

State of Alaska Executive Branch



2004 ANNUAL REPORT

**The Status of
Equal Employment Opportunity
and Affirmative Action
in Alaska State Government**

Department of Administration
Division of Personnel
Equal Employment Opportunity Program
February 15, 2005

Preface

This annual Report is filed with the Governor of the State of Alaska and the Alaska State Legislature on February 15 of each year in compliance with AS 39.28.020(a)(12). It contains demographic information on the fifteen departments comprising the executive branch of state government. It is a report on the status of equal employment opportunity and affirmative action in the executive branch, based on information extracted on February 1, 2005 from payroll data maintained by the Department of Administration, Division of Finance.

The State of Alaska is committed to affirmative action and equal employment opportunity and dedicated to the recruitment and retention of qualified minorities and women. This Annual Report, the state Affirmative Action Plan and the Quarterly Workforce Demographics Reports are tools used to identify under-representation of minorities and women in the executive branch workforce.

This report does not include information on the University of Alaska, Alaska Railroad Corporation, Alaska State Housing Authority, Alaska Housing Finance Corporation, Alaska State Legislature or Alaska Court System. For information regarding these entities, interested parties may contact them directly.

Any questions regarding this report should be directed to the Equal Employment Opportunity Program at the following address:

State of Alaska
Department of Administration
Division of Personnel
Equal Employment Opportunity Section
P.O. Box 110201
Juneau, Alaska 99811-0201

Telephone: (907) 465-5659
Fax: (907) 465-2576

TABLE OF CONTENTS

Preface

Status of Minority Employment in Alaska State Government

Status of Minority Employment.....	1
Total Minority Employment by Department	2
Comparison of Total Minority Employment by Job Category	3
Minority Officials and Administrators by Department	4
Minority Professionals by Department	5
Minority Technicians by Department	6
Minority Protective Service Workers by Department	7
Minority Paraprofessionals by Department	8
Minority Administrative Support by Department	9
Minority Skilled Craft Workers by Department	10
Minority Service-Maintenance by Department	11
Minority Employment in Pay Range 18 and Above by Department	12

Status of Women Employed in Alaska State Government

Status of Employment of Women	13
Total Employment of Women by Department	14
Comparison of Total Employment of Women by Job Category	15
Women Officials and Administrators by Department.....	16
Women Professionals by Department	17
Women Technicians by Department.....	18
Women Protective Service Workers by Department	19
Women Paraprofessionals by Department	20
Women Administrative Support by Department.....	21
Women Skilled Craft Workers by Department	22
Women Service-Maintenance by Department.....	23
Women Employed in Pay Range 18 and Above by Department	24

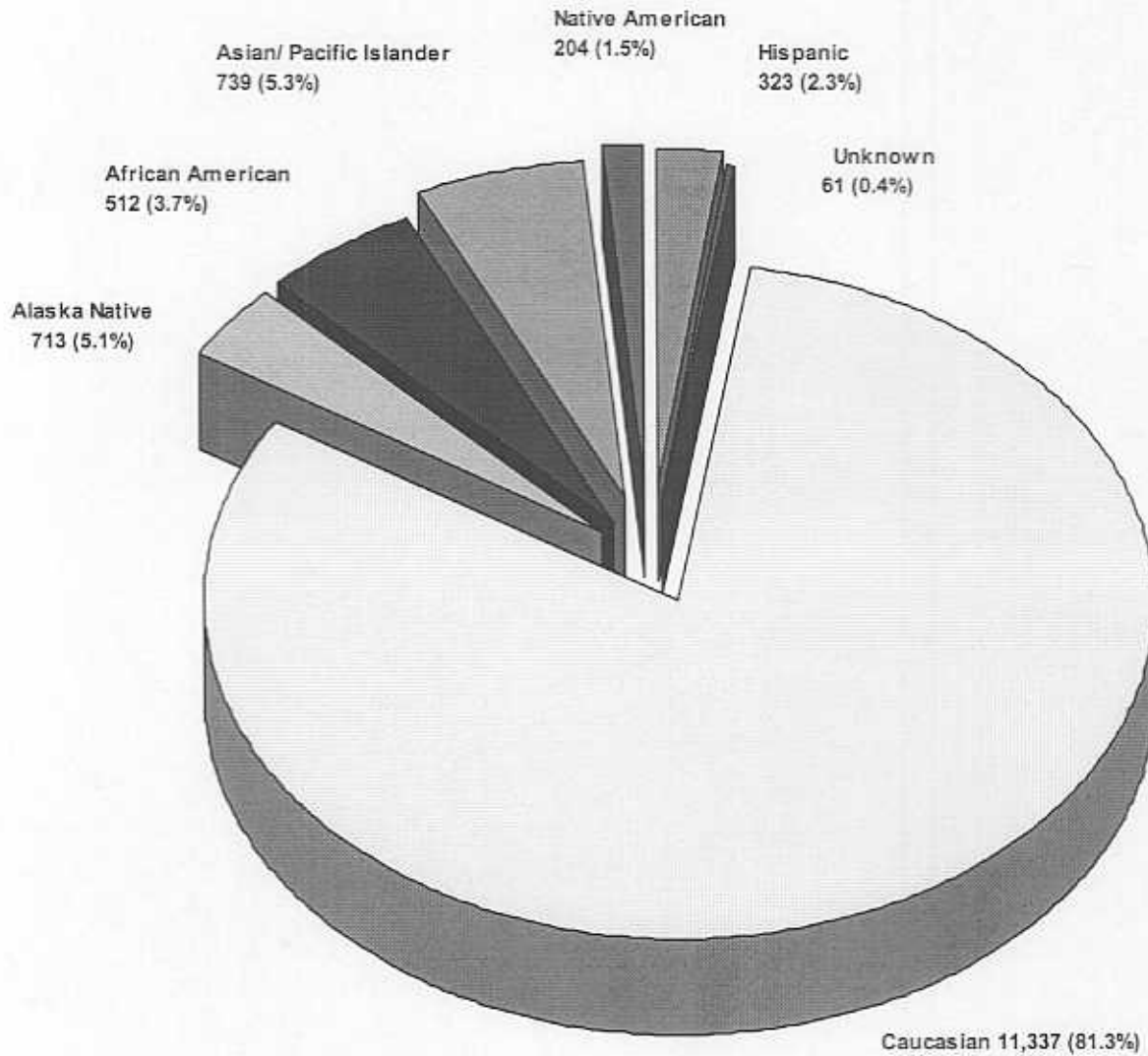
Status of Employment Discrimination Complaints25

Appendices

A. Department Workforce Totals and Percentage.....	26
B. Salary Ranges by Bargaining Unit Group	42

STATUS OF MINORITY EMPLOYMENT
IN ALASKA STATE GOVERNMENT

State of Alaska Executive Branch Workforce Status of Minority Employment



Total employees = 13,942

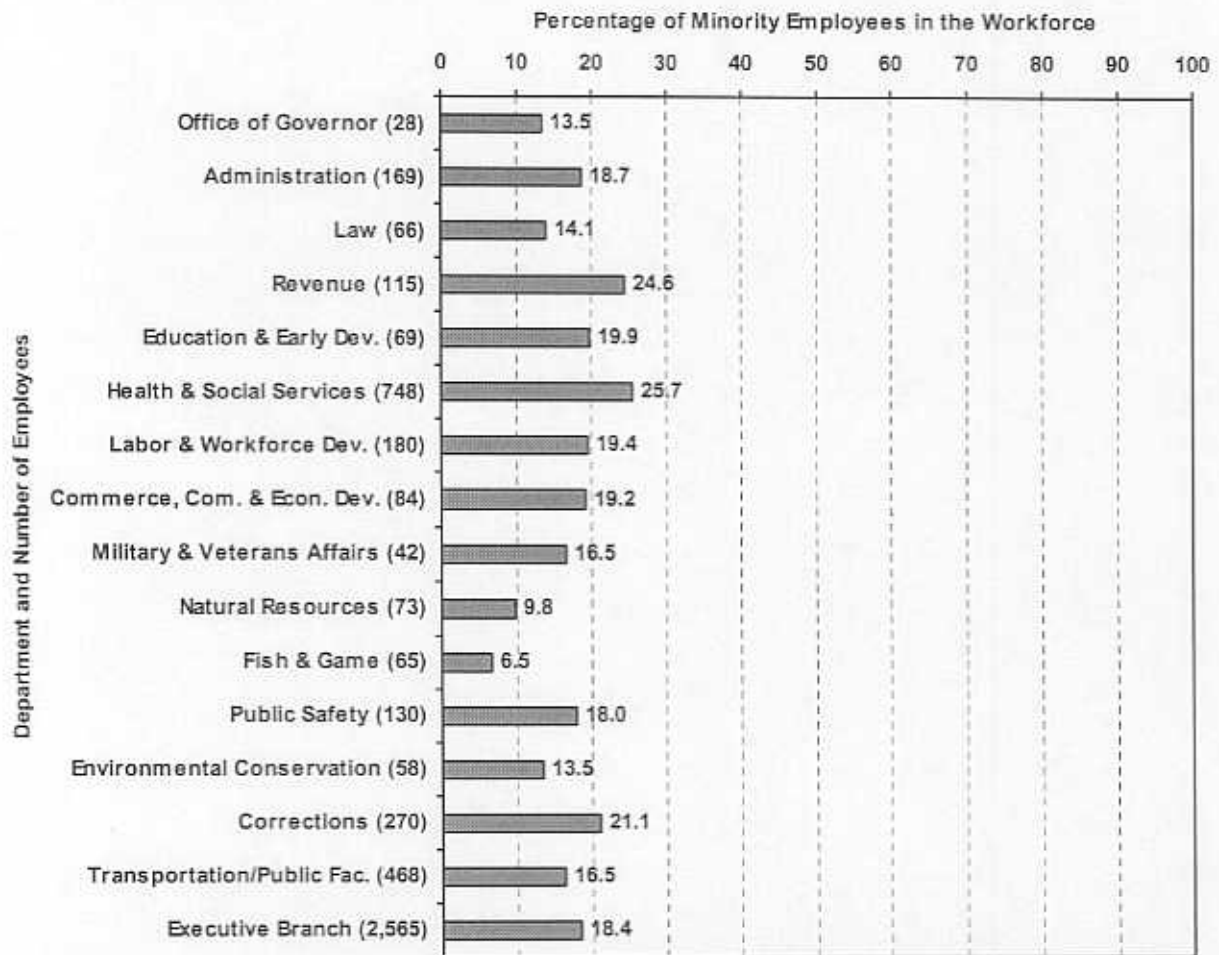
Total minority employees = 2,565 (18.40%)

Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Total Minority Employment by Department

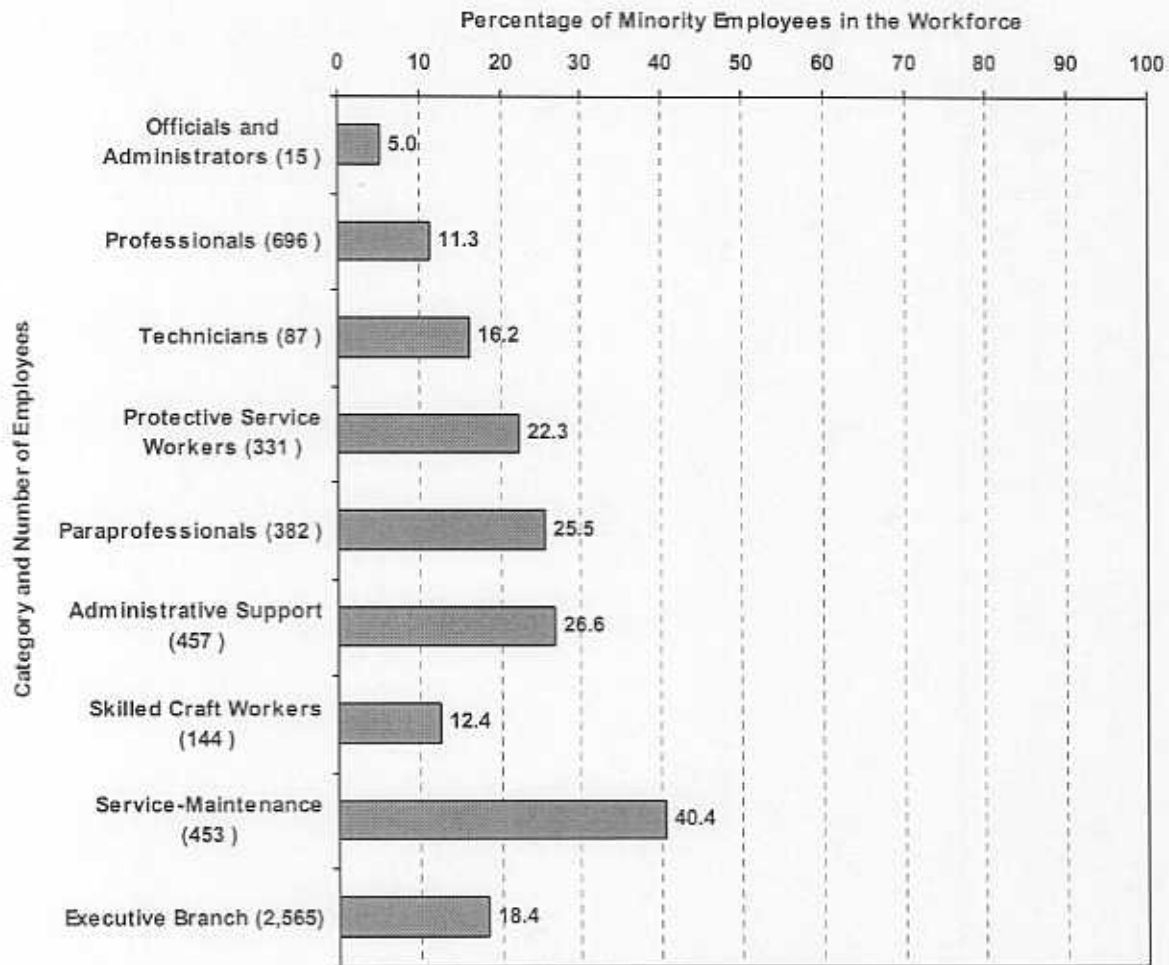


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Comparison of Total Minority Employment by Job Category

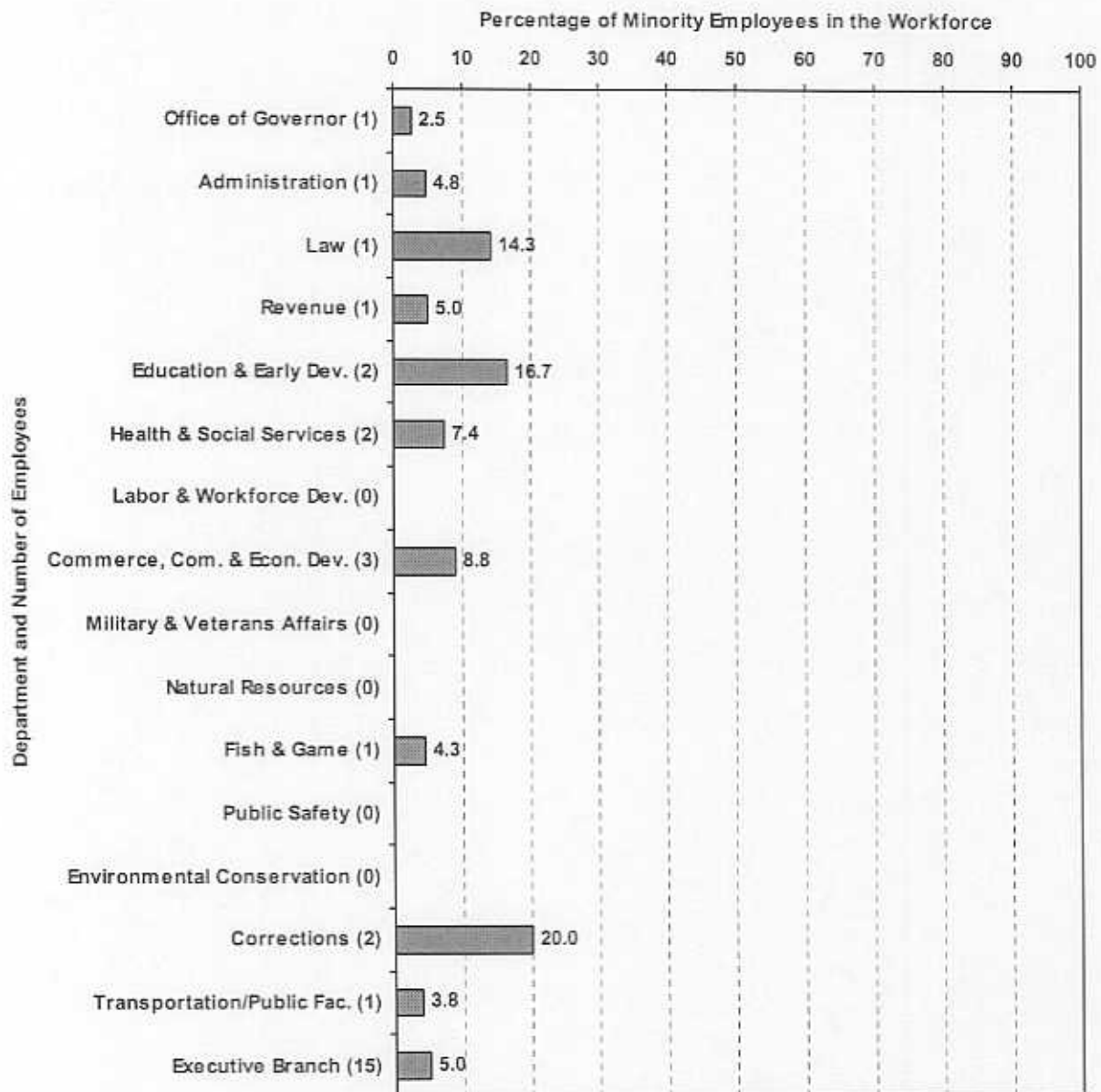


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Officials and Administrators by Department

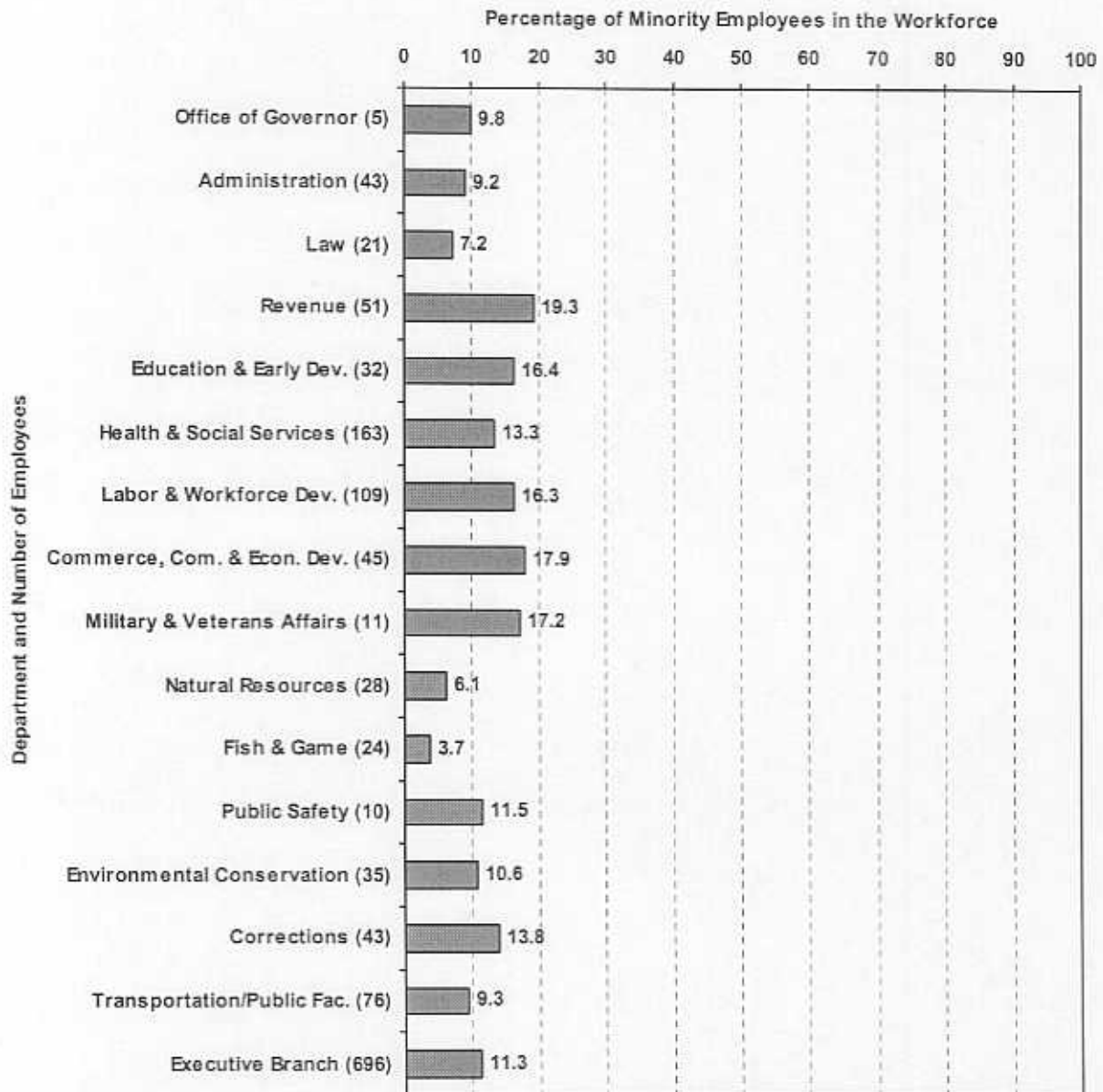


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Professionals by Department

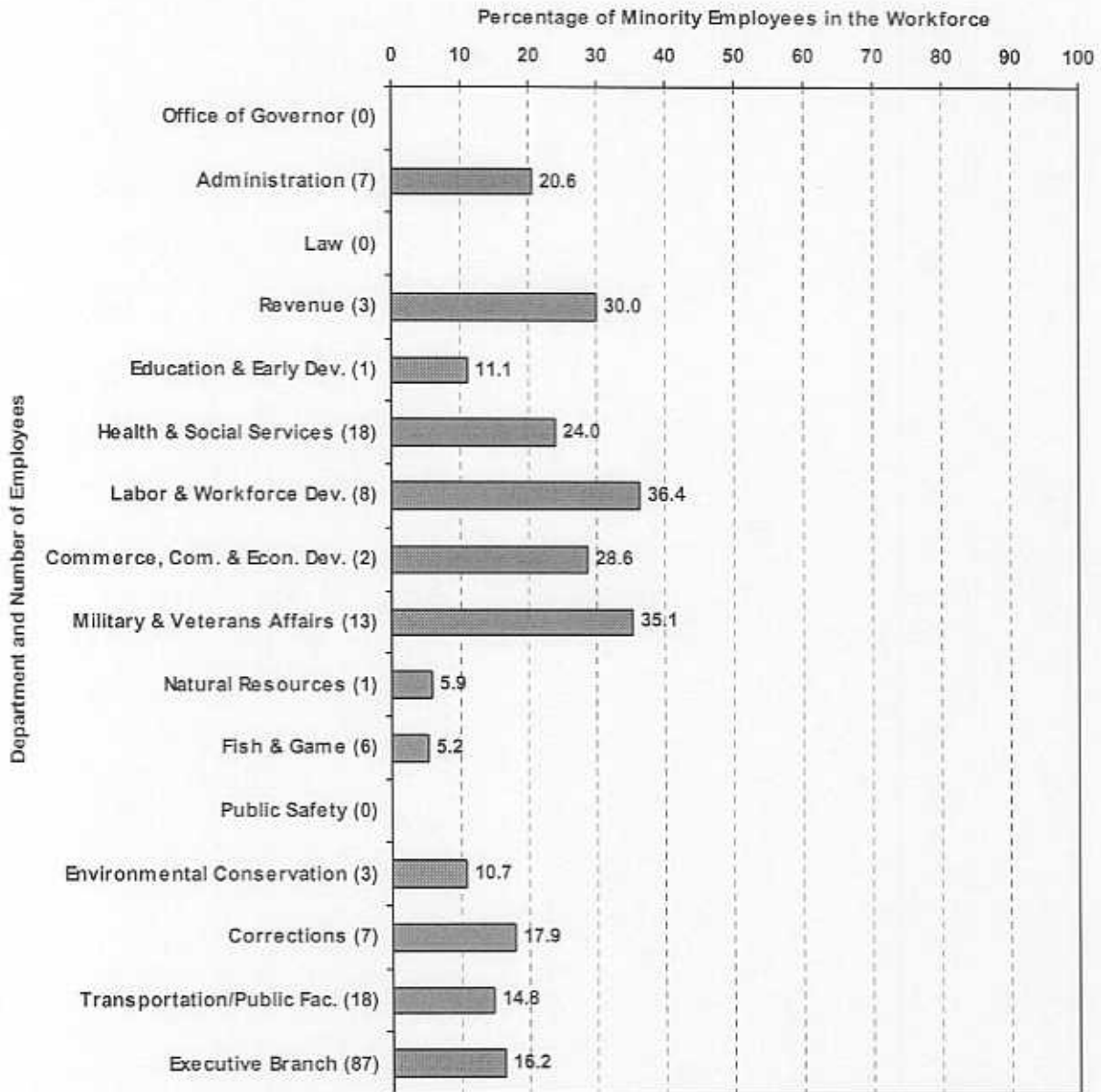


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Technicians by Department

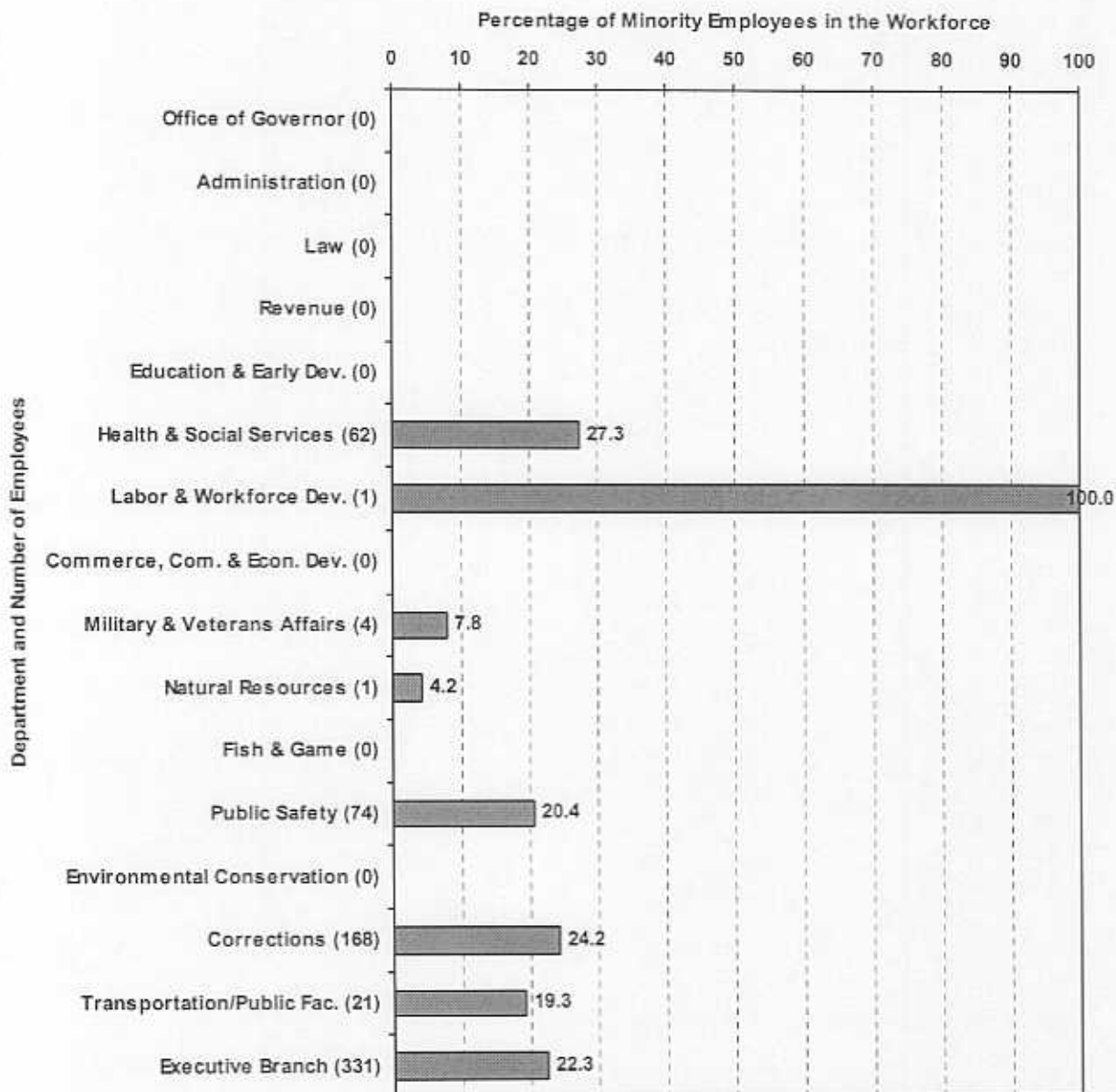


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Protective Service Workers by Department

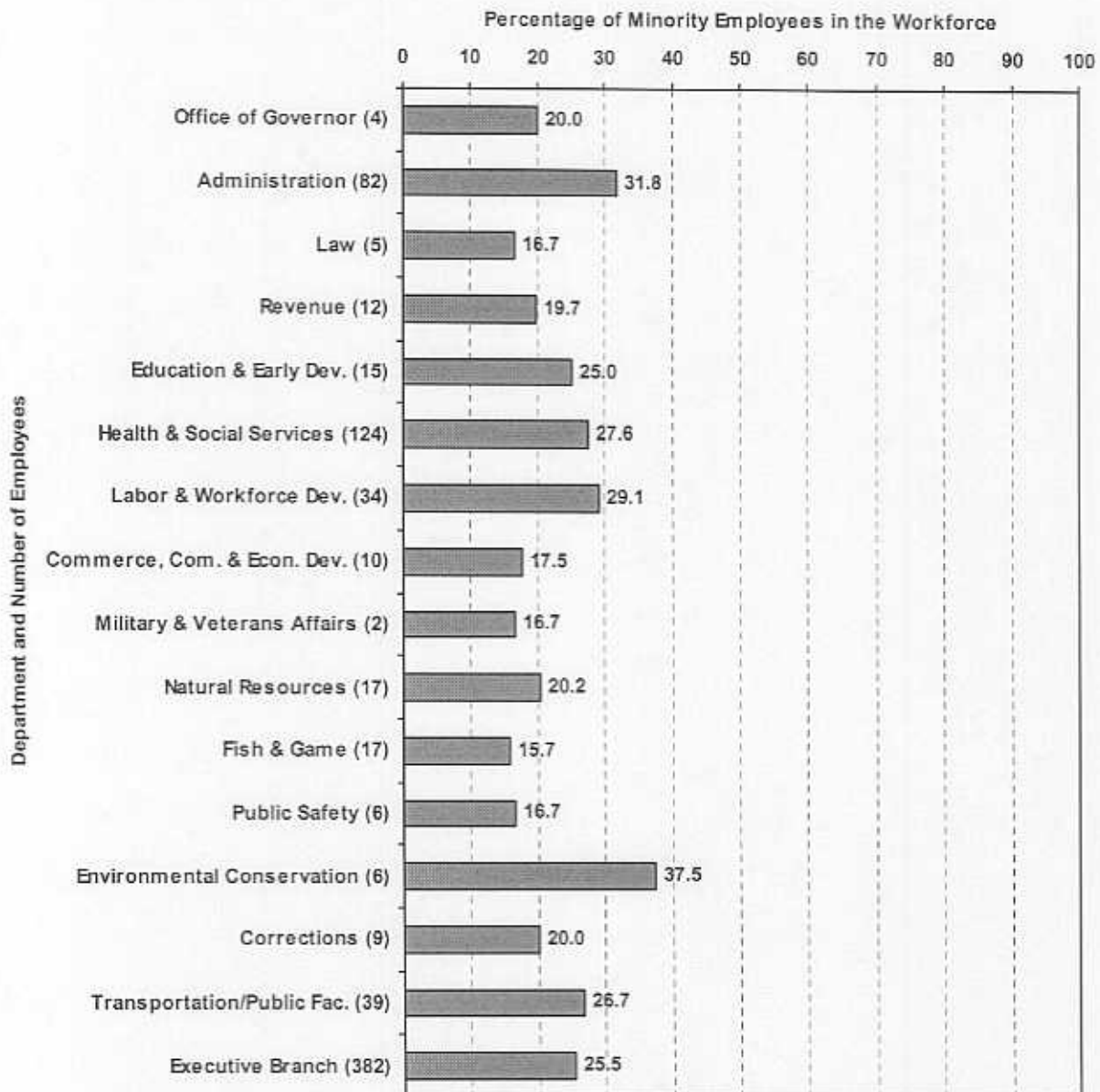


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Paraprofessionals by Department

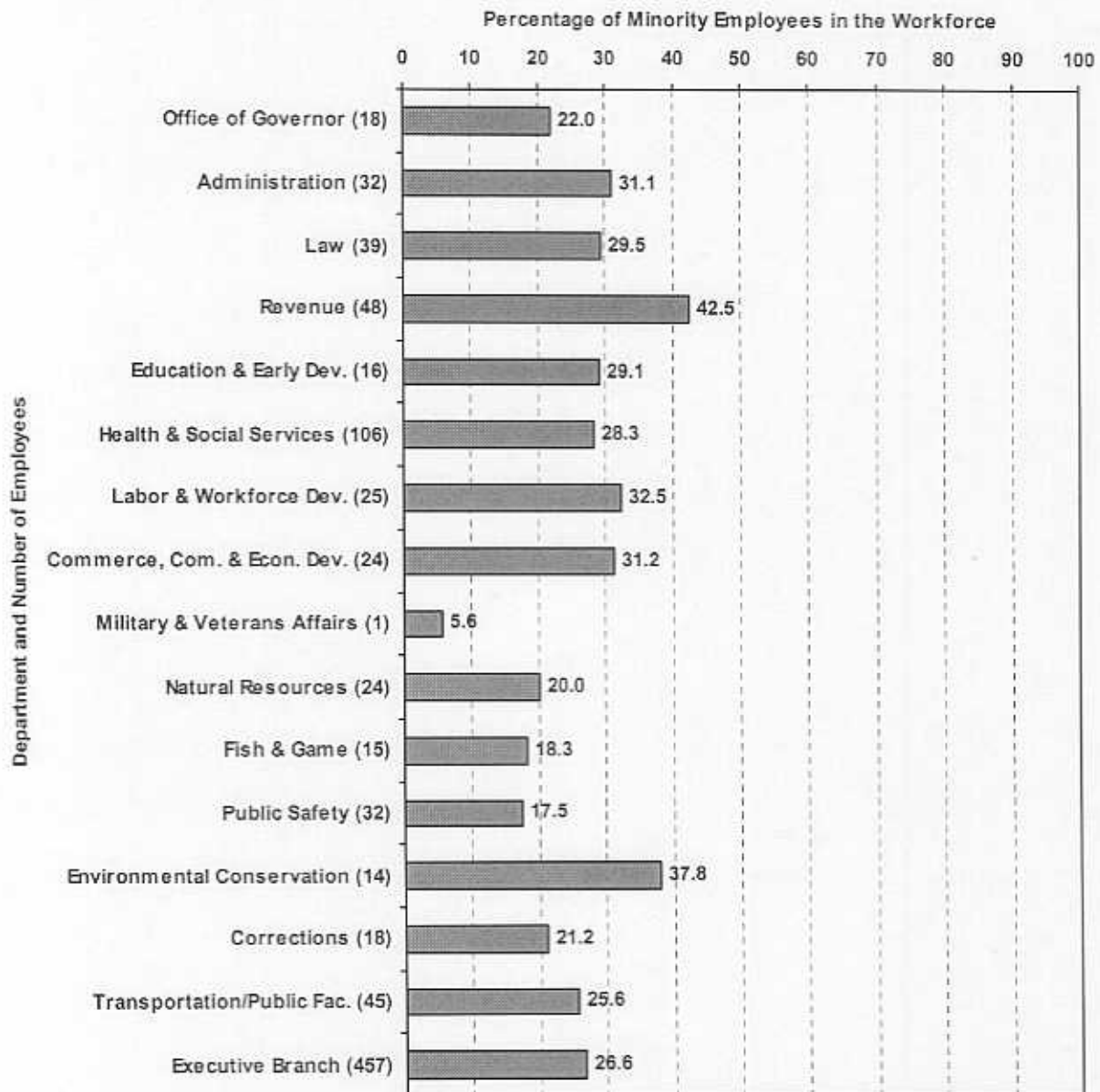


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Administrative Support by Department

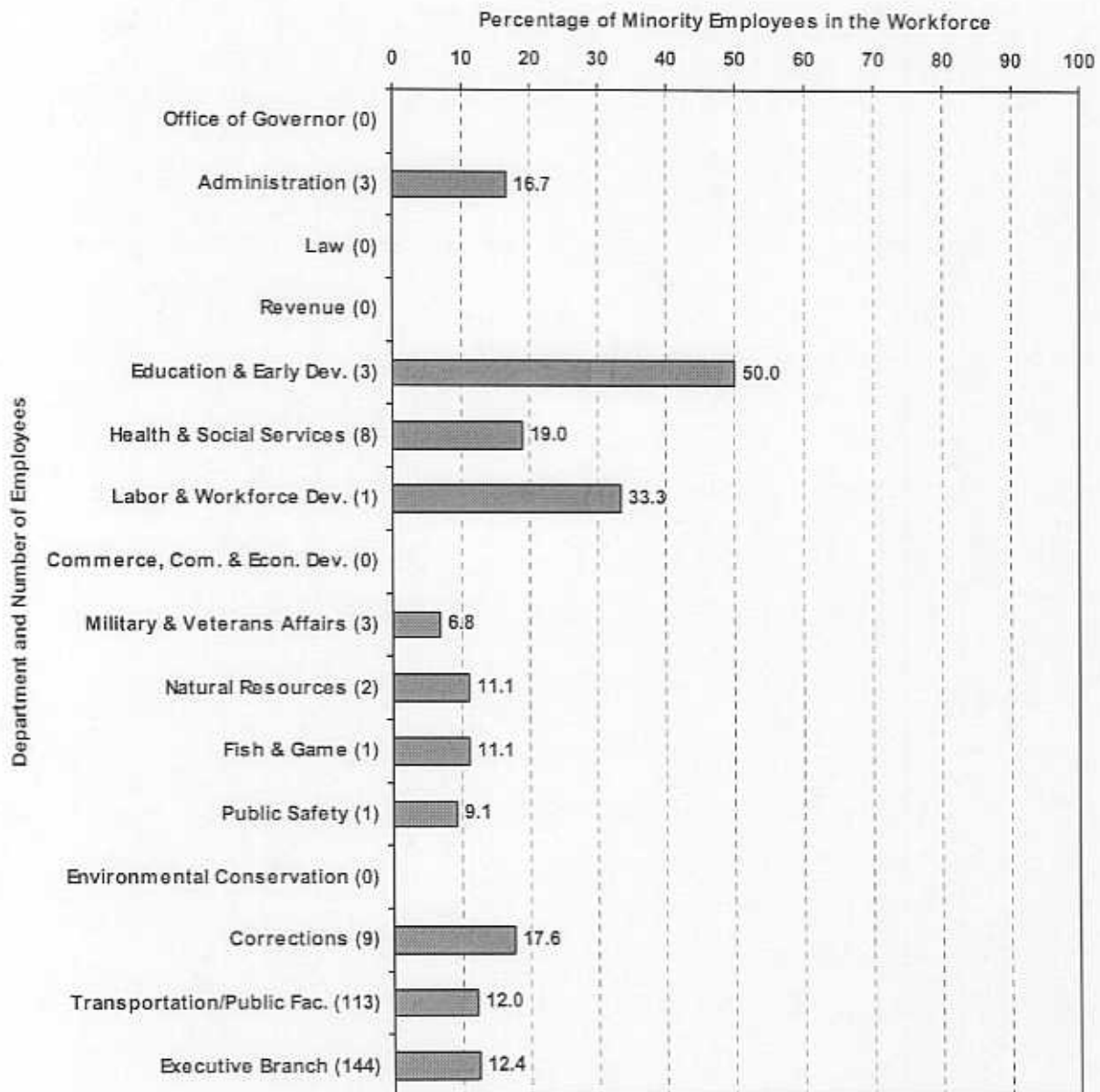


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Skilled Craft Workers by Department

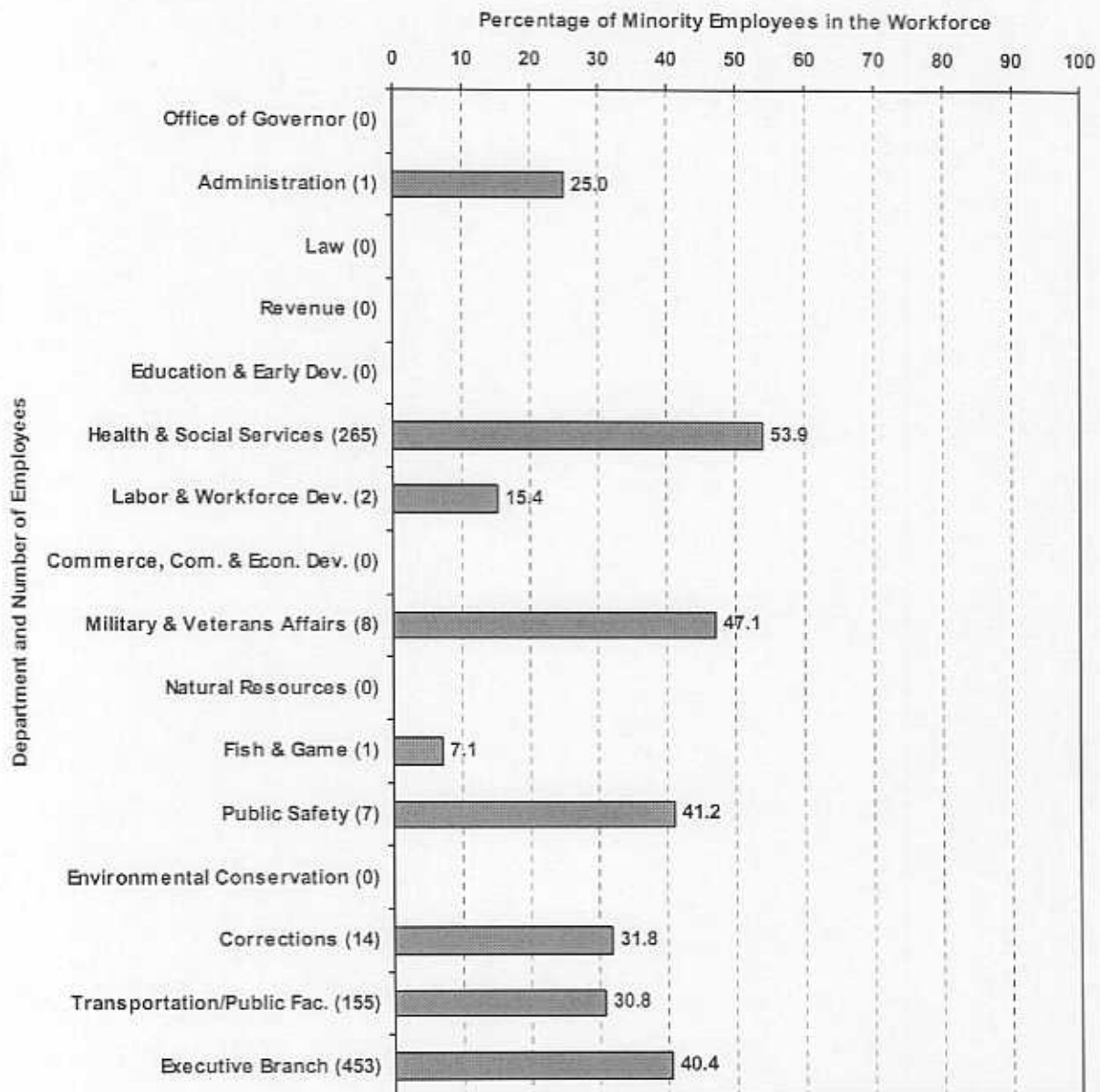


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Service-Maintenance by Department

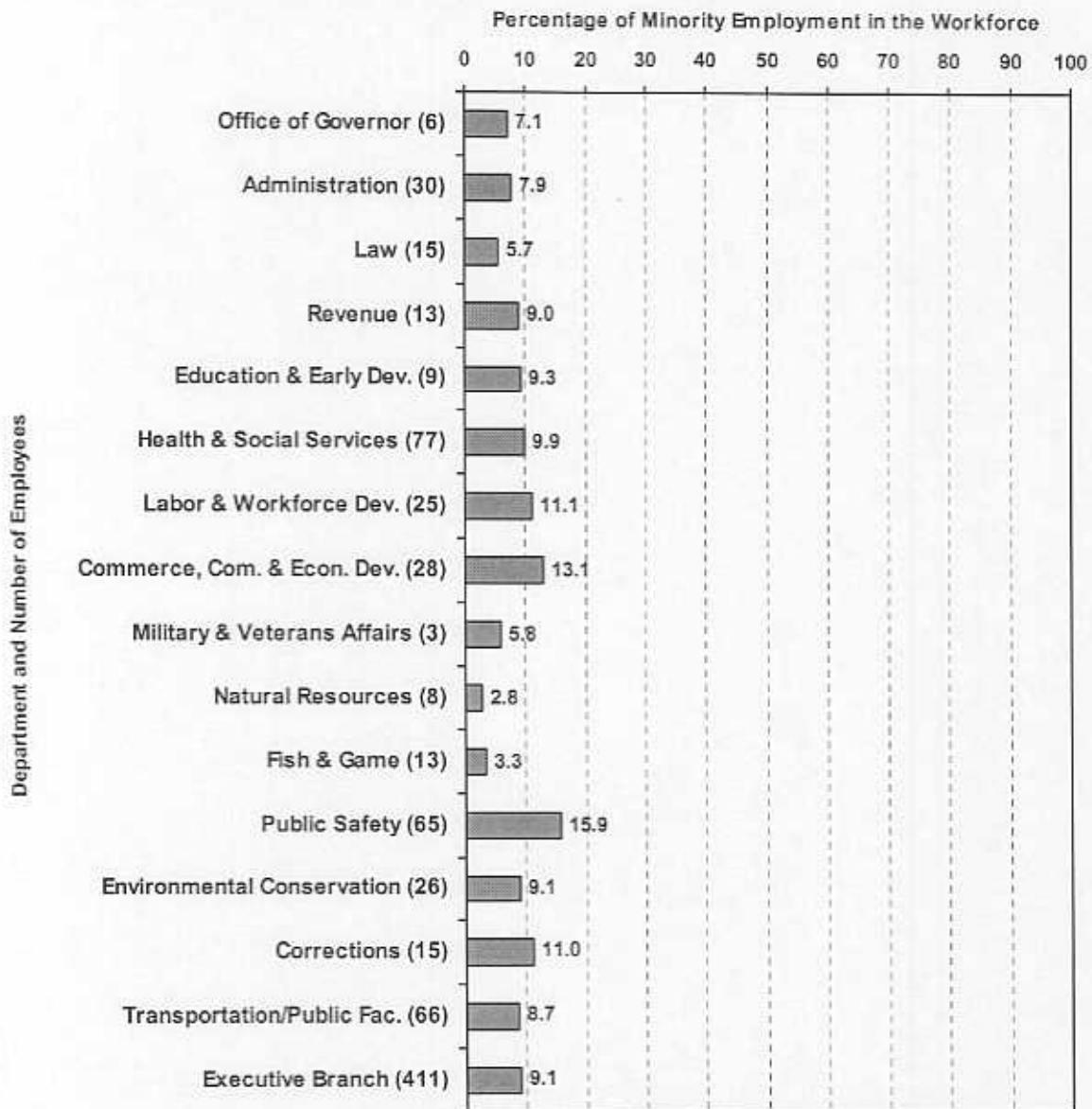


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Minority Employment in Pay Range 18 and Above by Department



Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

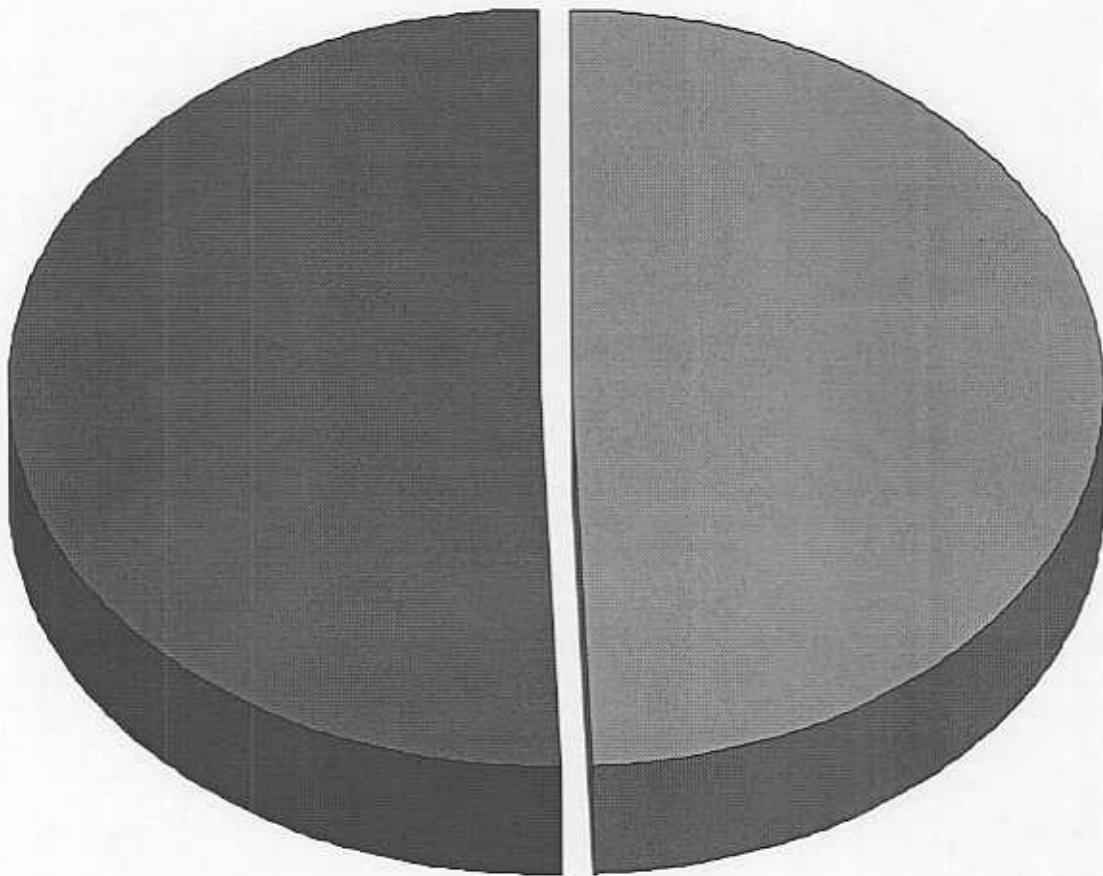
02/01/05

STATUS OF WOMEN EMPLOYED
IN ALASKA STATE GOVERNMENT

**State of Alaska
Executive Branch Workforce
Status of Employment of Women**

Male 7,066 (50.7%)

Female 6,876 (49.3%)



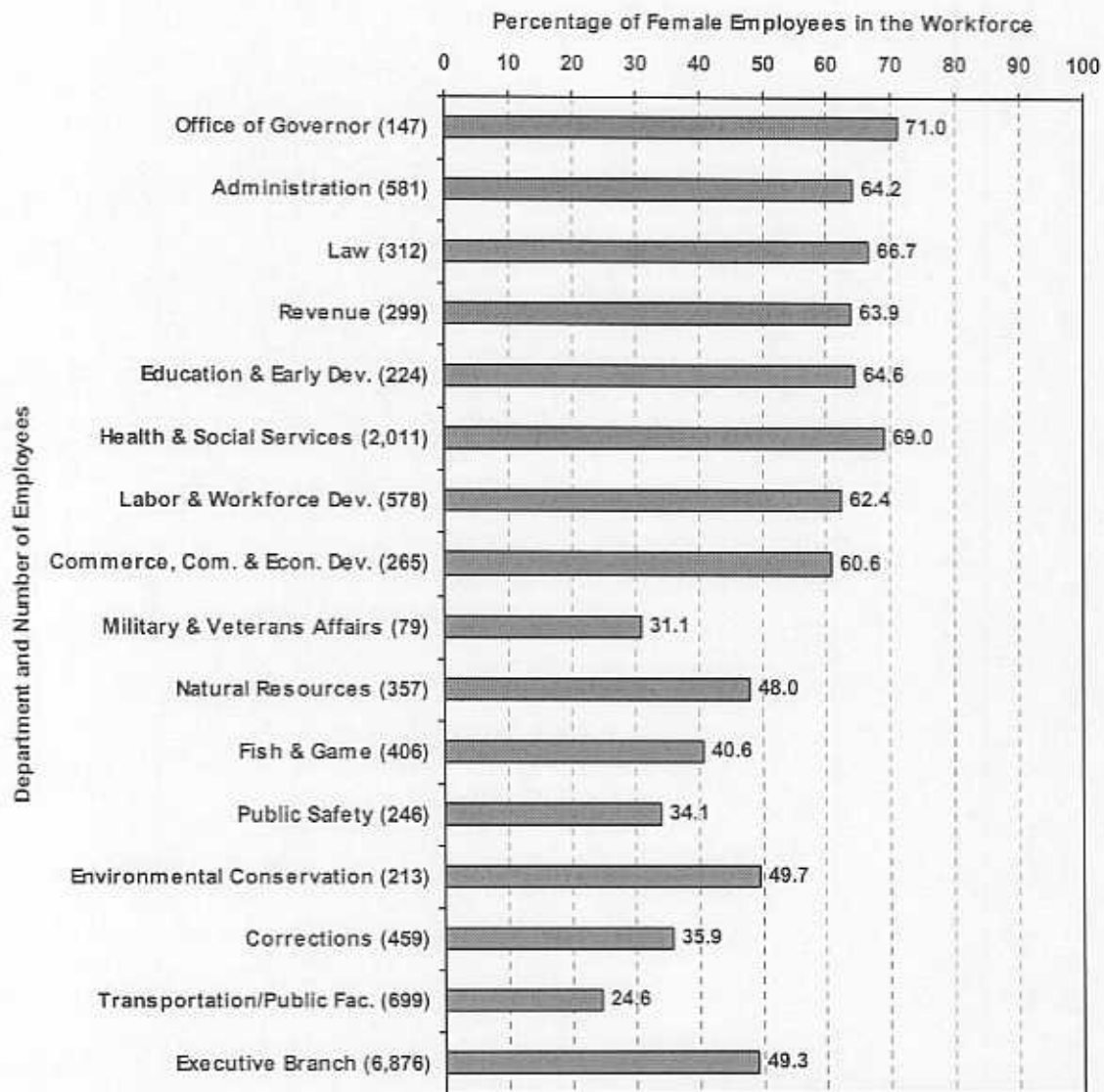
Total employees = 13,942

Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Total Employment of Women by Department

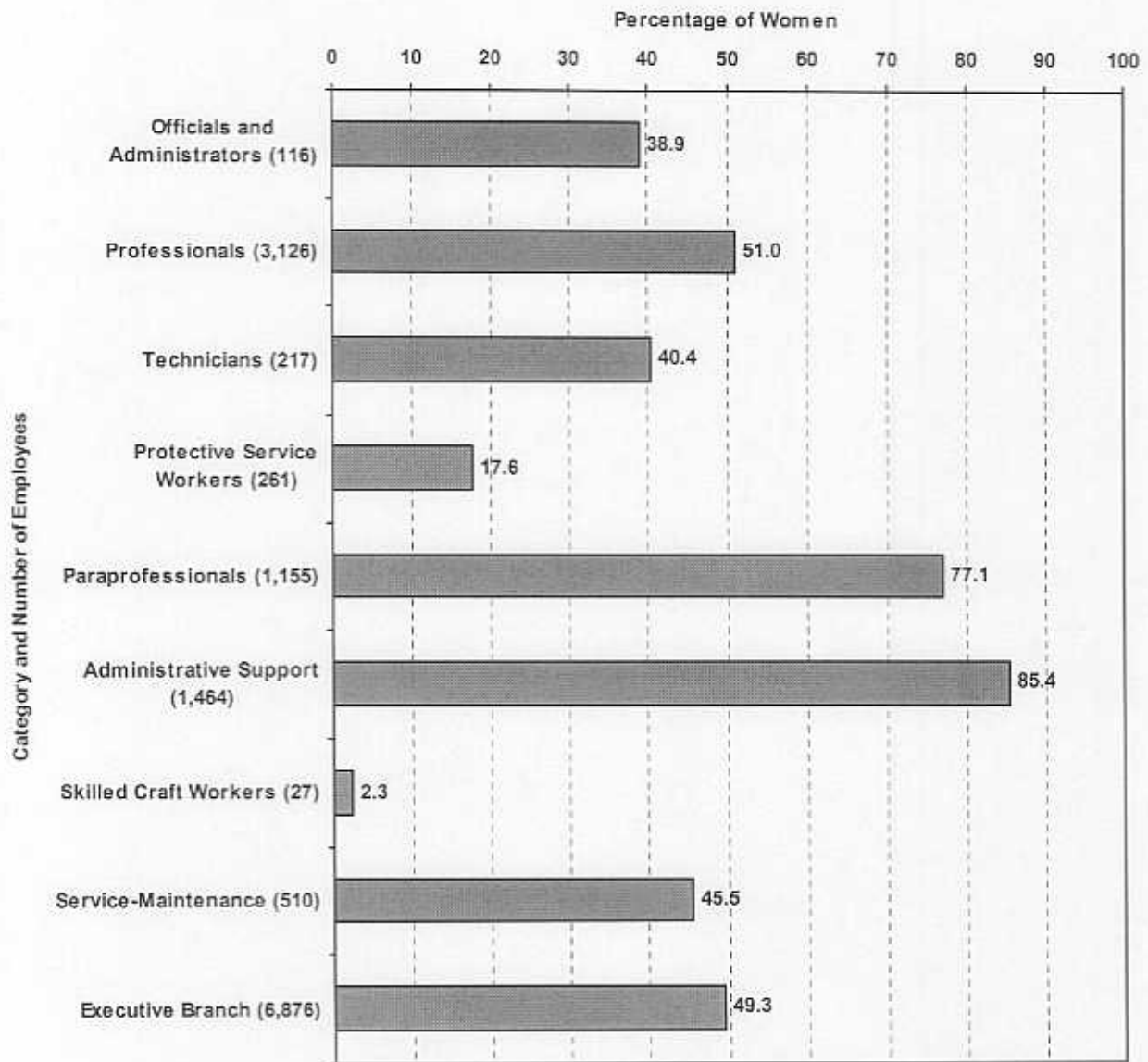


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Comparison of Total Employment of Women by Job Category

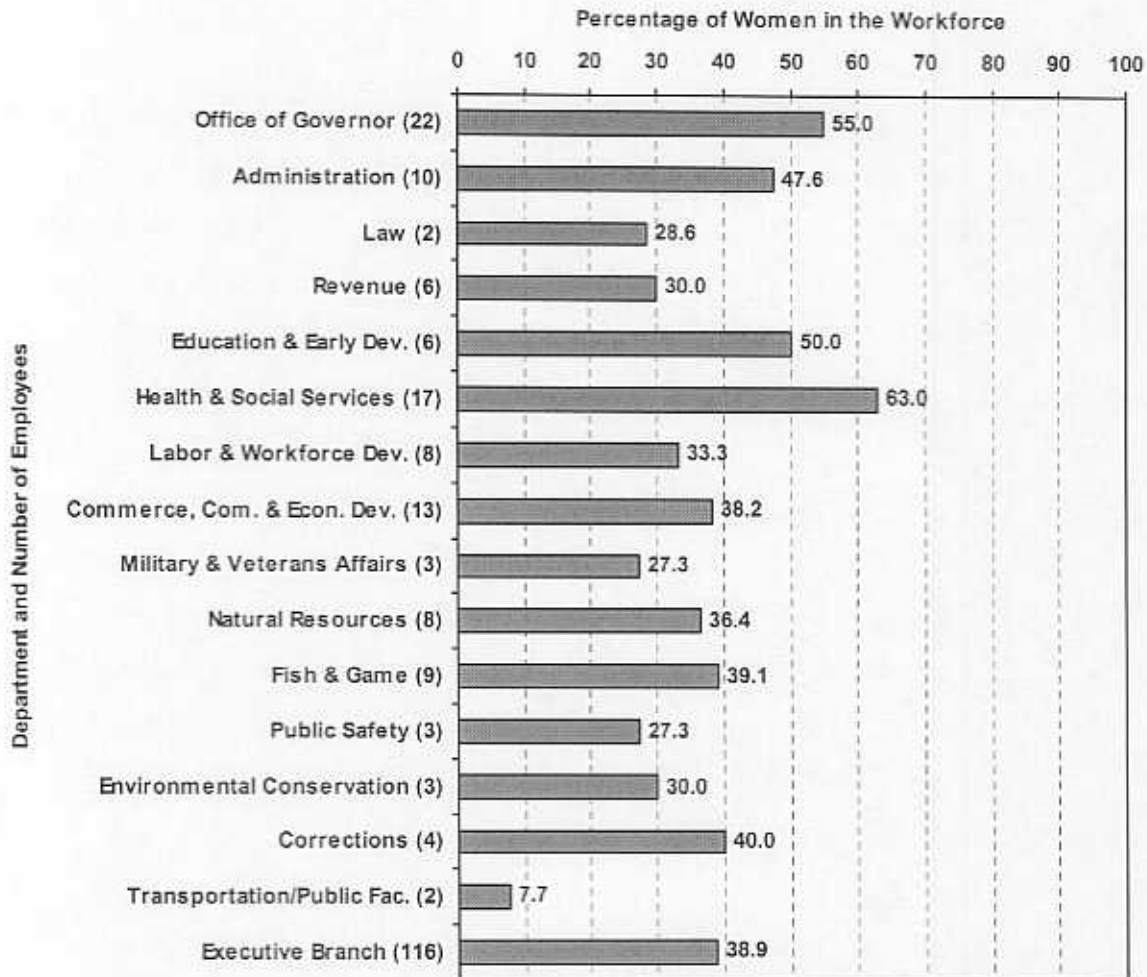


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Officials and Administrators by Department

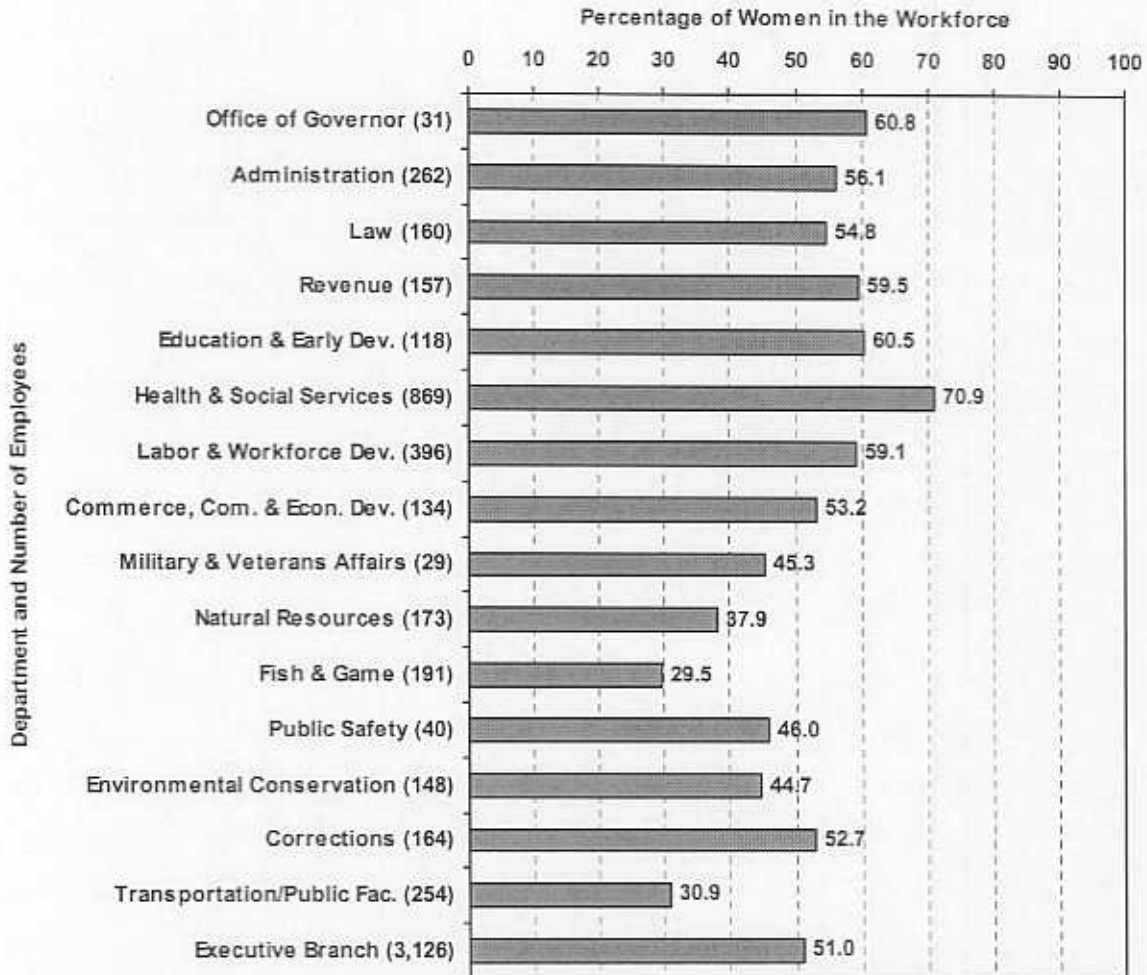


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Professionals by Department

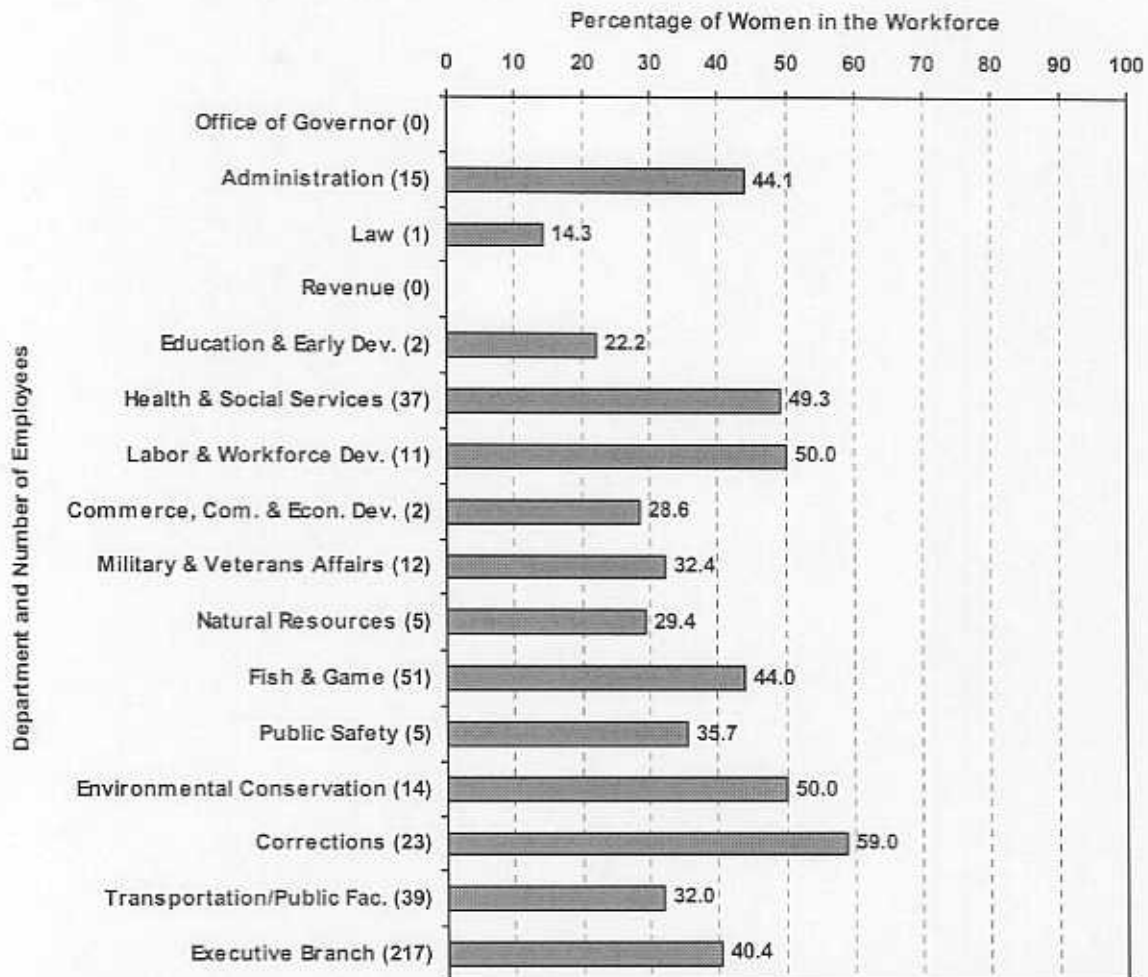


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Technicians by Department

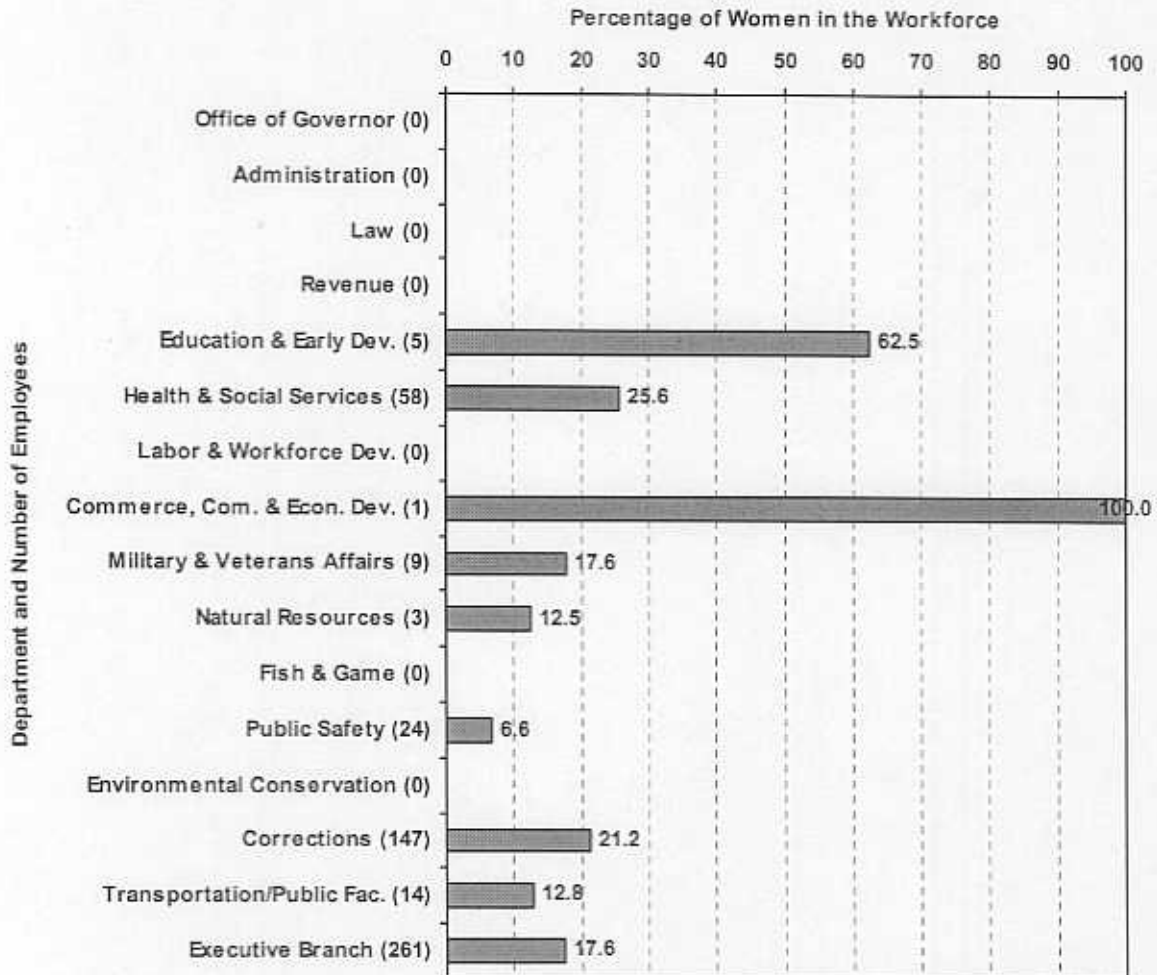


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Protective Service Workers by Department

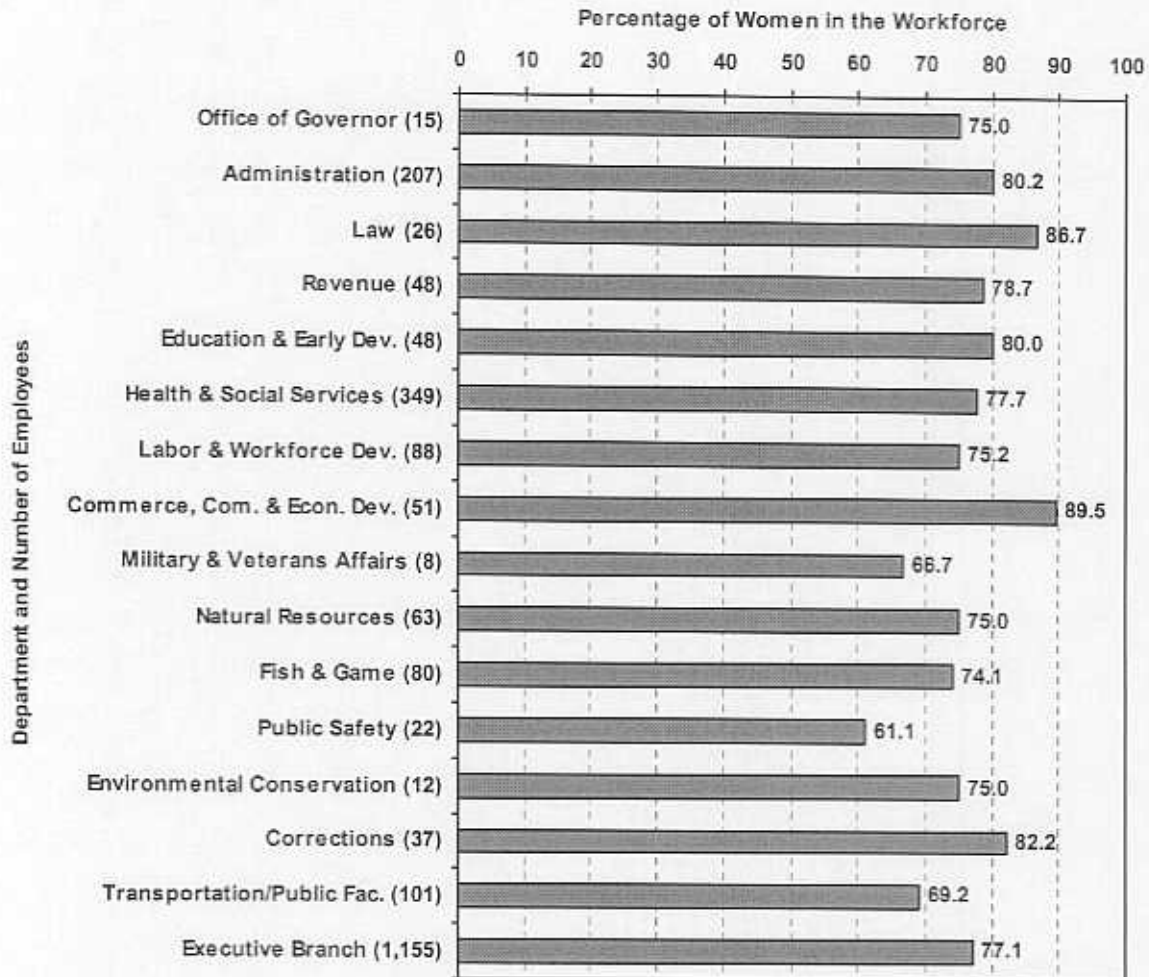


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Paraprofessionals by Department

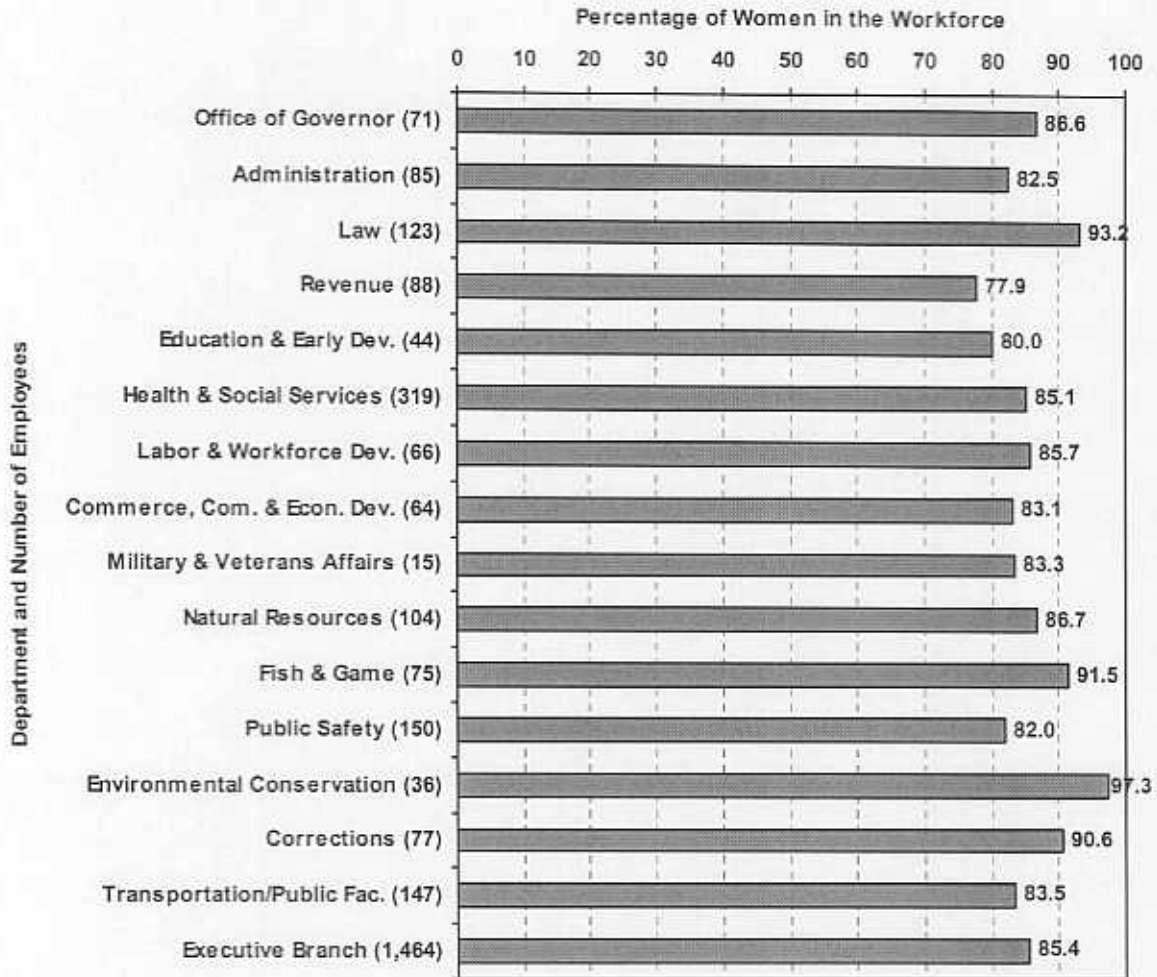


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Administrative Support by Department

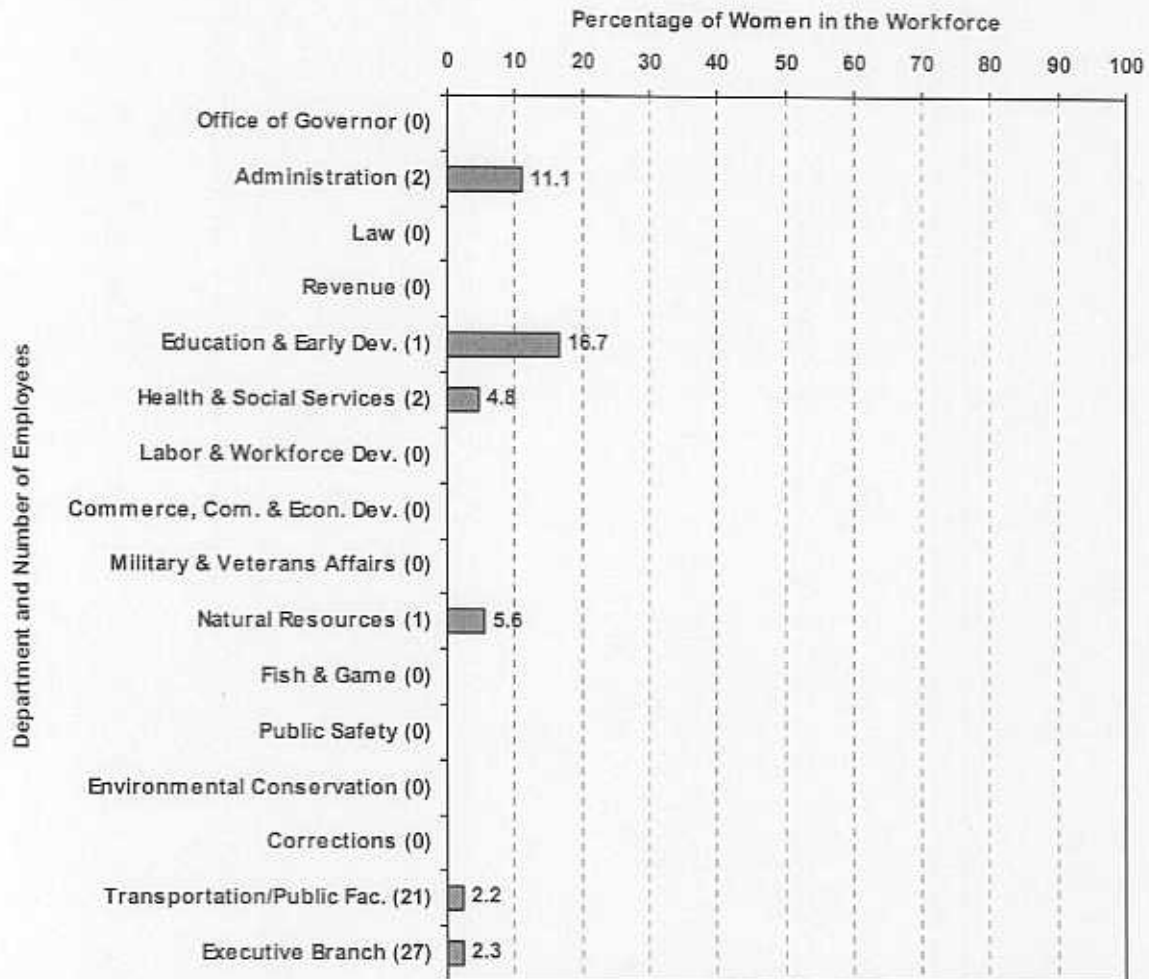


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Skilled Craft Workers by Department

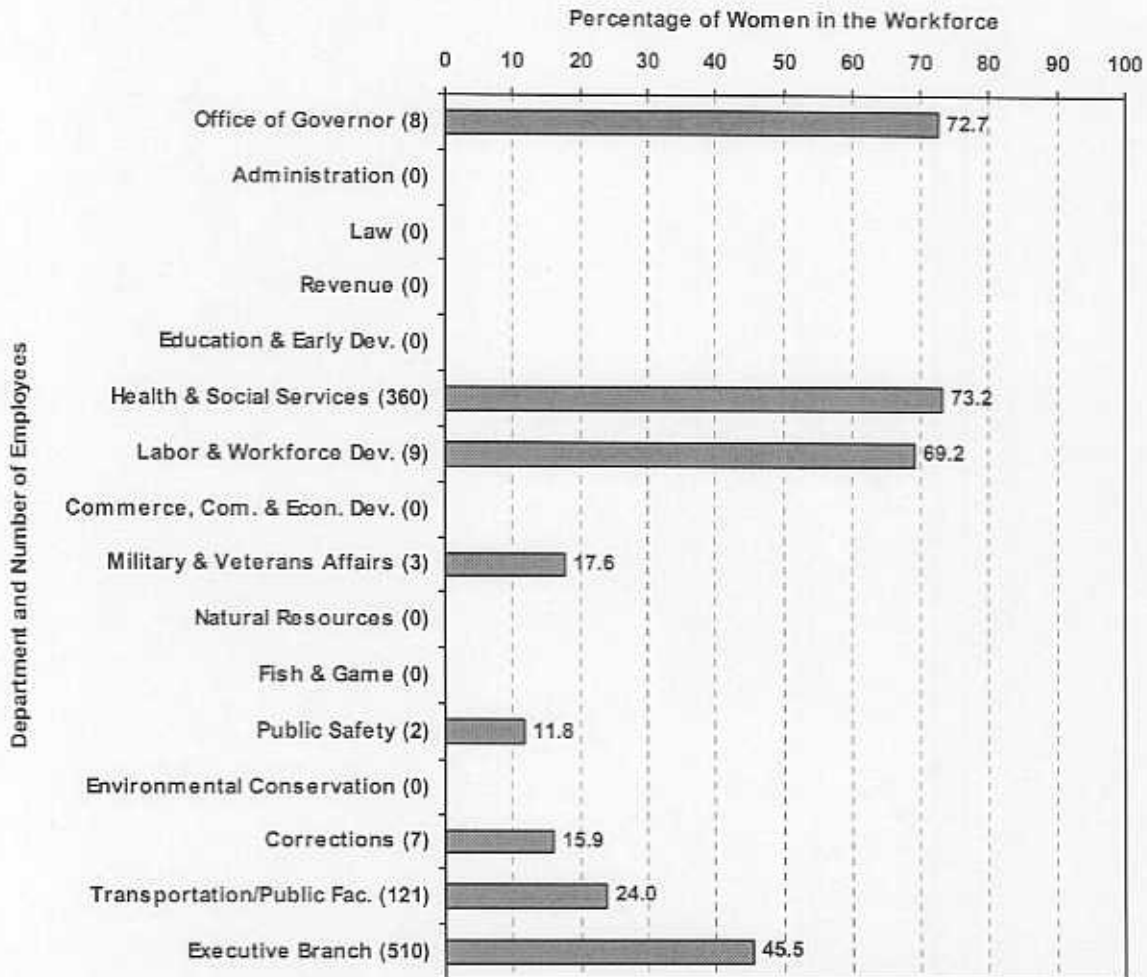


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Service-Maintenance by Department

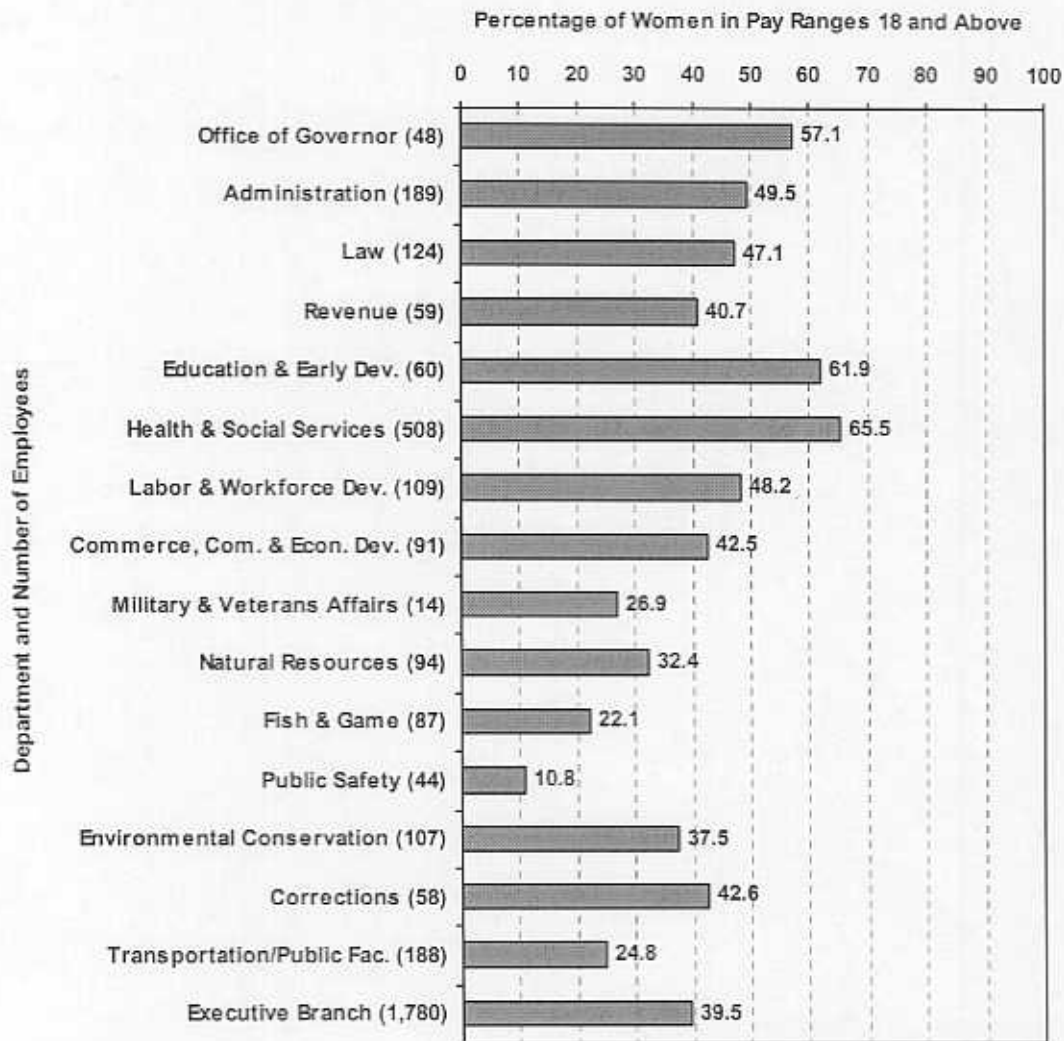


Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska Executive Branch Women Employment in Pay Range 18 and Above by Department



Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

INFORMAL EMPLOYMENT DISCRIMINATION
COMPLAINTS FY04

Informal Employment Discrimination Complaints

July 1, 2003 - June 30, 2004

Among its other responsibilities, the Equal Employment Opportunity Program accepts and investigates informal complaints of employment discrimination from state employees, previous state employees, and applicants for state employment (AS 39.28.010 through AS 39.28.200). The office works with both the complainant and the responding state agency as a neutral third party to bring about an informal resolution of the complaint before the complaint reaches the point of proceeding to a formal investigative agency.

For the time period July 1, 2003 to June 30, 2004, the Equal Employment Opportunity Program accepted twelve complaints of employment discrimination from state employees and applicants (some of which had multiple bases). All of these complaints are now closed. The complaint closures were based on lack of substantial evidence (1), filing of the complaint with a separate (formal complaint) agency (5), administrative closure (3), withdrawn (2) and successful resolution (1).

The office serves as an information resource contact for the public on equal employment opportunity and affirmative action matters. EEOP staff provides the public with basic civil rights information and directs several hundred calls concerning public sector complaints and questions to appropriate agencies each year.

APPENDIX A
Department Workforce Totals & Percentage

Department Workforce Totals and Percentage*

01 Office of the Governor

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	53	125	1	4			2	10	1		3	7			28	146	206
	25.7%	60.7%	0.5%	1.9%			1.0%	4.9%	0.5%		1.5%	3.4%			13.6%	70.9%	99.5%
Part-Time		1														1	1
		100.0%														100.0%	0.5%
Totals	53	126	1	4			2	10	1		3	7			28	147	207
	25.6%	60.9%	0.5%	1.9%			1.0%	4.8%	0.5%		1.4%	3.4%			13.5%	71.0%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

Department Workforce Totals and Percentage*

02 Administration

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	274	445	9	14	3	12	21	39	2	10	9	38			157	558	876
	31.3%	50.8%	1.0%	1.6%	0.3%	1.4%	2.4%	4.5%	0.2%	1.1%	1.0%	4.3%			17.9%	63.7%	96.8%
Part-Time	2	14	1	2			1	1			2	4	1		11	22	28
	7.1%	50.0%	3.6%	7.1%			3.6%	3.6%			7.1%	14.3%	3.6%		39.3%	78.6%	3.1%
Seasonal												1			1	1	1
												100.0%			100.0%	100.0%	0.1%
Totals	276	459	10	16	3	12	22	40	2	10	11	43	1		169	561	905
	30.5%	50.7%	1.1%	1.8%	0.3%	1.3%	2.4%	4.4%	0.2%	1.1%	1.2%	4.8%	0.1%		18.7%	64.2%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

Department Workforce Totals and Percentage*

03 Law

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	142	249	2	13	5	5	5	9	3	2	19	1		63	299	455	
	31.2%	54.7%	0.4%	2.9%	1.1%	1.1%	1.1%	2.0%	0.7%	0.4%	4.2%	0.2%		13.8%	65.7%	97.2%	
Part-Time		10					2				1			3	13	13	
							15.4%				7.7%			23.1%	100.0%	2.8%	
Totals	142	259	2	13	5	5	5	11	3	2	20	1		66	312	468	
	30.3%	55.3%	0.4%	2.8%	1.1%	1.1%	1.1%	2.4%	0.6%	0.4%	4.3%	0.2%		14.1%	66.7%	100.0%	

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

Department Workforce Totals and Percentage*

04 Revenue

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	135	191	5	22	4	11	10	22	1	8	3	15	1		101	269	428
	31.5%	44.6%	1.2%	5.1%	0.9%	2.6%	2.3%	5.1%	0.2%	1.9%	0.7%	3.5%	0.2%		23.6%	62.9%	91.5%
Part-Time	1	2			1										1	2	4
	25.0%	50.0%			25.0%										25.0%	50.0%	0.9%
Seasonal	7	16	1					3				9			13	28	36
	19.4%	44.4%	2.8%					8.3%				25.0%			36.1%	77.8%	7.7%
Totals	143	209	6	22	5	11	10	25	1	8	3	24	1		115	299	468
	30.6%	44.7%	1.3%	4.7%	1.1%	2.4%	2.1%	5.3%	0.2%	1.7%	0.8%	5.1%	0.2%		24.6%	63.9%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

Department Workforce Totals and Percentage*

05 Education and Early Development

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	81	150	2	2	1	5	3	15	1	2	8	17			56	191	287
	28.2%	52.3%	0.7%	0.7%	0.3%	1.7%	1.0%	5.2%	0.3%	0.7%	2.8%	5.9%			19.5%	66.6%	82.7%
Part-Time	15	23				1	1		1	3	4				13	31	51
	29.4%	45.1%				2.0%	2.0%		2.0%	5.9%	7.8%				25.5%	60.8%	14.7%
Seasonal	7	2														2	9
	77.8%	22.2%														22.2%	2.6%
Totals	103	175	2	2	1	6	4	15	2	5	11	21			69	224	347
	29.7%	50.4%	0.6%	0.6%	0.3%	1.7%	1.2%	4.3%	0.6%	1.4%	3.2%	6.1%			19.9%	64.6%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

Department Workforce Totals and Percentage*

06 Health and Social Services

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	666	1428	74	89	20	55	68	211	15	33	42	110		2	717	1928	2813
	23.7%	50.8%	2.6%	3.2%	0.7%	2.0%	2.4%	7.5%	0.5%	1.2%	1.5%	3.9%		0.1%	25.5%	68.5%	96.6%
Part-Time	5	57	1			1	9	10		1		7			29	76	91
	5.5%	62.6%	1.1%			1.1%	9.9%	11.0%		1.1%		7.7%			31.9%	83.5%	3.1%
Seasonal	2	5				1		1							2	7	9
	22.2%	55.6%				11.1%		11.1%							22.2%	77.8%	0.3%
Totals	673	1490	75	89	20	57	77	222	15	34	42	117	2	748	2011	2913	
	23.1%	51.2%	2.6%	3.1%	0.7%	2.0%	2.6%	7.6%	0.5%	1.2%	1.4%	4.0%	0.1%	25.7%	69.0%	100.0%	

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

Department Workforce Totals and Percentage*

07 Labor and Workforce Development

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	263	405	12	31	11	12	14	29	3	11	11	33	1		166	520	835
	31.5%	48.5%	1.4%	3.7%	1.3%	1.4%	1.7%	3.4%	0.4%	1.3%	1.3%	4.0%	0.1%		19.9%	62.3%	90.1%
Part-Time	19	14				1	1				2	1			5	16	38
	50.0%	36.8%				2.6%	2.6%				5.3%	2.6%			13.2%	42.1%	4.1%
Seasonal	9	36			1	1	1	2			1	3			9	42	54
	16.7%	66.7%			1.9%	1.9%	1.9%	3.7%			1.9%	5.6%			16.7%	77.8%	5.8%
Totals	291	455	12	31	12	14	16	30	3	11	14	37	1		180	578	927
	31.4%	49.1%	1.3%	3.3%	1.3%	1.5%	1.7%	3.2%	0.3%	1.2%	1.5%	4.0%	0.1%		19.4%	62.4%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

Department Workforce Totals and Percentage*

08 Commerce, Community and Economic Development

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	138	211	3	8	3	3	10	16	1	2	15	22		1	83	263	434
	32.0%	48.6%	0.7%	1.8%	0.7%	0.7%	2.3%	3.7%	0.2%	0.5%	3.5%	5.1%		0.2%	19.1%	60.6%	99.3%
Part-Time		2														2	2
		100.0%														100.0%	0.5%
Seasonal											1				1		1
										100.0%					100.0%		0.2%
Totals	139	213	3	8	3	3	10	16	1	2	16	22		1	84	265	437
	31.8%	48.7%	0.7%	1.8%	0.7%	0.7%	2.3%	3.7%	0.2%	0.5%	3.7%	5.0%		0.2%	19.2%	60.6%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

Department Workforce Totals and Percentage*

09 Military and Veterans Affairs

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	145	65	11	2	5	1	12	6	1	2	1	1			42	77	252
	57.5%	25.8%	4.4%	0.8%	2.0%	0.4%	4.8%	2.4%	0.4%	0.8%	0.4%	0.4%			16.7%	30.6%	99.2%
Part-Time		2														2	2
		100.0%														100.0%	0.8%
Totals	145	67	11	2	5	1	12	6	1	2	1	1			42	79	254
	57.1%	26.4%	4.3%	0.8%	2.0%	0.4%	4.7%	2.4%	0.4%	0.8%	0.4%	0.4%			16.5%	31.1%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

Department Workforce Totals and Percentage*

10 Natural Resources

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	321	281	1	9	3	10	4	14	6	6	12			65	332	667	
	48.1%	42.1%	0.1%	1.3%	0.4%	1.5%	0.6%	2.1%	0.9%	0.9%	1.8%			9.7%	49.8%	89.8%	
Part-Time	6	9				1					1		1	2	12	18	
	33.3%	50.0%				5.6%					5.6%		5.6%	11.1%	66.7%	2.4%	
Seasonal	40	12			2	1	1		1					6	13	58	
	69.0%	20.7%			3.4%	1.7%	1.7%		1.7%					10.3%	22.4%	7.8%	
Totals	367	302	1	9	5	12	5	14	6	7	13		1	73	357	743	
	49.4%	40.6%	0.1%	1.2%	0.7%	1.6%	0.7%	1.9%	0.8%	0.9%	1.7%		0.1%	9.8%	48.0%	100.0%	

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

Department Workforce Totals and Percentage*

II Fish and Game

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	464	298	3		4	6	11	10	1	1	5	12			52	327	814
	57.0%	36.6%	0.4%		0.5%	0.7%	1.4%	1.2%	0.1%	0.1%	0.6%	1.5%			6.4%	40.2%	81.5%
Part-Time	0	8														8	16
	50.0%	50.0%														50.0%	1.0%
Seasonal	92	63			1	1	1	1	1	3	3	2		1	13	71	169
	54.4%	37.3%			0.6%	0.6%	0.6%	0.6%	1.8%	1.8%	1.8%	1.2%		0.6%	7.7%	42.0%	16.9%
Totals	564	369	3		5	7	12	11	4	4	8	14		1	65	406	999
	56.5%	36.9%	0.3%		0.5%	0.7%	1.2%	1.1%	0.4%	0.4%	0.8%	1.4%		0.1%	6.5%	40.6%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

Department Workforce Totals and Percentage*

12 Public Safety

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	368	190	17	7	15	7	12	9	7	5	37	14	18	11	130	243	717
	51.3%	26.5%	2.4%	1.0%	2.1%	1.0%	1.7%	1.3%	1.0%	0.7%	5.2%	2.0%	2.5%	1.5%	18.1%	33.9%	99.4%
Part-Time		2														2	2
		100.0%														100.0%	0.3%
Seasonal	1	1														1	2
	50.0%	50.0%														50.0%	0.3%
Totals	369	193	17	7	15	7	12	9	7	5	37	14	18	11	130	246	721
	51.2%	26.8%	2.4%	1.0%	2.1%	1.0%	1.7%	1.2%	1.0%	0.7%	5.1%	1.9%	2.5%	1.5%	18.0%	34.1%	100.0%

*Percentages have been rounded

Department Workforce Totals and Percentage*

18 Environmental Conservation

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F					
Full-Time	191	176	3	6	8	6	10	14		1	1	8			57	211	424
	45.0%	41.5%	0.7%	1.4%	1.9%	1.4%	2.4%	3.3%		0.2%	0.2%	1.9%			13.4%	49.8%	98.8%
Part-Time	2	1						1							1	2	4
	50.0%	25.0%					25.0%								25.0%	50.0%	0.9%
Seasonal	1																1
	100.0%																0.2%
Totals	194	177	3	6	8	6	10	15		1	1	8			58	213	429
	45.2%	41.3%	0.7%	1.4%	1.9%	1.4%	2.3%	3.5%		0.2%	0.2%	1.9%			13.5%	49.7%	100.0%

*Percentages have been rounded

Department Workforce Totals and Percentage*

20 Corrections

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	638	369	50	23	20	14	35	15	26	10	50	25	1		268	456	1276
	50.0%	28.9%	3.9%	1.8%	1.6%	1.1%	2.7%	1.2%	2.0%	0.8%	3.9%	2.0%	0.1%		21.0%	35.7%	99.7%
Part-Time	1	1		1		1									2	3	4
	25.0%	25.0%		25.0%		25.0%									50.0%	75.0%	0.3%
Totals	639	370	50	24	20	15	35	15	26	10	50	25	1		270	459	1280
	49.9%	28.9%	3.9%	1.9%	1.6%	1.2%	2.7%	1.2%	2.0%	0.8%	3.9%	2.0%	0.1%		21.1%	35.9%	100.0%

*Percentages have been rounded

Department Workforce Totals and Percentage*

25 Transportation and Public Facilities

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	1656	514	34	19	34	18	102	51	24	8	100	36	1		426	646	2597
	63.8%	19.8%	1.3%	0.7%	1.3%	0.7%	3.9%	2.0%	0.9%	0.3%	3.9%	1.4%	0.0%		16.4%	24.9%	91.3%
Part-Time	8	8	1	1	1						1	2			6	11	22
	36.4%	36.4%	4.5%	4.5%	4.5%						4.5%	9.1%			27.3%	50.0%	0.8%
Seasonal	157	32	2		2	1	1	1	2	2	19	6			36	42	225
	69.8%	14.2%	0.9%		0.9%	0.4%	0.4%	0.4%	0.9%	0.9%	8.4%	2.7%			16.0%	18.7%	7.9%
Totals	1821	554	37	20	37	19	103	52	26	10	120	44	1		468	699	2844
	64.0%	19.5%	1.3%	0.7%	1.3%	0.7%	3.6%	1.8%	0.9%	0.4%	4.2%	1.5%	0.0%		16.5%	24.6%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

Department Workforce Totals and Percentage*

Total Employees in the Executive Branch Workforce

Status	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Full-Time	5536	5097	227	249	136	165	319	469	82	102	293	369	22	15	2411	6466	13081
	42.3%	39.0%	1.7%	1.9%	1.0%	1.3%	2.4%	3.6%	0.6%	0.8%	2.2%	2.8%	0.2%	0.1%	18.4%	49.4%	93.8%
Part-Time	67	154	3	4	2	5	12	14	1	4	8	20	2		73	203	296
	22.6%	52.0%	1.0%	1.4%	0.7%	1.7%	4.1%	4.7%	0.3%	1.4%	2.7%	6.8%		0.7%	24.7%	68.6%	2.1%
Seasonal	316	167	3		6	5	4	8	4	5	25	21		1	81	207	565
	55.9%	29.6%	0.5%		1.1%	0.9%	0.7%	1.4%	0.7%	0.9%	4.4%	3.7%		0.2%	14.3%	36.6%	4.1%
Totals	5919	5418	233	253	144	175	335	491	87	111	326	410	22	18	2565	6876	13942
	42.5%	38.9%	1.7%	1.8%	1.0%	1.3%	2.4%	3.5%	0.6%	0.8%	2.3%	2.9%	0.2%	0.1%	18.4%	49.3%	100.0%

*Percentages have been rounded

Data Source: State of Alaska, Department of Administration, Division of Finance

APPENDIX B
Salary Ranges by Bargaining Unit Group

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: *General Government, Supervisory, Confidential, Excluded, Partially Exempt and Exempt Employees*

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
00	48	63		1		2	3	7	1	3	6	6			29	82	140
	34.3%	45.0%		0.7%	1.4%	2.1%	5.0%	0.7%	2.1%	4.3%	4.3%				20.7%	58.6%	1.2%
01		1		1											1	2	2
		50.0%		50.0%											50.0%	100.0%	0.0%
05	9	15					1	2			1	1			5	18	29
	31.0%	51.7%					3.4%	6.9%			3.4%	3.4%			17.2%	62.1%	0.3%
06	2	3		1			1	1							3	5	8
	25.0%	37.5%		12.5%			12.5%	12.5%							37.5%	62.5%	0.1%
07	6	23		2		1	1	3		1	4	6			18	36	47
	12.8%	48.9%		4.3%	2.1%	2.1%	6.4%	6.4%	2.1%	8.5%	12.8%				38.3%	76.6%	0.4%

***Percentages have been rounded**

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: General Government, Supervisory, Confidential, Excluded, Partially Exempt and Exempt Employees

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
08	66	303	4	24	5	13	3	25	1	6	9	49		6	139	426	514
	12.8%	58.9%	0.8%	4.7%	1.0%	2.5%	0.6%	4.9%	0.2%	1.2%	1.8%	9.5%		1.2%	27.0%	82.9%	4.5%
09	30	55	6	3		4	6	12		1	3	4		1	39	80	125
	24.0%	44.0%	4.8%	2.4%		3.2%	4.8%	9.6%		0.8%	2.4%	3.2%		0.8%	31.2%	64.0%	1.1%
10	83	571	12	49	5	32	25	136	5	14	11	64		4	353	870	1011
	8.2%	56.5%	1.2%	4.8%	0.5%	3.2%	2.5%	13.5%	0.5%	1.4%	1.1%	6.3%		0.4%	34.9%	86.1%	8.8%
11	83	191	4	10	1	8	3	9	1	3	8	20			67	241	341
	24.3%	56.0%	1.2%	2.9%	0.3%	2.3%	0.9%	2.6%	0.3%	0.9%	2.3%	5.9%			19.6%	70.7%	3.0%
12	124	322	16	27	7	10	17	34	1	7	10	42		1	171	443	618
	20.1%	52.1%	2.6%	4.4%	1.1%	1.6%	2.8%	5.5%	0.2%	1.1%	1.6%	6.8%		0.2%	27.7%	71.7%	5.4%

***Percentages have been rounded**

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: General Government, Supervisory, Confidential, Excluded, Partially Exempt and Exempt Employees

Salary Range	Caucasian		African American		Hispanic		Asian/Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
13	478	420	55	23	19	19	27	25	18	8	46	48	3		288	543	1189
	40.2%	35.3%	4.6%	1.9%	1.6%	1.6%	2.3%	2.1%	1.5%	0.7%	3.9%	4.0%	0.3%		24.2%	45.7%	10.4%
14	261	475	17	33	8	18	18	39	3	14	16	40			206	619	942
	27.7%	50.4%	1.8%	3.5%	0.8%	1.9%	1.9%	4.1%	0.3%	1.5%	1.7%	4.2%			21.9%	65.7%	8.2%
15	196	229	14	15	6	8	9	19	7	9	11	15	2		113	297	540
	36.3%	42.4%	2.6%	2.8%	1.1%	1.5%	1.7%	3.5%	1.3%	1.7%	2.0%	2.8%	0.4%		20.9%	55.0%	4.7%
16	475	648	18	24	11	21	16	37	3	9	13	33			185	772	1308
	36.3%	49.5%	1.4%	1.8%	0.8%	1.6%	1.2%	2.8%	0.2%	0.7%	1.0%	2.5%			14.1%	59.0%	11.4%
17	141	265	6	9	3	5	4	19	3	8	8	17	1		82	324	489
	28.8%	54.2%	1.2%	1.8%	0.6%	1.0%	0.8%	3.9%	0.6%	1.6%	1.6%	3.5%	0.2%		16.8%	66.3%	4.3%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: General Government, Supervisory, Confidential, Excluded, Partially Exempt and Exempt Employees

Salary Range	Caucasian		African American		Hispanic		Asian/Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
18	606	484	12	13	7	10	21	19	1	13	7	14			117	553	1207
	50.2%	40.1%	1.0%	1.1%	0.6%	0.8%	1.7%	1.6%	0.1%	1.1%	0.6%	1.2%			9.7%	45.8%	10.5%
19	162	233	3	4	7	5	9	4	2	3	2	6	1		45	255	441
	36.7%	52.8%	0.7%	0.9%	1.6%	1.1%	2.0%	0.9%	0.5%	0.7%	0.5%	1.4%	0.2%		10.2%	57.8%	3.8%
20	497	273	5	4	8	4	13	13	7	1	10	6	1	1	71	302	843
	59.0%	32.4%	0.6%	0.5%	0.9%	0.5%	1.5%	1.5%	0.8%	0.1%	1.2%	0.7%	0.1%	0.1%	8.4%	35.8%	7.3%
21	186	204	5	2	3	3	9	8	1	3	4	5			43	225	433
	43.0%	47.1%	1.2%	0.5%	0.7%	0.7%	2.1%	1.8%	0.2%	0.7%	0.9%	1.2%			9.9%	52.0%	3.8%
22	256	146		1	2	2	10	5	2		3				25	154	427
	60.0%	34.2%		0.2%	0.5%	0.6%	2.3%	1.2%	0.5%		0.7%				5.9%	36.1%	3.7%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: General Government, Supervisory, Confidential, Excluded, Partially Exempt and Exempt Employees

Salary Range	Caucasian		African American		Hispanic		Asian/Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
23	123	81	1		1		2	1	1	1					11	87	215
		57.2%	37.7%	0.5%		0.5%		0.9%	0.5%	0.5%					5.1%	40.5%	1.9%
24	179	98	1		2		2	1		2	5				13	101	289
		61.6%	33.9%	0.3%		0.7%		0.7%	0.3%	0.7%	1.7%				4.5%	34.9%	2.5%
25	72	29	1		1		1	1	1	1	1				7	31	108
		66.7%	26.9%	0.9%		0.9%		0.9%	0.9%	0.9%	0.9%				6.5%	28.7%	0.9%
26	98	35			1		1				1	1	1		4	36	138
		71.0%	25.4%			0.7%		0.7%			0.7%	0.7%	0.7%		2.9%	26.1%	1.2%
27	20	9			1										3	11	32
		62.5%	28.1%			3.1%		3.1%							9.4%	34.4%	0.3%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: *General Government, Supervisory, Confidential, Excluded, Partially Exempt and Exempt Employees*

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
28	34	9									1				1	9	44
	77.3%	20.5%									2.3%				2.3%	20.5%	0.4%
29	1																1
	100.0%																0.0%
30	2	1											1		1		4
	50.0%	25.0%											25.0%		25.0%	25.0%	0.0%
Totals	4237	5186	180	246	98	167	202	421	58	105	180	382	7	16	2039	6523	11485
	36.9%	45.2%	1.6%	2.1%	0.9%	1.5%	1.8%	3.7%	0.5%	0.9%	1.6%	3.3%	0.1%	0.1%	17.8%	56.8%	100.0%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: Labor, Trades & Crafts

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
49	33	1			3		1				3				7	1	41
	80.5%	2.4%			7.3%		2.4%				7.3%				17.1%	2.4%	2.9%
50	20				1		1			1					3		23
	87.0%				4.3%		4.3%			4.3%					13.0%		1.6%
51	143	2	3		3		1		2		6				15	2	160
	89.4%	1.3%	1.9%		1.9%		0.6%		1.3%		3.6%				9.4%	1.3%	11.2%
52	119	1			1				3		17				21	1	141
	84.4%	0.7%			0.7%				2.1%		12.1%				14.9%	0.7%	9.9%
53	430	11	5		2		7		4		27	1			46	12	487
	88.3%	2.3%	1.0%		0.4%		1.4%		0.8%		5.5%	0.2%			9.4%	2.5%	34.1%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: Labor, Trades & Crafts

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
54	165	9	8		1		10		3	1	12	2			37	12	211
		78.2%	4.3%	3.8%	0.5%		4.7%		1.4%	0.5%	5.7%	0.9%			17.5%	5.7%	14.8%
55	5	3	1				1			1	1				4	4	12
		41.7%	25.0%	8.3%			8.3%			8.3%	8.3%				33.3%	33.3%	0.8%
56	34	8	3	2	2		6	1	1		2	1			18	12	60
		56.7%	13.3%	5.0%	3.3%	3.3%	10.0%	1.7%	1.7%		3.3%	1.7%			30.0%	20.0%	4.2%
57	17	15	5		1		6	13		1	3				29	29	61
		27.9%	24.0%	8.2%		1.6%	9.8%	21.3%		1.6%	4.9%				47.5%	47.5%	4.3%
58	10	6	1			1	5				2	4			13	11	29
		34.5%	20.7%	3.4%		3.4%	17.2%				6.9%	13.8%			44.8%	37.9%	2.0%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: Labor, Trades & Crafts

Salary Range	Caucasian		African American		Hispanic		Asian/Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
59	1											1			1	1	2
	50.0%										50.0%				50.0%	50.0%	0.1%
60	24	14	3	1	5	1	25	12			2	4			53	32	91
	26.4%	15.4%	3.3%	1.1%	5.5%	1.1%	27.5%	13.2%			2.2%	4.4%			58.2%	35.2%	6.4%
61	5	40	1	3	1	3	15	36			1	6			66	88	111
	4.5%	36.0%	0.9%	2.7%	0.9%	2.7%	13.5%	32.4%			0.9%	5.4%			59.5%	79.3%	7.8%
Totals	1006	110	30	6	20	5	78	62	13	3	77	19			313	205	1429
	70.4%	7.7%	2.1%	0.4%	1.4%	0.3%	5.5%	4.3%	0.9%	0.2%	5.4%	1.3%			21.9%	14.3%	100.0%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: Public Safety Officers

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
74	40	9	3				1		1		2		14	2	7	11	72
	55.6%	12.5%	4.2%				1.4%		1.4%		2.8%		19.4%	2.8%	9.7%	15.3%	16.8%
75	34	7	3		1		3		1		2				10	7	51
	66.7%	13.7%	5.9%		2.0%		5.9%		2.0%		3.9%				19.6%	13.7%	11.9%
76	181	8	9		13	1	4	1	3	1	19	1			52	12	241
	75.1%	3.3%	3.7%		5.4%	0.4%	1.7%	0.4%	1.2%	0.4%	7.9%	0.4%			21.6%	5.0%	56.2%
77	6	1					2		1	1			1		4	2	12
	50.0%	8.3%					16.7%		8.3%	8.3%			8.3%		33.3%	16.7%	2.8%
78	40	1	4		1		1				6				12	1	53
	75.5%	1.9%	7.5%		1.9%		1.9%				11.3%				22.6%	1.9%	12.4%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: Public Safety Officers

Salary Range	Caucasian		African American		Hispanic		Asian/Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
	301	26	19		15	1	11	1	6	2	29	1	15	2	85	33	429
Totals	70.2%	6.1%	4.4%		3.5%	0.2%	2.6%	0.2%	1.4%	0.5%	6.8%	0.2%	3.5%	0.5%	19.8%	7.7%	100.0%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: *Alaska Marine Highway System Employees*

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
13.00 - 13.99	8	4														4	12
	66.7%	33.3%														33.3%	2.2%
14.00 - 14.99	13	2			1		1								2	2	17
	76.5%	11.8%			5.9%		5.9%								11.8%	11.8%	3.1%
15.00 - 15.99	6	1	1				1				1				3	1	10
	60.0%	10.0%	10.0%				10.0%				10.0%				30.0%	10.0%	1.8%
16.00 - 16.99	52	35	3	1	2	2	12	4	1	1	18	5			49	48	136
	38.2%	25.7%	2.2%	0.7%	1.5%	1.5%	8.8%	2.9%	0.7%	0.7%	13.2%	3.7%			36.0%	35.3%	25.0%
17.00 - 17.99	38	9			2		12	1	1	1	10	1			27	11	74
	51.4%	12.2%			2.7%		16.2%	1.4%	1.4%	1.4%	13.5%	1.4%			36.5%	14.9%	13.6%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: Alaska Marine Highway System Employees

Salary Range	Caucasian		African American		Hispanic		Asian/Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
18.00 - 18.99	56	1					3				2				5	1	62
	90.3%	1.6%					4.8%			3.2%					8.1%	1.6%	11.4%
19.00 - 19.99	19	11			1		5	1	1		1	1			10	13	40
	47.5%	27.5%			2.5%		12.5%	2.5%	2.5%	2.5%	2.5%	2.5%			25.0%	32.5%	7.3%
20.00 - 20.99	111	13			4		9	1	5		3				22	14	146
	76.0%	8.9%			2.7%		6.2%	0.7%	3.4%	2.1%					15.1%	9.6%	26.8%
30.00 - 30.99	37	1							1		1				2	1	40
	92.5%	2.5%							2.5%		2.5%				5.0%	2.5%	7.3%
40.00 - 40.99	7								1						1		8
	87.5%								12.5%						12.5%		1.5%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

**State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program
Salary Ranges By Bargaining Unit Group**

Bargaining Unit Group: Alaska Marine Highway System Employees

Salary Range	Caucasian		African American		Hispanic		Asian/ Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
	347	77	4	1	10	2	43	7	10	1	36	7			121	95	545
Totals	63.7%	14.1%	0.7%	0.2%	1.8%	0.4%	7.9%	1.3%	1.8%	0.2%	6.6%	1.3%			22.2%	17.4%	100.0%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

State of Alaska - Department of Administration - Division of Personnel - Equal Employment Opportunity Program

Salary Ranges By Bargaining Unit Group

Bargaining Unit Group: Teachers

Salary Range	Caucasian		African American		Hispanic		Asian/Pacific Is.		Native American		Alaska Native		Unknown		Total Minority	Total Female	Total Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
3000-3999	6	5										1			1	6	12
	50.0%	41.7%									8.3%				8.3%	50.0%	22.2%
4000-4999	14	10			1		1				4				6	10	30
	46.7%	33.3%			3.3%		3.3%			13.3%					20.0%	33.3%	55.6%
5000-5999	8	4														4	12
	66.7%	33.3%														33.3%	22.2%
Totals	28	19			1		1				4	1			7	20	54
	51.9%	35.2%			1.9%		1.9%			7.4%	1.9%				13.0%	37.0%	100.0%

**Percentages have been rounded*

Data Source: State of Alaska, Department of Administration, Division of Finance

02/01/05

