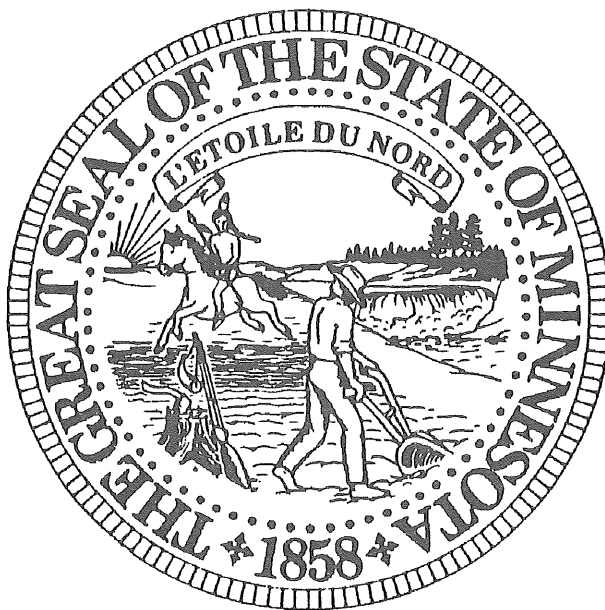




800493

State of Minnesota Affirmative Action 1989 Annual Report



LEGISLATIVE REFERENCE LIBRARY
645 State Office Building
Saint Paul, Minnesota 55155

Minnesota Department of Employee Relations
Equal Opportunity Division
520 Lafayette Road, St. Paul, MN 55155
(612) 296-4600

JK
6160
.A33
573
1989

Table of Contents

	<u>Page</u>
SECTION 1:	1
Statement from Governor Perpich	2
Statement from Commissioner Rothchild	3
Statement from the Equal Opportunity Director	3
SECTION 2:	4
Overview of Minnesota's Affirmative Action Program	5-12
SECTION 3:	13
Current Status of State Employment	14
SECTION 4:	25
Compliance Analysis	26
SECTION 5:	29
1988 Program Activities	30
Appendices	37
Monitoring Forms	
List Appointments	
Non-List Appointments	
Charts of 1989 Agency Workforce Percentages	
Total Employment and Protected Group Employment	
Vietnam-Era Veterans	
Disabled Persons	
Women	
Racial/Ethnic Minorities	
American Indians	
Asian-Pacific Islanders	
Blacks	
Hispanics	
List Appointment Rates by Agency	
Non-List Appointment Rates by Agency	

SECTION 1

Statements



STATE OF MINNESOTA

OFFICE OF THE GOVERNOR

ST. PAUL 55155

RUDY PERPICH
GOVERNOR

March, 1989

In the 10 years since the passage of our state's affirmative action law, we have made significant progress. Statewide and agency plans have been developed to correct imbalances in our workforce and to assure equal employment opportunities. We have implemented procedures to expand hiring lists and to increase opportunities for protected group members, and we have implemented monitoring systems to check our progress.

Through the continued efforts of the Governor's Affirmative Action Council, the Statewide Affirmative Action Committee, the Department of Employee Relations Equal Opportunity Division and all department heads, managers and supervisors in state government, I am confident we can keep making progress to achieve our vision of a totally representative workforce in which equal employment opportunity prevails. 1988 marks a decade of achievement. 1989 begins a new challenge for our next decade of achievement.


RUDY PERPICH
Governor

Statement from Commissioner Rothchild

As we submit our annual report on affirmative action in state government employment, I would like to reaffirm our strong commitment to the basic principles of equal employment opportunity.

Affirmative action is more than a question of fair play. Part of the strength of the state is the richness and diversity of its people. The wider the range of talents, the more diverse the life experiences, and the greater variety of cultural backgrounds that we can attract to state government employment, the better we can serve the citizens of the state.

We are pleased that our workforce increasingly reflects the diversity of our population. But more needs to be done. Our challenge is to increase our efforts to have a workforce that is truly representative of all the people of the state.

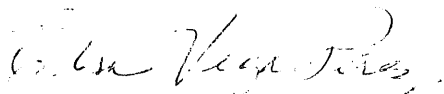


*Nina Rothchild, Commissioner
MN Department of Employee Relations*

Statement from the Equal Opportunity Director

1988 was a year that brought many challenges to the Equal Opportunity Division. The reorganization of the state's monitoring program to include the metropolitan agencies and the need to re-evaluate our goal-setting process were two major activities. Having to deal with this amount of change brought increased attention to the division's activities from legislators, community groups and representatives of the state personnel system. This attention brought benefits to the division because it helped to inform our constituents of our mission and goals and brought about a degree of cooperation that has been extremely helpful.

We look forward to 1989 when the partnerships that have been built in this past year can continue to bring us closer to realizing the objective of the program, which is to increase the diversity of our state's workforce.



*Elsa Vega-Perez, Director
Equal Opportunity Division
MN Department of Employee Relations*

SECTION 2

Overview of Minnesota's Affirmative Action Program

Overview of Minnesota's Affirmative Action Program

GOAL

The goal of the Statewide Affirmative Action Program is stated in statute:

“To assure that positions in the Executive Branch of the civil service are equally assessible to all qualified persons and to eliminate the underutilization of qualified members of protected groups.”

In order to achieve this goal, a number of requirements have been put in place and various programs established to assist agencies to meet those requirements.

REQUIREMENTS

Statutes

M.S. 43A.19 establishes a statewide affirmative action program.

M.S. 43A.191 establishes agency affirmative action programs.

The Commissioner of Employee Relations must adopt and periodically revise the statewide affirmative action program to include:

- Long-range objectives and interim goals and policies.
- Procedures, standards and assumptions to be used by agencies in preparing agency affirmative action plans including goals and timetables to be established.
- Requirements for annual submission of an affirmative action progress report by agency heads.

The Commissioner must designate a State Director of Equal Opportunity who may be delegated responsibility for preparing, revising, implementing and administering the statewide program.

Rules

The Department of Employee Relations has established rules through the Administrative Procedures Act (MN Rules Chapter 3905) regarding the Statewide Affirmative Action Program to give further effect to the provisions of statutes. The rules cover:

The Commissioner of each agency in the executive branch must prepare an agency affirmative action program for the agency to be submitted to the Equal Opportunity Division by July 1st of each calendar year. Executive branch agencies with 25 or more employees must have plans which include:

Agency Plans

- Duties of agency heads
- Requirements for agency affirmative action plans
- Requirements for complaint procedures
- Requirements for goals and timetables
- Reporting requirements

- Official transmittal form, including identification of underrepresented groups in the agency's workforce.
- Statement of commitment from the agency head.
- Designation of those persons or groups responsible for directing and implementing the agency affirmative action program and the specific responsibility, accountability, and duties of each person or group.
- Methods by which the agency's affirmative action program is communicated internally and externally to employees and other interested persons.
- Internal procedures for processing complaints of alleged discrimination.
- Goals and timetables.
- Methods for developing programs and program objectives designed to meet affirmative action goals.
- Methods for auditing, evaluating, and reporting program success, including a procedure that requires a preemployment review of all hiring decisions for goal units with unmet affirmative action goals.
- Provision for reasonable accommodations for disabled applicants and employees
- Weather emergency notification plan for disabled employees.
- Building evacuation plan for disabled employees and other disabled persons who may be in the building during an evacuation.

Goal Setting

The Department of Employee Relations must establish goals as a primary component of the Statewide Affirmative Action plan. The state's goal setting procedure is currently as follows:

Numerical goals for racial/ethnic members and for women are set for each agency by bargaining unit or compensation plan, and by geographic location. Availability of these two protected groups is determined by a variety of sources such as U.S. census data, educational enrollment, and statistics from licensing, regulatory, and accreditation authorities and organizations.

Racial/ethnic members represent 4.7% of the Minneapolis/St. Paul workforce, 4.1% of the greater metropolitan area, and 1.5% outside the Twin Cities. Women represent 44.5% of the metropolitan area workforce, and 40.8% in non-metropolitan areas.

The goal for disabled persons is 8.2% for each bargaining unit or compensation plan. 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. The information from this survey serves as the data base for the goal for the disabled.

The goal for Vietnam-era veterans has been 9% reflecting the number of Vietnam-era veterans in Minnesota's population according to the U.S. Veterans Administration.

Pre-Hire Review

Each agency's Affirmative Action Plan must include a pre-hire review process as stated in Minnesota Rules, Chapter 3905. When an established affirmative action goal for a specific occupational category is not being met and a vacancy occurs, the supervisor's hiring recommendation is to be reviewed by the agency's affirmative action officer if the supervisor wishes to hire an individual who is not a member of the protected group for which the disparity exists.

No offer for employment is to be made until the appropriate appointing authority and the department's affirmative action officer are sufficiently satisfied with the rationale given for not hiring a member of the protected class.

Monitoring Agency Compliance

Under 1987 amendments to state law, an agency is considered out of compliance with affirmative action requirements if the agency "has not met its affirmative action goals, fails to make an affirmative action hire, or fails to justify its non-affirmative action hire in 25 percent or more of the appointments made in the previous calendar year."

The Equal Opportunity Division uses two methods to determine whether an agency is in compliance with state law: one which tracks appointments from eligible lists established through civil service exams, and another which tracks non-list appointments.

List Appointments

The Protected Group Report tracking process includes these steps:

- 1) When an agency requests a certification list to fill a vacancy, DOBR compares the agency's workforce to the goal for that goal unit to determine whether there is a disparity for protected groups.
- 2) If there is a disparity and protected group members are not within the top 20 (or 10) names, the certification is automatically expanded to include qualified protected group members, and a Protected Group Report Form (PGR) is sent to the agency with the list. A copy of the standard form is included in an appendix of this report.
- 3) If the agency hires a protected group member, this decision is marked on the PGR form as an "affirmative action hire." This decision will help the agency meet its goals, and will be reflected in future statistical summaries.
- 4) If there is a disparity, but the agency fails to hire a protected group member, the agency must complete the PGR form explaining why the protected group member was not hired. The form includes a number of accepted "justifications" for this decision such as "appointment made from layoff list as required by collective bargaining agreement" or "agency no longer has disparity."
- 5) If the agency fails to hire affirmatively and cannot explain this decision by use of one of the specific justifications on the PGR form, the hiring decision is marked as a "missed opportunity" to hire affirmatively.

Non-List Appointments

In August 1988 the Equal Opportunity Division, to comply with changes in statutory reporting requirements passed by the 1987 legislature, extended reporting on affirmative action hires and "missed opportunities" to non-list appointments. The reporting process works very much like that described above for list appointments except that it begins at step 3 since eligible lists are not involved. It covers, among others, the following appointment types: temporary, transfer, demotion, provisional, labor service, and unclassified. A copy of the monitoring form for non-list appointments is included in an appendix to this report.

Annual Report

The Commissioner of Employee Relations, through the Equal Opportunity Division staff and Division Director, must review and approve the plans submitted by all agencies. Additionally, the Director of Equal Opportunity must annually audit the record of each agency to determine the rate of compliance with annual hiring goals and evaluate the agency's progress toward affirmative action goals and objectives by submitting a report to the Governor, the Finance Committee of the Senate, the Appropriations Committee of the House of Representatives, and the Governmental Operations Committee of both houses of the Legislature. The report must include:

- Agencies' rate of compliance with annual hiring goals;
- Designation of any agencies failing to make affirmative action hires or justifying non-affirmative action hires in 25% or more of the appointments made during the previous calendar year as not in compliance with affirmative action requirements; and
- A program to recognize agencies which have made significant measurable progress toward achieving affirmative action objectives.

This document is the report of the Department of Employee Relations regarding executive branch affirmative action status for 1988.

Programs to Assist Agencies in Meeting Affirmative Action Requirements

Through the Equal Opportunity Division and other divisions, the Department of Employee Relations operates a variety of programs to assist state agencies to meet the EEO/AA requirements of statute, rules, and the statewide Affirmative Action Plan. These are:

Expanded Certification

When an agency has a vacancy, it requests a list of eligible candidates from the Department of Employee Relations. The department then generates a list of the top 20 names, in the case of a vacancy open to the general public, or 10 names in the case of a promotional vacancy limited to current state employees. If the agency is underrepresented for one or more protected groups, the list is checked to see whether there are protected group members among the top 10 or 20 candidates. If not, additional names are automatically added until there is a total of two names from each underrepresented group on the hiring list.

In order to be added to the certification list, protected group members must have achieved a passing score on the examination. Expanded certification allows an agency to consider qualified protected group members when the agency has an unbalanced workforce.

Recruitment

The EOD maintains relationships with a large network of organizations representing protected group members. Staff provide specialized recruiting assistance to agencies within the limits of existing resources. An agency may request, for example, that EOD participate in nationwide search efforts for protected group candidates with highly specialized skills needed for a particular job. Agencies may also ask EOD staff to notify particular protected groups of significant new opportunities for entry-level access to the state service. Programs such as summer jobs and student internships are also frequently targeted for recruitment efforts, since these programs can lead to permanent state jobs.

EOD also maintains a computerized Resume Bank to assist state agencies with affirmative action recruitment and has established mailing lists for use in recruiting protected group members.

Assistance to Agencies

EOD staff advise agencies on a wide range of issues, from investigating discrimination charges to hiring protected group members — all activities which are part of each agency's affirmative action plan. If an agency's proposed plan cannot be approved immediately, EOD staff assist the agency affirmative action officer in expanding or revising the plan so that it meets all legal requirements.

Training

EOD staff have developed two special training programs, offered centrally at the Department of Employee Relations and at agency locations around the state: "*Preventing Sexual Harassment*" for non-supervisory staff, and "*Managing People: Preventing Sexual Harassment*" for supervisory and managerial staff. The division also assists in the development of other training programs, such as "*Orientation to Deafness*," offered by the DOER Training Division on a regular basis and a workshop on managing and valuing diversity.

Special Services for Persons with Disabilities

In order to fully meet the promise of affirmative action, the state must provide equal access to employment for those members of the population that may experience difficulties due to physical or mental disabilities. EOD provides several services to persons with disabilities.

Supported Work Program

The Supported Work Program was established in 1987 as part of a specialized program for people with severe physical, mental health and developmental disabilities. The law provides that a total of 50 full-time positions within state government may be included in the Supported Work Program. A full-time position may be shared by up to three persons and their job coach.

The Supported Work Program includes all types of work that a qualified person can be expected to perform, including manual labor, food service, laundry, janitorial/maintenance, and general clerical tasks.

Supported workers differ from other state employees in three main respects:

1. Supported workers are allowed to demonstrate their job competence through on-the-job trial work experience of up to 700 hours.

2. They work in close coordination with their job coach to ensure that the requirements of the position are met.
3. Supported workers are permitted to "share" their job with up to 2 other workers.

Examination Accommodations

All applicants are provided an opportunity to indicate on the state job application form that they have a disability requiring accommodations in testing. Every effort is made to provide accommodations for those who need them. The most commonly requested accommodations are interpreters for hearing impaired applicants and readers for persons with visual impairments.

700-Hour Program

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.

Worksite Accommodations

The Equal Opportunity Division advises agencies on providing reasonable accommodation to disabled applicants and employees in each phase of the personnel process; in testing applicants (when this is done at the agency level), interviewing applicants, and in modifying job duties or the work environment to eliminate barriers to employment.

SECTION 3

Current Status of State Employment

Current Status of State Employment

The state workforce should represent all segments of the population of Minnesota. Parity — that is, a proportional representation in the workforce based upon availability in the potential pool of employees, of Females, Racial and Ethnic Minorities, Vietnam-Era Veterans and Persons with Disabilities (who are collectively referred to in this report as Protected Group Members) — is the ultimate outcome of any effective affirmative action program.

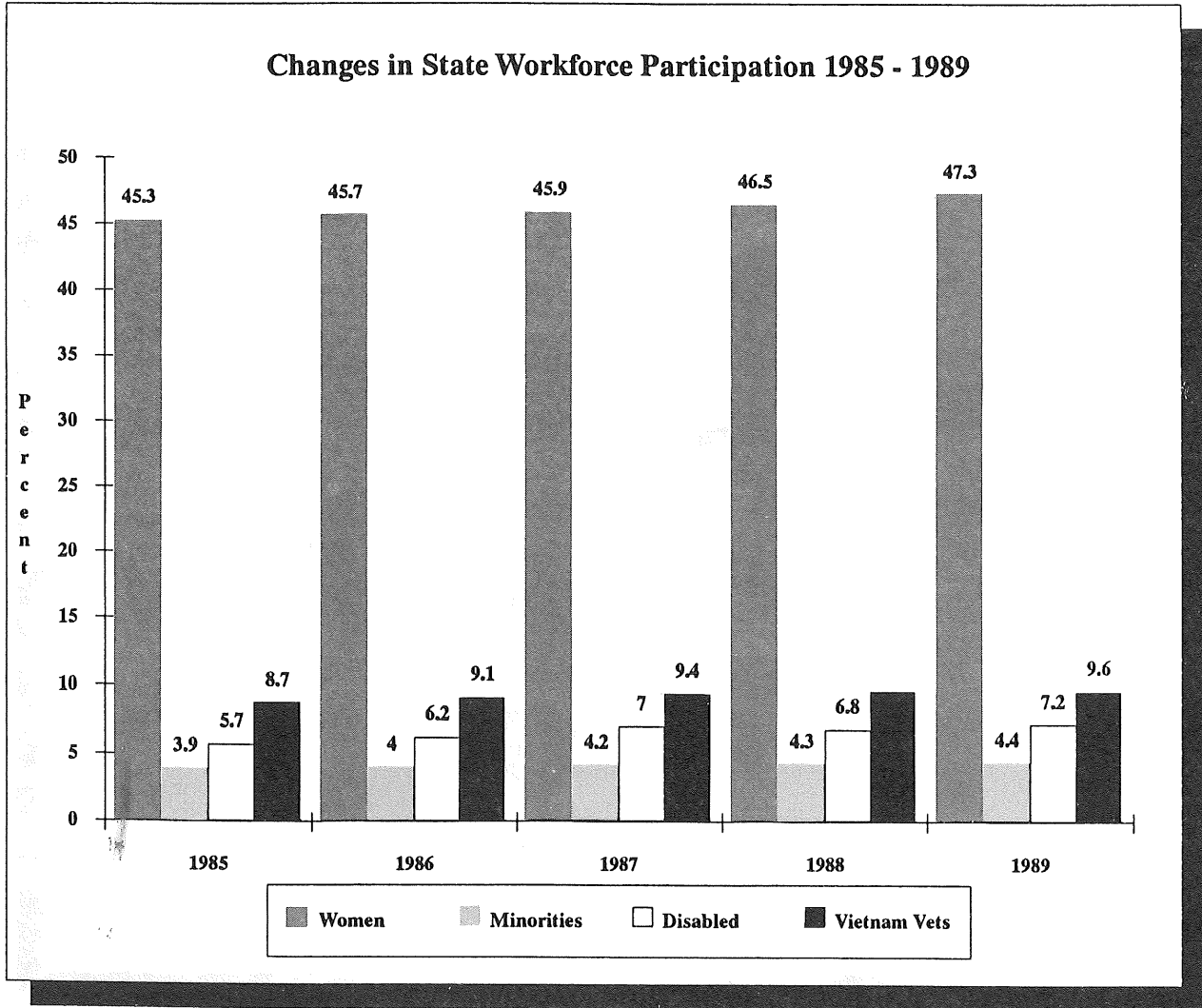
As the graphs on the next pages show, the state, while not yet at parity, has made considerable progress toward that goal.

Though progress has been made, more needs to be done. The state must continue to aggressively pursue methods to reduce barriers to the full utilization of the diversity that exists in our multi-cultural, multi-ethnic society.

The last section of this report details the activities of 1988 in furtherance of this goal and outlines plans for the year ahead.

Changes in State Workforce Participation

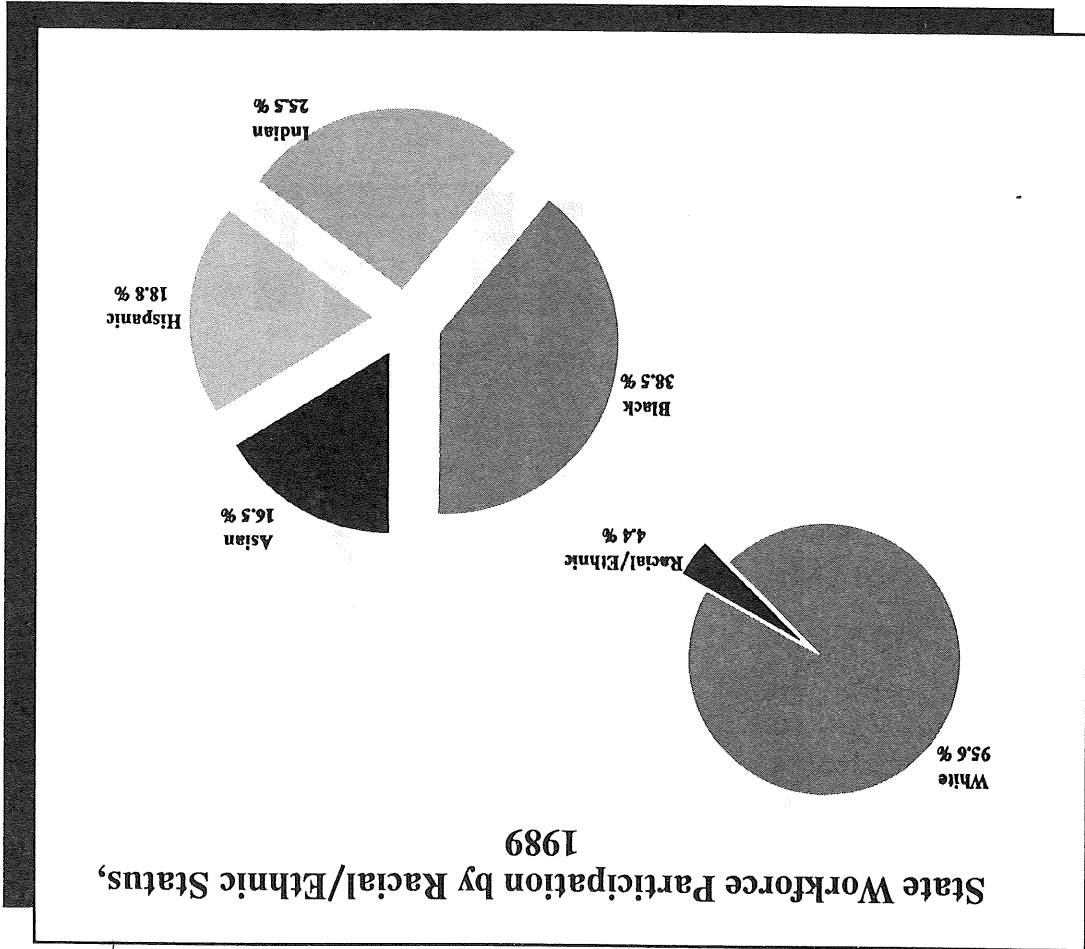
In all cases, the participation rate for each of the four protected groups is higher than in 1985.



See appendix for agency-by-agency detail of 1989 state workforce participation rates for all protected groups.

Racial/ethnic minorities make up 4.4% of the state's workforce. Within that percentage, individual minority groups are represented as shown on the charts below.

State Workforce Participation

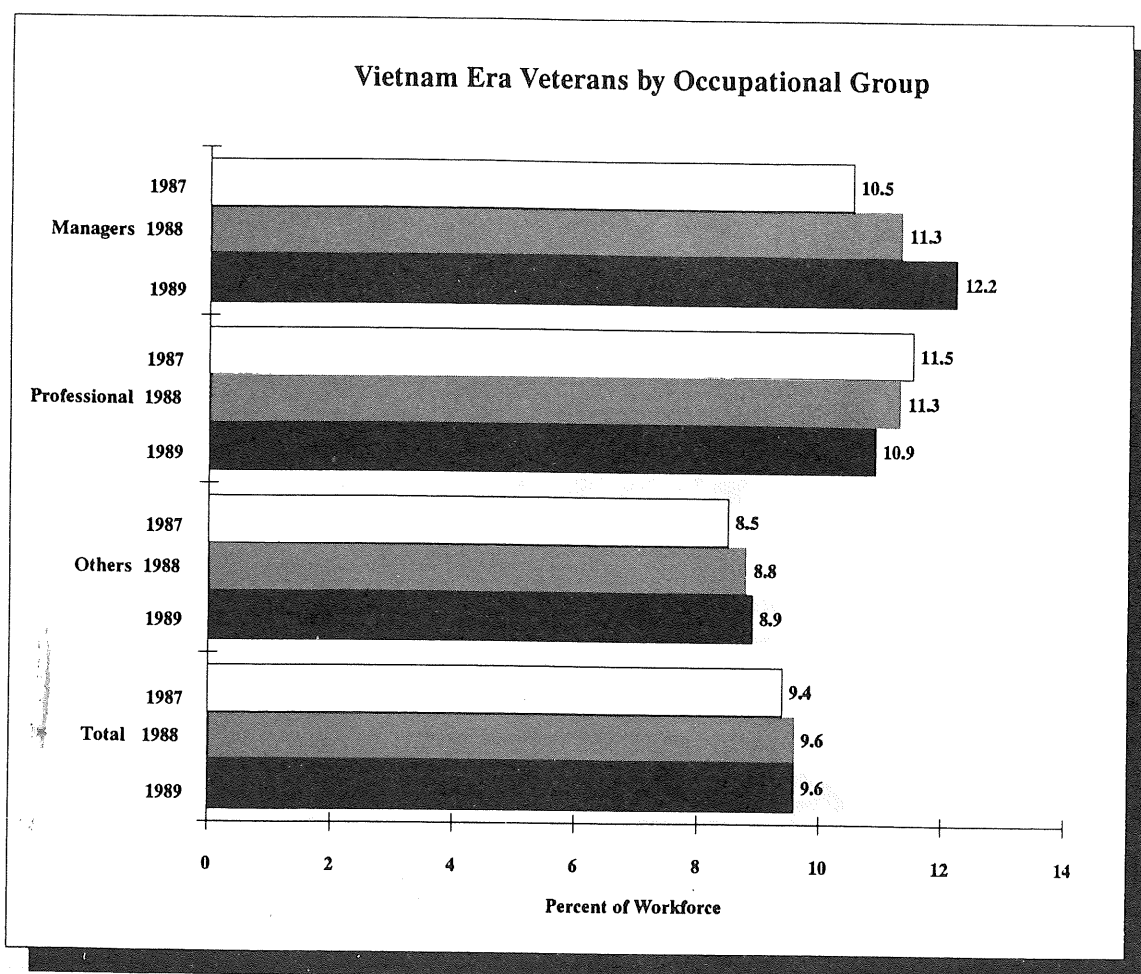


VIETNAM-ERA VETERANS

Statewide Goal: 9.0%

Vietnam-era veterans have maintained their percentage of overall employment at the 1988 rate. Over the past three years, steady gains have been made in the percentage of Vietnam-era veterans employed as managers and in other job classes, though their percent of participation as professionals has declined.

The U.S. Veterans Administration shows Vietnam-era veterans comprising 9.0% of Minnesota's population. The state's goal has matched this 9.0%. Current participation of Vietnam-era veterans in the total state workforce (9.6%) exceeds that goal.



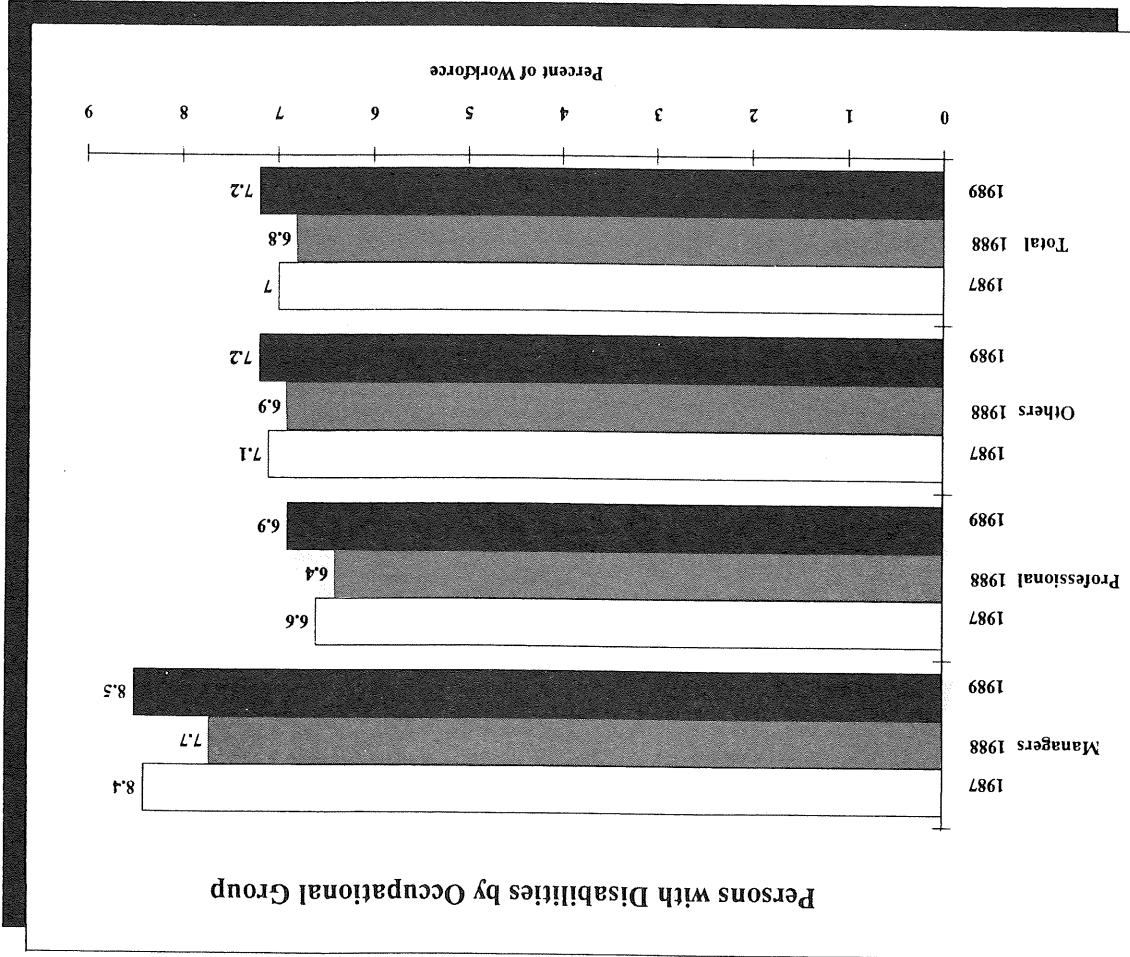
See appendix for agency-by-agency detail of 1989 Vietnam-Era Veteran workforce participation rates.

PERSONS WITH DISABILITIES
Statewide Goal: 8.2%

The percentage of disabled persons in the state workforce, overall and in all employment categories has increased over the past three years.

Though 1988 participation rates were down in all categories over the previous 1987 highs, the 1989 rates show renewed gains and an increase in all categories over the previous 1987 highs.

The state goal for disabled persons is set at 8.2% based on the data about the prevalence and types of disabilities in the state's population and labor force obtained from the Division of Vocational Rehabilitation, Minnesota Department of Jobs & Training.



See appendix for agency-by-agency detail of 1989 state workforce participation rates for disabled persons.

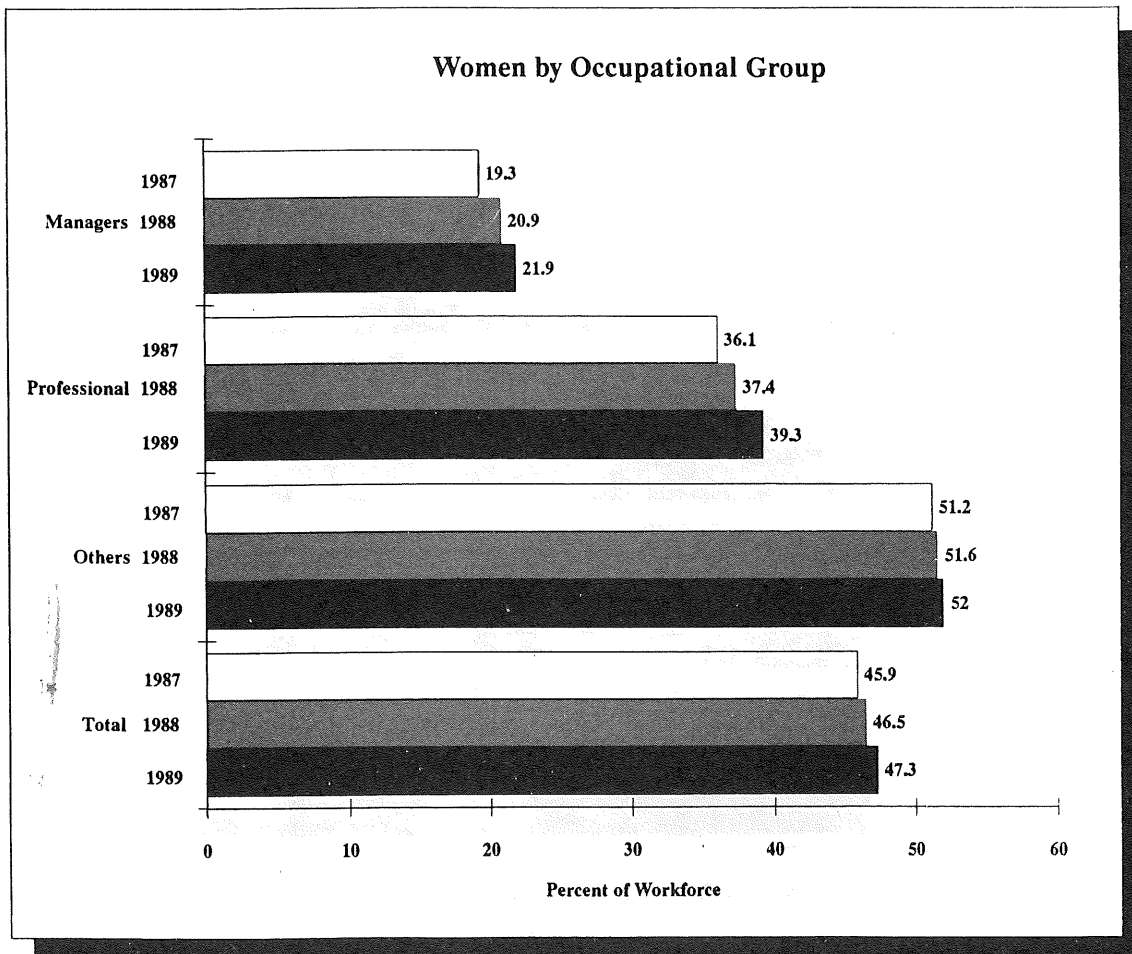
WOMEN

Metro Goal: 44.5%

Non-Metro Goal: 40.8%

Women have made steady progress in all categories of state employment. Their percentages are up overall, as managers, as professionals, and among other employment types as well.

The Minnesota labor force is, according to the U.S. census, 44.5% female in the Metropolitan area, and 40.8% in the rest of the state. These are also the state's goals for female employment in Metro and Non-metro areas. The current overall participation rate of women in the state government workforce (47.3%) exceeds the labor force participation rates for both areas.



See appendix for agency-by-agency detail of 1989 state workforce participation rates for women.

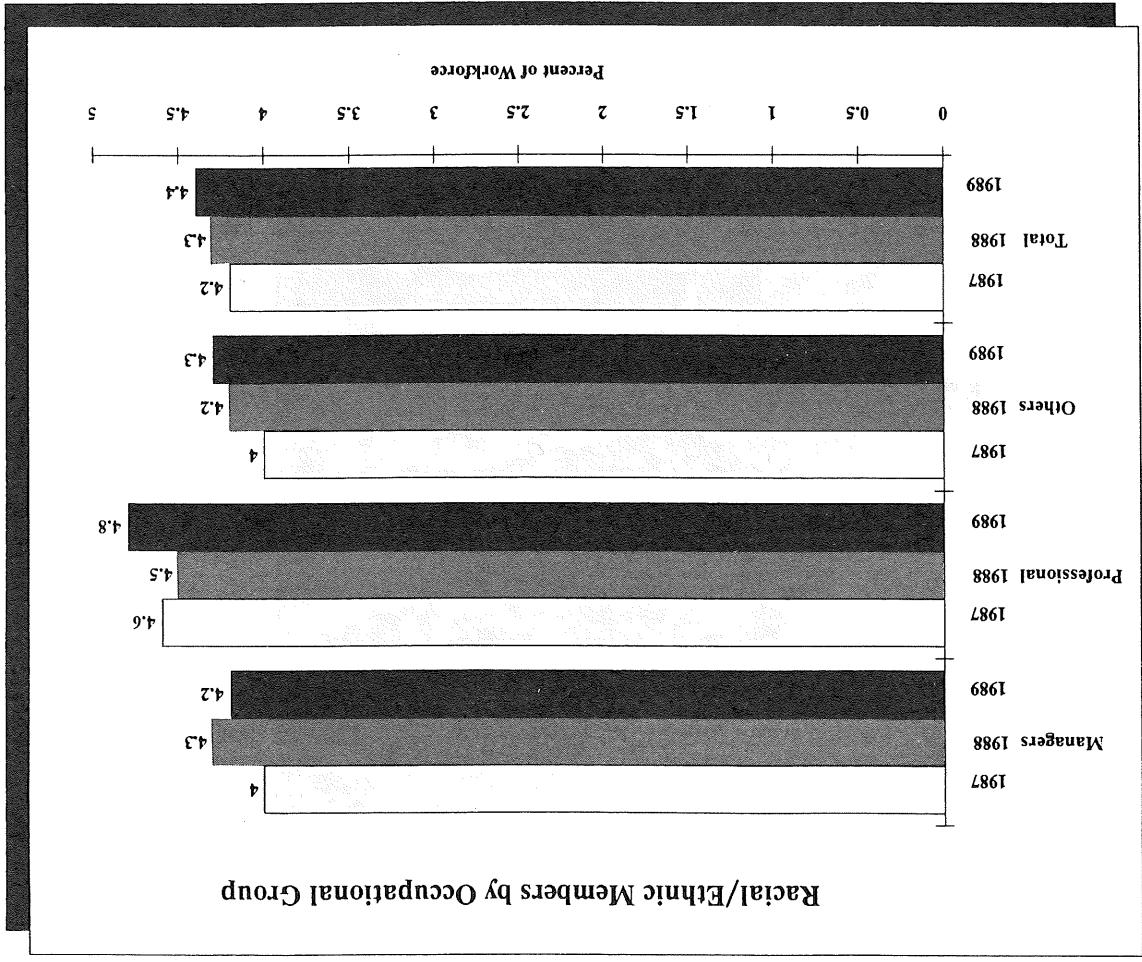
RACIAL/ETHNIC MINORITIES

Metro Goal: 4.1%
 Non-Metro Goal: 1.5%

Racial/ethnic minority group members have increased their overall percentage in the state's workforce. Their percentages among managers are up over 1987 rates but down over a 1988 high in that category. Participation rates for minority professionals are up again in 1989 after declining in 1988.

The Minnesota labor force, according to the U.S. census, is 4.1% minority in the Metro area and 1.5% minority in the rest of the state. State goals are set by three geographic regions: 4.7% Twin Cities; 4.1% Metro area; and 1.5% Greater Minnesota.

Changes of varying size (mostly increases but also a few decreases) have occurred for individual minority groups as shown in the following charts.

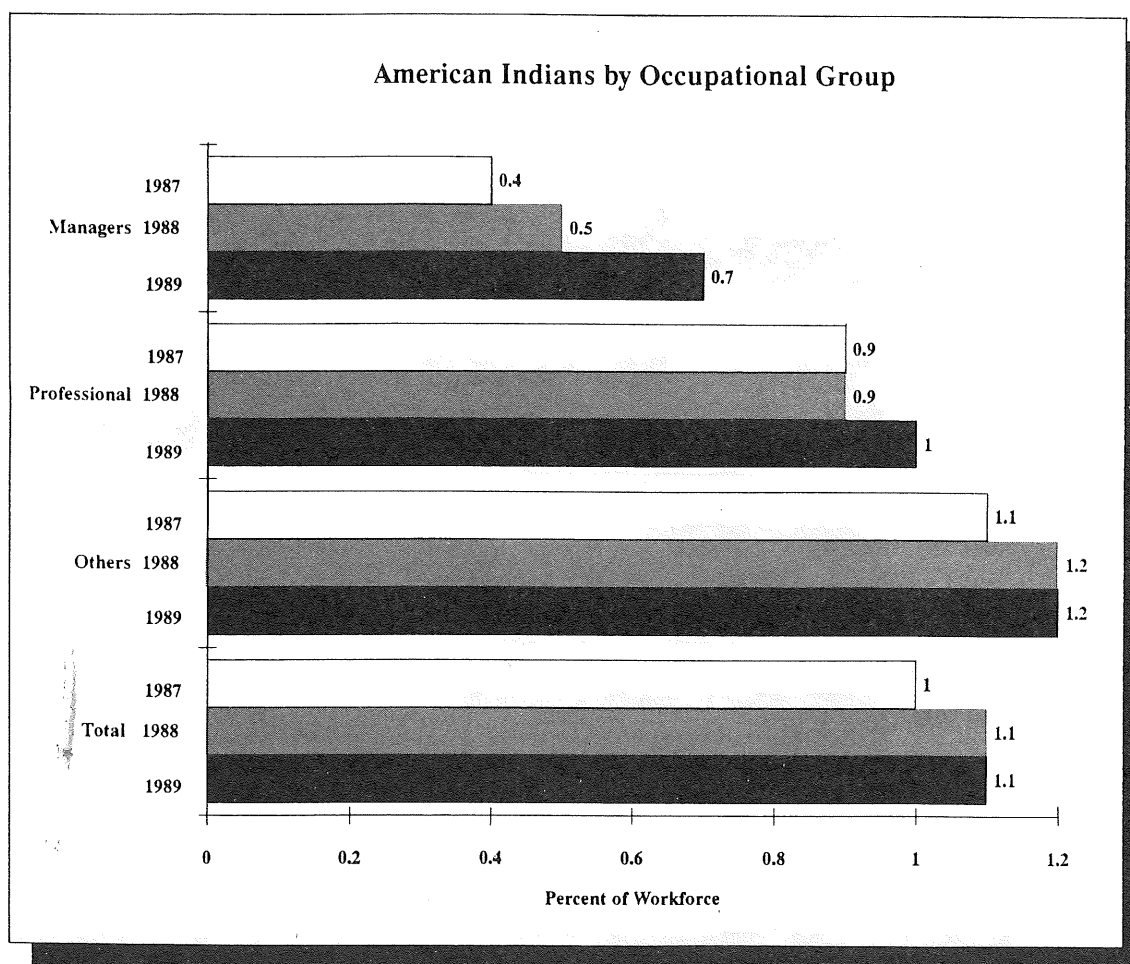


See appendix for agency-by-agency detail of 1989 state workforce participation rates for racial/ethnic minorities.

AMERICAN INDIANS

American Indians have increased their percentages in all categories over the past three years. Increases have occurred each year in the percentage of managers. An increase in professionals occurred in 1988 after holding steady from 1987 to 1988. Total employment percentage increases made in 1988 were held in 1989.

American Indians make up 0.9% of Minnesota's population, according to the 1980 U.S. census, and 1.1% according to recent information from the Minnesota Indian Affairs Council.

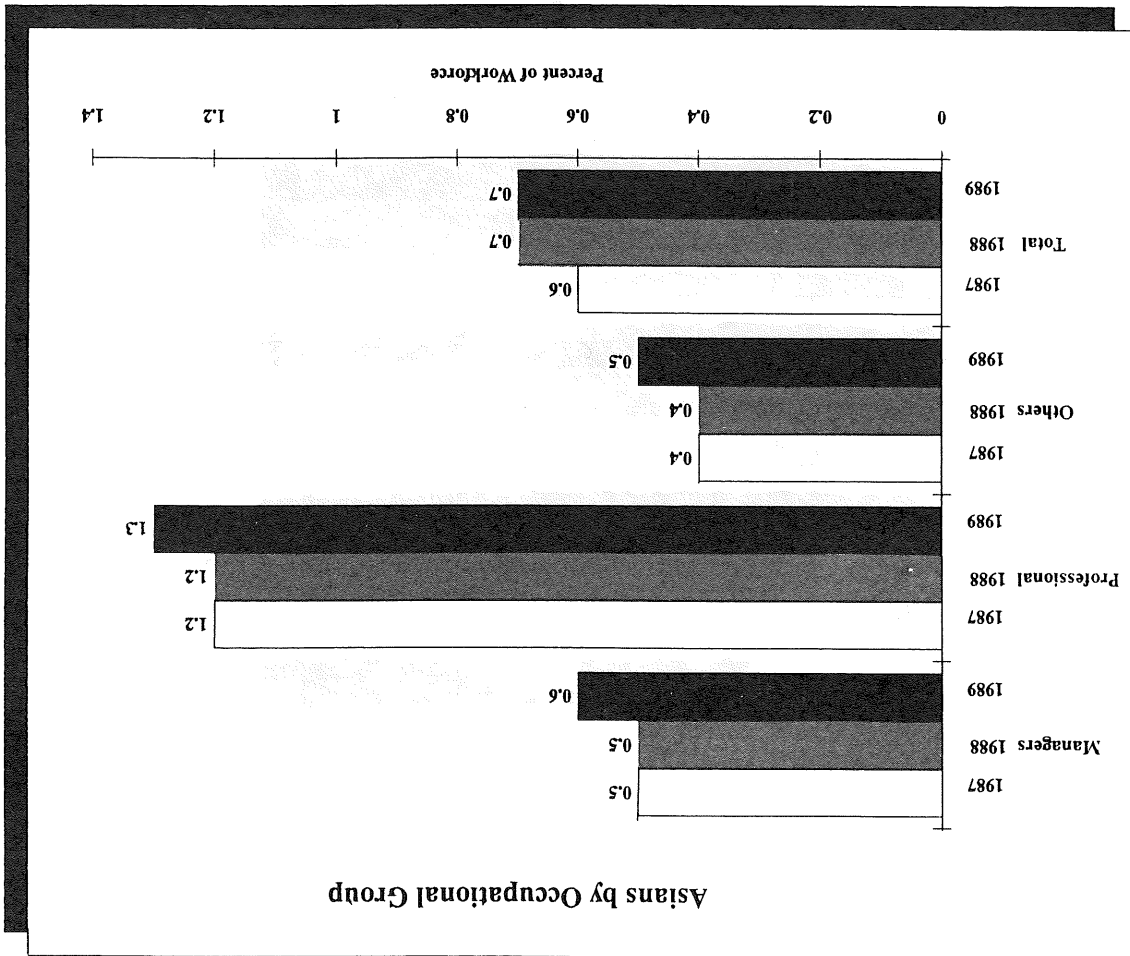


See appendix for detail on 1989 participation rates for American Indians in the state's workforce.

ASIAN-PACIFIC ISLANDERS

Asian-Pacific Islanders have experienced increases in all categories over the past three years with slight increases in their percentages of managers, professionals and others after holding steady from 1987 to 1988 in all of those categories. They also held an increase made between 1987 and 1988 as a total percent of employment.

Asian-Pacific Islanders make up 0.7% of the state's population, according to the 1980 U.S. census, and 1.3% according to recent information from the Council on Asian-Pacific Minnesotans.

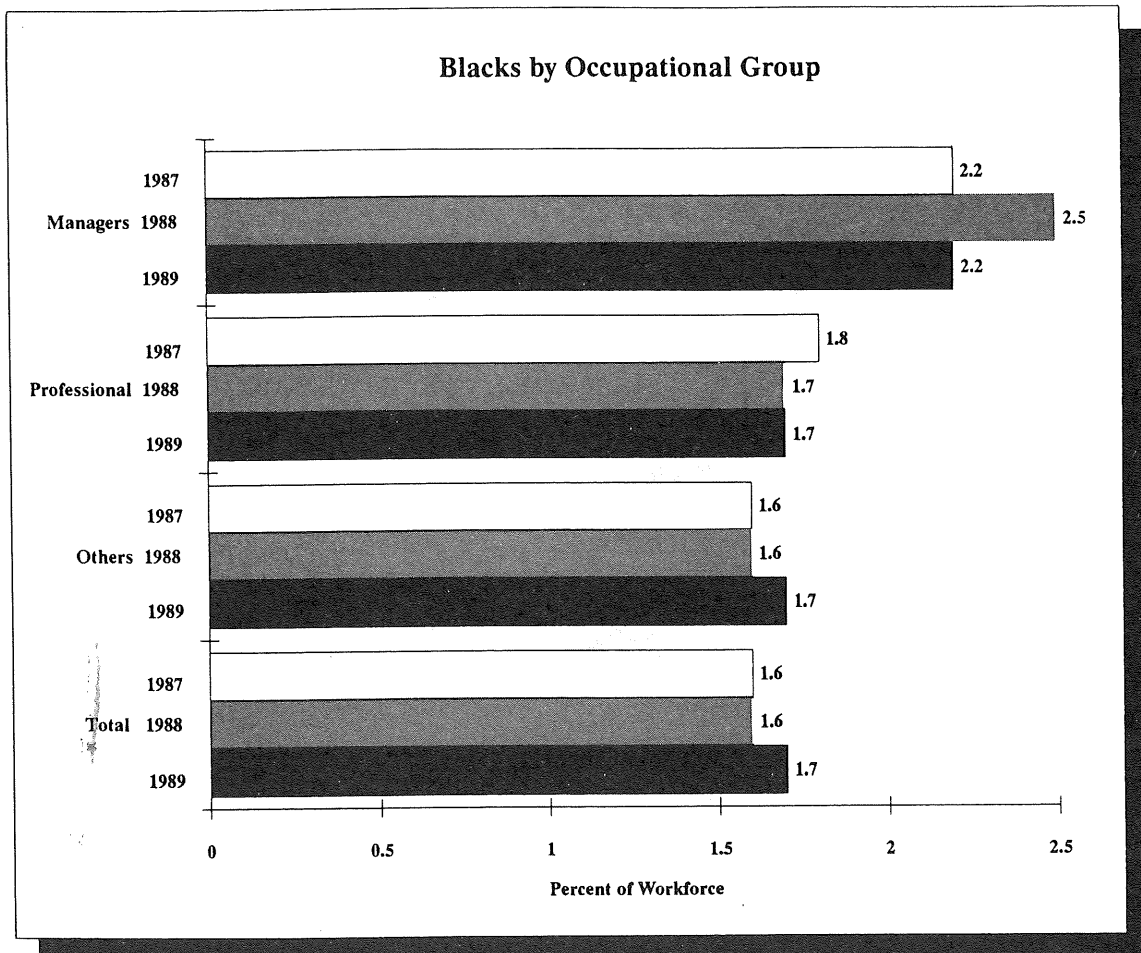


See appendix for detail on 1989 participation rates for Asian-Pacific Islanders in the state's workforce.

BLACKS

Blacks have increased their overall percentage in the workforce and their percentage among non-professional/managerial classes. The percentage of Black managers in the workforce has declined to the 1987 rate after an increase in 1988, while the percentage of Black professionals has remained at the same level as 1988 after decreasing slightly from 1987.

Blacks make up 1.3% of the state's population, according to the 1980 U.S. census, and 1.5% according to recent information from the Council on Black Minnesotans.

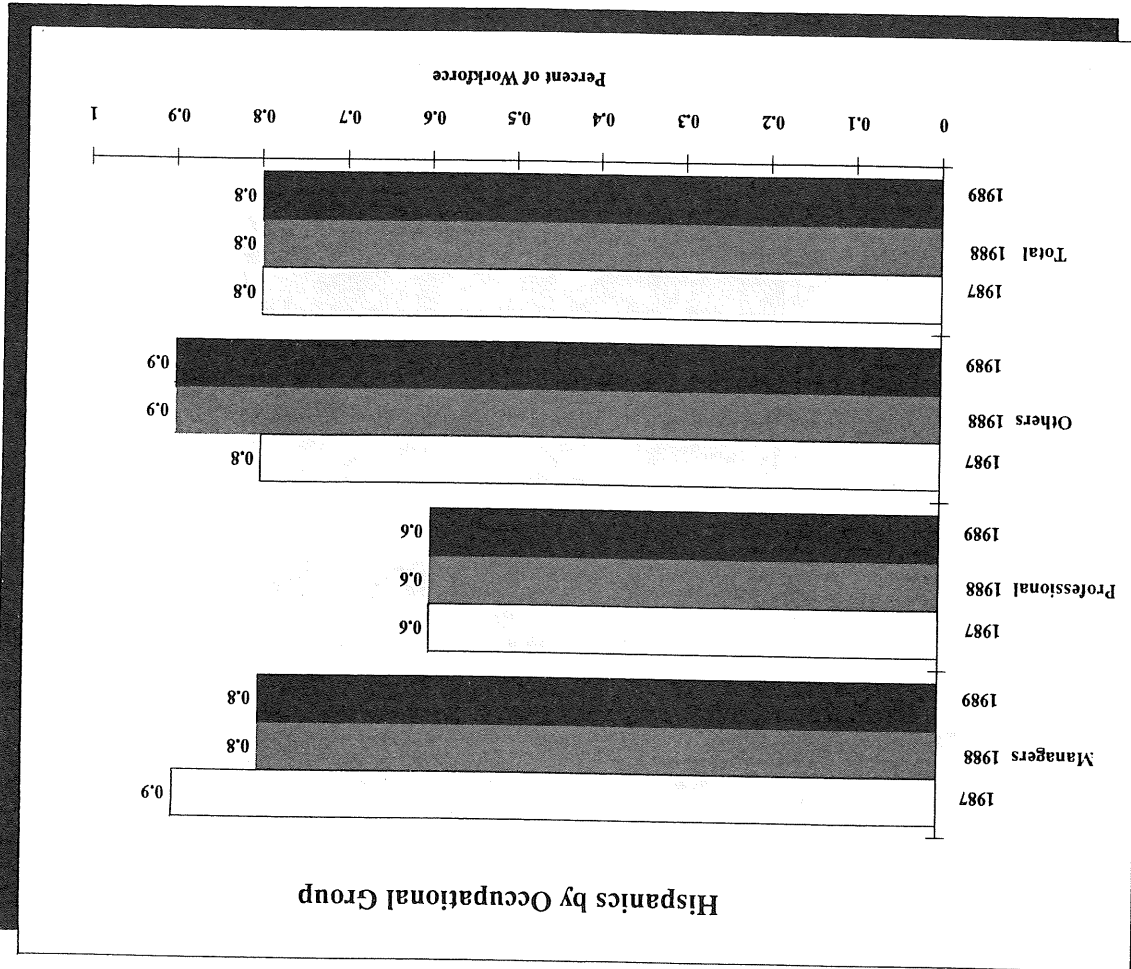


See appendix for agency-by-agency detail of 1989 state workforce participation rates for Black employees.

HISPANICS

Hispanic employment percentages for all categories have remained generally stable since 1987. Total employment and professional employment show no change over the past three years. 1989 percentages among managers, while remaining the same as 1988 are down from 1987 rates, while employment in other classes (non-professional/managerial) has remained constant at the 1988 rate, up from 1987.

Hispanics make up 0.8% of Minnesota's population, according to the 1980 U.S. census, and 1.3% according to recent information from the Spanish-Speaking Affairs Council.



See appendix for agency-by-agency detail of 1989 Hispanic workforce participation rates.

SECTION 4

Compliance Analysis

Compliance Analysis

While observing changes in workforce participation from year to year, both statewide (see previous charts) and agency-by-agency (see appendices), the state also judges its progress in affirmative action by noting the hiring opportunities its agencies have had in the previous year and the actions they have taken when presented opportunities to alleviate imbalance in their workforce.

The monitoring process, conducted by EOD to determine agency compliance with requirements of M.S. 43A.191, is described in Section 2 of this report. The results observed for 1988 are:

List Hires

During 1988 state agencies were presented 3129 opportunities to hire or promote employees from lists established through civil service examination procedures for vacancies where the agencies had disparities in their workforce for one or more protected groups. For 2044 (65.3%) of these, the agency's non-affirmative action hire was determined to be justified for one or more of the reasons outlined on the Protected Group Report form in the appendix. The agencies made affirmative action hires in 648 (20.7%) of the remaining opportunities and missed 437 opportunities (14.0%).

Non-List Appointments

An agency-by-agency report of results for eligible list hires (entry and promotional) appears in the appendix.

Because the monitoring of individual appointments from non-list sources in comparison to agency goals was not put in place until late August of 1988, complete reporting on results of non-list appointments to correct disparities (or be charged as missed opportunities) is not possible this year. Nonetheless, a general review of the rate at which each agency appoints members of protected groups when presented non-list selection opportunities provides some insight into their effective or ineffective use of these appointment options to increase the overall representativeness of their workforce.

During 1988 state agencies made 21,981 non-list appointments of all types -- e.g., temporaries, provisionals, unclassified faculty, labor service, non-competitive/reallocation promotions, etc. 9,800 (45%) of these were women, 1,214 (6%) racial/ethnic minorities, 539 (2%) disabled persons, and 1,088 (5%) Vietnam-era veterans.

An agency-by-agency detail of non-list appointments appears in an appendix to this report.

Agencies cited for high percentages of affirmative action hires are:

Department	# of AA Hires	% of AA Hires
Administration	31	36%
Commerce	9	36%
Housing Finance	6	43%
Human Rights	6	46%
Jobs & Training	85	42%
Labor & Industry	15	38%
Public Service	7	37%
State Planning	2	67%
State University (Metro)	6	38%
Trade & Economic Development	13	42%

Agencies Not In Compliance

Nine agencies missed 25% or more of their opportunities to make affirmative action hires from eligible lists where they had been presented candidates whose appointments would assist them to correct disparities in their workforce for one or more protected groups. Those nine agencies listed on the following chart are herewith designated as agencies not in compliance with affirmative action requirements pursuant to M.S. 43A.191.

AGENCY	TOTAL OPPORTUNITIES	AFFIRMATIVE ACTION HIRES	JUSTIFIED HIRES	MISSED OPPORTUNITIES
Agriculture	61	14 (23%)	27 (44%)	20 (33%)
Animal Health Board	2	0	0	2 (100%)
Higher Education Coordinating Board	3	1 (33%)	1 (33%)	1 (33%)
Military Affairs (Metro)	8	1 (13%)	5 (63%)	2 (25%)
PERA	8	2 (25%)	4 (50%)	2 (25%)
Teacher's Retirement Board	11	2 (18%)	3 (27%)	6 (55%)
Vocational-Technical Education Board	26	3 (12%)	16 (59%)	7 (26%)
Waste Management Board	3	1 (33%)	0	2 (67%)
Zoo	33	1 (3%)	21 (64%)	11 (33%)

Missed Opportunity means that:

1. A protected group member was not contacted.
2. A protected group member was not selected when available, interested and qualified.
3. The non-selection of the protected group member was not justified.

In order to be in compliance, an agency not hiring a protected group member for a position where they have a disparity in their workforce, must have contacted all protected group members and found them unavailable or not interested.

SECTION 5

1988 Program Activities

1988 Program Activities

GOVERNOR'S AFFIRMATIVE ACTION COUNCIL

Purpose:

To serve as an information resource to the Governor and the Legislature and to provide oversight of statewide affirmative action efforts.

Action 1988:

- Proposed pre-hire review process for top-level unclassified managerial appointments and use of Equal Opportunity Division Resume Bank for referral of protected group candidates to these positions.
- Reviewed nominations and presented Affirmative Action Recognition Awards to five agencies for their positive and innovative accomplishments in the area of affirmative action to encourage and reward progressive programs in the affirmative action area.

Membership:

The Honorable Marlene Johnson, Lieutenant Governor
The Honorable Hubert H. Humphrey, III, Attorney General
Nina Rothchild, Commissioner of Employee Relations
Stephen Cooper, Commissioner of Human Rights
Elsa Vega-Perez, Director of Equal Opportunity

Recipients of 1988 Governor's Affirmative Action Council Recognition Awards:

Department of Public Safety for "Special Recruitment Efforts Project"

State University System for "Cultural Diversity Plan"

Department of Natural Resources for "Working on Natural Resources Project"

Department of Human Services for "Minority Health Sciences Recruitment Project"

Department of Education for "Non-Discriminatory Holiday/Scheduling Project"

Details regarding these programs are available from the Department of Employee Relations, at (612)296-4600.

STATEWIDE AFFIRMATIVE ACTION COMMITTEE (SWAAC)

Purpose:

To provide a forum for discussing common concerns, to propose initiatives based on needs identified by committee members and to facilitate interaction among the various constituencies represented on the committee.

Action 1988:

During, 1988 SWAAC conducted a study of various examinations used to qualify applicants for state employment to determine if any have disproportionate impact upon Protected Group Members. The results of this study were communicated to the Department's staffing division and measures are being taken to correct any bias in the examination process.

The Committee also assists in the planning of the annual Affirmative Action Conference, which is the major mechanism used to communicate new procedures and methods to the agencies through their affirmative action and personnel employees.

Membership:

Permanent Members —

- Lester Collins, Council on Black Minnesotans
- Aviva Breen, Commission on the Economic Status of Women
- Roger Head, Indian Affairs Council
- Albert deLeon, Council of Asian Pacific Minnesotans
- Ana Ruby Lee, Spanish-Speaking Affairs Council
- Margot Imdieke, Council on Disability

Term Members —

- Noah Shelton, Chairperson, Dept. of Public Safety
- Linda Dahlen, Vice Chairperson, Dept. of Education
- Wendy Adler Robinson, Dept. of Human Rights
- Sharon Harris, Dept. of Labor and Industry
- John Greco, Dept. of Transportation
- Twanda McArthur, Dept. of Human Services
- Cynthia McLagan, Dept. of Administration
- Raymond Romero, Dept. of Natural Resources
- Charles Williams, Housing Finance Agency
- Theima Andreasson, Dept. of Revenue
- Elsa Vega-Perez, Director, Equal Opportunity Division

DEPARTMENT OF EMPLOYEE RELATIONS
EQUAL OPPORTUNITY DIVISION

Responsibility:

To provide overall direction for the state's affirmative action program. The division is charged with five basic responsibilities:

1. Providing consultation, technical support, and training for operating agency staff in developing their affirmative action plans;
2. Establishing goals and annual hiring objectives for agencies and reviewing and monitoring their progress;
3. Reviewing state policies and procedures for compliance with equal opportunity requirements or evidence of discrimination and initiating joint programs with department divisions to eliminate the effects of discrimination;
4. Advising the commissioner on legislative or policy initiatives and reporting to the legislature on affirmative action progress; and
5. Approving affirmative action plans for the seven metropolitan agencies and monitoring their progress.

Staff:

Elsa Vega-Perez, Equal Opportunity Division Director
Bartolo Martinez, Affirmative Action Officer, Recruitment Specialist
Bill Davis, Affirmative Action Officer, Training Specialist
Diane Pariana, Affirmative Action Officer, Disability Specialist
John Greco, on mobility assignment from Department of Transportation,
Affirmative Action Officer
Gail Schiff, Clerk Typist

Action 1988:

1988 was an active year for the Equal Opportunity Division (EOD). New programs were begun or existing programs improved in the following areas:

Training:

1988 Division training activities included:

- Increased sexual harassment training.
- Developing and conducting a course in Valuing Diversity.
- Training on Affirmative Action Plan development and reporting methods for Metropolitan Agencies.

Recruitment:

Division staff provide the public information about employment opportunities in state government. Current activities include:

- Individualized protected group member employment counseling sessions.
- Presentations at local Career Opportunity Training Centers (TCOIC, AIOIC, etc.).
- Participation in Minority/Women's Job Fairs.

- Networking with Minority/Women's organizations to better target recruitment efforts to those segments of the public that are underrepresented.

- Providing an overview of the Merit System process and state employment opportunities at Vo-Tech and college job fairs.

- Maintaining a computerized Resume Bank service to enable state agencies to match vacancies with appropriate candidates on file in the bank. Departments are urged to use this 'match-maker' service to meet their recruitment needs for protected group members.

- Distributing a recruitment resource directory to provide agencies with recruitment hints and a listing of community organizations that can assist in the recruitment of protected group members.

Communication/Outreach:

The Equal Opportunity Director serves on a variety of committees to improve communications with groups whose active support of affirmative action is crucial to its success. Opportunity to serve as a member of the Governor's Affirmative Action Council has given the Director of EOD direct access to those who need to be most involved with and supportive of an effective affirmative action program.

Through membership on the Personnel Advisory Committee [PAC] and close contact with labor relations staff, the Director can ensure that new personnel policies and procedures are developed in such a way that affirmative action efforts are enhanced and made an integral part of the personnel and labor relations process.

The EOD Director also functions as the representative of the state's Affirmative Action program to persons outside of state government. Her appearances at community functions and meetings present the image of the state as an employer truly committed to the concept of realizing diversity through affirmative action.

The staff of EOD serves as front-line contacts in daily communication with applicants, employees, and the general public. EOD publishes a monthly newsletter to keep agencies up-to-date on current affirmative action trends, agency accomplishments, and changes in the state's program. Continuous communication with affirmative action officers, members of the community, and representatives of the various groups affected by the state's program enables the Equal Opportunity Division to maintain a proactive rather than a solely reactive approach to the entire spectrum of AA/EEO issues.

Research:

The need for greater accuracy, as well as for more in-depth research into barriers to employment and advancement, requires an increased emphasis on data collection and analysis. In November, the EOD began a program of research and data analysis to improve the ability of the division to monitor the day-to-day activities of their client agencies and to provide the public and interested legislators with accurate, timely data concerning the state of affirmative action in state employment.

Protected Group Employee Networks:

In 1988 the Equal Opportunity Division established the following employee networking groups:

- The Black Association of State Employees
- The American Indian State Employees
- The Hispanic Exchange Network

EOD assisted in the development of statewide employee directories for each of the groups and helped plan special events to bring Black, American Indian, and Hispanic employees together to discuss employment opportunities and provide information about how the employment system works in the areas of transfers, promotional opportunities, and recruitment.

Supported Work Programs for the Severely Disabled:

The program, begun in 1987, has required intense activity and commitment to get operational. Communications have taken place with advocacy groups, unions, individual applicants, and state agencies. A guidebook describing the program to state agencies and a brochure in question and answer format for applicants and counselors was developed by EOD and other DOER staff for distribution in August, 1988.

There are currently 21 applicants for the Supported Work Program, one successful placement and several state agencies reviewing positions to be included in the supported work program.

Conferences and Seminars:

The Legislative Symposium held in November 15, 1988 brought together key state legislators, agency affirmative action personnel and managers, representatives from interested advocacy groups and EOD staff to discuss legislative initiatives planned by the legislators. It also allowed legislators to hear, from those most affected by their actions, of the need for additional initiatives or for changes to those currently proposed.

Affirmative Action Awards:

This year EOD instituted a new method to recognize those agencies that had positive and innovative accomplishments in the area of affirmative action. Rather than basing awards solely on the number or percent of affirmative hires, agencies that were in compliance with affirmative action standards were invited to submit nominations (for others or their own agency) detailing a program or activity that merited consideration. The submissions were judged by EOD staff on the basis of the impact of the contribution, the effort demonstrated, and the degree to which the contribution has been completed rather than simply planned or begun. The awards are divided into three categories, based upon agency size. More than one award can be presented in each

category. It is hoped that the awards being presented by the Governor's Affirmative Action Council will provide staff of the recipient agencies an increased sense of pride in their work and recognition for the value of their contribution to affirmative action in state government.

Plans for 1989:

In 1989, the EOD has plans for the following activities —

- The Annual Affirmative Action Conference.
- Evaluation and revision of the Sexual Harassment training course.
- Improvement in the monitoring of complaints filed against agencies.
- Establishment of a real-time reporting system showing the number of affirmative hires, justified non-affirmative hires, and missed opportunities to provide agencies with the information needed to correct any problems as they become apparent.
- Review and possible revision of the program's Rules and Administrative Procedures.
- Refinement and revision, where needed, of training programs for managers, supervisors and employees in those areas affected by affirmative action.

These and other activities which will be developed as the year progresses will maintain the state's commitment to affirmative action and improve the operations of the Division.

APPENDICES

PROTECTED GROUP REPORT

DOER: Action Code
A J M

Information collected will be used to determine the effectiveness of State selection and referral processes and the effectiveness of the State Affirmative Action Program. Results will be audited as required by M.S. 43A.191.

Agency	Dept./Div.	Goal Unit/Barg Unit	Requisition #
Class	Code	Class Certified (if different)	Code D A

AGENCY ANALYSIS OF CERTIFICATION/SELECTION PROCESS

	Disparity	# Individuals on All Certs	# Attempted to Contact	# Interested	# Interviewed and/or Further Tested	Withdrew/ Declined Offer	Appt'd: #
Female							
Minority							
Handicapped							
Vietnam Vet							

Date(s) of Appointment(s)

WORKFORCE DISPARITY/OPPORTUNITY ACTION INFORMATION: Complete this section only if there is a check under one or more of the protected groups listed in the Disparity Column above and if no member of those disparate groups was appointed.

1. Followed pre-hire review process? Yes No Explain _____
2. Check reason(s) a member of a disparate group was not appointed:
 - A. No members of disparate groups were certified.
 - B. Disparate group member(s) failed to pass mandatory job requirements given prior approval by DOER.
 1. Typing/Steno test
 2. Licensure/Certification
 3. Selective certification criteria: define _____
 - C. Certified members of disparate groups responded that they were not interested in the job or failed to respond to letters about the position.
 - D. Appointment made from layoff list as required by collective bargaining agreement.
 - E. Seniority article of contract applied.
 1. More senior employee had permanent/probationary status.
 2. More senior employee had been serving on temporary appointment.
 - F. Incumbent appointed to position changed in allocation.
 - G. Appointed worker's compensation referral.
 - H. Agency no longer has disparity.
 - I. Current employee appointed from attached certification to avert a layoff. Explain on reverse.
 - J. The only disparate group members available for appointment are in same goal unit (bargaining unit within geographic area) as vacancy and their appointment would not help meet affirmative action goals.
 - K. Unable to make reasonable accommodation to applicant's handicap. Explain on reverse.
 - L. Grievance or arbitration settlement. Attach copy of settlement.

NOTE: Reasons A-L above are justification for failure to make an affirmative action hire (appointment of a member of a protected group for which an agency has a disparity in the goal unit - see Personnel Rules) in determining compliance with affirmative action requirements of M.S. 43A.191, Subdivision 3.

Personnel Officer	Date	Affirmative Action Officer	Date
-------------------	------	----------------------------	------

This form, completed and signed, must accompany any appointment made from the attached certification report and be returned to the Dept. of Employee Relations.

**MONITORING FORM FOR
 NON-LIST HIRES
 DESIGNATED FOR AFFIRMATIVE ACTION**

DOER: Action Code
 A J M

INSTRUCTIONS: This form is used to monitor non-list hires pursuant to federal and state regulations on equal employment opportunity and affirmative action. *Current goal disparity can be identified in your agency Affirmative Action Goal Achievement/Special Handling Report provided by DOER, Equal Opportunity Division or by contacting your E.O.D. liaison. This form will first be completed by your agency and forwarded to DOER, Equal Opportunity Division. Information collected will be used to determine the effectiveness of the State Affirmative Action Program. (SEE INSTRUCTION KEY ON REVERSE SIDE.) This form must be submitted to DOER-EOD for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 121, 204, 205, 207, 208, 210, 211, 212, 213, 214, 217, 218, 222, 223, 225, 229, 230, 231, 232, and 501.

Agency	① Dept./Div.	② Goal Unit	③ Barg Unit	④ Position #	⑤
Class	⑥ Code	⑦ Event Code	⑧	Appr. Begin Date	⑨

A. AGENCY ANALYSIS OF SELECTION PROCESS (10)

App'd Yes/No	Withdrawn/Declined Offer	Interviewed #	Attempted to Contact	# EOD Resume Referrals	Applied #	*Disparity (See above)	Female	Minority	Disabled	Vietnam Vet

B. Workforce Disparity/Opportunity Action Information: Complete this section only if there is a check under one or more of the protected groups listed in the Disparity Column above and if no member of those disparate groups was appointed. Check Reason(s). (11)

- E. Seniority article of contract applied.
- 1. More senior employee had permanent/probationary status.
- 2. More senior employee had been serving on temporary status.
- F. Incumbent appointed to position changed in allocation, reallocated or moved trainee or unclassified to classified status.
- G. Appointed worker's compensation referral.
- I. Current employee appointed from layoff or to avert a layoff.
- J. The only disparate group members available for appointment are in same goal unit (bargaining unit with geographic area) as vacancy and their appointment would not help meet affirmative action goals.
- K. Unable to make reasonable accommodation to applicant's disability. Explain:
- L. Grievance or arbitration settlement. Attach copy of settlement.
- M. Summer job hire - no members of disparate groups referred.

NOTE: The above reasons will be considered as justification for failure to make an affirmative action hire as will good faith recruitment efforts which failed to produce protected group applicants.

C. Recruitment Process (12)

Date Vacancy Posted _____
 Special Affirmative Action Efforts Yes No

Please explain _____

Personnel Officer	Date	Affirmative Action Officer	Date
-------------------	------	----------------------------	------

AN EQUAL OPPORTUNITY EMPLOYER

MONITORING NON-LIST HIRES

This form must be submitted to DOER-EOD for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 121, 204, 205, 207, 208, 210, 211, 212, 213, 214, 217, 218, 222, 223, 225, 229, 230, 231, 232, and 501.

Please refer to this instruction key (1-12) which will describe the blanks to be filled in on the monitoring form.

1. AGENCY: Insert agency name.
 2. DEPT/DIVN: Insert the number representing the department and division to which the position is assigned. See State Personnel/Payroll Operations Manual.
 3. GOAL UNIT: Insert the number for the goal unit from your Affirmative Action Goal Achievement/Special Handling Report or contact your EOD Liaison for further assistance. If your agency employs less than 25 employees, a goal unit number is not applicable. You may include goals for goal units with fewer than five employees if you review the existing makeup of your agency's unclassified workforce and then determine what protected groups are underutilized. Contact EOD 296-4600.
 4. BARGAINING UNIT: Insert the three-digit code which stands for the bargaining unit, if any, to which the position is assigned. See State Personnel/Payroll Operations Manual.
 5. POSITION #: The position control number to which the employee is assigned. Reference the Position Processing Section in the State Personnel/Payroll Operations Manual.
 6. CLASS: Insert the official job class title as listed in the State Salary Plan.
 7. CODE: Insert the six-digit code corresponding to the classification title as listed in the State Salary Plan.
 8. EVENT CODE: Insert the three digit code. Reference the State Personnel/Payroll Operations Manual.
 9. APPT. BEGIN DATE: First day employee is on State payroll in this appointment.
 10. SECTION A/SELECTION PROCESS: Agency shall list protected group member disparity and document applicant selection process. Reference your Goal Achievement/Special Handling Report or contact your EOD Liaison for further assistance.
 11. SECTION B/RATIONALE: Agency shall check any reason(s) a member of a disparate group was not appointed.
 12. SECTION C/RECRUITING PROCESS: Agency shall list all affirmative action recruitment efforts.
- * The agency Affirmative Action Officer and Personnel Officer shall sign and forward the completed form to the Department of Employee Relations, Equal Opportunity Division.

EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
 TOTAL & PROTECTED GROUPS
 (ACADEMIC EXCLUDED)
 DATA FROM JANUARY 1989

AGENCY	LOCATION	TOTAL EMPLOYEES	FEMALE #	FEMALE %	MINORITY #	MINORITY %	HANDICAP #	HANDICAP %	VIET-VET #	VIET-VET %
ACCOUNTANCY BD		4	4	100.00	0	0.00	1	25.00	0	0.00
ADMINISTRATION		786	347	44.15	62	7.89	55	7.00	85	10.81
ADMINISTRATIVE HEARI		71	40	56.34	4	5.63	5	7.04	6	8.45
AGRICULTURE		457	137	29.98	12	2.63	43	9.41	58	12.69
ANIMAL HEALTH BD		35	13	37.14	0	0.00	3	8.57	1	2.86
ARCH-ENG-L S-L A BD		6	5	83.33	1	16.67	0	0.00	0	0.00
ARTS BOARD		17	12	70.59	0	0.00	0	0.00	0	0.00
ASIAN PACIFIC CO		3	2	66.67	3	100.00	0	0.00	0	0.00
ATTORNEY GENERAL		381	234	61.42	22	5.77	27	7.09	28	7.35
AUDITOR		112	45	40.18	8	7.14	7	6.25	12	10.71
BARBER BD		2	1	50.00	0	0.00	0	0.00	0	0.00
BOXING BD		2	1	50.00	0	0.00	1	50.00	0	0.00
CAP AREA ARCH & PLG		8	5	62.50	0	0.00	0	0.00	0	0.00
CHIROPRACTIC EXAM BD		4	3	75.00	0	0.00	0	0.00	0	0.00
COMMERCE		223	120	53.81	18	8.07	15	6.73	12	5.38
COMMUNITY COLLEGES	METRO	803	537	66.87	62	7.72	36	4.48	45	5.60
COMMUNITY COLLEGES	OTHER	509	326	64.05	20	3.93	20	3.93	32	6.29
CORRECTIONS	METRO	1,238	378	30.53	115	9.29	162	13.09	190	15.35
CORRECTIONS	OTHER	804	214	26.62	25	3.11	88	10.95	116	14.43
COUNC ON BLACK MINNE		4	1	25.00	4	100.00	0	0.00	0	0.00
COUNCIL ON DISABILIT		10	8	80.00	0	0.00	3	30.00	0	0.00
DENTISTRY BD		6	5	83.33	0	0.00	0	0.00	1	16.67
EDUCATION		660	441	66.82	42	6.36	54	8.18	27	4.09
ELECTRICITY BD		18	9	50.00	0	0.00	2	11.11	0	0.00
EMPLOYEE RELATIONS		170	120	70.59	11	6.47	13	7.65	9	5.29

EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
 TOTAL & PROTECTED GROUPS
 (ACADEMIC EXCLUDED)
 DATA FROM JANUARY 1989

AGENCY	LOCATION	TOTAL EMPLOYEES	FEMALE #	FEMALE %	MINORITY #	MINORITY %	HANDICAP #	HANDICAP %	VIET-VET #	VIET-VET %
ETHICAL PRACT BD		6	5	83.33	0	0.00	0	0.00	0	0.00
FINANCE		124	60	48.39	5	4.03	14	11.29	13	10.48
FOND DU LAC HIGHER E	OTHER	7	5	71.43	3	42.86	0	0.00	1	14.29
GOVERNOR		75	57	76.00	3	4.00	1	1.33	4	5.33
HAZARDOUS SUB COM BD		1	1	100.00	0	0.00	0	0.00	0	0.00
HEALTH		823	555	67.44	37	4.50	44	5.35	54	6.56
HIGHER EDUC COORD BD		73	51	69.86	5	6.85	2	2.74	3	4.11
HIGHER EDUC FACILITI		3	2	66.67	0	0.00	0	0.00	0	0.00
HOUSING FINANCE AGEN		124	76	61.29	15	12.10	5	4.03	17	13.71
HUMAN RIGHTS		72	45	62.50	14	19.44	10	13.89	6	8.33
HUMAN SERVICES	METRO	1,740	1,140	65.52	99	5.69	139	7.99	77	4.43
HUMAN SERVICES	OTHER	5,584	3,639	65.17	93	1.67	418	7.49	367	6.57
INDIAN AFFAIRS INTER		7	4	57.14	7	100.00	0	0.00	0	0.00
INDIAN SCHOLL COUNCI		2	2	100.00	1	50.00	0	0.00	0	0.00
INVESTMENT BD		24	8	33.33	0	0.00	0	0.00	2	8.33
IRON RANGE RES RENAB		136	37	27.21	0	0.00	5	3.68	4	2.94
JOBS & TRAINING	METRO	1,485	814	54.81	99	6.67	114	7.68	112	7.54
JOBS & TRAINING	OTHER	615	300	48.78	12	1.95	65	10.57	90	14.63
LABOR & INDUSTRY		352	215	61.08	40	11.36	54	15.34	25	7.10
LIEUTENANT GOVERNOR		7	5	71.43	1	14.29	0	0.00	1	14.29
M S R S		37	18	48.65	2	5.41	1	2.70	6	16.22
MARRIAGE & FAMILY TH		1	1	100.00	0	0.00	0	0.00	0	0.00
MEDIATION SVCS		23	13	56.52	0	0.00	0	0.00	0	0.00
MEDICAL EXAMINERS BD		18	13	72.22	1	5.56	0	0.00	1	5.56
MILITARY AFFAIRS	METRO	85	18	21.18	6	7.06	4	4.71	15	17.65

EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
 TOTAL & PROTECTED GROUPS
 (ACADEMIC EXCLUDED)
 DATA FROM JANUARY 1989

AGENCY	LOCATION	TOTAL EMPLOYEES	FEMALE #	FEMALE %	MINORITY #	MINORITY %	HANDICAP #	HANDICAP %	VIET-VET #	VIET-VET %
MILITARY AFFAIRS	OTHER	312	59	18.91	3	0.96	8	2.56	35	11.22
MINNESOTA RACING COM		8	5	62.50	1	12.50	0	0.00	0	0.00
MN SCHOOL & RES CTR		18	14	77.78	0	0.00	0	0.00	1	5.56
MUNICIPAL BD		3	2	66.67	0	0.00	0	0.00	0	0.00
NATURAL RESOURCES	METRO	721	294	40.78	39	5.41	48	6.66	70	9.71
NATURAL RESOURCES	OTHER	1,433	244	17.03	27	1.88	93	6.49	239	16.68
NURSING BD		20	20	100.00	2	10.00	0	0.00	1	5.00
NURSING HOME ADMIN B		2	1	50.00	0	0.00	0	0.00	0	0.00
OFFICE SOCIAL WRK &		4	4	100.00	0	0.00	0	0.00	0	0.00
OMBUDSMAN FOR MNTL H		16	9	56.25	0	0.00	0	0.00	3	18.75
OMBUDSMAN-CORR		8	5	62.50	4	50.00	0	0.00	0	0.00
OPTOMETRY BD		2	1	50.00	0	0.00	0	0.00	0	0.00
PHARMACY BD		6	4	66.67	0	0.00	0	0.00	0	0.00
POLLUTION CONTROL		591	265	44.84	30	5.08	63	10.66	60	10.15
PSYCHOLOGY BD		4	4	100.00	0	0.00	0	0.00	0	0.00
PUB EMP REL BD		1	1	100.00	0	0.00	0	0.00	0	0.00
PUBLIC EMP RET ASSN		66	44	66.67	5	7.58	6	9.09	3	4.55
PUBLIC SAFETY		1,766	709	40.15	68	3.85	45	2.55	206	11.66
PUBLIC SERVICE		138	57	41.30	8	5.80	17	12.32	21	15.22
PUBLIC UTILITIES COM		37	26	70.27	3	8.11	1	2.70	3	8.11
REVENUE		1,191	660	55.42	74	6.21	64	5.37	93	7.81
SEC OF STATE		68	56	82.35	3	4.41	4	5.88	2	2.94
SENT GUIDELINES COMM		7	7	100.00	1	14.29	0	0.00	0	0.00
SOCIAL WORK		1	1	100.00	0	0.00	0	0.00	0	0.00
SOIL & WATER RESOURC		20	5	25.00	0	0.00	0	0.00	0	0.00

EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
 TOTAL & PROTECTED GROUPS
 (ACADEMIC EXCLUDED)
 DATA FROM JANUARY 1989

AGENCY	LOCATION	TOTAL EMPLOYEES	FEMALE #	FEMALE %	MINORITY #	MINORITY %	HANDICAP #	HANDICAP %	VIET-VET #	VIET-VET %
SPANISH SPKG PEOPLE		4	2	50.00	4	100.00	0	0.00	0	0.00
STATE PLANNING		115	49	42.61	7	6.09	7	6.09	3	2.61
STATE UNIVERSITIES	METRO	95	75	78.95	13	13.68	8	8.42	4	4.21
STATE UNIVERSITIES	OTHER	1,827	1,134	62.07	37	2.03	73	4.00	164	8.98
TAX COURT		7	3	42.86	0	0.00	0	0.00	0	0.00
TEACHERS RET ASSOC		48	31	64.58	1	2.08	0	0.00	3	6.25
TELECOMM ACCESS--IMPR		2	0	0.00	0	0.00	1	50.00	0	0.00
TRADE & ECONOMIC DEV		275	168	61.09	19	6.91	7	2.55	6	2.18
TRANS REGULATION BD		9	3	33.33	0	0.00	0	0.00	0	0.00
TRANSPORTATION	METRO	2,714	543	20.01	108	3.98	201	7.41	369	13.60
TRANSPORTATION	OTHER	2,222	198	8.91	61	2.75	197	8.87	330	14.85
TREASURER		12	4	33.33	0	0.00	2	16.67	4	33.33
UNLICENSED MNTL HLTH		1	0	0.00	0	0.00	0	0.00	0	0.00
VETERANS AFFAIRS		550	314	57.09	50	9.09	38	6.91	59	10.73
VETERINARY MEDICINE		3	2	66.67	0	0.00	0	0.00	0	0.00
VOC TECH EDUC BD		120	77	64.17	5	4.17	8	6.67	8	6.67
VOC TECH EDUC COUNCI		4	2	50.00	0	0.00	0	0.00	0	0.00
VOYAGEURS NAT PK C C		1	1	100.00	0	0.00	0	0.00	0	0.00
WORKERS COMP CT APPL		15	11	73.33	3	20.00	0	0.00	1	6.67
WORLD TRADE CENTER C		9	3	33.33	0	0.00	0	0.00	1	11.11
ZOOLOGICAL GARDENS		234	116	49.57	7	2.99	25	10.68	20	8.55
TOTAL		32,597	15,401	47.25	1,438	4.41	2,331	7.15	3,132	9.61

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP: VIETNAM VETERAN

DEPARTMENT	TOTAL EMPLOYEES	-----NUMBER & PERCENT-----			
		VIET-NAM VETERAN	MANAGERS	PROF	OTHER
ACCOUNTANCY BD	4	0	0	0	0
ADMINISTRATION	786	10.81	12.24	15.27	8.99
ADMINISTRATIVE HEARI	71	8.45	0	10.00	6.90
AGRICULTURE	457	12.69	7.14	6.45	14.57
ANIMAL HEALTH BD	35	1	0	0	1
ARCH-ENG-L S-L A BD	6	2.86	0	0	5.26
ARTS BOARD	17	0	0	0	0
ASIAN PACIFIC CO	3	0	0	0	0
ATTORNEY GENERAL	381	28	0	17	11
AUDITOR	112	7.35	0	7.49	7.14
BARBER BD	2	12	0	7	5
BOXING BD	2	10.71	0	8.33	17.86
CAP AREA ARCH & PLG	8	0	0	0	0
CHIROPRACTIC EXAM BD	4	0	0	0	0
COMMERCE	223	12	0	11	1
COMMUNITY COLLEGES	803	5.38	0	8.66	1.19
COMMUNITY COLLEGES	509	45	0	9	36
COMMUNITY COLLEGES	509	5.60	0	8.49	5.17
COMMUNITY COLLEGES	509	32	0	6	26
COMMUNITY COLLEGES	509	6.29	0	6.19	6.31

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP : VIETNAM VETERAN

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		VIET-NAM VETERAN	MANAGERS	PROF	OTHER
CORRECTIONS	METRO 1,238	190	1	33	156
		15.35	2.86	14.60	15.97
CORRECTIONS	OTHER 804	116	2	30	84
		14.43	11.76	15.23	14.24
COUNC ON BLACK MINNE	4	0	0	0	0
COUNCIL ON DISABILIT	10	0	0	0	0
DENTISTRY BD	6	1	1	0	0
		16.67	100.00		
EDUCATION	660	27	1	17	9
		4.09	4.35	5.52	2.74
ELECTRICITY BD	18	0	0	0	0
EMPLOYEE RELATIONS	170	9	3	5	1
		5.29	18.75	6.85	1.23
ETHICAL PRACT BD	6	0	0	0	0
FINANCE	124	13	4	7	2
		10.48	12.12	17.07	4.00
FOND DU LAC HIGHER E	OTHER 7	1	0	0	1
		14.29			33.33
GOVERNOR	75	4	0	0	4
		5.33			6.90
HAZARDOUS SUB COM BD	1	0	0	0	0
HEALTH	823	54	3	42	9
		6.56	7.69	8.48	3.11
HIGHER EDUC COORD BD	73	3	0	1	2
		4.11		5.88	3.57
HIGHER EDUC FACILITI	3	0	0	0	0
HOUSING FINANCE AGEN	124	17	1	14	2
		13.71	10.00	22.95	3.77
HUMAN RIGHTS	72	6	1	4	1
		8.33	33.33	8.70	4.35
HUMAN SERVICES	METRO 1,740	77	7	48	22
		4.43	10.45	6.11	2.48
HUMAN SERVICES	OTHER 5,584	367	10	109	248
		6.57	17.54	7.99	5.96

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: VIETNAM VETERAN

DEPARTMENT	TOTAL EMPLOYEES	VIET-NAM VETERAN	NUMBER & PERCENT			
			MANAGERS	PROF	OTHER	OTHER
INDIAN AFFAIRS INTER	7	0	0	0	0	0
INDIAN SCHOLL COUNCI	2	0	0	0	0	0
INVESTMENT BD	24	2	22.22	0	0	0
IRON RANGE RES REHAB	136	4	2.94	0	3	0.93
JOB & TRAINING	1,485	112	7.54	11	93	8
JOB & TRAINING	615	90	14.63	0	90	0
LABOR & INDUSTRY	352	25	7.10	1	11	13
LIEUTENANT GOVERNOR	7	1	14.29	0	0	1
M S R S	37	6	16.22	0	4	2
MARRIAGE & FAMILY TH	1	0	0	0	0	0
MEDIATION SVCS	23	0	0	0	0	0
MEDICAL EXAMINERS BD	18	1	5.56	0	1	0
MILITARY AFFAIRS	85	15	17.65	0	3	12
MILITARY AFFAIRS	312	35	11.22	0	3	32
MINNESOTA RACING COM	8	0	0	0	0	0
MN SCHOOL & RES CTR	18	1	5.56	0	1	0
MUNICIPAL BD	3	0	0	0	0	0
NATURAL RESOURCES	721	70	9.71	8	46	16
NATURAL RESOURCES	1,433	239	16.68	5	146	88
NURSING BD	20	1	5.00	0	1	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP : VIETNAM VETERAN

DEPARTMENT	NUMBER & PERCENT				
	TOTAL EMPLOYEES	VIET-NAM VETERAN	MANAGERS	PROF	OTHER
NURSING HOME ADMIN B	2	0	0	0	0
OFFICE SOCIAL WRK &	4	0	0	0	0
OMBUDSMAN FOR MNTL H	16	3	1	2	0
OMBUDSMAN-CORR	8	0	0	0	0
OPTOMETRY BD	2	0	0	0	0
PHARMACY BD	6	0	0	0	0
POLLUTION CONTROL	591	60	10	45	5
PSYCHOLOGY BD	4	0	0	0	0
PUB EMP REL BD	1	0	0	0	0
PUBLIC EMPL RET ASSN	66	3	1	2	0
PUBLIC SAFETY	1,766	206	2	28	176
PUBLIC SERVICE	138	21	2	12	7
PUBLIC UTILITIES COM	37	15.22	22.22	18.75	10.77
REVENUE	37	3	0	3	0
SEC OF STATE	1,191	8.11	0	14.29	0
SENT GUIDELINES COMM	68	93	6	74	13
SOCIAL WORK	7	7.81	15.79	12.48	2.32
SOIL & WATER RESOURC	20	2.94	0	0	2
SPANISH SPKG PEOPLE	4	0	0	0	0
STATE PLANNING	115	0	0	0	0
		2.61	3	4.35	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: VIETNAM VETERAN

DEPARTMENT	TOTAL EMPLOYEES		NUMBER & PERCENT			
	METRO	OTHER	VIET-NAM VETERAN	MANAGERS	PROF	OTHER
STATE UNIVERSITIES	95		4 4.21	0	0	4 4.71
STATE UNIVERSITIES	1,827		164 8.98	0	23 10.90	141 8.77
TAX COURT	7		0	0	0	0
TEACHERS RET ASSOC	48		3 6.25	0	3 16.67	0
TELECOMM ACCESS-IMPR	2		0	0	0	0
TRADE & ECONOMIC DEV	275		6 2.18	1 3.23	2 1.89	3 2.17
TRANS REGULATION BD	9		0	0	0	0
TRANSPORTATION	2,714		369 13.60	10 10.87	50 8.62	309 15.13
TRANSPORTATION	2,222		330 14.85	4 12.12	16 8.99	310 15.42
TREASURER	12		4 33.33	0	1 50.00	3 33.33
UNLICENSED MNTL HLTH	1		0	0	0	0
VETERANS AFFAIRS	550		59 10.73	4 50.00	8 8.16	47 10.59
VETERINARY MEDICINE	3		0	0	0	0
VOC TECH EDUC BD	120		8 6.67	0	7 12.28	1 1.61
VOC TECH EDUC COUNCI	4		0	0	0	0
VOYAGEURS NAT PK C C	1		0	0	0	0
WORKERS COMP CT APPL	15		1 6.67	0	0	1 9.09
WORLD TRADE CENTER C	9		1 11.11	0	0	1 11.11
ZOOLOGICAL GARDENS	234		20 8.55	1 20.00	2 8.00	17 8.33
T O T A L	32,597		3,132 9.61	110 12.17	1,084 10.85	1,938 8.93

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		HANDI- CAPPED	MANAGERS	PROF	OTHER
GROUP: HANDICAPPED					
ACCOUNTANCY BD	4	1 25.00	1 100.00	0	0
ADMINISTRATION	786	55 7.00	1 2.04	13 6.40	41 7.68
ADMINISTRATIVE HEARI	71	5 7.04	0	3 7.50	2 6.90
AGRICULTURE	457	43 9.41	3 21.43	12 12.90	28 8.00
ANIMAL HEALTH BD	35	3 8.57	0	3 20.00	0
ARCH-ENG-L S-L A BD	6	0	0	0	0
ARTS BOARD	17	0	0	0	0
ASIAN PACIFIC CO	3	0	0	0	0
ATTORNEY GENERAL	381	27 7.09	0	11 4.85	16 10.39
AUDITOR	112	7 6.25	0	6 7.14	1 3.57
BARBER BD	2	0	0	0	0
BOXING BD	2	1 50.00	0	0	1 50.00
CAP AREA ARCH & PLG	8	0	0	0	0
CHIROPRACTIC EXAM BD	4	0	0	0	0
COMMERCE	223	15 6.73	0	12 9.45	3 3.57
COMMUNITY COLLEGES	803	36 4.48	0	5 4.72	31 4.45
COMMUNITY COLLEGES	509	20 3.93	0	3 3.09	17 4.13

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP : HANDICAPPED DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		HANDI- CAPPED	MANAGERS	PROF	OTHER
CORRECTIONS	METRO 1,238	162	15	25	122
		13.09	42.86	11.06	12.49
CORRECTIONS	OTHER 804	88	1	22	65
		10.95	5.88	11.17	11.02
COUNCIL ON BLACK MINNE	4	0	0	0	0
COUNCIL ON DISABILIT	10	3	0	3	0
		30.00		60.00	
DENTISTRY BD	6	0	0	0	0
EDUCATION	660	54	0	26	28
		8.18		8.44	8.51
ELECTRICITY BD	18	2	0	0	2
		11.11			12.50
EMPLOYEE RELATIONS	170	13	1	6	6
		7.65	6.25	8.22	7.41
ETHICAL PRACT BD	6	0	0	0	0
FINANCE	124	14	2	4	8
		11.29	6.06	9.76	16.00
FOND DU LAC HIGHER E	7	0	0	0	0
GOVERNOR	75	1	0	0	1
		1.33			1.72
HAZARDOUS SUB COM BD	1	0	0	0	0
HEALTH	823	44	0	25	19
		5.35		5.05	6.57
HIGHER EDUC COORD BD	73	2	0	0	2
		2.74			3.57
HIGHER EDUC FACILITTI	3	0	0	0	0
HOUSING FINANCE AGEN	124	5	0	4	1
		4.03		6.56	1.89
HUMAN RIGHTS	72	10	0	6	4
		13.89		13.04	17.39
HUMAN SERVICES	METRO 1,740	139	4	43	92
		7.99	5.97	5.48	10.36
HUMAN SERVICES	OTHER 5,584	418	7	89	322
		7.49	12.28	6.52	7.74

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	HANDI- CAPPED	NUMBER & PERCENT			
			MANAGERS	PROF	OTHER	
INDIAN AFFAIRS INTER	7	0	0	0	0	0
INDIAN SCHOLL COUNCI	2	0	0	0	0	0
INVESTMENT BD	24	0	0	0	0	0
IRON RANGE RES REHAB	136	5	0	4	1	0.93
JOB S & TRAINING	1,485	114	7	69	38	6.44
JOB S & TRAINING	615	65	2	57	6	3.03
LABOR & INDUSTRY	352	54	4	20	30	13.64
LIEUTENANT GOVERNOR	7	0	0	0	0	0
M S R S	37	1	0	0	1	4.76
MARRIAGE & FAMILY TH	1	0	0	0	0	0
MEDIATION SVCS	23	0	0	0	0	0
MEDICAL EXAMINERS BD	18	1	0	1	0	0
MILITARY AFFAIRS	85	4	0	0	4	5.13
MILITARY AFFAIRS	312	8	0	0	8	2.68
MINNESOTA RACING COM	8	0	0	0	0	0
MN SCHOOL & RES CTR	18	0	0	0	0	0
MUNICIPAL BD	3	0	0	0	0	0
NATURAL RESOURCES	721	48	4	18	26	8.25
NATURAL RESOURCES	1,433	93	1	43	49	7.57
NURSING BD	20	0	0	0	0	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP : HANDICAPPED DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		HANDI- CAPPED	MANAGERS	PROF	OTHER
NURSING HOME ADMIN B	2	0	0	0	0
OFFICE SOCIAL WRK &	4	0	0	0	0
OMBUDSMAN FOR MNTL H	16	0	0	0	0
OMBUDSMAN-CORR	8	0	0	0	0
OPTOMETRY BD	2	0	0	0	0
PHARMACY BD	6	0	0	0	0
POLLUTION CONTROL	591	63	5	45	13
PSYCHOLOGY BD	4	0	0	0	0
PUB EMP REL BD	1	0	0	0	0
PUBLIC EMPL RET ASSN	66	6	0	4	2
PUBLIC SAFETY	1,766	95	1	13.33	5.71
PUBLIC SERVICE	138	17	1	6	10
PUBLIC UTILITIES COM	37	1	0	0	1
REVENUE	1,191	64	2	40	22
SEC OF STATE	68	4	0	0	4
SENT GUIDELINES COMM	7	0	0	0	0
SOCIAL WORK	1	0	0	0	0
SOIL & WATER RESOURC	20	0	0	0	0
SPANISH SPKG PEOPLE	4	0	0	0	0
STATE PLANNING	115	7	1	3	3

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: HANDICAPPED

DEPARTMENT	TOTAL EMPLOYEES		HANDI- CAPPED	NUMBER & PERCENT			
	METRO	OTHER		MANAGERS	PROF	OTHER	
STATE UNIVERSITIES	95		8	0	0	8	9.41
STATE UNIVERSITIES	1,827		73	1	3	69	4.29
TAX COURT	7		0	0	0	0	
TEACHERS RET ASSOC	48		0	0	0	0	
TELECOMM ACCESS-IMPR	2		1	0	1	0	
TRADE & ECONOMIC DEV	275		7	0	5	2	1.45
TRANS REGULATION BD	9		0	0	0	0	
TRANSPORTATION	2,714		201	8	28	165	8.08
TRANSPORTATION	2,222		197	2	7	188	9.35
TREASURER	12		2	0	1	1	11.11
UNLICENSED MNTL HLTH	1		0	0	0	0	
VETERANS AFFAIRS	550		38	3	5	30	6.76
VETERINARY MEDICINE	3		0	0	0	0	
VOC TECH EDUC BD	120		8	0	4	4	6.45
VOC TECH EDUC COUNCI	4		0	0	0	0	
VOYAGEURS NAT PK C C	1		0	0	0	0	
WORKERS COMP CT APPL	15		0	0	0	0	
WORLD TRADE CENTER C	9		0	0	0	0	
ZOOLOGICAL GARDENS	234		25	0	1	24	11.76
TOTAL	32,597		2,331	77	690	1,564	7.21

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: FEMALE	DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
			FEMALE	MANAGERS	PROF	OTHER
	ACCOUNTANCY BD	4	100.00	1	0	3
	ADMINISTRATION	786	347	15	77	255
	ADMINISTRATIVE HEARI	71	56.34	1	15	24
	AGRICULTURE	457	137	7.14	21	115
	ANIMAL HEALTH BD	35	13	0	0	13
	ARCH-ENG-L S-L A BD	6	5	0	0	5
	ARTS BOARD	17	12	0	5	7
	ASIAN PACIFIC CO	3	66.67	0	100.00	1
	ATTORNEY GENERAL	381	234	0	112	122
	AUDITOR	112	45	0	30	15
	BARBER BD	2	50.00	0	0	1
	BOXING BD	2	50.00	0	0	1
	CAP AREA ARCH & PLG	8	5	0	33.33	4
	CHIROPRACTIC EXAM BD	4	75.00	0	100.00	2
	COMMERCE	223	120	7	41	72
	COMMUNITY COLLEGES	803	537	0	32.28	468
	COMMUNITY COLLEGES	509	326	0	65.09	67.24
	OTHER		64.05	0	62.89	265

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		FEMALE	MANAGERS	PROF	OTHER
GROUP: FEMALE					
CORRECTIONS	METRO 1,238	378	6	89	283
		30.53	17.14	39.38	28.97
CORRECTIONS	OTHER 804	214	0	51	163
		26.62	0	25.89	27.63
COUNC ON BLACK MINNE	4	1	0	0	1
		25.00	0	0	100.00
COUNCIL ON DISABILIT	10	8	0	4	4
		80.00	0	80.00	100.00
DENTISTRY BD	6	5	0	0	5
		83.33	0	0	100.00
EDUCATION	660	441	6	160	275
		66.82	26.09	51.95	83.59
ELECTRICITY BD	18	9	0	0	9
		50.00	0	0	56.25
EMPLOYEE RELATIONS	170	120	8	43	69
		70.59	50.00	58.90	85.19
ETHICAL PRACT BD	6	5	1	1	3
		83.33	100.00	100.00	75.00
FINANCE	124	60	9	12	39
		48.39	27.27	29.27	78.00
FOND DU LAC HIGHER E	7	5	0	3	2
		71.43	0	75.00	66.67
GOVERNOR	75	57	0	14	43
		76.00	0	82.35	74.14
HAZARDOUS SUB COM BD	1	1	0	1	0
		100.00	0	100.00	0
HEALTH	823	555	13	292	250
		67.44	33.33	58.99	86.51
HIGHER EDUC COORD BD	73	51	0	8	43
		69.86	0	47.06	76.79
HIGHER EDUC FACILITI	3	2	0	0	2
		66.67	0	0	100.00
HOUSING FINANCE AGEN	124	76	3	27	46
		61.29	30.00	44.26	86.79
HUMAN RIGHTS	72	45	1	24	20
		62.50	33.33	52.17	86.96
HUMAN SERVICES	METRO 1,740	1,140	22	474	644
		65.52	32.84	60.38	72.52
HUMAN SERVICES	OTHER 5,584	3,639	12	798	2,829
		65.17	21.05	58.46	67.97

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: FEMALE

DEPARTMENT	TOTAL EMPLOYEES				NUMBER & PERCENT			
	TOTAL EMPLOYEES	FEMALE	MANAGERS	PROF	OTHER			
INDIAN AFFAIRS- INTER	7	4	0	2	2			
		57.14		66.67	100.00			
INDIAN SCHOLL COUNCI	2	2	1	0	1			
		100.00	100.00		100.00			
INVESTMENT BD	24	8	1	3	4			
		33.33	11.11	30.00	80.00			
IRON RANGE RES REHAB	136	37	0	4	33			
		27.21		14.81	30.56			
JOB & TRAINING	1,485	814	12	299	503			
		54.81	21.43	35.64	85.25			
JOB & TRAINING	615	300	1	107	192			
		48.78	16.67	26.03	96.97			
LABOR & INDUSTRY	352	215	6	50	159			
		61.08	35.29	43.48	72.27			
LIEUTENANT GOVERNOR	7	5	0	3	2			
		71.43		100.00	50.00			
M S R S	37	18	0	2	16			
		48.65		14.29	76.19			
MARRIAGE & FAMILY TH	1	1	1	0	0			
		100.00	100.00					
MEDIATION SVCS	23	13	2	5	6			
		56.52	66.67	38.46	85.71			
MEDICAL EXAMINERS BD	18	13	0	2	11			
		72.22		33.33	91.67			
MILITARY AFFAIRS	85	18	0	1	17			
		21.18		14.29	21.79			
MILITARY AFFAIRS	312	59	0	1	58			
		18.91		7.14	19.46			
MINNESOTA RACING COM	8	5	1	0	4			
		62.50	25.00		100.00			
MN SCHOOL & RES CTR	18	14	2	4	8			
		77.78	50.00	66.67	100.00			
MUNICIPAL BD	3	2	1	0	1			
		66.67	50.00		100.00			
NATURAL RESOURCES	721	294	7	82	205			
		40.78	12.07	23.56	65.08			
NATURAL RESOURCES	1,433	244	0	37	207			
		17.03		4.87	31.99			
NURSING BD	20	20	1	4	15			
		100.00	100.00	100.00	100.00			

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		FEMALE	MANAGERS	PROF	OTHER
NURSING HOME ADMIN B	2	1	0	0	1
OFFICE SOCIAL WRK 8	4	4	0	1	3
OMBUDSMAN FOR MNTL H	16	9	1	6	2
OMBUDSMAN-CORR	8	5	0	3	2
OPTOMETRY BD	2	1	0	0	1
PHARMACY BD	6	4	0	1	3
POLLUTION CONTROL	591	265	4	158	103
PSYCHOLOGY BD	4	4	1	0	3
PUB EMP REL BD	1	1	0	1	0
PUBLIC EMPL RET ASSN	66	44	0	18	26
PUBLIC SAFETY	1,766	709	7	45	657
PUBLIC SERVICE	138	57	3	27	27
PUBLIC UTILITIES COM	37	26	1	12	13
REVENUE	1,191	660	10	183	467
SEC OF STATE	68	56	0	8	48
SENT GUIDELINES COMM	7	7	0	3	4
SOCIAL WORK	1	1	1	0	0
SOIL & WATER RESOURC	20	5	1	1	3
SPANISH SPKG PEOPLE	4	2	0	1	1
STATE PLANNING	115	49	5	20	24

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: FEMALE

DEPARTMENT	TOTAL EMPLOYEES		FEMALE	MANAGERS	PROF	OTHER
	NUMBER	PERCENT				
STATE UNIVERSITIES	METRO	95	75	0	5	70
			78.95		50.00	82.35
STATE UNIVERSITIES	OTHER	1,827	1,134	2	98	1,034
			62.07	25.00	46.45	64.30
TAX COURT		7	3	0	1	2
			42.86		33.33	50.00
TEACHERS RET ASSOC		48	31	0	4	27
			64.58		22.22	96.43
TELECOMM ACCESS-IMPR		2	0	0	0	0
TRADE & ECONOMIC DEV		275	168	12	49	107
			61.09	38.71	46.23	77.54
TRANS REGULATION BD		9	3	0	0	3
			33.33			37.50
TRANSPORTATION	METRO	2,714	543	4	113	426
			20.01	4.35	19.48	20.86
TRANSPORTATION	OTHER	2,222	198	1	19	178
			8.91	3.03	10.67	8.85
TREASURER		12	4	0	0	4
			33.33			44.44
UNLICENSED MNTL HLTH		1	0	0	0	0
VETERANS AFFAIRS		550	314	2	70	242
			57.09	25.00	71.43	54.50
VETERINARY MEDICINE		3	2	0	0	2
			66.67			100.00
VOC TECH EDUC BD		120	77	0	25	52
			64.17		43.86	83.87
VOC TECH EDUC COUNCI		4	2	0	0	2
			50.00			100.00
VOYAGEURS NAT PK C C		1	1	0	0	1
			100.00			100.00
WORKERS COMP CT APPL		15	11	0	4	7
			73.33		100.00	63.64
WORLD TRADE CENTER C		9	3	0	0	3
			33.33			33.33
ZOOLOGICAL GARDENS		234	116	1	10	105
			49.57	20.00	40.00	51.47
T O T A L		32,597	15,401	198	3,927	11,276
			47.25	21.90	39.30	51.96

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		MINORITY	MANAGERS	PROF	OTHER
ACCOUNTANCY BD	4	0	0	0	0
ADMINISTRATION	786	62 7.89	2 4.08	8 3.94	52 9.74
ADMINISTRATIVE HEARI	71	4 5.63	0	2 5.00	2 6.90
AGRICULTURE	457	12 2.63	0	4 4.30	8 2.29
ANIMAL HEALTH BD	35	0	0	0	0
ARCH-ENG-L S-L A BD	6	1 16.67	0	0	1 20.00
ARTS BOARD	17	0	0	0	0
ASIAN PACIFIC CO	3	3 100.00	1 100.00	1 100.00	1 100.00
ATTORNEY GENERAL	381	22 5.77	0	14 6.17	8 5.19
AUDITOR	112	8 7.14	0	6 7.14	2 7.14
BARBER BD	2	0	0	0	0
BOXING BD	2	0	0	0	0
CAP AREA ARCH & PLG	8	0	0	0	0
CHIROPRACTIC EXAM BD	4	0	0	0	0
COMMERCE	223	18 8.07	0	10 7.87	8 9.52
COMMUNITY COLLEGES	803	62 7.72	0	14 13.21	48 6.90
COMMUNITY COLLEGES	509	20 3.93	0	13 13.40	7 1.70

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP : MINORITY(BLACK-HISPANIC-ASIAN-AM INDIAN)

DEPARTMENT	NUMBER & PERCENT				
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	OTHER
CORRECTIONS	METRO 1,238	115	2	17	96
		9.29	5.71	7.52	9.83
CORRECTIONS	OTHER 804	25	1	6	18
		3.11	5.88	3.05	3.05
COUNC ON BLACK MINNE	4	4	1	2	1
		100.00	100.00	100.00	100.00
COUNCIL ON DISABILIT	10	0	0	0	0
DENTISTRY BD	6	0	0	0	0
EDUCATION	660	42	1	28	13
		6.36	4.35	9.09	3.95
ELECTRICITY BD	18	0	0	0	0
EMPLOYEE RELATIONS	170	11	1	7	3
		6.47	6.25	9.59	3.70
ETHICAL PRACT BD	6	0	0	0	0
FINANCE	124	5	0	3	2
		4.03	0	7.32	4.00
FOND DU LAC HIGHER E	7	3	0	2	1
		42.86	0	50.00	33.33
GOVERNOR	75	3	0	1	2
		4.00	0	5.88	3.45
HAZARDOUS SUB COM BD	1	0	0	0	0
HEALTH	823	37	1	17	19
		4.50	2.56	3.43	6.57
HIGHER EDUC COORD BD	73	5	0	3	2
		6.85	0	17.65	3.57
HIGHER EDUC FACILITI	3	0	0	0	0
HOUSING FINANCE AGEN	124	15	1	10	4
		12.10	10.00	16.39	7.55
HUMAN RIGHTS	72	14	2	5	7
		19.44	66.67	10.87	30.43
HUMAN SERVICES	METRO 1,740	99	3	53	43
		5.69	4.48	6.75	4.84
HUMAN SERVICES	OTHER 5,584	93	1	30	62
		1.67	1.75	2.20	1.49

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: MINORITY(BLACK-HISPANIC-ASIAN-AM INDIAN)

-----NUMBER & PERCENT-----

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	OTHER
INDIAN AFFAIRS INTER	7	7 100.00	2 100.00	3 100.00	2 100.00
INDIAN SCHOLL COUNCI	2	1 50.00	1 100.00	0	0
INVESTMENT BD	24	0	0	0	0
IRON RANGE RES REHAB	136	0	0	0	0
JOB & TRAINING	1,485	99 6.67	3 5.36	51 6.08	45 7.63
JOB & TRAINING	615	12 1.95	0	12 2.92	0
LABOR & INDUSTRY	352	40 11.36	3 17.65	8 6.96	29 13.18
LIEUTENANT GOVERNOR	7	1 14.29	0	0	1 25.00
M S R S	37	2 5.41	0	0	2 9.52
MARRIAGE & FAMILY TH	1	0	0	0	0
MEDIATION SVCS	23	0	0	0	0
MEDICAL EXAMINERS BD	18	1 5.56	0	1 16.67	0
MILITARY AFFAIRS	85	6 7.06	0	0	6 7.69
MILITARY AFFAIRS	312	3 0.96	0	0	3 1.01
MINNESOTA RACING COM	8	1 12.50	0	0	1 25.00
MN SCHOOL & RES CTR	18	0	0	0	0
MUNICIPAL BD	3	0	0	0	0
NATURAL RESOURCES	721	39 5.41	1 1.72	12 3.45	26 8.25
NATURAL RESOURCES	1,433	27 1.88	1 3.85	13 1.71	13 2.01
NURSING BD	20	2 10.00	0	0	2 13.33

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP : MINORITY(BLACK-HISPANIC-ASIAN-AM INDIAN)

DEPARTMENT	NUMBER & PERCENT				
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	OTHER
NURSING HOME ADMIN B	2	0	0	0	0
OFFICE SOCIAL WRK &	4	0	0	0	0
OMBUDSMAN FOR MNLT H	16	0	0	0	0
OMBUDSMAN-CORR	8	4	2	2	0
OPTOMETRY BD	2	0	0	0	0
PHARMACY BD	6	0	0	0	0
POLLUTION CONTROL	591	30	0	21	9
PSYCHOLOGY BD	4	0	0	0	0
PUB EMP REL BD	1	0	0	0	0
PUBLIC EMPL RET ASSN	66	5	0	0	5
PUBLIC SAFETY	1,766	7.58	0	0	14.29
PUBLIC SERVICE	138	68	0	9	59
PUBLIC UTILITIES COM	37	3.85	0	4.62	3.83
REVENUE	1,191	8	0	6	2
SEC OF STATE	68	5.80	0	9.38	3.08
SENT GUIDELINES COMM	7	8.11	0	2	1
SOCIAL WORK	1	74	2	9.52	6.67
SOIL & WATER RESOURC	20	6.21	5.26	4.55	8.04
SPANISH SPKG PEOPLE	4	4.41	0	7.14	3.70
STATE PLANNING	115	14.29	0	0	25.00
		0	0	0	0
		4	1	2	1
		100.00	100.00	100.00	100.00
		7	0	2	5
		6.09	0	2.90	15.63

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: MINORITY(BLACK-HISPANIC-ASIAN-AM INDIAN)

DEPARTMENT	TOTAL		-----NUMBER & PERCENT-----			
	EMPLOYEES	MINORITY	MANAGERS	PROF	OTHER	
STATE UNIVERSITIES	METRO 95	13 13.68	0	3 30.00	10 11.76	
STATE UNIVERSITIES	OTHER 1,827	37 2.03	0	2 0.95	35 2.18	
TAX COURT	7	0	0	0	0	
TEACHERS RET ASSOC	48	1 2.08	0	0	1 3.57	
TELECOMM ACCESS-IMPR	2	0	0	0	0	
TRADE & ECONOMIC DEV	275	19 6.91	2 6.45	7 6.60	10 7.25	
TRANS REGULATION BD	9	0	0	0	0	
TRANSPORTATION	METRO 2,714	108 3.98	3 3.26	26 4.48	79 3.87	
TRANSPORTATION	OTHER 2,222	61 2.75	0	2 1.12	59 2.93	
TREASURER	12	0	0	0	0	
UNLICENSED MNTL HLTH	1	0	0	0	0	
VETERANS AFFAIRS	550	50 9.09	0	6 6.12	44 9.91	
VETERINARY MEDICINE	3	0	0	0	0	
VOC TECH EDUC BD	120	5 4.17	0	2 3.51	3 4.84	
VOC TECH EDUC COUNCI	4	0	0	0	0	
VOYAGEURS NAT PK C C	1	0	0	0	0	
WORKERS COMP CT APPL	15	3 20.00	0	1 25.00	2 18.18	
WORLD TRADE CENTER C	9	0	0	0	0	
ZOOLOGICAL GARDENS	234	7 2.99	0	0	7 3.43	
T O T A L	32,597	1,438 4.41	38 4.20	477 4.77	923 4.25	

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		AMERICAN INDIAN	MANAGERS	PROF	OTHER
ACCOUNTANCY BD	4	0	0	0	0
ADMINISTRATION	786	9 1.15	1 2.04	0	8 1.50
ADMINISTRATIVE HEARI	71	0	0	0	0
AGRICULTURE	457	3 0.66	0	1 1.08	2 0.57
ANIMAL HEALTH BD	35	0	0	0	0
ARCH-ENG-L S-L A BD	6	0	0	0	0
ARTS BOARD	17	0	0	0	0
ASIAN PACIFIC CO	3	0	0	0	0
ATTORNEY GENERAL	381	4 1.05	0	2 0.88	2 1.30
AUDITOR	112	1 0.89	0	0	1 3.57
BARBER BD	2	0	0	0	0
BOXING BD	2	0	0	0	0
CAP AREA ARCH & PLG	8	0	0	0	0
CHIROPRACTIC EXAM BD	4	0	0	0	0
COMMERCE	223	3 1.35	0	2 1.57	1 1.19
COMMUNITY COLLEGES	803	12 1.49	0	7 6.60	5 0.72
COMMUNITY COLLEGES	509	17 3.34	0	11 11.34	6 1.46

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP : AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	-----NUMBER & PERCENT-----				
		AMERICAN INDIAN	MANAGERS	PROF	OTHER	
CORRECTIONS	METRO 1,238	32	0	3	29	
		2.58		1.33	2.97	
CORRECTIONS	OTHER 804	8	0	2	6	
		1.00		1.02	1.02	
COUNCIL ON BLACK MINNE	4	0	0	0	0	
COUNCIL ON DISABILITI	10	0	0	0	0	
DENTISTRY BD	6	0	0	0	0	
EDUCATION	660	12	0	10	2	
		1.82		3.25	0.61	
ELECTRICITY BD	18	0	0	0	0	
EMPLOYEE RELATIONS	170	0	0	0	0	
ETHICAL PRACT BD	6	0	0	0	0	
FINANCE	124	1	0	1	0	
		0.81		2.44		
FOND DU LAC HIGHER E	7	3	0	2	1	
		42.86		50.00	33.33	
GOVERNOR	75	0	0	0	0	
HAZARDOUS SUB COM BD	1	0	0	0	0	
HEALTH	823	3	0	2	1	
		0.36		0.40	0.35	
HIGHER EDUC COORD BD	73	1	0	0	1	
		1.37			1.79	
HIGHER EDUC FACILITII	3	0	0	0	0	
HOUSING FINANCE AGEN	124	3	0	2	1	
		2.42		3.28	1.89	
HUMAN RIGHTS	72	3	0	1	2	
		4.17		2.17	8.70	
HUMAN SERVICES	METRO 1,740	16	0	9	7	
		0.92		1.15	0.79	
HUMAN SERVICES	OTHER 5,584	45	1	9	35	
		0.81	1.75	0.66	0.84	

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		AMERICAN INDIAN	MANAGERS	PROF	OTHER
INDIAN AFFAIRS INTER	7	7 100.00	2 100.00	3 100.00	2 100.00
INDIAN SCHOLL COUNCI	2	1 50.00	1 100.00	0	0
INVESTMENT BD	24	0	0	0	0
IRON RANGE RES REHAB	136	0	0	0	0
JOB & TRAINING	1,485	13 0.88	0	4 0.48	9 1.53
JOB & TRAINING	615	7 1.14	0	7 1.70	0
LABOR & INDUSTRY	352	5 1.42	0	2 1.74	3 1.36
LIEUTENANT GOVERNOR	7	0	0	0	0
M S R S	37	0	0	0	0
MARRIAGE & FAMILY TH	1	0	0	0	0
MEDIATION SVCS	23	0	0	0	0
MEDICAL EXAMINERS BD	18	0	0	0	0
MILITARY AFFAIRS	85	1 1.18	0	0	1 1.28
MILITARY AFFAIRS	312	2 0.64	0	0	2 0.67
MINNESOTA RACING COM	8	0	0	0	0
MH SCHOOL & RES CTR	18	0	0	0	0
MUNICIPAL BD	3	0	0	0	0
NATURAL RESOURCES	721	9 1.25	0	1 0.29	8 2.54
NATURAL RESOURCES	1,433	21 1.47	0	11 1.45	10 1.55
NURSING BD	20	1 5.00	0	0	1 6.67

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		AMERICAN INDIAN	MANAGERS	PROF	OTHER
GROUP : AMERICAN INDIAN					
NURSING HOME ADMIN B	2	0	0	0	0
OFFICE SOCIAL WRK &	4	0	0	0	0
OMBUDSMAN FOR MNTL H	16	0	0	0	0
OMBUDSMAN-CORR	8	2	1	1	0
OPTOMETRY BD	2	0	0	0	0
PHARMACY BD	6	0	0	0	0
POLLUTION CONTROL	591	4	0	3	1
PSYCHOLOGY BD	4	0	0	0	0
PUB EMP REL BD	1	0	0	0	0
PUBLIC EMPL RET ASSN	66	0	0	0	0
PUBLIC SAFETY	1,766	16	0	1	15
PUBLIC SERVICE	138	0	0	0	0
PUBLIC UTILITIES COM	37	0	0	0	0
REVENUE	1,191	7	0	1	6
SEC OF STATE	68	1	0	0	1
SENT GUIDELINES COMM	7	0	0	0	0
SOCIAL WORK	1	0	0	0	0
SOIL & WATER RESOURC	20	0	0	0	0
SPANISH SPKG PEOPLE	4	0	0	0	0
STATE PLANNING	115	0	0	0	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP: AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		AMERICAN INDIAN	MANAGERS	PROF	OTHER
STATE UNIVERSITIES	METRO 95	3 3.16	0	0	3 3.53
STATE UNIVERSITIES	OTHER 1,827	15 0.82	0	1 0.47	14 0.87
TAX COURT	7	0	0	0	0
TEACHERS RET ASSOC	48	0	0	0	0
TELECOMM ACCESS-IMPR	2	0	0	0	0
TRADE & ECONOMIC DEV	275	2 0.73	0	0	2 1.45
TRANS REGULATION BD	9	0	0	0	0
TRANSPORTATION	METRO 2,714	20 0.74	0	4 0.69	16 0.78
TRANSPORTATION	OTHER 2,222	42 1.89	0	2 1.12	40 1.99
TREASURER	12	0	0	0	0
UNLICENSED MNTL HLTH	1	0	0	0	0
VETERANS AFFAIRS	550	9 1.64	0	1 1.02	8 1.80
VETERINARY MEDICINE	3	0	0	0	0
VOC TECH EDUC BD	120	1 0.83	0	0	1 1.61
VOC TECH EDUC COUNCI	4	0	0	0	0
VOYAGEURS NAT PK C C	1	0	0	0	0
WORKERS COMP CT APPL	15	0	0	0	0
WORLD TRADE CENTER C	9	0	0	0	0
ZOOLOGICAL GARDENS	234	1 0.43	0	0	1 0.49
T O T A L	32,597	366 1.12	6 0.66	106 1.06	254 1.17

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: ASIAN-AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		ASIAN- AMERICAN	MANAGERS	PROF	OTHER
ACCOUNTANCY BD	4	0	0	0	0
ADMINISTRATION	786	1.02	0	1.97	0.75
ADMINISTRATIVE HEARI	71	1	0	1	0
		1.41		2.50	
AGRICULTURE	457	5	0	3	2
		1.09		3.23	0.57
ANIMAL HEALTH BD	35	0	0	0	0
ARCH-ENG-L S-L A BD	6	0	0	0	0
ARTS BOARD	17	0	0	0	0
ASIAN PACIFIC CO	3	3	1	1	1
		100.00	100.00	100.00	100.00
ATTORNEY GENERAL	381	0	0	0	0
AUDITOR	112	1	0	1	0
		0.89		1.19	
BARBER BD	2	0	0	0	0
BOXING BD	2	0	0	0	0
CAP AREA ARCH & PLG	8	0	0	0	0
CHIROPRACTIC EXAM BD	4	0	0	0	0
COMMERCE	223	2	0	2	0
		0.90		1.57	
COMMUNITY COLLEGES	803	7	0	0	7
		0.87			1.01
COMMUNITY COLLEGES	509	0	0	0	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP : ASIAN-AMERICAN DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		ASIAN-AMERICAN	MANAGERS	PROF	OTHER
CORRECTIONS	METRO 1,238	11 0.89	0	3 1.33	8 0.82
CORRECTIONS	OTHER 804	2 0.25	0	0	2 0.34
COUNCIL ON BLACK MINNE	4	0	0	0	0
COUNCIL ON DISABILIT	10	0	0	0	0
DENTISTRY BD	6	0	0	0	0
EDUCATION	660	5 0.76	0	4 1.30	1 0.30
ELECTRICITY BD	18	0	0	0	0
EMPLOYEE RELATIONS	170	1 0.59	0	1 1.37	0
ETHICAL PRACT BD	6	0	0	0	0
FINANCE	124	1 0.81	0	1 2.44	0
FOND DU LAC HIGHER E	OTHER 7	0	0	0	0
GOVERNOR	75	1 1.33	0	1 5.88	0
HAZARDOUS SUB COM BD	1	0	0	0	0
HEALTH	823	9 1.09	0	5 1.01	4 1.38
HIGHER EDUC COORD BD	73	1 1.37	0	1 5.88	0
HIGHER EDUC FACILITI	3	0	0	0	0
HOUSING FINANCE AGEN	124	2 1.61	0	2 3.28	0
HUMAN RIGHTS	72	2 2.78	1 33.33	1 2.17	0
HUMAN SERVICES	METRO 1,740	31 1.78	1 1.49	18 2.29	12 1.35
HUMAN SERVICES	OTHER 5,584	24 0.43	0	15 1.10	9 0.22

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: ASIAN-AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		ASIAN- AMERICAN	MANAGERS	PROF	OTHER
INDIAN AFFAIRS-INTER	7	0	0	0	0
INDIAN SCHOLL COUNCI	2	0	0	0	0
INVESTMENT BD	24	0	0	0	0
IRON RANGE RES REHAB	136	0	0	0	0
JOB & TRAINING	1,485	20 1.35	1 1.79	16 1.91	3 0.51
JOB & TRAINING	615	0	0	0	0
LABOR & INDUSTRY	352	3 0.85	0	0	3 1.36
LIEUTENANT GOVERNOR	7	0	0	0	0
M S R S	37	1 2.70	0	0	1 4.76
MARRIAGE & FAMILY TH	1	0	0	0	0
MEDIATION SVCS	23	0	0	0	0
MEDICAL EXAMINERS BD	18	0	0	0	0
MILITARY AFFAIRS	85	0	0	0	0
MILITARY AFFAIRS	312	0	0	0	0
MINNESOTA RACING COM	8	0	0	0	0
MN SCHOOL & RES CTR	18	0	0	0	0
MUNICIPAL BD	3	0	0	0	0
NATURAL RESOURCES	721	6 0.83	0	5 1.44	1 0.32
NATURAL RESOURCES	1,433	1 0.07	0	0	1 0.15
NURSING BD	20	0	0	0	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		ASIAN- AMERICAN	MANAGERS	PROF	OTHER
GROUP : ASIAN-AMERICAN					
NURSING HOME ADMIN B	2	0	0	0	0
OFFICE SOCIAL WRK &	4	0	0	0	0
OMBUDSMAN FOR MNTL H	16	0	0	0	0
OMBUDSMAN-CORR	8	0	0	0	0
OPTOMETRY BD	2	0	0	0	0
PHARMACY BD	6	0	0	0	0
POLLUTION CONTROL	591	8	0	6	2
PSYCHOLOGY BD	4	0	0	0	0
PUB EMP REL BD	1	0	0	0	0
PUBLIC EMPL RET ASSN	66	1	0	0	1
PUBLIC SAFETY	1,766	7	0	2	5
PUBLIC SERVICE	138	4	0	4	0
PUBLIC UTILITIES COM	37	0	0	0	0
REVENUE	1,191	16	0	11	5
SEC OF STATE	68	0	0	0	0
SENT GUIDELINES COMM	7	0	0	0	0
SOCIAL WORK	1	0	0	0	0
SOIL & WATER RESOURC	20	0	0	0	0
SPANISH SPKG PEOPLE	4	0	0	0	0
STATE PLANNING	115	1	0	0	1
		0.87			3.13

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: ASIAN-AMERICAN

DEPARTMENT	METRO	TOTAL EMPLOYEES	NUMBER & PERCENT			
			ASIAN- AMERICAN	MANAGERS	PROF	OTHER
STATE UNIVERSITIES	95	0	0	0	0	0
STATE UNIVERSITIES	OTHER	1,827	7	0	1	6
			0.38		0.47	0.37
TAX COURT	7	0	0	0	0	0
TEACHERS RET ASSOC	48	0	0	0	0	0
TELECOMM ACCESS-IMPR	2	0	0	0	0	0
TRADE & ECONOMIC DEV	275	9	1	5	3	3
			3.27	3.23	4.72	2.17
TRANS REGULATION BD	9	0	0	0	0	0
TRANSPORTATION	METRO	2,714	23	0	13	10
			0.85		2.24	0.49
TRANSPORTATION	OTHER	2,222	4	0	0	4
			0.18			0.20
TREASURER	12	0	0	0	0	0
UNLICENSED MNTL HLTH	1	0	0	0	0	0
VETERANS AFFAIRS	550	6	0	3	3	3
			1.09		3.06	0.68
VETERINARY MEDICINE	3	0	0	0	0	0
VOC TECH EDUC BD	120	1	0	1	0	0
			0.83		1.75	
VOC TECH EDUC COUNCI	4	0	0	0	0	0
VOYAGEURS NAT PK C C	1	0	0	0	0	0
WORKERS COMP CT APPL	15	0	0	0	0	0
WORLD TRADE CENTER C	9	0	0	0	0	0
ZOOLOGICAL GARDENS	234	2	0	0	0	2
			0.85			0.98
T O T A L	32,597	237	5	131	101	101
			0.73	0.55	1.31	0.47

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP: BLACK

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		BLACK	MANAGERS	PROF	OTHER
ACCOUNTANCY BD	4	0	0	0	0
ADMINISTRATION	786	37 4.71	1 2.04	4 1.97	32 5.99
ADMINISTRATIVE HEARI	71	2 2.82	0	1 2.50	1 3.45
AGRICULTURE	457	1 0.22	0	0	1 0.29
ANIMAL HEALTH BD	35	0	0	0	0
ARCH-ENG-L S-L A BD	6	0	0	0	0
ARTS BOARD	17	0	0	0	0
ASIAN PACIFIC CO	3	0	0	0	0
ATTORNEY GENERAL	381	15 3.94	0	11 4.85	4 2.60
AUDITOR	112	2 1.79	0	1 1.19	1 3.57
BARBER BD	2	0	0	0	0
BOXING BD	2	0	0	0	0
CAP AREA ARCH & PLG	8	0	0	0	0
CHIROPRACTIC EXAM BD	4	0	0	0	0
COMMERCE	223	7 3.14	0	4 3.15	3 3.57
COMMUNITY COLLEGES	803	33 4.11	0	5 4.72	28 4.02
COMMUNITY COLLEGES	509	0	0	0	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		BLACK	MANAGERS	PROF	OTHER
CORRECTIONS	METRO 1,238	58	2	9	47
		4.68	5.71	3.98	4.81
CORRECTIONS	OTHER 804	13	1	3	9
		1.62	5.88	1.52	1.53
COUNCIL ON BLACK MINNE	4	4	1	2	1
		100.00	100.00	100.00	100.00
COUNCIL ON DISABILIT	10	0	0	0	0
DENTISTRY BD	6	0	0	0	0
EDUCATION	660	17	0	8	9
		2.58		2.60	2.74
ELECTRICITY BD	18	0	0	0	0
EMPLOYEE RELATIONS	170	5	0	3	2
		2.94		4.11	2.47
ETHICAL PRACT BD	6	0	0	0	0
FINANCE	124	3	0	1	2
		2.42		2.44	4.00
FOND DU LAC HIGHER E	7	0	0	0	0
GOVERNOR	75	1	0	0	1
		1.33			1.72
HAZARDOUS SUB COM BD	1	0	0	0	0
HEALTH	823	20	1	7	12
		2.43	2.56	1.41	4.15
HIGHER EDUC COORD BD	73	3	0	2	1
		4.11		11.76	1.79
HIGHER EDUC FACILITI	3	0	0	0	0
HOUSING FINANCE AGEN	124	7	1	4	2
		5.65	10.00	6.56	3.77
HUMAN RIGHTS	72	6	1	2	3
		8.33	33.33	4.35	13.04
HUMAN SERVICES	METRO 1,740	36	0	20	16
		2.07		2.55	1.80
HUMAN SERVICES	OTHER 5,584	8	0	4	4
		0.14		0.29	0.10

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: BLACK

DEPARTMENT	TOTAL EMPLOYEES	NUMBER & PERCENT			
		BLACK	MANAGERS	PROF	OTHER
INDIAN AFFAIRS INTER	7	0	0	0	0
INDIAN SCHOLL COUNCI	2	0	0	0	0
INVESTMENT BD	24	0	0	0	0
IRON RANGE RES REHAB	136	0	0	0	0
JOB & TRAINING	1,485	45 3.03	2 3.57	24 2.86	19 3.22
JOB & TRAINING	615	2 0.33	0	2 0.49	0
LABOR & INDUSTRY	352	26 7.39	3 17.65	6 5.22	17 7.73
LIEUTENANT GOVERNOR	7	1 14.29	0	0	1 25.00
M S R S	37	1 2.70	0	0	1 4.76
MARRIAGE & FAMILY TH	1	0	0	0	0
MEDIATION SVCS	23	0	0	0	0
MEDICAL EXAMINERS BD	18	1 5.56	0	1 16.67	0
MILITARY AFFAIRS	85	2 2.35	0	0	2 2.56
MILITARY AFFAIRS	312	0	0	0	0
MINNESOTA RACING COM	8	0	0	0	0
MN SCHOOL & RES CTR	18	0	0	0	0
MUNICIPAL BD	3	0	0	0	0
NATURAL RESOURCES	721	11 1.53	1 1.72	4 1.15	6 1.90
NATURAL RESOURCES	1,433	3 0.21	1 3.85	1 0.13	1 0.15
NURSING BD	20	0	0	0	0

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

DEPARTMENT	NUMBER & PERCENT				
	TOTAL EMPLOYEES	BLACK	MANAGERS	PROF	OTHER
GROUP : BLACK					
NURSING HOME ADMIN B	2	0	0	0	0
OFFICE SOCIAL WRK &	4	0	0	0	0
OMBUDSMAN FOR MN TL H	16	0	0	0	0
OMBUDSMAN-CORR	8	2	1	1	0
OPTOMETRY BD	2	0	0	0	0
PHARMACY BD	6	0	0	0	0
POLLUTION CONTROL	591	11	0	8	3
PSYCHOLOGY BD	4	0	0	0	0
PUB EMP REL BD	1	0	0	0	0
PUBLIC EMPL RET ASSN	66	2	0	0	2
PUBLIC SAFETY	1,766	31	0	5	26
PUBLIC SERVICE	138	1	0	0	1
PUBLIC UTILITIES COM	37	3	0	2	1
REVENUE	1,191	32	1	13	18
SEC OF STATE	68	1	0	0	1
SENT GUIDELINES COMM	7	1	0	0	1
SOCIAL WORK	1	0	0	0	0
SOIL & WATER RESOURC	20	0	0	0	0
SPANISH SPKG PEOPLE	4	0	0	0	0
STATE PLANNING	115	3	0	1	2

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: BLACK

DEPARTMENT	TOTAL EMPLOYEES		NUMBER & PERCENT			
	METRO	OTHER	BLACK	MANAGERS	PROF	OTHER
STATE UNIVERSITIES	95		8 8.42	0	3 30.00	5 5.88
STATE UNIVERSITIES	1,827		3 0.16	0	0	3 0.19
TAX COURT	7		0	0	0	0
TEACHERS RET ASSOC	48		0	0	0	0
TELECOMM ACCESS-IMPR	2		0	0	0	0
TRADE & ECONOMIC DEV	275		5 1.82	1 3.23	2 1.89	2 1.45
TRANS REGULATION BD	9		0	0	0	0
TRANSPORTATION	2,714		39 1.44	2 2.17	7 1.21	30 1.47
TRANSPORTATION	2,222		3 0.14	0	0	3 0.15
TREASURER	12		0	0	0	0
UNLICENSED MNTL HLTH	1		0	0	0	0
VETERANS AFFAIRS	550		28 5.09	0	1 1.02	27 6.08
VETERINARY MEDICINE	3		0	0	0	0
VOC TECH EDUC BD	120		2 1.67	0	1 1.75	1 1.61
VOC TECH EDUC COUNCI	4		0	0	0	0
VOYAGEURS NAT PK C C	1		0	0	0	0
WORKERS COMP CT APPL	15		1 6.67	0	0	1 9.09
WORLD TRADE CENTER C	9		0	0	0	0
ZOOLOGICAL GARDENS	234		3 1.28	0	0	3 1.47
TOTAL	32,597		552 1.69	20 2.21	173 1.73	359 1.65

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

DEPARTMENT	NUMBER & PERCENT				
	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF	OTHER
ACCOUNTANCY BD	4	0	0	0	0
ADMINISTRATION	786	8	0	0	8
		1.02			1.50
ADMINISTRATIVE HEARI	71	1	0	0	1
		1.41			3.45
AGRICULTURE	457	3	0	0	3
		0.66			0.86
ANIMAL HEALTH BD	35	0	0	0	0
ARCH-ENG-L S-L A BD	6	1	0	0	1
		16.67			20.00
ARTS BOARD	17	0	0	0	0
ASIAN PACIFIC CO	3	0	0	0	0
ATTORNEY GENERAL	381	3	0	1	2
		0.79		0.44	1.30
AUDITOR	112	1	0	1	0
		0.89		1.19	
BARBER BD	2	0	0	0	0
BOXING BD	2	0	0	0	0
CAP AREA ARCH & PLG	8	0	0	0	0
CHIROPRACTIC EXAM BD	4	0	0	0	0
COMMERCE	223	6	0	2	4
		2.69		1.57	4.76
COMMUNITY COLLEGES	803	10	0	2	8
		1.25		1.89	1.15
COMMUNITY COLLEGES	509	3	0	2	1
		0.59		2.06	0.24

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP : HISPANIC	DEPARTMENT	TOTAL EMPLOYEES					NUMBER & PERCENT				
		METRO	OTHER	HISPANIC	MANAGERS	PROF	OTHER				
	CORRECTIONS	1,238		14	0	2	12				
				1.13		0.88	1.23				
	CORRECTIONS	804		2	0	1	1				
				0.25		0.51	0.17				
	COUNCIL ON BLACK MINNE	4		0	0	0	0				
	COUNCIL ON DISABILIT	10		0	0	0	0				
	DENTISTRY BD	6		0	0	0	0				
	EDUCATION	660		8	1	6	1				
				1.21	4.35	1.95	0.30				
	ELECTRICITY BD	18		0	0	0	0				
	EMPLOYEE RELATIONS	170		4	1	3	0				
				2.35	6.25	4.11					
	ETHICAL PRACT BD	6		0	0	0	0				
	FINANCE	124		0	0	0	0				
	FOND DU LAC HIGHER E	7		0	0	0	0				
	GOVERNOR	75		1	0	0	1				
				1.33			1.72				
	HAZARDOUS SUB COM BD	1		0	0	0	0				
	HEALTH	823		5	0	3	2				
				0.61		0.61	0.69				
	HIGHER EDUC COORD BD	73		0	0	0	0				
	HIGHER EDUC FACILITI	3		0	0	0	0				
	HOUSING FINANCE AGEN	124		3	0	2	1				
				2.42		3.28	1.89				
	HUMAN RIGHTS	72		3	0	1	2				
				4.17		2.17	8.70				
	HUMAN SERVICES	1,740		15	2	5	8				
				0.86	2.99	0.64	0.90				
	HUMAN SERVICES	5,584		16	0	2	14				
				0.29		0.15	0.34				

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
 DATA FROM JANUARY 1989

GROUP: HISPANIC

DEPARTMENT	TOTAL EMPLOYEES				MANAGERS				PERCENT											
	INDIAN AFFAIRS	INDIAN SCHOLL COUNCI	INVESTMENT BD	IRON RANGE RES REHAB	JOB	OTHER	LABOR & INDUSTRY	LIEUTENANT GOVERNOR	M S R S	MARRIAGE & FAMILY TH	MEDIATION SVCS	MEDICAL EXAMINERS BD	MILITARY AFFAIRS	MILITARY AFFAIRS	MINNESOTA RACING COM	MN SCHOOL & RES CTR	MUNICIPAL BD	NATURAL RESOURCES	NATURAL RESOURCES	NURSING BD
	7	2	24	136	1,485	615	352	7	37	1	23	18	85	312	8	18	3	721	1,433	20
	0	0	0	0	18	3	6	0	0	0	0	0	3	1	1	0	0	13	2	1
					1.21	0.49	1.70						3.53	0.32	12.50			1.80	0.14	5.00
					0.72	0.73												0.57	0.13	
					12	0	6						3	1	1			11	1	1
					2.03		2.73						3.85	0.34	25.00			3.49	0.15	6.67

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP : HISPANIC

DEPARTMENT	NUMBER & PERCENT			
	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF OTHER
NURSING HOME ADMIN B	2	0	0	0
OFFICE SOCIAL WRK &	4	0	0	0
OMBUDSMAN FOR MNTL H	16	0	0	0
OMBUDSMAN-CORR	8	0	0	0
OPTOMETRY BD	2	0	0	0
PHARMACY BD	6	0	0	0
POLLUTION CONTROL	591	6	0	2
PSYCHOLOGY BD	4	0	0	0
PUB EMP REL BD	1	0	0	0
PUBLIC EMPL RET ASSN	66	2	0	2
PUBLIC SAFETY	1,766	14	0	13
PUBLIC SERVICE	138	3	0	1
PUBLIC UTILITIES COM	37	0	0	0
REVENUE	1,191	19	1	16
SEC OF STATE	68	1	0	0
SENT GUIDELINES COMM	7	0	0	0
SOCIAL WORK	1	0	0	0
SOIL & WATER RESOURC	20	0	0	0
SPANISH SPKG PEOPLE	4	4	1	2
STATE PLANNING	115	2.61	0	2

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1989

GROUP: HISPANIC

DEPARTMENT	-----NUMBER & PERCENT-----				
	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF	OTHER
STATE UNIVERSITIES	METRO 95	2	0	0	2
		2.11			2.35
STATE UNIVERSITIES	OTHER 1,827	10	0	0	10
		0.55			0.62
TAX COURT	7	0	0	0	0
TEACHERS RET ASSOC	48	1	0	0	1
		2.08			3.57
TELECOMM ACCESS-IMPR	2	0	0	0	0
TRADE & ECONOMIC DEV	275	3	0	0	3
		1.09			2.17
TRANS REGULATION BD	9	0	0	0	0
TRANSPORTATION	METRO 2,714	26	1	2	23
		0.96	1.09	0.34	1.13
TRANSPORTATION	OTHER 2,222	11	0	0	11
		0.50			0.55
TREASURER	12	0	0	0	0
UNLICENSED MNTL HLTH	1	0	0	0	0
VETERANS AFFAIRS	550	6	0	1	5
		1.09		1.02	1.13
VETERINARY MEDICINE	3	0	0	0	0
VOC TECH EDUC BD	120	1	0	0	1
		0.83			1.61
VOC TECH EDUC COUNCI	4	0	0	0	0
VOYAGEURS NAT PK C C	1	0	0	0	0
WORKERS COMP CT APPL	15	2	0	1	1
		13.33		25.00	9.09
WORLD TRADE CENTER C	9	0	0	0	0
ZOOLOGICAL GARDENS	234	1	0	0	1
		0.43			0.49
T O T A L	32,597	270	7	62	201
		0.83	0.77	0.62	0.93

LIST HIRES BY AGENCY 1988

<u>AGENCY</u>	<u>TOTAL OPPORTUNITIES</u>	<u>AFFIRMATIVE ACTION HIRES</u>	<u>JUSTIFIED HIRES</u>	<u>MISSED OPPORTUNITIES</u>
Administration	86	31 (36%)	50 (58%)	5 (6%)
Administrative Hearings Office	1	0	1 (100%)	0
Agriculture	61	14 (23%)	27 (44%)	20 (33%)
Animal Health Board	2	0	0	2 (100%)
Attorney General	17	1 (6%)	15 (88%)	1 (6%)
Auditor	16	1 (6%)	15 (94%)	0
Commerce	25	9 (36%)	10 (40%)	6 (24%)
Community College System				
- Metro	75	11 (15%)	51 (68%)	13 (17%)
- Outstate	21	2 (10%)	16 (76%)	3 (14%)
Corrections				
- Metro	79	21 (27%)	44 (56%)	14 (18%)
- Outstate	108	26 (24%)	58 (54%)	24 (22%)
Education	47	12 (24%)	30 (64%)	5 (11%)
Employee Relations	26	2 (8%)	21 (81%)	3 (12%)
Faribault Academies for Blind and Deaf	18	5 (28%)	11 (61%)	2 (11%)
Finance	12	3 (25%)	7 (58%)	2 (17%)
Health	110	16 (15%)	76 (69%)	18 (16%)
Higher Educ Coord Bd	3	1 (33%)	1 (33%)	1 (33%)
Housing Finance	13	6 (46%)	4 (31%)	3 (23%)
Human Rights	13	6 (46%)	7 (54%)	0
Human Services				
- Metro	229	44 (19%)	138 (60%)	47 (21%)
- Outstate	507	54 (11%)	429 (85%)	24 (5%)
Iron Rge Res & Rehab	11	1 (9%)	10 (91%)	0

AGENCY	TOTAL OPPORTUNITIES	AFFIRMATIVE ACTION HIRES	JUSTIFIED HIRES	MISSED OPPORTUNITIES
Jobs & Training	163	69 (42%)	60 (37%)	34 (21%)
- Metro	38	16 (42%)	18 (47%)	4 (11%)
- Outstate	40	15 (38%)	16 (40%)	9 (23%)
Military Affairs	8	1 (13%)	5 (63%)	2 (25%)
- Metro	25	7 (28%)	15 (60%)	3 (12%)
- Outstate	69	14 (20%)	41 (60%)	14 (20%)
Natural Resources	155	29 (19%)	103 (66%)	23 (15%)
- Metro	89	5 (6%)	79 (89%)	5 (6%)
- Outstate	8	2 (25%)	4 (50%)	2 (25%)
Pub Emp Ret Assn	160	42 (26%)	107 (67%)	11 (7%)
Public Safety	19	7 (37%)	9 (47%)	3 (16%)
Public Service	3	1 (33%)	2 (67%)	0
Public Util Comm	179	59 (33%)	110 (61%)	10 (6%)
Revenue	9	1 (11%)	8 (89%)	0
Secretary of State	3	2 (67%)	1 (33%)	0
State Planning	16	6 (38%)	9 (56%)	1 (6%)
- Metro	117	14 (12%)	84 (72%)	19 (16%)
- Outstate	11	2 (18%)	3 (27%)	6 (55%)
Teachers Retirement Board	31	14 (45%)	10 (32%)	7 (23%)
Trade & Econ Development	226	43 (19%)	135 (60%)	48 (21%)
- Metro	90	10 (11%)	67 (74%)	13 (14%)
- Outstate	128	19 (15%)	99 (77%)	10 (8%)
Veterans Affairs	26	3 (12%)	16 (62%)	7 (27%)
Voc Tech Educ Board	3	1 (33%)	0	2 (67%)
Waste Management Board	33	1 (3%)	21 (64%)	11 (33%)
Zoo	3,129	648 (20%)	2,044 (65%)	437 (14%)
TOTAL				

NON-LIST HIRES BY AGENCY 1988

<u>AGENCY</u>	<u>ALL</u>	<u>MINORITY</u>	<u>FEMALE</u>	<u>DISABLED</u>	<u>VIETNAM VETS</u>
Accountancy Board	1	0	1 (100%)	0	0
Admin Hearings Off	8	0	5 (63%)	0	1 (13%)
Administration	230	21 (9%)	139 (60%)	5 (2%)	13 (6%)
Agriculture	131	6 (5%)	50 (38%)	6 (5%)	11 (8%)
Animal Health Board	3	0	3 (100%)	0	0
Arch. Eng. L/S L/A Bd	2	0	2 (100%)	0	0
Arts Board	5	0	4 (80%)	0	0
Asian-Pacific	1	1 (100%)	1 (100%)	0	0
Attorney General	180	16 (9%)	107 (60%)	7 (4%)	5 (3%)
Auditor	47	2 (4%)	23 (49%)	1 (2%)	0
Bd Mar/Fam Th	1	0	1 (100%)	0	0
Bd Unlic Men Hlth	1	0	1 (100%)	0	0
Black Council on MN	1	1 (100%)	0	0	0
Cap Area Arch & Pl	13	3 (23%)	8 (62%)	0	0
Community College System					
- Metro	1049	65 (6%)	586 (56%)	21 (2%)	54 (5%)
- Outstate	718	58 (8%)	379 (53%)	9 (1%)	43 (6%)
Charitable Gambling Board	4	0	2 (50%)	1 (25%)	0
Chiropractic Board	5	0	5 (100%)	0	0
Commerce	47	2 (4%)	33 (70%)	5 (11%)	1 (2%)
Corrections					
- Metro	338	46 (14%)	137 (41%)	20 (6%)	37 (11%)
- Outstate	328	20 (6%)	138 (42%)	27 (8%)	25 (8%)
Council on Disability	4	0	3 (75%)	0	0
Education	100	5 (5%)	81 (81%)	5 (5%)	3 (3%)

AGENCY ALL MINORITY FEMALE DISABLED VIETNAM VETS

Electricity Board	2	0	1 (50%)	1 (50%)	1 (50%)
Employee Relations	121	8 (7%)	81 (67%)	3 (2%)	6 (5%)
Ethical Practices Board	2	0	2 (100%)	0	0
Farbault Academies for Blind and Deaf	19	0	12 (63%)	3 (16%)	1 (5%)
Finance	31	0	25 (80%)	0	1 (3%)
Fond Du Lac Higher	48	13 (27%)	22 (46%)	0	8 (17%)
Governor	77	3 (4%)	57 (74%)	0	3 (4%)
Health	205	8 (4%)	154 (74%)	8 (4%)	6 (3%)
Higher Educ Coord Bd	42	1 (2%)	23 (55%)	1 (2%)	2 (5%)
Higher Educ Fac Auth	1	0	1 (100%)	0	0
Housing Finance	49	5 (10%)	32 (65%)	3 (6%)	3 (6%)
Human Rights	19	8 (42%)	12 (63%)	1 (5%)	1 (5%)
Human Services - Metro - Outstate	501	44 (9%)	327 (65%)	24 (5%)	15 (3%)
Indian Aff Int Bd	3	3 (100%)	2 (67%)	0	0
Indian School Council	2	1 (50%)	2 (100%)	0	0
Investment Board	11	0	5 (46%)	0	0
Iron Rge Res & Rehab	238	0	77 (32%)	0	4 (2%)
Jobs & Training	354	22 (6%)	214 (60%)	24 (7%)	31 (9%)
Labor & Industry	126	28 (22%)	94 (75%)	8 (6%)	3 (2%)
Lt. Governor	14	1 (7%)	9 (64%)	0	2 (14%)
Mediation Services	7	0	6 (86%)	0	0
Medical Exam Board	7	2 (29%)	4 (57%)	1 (14%)	1 (14%)
Military Affairs	140	4 (3%)	29 (21%)	6 (4%)	16 (11%)

<u>AGENCY</u>	<u>ALL</u>	<u>MINORITY</u>	<u>FEMALE</u>	<u>DISABLED VIETNAM VETS</u>	
MN Sch Res & Ctr Art	17	0	11 (65%)	0	2 (12%)
MN State Ret Sys	5	0	4 (80%)	0	0
Natural Resources					
- Metro	385	26 (7%)	160 (42%)	16 (4%)	25 (6%)
- Outstate	1563	73 (5%)	584 (37%)	28 (2%)	60 (4%)
Nursing Board	5	0	5 (100%)	0	0
Off Social Work Mental Health	5	0	3 (60%)	0	0
Ombud for Corr	2	0	0	0	0
Ombud for Ment Hlth	5	0	2 (40%)	0	2 (40%)
Pollution Control	207	8 (4%)	99 (49%)	13 (6%)	20 (10%)
Psychology Bd	8	0	5 (63%)	0	0
Pub Emp Ret Assn	31	0	19 (61%)	2 (7%)	1 (3%)
Public Safety	402	14 (3%)	161 (40%)	10 (2%)	42 (10%)
Public Service	35	2 (6%)	19 (54%)	3 (9%)	7 (20%)
Public Util Comm	12	1 (8%)	11 (92%)	0	0
Racing Comm	8	1 (13%)	7 (88%)	0	0
Revenue	299	12 (4%)	161 (54%)	3 (1%)	27 (9%)
Secretary of State	39	3 (8%)	29 (74%)	1 (3%)	0
Sent. Guidln Comm	2	0	2 (100%)	0	0
Soil & Water Res Bd	2	0	1 (50%)	0	0
Spanish Spk Council	1	1 (100%)	0	0	0
State Planning	62	7 (11%)	29 (47%)	2 (3%)	5 (8%)
State Universities					
- Metro	213	36 (17%)	153 (72%)	12 (6%)	10 (5%)
- Outstate	10386	471 (5%)	4112 (40%)	139 (1%)	348 (3%)
Tax Court	3	1 (33%)	1 (33%)	0	0

AGENCY	ALL	MINORITY	FEMALE	DISABLED	VIETNAM VETS
Teachers Retirement Board	7	0	7 (100%)	0	0
Trade & Econ Develop. Comm Develop	4	0	1 (25%)	0	0
Trade & Econ Develop	153	15 (10%)	86 (56%)	3 (2%)	0
Telecomm Access-Imp	3	0	0	1 (33%)	0
Transportation	691	39 (6%)	207 (30%)	19 (3%)	45 (7%)
- Metro	712	40 (6%)	142 (20%)	16 (2%)	107 (15%)
Treasurer	4	0	2 (50%)	1 (25%)	0
Veterinary Med Bd	1	0	0	0	0
Veterans Affairs	2	0	1 (50%)	1 (50%)	1 (50%)
- Cent Off	20	0	8 (40%)	2 (10%)	4 (20%)
- Hastings	180	34 (19%)	81 (45%)	8 (4%)	17 (9%)
Voc Tech Educ Board	37	0	28 (76%)	1 (3%)	0
Voc Tech Educ Coun	5	0	3 (60%)	0	0
Voy Park Comm	1	0	1 (100%)	0	0
Waste Management Board 67	67	1 (1%)	38 (57%)	3 (4%)	1 (1%)
Wrks Comp Ct of Appl	10	2 (20%)	7 (70%)	0	1 (10%)
World Trade Ctr Corp	13	0	5 (38%)	0	1 (8%)
Zoo	87	3 (3%)	39 (45%)	7 (8%)	7 (8%)
TOTAL	21,981	1,214 (6%)	9,800 (45%)	539 (2%)	1,088 (5%)