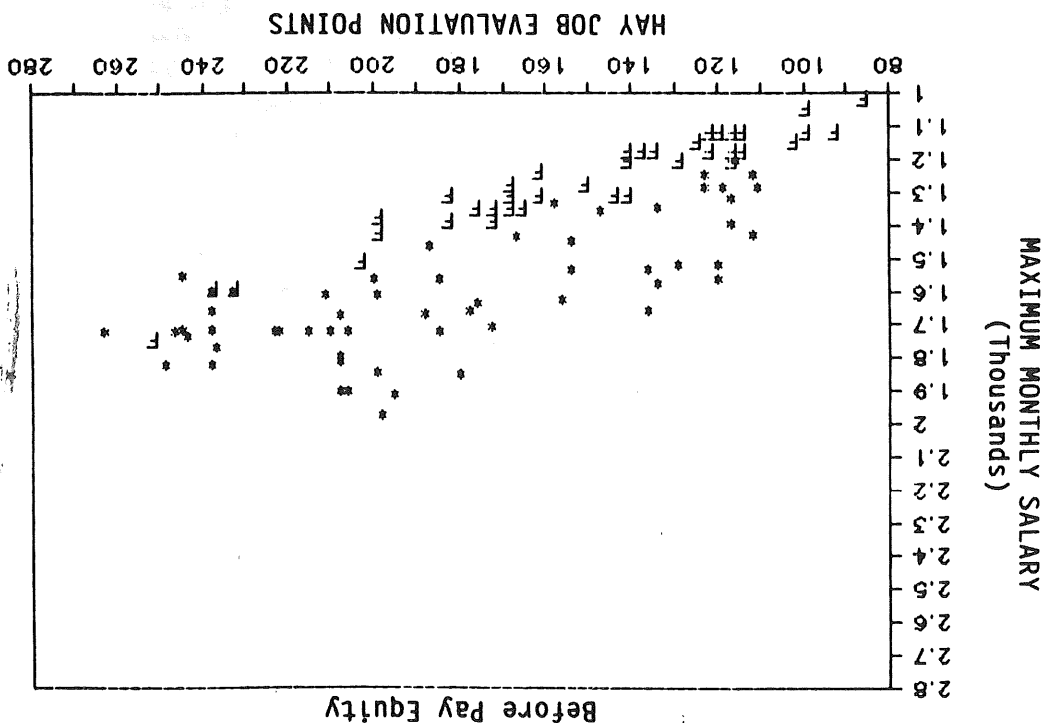
The department has been helping local governments with their pay equity efforts at the same time pay equity is being implemented for state employees. The local government pay equity programs will affect about 163,000 people working for Minnesota cities, counties, and school districts.

Pay Equity is a Fact of Life

MINNESOTA IS THE FIRST STATE IN THE NATION TO PROVIDE ITS EMPLOYEES WITH EQUAL PAY FOR EQUAL VALUE.

- **PAY INEQUITIES IDENTIFIED.** In 1981, the Commission on the Economic Status of Women studied pay rates for male and female employees. The study showed that those performing "women's work" were consistently paid less than those performing "men's work" -- even when the two jobs required equal levels of skill, effort, responsibility, and working conditions.
- **PERSISTENT INEQUITIES FOR "FEMALE" JOBS.** For example, the job of office supervisor, performed mostly by women, was rated the same as the job of printing supervisor, performed mostly by men. Yet the "female" job was paid \$2.00 less per hour. This pattern was apparent throughout state government. In fact, there was not a single "female" job which was paid at or above the average level for a "male" job of comparable value.
- **LEGISLATIVE ACTION.** In 1982, the Legislature passed a law requiring correction of this problem. The new law established a policy that job evaluation would be the primary factor in establishing pay, and the law also established a process for making pay equity a reality. State jobs had already been evaluated. The department then determined the average pay rate for a male job at each evaluation level and calculated the cost to bring pay for female jobs up to the same level.
- **SUCCESSFUL IMPLEMENTATION.** Implementation began in 1983, when the Legislature earmarked funds and the first pay equity adjustments were included in union contracts. In 1985, the state and the unions approved contracts which will complete the process by June 30, 1987. By that time, pay equity will be fully implemented. However, the law requires continued monitoring to make sure pay equity remains in future salary setting.

JOB CLASSES BY HAY POINT & SALARY



Each "F" represents a female job class, and each "*" represents a male job class. The "before" chart shows state pay rates in 1981, when female jobs were consistently paid less than male jobs of comparable value. The "after" chart shows state pay rates for June 30, 1987, the end of the current biennium. The average pay for female jobs is the same as the average pay for male jobs at all point levels.

The Following Pages Report Statewide and Agency Affirmative Action Progress

IT IS THE RESPONSIBILITY OF THE STATEWIDE AFFIRMATIVE ACTION PROGRAM TO MAKE STATE JOBS EQUALLY ACCESSIBLE TO ALL QUALIFIED PERSONS AND TO ELIMINATE THE UNDERREPRESENTATION OF QUALIFIED PROTECTED GROUPS.

- **PROTECTED GROUPS.** The Minnesota legislature has identified four groups that suffer from the effects of past discrimination in employment. The four - called protected groups - are defined as racial/ethnic members, women, handicapped persons, and, until 1989, Vietnam era veterans.
- **THE LAW.** The statewide affirmative action program has authority under Minnesota Statute 43A.19 and 43A.191.
- **RULES.** Guidelines for the statewide affirmative action program are found in Chapter 3905 of the Rules for the Department of Employee Relations.
- **GOALS.** Every 10 years, each agency sets numerical goals by bargaining unit or compensation plan for each protected group. Goals are based on the availability of qualified protected group members in the workforce of the agency's recruiting area. Availability is determined from data from a variety of sources: the U.S. Bureau of the Census, educational enrollments, statistics from licensing and accreditation organizations, a survey done by the Division of Vocational Rehabilitation of the Department of Jobs and Training, and from the Veterans Administration.
- **ANNUAL OBJECTIVES.** In addition to the affirmative action goals, each agency is required to set annual objectives for hiring protected group members by estimating turnover for the coming year.
- **GOAL ACHIEVEMENT.** Quarterly, the Equal Opportunity Division reports on statewide and agency affirmative action progress.

The Minnesota Legislature has identified four groups that suffer from the past effects of discrimination in employment. The four -- called protected groups -- are defined as racial/ethnic group members, women, Vietnam-era veterans, handicapped persons, and Members of the racial/ethnic groups are: Blacks, Hispanics, Asian and Pacific Islanders, and American Indians or Alaskan natives.



In 1985, the Legislature created the Council on Asian-Pacific Minnesotans. The Council serves as an advisory group to the Governor and the Legislature on problems of Asians in the State of Minnesota. The Legislature previously created the Council on Black Minnesotans, the Indian Affairs Council, the Spanish Speaking Affairs Council, and the Council on the Economic Status of Women.

RACIAL/ETHNIC MEMBERS

Numerical goals are established for racial/ethnic group members by department, bargaining or compensation plan, and by geographical location because racial/ethnic group members are not uniformly distributed throughout the state. Availability of racial/ethnic group members is determined from a variety of sources, such as U.S. Census data, educational enrollment, and statistical data from licensing, regulatory, and accreditation authorities and organizations.

Racial/ethnic group members represent 4.69% of the Minneapolis/St. Paul workforce, 4.07% of the metropolitan area workforce, and 1.53% of the workforce in the rest of the state.

Affirmative Action/Data

Statewide Progress In Affirmative Action

RACIAL/ETHNIC MEMBERS:

Managers

1983	(40)	5.80%	
1984	(31)	4.18%	
1985	(35)	4.49%	

Supervisors

1983	(69)	2.69%	
1984	(72)	2.18%	
1985	(74)	2.87%	

Professionals

1983	(240)	3.88%	
1984	(264)	4.06%	
1985	(273)	4.06%	

All Others

1983	(751)	3.53%	
1984	(865)	3.89%	
1985	(877)	4.03%	

Data taken from the statewide crosstabulations, Commissioner's Plan included in "All Others"

**REASONABLE
ACCOMMODATIONS
ARE INEXPENSIVE**

A study of the costs of making reasonable accommodations for disabled employees shows:

51% - no cost involved

30% - cost between \$1 and \$500

8% - cost more than \$2000

These figures are from the June 1982 study issued by the U.S. Department of Labor.

This study also found that:

*29% of employers reported that the accommodations made for disabled employees also benefited non-

disabled employees.

*Firms that have made efforts to employ handicapped people say that making accommodations is "no big deal." Firms believe that such accommodations are a sensible business practice. It secures reliable employees with needed skills just like providing tools or other aids to non-disabled workers increases their productivity.

HANDICAPPED



8.2% is the goal for the handicapped in each bargaining unit or compensation plan and for every geographic location. In 1978, the Division of Vocational Rehabilitation of the Department of Jobs and Training conducted a survey to determine the prevalence and types of disabilities found in the state and to provide demographic data on Minnesota's disabled population. The information from this survey serves as the data base for the goal for the handicapped.

Reasonable accommodation is a basic concept in nondiscrimination for the handicapped. Reasonable accommodation is just what the words suggest -- a logical adjustment made to a job and/or work environment that enables a qualified handicapped person to perform the duties of that position. Quite simply, reasonable accommodations are changes in the work schedule, in the job structure, and even in attitudes. As of 1985, agency affirmative action plans include a provision for reasonable accommodations.

Affirmative Action/Data

Statewide Progress In Affirmative Action

HANDICAPPED:

Managers

1983	(56)	8.12%	
1984	(58)	7.83%	
1985	(58)	7.44%	

Supervisors

1983	(150)	5.85%	
1984	(158)	6.16%	
1985	(160)	6.21%	

Professionals

1983	(405)	6.56%	
1984	(434)	6.67%	
1985	(443)	6.59%	

All Others

1983	(996)	4.68%	
1984	(1,073)	4.83%	
1985	(1,114)	5.12%	

Data taken from the statewide crosstabulations, Commissioner's Plan included in "All Others"

A Vietnam era veteran served in the military service of this country during the period from August 5, 1964 to May 7, 1975 and was separated under honorable conditions: (a) after having served on active duty for 181 consecutive days or (b) by reason of disability incurred while serving on active duty and who are permanent residents of the state of Minnesota.

VETERANS ERA VETERANS



In order to recognize their loyalty and sacrifice, the Legislature designated Vietnam era veterans a protected group until 1989.

The goal for Vietnam era veterans is 9%. This goal is based on data of the number of Vietnam era veterans in Minnesota's population. The data was supplied by the U.S. Veterans Administration.

Affirmative Action/Data

Statewide Progress In Affirmative Action

VIETNAM ERA VETERANS:

Managers

1983	(61)	8.85%	
1984	(62)	8.37%	
1985	(70)	8.98%	

Supervisors

1983	(294)	11.47%	
1984	(298)	11.63%	
1985	(328)	12.73%	

Professionals

1983	(634)	10.27%	
1984	(673)	10.35%	
1985	(713)	10.61%	

All Others

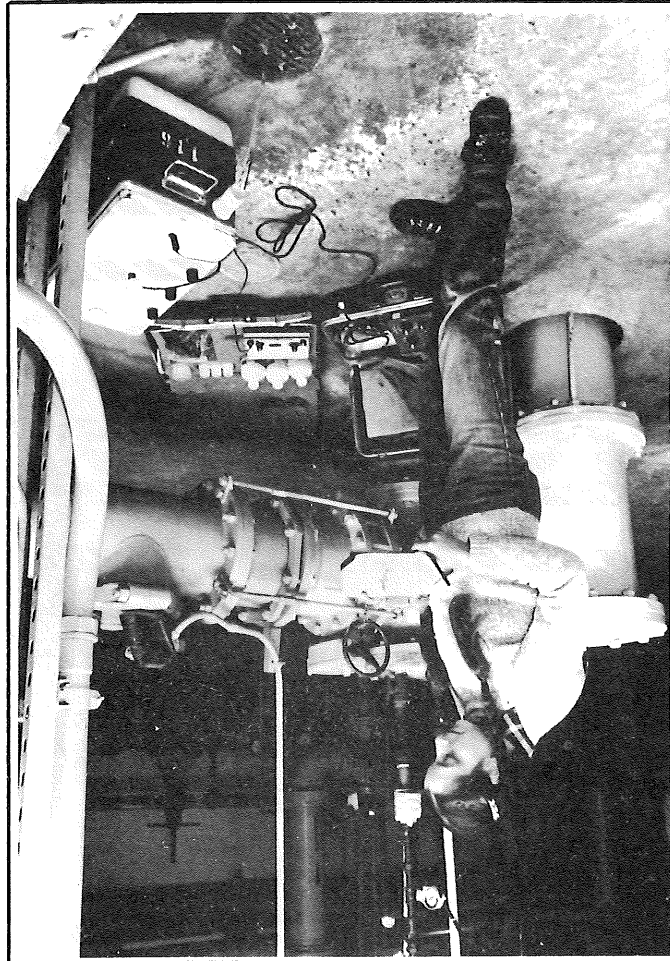
1983	(1,511)	7.10%	
1984	(1,592)	7.17%	
1985	(1,681)	7.72%	

Data taken from the statewide crosstabulations, Commissioner's Plan included in "All Others"

Numerical goals are set for women by department, bargaining unit or compensation plan, and by geographic location. Availability of women in the Minnesota workforce, according to the U.S. Census, is 44.57% in the metropolitan area and 40.07% in the rest of the state. Availability was also determined by educational enrollment, statistical data from licensing, regulatory, and accreditation authorities and organizations. The goal for managers is the same percent of women as are employed as professionals in the department; the goal for supervisors is the same percent of women as non-managerial and non-supervisory women in that department.

WOMEN

The percent of women in the manager's bargaining unit increased from 13.78% in 1983 to 17.32% in 1985. That meant 40 additional women.



There are four bargaining units where women predominate: Health Care Professional, Health Care Non-Professional, Office/Clerical, and the Commissioner's Plan. The total number of women in the four bargaining units is 10,232.

Affirmative Action/Data

Statewide Progress in Affirmative Action

WOMEN:

Managers

1983	(95)	13.78%	
1984	(115)	15.54%	
1985	(135)	17.32%	

Supervisors

1983	(672)	26.23%	
1984	(676)	26.39%	
1985	(725)	28.14%	

Professionals

1983	(2,044)	33.12%	
1984	(2,244)	34.51%	
1985	(2,395)	35.64%	

All Others

1983	(10,607)	49.87%	
1984	(11,148)	50.21%	
1985	(11,079)	50.93%	

Data taken from the statewide crosstabulations, Commissioner's Plan included in "All Others"

GROUP: RACIAL/ETHNIC MEMBERS (Includes: Blacks, Hispanics, Asians & American Indians) DATA FROM JANUARY 1986

DEPARTMENT	TOTAL EMPLOYEES	% RACIAL/ETHNIC	% MANAGERS	% PROF. ¹	% OTHER
Administration	811	9.12	2.50	4.86	10.92
Agriculture	452	3.32	4.76	4.44	2.93
Commerce	223	8.97	8.33	6.67	13.16
Community College System ²	532	4.89	0	10.71	4.25
Corrections	345	2.03	0	11.36	0.67
Metro	1,199	8.17	8.82	4.85	8.86
Outstate	727	2.34	0	2.67	8.86
Education	664	5.72	12.50	9.24	2.29
Employee Relations	105	8.57	8.33	11.63	2.08
Energy & Economic Development	262	6.11	3.23	6.92	6.00
Finance	130	6.15	0	6.98	8.20
Health	719	3.34	3.23	2.93	3.96
HECB	66	7.58	0	17.65	4.08
Housing Finance Agency	124	16.94	12.50	14.75	20.00
Human Rights	73	34.25	66.67	25.00	46.15
Metro	1,446	4.22	3.39	5.03	3.70
Outstate	5,902	1.86	2.27	2.67	1.62
Jobs & Training	1,555	7.27	3.77	6.56	8.49
Metro	711	1.41	0	1.97	0.41
Outstate	352	10.80	6.25	9.32	11.93
Labor & Industry	89	3.37	0	0	3.61
Metro	312	0.32	0	0	0.33
Outstate	662	4.23	2.08	3.23	5.59
Metro	413	3.15	0	1.86	1.23
Outstate	1,282	1.56	0	1.86	1.23
Pollution Control Agency	1,740	3.56	0	2.93	4.71
Public Safety	79	2.53	0	4.23	3.54
Public Service	994	5.13	8.00	4.00	2.13
Revenue	130	6.92	6.25	4.29	6.92
State Planning Agency	89	4.49	0	6.67	11.36
Metro	1,715	1.98	0	1.02	4.05
Outstate	2,505	3.71	3.85	4.81	2.12
Metro	413	2.25	0	0.67	3.39
Outstate	209	8.47	12.50	2.67	2.40
Veterans Affairs	29,210	1.91	0	3.45	9.70
Zoological Gardens	209	1.91	0	3.45	1.70
TOTAL	30,669	3.99	4.28	4.43	3.80

Statewide Summary for Racial/Ethnic Members

All Departments 30,669 3.99 4.28 4.43 3.80
 Racial/ethnic members comprise 3.29% of Minnesota's population.

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.
2. Does not include faculty and administration.

GROUP: BLACKS

DATA FROM JANUARY 1986

<u>DEPARTMENT</u>	<u>TOTAL EMPLOYEES</u>	<u>% BLACK</u>	<u>% MANAGERS</u>	<u>% PROF.¹</u>	<u>% OTHER</u>
Administration	811	5.80	2.50	2.70	7.00
Agriculture	452	0.88	0	1.11	0.88
Commerce	223	4.04	8.33	2.96	5.26
Community College System ²					
Metro	532	2.82	0	7.14	2.34
Outstate	345	0	0	0	0
Corrections					
Metro	1,199	4.42	5.88	2.43	4.80
Outstate	727	1.10	0	1.07	1.15
Education	664	2.26	8.33	2.64	1.48
Employee Relations	105	4.76	0	4.65	6.00
Energy & Economic Development	262	1.91	3.23	1.54	1.98
Finance	130	2.31	0	2.33	3.28
Health	718	1.81	3.23	1.47	2.16
HECB	66	4.55	0	11.76	2.04
Housing Finance Agency	124	12.10	12.50	9.84	14.55
Human Rights	73	21.92	33.33	18.18	26.92
Human Services					
Metro	1,446	1.87	0	2.08	1.85
Outstate	5,902	0.22	0	0.37	0.18
Jobs & Training					
Metro	1,555	3.60	3.77	3.28	4.01
Outstate	711	0	0	0	0
Labor & Industry	352	5.97	6.25	7.63	5.05
Military Affairs					
Metro	89	2.25	0	0	2.41
Outstate	312	0	0	0	0
Natural Resources					
Metro	662	1.51	2.08	1.29	1.64
Outstate	1,282	0.16	0	0.29	0
Pollution Control Agency	413	1.45	0	0.98	3.53
Public Safety	1,740	1.84	0	2.65	1.77
Public Service	79	0	0	0	0
Revenue	994	2.62	4.00	2.03	3.14
State Planning Agency	130	1.54	6.25	1.43	0
State University System ²					
Metro	89	2.25	0	6.67	1.35
Outstate	1,715	0.23	0	0.51	0.20
Transportation					
Metro	2,505	1.28	2.56	1.48	1.17
Outstate	2,181	0.14	0	0	0.15
Veterans Affairs	413	4.36	0	1.33	5.15
Zoological Gardens	209	0.48	0	0	0.57
TOTAL	29,210				

Statewide Summary for Blacks

All Departments 30,669 1.64 2.52 1.79 1.54

Blacks comprise 1.31% of Minnesota's population.

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.

2. Does not include faculty and administration.

GROUP: HISPANIC

DATA FROM JANUARY 1985

DEPARTMENT	TOTAL EMPLOYEES	% HISPANIC	% MANAGERS	% PROF. 1	% OTHER
Administration	811	1.60	0	0	2.22
Agriculture	452	0.88	0	0	1.17
Commerce	223	2.69	0	0.74	6.58
Community College System ²	532	0.56	0	1.79	0.42
Corrections	345	0.58	0	2.27	0.33
Metro	1,199	1.33	0	0.49	1.56
Outstate	727	0.14	0	0.53	0
Education	664	1.20	4.17	1.98	0.30
Employee Relations	105	2.86	8.33	4.65	0
Energy & Economic Development	262	0.76	0	0	1.98
Finance	130	0.77	0	0	1.64
Health	718	0	0	0	0
HECB	66	1.52	0	5.88	0
Housing Finance Agency	124	0.81	0	0	1.82
Human Rights	73	5.48	33.33	2.27	7.69
Human Services	1,446	0.69	3.39	0.52	0.62
Metro	5,902	0.24	0	0.15	0.27
Outstate	1,466	0.69	3.39	0.52	0.62
Jobs & Training	1,555	1.35	0	0.70	2.31
Metro	711	0.56	0	0.87	0
Outstate	352	2.56	0	0	4.13
Labor & Industry	89	1.12	0	0	1.20
Metro	312	0	0	0	0
Outstate	662	1.36	0	0.65	2.30
Natural Resources	1,282	0.23	0	0.14	0.35
Metro	413	0.73	0	0.65	1.18
Outstate	1,740	0.75	0	0.53	0.79
Public Safety	79	2.53	0	4.00	2.13
Public Service	994	1.51	4.00	0	2.94
State Planning Agency	130	3.08	0	1.43	6.82
Metro	89	0	0	0	0
Outstate	1,715	0.41	0	0	0.46
Transportation	2,505	0.96	1.28	0.74	1.01
Metro	2,181	0.50	0	0	0.55
Outstate	413	0.97	12.50	0	0.91
Veterans Affairs	209	0.48	0	0	0.57
Zoological Gardens	29,210	0.48	0	0	0.57
TOTAL	30,669	0.77	1.13	0.51	0.87

Statewide Summary for Hispanics

All Departments 30,669 0.77 1.13 0.51 0.87

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.
2. Does not include faculty and administration.

GROUP: ASIAN

DATA FROM JANUARY 1986

<u>DEPARTMENT</u>	<u>TOTAL EMPLOYEES</u>	<u>% ASIAN</u>	<u>% MANAGERS</u>	<u>% PROF.¹</u>	<u>% OTHER</u>
Administration	811	1.11	0	2.16	0.85
Agriculture	452	1.11	4.76	3.33	0.29
Commerce	223	0.90	0	1.48	0
Community College System ²					
Metro	532	0.94	0	0	1.06
Outstate	345	0	0	0	0
Corrections					
Metro	1,199	0.67	2.94	1.46	0.42
Outstate	727	0.28	0	0	0.38
Education	664	0.60	0	1.32	0
Employee Relations	105	0.95	0	2.33	0
Energy & Economic Development	262	3.05	0	5.38	0.99
Finance	130	1.54	0	2.33	1.64
Health	718	0.97	0	1.22	0.72
HECB	66	0	0	0	0
Housing Finance Agency	124	1.61	0	3.28	0
Human Rights	73	2.74	0	0	7.69
Human Services					
Metro	1,446	0.90	0	1.56	0.49
Outstate	5,902	0.54	0	1.48	0.27
Jobs & Training					
Metro	1,555	1.22	0	1.87	0.46
Outstate	711	0	0	0	0
Labor & Industry	352	1.14	0	0	1.83
Military Affairs					
Metro	89	0	0	0	0
Outstate	312	0	0	0	0
Natural Resources					
Metro	662	0.76	0	1.29	0.33
Outstate	1,282	0.08	0	0	0.18
Pollution Control Agency	413	0.48	0	0.65	0
Public Safety	1,740	0.34	0	1.06	0.26
Public Service	79	0	0	0	0
Revenue	994	0.70	0	1.02	0.42
State Planning Agency	130	0.77	0	0	2.27
State University System ²					
Metro	89	0	0	0	0
Outstate	1,715	0.41	0	0.51	0.40
Transportation					
Metro	2,505	0.72	0	2.22	0.32
Outstate	2,181	0.09	0	0	0.10
Veterans Affairs	413	0.73	0	1.33	0.61
Zoological Gardens	209	0.48	0	3.45	0
TOTAL	29,210				

Statewide Summary for Asians

All Departments	30,669	0.60	0.25	1.21	0.35
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Asians comprise .65% of Minnesota's population.

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.

2. Does not include faculty and administration.

GROUP: AMERICAN INDIAN

DATA FROM JANUARY 1986

DEPARTMENT	TOTAL EMPLOYEES	% INDIAN	% MANAGERS	% PROF. ¹	% OTHER
Administration	811	0.62	0	0	0.85
Agriculture	452	0.44	0	0	0.59
Commerce	223	1.35	0	1.48	1.32
Community College System ²	532	0.56	0	1.79	0.42
Corrections	345	1.45	0	9.09	0.33
Metro	1,199	1.58	0	0.49	1.88
Outstate	727	0.83	0	1.07	0.76
Education	664	1.66	0	3.30	0.30
Employee Relations	105	0	0	0	0
Energy & Economic Development	262	0.38	0	0	0.99
Finance	130	0.77	0	2.33	0
Health	718	0.56	0	0.24	1.08
HECB	66	1.52	0	0	2.04
Housing Finance Agency	124	2.42	0	1.64	3.64
Human Rights	73	4.11	0	4.55	3.85
Human Services	1,446	0.62	0	0.69	0.62
Metro	5,902	0.86	2.27	0.67	0.91
Outstate	1,555	1.03	0	0.70	1.54
Metro	711	0.84	0	1.09	0.41
Outstate	352	1.14	0	1.69	0.92
Labor & Industry	89	0	0	0	0
Metro	312	0.32	0	0	0.33
Outstate	662	0.60	0	0	1.32
Metro	1,282	1.09	0	1.43	0.70
Outstate	413	0.48	0	0.65	0
Pollution Control Agency	1,740	0.57	0	0	0.66
Public Safety	79	0	0	0	0
Public Service	994	0.30	0	0.20	0.42
Revenue	130	1.54	0	1.43	2.27
State Planning Agency	89	2.25	0	0	2.70
Metro	1,715	0.93	0	0	1.06
Outstate	2,505	0.76	0	0.37	0.90
Metro	2,181	1.51	0	0.67	1.60
Outstate	413	1.94	0	0	2.42
Veterans Affairs	209	0.48	0	0	0.57
Zoological Gardens	29,210				
TOTAL	30,669	0.93	0.38	0.82	0.99

Statewide Summary for American Indians

American Indians comprise .86% of Minnesota's population.

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.
2. Does not include faculty and administration.

GROUP: WOMEN

DATA FROM JANUARY 1986

<u>DEPARTMENT</u>	<u>TOTAL EMPLOYEES</u>	<u>% WOMEN</u>	<u>% MANAGERS</u>	<u>% PROF.¹</u>	<u>% OTHER</u>
Administration	811	46.12	15.00	29.73	53.41
Agriculture	452	27.65	9.52	21.11	30.50
Commerce	223	52.91	16.67	34.81	90.79
Community College System ²					
Metro	532	68.80	20.00	64.29	69.85
Outstate	345	67.54	0	56.82	69.33
Corrections					
Metro	1,199	27.36	14.71	32.04	26.80
Outstate	727	22.83	6.25	19.79	24.43
Education	664	64.16	20.83	48.51	81.31
Employee Relations	105	73.33	50.00	53.49	96.00
Energy & Economic Development	262	54.20	45.16	38.46	77.23
Finance	130	49.23	30.77	30.23	70.49
Health	718	61.98	29.03	50.37	82.73
HECB	66	71.21	0	70.59	71.43
Housing Finance Agency	124	56.45	12.50	39.34	81.82
Human Rights	73	64.38	0	52.27	92.31
Human Services					
Metro	1,446	63.97	22.03	57.19	71.85
Outstate	5,902	64.55	13.64	55.93	67.64
Jobs & Training					
Metro	1,555	54.98	20.75	34.89	84.26
Outstate	711	50.07	14.29	26.20	95.53
Labor & Industry	352	56.82	37.50	38.14	68.35
Military Affairs					
Metro	89	22.47	0	33.33	21.69
Outstate	312	18.91	0	0	19.54
Natural Resources					
Metro	662	37.01	12.50	21.29	56.91
Outstate	1,282	13.42	0	3.01	26.58
Pollution Control Agency	413	40.19	9.52	29.32	87.06
Public Safety	1,740	40.23	23.08	19.58	43.08
Public Service	79	27.85	14.29	28.00	29.79
Revenue	994	55.53	16.00	27.24	86.79
State Planning Agency	130	38.46	18.75	32.86	54.55
State University System ²					
Metro	89	74.16	0	60.00	77.03
Outstate	1,715	60.29	14.29	41.84	62.90
Transportation					
Metro	2,505	18.84	5.13	17.01	19.94
Outstate	2,181	8.30	2.86	9.40	8.31
Veterans Affairs	413	53.75	0	65.33	52.42
Zoological Gardens	209	41.63	0	44.83	42.05
TOTAL	29,210				

Statewide Summary of Women

All Departments 30,669 45.73 17.23 35.25 51.34

Women comprise 50.99% of Minnesota's population. (Includes racial/ethnic women)

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan

2. Does not include faculty and administration.

DEPARTMENT	TOTAL EMPLOYEES	% VETERAN	% MANAGERS	% PROF.	% OTHER
Administration	811	8.63	17.50	16.22	5.63
Agriculture	452	11.73	0	6.67	13.78
Commerce	223	6.28	0	9.63	1.32
Community College System ²	532	6.77	0	10.71	6.37
Corrections	345	5.80	0	9.09	5.33
Metro	1,199	15.18	2.94	13.59	15.95
Outstate	727	16.64	12.50	18.72	16.03
Education	664	3.61	8.33	4.95	2.08
Employee Relations	105	4.76	0	9.30	2.00
Energy & Economic Development	262	3.82	3.23	6.15	0.99
Finance	130	8.46	7.69	16.28	3.28
Health	718	6.27	6.45	9.29	1.80
HECB	66	7.58	0	5.88	8.16
Housing Finance Agency	124	12.90	12.50	21.31	3.64
Human Rights	73	2.74	0	4.55	0
Human Services	1,446	3.94	8.47	6.93	1.48
Outstate	5,902	5.95	9.09	7.56	5.43
Metro	1,555	7.07	15.09	11.24	0.93
Outstate	711	14.06	0	21.18	1.22
Labor & Industry	352	5.11	6.25	8.47	3.21
Metro	89	10.11	0	33.33	8.43
Outstate	312	5.45	0	40.00	4.30
Natural Resources	662	10.57	6.25	16.45	5.26
Metro	1,282	16.46	12.50	20.06	12.15
Outstate	413	13.08	28.57	14.66	3.53
Pollution Control Agency	1,740	10.52	7.69	14.29	10.10
Public Safety	79	17.72	28.57	20.00	14.89
Public Service	994	7.04	4.00	12.60	1.47
Revenue	130	4.62	0	7.14	2.27
State Planning Agency	89	1.12	0	0	1.35
Outstate	1,715	7.76	14.29	11.73	7.21
Metro	2,505	12.77	8.97	8.13	14.26
Outstate	2,181	13.85	11.43	9.40	14.22
Veterans Affairs	413	11.62	37.50	10.67	11.21
Zoological Gardens	209	11.48	0	13.79	11.36
TOTAL	29,210				
Statewide Summary for Vietnam Veterans					
All Departments	30,669	9.13	8.93	11.63	8.07

Vietnam Veterans comprise 9.0% of Minnesota's population.

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professional in the Commissioner's Plan.
2. Does not include faculty and administration.

DEPARTMENT	TOTAL EMPLOYEES	% HAND.	% MANAGERS	% PROF. ¹	% OTHER
Administration	811	6.78	2.50	7.03	7.00
Agriculture	452	7.52	19.05	6.67	7.04
Commerce	223	8.52	0	8.89	9.21
Community College System ²					
Metro	532	4.32	0	10.71	3.61
Outstate	345	3.77	0	2.27	4.00
Corrections					
Metro	1,199	10.18	23.53	11.65	9.38
Outstate	727	6.88	12.50	8.02	6.30
Education	664	6.48	4.17	6.93	6.23
Employee Relations	105	4.76	8.33	2.33	6.00
Energy & Economic Development	262	2.67	3.23	2.31	2.97
Finance	130	8.46	7.69	6.98	9.84
Health	718	4.60	0	3.67	6.47
HECB	66	3.03	0	5.88	2.04
Housing Finance Agency	124	4.84	0	8.20	1.82
Human Rights	73	8.22	0	6.82	11.54
Human Services					
Metro	1,446	7.26	8.47	4.85	8.89
Outstate	5,902	5.20	18.18	4.81	5.19
Jobs & Training					
Metro	1,555	8.23	15.09	9.37	6.17
Outstate	711	10.69	28.57	13.97	4.07
Labor & Industry	352	10.80	25.00	9.32	10.55
Military Affairs					
Metro	89	3.37	0	0	3.61
Outstate	312	2.24	0	0	2.32
Natural Resources					
Metro	662	4.38	2.08	4.84	4.28
Outstate	1,282	3.67	0	4.01	3.35
Pollution Control Agency	413	3.15	4.76	3.26	2.35
Public Safety	1,740	2.76	3.85	2.65	2.75
Public Service	79	15.19	14.29	4.00	21.28
Revenue	994	3.92	0	5.49	2.52
State Planning Agency	130	5.38	6.25	7.14	2.27
State University System ²					
Metro	89	3.37	0	0	4.05
Outstate	1,715	3.50	14.29	1.53	3.70
Transportation					
Metro	2,505	8.78	8.97	5.36	9.76
Outstate	2,181	10.50	8.57	4.03	11.02
Veterans Affairs	413	3.87	12.50	4.00	3.64
Zoological Gardens	209	11.48	0	10.34	11.93
TOTAL	29,210				

Statewide Summary for Handicapped

All Departments 30,669 6.22 8.55 6.09 6.19

Handicapped persons comprise 14.5% of Minnesota's population.

1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.

2. Does not include faculty and administration.

AVERAGE LENGTH OF SERVICE BY AGENCY
(Academic Excluded)
January 1986

Agency	Female Service Mean	Male Service Mean	White Service Mean	Racial/Ethnic Group Members Service Mean	Total Service Mean
Administration	7.6	10.6	9.5	6.8	9.3
Agriculture	6.2	13.0	11.3	6.6	11.1
Commerce	5.6	12.0	8.9	5.2	8.6
Community College System	7.0	7.5	7.3	4.1	7.1
Corrections	7.7	8.7	8.7	5.3	8.5
Education	8.3	10.3	9.0	9.0	9.0
Employee Relations	8.4	9.8	9.2	4.4	8.7
Energy & Economic Development	5.1	4.7	5.0	3.8	4.9
Finance	10.0	13.2	11.8	8.3	11.6
Health	7.2	9.8	8.2	6.6	8.2
HECB	6.2	8.6	7.1	4.2	6.9
Housing Finance Agency	5.4	5.3	5.6	4.3	5.3
Human Rights	5.0	3.4	3.4	6.4	4.4
Human Services	7.8	9.0	8.3	6.1	8.2
Jobs & Training	9.0	12.8	10.8	9.5	10.7
Labor & Industry	5.0	6.9	6.0	4.6	5.8
Military Affairs	5.3	5.5	5.4	6.2	5.4
Natural Resources	7.4	11.8	10.9	7.6	10.8
Pollution Control Agency	4.8	7.6	6.6	3.5	6.5
Public Safety	9.2	12.6	11.3	10.2	11.2
Public Service	6.9	12.8	11.4	0.8	11.1
Revenue	8.8	11.6	10.2	8.2	10.0
State Planning Agency	6.0	7.8	7.1	7.2	7.1
State University System	8.7	9.7	9.2	5.2	9.1
Transportation	8.2	16.6	15.6	8.3	15.4
Veterans Affairs	5.3	5.7	5.7	3.3	5.5
Zoological Gardens	4.6	5.0	4.9	4.4	4.9
All Other	6.0	7.9	6.9	5.8	6.9
TOTAL	7.7	11.6	9.9	6.8	9.8

*Women includes racial/ethnic women; Racial/Ethnic identifies both male and female.

AVERAGE SALARY BY AGENCY
(Academic Excluded)
January 1986

<u>Agency</u>	<u>Female Hourly Mean</u>	<u>Male Hourly Mean</u>	<u>White Hourly Mean</u>	<u>Racial/Ethnic Group Members Hourly Mean</u>	<u>Total Hourly Mean</u>
Administration	9.92	13.00	11.78	9.52	11.58
Agriculture	9.88	12.35	11.69	10.99	11.66
Commerce	10.41	14.69	12.59	10.73	12.43
Community College System	9.29	10.04	9.52	9.57	9.52
Corrections	10.72	12.68	12.24	11.11	12.17
Education	11.29	15.53	12.60	16.31	12.81
Employee Relations	12.34	16.34	13.50	12.41	13.40
Energy & Economic Development	11.64	14.41	12.91	12.83	12.91
Finance	11.88	16.42	14.37	11.26	14.20
Health	11.53	14.42	12.65	11.95	12.63
HECB	10.64	17.29	12.66	11.26	12.55
Housing Finance Agency	10.25	14.01	12.13	10.70	11.89
Human Rights	10.21	11.73	10.37	11.47	10.75
Human Services	9.99	11.58	10.51	12.46	10.56
Jobs & Training	10.31	13.53	11.84	11.27	11.81
Labor & Industry	9.89	13.96	11.79	10.47	11.65
Military Affairs	7.71	8.81	8.60	8.44	8.60
Natural Resources	9.88	12.24	11.74	11.37	11.73
Pollution Control Agency	10.71	14.21	12.87	10.62	12.80
Public Safety	9.54	12.57	11.38	10.66	11.35
Public Service	11.40	15.16	14.19	11.18	14.11
Revenue	9.74	13.65	11.55	10.11	11.48
State Planning Agency	12.35	14.96	13.90	14.77	13.96
State University System	9.23	10.72	9.84	8.57	9.81
Transportation	9.99	12.73	12.38	11.26	12.35
Veterans Affairs	9.22	10.20	9.78	8.42	9.67
Zoological Gardens	9.43	10.57	10.09	10.54	10.10
All Other	11.02	16.41	13.53	12.47	13.47
TOTAL	10.09	12.62	11.47	11.26	11.46

*Women includes racial/ethnic women; Racial/Ethnic identifies both male and female.

AVERAGE AGE BY AGENCY
(Academic Excluded)
January 1986

Agency	Female Age Mean	Male Age Mean	White Age Mean	Racial/Ethnic Group Members Age Mean	Total Age Mean
Administration	39.1	43.3	41.7	38.2	41.4
Agriculture	35.9	44.8	42.6	34.6	42.3
Commerce	36.7	43.6	40.5	34.1	39.9
Community College System	42.0	42.8	42.5	37.0	42.2
Corrections	39.6	38.7	39.1	36.5	38.9
Education	40.1	44.5	41.5	43.7	41.7
Employee Relations	37.1	41.5	38.5	35.8	38.3
Energy & Economic Development	36.1	37.4	36.7	37.6	36.7
Finance	36.3	43.9	40.2	40.1	40.2
Health	39.9	40.9	40.4	37.8	40.3
HECB	36.3	42.3	38.0	37.8	38.0
Housing Finance Agency	34.8	38.1	36.1	36.5	36.2
Human Rights	37.6	39.3	38.3	38.0	38.2
Human Services	39.0	40.5	39.5	40.9	39.5
Jobs & Training	39.8	44.1	41.9	41.3	41.8
Labor & Industry	35.4	42.9	39.5	31.8	38.7
Military Affairs	34.7	39.1	38.3	28.7	38.2
Natural Resources	36.9	39.7	39.1	38.1	39.1
Pollution Control Agency	33.6	37.4	36.0	31.6	35.9
Public Safety	40.0	41.8	41.1	40.3	41.1
Public Service	33.6	44.1	41.5	27.1	41.2
Revenue	38.6	42.0	40.2	38.3	40.1
State Planning Agency	35.0	37.2	36.2	38.4	36.4
State University System	41.3	44.1	42.4	43.0	42.4
Transportation	38.0	44.8	44.0	38.9	43.8
Veterans Affairs	38.2	41.5	40.1	34.4	39.7
Zoological Gardens	33.7	34.0	33.9	33.2	33.9
All Other	37.4	42.5	39.7	39.3	39.7
TOTAL	39.0	42.0	40.7	38.7	40.6

*Women includes racial/ethnic women; Racial/Ethnic identifies both male and female.

PERCENT PROTECTED GROUP BY BARGAINING UNIT
January, 1986

Total Employees	Bargaining Unit	Women ¹		Racial/Ethnic Group Members ²		Handicapped ³		Viet. Era Veterans ⁴	
		#	%	#	%	#	%	#	%
658	Law Enforcement	16	2.43	20	3.04	6	0.91	136	20.67
2,516	Craft, Maint, Labor	24	0.95	82	3.26	233	9.26	508	20.19
2,179	Service	788	36.16	90	4.13	196	8.99	160	7.34
3,512	Health Care Non-Prof.	2,521	71.78	84	2.39	151	4.30	170	4.84
541	Health Care Prof.	496	91.68	10	1.85	26	4.81	18	3.33
5,775	Office/Clerical	5,233	90.61	282	4.88	258	4.47	91	1.58
2,670	Technical	590	22.10	66	2.47	212	7.94	310	11.61
863	Correctional Guards	121	14.02	73	8.46	68	7.88	161	18.66
705	Prof. Engineering	52	7.38	20	2.84	53	7.52	60	8.51
75	Health Treatment Prof.	12	16.00	5	6.67	6	8.00	1	1.33
5,266	General Professional	1,830	34.75	244	4.63	354	6.72	625	11.87
205	Prof. Res. Instruct.	89	43.41	4	1.95	20	9.76	22	10.73
2,574	Supervisory	727	28.24	78	3.03	173	6.72	329	12.78
1,693	Commissioner's Plan	1,093	64.56	80	4.73	54	3.19	79	4.67
791	Manager's Plan	137	17.32	34	4.30	68	8.60	70	8.85
494	All Others	207	41.90	33	6.68	23	4.66	50	10.12
30,517	TOTAL	13,936	45.67	1,205	3.95	1,901	6.23	2,790	9.14

1. Women represent 42.9 percent of Minnesota's workforce.
2. Racial/ethnic members represent 3.3 percent of Minnesota's population as follows: Blacks, 1.3 percent; Hispanics, 0.8 percent; Asians, 0.7 percent; and Indians, 0.9 percent.
3. Handicapped persons represent 8.2 percent of Minnesota's labor force.
4. Vietnam Era Veterans represent 9.0 percent of Minnesota's population.

*Women includes racial/ethnic women; Racial/Ethnic identifies both male and female.

AVERAGE LENGTH OF SERVICE BY BARGAINING UNIT
(Academic Excluded)
January 1986

Bargaining Unit	Female* Hourly Mean	Male Hourly Mean	Racial/Ethnic Group Members Hourly Mean	White Hourly Mean	Total Hourly Mean
Law Enforcement	5.2	12.9	12.8	12.7	12.7
Craft, Maint, Labor	4.1	12.8	9.6	12.8	12.7
Service	8.4	7.8	6.0	8.1	8.0
Health Care Non-Prof.	7.2	7.2	4.9	7.3	7.2
Health Care Prof.	7.3	6.5	5.7	7.3	7.3
Office/Clerical	7.8	7.4	6.1	7.8	7.7
Technical	7.5	14.5	5.6	13.2	13.0
Correctional Guards	4.8	6.4	3.7	6.4	6.2
Prof. Engineering	5.2	19.2	8.4	18.4	18.1
Health Treatment Prof.	9.7	10.0	3.1	10.4	9.9
General Professional	6.9	9.7	7.2	8.8	8.7
Prof. Res. Instruct.	11.7	14.3	11.7	13.2	13.2
Supervisory	13.0	15.8	11.8	15.1	15.0
Commissioner's Plan	6.9	7.0	6.0	7.0	6.9
Manager's Plan	8.8	16.1	8.3	15.1	14.8
All Others	3.8	8.0	2.9	6.5	6.2
TOTAL	7.7	11.6	6.8	9.9	9.8

*Female includes racial/ethnic women; Racial/Ethnic identifies both male and female.

AVERAGE SALARY BY BARGAINING UNIT
(Academic Excluded)
January 1986

Bargaining Unit	Female* Hourly Mean	Male Hourly Mean	Racial/Ethnic Group Members Hourly Mean	White Hourly Mean	Total Hourly Mean
Law Enforcement	11.69	12.74	12.54	12.72	12.72
Craft, Maint, Labor	10.79	11.29	10.93	11.30	11.29
Service	8.36	8.30	8.18	8.32	8.32
Health Care Non-Prof.	8.96	8.68	8.66	8.89	8.88
Health Care Prof.	13.24	12.65	13.06	13.19	13.19
Office/Clerical	8.90	8.60	8.56	8.89	8.87
Technical	9.73	11.16	9.27	10.88	10.84
Correctional Guards	10.61	11.09	10.32	11.08	11.02
Prof. Engineering	12.86	17.33	15.02	17.06	17.00
Health Treatment Prof.	17.22	19.00	20.97	18.55	18.72
General Professional	12.09	13.12	12.88	12.76	12.76
Prof. Res. Instruct.	15.55	16.32	16.07	15.98	15.99
Supervisory	13.55	15.46	14.94	14.92	14.92
Commissioner's Plan	10.02	13.14	14.23	10.97	11.12
Manager's Plan	20.46	22.06	20.91	21.82	21.79
All Others	13.85	19.96	12.54	17.75	17.40
TOTAL	10.09	12.62	11.26	11.47	11.46

*Female includes racial/ethnic women; Racial/Ethnic identifies both male and female.

AVERAGE AGE BY BARGAINING UNIT
 (Academic Excluded)
 January 1986

Bargaining Unit	Female* Hourly Mean	Male Hourly Mean	Racial/Ethnic Group Members Hourly Mean	White Hourly Mean	Total Hourly Mean
Law Enforcement	28.1	39.4	41.8	39.1	39.2
Craft, Maint, Labor	32.3	44.9	40.4	44.9	44.8
Service	44.2	41.5	40.5	42.6	42.5
Health Care Non-Prof.	36.8	36.2	37.0	36.6	36.6
Health Care Prof.	43.8	37.5	46.8	43.3	43.3
Office/Clerical	39.2	38.3	35.4	39.3	39.1
Technical	36.2	41.7	33.1	40.6	40.4
Correctional Guards	35.6	34.5	34.1	34.7	34.7
Prof. Engineering	30.2	45.5	41.4	44.5	44.4
Health Treatment Prof.	45.2	50.0	48.7	49.2	49.2
General Professional	38.0	41.3	41.4	40.1	40.1
Prof. Res. Instruct.	42.7	44.2	43.2	43.5	43.5
Supervisory	42.5	45.7	43.5	44.9	44.8
Commissioner's Plan	38.6	40.3	38.2	39.3	39.2
Manager's Plan	42.7	47.8	47.0	46.9	46.9
All Others	36.6	41.7	34.8	39.9	39.6
TOTAL	39.0	42.0	38.7	40.7	40.6

*Female includes racial/ethnic women; Racial/Ethnic identifies both male and female.