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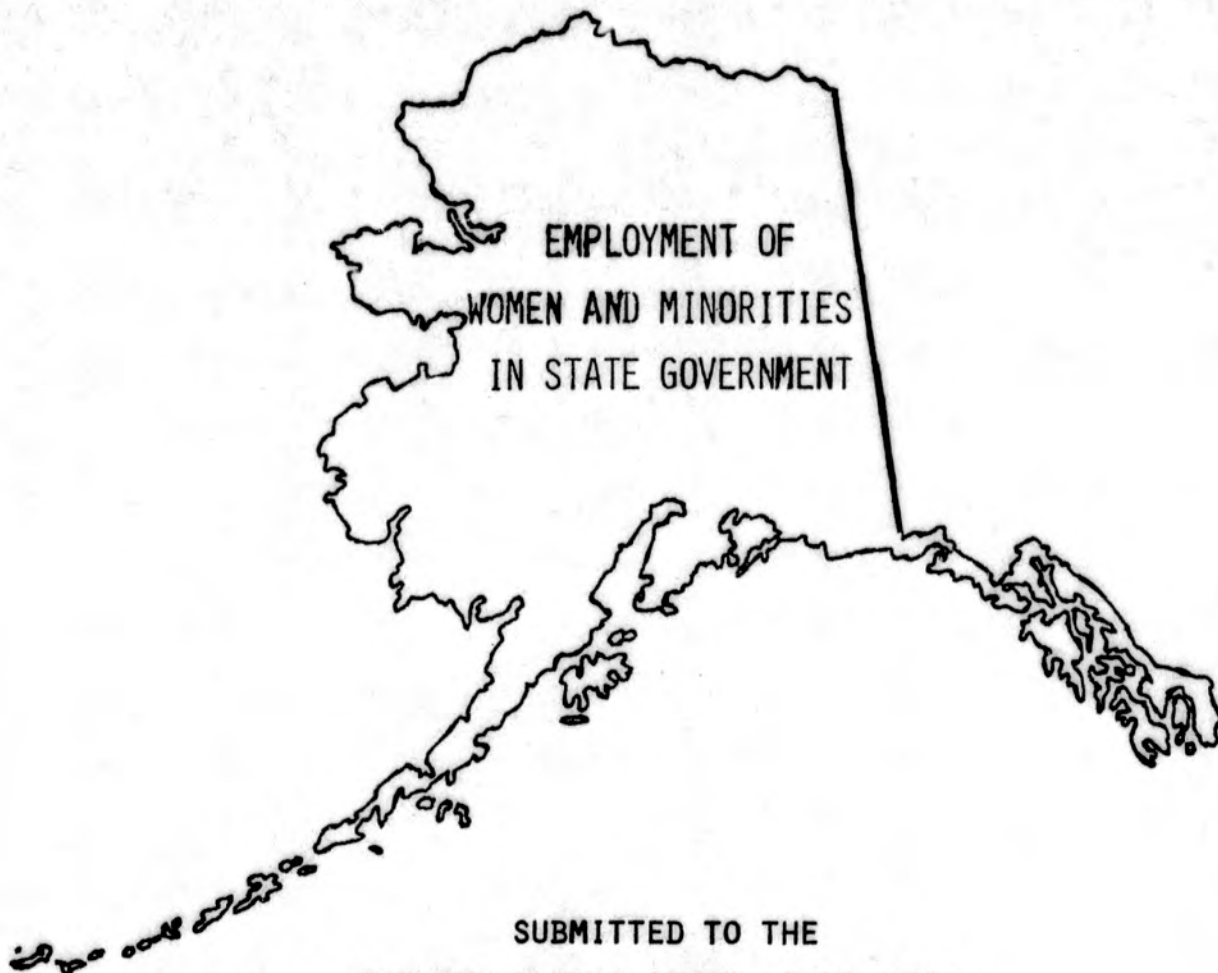
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REPORT OF THE
BLUE RIBBON COMMISSION ON THE STATE PERSONNEL ACT



SUBMITTED TO THE
TWELFTH ALASKA STATE LEGISLATURE
SECOND SESSION

SENATOR BILL RAY
CHAIRMAN

MARCH, 1982

REPORT OF THE
BLUE RIBBON COMMISSION ON THE
STATE PERSONNEL ACT
TO THE
TWELFTH ALASKA STATE LEGISLATURE
SECOND SESSION

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Chairman

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March, 1982

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SUMMARY OF RECOMMENDATIONS

1. The state's entire job classification system should be reviewed to insure consistency and fairness for all employees. (Page 11)
2. Knowledge of the predominant language of by the people served should be included in the minimum qualifications for positions which require communication and familiarity with the predominant culture. (Page 19)
3. In appropriate cases there should be a preference given to local residents for positions in rural Alaska. (Page 20)
4. The executive branch should use affirmative action certifications in all appropriate cases to improve employment opportunities for members of underutilized groups. (Page 23)
5. The Division of Personnel should prepare and distribute a simple, short, inexpensive information sheet explaining the state hiring process. (Page 24)
6. Agencies should be responsive to career needs of employees in lower salary ranges when allocating training funds. (Page 25)

The state should establish priorities for the use of training funds. (Page 26)
7. The Administration should continue to develop the use of flextime to promote the ability of people throughout Alaska to do business with state government. (Page 26)
8. Subject to available staffing and budget limitations, the Division of EEO should provide additional training on practical aspects of EEO performance and should offer a refresher course to those who have received the initial training course. (Pages 27 and 28)
9. Supervisors and managers should be sensitive to the workplace environment and should respond to any negative situations promptly to make clear that discriminatory conduct will not be tolerated in state employment. (Pages 29 and 30)
10. The life of the commission should be extended an additional year so that it may complete the work it has begun. (Page 31)

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INTRODUCTION

The Blue Ribbon Commission on the State Personnel Act was established by the Legislature in 1978. It has considered a number of issues concerning the state's employment practices and experience since then. In 1981, the First Session of the 12th Legislature passed Legislative Resolve No. 37, directing that the Commission consider the employment of women and minorities in the executive branch of state government, particularly the classified service employees.

The Commission has held public hearings in Anchorage and Juneau on this question and has received written testimony as well. In addition, members of the Commission have been approached privately concerning experiences of some who were unwilling to come forward publicly.

The Commission is composed of individuals representative of persons and groups closely concerned with the state's personnel system. In addition to legislators, membership on the Commission includes representatives from public employee unions and associations, from the Department of Administration and the Division of Personnel, from the Ombudsman's office, as well as managerial state employees and public members.

The Commission believes that the subject of possible discrimination against individuals is a very sensitive one, and that the individual testimony received may not be entirely representative of the feelings of many people who were unwilling to come forward for

fear of reprisal in their work situation.

To questions of employment practices which may have a discriminatory effect on members of racial, ethnic and sexual groups should be added consideration of more general problems in the personnel system. These general problems exacerbate the experience of minorities and women while also hampering other individuals. Accordingly, this report addresses both policies designed to improve the employment situation for members of protected classes and also problems which, while not directly related to that question, could serve to improve the experience of those people if they were remedied. The Commission urges the Legislature to consider the information presented here and to support the steps necessary to insure that the State of Alaska continues in its commitment as an employer accessible to all citizens of the state.

CHAPTER I

BACKGROUND

Under the state constitution, Alaska is committed to providing equal employment rights to all. The Alaska Human Rights Law states that it is unlawful for an employer to discriminate against a person because of race, religion, color or national origin; or because of the person's age, physical handicap, sex, marital status, changes in marital status, pregnancy or parenthood when the reasonable demands of the position do not require a distinction on that basis. The definition of employer specifically includes the state.

The state's equal employment opportunity policy is set out in Administrative Order No. 59, which provides in part:

The policy of the executive branch of the State of Alaska is equal opportunity and nondiscrimination in all of its employment decisions, programs, and activities. The state shall take affirmative steps to implement this policy in the internal affairs of state government, as well as its relations with the public.

The Division of Equal Employment Opportunity in the Department of Administration has the major responsibility for carrying out this policy. It assists each department in the executive branch to evaluate its employment situation and to prepare the annual departmental affirmative action plan. The division then monitors the progress made by the departments throughout the year. In addition, the division provides training in EEO matters to managers, supervisors and employees to strengthen their knowledge and understanding of

state and federal anti-discrimination laws and subjects, and works with the Division of Personnel to insure that the state personnel system operates in a nondiscriminatory manner and provides tools to help agencies meet their affirmative action goals. The division also works with the Division of Labor Relations to address EEO concerns raised within the collective bargaining process.

Policies to promote equal employment opportunity must mesh with the personnel system to be effective. Questions of classification of positions, pay, selection, promotion, training opportunities, and discipline concern both the personnel system and equal employment opportunity. Because most of the state's employees are members of a bargaining unit and subject to the provisions of a collective bargaining agreement, the state's equal employment policies must also be considered in the labor relations area, which addresses the same topics in contract negotiations. These three approaches to personnel management must work together to insure that the state's employment needs are fairly and efficiently met.

General problems in the personnel system will have an impact on members of minorities and women which may be greater than their impact on the general workforce. Therefore, the commission considered it important to continue its general review of the personnel system, as well as focusing its attention to the particular situation of women and minorities employed by the state.

According to the 1980 preliminary census figures, the State of Alaska has 400,481 people, 23.7% (or 95,198 *) of whom are members of a minority group. Alaska Natives are the largest ethnic minority group, making up 16% of the population. There are 188,160 women which represents 47% of the total population.

In considering employment questions, working age population is a better comparison than total population. According to the 1980 census, women compose 46.4% of the population over 20 years of age. Women are 43.6% of the executive branch workforce. The following table provides information on minority representation in the state workforce.

TABLE I. COMPARISON OF STATE POPULATION WITH STATE WORKFORCE

	PERSONS 18 AND OVER		EXECUTIVE BRANCH WORKFORCE	
TOTAL	271,106	100.0%	11,410	100.0%
White	215,550	79.5%	10,331	90.6%
Alaska Native °	37,161	13.7%	539	4.7%
Black	9,107	3.4%	252	2.2%
Asian/Pacific Islander	5,604	2.1%	185	1.7%
Hispanic *	5,642	2.1%	103	0.9%

Taken from the "1980 Census of Population and Housing in Alaska, Advance Reports" and from Computer Run AEO-3600-R02 dated December 31, 1981. For more detailed information on population and on the state workforce, see Appendices B, C, D, and E.

° Alaska Native includes American Indian

* Since the 1980 census may count persons of Spanish origin in a race category as well as in the Hispanic category, some persons have been counted twice in computing the total minority population.

Table I shows a marked difference in Alaska Native employment as compared with their representation in the working age population. There is some difference in the employment figures for Blacks, Asians and Hispanics as well.

In considering employment questions, however, comparisons of population figures with the overall percentages of minorities and women in the employer's workforce is of very limited value. The figures show nothing about the cause of the discrepancies, nor whether there is actual underutilization of those groups by the state. To determine that, it is necessary to establish availability figures for minorities and women in the relevant recruitment area based on more specific occupational groupings such as Professional Accountants, Biologists, Civil Engineers, etc. In otherwords, it is necessary to estimate how many qualified minorities and female Accountants, Biologists, Civil Engineers, etc., can personally be expected to be available in the employer's surrounding labor market.

Availability information is prepared by the Division of Equal Employment Opportunity for use by each department when it prepares its Affirmative Action Plan. The standards used in the 1981 Affirmative Action Plans have been based on the state working age population derived from 1970 census information. The division recognized that those figures presented a somewhat simplistic view of workers available, but it was the best information at the time. For the 1982 Affirmative Action Plans, the division is preparing availability information derived from state unemployment figures as

well as data on the state and local workforce, school employment, and private industry employment and the 1980 census statistics. Where appropriate, availability standards will also take into account union membership and participation in apprenticeship programs. The new computations should give a more accurate standard against which to compare the state workforce.

The standards are prepared for eight EEO-4 job categories. Job categories are groups of job classes which have similar duties, responsibilities, skill-levels or educational requirements, or work in a particular field of endeavor. Each category includes entry level, mid-level and senior level job classes and spans many salary ranges. The categories therefore do not reflect divisions of the work force by salary ranges. The standards count all minority groups together. For 1980-81, the Utilization Standards were:

TABLE II. MINORITY AND FEMALE EMPLOYMENT UTILIZATION STANDARDS 1980-81

<u>EEO-4 Job Category</u>	<u>Minority Standards</u>	<u>Female Standards</u>
Officials/Administrators	19.3%	44.0%
Professionals	19.4%	49.0%
Technicians	20.1%	43.7%
Protective Service	23.6%	44.0%
Para-Professionals	21.3%	54.7%
Office Clerical	21.1%	79.6%
Skilled Craft	29.5%	43.7%
Service Maintenance	35.1%	43.9%

Definitions for EEO-4 job categories are included in Appendix B.

As a whole, statistics indicate that state workforce does not now meet the 1981 standards for minority employment. To the extent that

the availability standards overstate or understate the people available, however, the comparison will be inaccurate.

Testimony before the Blue Ribbon Commission revealed that some people are concerned not only about whether the state workforce reflects the composition of the population, but also whether minority group members and women are comparably represented in positions in the higher salary ranges. Wage information is of limited significance because it does not address the career areas for employees in each salary range. Conclusions that can be drawn from wage information are further limited by the lack of wage information for minorities and women in Alaska with which to draw meaningful comparisons. In the following table the count for women includes women of all races. The count for minority persons includes both males and females.

TABLE III. WOMEN AND MINORITY EMPLOYEE BY SALARY RANGES

<u>Ranges</u>	<u>Total All Employees</u>	<u>Minority</u>		<u>Women</u>	
		<u>Total</u>	<u>Percent</u>	<u>Total</u>	<u>Percent</u>
20-30	1,385	54	3.9%	227	16.4%
17-19	1,363	64	4.7%	383	28.0%
15-16	1,182	100	8.4%	499	42.2%
12-14	2,041	217	10.6%	1198	58.7%
5-11	3,265	461	14.1%	2547	78.0%
TOTALS	9,236	896	8.2%	4854	52.5%

Taken from Computer Run R01-02W-3700 dated September 30, 1981

Comparing employment by salary range with the utilization standards set for 1980-81 is not directly possible, since the EE0-4 job categories overlap salary ranges. Generally speaking it can

be said that women and minorities employed by the state are grouped more predominantly in the lower salary ranges and are not proportionately in upper salary ranges.

CHAPTER II

CLASSIFICATION AND PAY

The classification system is the basis for the state personnel system. All positions in the classified and partially exempt services of the executive branch are placed into job classes. Each class is composed of positions with similar duties and responsibilities. Classification of a position is therefore a comparison of one job with other jobs in the state. Each job class is assigned to a pay range, either in the regular salary structure (Ranges 5-30) or in the shipboard, public safety or labor trades and crafts salary structures. The actual salary paid within the range is dependent on union contracts, area differentials, and other considerations. All salary plans, regardless of how dollar amounts are assigned, are based on a classification plan; therefore the basic salary for a position is determined by the job classification. Currently there are 1204 job classes within the state personnel system.

REVIEW OF THE CLASSIFICATION SYSTEM

The Blue Ribbon Commission heard testimony that the state classification plan contains many instances of inaccurate job classifications. Information presented to the commission indicated that an individual classified as an Administrative Assistant I (salary range 12) actually had greater responsibilities for the program she was working on than a person working on another program whose position was classified as an Administrative Officer II with a salary range of 19. The department was not successful in having the Administrative

Assistant position upgraded to an Administrative Officer.

Problems in classification may arise if a position is initially inappropriately classified or if the responsibilities and duties of a position change over a period of time. The personnel system requires that the duties of a position be reviewed annually during each employee's performance evaluation, but this does not always result in a reclassification to reflect changes which have occurred. Reviews of individual positions do not have the scope to address more general misclassifications.

The state personnel system will not work fairly for all employees until all classifications are appropriate and consistent. The Blue Ribbon Commission recommends that a review of the state's entire classification system be done.

ENTRY LEVEL CLASSIFICATIONS

Job classes are typically grouped into series, with an entry level position followed by one or more advanced positions in the career ladder. The commission received information about the Department of Health and Social Services' effective use of this structure to staff positions in rural Alaska.

In 1978 the department reviewed its social worker positions. In cooperation with the Division of Personnel, tasks which required less training and experience were identified and separated from those which required the full social worker skills. These less complex duties were grouped into a new job series, called the Social Services Associates. The training and experience requirements for Social

Services Associates were less demanding than those for the social worker series, and the job classes within the associate series were set at lower salary ranges than the social worker series. The department provided that associates would be closely supervised by social workers and their work reviewed. In addition, the changes were made so that three years of satisfactory performance as a social services associate would meet the training requirements for the Social Worker I position, thereby providing an advanced career ladder for the Social Services Associate series. In November of 1981, the department reported that Native persons from the region were staffing all of the Social Services Associate positions in the Bethel region.

The structuring of duties in the social work field into two related job series provided a vehicle for individuals in the rural areas of Alaska to gain experience and training which would then enable them to advance into better paying, more challenging positions. It also enabled the state to take advantage of those employees' familiarity with the language and customs of the majority of the population the department was providing services to, and therefore to better serve its clients.

COMPARABLE WORTH

The State Personnel Act provides that the state pay plan "shall be based on the state classification plan, shall provide for fair and reasonable compensation for services rendered, and shall

be based on the principle of like pay for like work." AS 39.25.150(2) .

The commission received information about the principle of comparable worth. The principle states that work of comparable value to an employer should be compensated at a comparable rate. It differs from the principle of equal pay for equal work (or like pay for like work) in that it compares different kinds of work in setting pay levels. The equal pay principle can be applied where the duties of two employees are similar and can be directly compared to each other.

Comparable worth attempts to provide a framework by which jobs with dissimilar duties can be compared and salaries set for them equitably. The framework is created by the employer, based on a rating system which assigns points to such factors as the knowledge and training required to perform a job, the specific demands and responsibilities of the job, accountability for decisions, and working conditions. Each employer can decide which factors are most important within the context of its goals, so the value of the same job for two different employers may be different.

After the rating scale has been prepared, the employer reviews the duties of each job and calculates the point value for the job. This point value is then used in setting salaries for all of the employer's workforce. Since the rating scale assigns values for all of the factors which the employer considers important in deciding on compensation for a position, the system permits very dissimilar jobs to be compared. Many women's groups see existing

classification and pay systems as perpetuating societal undervaluation of women's work. They believe that the comparable worth system breaks the reliance on historically discriminatory pay structures and is therefore a better system.

Changing to a comparable worth system can present a substantial disruption to an employer's pay system. The relative values of positions may change considerably. To the extent that it is difficult to reduce salaries for positions which are found, under the new system, to be overpaid, the employer may be faced with raising salaries for many employees, should it choose to implement its findings. If the employer completes a comparable worth study but decides not to implement its findings, workers whose jobs have been determined to be underpaid may well press to have their salaries increased to the new level. The Blue Ribbon Commission has not had time to fully consider this complex issue and therefore makes no recommendation on it.

CHAPTER III

SELECTION PROCESS

The selection process for classified positions is a cooperative effort between the agency in which a vacancy occurs and the Division of Personnel. The Division accepts applications from individuals interested in working for the state, evaluates them to insure that they meet the minimum qualifications for the job class for which they are applying, ranks them relative to all others who are eligible for that job class and places them on the appropriate eligible lists. When an agency has a vacancy, it requests the division to issue the eligible list for that job class. The agency then contacts the applicants on the list and makes its selection decision. The Personnel Rules require that, absent a special circumstance, selection be made from the highest five individuals who are interested and available.

MINIMUM QUALIFICATIONS FOR POSITIONS

The minimum requirements which applicants must meet to be considered for a job class are set by the Division of Personnel after consultation with the departments which have positions in that job class. These requirements can be reviewed and changed, should that prove desirable. Generally, the minimum requirements for job classes are not reviewed unless a department requests it.

The commission heard testimony indicating that in some cases, changes in educational programs have not led to changes in the minimum requirements established for job classes within that

educational field. The individual had discovered that the minimum requirements for the Regional Health Officer job class require that applicants hold a degree either as a medical doctor, a dentist or a veterinarian. She intended to pursue a Ph.D. in the field of health policy and management, but despite the appropriateness of that training for the responsibilities of a health officer, she would be ineligible for the job class unless the minimum qualifications were brought up-to-date, as has been done in other states.

A second problem in the area of minimum qualifications occurs when the standards are set without awareness of an adverse impact on one group of people. For example, in the past, height requirements for Public Safety officers were found to unfairly preclude individuals of some races from consideration for positions without proving to be essential to the effective performance of the job. Possible future issues in this area include studying whether it is appropriate to include the ability to read and write as a minimum qualification in some job classes.

To the extent minimum qualifications for a job class do not accurately reflect the skills actually needed to perform the work, the state may be unfairly eliminating individuals from being considered. It is also denying itself the opportunity to select from the most appropriately constructed pool of applicants. If the minimum qualifications set for a position unfairly remove from consideration a disproportionate number of a protected class, the state may also find those standards challenged in court as a denial of equal employment opportunity.

RECRUITMENT

The state does not actively recruit applicants for most positions in the classified service. Those individuals who wish to apply may do so, and vacancies will be filled from the pool of those found qualified. The state accepts applications for most positions year-round, whether or not there are expected to be vacancies in that job class and regardless of the number of applicants who have already been found qualified. Recruitment for some job classes has been closed except for a 30-day period each year because of the large numbers of qualified applicants and also to reduce the numbers of applications which the Division of Personnel must handle. However, closing job classes limits the opportunity afforded to Alaskans to apply for state employment.

There is a conflict between the cost effective use of limited resources and the limiting of opportunities to Alaskans to apply for state jobs. Closing registers has an especially hard impact on local hire in the rural areas of the state. Unfortunately, in the past adequate resources have not been provided to the Division of Personnel. They have not been able to handle all of the applications received when all job classes were open year-round.

To the extent that there is little effort to encourage individuals from race/ethnic or sexual groups who are under-represented in the state workforce to apply for work with the state, these groups are less likely to be well-represented in the applicant pool. Hiring authorities will have fewer members from those groups to consider when filling vacancies and it will

be more difficult for the state to meet affirmative action goals. Limiting recruitment periods can also work a greater hardship on rural Alaskans than on people closer to centers of state employment.

Recruitment efforts can help to increase the numbers of members from groups who do not usually consider seeking employment with the state on the registers. The Department of Health & Social Services and the Division of Personnel have been cooperating in an active recruiting effort for Youth Counselors for the new Nome Youth Center. Teams have traveled to the Nome area to accept and evaluate applications and conduct and score examinations. The department hopes to encourage people in the area to work in the facility. Instead of the usual practice of scoring tests first and then holding oral exams, the department and the division held open the scoring of written exams until the oral exams had been completed. This kind of recruitment effort may also be appropriate for the new prison facility in Nome which is scheduled to open in two years. According to information presented in the draft of the "Prisoner Profile Study" prepared by the Department of Health & Social Services, Division of Adult Corrections, Alaska Natives are disproportionately represented in the state's prison population, making up 32% of the total while they compose 16% of the total state population. The Division of Personnel has worked with other departments on similar cooperative recruitment efforts.

There are other sources available to the state to expand its recruitment efforts. Job Service Centers around the state can

provide assistance. Most villages now have cable television and job openings can be announced through these scanners. Native Corporations may provide help in reaching their shareholders with information.

BILINGUAL CRITERIA AND GEOGRAPHICAL PREFERENCE FOR POSITIONS

Alaska is a state in which several languages are spoken. Work performed by some state employees requires close communication with people who are not fluent in English. The commission heard testimony concerning a position in the Dillingham area in which the employee's duties included gathering information from clients and advising them of their eligibility for a program. The testimony indicated that there was strong community feeling that the state employee should be someone from the area who understood the local culture and language. The individual testifying recommended that a regional preference be given when filling rural positions to address this concern.

The commission recommends that knowledge of the predominant language be a job requirement for rural positions requiring communications and knowledge of the cultural background. The commission also notes that in jobs with no emphasis on communication, the regular requirements for that job class should be the basis for evaluating qualifications of applicants.

By putting bilingual ability into the position description, the hiring authority will be able to most effectively and efficiently use the register when seeking to fill the position. The hiring authority will be able to select from the highest five eligibles

interested in the position who have ability in the language specified. He or she will not have to consider applicants who do not meet this necessary qualification. It would be inappropriate to add a bilingual requirement to the minimum requirements of the job class, since many positions within the class will not require ability in a second language. The commission also noted that it is important to recognize that a bilingual requirement can only be added to those positions in which the duties genuinely include a need to communicate with people who are not fluent in English.

The commission further recommends that for appropriate job classes, the Division of Personnel should establish a preference for hiring local residents for positions in rural areas of the state. The division should consider whether there is a benefit to be received if competition for the position is on a statewide basis or whether the requirements for the position can be readily met within the local applicant pool. The division should consult with the departments affected in developing the local preference system.

EXPANDED CERTIFICATIONS

On March 26, 1981, the Director of Personnel ruled that hiring authorities could use a variation of an existing procedure to correct underutilization of employees of racial or sexual groups. The procedures are called expanded certifications, affirmative action certifications or five-plus-five registers. To use the system the department must have shown in its Affirmative Action Plan that the group in question is underutilized for that job class. Underutilization is shown when the agency determines that it employs

fewer members of a racial or sexual class, or both, in a job classification within a specific job group (for example, entry professional, mid-level professional, senior professional, etc.) than the proportionate number of qualified persons of that racial or sexual class in the relevant job market. The standards in use for determining the availability of qualified persons in the job market are the availability standards set by the Division of Equal Employment Opportunity.

When the agency decides to use the expanded certification procedures to fill a vacancy, it first requests authority from the Division of EEO to appoint from below the highest five available candidates in order to correct the demonstrated underutilization. If the Division of EEO finds that the agency determination of underutilization is documented, it concurs in the request and sends it to the Division of Personnel which then issues a register. With the register, the agency can either hire from the highest five eligible applicants or from the highest five eligibles from the underutilized minority, racial or sexual group. In either case, the department is not permitted under these procedures to select applicants lower on the register. (There may be other circumstances which would justify a lower selection, but those require different procedures.)

As of February 16, 1982, the Division of EEO reported that seven departments had used authorization to hire from an expanded affirmative action certification and the other seven had not yet used those procedures. All departments have shown underutilization

in some job classes for both minorities and women. Out of some 1500 register requests for the quarter from October 1, 1981 through December 31, 1981, departments requested 551 affirmative action certifications. Many departments are not yet returning completed hiring reports to the Division of EEO so it is not possible to accurately follow the results of these procedures yet. The division will be working with the departments to improve the reporting of hiring results. It will also meet with departmental officials from the departments not yet using the procedures to explain the system and encourage its use when justified by the department's workforce composition.

It should be noted that the affirmative action certifications are not a hiring quota system. They permit consideration of additional applicants from a group which is shown to be under-represented in the workforce. There is no requirement that the vacancy be filled by selecting a member of that group. The Attorney General's memorandum of January 21, 1981, on the Procedure for Affirmative Action Plan states:

Under these procedures, no applicant is to be denied employment solely on the basis of race or sex, and none is to be hired solely on that basis. Rather, these procedures are designed to correct, so long as it may exist, any underutilization of racial or sexual groups which may have resulted from pre-existing selection procedures or from their misapplication. These procedures may be utilized only where underutilization is documented by an agency's Affirmative Action Plan and not otherwise. When documented underutilization of a class has been corrected, these procedures no longer apply.

By not requiring that selection occur from an underutilized group, the procedures stay within the framework of the merit system. Appointments to positions are still made on the basis of ability, and the selection is not to occur solely on the basis of race or sex. However, the procedures provide hiring authorities with a tool for correcting past recruiting, selection and promotion devices which resulted in fewer members of racial or sexual groups finding employment with the state than were available in the labor market.

The Blue Ribbon Commission recommends and encourages the executive branch to make use of affirmative action certifications to improve employment opportunities for members of underutilized groups.

HANDBOOK FOR APPLICANTS

The commission has frequently heard questions from individuals wanting to work for the state which indicate that they do not fully understand the state hiring process. They do not understand that the role of the Division of Personnel is to provide a pool of interested candidates for positions in the departments of the executive branch. The division does not make hiring decisions except for its own staff. Each hiring authority is responsible for selecting an individual to fill a vacancy within its agency.

Some applicants appear to be overly optimistic about the possibilities of being offered a position when they file an application with the Division of Personnel. Some job classes have very few positions and many applicants, so the likelihood of an applicant

finding a job in that class is very limited. Other job classes have very little turnover, which also reduces the likelihood that an applicant will be offered a job.

The commission recommends that the Division of Personnel prepare a simple, short, inexpensive information sheet which provides an overview of the state hiring process to applicants. This sheet should be widely distributed throughout the state both at locations where people seek information about state hiring and through organizations which represent or involve members of groups from whom the state is seeking applications such as Native Corporations, women's groups and racial or ethnic organizations.

CHAPTER IV

PERSONNEL MANAGEMENT

There were several issues brought to the attention of the commission concerning facets of the employment situation for employees.

TRAINING OPPORTUNITIES

Agencies have limited funding to provide training for their employees. Testimony indicated that these funds are generally made available to employees whose positions are in higher salary ranges. Training programs may take the form of in-house presentations, conferences or seminars on a state, regional or national level, or training contracts between the employee and the agency. The contracts may provide that the employee will be reimbursed for educational expenses for satisfactory completion of coursework which the agency considers to be directly beneficial to the agency and directly related to the employee's job performance.

The Blue Ribbon Commission discussed recommending that part of the training funds be reserved for employees in lower salary ranges proportionate to their representation in the agency's workforce. The commission urges that agencies be responsive to career needs of employees in lower ranges by providing appropriate career advancement and improvement opportunities within their budget limitations. The commission recognizes that it may be more economical for midmanagement individuals to participate in training outside the agency and then conduct in-house training sessions based on the information they have received.

The commission recommends that the state give priority to training displaced employees to enable them to find other employment opportunities. The state should assist employees disabled on the job in gaining any needed skills to qualify for other work. In addition, the state should assist in training employees whom it has laid off from one agency to qualify for other positions. The second priority in allocating training funds should be to improve the performance of current employees. The third priority should be to assist employees in gaining skills needed for career advancement. The commission notes that the less Alaska spends in training its own employees, the more frequently it will have to search outside the state to fill its employee needs.

FLEXTIME

The geography of Alaska covers four time zones. In order to promote the ability of people everywhere in the state to do business with state agencies, the commission strongly recommends that the Administration continue to develop the use of flextime. Offices should be open both during lunch hours and Juneau offices should remain open for at least most of the working day of more western parts of the state. In setting up the system it is important to insure that individuals who can make decisions about issues which may be raised are available in the later hours.

EEO TRAINING FOR SUPERVISORS

The Division of Equal Employment Opportunity has the responsibility for providing training to state employees on EEO matters. The division provides training courses to supervisors and managers to increase their knowledge of the laws prohibiting employment discrimination and to familiarize them with their responsibilities under these laws. All supervisors are required by executive order to attend EEO classes given by the division and in the past two or three years, approximately 1500 people have participated in the courses which are offered statewide. The programs are focused primarily on attitude and behavior.

The commission heard that some supervisors are unfamiliar with procedures such as the affirmative action certifications to be used to correct underutilization of protected classes. Supervisors and managers make the individual decisions which determine whether the state's equal employment opportunity policy is successful or not. They are the individuals who select employees, authorize training opportunities, promote and discipline the state employees. They are also responsible for setting the workplace environment. To the extent these individuals are unfamiliar with the developments in the state personnel system, they will be unable to respond to the opportunities the system provides.

The commission recommends that, subject to available staffing, the Division of EEO provide information to supervisors on how to resolve the practical questions of providing equal employment opportunity within

the state workforce in addition to the training programs which are presently offered. The division should also consider whether offering a refresher training course to supervisors and managers who have received the initial course would be beneficial within present budget and staffing constraints. Division programs should include information on the affirmative action certification hiring procedures so that the system may be fully utilized by the state.

EVALUATION OF SUPERVISORS' EEO PERFORMANCE

The Personnel Rules require that each employee receive an annual performance evaluation. Supervisors are required to be rated on their EEO performance as well as on other aspects of their job performance. The EEO rating requirement is satisfied if the rater checks one of the boxes indicating the supervisor's level of performance. It has been suggested that a narrative review should be required, in addition to the simple ranking provided by the present system. The commission discussed this suggestion. The narrative section is reserved for comments which reflect outstanding performance or achievements or for presentation of areas in which the subject needs to make improvements. If a supervisor's EEO performance is average or if, within the framework of the supervisor's duties, there has been little opportunity to address EEO concerns, then a narrative would be inappropriate.

WORKPLACE ENVIRONMENT

The commission heard testimony concerning an innovative approach to creating a positive workplace environment. A supervisor

hired a new state employee, the first Black person to work in that office. Concerned that the new employee have access to someone to talk with about his concerns, the supervisor asked another Black employee of the department to take an interest in the new employee. The relationship was informal and required little time but did provide the new employee with a sounding board. Having someone to talk with can allay fears of discrimination and show that a new policy is affecting all employees, or that one individual has the same manner with everyone, not just the minority employee.

On the other hand, the commission heard testimony of one state employee who was seriously adversely affected by a destructive workplace environment. She was the only minority employee at her level in the agency and another employee of the agency was in the habit of making derogatory comments concerning her racial group. In addition, when work assignments were given, she frequently received the less demanding tasks although she was rated as being an above average worker. These experiences had a negative affect on her productivity.

The commission strongly recommends that supervisors and managers be sensitive to the informal exchanges which occur among the employees in their agencies and that steps be taken to insure that action is taken whenever negative situations such as the one described occur. Supervisors and managers should encourage employees to relate their concerns about discrimination. However, since many

employees may fear retaliation should they speak out, supervisors and managers need to be particularly sensitive to what is going on around them. They should make clear that discriminatory conduct towards any racial, ethnic or sexual group or other legally protected class will not be tolerated in state employment.

CONCLUSION

The Blue Ribbon Commission has begun the task of reviewing the state's employment of women and minorities. With the limited information presently available it is not possible to truly evaluate the extent of any discrimination in the state system, either by racial or ethnic group or by gender. However, the commission has begun in a manner in which we believe we can identify problems and make recommendations to correct certain practices which have discriminatory affects if given the time to complete the task. The commission therefore requests that the Legislature extend its life for an additional year.

APPENDICES

STATE OF ALASKA

THE LEGISLATURE

1981

Source

SCR 10Legislative
Resolve No.37

Extending the life of the Blue Ribbon Commission on the State Personnel Act.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS in 1978 the legislature through Legislative Resolve No. 27 authorized the Legislative Council, in cooperation with the director of personnel to form a "blue ribbon" commission to study the State Personnel Act; and

WHEREAS the commission was formed as authorized by the resolution, made its report to the First Session of the Eleventh Legislature, and, in response to the commission's request for additional time to study problems it had identified, was funded by the legislature for a second year; and

WHEREAS in 1980 the commission made its second report to the legislature, and the legislature through Legislative Resolve No. 38 authorized the commission to continue to perform the assignments made to it by 1978 Legislative Resolve No. 27; and

WHEREAS the commission is continuing to develop answers to the issues it has identified and more time is needed to complete the task which it was assigned;

BE IT RESOLVED by the Alaska State Legislature that the Blue Ribbon Commission on the State Personnel Act is authorized to continue to perform the assignments made to it by 1978 Legislative Resolve No. 27, through June 30, 1982.

LETTER OF INTENT
to
LEGISLATIVE RESOLVE NO. 37

It is the intent of the Senate Rules Committee that the Blue Ribbon Commission address the question of hire of women and minorities within the Alaska State Division of Personnel. Included in the final report presented to the Second Session of the Twelfth Legislature will be an analysis of the current hiring practices of minorities and women, a statistical breakdown of the number of minorities and women within state government, and recommendations to the Legislature.

STATE WORKFORCE BY DEPARTMENT

The following tables show the change in the racial and sexual composition of the state workforce from December 31, 1980 to December 31, 1981 grouped into EEO-4 job categories. The information is taken from Computer Runs AEO-3600-R02 for those two dates. Figures for Alaska Natives include Eskimo and Aleut individuals.

The Division of Equal Employment Opportunity has modified definitions for each of the EEO-4 job categories into which job classes and positions are placed to make them more consistent with the State Classification System. The Division of Personnel assigns job classes to EEO-4 categories by determining the major tasks and duties performed by the positions within the job class and then assigns the class to the appropriate job category. These assignments are reviewed and approved by the Division of Equal Employment Opportunity.

Abridged definitions for each of the EEO-4 job categories used in the tables follow:

A. OFFICIALS AND ADMINISTRATORS

Definition: occupations in which employees:

1. set broad policies for a major governmental unit; i.e., a department, division, commission or board, and/or exercise overall responsibility for executing broad policies and establishing regulations for enacting these policies;
2. direct individual departments or administer special phases of the department's operations, specifically commissions, boards, and divisions; and/or

3. provide specialized consultation on broad policies and/or overall management on a regional, district, or area basis.

B. PROFESSIONALS

Definition: occupations which require a theoretical and specialized knowledge of a specific subject area or field of activity. Such knowledge usually is acquired through:

1. college education; or
2. work experience or training providing comparable knowledge.

Occupations in the professionals category are concerned with the theoretical aspects and practical application of principles in such fields of human endeavor as: architecture; engineering; mathematics; physical sciences; social sciences; medicine and health; education; museum, library, and archival sciences; law; theology; the arts; recreation, administrative specialities; and management.

C. TECHNICIANS

Definition: occupations which require a specialized combination of a basic knowledge of a scientific or mechanical field and a manual skill. The applied knowledge and manual skill may be acquired through either specialized post-secondary school education or equivalent on-the-job training or a combination of the two.

D. PROTECTIVE SERVICE WORKERS

Definition: occupations in which workers are entrusted with public safety, security and protection from destructive forces.

E. PARAPROFESSIONALS

Definition: occupations in which workers perform some of the duties of a professional or technician in a supportive role. Paraprofessional positions generally fall into one of two groups:

1. upwardly mobile: paraprofessional positions which occur within an identified pattern of staff development

and promotion (i.e., line of progression). Upon successful completion of the trainee program, the employee is promoted to a professional, technician, or higher level paraprofessional position; or

2. nontransitory: paraprofessional positions which, while they may offer promotional opportunities inherently are not mobile in design, employees are not expected to promote to a new position after the completion of a set period of on-the-job training. Incumbents in these positions generally perform duties and responsibilities which demand very little increased knowledge or ability.

F. OFFICE AND CLERICAL

Definition: occupations in which employees perform routine tasks and duties related to internal and external communication; recording and retrieval of data and/or information; and other transactions in an essentially supportive role, most generally in an office environment.

G. SKILLED CRAFT WORKERS

Definition: occupations in which employees are engaged in machine, benchwork, or structural work trades where such trades are defined as:

1. machine trades: occupations concerned with the operation of machines that cut, bore, mill, abrade, print and similarly work such materials as metal, paper, wood, plastics and stone;

2. benchwork trades: occupations concerned with using body members, handtools, and bench machines to fabricate, inspect, or repair relatively small products, the work is usually performed at a set station, such as a bench, worktable or conveyor;

3. structural work trades: occupations concerned with fabricating, erecting, installing, paving, painting, and repairing structures and structural parts, such as buildings, bridges, roads and combustion engines.

Positions in the skilled craft workers category may fall into one of three subcategories:

1. journeyman position; i.e., a position which requires a combination of special manual skill and a thorough and comprehensive knowledge of the processes involved in the work;

2. apprentice position; i.e., a position held by a trainee who is learning a trade by practical experience under the direction of a journeyman skilled craft worker; or

3. general laborer; i.e., a position held by a worker who performs manual labor in support of construction activities or in support of the operation and maintenance of equipment.

H. SERVICE/MAINTENANCE

Definition: occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities, grounds, or other public property.

OFFICE OF THE GOVERNOR

*	YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMER. IND.		ASIAN/PAC. IS.		AK NATIVE	
			Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
A	1981	Total	31		3	9.6	28	90.3	1	3.2	0		0		1	3.2	1	3.2
		Male	16	51.6	1	3.2	15	48.4	0		0		0		1	3.2	0	
		Female	15	48.4	2	6.4	13	41.9	1	3.2	0		0		0		1	3.2
A	1980	Total	26		1	3.8	25	96.2	0		0		1	3.8	0		0	
		Male	15	57.7	0		15	57.7	0		0		0		0		0	
		Female	11	42.3	1	3.8	10	38.5	0		0		1	3.8	0		0	
B	1981	Total	98		13	13.1	85	86.8	2	2.0	0		2	2.0	7	7.1	2	2.0
		Male	50	51.0	8	8.1	42	42.9	0		0		2	2.0	5	5.1	1	1.0
		Female	48	48.9	5	5.0	43	43.9	2	2.0	0		0		2	2.0	1	1.0
B	1980	Total	91		10	10.0	81	89.1	3	3.3	0		2	2.2	3	3.3	2	2.2
		Male	46	50.6	5	5.5	41	45.1	0		0		2	2.2	2	2.2	1	1.1
		Female	45	49.5	5	5.5	40	44.0	3	3.3	0		0		1	1.1	1	1.1
C	1981	Total	3		1	33.3	2	66.7	0		1	33.3	0		0		0	
		Male	0		0		0		0		0		0		0		0	
		Female	3	100.0	1	33.3	2	66.7	0		1	33.3	0		0		0	
C	1980	Total	3		0		3	100.0	0		0		0		0		0	
		Male	0		0		0		0		0		0		0		0	
		Female	3	100.0	0		3	100.0	0		0		0		0		0	
D	1981	Total																
		Male																
		Female																
D	1980	Total																
		Male																
		Female																
E	1981	Total	1		0		1	100.0	0		0		0		0		0	
		Male	1	100.0	0		1	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
E	1980	Total	2		0		2	100.0	0		0		0		0		0	
		Male	1	50.0	0		1	50.0	0		0		0		0		0	
		Female	1	50.0	0		1	50.0	0		0		0		0		0	
F	1981	Total	94		15	16.1	79	84.1	5	5.4	1	1.1	3	3.2	1	1.1	5	5.3
		Male	4	4.3	1	1.1	3	3.2	1	1.1	0		0		0		0	
		Female	90	95.7	14	15.0	76	80.9	4	4.3	1	1.1	3	3.2	1	1.1	5	5.3
F	1980	Total	87		21	23.9	64	73.5	4	4.6	1	1.1	5	5.7	2	2.2	9	10.3
		Male	6	5.5	2	2.2	2	2.2	0		0		0		1	1.1	1	1.1
		Female	81	93.1	19	21.7	62	71.3	4	4.6	1	1.1	5	5.7	1	1.1	8	9.2
G	1981	Total																
		Male																
		Female																
G	1980	Total																
		Male																
		Female																
H	1981	Total	4		2	50.0	2	50.0	0		0		2	50.0	0		0	
		Male	1	25.0	0		0		0		0		1	25.0	0		0	
		Female	3	75.0	2	50.0	2	50.0	0		0		1	25.0	0		0	
H	1980	Total	3		2	66.6	1	33.3	0		0		2	66.6	0		0	
		Male	1	33.3	1	33.3	0		0		0		1	33.3	0		0	
		Female	2	66.7	1	33.3	1	33.3	0		0		1	33.3	0		0	
TOTALS	1981	Total	253		36	14.2	217	85.7	9	3.6	0		7	2.8	9	3.6	8	3.2
		Male	85	33.6	11	4.4	74	29.2	8	3.2	0		3	1.2	6	2.4	1	.4
		Female	168	66.4	22	10.0	143	56.5	1	0.4	0		4	1.6	3	1.2	7	2.8
TOTALS	1980	Total	233		35	15.0	198	85.0	7	3.0	2	.9	10	4.3	5	2.2	11	4.8
		Male	83	35.7	8	3.5	75	32.2	0		0		3	1.3	3	1.3	2	.9
		Female	150	64.4	27	11.7	123	52.8	7	3.0	2	.9	7	3.0	2	.9	9	3.9

ADMINISTRATION

	YEAR	SEX	EMPLOYEES Total/Percent		MINORITY Total/Percent		WHITE Total/Percent		BLACK Total/Percent		HISPANIC Total/Percent		AMER. IND. Total/Percent		ASIAN/PAC. IS. Total/Percent		AK NATIVE Total/Percent	
* EXEMPT	1981	Total	3		0		3	100.0	0		0		0		0		0	
		Male	3	100.0	0		3	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
	1980	Total	2		0		2	100.0	0		0		0		0		0	
		Male	1	50.0	0		1	50.0	0		0		0		0		0	
		Female	1	50.0	0		1	50.0	0		0		0		0		0	
A OFFICIAL/ADMIN	1981	Total	35		0		35	100.0	0		0		0		0		0	
		Male	28	80.0	0		28	80.0	0		0		0		0		0	
		Female	7	20.0	0		7	20.0	0		0		0		0		0	
	1980	Total	25		1	4.0	24	96.0	0		0		1	4.0	0		0	
		Male	21	84.0	1	4.0	20	80.0	0		0		1	4.0	0		0	
		Female	4	16.0	0		4	16.0	0		0		0		0		0	
B PROFESSIONALS	1981	Total	252		9	3.6	243	96.5	1	.4	2	.8	3	1.2	3	1.2	0	
		Male	141	56.0	4	1.6	137	54.4	1	.4	1	.4	2	.8	0		0	
		Female	111	44.0	5	2.0	106	42.1	0		1	.4	1	.4	3	1.2	0	
	1980	Total	197		5	2.5	192	97.5	0		0		2	1.0	2	1.0	1	.5
		Male	106	53.8	2	1.0	104	52.8	0		0		1	.5	1	.5	0	
		Female	91	46.2	3	1.5	88	44.7	0		0		1	.5	1	.5	1	.5
C TECHNICIANS	1981	Total	51		9	17.6	42	82.4	2	3.9	0		3	5.9	3	5.9	1	2.0
		Male	14	27.5	3	5.9	11	21.6	0		0		2	3.9	0		1	2.0
		Female	37	72.5	6	11.8	31	60.8	2	3.9	0		1	2.0	3	5.9	0	
	1980	Total	45		8	17.8	37	82.2	2	4.4	0		2	4.4	3	6.7	1	2.2
		Male	11	24.4	2	4.4	9	20.0	0		0		1	2.2	0		1	2.2
		Female	34	75.6	6	13.3	28	62.2	2	4.4	0		1	2.2	3	6.7	0	
D PROTECTIVE SERV	1981	Total	4		0		4	100.0	0		0		0		0		0	
		Male	3	75.0	0		3	75.0	0		0		0		0		0	
		Female	1	25.0	0		1	25.0	0		0		0		0		0	
	1980	Total	5		1	20.0	4	80.0	0		1	20.0	0		0		0	
		Male	4	80.0	1	20.0	3	60.0	0		1	20.0	0		0		0	
		Female	1	20.0	0		1	20.0	0		0		0		0		0	
E PARA-PROFESSIONAL	1981	Total	130		15	11.7	115	88.5	6	4.6	1	.8	1	.8	2	1.6	5	3.9
		Male	23	17.8	2	1.6	21	16.2	0		0		0		1	.8	1	.8
		Female	107	82.3	13	10.1	94	72.3	6	4.6	1	.8	1	.8	1	.8	4	3.1
	1980	Total	115		9	7.8	106	92.2	3	2.6	1	.9	2	1.8	2	1.8	1	.9
		Male	20	17.5	3	2.7	17	14.8	0		0		1	.9	1	.9	1	.9
		Female	95	82.6	6	5.3	89	77.4	3	2.6	1	.9	1	.9	1	.9	0	
F OFFICE/CLERICAL	1981	Total	226		18	8.0	208	92.0	0		2	.9	3	1.3	7	3.1	6	2.6
		Male	56	25.1	3	1.6	53	23.5	0		0		1	.4	1	.4	1	.4
		Female	170	75.2	15	6.7	155	68.5	0		2	.9	2	.9	6	2.7	5	2.2
	1980	Total	187		19	10.2	168	89.8	1	.5	3	1.6	5	2.6	4	2.1	6	3.2
		Male	49	26.1	5	2.6	44	23.5	0		0		4	2.1	0		1	.5
		Female	138	73.8	14	7.4	124	66.3	1	.5	3	1.6	1	.5	4	2.1	5	2.7
G SKILLED CRAFT	1981	Total	44		5	11.4	39	88.7	1	2.3	0		1	2.3	0		3	6.8
		Male	35	79.6	5	11.4	30	68.2	1	2.3	0		1	2.3	0		3	6.8
		Female	9	20.5	0		9	20.5	0		0		0		0		0	
	1980	Total	27		5	18.5	22	81.5	1	3.7	0		1	3.7	0		3	11.1
		Male	21	77.8	5	18.5	16	59.3	1	3.7	0		1	3.7	0		3	11.1
		Female	6	22.2	0		6	22.2	0		0		0		0		0	
H SERVICE/MAINT	1981	Total	165		29	17.6	136	82.4	2	1.2	0		4	2.4	11	6.6	12	7.3
		Male	58	35.1	8	4.8	50	30.3	1	.6	0		1	.6	3	1.8	3	1.8
		Female	107	64.8	21	12.7	86	52.1	1	.6	0		3	1.8	8	4.8	9	5.5
	1980	Total	137		29	21.2	108	78.9	5	3.7	1	.7	4	2.9	9	6.6	10	7.3
		Male	37	27.1	8	5.9	29	21.2	3	2.2	1	.7	0		2	1.5	2	1.5
		Female	100	73.0	21	15.3	79	57.7	2	1.5	0		4	2.9	7	5.1	8	5.8
TOTALS	1981	Total	910		85	9.3	825	90.6	12	1.3	5	.5	15	1.7	26	2.8	27	2.9
		Male	361	39.5	25	2.6	336	36.9	3	.3	1	.1	7	.8	5	.5	9	.9
		Female	549	60.3	60	6.6	489	53.7	9	1.0	4	.4	8	.9	21	2.3	18	2.0
	1980	Total	740		77	10.4	663	89.6	12	1.6	6	.8	17	2.3	20	2.7	22	3.0
		Male	270	36.4	27	3.6	243	32.8	4	.5	2	.3	9	1.2	4	.5	8	1.1
		Female	470	63.6	50	6.8	420	56.8	8	1.1	4	.5	8	1.1	16	2.2	14	1.9

COMMERCE AND ECONOMIC DEVELOPMENT

* YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMER. IND.		ASIAN/PAC. IS.		AK NATIVE		
		Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	
1981	Total	78		6	7.7	72	92.4	2	2.6	1	1.3	1	1.3	0		2	2.6	
	Male	48	61.6	1	1.3	47	60.3	0		0		0		0		0		
	Female	30	38.5	5	6.5	25	32.1	2	2.6	1	1.3	1	1.3	0		2	2.6	
1980	Total	53	64.2	4	7.5	49	92.5	1	1.9	0		1	1.9	0		0		
	Male	34	64.2	1	1.9	33	62.3	0		0		0		0		0		
	Female	19	35.8	3	5.7	16	30.2	1	1.9	0		0		0		2	3.8	
A OFFICIAL/ADMIN	1981	Total	21	0		21	100.0	0		0		0		0		0		
		Male	17	81.0	0		17	81.0	0		0		0		0		0	
	Female	4	19.0	0		4	19.0	0		0		0		0		0		
1980	Total	21		0		21	100.0	0		0		0		0		0		
		Male	16	76.2	0		16	76.2	0		0		0		0		0	
	Female	5	23.8	0		5	23.8	0		0		0		0		0		
B PROFESSIONALS	1981	Total	118		5	4.2	113	95.8	1	.8	2	1.7	1	.8	1	.8	0	
		Male	87	73.7	5	4.2	82	69.5	1	.8	2	1.7	1	.8	1	.8	0	
	Female	31	26.3	0		31	26.3	0		0		0		0		0		
1980	Total	106		3	2.8	103	97.1	1	.9	1	.9	1	.9	0		0		
		Male	75	70.7	3	2.8	72	67.9	1	.9	1	.9	1	.9	0		0	
	Female	31	26.3	0		31	29.2	0		0		0		0		0		
C TECHNICIANS	1981	Total	21		5	23.8	16	76.2	3	14.3	0		1	4.8	1	4.8	0	
		Male	2	10.6	1	4.8	1	4.8	1	4.8	0		0		0		0	
	Female	19	90.5	4	19.1	15	71.4	2	9.5	0		1	4.8	1	4.8	0		
1980	Total	17		3	17.6	14	82.4	2	11.8	0		0		1	5.9	0		
		Male	3	17.6	1	5.9	2	11.8	1	5.9	0		0		0		0	
	Female	14	82.4	2	11.8	12	70.6	1	5.9	0		0		0		0		
D PROTECTIVE SERV	1981	Total	3		0		3	100.0	0		0		0		0		0	
		Male	3	100.0	0		3	100.0	0		0		0		0		0	
	Female	0		0		0		0		0		0		0		0		
1980	Total	4		0		4	100.0	0		0		0		0		0		
		Male	4	100.0	0		4	100.0	0		0		0		0		0	
	Female	0		0		0		0		0		0		0		0		
E PARA-PROFESSIONAL	1981	Total	3		0		3	100.0	0		0		0		0		0	
		Male	0		0		0		0		0		0		0		0	
	Female	3	100.0	0		3	100.0	0		0		0		0		0		
1980	Total	3		0		3	100.0	0		0		0		0		0		
		Male	0		0		0		0		0		0		0		0	
	Female	3	100.0	0		3	100.0	0		0		0		0		0		
F OFFICE/CLERICAL	1981	Total	142		14	9.9	128	90.2	1	.7	1	.7	3	2.1	4	2.8	5	3.5
		Male	18	12.7	3	2.1	15	10.6	0		0		0		2	1.4	1	.7
	Female	124	87.3	11	7.7	113	79.6	1	.7	1	.7	3	2.1	2	1.4	4	2.8	
1980	Total	118		10	8.5	108	91.6	1	.8	1	.8	3	2.5	2	1.7	3	2.5	
		Male	11	9.3	1	.8	10	8.5	0		0		0		2	1.7	3	2.5
	Female	107	90.7	9	7.5	98	83.1	1	.8	1	.8	3	2.5	0		0		
G SKILLED CRAFT	1981	Total																
		Male																
	Female																	
1980	Total																	
		Male																
	Female																	
H SERVICE/MAINT	1981	Total																
		Male																
	Female																	
1980	Total																	
		Male																
	Female																	
NO EMPLOYEES IN THIS CATEGORY																		
TOTAL	1981	Total	386		30	7.8	356	92.2	7	1.8	4	1.0	6	1.5	6	1.6	7	1.9
		Male	175	45.3	10	2.6	165	42.7	2	.5	2	.5	2	.5	2	.8	1	.3
	Female	211	54.7	20	5.2	191	49.5	5	1.3	2	.5	4	1.0	4	.8	6	1.6	
1980	Total	322		20	6.2	302	93.7	5	1.5	2	.6	6	1.8	2	.6	5	1.5	
		Male	143	44.3	6	1.8	137	42.5	2	.6	2	.6	2	.6	2	.6	5	1.5
	Female	179	55.6	14	4.3	165	51.2	3	.9	0		4	1.2	0		0	1.6	

COMMUNITY AND REGIONAL AFFAIRS

	YEAR	SEX	EMPLOYEES Total/Percent		MINORITY Total/Percent		WHITE Total/Percent		BLACK Total/Percent		HISPANIC Total/Percent		AMER. IND. Total/Percent		ASIAN/PAC. IS. Total/Percent		AK NATIVE Total/Percent	
* EXEMPT	1981	Total	45		24	53.3	21	46.6	4	8.8	1	2.2	0		0		19	42.2
		Male	17	37.7	7	15.5	10	22.2	2	4.4	0		0		0		5	11.1
		Female	28	62.2	17	37.7	11	24.4	2	4.4	1	2.2	0		0		14	31.1
	1980	Total	2		0		2	100.0	0		0		0		0		0	
		Male	0		0		0		0		0		0		0		0	
		Female	2	100.0	0		2	100.0	0		0		0		0		0	
A OFFICIAL/ADMIN	1981	Total	8		0		8	100.0	0		0		0		0		0	
		Male	7	87.5	0		7	87.5	0		0		0		0		0	
		Female	1	12.5	0		1	12.5	0		0		0		0		0	
	1980	Total	11		1	9.1	10	90.9	0		0		0		0		1	9.1
		Male	7	63.6	0		7	63.6	0		0		0		0		0	
		Female	4	36.4	1	9.1	3	27.3	0		0		0		0		1	9.1
B PROFESSIONAL	1981	Total	79		11	13.9	68	86.0	2	2.5	0		0		0		9	11.4
		Male	51	64.5	5	6.3	46	58.2	0		0		0		0		5	6.3
		Female	28	35.4	6	7.6	22	27.8	2	2.5	0		0		0		4	5.1
	1980	Total	65		7	10.8	58	89.3	0		0		0		0		7	10.8
		Male	33	50.8	3	4.6	30	46.2	0		0		0		0		3	4.6
		Female	32	49.2	4	6.2	28	43.1	0		0		0		0		4	6.2
C TECHNICIANS	1981	Total	9		3	33.3	6	66.6	0		0		1	11.1	1	11.1	1	11.1
		Male	3	33.3	1	11.1	2	22.2	0		0		0		0		1	11.1
		Female	6	66.7	2	22.2	4	44.4	0		0		1	11.1	1	11.1	0	
	1980	Total	13		5	38.5	8	61.6	1	7.7	1	7.7	1	7.7	2	15.4	0	
		Male	3	23.1	1	7.7	2	15.4	1	7.7	0		0		0		0	
		Female	10	76.9	4	30.8	6	46.2	0		1	7.7	1	7.7	2	15.4	0	
D PROTECTIVE SERV	1981	Total Male Female	NO EMPLOYEES IN THIS CATEGORY															
	1980	Total Male Female	NO EMPLOYEES IN THIS CATEGORY															
E PARA-PROFESSIONAL	1981	Total	7		1	14.3	6	85.7	1	14.3	0		0		0		0	
		Male	2	28.6	0		2	28.6	0		0		0		0		0	
		Female	5	71.4	1	14.3	4	57.1	1	14.3	0		0		0		0	
	1980	Total	11		1	9.1	10	90.9	1	9.1	0		0		0		0	
		Male	4	36.4	0		4	36.4	0		0		0		0		0	
		Female	7	63.6	1	9.1	6	54.5	1	9.1	0		0		0		0	
F OFFICE/CLERICAL	1981	Total	53		10	18.9	43	81.2	4	7.6	1	1.9	2	3.8	0		3	5.7
		Male	5	9.5	2	3.8	3	5.7	1	1.9	0		1	1.9	0		0	
		Female	48	90.6	8	15.2	40	75.5	3	5.7	1	1.9	1	1.9	0		3	5.7
	1980	Total	46		11	23.9	35	76.0	1	2.2	1	2.2	4	8.7	1	2.2	4	8.7
		Male	2	4.3	0		2	4.3	0		0		0		0		0	
		Female	44	95.7	11	23.9	33	71.7	1	2.2	1	2.2	4	8.7	1	2.2	4	8.7
G SKILLED CRAFT	1981	Total Male Female	NO EMPLOYEES IN THIS CATEGORY															
	1980	Total Male Female	NO EMPLOYEES IN THIS CATEGORY															
H SERVICE/MAINT	1981	Total Male Female	NO EMPLOYEES IN THIS CATEGORY															
	1980	Total Male Female	NO EMPLOYEES IN THIS CATEGORY															
TOTAL	1981	Total	201		49	24.4	152	75.6	11	5.5	2	1.0	3	1.5	1	.5	32	15.9
		Male	85	42.3	15	7.5	70	34.8	3	1.5	0		1	.5	0		11	5.5
		Female	116	57.7	34	16.9	82	40.8	8	4.0	2	1.0	2	1.0	1	.5	21	10.4
	1980	Total	148		25	16.9	123	83.1	3	2.1	2	1.4	5	3.4	3	2.0	12	8.1
		Male	50	33.1	4	2.7	45	30.4	1	.7	0		0		0		3	2.0
		Female	99	66.9	21	14.3	78	52.7	2	1.4	2	1.4	5	3.4	3	2.0	9	6.1

EDUCATION

* YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMR. IND.		ASIAN/PAC. IS.		AK NATIVE	
		Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
1981	Total	43		4	9.3	39	90.7	1	2.3	0		0		3	7.0	0	
	Male	9	20.9	0		9	20.9	0		0		0		0		0	
1980	Total	34	79.1	4	9.3	30	69.8	1	2.3	0		0		3	7.0	0	
	Male	8	21.1	3	7.9	35	92.2	0		0		0		3	7.9	0	
1981	Total	30	78.9	3	7.9	27	71.1	0		0		0		3	3.9	0	
	Male	8	21.1	0		8	21.1	0		0		0		0		0	
1980	Total	15	80.0	0		15	100.0	0		0		0		0		0	
	Male	12	20.0	0		12	80.0	0		0		0		0		0	
1981	Total	15		0		15	100.0	0		0		0		0		0	
	Male	12	80.0	0		12	80.0	0		0		0		0		0	
1980	Total	15		0		15	100.0	0		0		0		0		0	
	Male	12	80.0	0		12	80.0	0		0		0		0		0	
1981	Total	146		10	6.8	136	93.1	4	2.8	3	2.1	1	.7	2	1.4	0	
	Male	70	53.5	6	4.2	72	49.3	2	1.4	3	2.1	0		1	.7	0	
1980	Total	68	46.6	4	2.8	64	43.8	2	1.4	0		1	.7	1	.7	0	
	Male	138	54.9	7	5.1	131	94.9	3	2.1	2	1.4	1	.7	1	.7	0	
1981	Total	62	44.9	2	1.4	60	43.5	1	.7	0		1	.7	0		0	
	Male	76	54.9	5	3.5	71	51.4	2	1.4	2	1.4	0		1	.7	0	
1980	Total	10	83.3	1	8.3	9	75.0	0		0		0		1	8.3	0	
	Male	13	23.1	2	15.4	11	84.6	1	7.7	0		0		1	7.7	0	
1981	Total	3	76.9	1	7.7	2	15.4	1	7.7	0		0		1	7.7	0	
	Male	10	76.9	1	7.7	9	69.2	0		0		0		1	7.7	0	
1980	Total	12	16.7	0		11	91.7	0		0		0		1	8.3	0	
	Male	2	16.7	0		2	16.7	0		0		0		0		0	
1981	Total	6	50.0	2	33.3	4	66.7	0		2	33.3	0		0		0	
	Male	3	50.0	0		3	50.0	0		0		0		0		0	
1980	Total	7	57.2	1	14.3	6	85.8	0		1	14.3	0		0		0	
	Male	4	42.9	0		3	42.9	0		0		0		0		0	
1981	Total	33	24.2	4	12.1	29	87.9	0		0		2	6.1	1	3.0	1	3.0
	Male	8	24.2	1	3.0	7	21.2	0		0		0		1	3.0	0	
1980	Total	25	75.8	3	9.1	22	66.7	0		0		2	6.1	0		1	3.0
	Male	33	18.2	4	12.1	29	87.9	0		0		3	9.1	0		1	3.0
1981	Total	6	81.8	0		6	18.2	0		0		0		0		0	
	Male	27	81.8	4	12.1	23	69.7	0		0		3	9.1	0		1	3.0
1980	Total	159	13.2	19	11.9	140	88.1	2	1.3	0		4	2.5	8	5.0	5	3.1
	Male	21	13.2	4	2.5	17	10.7	0		0		0		3	1.9	1	.6
1981	Total	138	86.8	15	9.4	123	77.4	2	1.3	0		4	2.5	5	3.1	4	2.5
	Male	141	12.0	16	11.3	125	88.6	3	2.1	1	.7	2	1.4	5	3.5	5	3.5
1980	Total	124	87.9	14	9.8	110	78.0	3	2.1	1	.7	1	.7	4	2.8	5	3.5
	Male	4	100.0	0		4	100.0	0		0		0		0		0	
1981	Total	4	100.0	0		4	100.0	0		0		0		0		0	
	Male	0		0		0		0		0		0		0		0	
1980	Total	6	100.0	0		6	100.0	0		0		0		0		0	
	Male	0		0		0		0		0		0		0		0	
1981	Total	7	85.7	0		7	100.0	0		0		0		0		0	
	Male	1	14.3	0		1	14.3	0		0		0		0		0	
1980	Total	7	100.0	0		7	100.0	0		0		0		0		0	
	Male	0		0		0		0		0		0		0		0	
1981	Total	426	33.8	41	9.6	385	90.4	8	1.9	5	1.2	7	1.6	15	3.5	6	1.4
	Male	144	33.8	14	3.3	130	30.5	3	.7	5	1.2	0		5	1.2	1	.2
1980	Total	282	66.2	27	6.3	255	59.9	5	1.2	0		7	1.6	10	2.3	5	1.2
	Male	397	34.8	32	8.1	365	91.9	6	1.5	4	1.1	6	1.6	10	2.5	6	1.5
1981	Total	138	65.2	8	2.1	130	32.7	2	.5	3	.8	1	.3	2	.5	0	
	Male	259	65.2	24	6.1	235	59.2	4	1.0	1	.3	5	1.3	8	2.0	6	1.5

ENVIRONMENTAL CONSERVATION

	YEAR	SEX	EMPLOYEES Total/Percent		MINORITY Total/Percent		WHITE Total/Percent		BLACK Total/Percent		HISPANIC Total/Percent		AMER. IND. Total/Percent		ASIAN/PAC. IS. Total/Percent		AK NATIVE Total/Percent	
A	1981	Total	3		0		3	100.0	0		0		0		0		0	
		Male	2	66.7	0		2	66.7	0		0		0		0		0	
		Female	1	33.3	0		1	33.3	0		0		0		0		0	
	1980	Total	2		0		2	100.0	0		0		0		0		0	
		Male	2	100.0	0		2	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
B	1981	Total	4		0		4	100.0	0		0		0		0		0	
		Male	3	75.0	0		3	75.0	0		0		0		0		0	
		Female	1	25.0	0		1	25.0	0		0		0		0		0	
	1980	Total	3		0		3	100.0	0		0		0		0		0	
		Male	2	66.7	0		2	66.7	0		0		0		0		0	
		Female	1	33.3	0		1	33.3	0		0		0		0		0	
C	1981	Total	134		3	2.2	131	97.8	0		1	.7	1	.7	1	.7	0	
		Male	110	82.0	3	2.1	107	79.9	0		1	.7	1	.7	1	.7	0	
		Female	24	17.9	0		24	17.9	0		0		0		0		0	
	1980	Total	115		3	2.6	112	97.4	0		1	.9	1	.9	1	.9	0	
		Male	97	84.4	3	2.7	94	81.7	0		1	.9	1	.9	1	.9	0	
		Female	18	15.7	0		18	15.7	0		0		0		0		0	
D	1981	Total	10		2	20.0	8	80.0	0		0		0		2	20.0	0	
		Male	3	30.0	1	10.0	2	20.0	0		0		0		1	10.0	0	
		Female	7	70.0	1	10.0	6	60.0	0		0		0		1	10.0	0	
	1980	Total	6		1	16.7	5	83.4	0		0		1	16.7	0		0	
		Male	1	16.7	1	16.7	1	16.7	0		0		0		0		0	
		Female	5	83.3	0		4	66.7	0		0		1	16.7	0		0	
E	1981	Total	2		0		2	100.0	0		0		0		0		0	
		Male	0		0		0		0		0		0		0		0	
		Female	2	100.0	0		2	100.0	0		0		0		0		0	
	1980	Total	1		0		1	100.0	0		0		0		0		0	
		Male	0		0		0		0		0		0		0		0	
		Female	1	100.0	0		1	100.0	0		0		0		0		0	
F	1981	Total	52		4	7.7	48	92.3	0		0		1	1.9	0		3	5.7
		Male	5	9.6	1	1.9	4	7.7	0		0		0		0		1	1.9
		Female	47	90.4	3	5.7	44	84.6	0		0		1	1.9	0		2	3.8
	1980	Total	43		3	7.0	40	93.1	0		0		1	2.3	0		2	4.6
		Male	3	7.0	1	2.3	2	4.7	0		0		0		0		1	2.3
		Female	40	93.0	2	4.6	38	88.4	0		0		1	2.3	0		1	2.3
G	1981	Total	1		0		1	100.0	0		0		0		0		0	
		Male	1	100.0	0		1	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
	1980	Total																
		Male																
		Female																
H	1981	Total																
		Male																
		Female																
	1980	Total																
		Male																
		Female																
TOTAL	1981	Total	206		9	4.4	197	95.7	0		1	.5	2	1.0	3	1.5	3	1.5
		Male	124	60.3	5	2.5	119	57.8	0		1	.5	1	.5	2	1.0	1	.5
		Female	82	39.8	4	2.0	78	37.9	0		0		1	.5	1	.5	2	1.0
	1980	Total	170		7	4.1	163	95.9	0		1	.6	3	1.8	1	.6	2	1.2
		Male	105	61.8	4	2.4	101	59.4	0		1	.6	1	.6	1	.6	1	.6
		Female	65	38.2	3	1.8	62	36.5	0		0		2	1.2	0		1	.6

FISH AND GAME

* EXEMPT	1981	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMEP IND.		ASIAN/PAC. IS.		AK NATIVE	
			Total/Percent	Total/Percent	Total/Percent	Total/Percent	Total/Percent	Total/Percent	Total/Percent	Total/Percent	Total/Percent	Total/Percent	Total/Percent					
1980	Total	Male	45	37.8	1	2.2	44	97.8	1	2.2	0	0	0	0	0	0	0	0
	Female		28	62.2	1	2.2	27	60.0	1	2.2	0	0	0	0	0	0	0	0
	Total	Male	39	36.5	1	2.6	39	97.5	1	2.6	0	0	0	0	0	0	0	0
	Female		15	61.5	0	2.6	15	38.5	0	2.6	0	0	0	0	0	0	0	0
			24		1		23		1		0		0		0		0	
1981	Total	Male	17	82.4	1	5.9	16	94.1	0		0	0	0	0	0	0	1	5.9
	Female		14	17.6	0	5.9	13	76.5	0		0	0	0	0	0	0	0	5.9
	Total	Male	3	17.6	0		3	17.6	0		0	0	0	0	0	0	1	
	Female		15	100.0	1	6.7	14	93.3	0		0	0	0	0	0	0	1	6.7
	Total	Male	15		1		14		0		0	0	0	0	0	0	1	
	Female		0		0		0		0		0	0	0	0	0	0	0	
1980	Total	Male	539	87.8	10	1.9	529	98.1	1	.2	0	0	1	.2	6	1.1	2	.4
	Female		473	12.2	0	1.9	463	85.9	0	.2	0	0	0	.2	0	1.1	2	.4
	Total	Male	66		7		66		0		0	0	0		0		0	
	Female		478	88.9	6	1.2	471	98.6	1	.2	1	.2	1	.2	4	.8	0	.8
	Total	Male	425	11.1	1		419	87.7	0		0	0	0		0		0	
	Female		53		0		52	10.9	0		1	.2	0		0	.8	0	
1981	Total	Male	197	63.9	7	3.6	190	96.4	0		0	0	3	1.5	2	1.0	2	1.0
	Female		126	36.0	4	2.0	122	61.9	0		0	0	2	1.0	0	1.0	2	1.0
	Total	Male	71		3		68		0		0	0	1	.5	2	1.0	0	
	Female		175	65.7	8	4.6	167	95.4	0		0	0	3	1.7	2	1.2	3	1.7
	Total	Male	115	34.3	4	2.3	111	63.4	0		0	0	2	1.1	1	.6	2	1.1
	Female		60		0		56	32.0	0		0	0	0		0	.6	1	.6
NO EMPLOYEES IN THIS CATEGORY																		
1981	Total	Male	4	50.0	0		4	100.0	0		0	0	0		0		0	
	Female		2	50.0	0		2	50.0	0		0	0	0		0		0	
	Total	Male	3	33.3	0		3	100.0	0		0	0	0		0		0	
	Female		1	66.7	0		1	33.3	0		0	0	0		0		0	
	Total	Male	180	8.9	16	8.9	164	91.1	1	.6	4	2.2	6	3.4	2	1.1	3	1.7
	Female		16	8.9	1	.6	15	8.4	0	.6	0	2.2	1	.6	0	1.1	0	1.7
	Total	Male	164	91.1	15	8.4	149	82.8	1	.6	4	2.2	5	2.8	2	1.1	3	1.7
	Female		166	6.6	16	9.6	150	90.3	1	.6	2	1.2	5	3.0	4	2.4	4	2.4
	Total	Male	11	93.4	1	.6	10	6.0	0	.6	0	1.2	1	.6	0	2.4	0	2.4
	Female		155		15		140		1		2		4		4		4	
1981	Total	Male	28	100.0	1	3.6	27	96.4	0		1	3.6	0		0		0	
	Female		0		0		0		0		0	3.6	0		0		0	
	Total	Male	25	100.0	1	4.0	24	96.0	0		1	4.0	0		0		0	
	Female		0		0		0		0		0	4.0	0		0		0	
NO EMPLOYEES IN THIS CATEGORY																		
1981	Total	Male	1010	66.9	36	3.6	974	96.4	3	.3	5	.5	10	1.0	10	1.0	8	.8
	Female		676	33.1	17	1.7	659	65.2	2	.2	4	.4	6	.4	4	.4	5	.5
	Total	Male	334		19		315		2		4		6		4		3	
	Female		901	67.3	34	3.8	867	96.2	3	.3	4	.4	9	1.0	10	1.2	8	.9
	Total	Male	607	32.6	13	1.4	594	65.9	1	.1	1	.1	3	.3	5	.6	3	.3
	Female		294		21		273		2	.2	3	.3	6	.7	5	.6	5	.6

HEALTH AND SOCIAL SERVICES

YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMER. IND.		ASIAN/PAC. IS.		AK NATIVE	
		Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
1981	Total	13		0		13	100.0	0		0		0		0		0	
	Male	11	84.6	0		11	84.6	0		0		0		0		0	
1980	Total	2	15.4	0		2	15.4	0		0		0		0		0	
	Female	2	15.4	0		2	15.4	0		0		0		0		0	
1981	Total	30	76.6	3	10.0	27	90.0	1	3.3	0		1	3.3	1	3.3	0	
	Male	23	76.6	2	6.6	21	70.0	0		0		0		0		0	
1980	Total	7	23.3	1	3.3	6	20.0	1	3.3	0		0		0		0	
	Female	7	23.3	1	3.3	6	20.0	1	3.3	0		0		0		0	
1981	Total	26	73.0	2	7.7	24	92.3	1	3.8	0		0		1	3.8	0	
	Male	19	73.0	1	3.8	18	69.2	0		0		0		1	3.8	0	
1980	Total	7	26.9	1	3.8	6	23.1	1	3.8	0		0		0		0	
	Female	7	26.9	1	3.8	6	23.1	1	3.8	0		0		0		0	
1981	Total	531	31.7	50	9.4	481	90.6	18	3.4	10	1.9	4	.8	13	2.5	5	1.0
	Male	168	31.7	10	1.9	158	29.8	6	1.1	1	.2	1	.2	1	.2	1	.2
1980	Total	363	68.4	40	7.7	323	60.8	12	2.3	9	1.7	3	.6	12	2.3	4	.8
	Female	363	68.4	40	7.7	323	60.8	12	2.3	9	1.7	3	.6	12	2.3	4	.8
1981	Total	497	35.6	51	10.3	446	89.7	19	3.8	10	2.0	5	1.2	14	2.8	3	.6
	Male	174	35.6	14	3.4	160	32.2	7	1.4	2	.4	3	.6	2	.4	0	
1980	Total	323	65.0	37	7.6	286	57.5	12	2.4	8	1.6	2	.6	12	2.4	3	.6
	Female	323	65.0	37	7.6	286	57.5	12	2.4	8	1.6	2	.6	12	2.4	3	.6
1981	Total	95	14.8	19	20.0	76	80.0	5	5.3	2	2.1	3	3.2	4	4.2	5	5.3
	Male	14	14.8	3	3.2	11	11.6	0		0		1	1.1	2	2.1	0	
1980	Total	81	85.3	16	16.9	65	68.4	5	5.3	2	2.1	2	2.1	2	2.1	5	5.3
	Female	81	85.3	16	16.9	65	68.4	5	5.3	2	2.1	2	2.1	2	2.1	5	5.3
1981	Total	100	23.0	24	24.0	76	76.0	5	5.0	2	2.0	3	3.0	6	6.0	8	8.0
	Male	23	23.0	5	5.0	18	18.0	0		0		1	1.0	4	4.0	0	
1980	Total	77	77.0	19	19.0	58	58.0	5	5.0	2	2.0	2	2.0	2	2.0	8	8.0
	Female	77	77.0	19	19.0	58	58.0	5	5.0	2	2.0	2	2.0	2	2.0	8	8.0
1981	Total	443	78.1	57	12.9	386	87.1	31	7.0	7	1.6	6	1.4	3	.7	10	2.2
	Male	346	78.1	42	9.5	304	68.6	26	5.9	5	1.1	3	.7	3	.7	5	1.1
1980	Total	97	21.9	15	3.4	82	18.5	5	1.1	2	.5	3	.8	0		5	1.1
	Female	97	21.9	15	3.4	82	18.5	5	1.1	2	.5	3	.8	0		5	1.1
1981	Total	377	80.2	46	12.2	331	87.8	25	6.6	6	1.6	4	1.1	3	.8	8	2.2
	Male	302	80.2	37	9.9	265	70.3	23	6.1	4	1.1	3	.8	3	.8	4	1.1
1980	Total	75	19.9	9	2.4	66	17.5	2	.5	2	.5	1	.3	0		4	1.1
	Female	75	19.9	9	2.4	66	17.5	2	.5	2	.5	1	.3	0		4	1.1
1981	Total	267	38.5	67	25.1	200	74.9	26	9.8	8	3.0	6	2.2	4	1.4	23	8.6
	Male	103	38.5	20	7.4	83	31.1	9	3.4	3	1.1	0		2	.7	6	2.2
1980	Total	164	61.4	47	17.5	117	43.8	17	6.4	5	1.9	6	2.2	2	.7	17	6.4
	Female	164	61.4	47	17.5	117	43.8	17	6.4	5	1.9	6	2.2	2	.7	17	6.4
1981	Total	228	43.0	61	26.8	167	73.2	20	8.8	5	2.2	8	3.5	2	.9	26	11.4
	Male	90	43.0	19	11.9	71	31.1	5	2.2	2	.9	0		2	.9	10	4.4
1980	Total	138	60.5	42	18.4	96	42.1	15	6.6	3	1.3	8	3.5	0		16	7.0
	Female	138	60.5	42	18.4	96	42.1	15	6.6	3	1.3	8	3.5	0		16	7.0
1981	Total	418	7.8	66	15.8	352	84.2	10	2.4	6	1.4	4	1.0	8	1.9	38	9.1
	Male	33	7.8	4	.9	29	6.9	1	.2	0		0		1	.2	2	.5
1980	Total	385	92.1	62	14.9	323	77.3	9	2.2	6	1.4	4	1.0	7	1.7	36	8.6
	Female	385	92.1	62	14.9	323	77.3	9	2.2	6	1.4	4	1.0	7	1.7	36	8.6
1981	Total	392	7.9	64	16.3	327	83.7	9	2.3	4	1.0	6	1.5	11	2.8	34	8.7
	Male	31	7.9	4	1.0	27	6.9	0		0		0		2	.5	2	.5
1980	Total	361	92.1	60	15.3	301	76.8	9	2.3	4	1.0	6	1.5	9	2.3	32	8.2
	Female	361	92.1	60	15.3	301	76.8	9	2.3	4	1.0	6	1.5	9	2.3	32	8.2
1981	Total	36	91.7	4	11.1	32	88.9	1	2.8	1	2.8	1	2.8	1	2.8	0	
	Male	33	91.7	4	11.1	29	80.6	0		0		0		0		0	
1980	Total	3	8.3	0		3	8.3	0		0		0		0		0	
	Female	3	8.3	0		3	8.3	0		0		0		0		0	
1981	Total	33	90.9	4	12.1	29	87.9	1	3.0	1	3.0	1	3.0	1	3.0	0	
	Male	30	90.9	4	12.1	26	78.8	1	3.0	0		1	3.0	1	3.0	0	
1980	Total	3	9.1	0		3	9.1	0		0		0		0		0	
	Female	3	9.1	0		3	9.1	0		0		0		0		0	
1981	Total	91	36.3	24	26.4	67	73.6	18	19.8	0		1	1.1	4	4.4	1	1.1
	Male	33	36.3	14	15.4	19	20.9	11	12.1	0		1	1.1	2	2.2	0	
1980	Total	58	63.7	10	10.0	48	52.7	7	7.7	0		0		2	2.2	1	1.1
	Female	58	63.7	10	10.0	48	52.7	7	7.7	0		0		2	2.2	1	1.1
1981	Total	85	33.5	20	23.5	65	76.4	11	13.0	0		1	1.2	5	5.9	3	3.6
	Male	31	33.5	11	13.0	20	23.5	6	7.1	0		1	1.2	3	3.5	1	1.2
1980	Total	54	63.5	9	10.7	45	52.9	5	5.9	0		0		2	2.4	2	2.4
	Female	54	63.5	9	10.7	45	52.9	5	5.9	0		0		2	2.4	2	2.4
1981	Total	1924	39.7	290	15.1	1634	85.0	110	5.7	34	1.7	26	1.3	38	2.0	82	4.2
	Male	764	39.7	99	5.1	665	34.6	54	2.8	10	.5	8	.4	13	.7	14	.7
1980	Total	1160	60.3	191	9.8	969	50.4	56	2.9	24	1.2	18	.9	25	1.3	68	3.5
	Female	1160	60.3	191	9.8	969	50.4	56	2.9	24	1.2	18	.9	25	1.3	68	3.5
1981	Total	1749	40.5	272	15.6	1477	84.4	91	5.2	28	1.6	28	1.6	43	2.4	81	4.7
	Male	709	40.5	95	5.4	614	35.1	42	2.4	9	.5	9	.5	18	1.0	17	1.0
1980	Total	1040	59.5	177	10.1	863	49.3	49	2.8	19	1.1	19	1.1	25	1.4	65	3.7
	Female	1040	59.5	177	10.1	863	49.3	49	2.8	19	1.1	19	1.1	25	1.4	65	3.7

LABOR

	YEAR	SEX	EMPLOYEES Total/Percent	MINORITY Total/Percent	WHITE Total/Percent	BLACK Total/Percent	HISPANIC Total/Percent	AMER. IND. Total/Percent	ASIAN/PAC. IS. Total/Percent	AK NATIVE Total/Percent
* EXEMPT	1981	Total Male Female	1 100.0 0	0 0 0	1 100.0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	1 103.0 0	0 0 0	1 100.0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
A OFFICIAL/ADMIN	1981	Total Male Female	17 12 5	3 2 1	14 10 4	1 0 1	0 0 0	1 1 0	1 1 0	0 0 0
	1980	Total Male Female	17 13 4	2 1 1	15 12 3	1 0 1	0 0 0	1 1 0	0 0 0	0 0 0
B PROFESSIONAL	1981	Total Male Female	329 159 170	30 8 22	299 151 148	8 3 5	4 0 4	9 2 7	2 0 2	7 3 4
	1980	Total Male Female	352 175 177	33 10 23	319 165 154	9 4 5	5 0 5	10 2 8	2 1 1	7 3 4
C TECHNICIANS	1981	Total Male Female	23 8 15	1 1 0	22 7 15	0 0 0	0 0 0	1 1 0	0 0 0	0 0 0
	1980	Total Male Female	24 7 17	1 1 0	23 6 17	0 0 0	0 0 0	1 1 0	0 0 0	0 0 0
D PROTECTIVE SERV	1981	Total Male Female	7 6 1	0 0 0	7 6 1	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	7 6 1	0 0 0	7 6 1	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
E PARA-PROFESSIONAL	1981	Total Male Female	10 3 7	0 0 0	10 3 7	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	7 7 6	0 0 0	7 7 6	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
F OFFICE/CLERICAL	1981	Total Male Female	187 46 141	30 7 23	157 39 118	2 0 2	3 1 2	11 3 8	6 2 4	8 1 7
	1980	Total Male Female	195 34 161	36 5 31	159 29 130	2 0 2	2 2 7	13 3 10	4 4 4	8 0 8
G SKILLED CRAFT	1981	Total Male Female	8 6 2	2 0 2	6 6 0	1 0 1	0 0 0	0 0 0	0 0 0	1 0 1
	1980	Total Male Female	7 6 1	1 0 1	6 5 0	0 0 0	0 0 0	0 0 0	0 0 0	1 0 1
H SERVICE/MAINT	1981	Total Male Female	1 0 1	1 0 1	0 0 0	0 0 0	0 0 0	0 0 0	1 1 1	0 0 0
	1980	Total Male Female	3 2 1	1 0 1	2 2 0	0 0 0	0 0 0	0 0 0	1 1 1	0 0 0
TOTAL	1981	Total Male Female	583 241 342	67 18 49	516 223 293	12 3 9	7 1 6	22 7 15	10 3 7	16 4 12
	1980	Total Male Female	613 245 368	74 17 57	539 228 311	12 4 8	14 2 12	25 7 18	7 1 6	16 3 13

LAM

YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMER. IND.		ASIAN/PAC. IS.		AK NATIVE	
		Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
1981	Total	1	100.0	0		1	100.0	0		0		0		0		0	
	Male	1	100.0	0		1	100.0	0		0		0		0		0	
1980	Total	1	100.0	0		1	100.0	0		0		0		0		0	
	Male	1	100.0	0		1	100.0	0		0		0		0		0	
1981	Total	3	100.0	0		3	100.0	0		0		0		0		0	
	Male	3	100.0	0		3	100.0	0		0		0		0		0	
1980	Total	2	100.0	0		2	100.0	0		0		0		0		0	
	Male	2	100.0	0		2	100.0	0		0		0		0		0	
1981	Total	163	56.4	8	4.9	155	95.1	4	2.4	0		1	.6	2	1.2	1	.6
	Male	92	56.4	3	1.8	89	54.6	2	1.2	0		0		1	.6	0	
1980	Total	140	64.9	7	5.0	133	95.0	3	2.1	1	.7	1	.7	1	.7	1	.7
	Male	91	64.9	4	2.8	87	62.1	3	2.1	0		0		0		0	
1981	Total	3	33.3	0		3	100.0	0		0		0		0		0	
	Male	3	33.3	0		3	100.0	0		0		0		0		0	
1980	Total	5	40.0	0		5	100.0	0		0		0		0		0	
	Male	5	40.0	0		5	100.0	0		0		0		0		0	
1981	Total	2	50.0	0		2	100.0	0		0		0		0		0	
	Male	2	50.0	0		2	100.0	0		0		0		0		0	
1980	Total	4	25.0	1	25.0	3	75.0	0		0		1	25.0	0		0	
	Male	4	25.0	1	25.0	3	75.0	0		0		1	25.0	0		0	
1981	Total	3	33.3	0		3	100.0	0		0		0		0		0	
	Male	3	33.3	0		3	100.0	0		0		0		0		0	
1980	Total	7	100.0	0		7	100.0	0		0		0		0		0	
	Male	7	100.0	0		7	100.0	0		0		0		0		0	
1981	Total	101	93.1	7	6.9	94	93.1	0		0		0		2	2.0	5	5.0
	Male	101	93.1	7	6.9	94	93.1	0		0		0		2	2.0	5	5.0
1980	Total	89	96.6	2	2.2	87	97.8	1	1.1	0		0		1	1.1	0	
	Male	89	96.6	2	2.2	87	97.8	1	1.1	0		0		1	1.1	0	
1981	Total	101	100.0	0		101	100.0	0		0		0		0		0	
	Male	101	100.0	0		101	100.0	0		0		0		0		0	
1980	Total	101	100.0	0		101	100.0	0		0		0		0		0	
	Male	101	100.0	0		101	100.0	0		0		0		0		0	
1981	Total	276	35.9	15	5.4	261	94.6	4	1.4	0		1	.4	4	1.5	6	2.2
	Male	276	35.9	15	5.4	261	94.6	4	1.4	0		1	.4	4	1.5	6	2.2
1980	Total	248	40.3	10	4.0	238	96.0	4	1.6	1	.4	2	.8	2	.8	1	.4
	Male	248	40.3	10	4.0	238	96.0	4	1.6	1	.4	2	.8	2	.8	1	.4
1981	Total	148	59.7	6	2.4	142	57.3	1	.4	0		2	.8	2	.8	1	.4
	Male	148	59.7	6	2.4	142	57.3	1	.4	0		2	.8	2	.8	1	.4

NATURAL RESOURCES

YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMER. IND.		ASIAN/PAC. IS.		AK NATIVE	
		Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
1981	Total	18		1	5.6	17	94.5	0		0		1	5.6	0		0	
	Male	17	94.5	1	5.6	16	88.9	0		0		1	5.6	0		0	
1980	Total	14		0		1	5.6	0		0		0		0		0	
	Male	13	92.9	0		13	92.9	0		0		0		0		0	
1981	Total	35		1	2.9	34	97.1	1	2.9	0		0		0		0	
	Male	28	80.0	0		27	77.1	0		0		0		0		0	
1980	Total	21		0		21	100.0	0		0		0		0		0	
	Male	17	81.0	0		17	81.0	0		0		0		0		0	
1981	Total	451		12	2.7	439	97.3	3	.6	1	.2	2	.4	5	1.1	1	.2
	Male	343	76.0	6	1.3	337	74.7	2	.4	0		1	.2	3	.7	0	
1980	Total	108		6	1.2	102	22.6	1	.2	1	.2	1	.2	2	.4	1	.2
	Male	73	21.2	5	1.5	68	19.8	1	.3	0		1	.3	2	.6	1	.3
1981	Total	125		9	7.2	116	92.8	0		4	3.2	1	.8	3	2.4	1	.8
	Male	94	67.2	8	6.4	76	60.8	0		3	2.4	1	.8	0		0	
1980	Total	98		4	4.1	94	95.9	0		2	2.0	1	1.0	1	1.0	0	
	Male	63	35.7	3	3.1	60	61.2	0		1	1.0	0		0		0	
1981	Total	4		0		4	100.0	0		0		0		0		0	
	Male	0	100.0	0		0	100.0	0		0		0		0		0	
1980	Total	3		0		3	100.0	0		0		0		0		0	
	Male	0	100.0	0		0	100.0	0		0		0		0		0	
1981	Total	34		1	2.9	33	97.1	0		0		1	2.9	0		0	
	Male	14	41.2	0		14	41.2	0		0		0		0		0	
1980	Total	20		1	2.9	19	55.9	0		0		1	2.9	0		0	
	Male	18	64.3	1	3.6	17	60.7	0		0		0		0		0	
1981	Total	199		20	10.1	179	90.0	5	2.5	1	.5	7	3.5	5	2.5	2	1.0
	Male	21	10.6	0		21	10.6	0		0		0		0		0	
1980	Total	178		20	10.1	158	79.4	5	2.5	1	.5	7	3.5	5	2.5	2	1.0
	Male	198	10.6	17	8.6	181	91.4	3	1.5	1	.5	6	3.0	3	1.5	4	2.0
1981	Total	31		1	3.2	30	96.8	1	3.2	0		0		0		0	
	Male	28	90.3	0		27	87.1	0		0		0		0		0	
1980	Total	3		0		3	100.0	0		0		0		0		0	
	Male	2	6.7	0		2	6.7	0		0		0		0		0	
1981	Total	45		5	5.0	40	94.9	10	1.1	6	.6	12	1.3	13	1.5	4	.4
	Male	535	59.5	17	1.8	518	57.7	4	.4	3	.3	3	.3	6	.7	1	.1
1980	Total	362		28	3.1	334	37.2	6	.7	3	.3	9	1.0	7	.8	3	.3
	Male	736	57.5	31	4.2	705	95.8	5	.7	3	.4	10	1.4	8	1.0	5	.6
1981	Total	423		11	1.5	412	56.0	2	.3	2	.1	2	.3	4	.5	1	.1
	Male	313	42.5	20	2.6	293	39.8	3	.4	1	.1	8	1.1	4	.5	4	.5

NO EMPLOYEES IN THIS CATEGORY

MILITARY AFFAIRS

YEAR	SEX	EMPLOYEES Total/Percent	MINORITY Total/Percent	WHITE Total/Percent	BLACK Total/Percent	HISPANIC Total/Percent	AMER. IND. Total/Percent	ASIAN/PAC. IS. Total/Percent	AK. NATIVE Total/Percent
1981	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1980	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1981	Total Male Female	5 5 0	0 0 0	5 5 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1980	Total Male Female	5 5 0	0 0 0	5 5 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1981	Total Male Female	11 8 3	1 1 0	10 7 3	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1980	Total Male Female	9 6 3	0 0 0	9 6 3	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1981	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1980	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1981	Total Male Female	8 8 0	1 1 0	7 7 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0
1980	Total Male Female	9 9 0	1 1 0	8 8 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0
1981	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1980	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1981	Total Male Female	26 3 23	4 0 4	22 3 19	2 2 2	2 2 2	0 0 0	0 0 0	0 0 0
1980	Total Male Female	27 4 23	2 0 2	25 4 21	1 0 1	1 0 1	0 0 0	0 0 0	0 0 0
1981	Total Male Female	22 22 0	4 4 0	18 18 0	0 0 0	0 0 0	0 0 0	0 0 0	4 4 0
1980	Total Male Female	24 24 0	3 3 0	21 21 0	0 0 0	0 0 0	0 0 0	0 0 0	3 3 0
1981	Total Male Female	14 12 2	4 3 1	10 9 1	3 2 1	3 3 2	0 0 0	1 1 1	0 0 0
1980	Total Male Female	24 24 0	3 3 0	21 21 0	0 0 0	0 0 0	0 0 0	0 0 0	3 3 0
1981	Total Male Female	89 60 29	14 9 5	75 51 24	5 3 3	3 1 2	1 1 1	1 1 1	4 4 0
1980	Total Male Female	95 65 30	11 8 3	84 57 27	3 1 2	2 1 1	1 1 1	1 1 1	4 4 0

PUBLIC SAFETY

YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMEX. IND.		ASIAN/PAC. IS.		AK NATIVE	
		Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
1981	Total	1		0		1	100.0	0		0		0		0		0	
	Male	1	100.0	0		1	100.0	0		0		0		0		0	
1980	Total	0		0		0		0		0		0		0		0	
	Male	0		0		0		0		0		0		0		0	
1981	Total	1	100.0	0		1	100.0	0		0		0		0		0	
	Male	1	100.0	0		1	100.0	0		0		0		0		0	
1980	Total	0		0		0		0		0		0		0		0	
	Male	0		0		0		0		0		0		0		0	
1981	Total	20	30.0	1	5.0	19	95.0	1	5.0	0		0		0		0	
	Male	18	30.0	1	5.0	17	85.0	1	5.0	0		0		0		0	
1980	Total	2	10.0	0		2	10.0	0		0		0		0		0	
	Male	2	10.0	0		2	10.0	0		0		0		0		0	
1981	Total	19	94.8	1	5.3	18	94.8	1	5.3	0		0		0		0	
	Male	18	94.8	1	5.3	17	89.5	1	5.3	0		0		0		0	
1980	Total	1	5.3	0		1	5.3	0		0		0		0		0	
	Male	1	5.3	0		1	5.3	0		0		0		0		0	
1981	Total	73	86.3	3	4.1	70	95.9	1	1.4	0		1	1.4	0		1	1.4
	Male	63	86.3	3	4.1	60	82.2	1	1.4	0		1	1.4	0		1	1.4
1980	Total	10	13.7	0		10	13.7	0		0		0		0		0	
	Male	10	13.7	0		10	13.7	0		0		0		0		0	
1981	Total	59	83.1	2	3.4	57	96.6	1	1.7	0		1	1.7	0		0	
	Male	49	83.1	2	3.4	47	79.7	1	1.7	0		1	1.7	0		0	
1980	Total	10	16.9	0		10	16.9	0		0		0		0		0	
	Male	10	16.9	0		10	16.9	0		0		0		0		0	
1981	Total	36	58.4	10	27.8	26	72.2	2	5.6	1	2.8	2	5.6	2	5.6	3	8.4
	Male	21	58.4	4	11.2	17	47.2	0		0		1	2.8	1	2.8	2	5.6
1980	Total	15	41.7	6	16.8	9	25.0	2	5.6	1	2.8	1	2.8	1	2.8	1	2.8
	Male	15	41.7	6	16.8	9	25.0	2	5.6	1	2.8	1	2.8	1	2.8	1	2.8
1981	Total	13	38.5	3	23.1	10	77.0	2	15.4	1	7.7	0		0		0	
	Male	5	38.5	0		5	38.5	0		0		0		0		0	
1980	Total	8	61.5	3	23.1	5	38.5	2	15.4	1	7.7	0		0		0	
	Male	8	61.5	3	23.1	5	38.5	2	15.4	1	7.7	0		0		0	
1981	Total	458	83.6	37	8.1	421	92.0	7	1.5	2	.4	15	3.2	1	.2	12	2.6
	Male	383	83.6	31	6.7	352	76.9	5	1.1	2	.4	13	2.8	1	.2	10	2.2
1980	Total	75	16.4	6	1.2	69	15.1	2	.4	0		2	.4	0		2	.4
	Male	75	16.4	6	1.2	69	15.1	2	.4	0		2	.4	0		2	.4
1981	Total	432	82.4	31	7.2	401	92.8	6	1.4	0		12	2.7	3	.7	10	2.4
	Male	356	82.4	26	6.0	330	76.4	4	.9	0		11	2.5	3	.7	8	1.9
1980	Total	76	17.6	5	1.2	71	16.4	2	.5	0		1	.2	0		2	.5
	Male	76	17.6	5	1.2	71	16.4	2	.5	0		1	.2	0		2	.5
1981	Total	11	81.8	0		11	100.0	0		0		0		0		0	
	Male	9	81.8	0		9	81.8	0		0		0		0		0	
1980	Total	2	18.2	0		2	18.2	0		0		0		0		0	
	Male	2	18.2	0		2	18.2	0		0		0		0		0	
1981	Total	5	40.0	1	20.0	4	80.0	0		0		1	20.0	0		0	
	Male	2	40.0	1	20.0	1	20.0	0		0		1	20.0	0		0	
1980	Total	3	60.0	0		3	60.0	0		0		0		0		0	
	Male	3	60.0	0		3	60.0	0		0		0		0		0	
1981	Total	258	17.1	23	8.9	235	91.1	6	2.3	2	.8	8	3.1	2	.8	5	1.9
	Male	44	17.1	1	.4	43	16.7	1	.4	0		0		0		0	
1980	Total	214	82.9	22	8.5	192	74.4	5	1.9	2	.8	8	3.1	2	.8	5	1.9
	Male	214	82.9	22	8.5	192	74.4	5	1.9	2	.8	8	3.1	2	.8	5	1.9
1981	Total	232	17.6	23	9.9	209	90.1	7	3.0	1	.4	6	2.6	4	1.7	5	2.1
	Male	41	17.6	2	.8	39	16.8	1	.4	0		6	2.6	0		1	.4
1980	Total	191	82.3	21	9.0	170	73.3	6	2.6	1	.4	6	2.6	4	1.7	4	1.7
	Male	191	82.3	21	9.0	170	73.3	6	2.6	1	.4	6	2.6	4	1.7	4	1.7
1981	Total	12	100.0	0		12	100.0	0		0		0		0		0	
	Male	12	100.0	0		12	100.0	0		0		0		0		0	
1980	Total	0		0		0		0		0		0		0		0	
	Male	0		0		0		0		0		0		0		0	
1981	Total	5	60.0	2	40.0	3	60.0	0		0		1	20.0	0		1	20.0
	Male	3	60.0	1	20.0	2	40.0	0		0		0		0		1	20.0
1980	Total	2	40.0	1	20.0	1	20.0	0		0		1	20.0	0		0	
	Male	2	40.0	1	20.0	1	20.0	0		0		1	20.0	0		0	
1981	Total	778	62.5	64	8.2	714	91.7	18	2.3	2	.3	21	2.7	7	.9	16	2.1
	Male	486	62.5	33	4.3	453	58.2	7	.9	2	.3	13	1.7	3	.4	10	1.3
1980	Total	292	37.5	31	4.0	261	33.5	11	1.4	2	.3	8	1.0	4	.5	6	.8
	Male	292	37.5	31	4.0	261	33.5	11	1.4	2	.3	8	1.0	4	.5	6	.8

REVENUE

	YEAR	SEX	EMPLOYEES Total/Percent	MINORITY Total/Percent	WHITE Total/Percent	BLACK Total/Percent	HISPANIC Total/Percent	AMER. IND. Total/Percent	ASIAN/PAC. IS. Total/Percent	AA NATIVE Total/Percent
* EXEMPT	1981	Total Male Female	18 11 7	0 0 0	18 61.1 38.9	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	15 10 5	0 0 0	67.3 67.3 33.3	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
A OFFICIAL/ADMIN	1981	Total Male Female	16 13 3	0 0 0	81.3 18.8	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	16 13 3	0 0 0	81.3 18.8	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
B PROFESSIONALS	1981	Total Male Female	97 65 32	2 2 0	2.1 2.1 33.0	1 1 0	1 0 0	1 0 0	0 0 0	0 0 0
	1980	Total Male Female	93 60 33	2 2 0	2.2 2.2 35.5	1 1 0	1 0 0	1 0 0	0 0 0	0 0 0
C TECHNICIANS	1981	Total Male Female	15 3 12	1 1 0	6.7 20.0 80.0	0 0 0	0 0 0	0 0 0	1 1 0	0 0 0
	1980	Total Male Female	14 3 11	1 1 0	7.1 21.4 78.6	0 0 0	0 0 0	0 0 0	1 1 0	0 0 0
D PROTECTIVE SERV.	1981	Total Male Female	7 5 2	0 0 0	71.4 28.6	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	7 5 2	0 0 0	71.4 28.6	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
E PARA-PROFESSIONAL	1981	Total Male Female	8 1 7	2 0 2	25.0 12.5 87.5	1 1 5	0 0 0	0 0 0	0 0 0	1 0 1
	1980	Total Male Female	8 1 7	1 0 0	12.5 12.5 87.5	0 0 6	0 0 0	0 0 0	0 0 0	1 0 1
F OFFICE/CLERICAL	1981	Total Male Female	153 22 131	20 3 17	13.1 2.0 11.1	133 19 114	66.9 12.4 7.5	3 0 3	2 1 4	3.9 1.3 2.6
	1980	Total Male Female	169 31 138	18 5 13	10.7 3.0 7.8	151 26 125	89.4 15.4 74.0	4 1 3	2.4 0 1.8	1 1 1
G SKILLED CRAFT	1981	Total Male Female	NO EMPLOYEES IN THIS CATEGORY							
	1980	Total Male Female	NO EMPLOYEES IN THIS CATEGORY							
H SERVICE/MAINT	1981	Total Male Female	NO EMPLOYEES IN THIS CATEGORY							
	1980	Total Male Female	NO EMPLOYEES IN THIS CATEGORY							
TOTALS	1981	Total Male Female	314 120 194	25 6 19	8.0 1.9 6.2	289 114 175	92.0 36.3 55.7	5 2 3	1.6 1.6 1.0	3 0 3
	1980	Total Male Female	322 123 199	22 8 14	6.8 2.7 4.3	300 115 185	93.2 38.7 57.5	5 2 3	1.5 1.6 .9	1 0 1

TRANSPORTATION AND PUBLIC FACILITIES

YEAR	SEX	EMPLOYEES Total/Percent	MINORITY Total/Percent	WHITE Total/Percent	BLACK Total/Percent	HISPANIC Total/Percent	AMER. IND. Total/Percent	ASIAN/PAC. IS. Total/Percent	AK NATIVE Total/Percent
1981	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
1980	Total Male Female	1 1 0	0 0 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
A OFFICIAL/ADMIN	1981	Total Male Female	39 37 2	0 0 0	39 37 2	0 0 0	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	38 36 2	0 0 0	38 36 2	0 0 0	0 0 0	0 0 0	0 0 0
B PROFESSIONALS	1981	Total Male Female	913 827 86	35 26 9	878 801 77	5 4 1	8 6 2	10 7 3	8 7 1
	1980	Total Male Female	864 789 75	34 27 7	830 762 68	5 4 1	9 7 2	8 5 3	8 7 1
C TECHNICIANS	1981	Total Male Female	250 167 83	20 14 6	230 153 77	1 1 0	7 4 3	4 3 1	6 5 1
	1980	Total Male Female	252 168 84	15 7 8	237 161 76	0 0 0	5 1 4	6 4 2	2 2 0
D PROTECTIVE SERV	1981	Total Male Female	131 120 11	5 4 1	126 116 10	1 1 0	1 0 1	0 0 0	0 0 0
	1980	Total Male Female	116 108 8	6 5 1	110 103 7	1 1 0	3 2 1	0 0 0	0 0 0
E PARA-PROFESSIONAL	1981	Total Male Female	30 6 24	1 0 1	29 6 23	1 1 1	0 0 0	0 0 0	0 0 0
	1980	Total Male Female	27 5 22	1 0 1	26 5 21	1 0 1	0 0 0	0 0 0	0 0 0
F OFFICE/CLERICAL	1981	Total Male Female	392 64 318	40 12 28	342 52 290	3 1 2	8 4 4	9 1 8	8 3 5
	1980	Total Male Female	385 69 316	33 11 22	352 58 294	5 2 3	7 2 5	6 2 4	5 2 3
G SKILLED CRAFT	1981	Total Male Female	1022 1008 14	115 114 1	907 894 13	7 7 0	43 43 0	3 2 1	57 57 0
	1980	Total Male Female	986 971 15	118 117 1	868 854 14	8 8 0	44 44 0	3 2 1	58 58 0
H SERVICE/MAINT	1981	Total Male Female	293 187 106	45 26 19	248 161 87	2 2 0	17 11 6	11 7 4	2 2 0
	1980	Total Male Female	313 223 90	41 26 15	272 197 75	0 0 0	17 12 5	8 7 1	3 3 0
TOTALS	1981	Total Male Female	3061 2417 644	261 196 65	2800 2221 579	20 16 4	84 68 16	37 20 17	81 74 7
	1980	Total Male Female	2982 2370 612	248 193 55	2734 2177 557	20 15 5	85 68 17	31 20 11	76 72 4

EXECUTIVE BRANCH

YEAR	SEX	EMPLOYEES Total/Percent	MINORITY Total/Percent	WHITE Total/Percent	BLACK Total/Percent	HISPANIC Total/Percent	AMER. IND. Total/Percent	ASIAN/PAC. IS. Total/Percent	AK NATIVE Total/Percent
1981	Total Male Female	293 153 140	38 9 29	285 144 141	9 2 7	3 0 3	2 0 0	3 0 3	21 5 16
1980	Total Male Female	202 111 91	9 1 8	193 110 83	2 0 2	1 0 1	1 1 0	3 0 3	2 0 2
1981	Total Male Female	296 236 60	12 6 4	284 228 56	5 2 3	0 0 0	2 2 0	3 3 0	2 1 1
1980	Total Male Female	260 211 49	9 5 4	251 206 45	3 1 2	0 0 0	3 2 1	1 1 0	2 1 1
A OFFICIAL/ADMIN									
1981	Total Male Female	3934 2715 1219	202 100 102	3732 2615 1117	50 22 28	28 12 16	36 20 16	52 26 26	36 20 16
1980	Total Male Female	3548 2473 1075	180 90 90	3368 2363 985	47 25 22	26 11 15	37 21 16	40 19 21	30 14 16
B PROFESSIONAL									
1981	Total Male Female	852 449 403	89 42 47	763 407 356	15 3 12	9 4 5	22 12 10	24 11 13	19 12 7
1980	Total Male Female	777 406 371	74 25 49	703 381 322	14 2 12	6 1 5	18 6 12	22 11 11	14 5 9
C TECHNICIANS									
1981	Total Male Female	852 449 403	89 42 47	763 407 356	15 3 12	9 4 5	22 12 10	24 11 13	19 12 7
1980	Total Male Female	777 406 371	74 25 49	703 381 322	14 2 12	6 1 5	18 6 12	22 11 11	14 5 9
D PROTECTIVE SERV									
1981	Total Male Female	1073 878 195	102 80 22	971 798 173	41 34 7	13 11 2	22 16 6	4 4 0	22 15 7
1980	Total Male Female	971 799 172	87 71 16	884 728 156	33 29 4	10 8 2	20 16 4	6 6 0	18 12 6
E PARA-PROFESSIONAL									
1981	Total Male Female	544 174 370	91 23 68	453 151 302	34 9 25	10 3 7	10 0 10	7 4 3	30 7 23
1980	Total Male Female	479 142 337	79 23 56	400 119 281	24 5 19	7 2 5	15 2 13	4 3 1	29 11 18
F OFFICE/CLERICAL									
1981	Total Male Female	2630 358 2272	306 42 264	2324 316 2008	53 8 45	29 2 27	64 10 54	60 12 48	100 10 90
1980	Total Male Female	2475 333 2142	291 43 248	2184 290 1894	48 6 42	31 5 25	69 12 57	51 9 42	92 10 82
G SKILLED CRAFT									
1981	Total Male Female	1208 1177 31	132 129 3	1076 1048 28	9 8 1	9 9 0	45 45 0	4 3 1	65 64 1
1980	Total Male Female	1150 1123 27	132 130 2	1018 993 25	7 7 0	10 10 0	46 46 0	4 3 1	65 64 1
H SERVICE/MAINT									
1981	Total Male Female	580 300 280	107 53 54	473 247 226	36 18 18	2 2 0	25 14 11	28 13 15	16 6 10
1980	Total Male Female	592 318 254	101 51 50	471 267 204	32 14 18	1 1 0	26 15 11	24 13 11	18 8 10
TOTAL	1981 Total Male Female	11,410 6,440 4,970	1079 486 593	10,331 5,954 4,377	252 106 146	103 43 60	228 121 107	185 76 109	311 140 171
1980	Total Male Female	10,434 5,915 4,518	962 439 523	9,472 5,477 3,995	210 89 121	92 39 53	235 121 114	155 65 90	270 125 145

LEGISLATIVE BRANCH

YEAR	SEX	EMPLOYEES		MINORITY		WHITE		BLACK		HISPANIC		AMER. IND.		ASIAN/PAC. IS.		AK NATIVE	
		Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
1981	Total	398		29	7.3	369	92.7	3	.8	2	.5	9	2.3	7	1.8	8	2.1
	Male	188	47.4	13	3.4	175	44.0	1	.3	2	.5	2	.5	5	1.3	3	.8
	Female	210	52.8	16	2.7	194	48.7	2	.5	0	.0	7	1.8	2	.5	5	1.3
1980	Total	316	46.8	23	7.3	293	92.8	3	.9	3	.9	8	2.6	4	1.2	5	1.5
	Male	148	53.2	10	3.1	138	43.7	0	.0	1	.3	4	1.3	2	.6	3	.9
	Female	168		13	4.0	155	49.1	3	.9	2	.6	4	1.3	2	.6	2	.6
OFFICIAL/ADMIN																	
1981	Total																
	Male																
	Female																
1980	Total																
	Male																
	Female																
PROFESSIONAL																	
1981	Total																
	Male																
	Female																
1980	Total																
	Male																
	Female																
TECHNICIANS																	
1981	Total																
	Male																
	Female																
1980	Total																
	Male																
	Female																
PROTECTIVE SERV																	
1981	Total																
	Male																
	Female																
1980	Total																
	Male																
	Female																
PARA-PROFESSIONAL																	
1981	Total																
	Male																
	Female																
1980	Total																
	Male																
	Female																
OFFICE/CLERICAL																	
1981	Total																
	Male																
	Female																
1980	Total																
	Male																
	Female																
SKILLED CRAFT																	
1981	Total	3		0		3	100.0	0		0		0		0		0	
	Male	2	66.7	0		2	66.7	0		0		0		0		0	
	Female	1	33.3	0		1	33.3	0		0		0		0		0	
1980	Total	3	100.0	0		3	100.0	0		0		0		0		0	
	Male	3		0		3		0		0		0		0		0	
	Female	0		0		0		0		0		0		0		0	
SERVICE/MAINT																	
1981	Total																
	Male																
	Female																
1980	Total																
	Male																
	Female																
TOTAL																	
1981	Total	401		29	7.2	372	92.7	3	.7	2	.5	9	2.2	7	1.7	8	1.9
	Male	190	47.2	13	3.1	177	44.1	1	.2	2	.5	2	.5	5	1.2	3	.7
	Female	211	52.6	16	3.9	195	48.6	2	.5	0	.0	7	1.7	2	.5	5	1.2
1980	Total	319	47.3	23	7.2	296	92.8	3	.9	3	.9	8	2.6	4	1.2	5	1.5
	Male	151	52.7	10	3.1	141	44.2	0	.0	1	.3	4	1.3	2	.6	3	.9
	Female	168		13	4.0	155	48.6	3	.9	2	.6	4	1.3	2	.6	2	.6

JUDICIAL BRANCH

	YEAR	SEX	EMPLOYEES Total/Percent		MINORITY Total/Percent		WHITE Total/Percent		BLACK Total/Percent		HISPANIC Total/Percent		AMER. IND. Total/Percent		ASIAN/PAC. IS. Total/Percent		AK NATIVE Total/Percent	
* EXEMPT	1981	Total	118		20	16.9	98	83.1	0		0		0		0		20	16.9
		Male	76	64.4	9	7.6	67	56.8	0		0		0		0		9	7.6
		Female	42	35.6	11	9.3	31	26.3	0		0		0		0		11	9.3
	1980	Total	114		19	16.7	95	83.3	0		0		0		0		19	16.6
		Male	74	65.7	11	9.6	64	56.1	0		0		0		0		11	9.6
		Female	39	34.2	8	7.0	31	27.2	0		0		0		0		8	7.0
A OFFICIAL/ADMIN	1981	Total	18		0		18	100.0	0		0		0		0		0	
		Male	11	61.1	0		11	61.1	0		0		0		0		0	
		Female	7	38.9	0		7	38.9	0		0		0		0		0	
	1980	Total	16		0		16	100.0	0		0		0		0		0	
		Male	10	62.5	0		10	62.5	0		0		0		0		0	
		Female	6	37.5	0		6	37.5	0		0		0		0		0	
B PROFESSIONALS	1981	Total	40		2	5.0	38	95.0	2	5.0	0		0		0		0	
		Male	14	35.0	0		14	35.0	0		0		0		0		0	
		Female	26	65.0	2	5.0	24	60.0	2	5.0	0		0		0		0	
	1980	Total	38		1	2.6	37	97.4	1	2.6	0		0		0		0	
		Male	16	42.1	1	2.6	15	39.5	0		0		0		0		0	
		Female	23	60.5	0		22	57.9	1	2.6	0		0		0		0	
C TECHNICIANS	1981	Total	5		1	20.0	4	80.0	0		0		0		0		1	20.0
		Male	3	60.0	1	20.0	2	40.0	0		0		0		0		1	20.0
		Female	2	40.0	0		2	40.0	0		0		0		0		0	
	1980	Total	2		0		2	100.0	0		0		0		0		0	
		Male	2	100.0	0		2	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
D PROTECTIVE SERV	1981	Total	20		0		20	100.0	0		0		0		0		0	
		Male	8	40.0	0		8	40.0	0		0		0		0		0	
		Female	12	60.0	0		12	60.0	0		0		0		0		0	
	1980	Total	19		1	5.3	18	94.8	1	5.3	0		0		0		0	
		Male	4	26.4	1	5.3	4	21.1	1	5.3	0		0		0		0	
		Female	14	73.7	0		14	73.7	0		0		0		0		0	
E PARA-PROFESSIONAL	1981	Total	24		4	16.7	20	83.4	2	8.4	0		0		0		2	8.3
		Male	2	8.4	1	4.2	1	4.2	1	4.2	0		0		0		0	
		Female	22	91.7	3	12.5	19	79.2	1	4.2	0		0		0		2	8.3
	1980	Total	21		3	14.3	18	83.7	2	9.5	0		0		0		1	4.8
		Male	2	9.5	0		2	9.5	0		0		0		0		0	
		Female	19	90.5	3	14.3	16	76.2	2	9.5	0		0		0		1	4.8
F OFFICE/CLERICAL	1981	Total	296		52	17.6	244	82.4	18	6.0	0		1	.3	0		33	11.1
		Male	10	3.3	2	.6	8	2.7	1	.3	0		0		0		1	.3
		Female	286	96.6	50	16.8	236	79.7	17	5.7	0		1	.3	0		32	10.8
	1980	Total	283		47	16.6	236	83.4	19	6.8	0		0		0		28	9.9
		Male	11	4.0	2	.8	9	3.2	1	.4	0		0		0		1	.4
		Female	272	96.1	45	15.9	227	80.2	18	6.4	0		0		0		27	9.5
G SKILLED CRAFT	1981	Total	1		0		1	100.0	0		0		0		0		0	
		Male	1	100.0	0		1	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
	1980	Total	1		0		1	100.0	0		0		0		0		0	
		Male	1	100.0	0		1	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
H SERVICE/MAINT	1981	Total	3		1	33.3	2	66.7	0		1	33.3	0		0		0	
		Male	3	100.0	1	33.3	2	66.7	0		1	33.3	0		0		0	
		Female	0		0		0		0		0		0		0		0	
	1980	Total	2		0		2	100.0	0		0		0		0		0	
		Male	2	100.0	0		2	100.0	0		0		0		0		0	
		Female	0		0		0		0		0		0		0		0	
TOTAL	1981	Total	525		80	15.2	445	84.7	22	4.2	1	.2	1	.2	0		56	10.7
		Male	128	24.4	14	2.7	114	21.7	2	.4	1	.2	0		0		11	2.1
		Female	397	75.6	66	12.6	331	63.0	20	3.8	0		1	.2	0		45	8.6
	1980	Total	496		71	14.3	425	85.7	23	4.6	0		0		0		48	9.7
		Male	123	24.8	14	2.8	109	22.0	2	.4	0		0		0		12	2.4
		Female	373	75.2	57	11.5	316	63.7	21	4.2	0		0		0		36	7.3

EXECUTIVE, LEGISLATIVE AND JUDICIAL BRANCHES

	YEAR	SEX	EMPLOYEES Total/Percent		MINORITY Total/Percent		WHITE Total/Percent		BLACK Total/Percent		HISPANIC Total/Percent		AMER. IND. Total/Percent		ASIAN/PAC. IS. Total/Percent		AK NATIVE Total/Percent	
* EXEMPT	1981	Total	809		87	10.8	722	89.2	12	1.5	5	.6	11	1.4	10	1.2	49	6.1
		Male	417	51.5	31	3.8	386	47.7	3	.4	2	.2	4	.5	5	.6	17	2.1
		Female	392	48.5	56	7.0	336	41.5	9	1.1	3	.4	7	.9	5	.6	32	4.0
	1980	Total	632		51	8.1	581	92.0	5	.8	4	.7	9	1.4	7	1.1	26	4.1
		Male	334	52.9	22	3.5	312	49.4	0	.0	1	.2	5	.8	2	.3	14	2.2
		Female	298	47.2	29	4.6	269	42.6	5	.8	3	.5	4	.6	5	.8	12	1.9
A OFFICIAL/ADMIN	1981	Total	314		12	3.8	302	96.2	5	1.6	0	.0	2	.6	3	1.0	2	.6
		Male	247	78.6	8	2.5	239	76.1	2	.6	0	.0	2	.6	3	1.0	1	.3
		Female	67	21.3	4	1.3	63	20.1	3	1.0	0	.0	0	.0	0	.0	1	.3
	1980	Total	276		9	3.3	267	96.8	3	1.1	0	.0	3	1.1	1	.4	2	.8
		Male	221	80.2	5	1.9	216	78.3	1	.4	0	.0	2	.7	1	.4	1	.4
		Female	55	19.9	4	1.5	51	18.5	2	.7	0	.0	1	.4	0	.0	1	.4
B PROFESSIONAL	1981	Total	3974		204	5.1	3770	94.9	52	1.4	28	.7	36	.9	52	1.4	36	.9
		Male	2729	57.8	100	2.6	2629	66.2	22	.6	12	.3	20	.5	26	.7	20	.5
		Female	1245	31.3	104	2.7	1141	28.7	30	.8	16	.4	16	.4	26	.7	16	.4
	1980	Total	3586		181	5.0	3405	95.0	48	1.3	26	.7	37	1.0	40	1.1	30	.8
		Male	2488	69.4	90	2.5	2398	66.9	25	.7	11	.3	21	.6	19	.5	14	.4
		Female	1098	30.6	91	2.4	1007	28.1	23	.6	15	.4	16	.4	21	.6	16	.4
C TECHNICIANS	1981	Total	857		90	10.5	767	89.5	15	.8	9	1.1	22	2.6	24	2.8	20	2.3
		Male	452	52.8	43	5.1	409	47.7	3	.4	4	.5	12	1.4	11	1.3	13	1.5
		Female	405	47.3	47	5.5	358	41.8	12	1.4	5	.6	10	1.2	13	1.5	7	.8
	1980	Total	779		74	9.5	705	90.5	14	1.8	6	.7	18	2.3	22	2.8	14	1.8
		Male	408	52.4	25	3.2	383	49.2	2	.3	1	.1	6	.8	11	1.4	5	.6
		Female	371	47.6	49	6.2	322	41.3	12	1.5	5	.6	12	1.5	11	1.4	9	1.2
D PROTECTIVE SERV	1981	Total	1093		102	9.3	991	90.6	41	3.7	13	1.2	22	2.0	4	.4	22	2.0
		Male	886	81.1	80	7.4	806	73.7	34	3.1	11	1.0	16	1.5	4	.4	15	1.4
		Female	207	18.9	22	1.9	185	16.9	7	.6	2	.2	6	.5	0	.0	7	.6
	1980	Total	990		88	8.9	902	91.1	34	3.4	10	1.0	20	1.0	6	.6	18	1.8
		Male	804	80.1	72	6.2	732	73.9	30	3.0	8	.8	16	.6	6	.6	12	1.2
		Female	186	18.8	16	1.6	170	17.2	4	.4	2	.2	4	.4	0	.0	6	.6
E PARA-PROFESSIONAL	1981	Total	568		95	16.7	473	83.3	36	6.4	10	1.7	10	1.8	7	1.2	32	5.6
		Male	176	31.0	24	4.2	152	26.8	10	1.8	3	.5	0	.0	4	.7	7	1.2
		Female	392	69.0	71	12.5	321	56.5	26	4.6	7	1.2	10	1.8	3	.5	25	4.4
	1980	Total	500		82	16.4	418	83.6	26	5.2	7	1.4	15	3.0	4	.8	30	6.0
		Male	144	28.8	23	4.6	121	24.2	5	1.0	2	.4	2	.4	3	.6	11	2.2
		Female	356	71.2	59	11.8	297	59.4	21	4.2	5	1.0	13	2.6	1	.2	19	3.8
F OFFICE/CLERICAL	1981	Total	2926		358	12.2	2568	87.8	71	2.4	29	1.0	65	2.2	60	2.0	133	4.6
		Male	368	12.6	44	1.5	324	11.1	9	.3	2	.1	10	.3	12	.4	11	.4
		Female	2558	87.4	314	10.7	2244	76.7	62	2.1	27	.9	55	1.9	48	1.6	122	4.2
	1980	Total	2758		338	12.3	2420	87.7	67	2.5	31	1.1	69	.6	51	1.8	120	4.4
		Male	344	12.4	45	1.6	299	10.8	7	.3	6	.2	12	.4	9	.3	11	.4
		Female	2414	87.5	293	9.8	2121	76.9	60	2.2	25	.9	57	1.2	48	1.5	109	4.0
G SKILLED CRAFT	1981	Total	1212		132	10.9	1080	89.1	9	.8	9	.7	45	3.7	4	.3	65	5.4
		Male	1190	97.3	129	10.6	1061	86.7	8	.7	9	.7	45	3.7	3	.2	64	5.3
		Female	32	2.6	3	.3	29	2.4	1	.1	0	.0	0	.0	1	.1	1	.1
	1980	Total	1154		132	11.4	1022	88.6	7	.6	10	.9	46	.4	4	.4	65	5.6
		Male	1127	94.1	130	7.7	997	86.4	7	.6	10	.9	46	.4	3	.3	64	5.5
		Female	27	2.3	2	.2	25	2.2	0	.0	0	.0	0	.0	1	.1	1	.1
H SERVICE/MAINT	1981	Total	583		108	18.5	475	81.5	36	6.2	3	.5	25	4.3	28	4.8	16	2.7
		Male	303	51.9	54	9.2	249	42.7	18	3.1	3	.5	14	2.4	13	2.2	6	1.0
		Female	280	48.0	54	9.3	226	38.8	18	3.1	0	.0	11	1.9	15	2.6	10	1.7
	1980	Total	574		101	17.6	473	82.4	32	5.5	1	.2	26	4.5	24	4.2	18	3.1
		Male	320	55.8	51	8.9	269	46.9	14	2.4	1	.2	15	2.6	13	2.3	8	1.4
		Female	254	44.3	50	8.6	204	35.5	18	3.1	0	.0	11	1.9	11	1.9	10	1.7
TOTAL	1981	Total	12,336		1188	9.6	11,148	90.3	277	2.3	106	.9	238	1.9	192	1.6	375	3.0
		Male	6,758	54.8	513	4.2	6,245	50.6	109	.9	46	.4	123	1.0	81	.7	154	1.2
		Female	5,578	45.2	675	5.5	4,903	39.7	168	1.4	60	.5	115	.9	111	.9	221	1.8
	1980	Total	11,249		1056	9.4	10,193	90.6	236	2.1	95	.9	243	1.1	159	1.4	323	2.8
		Male	6,190	55.0	463	4.1	5,727	50.9	91	.8	40	.4	125	1.1	67	.6	140	1.2
		Female	5,059	45.0	593	5.2	4,466	39.7	145	1.3	55	.5	118	1.0	92	.8	183	1.6

DEPARTMENTAL EMPLOYMENT OF MINORITIES
CHANGES FROM DECEMBER 31, 1980 TO DECEMBER 31, 1981

<u>DEPARTMENT</u>	<u>CHANGE</u>	<u>MINORITIES IN WORKFORCE ON 12/31/81</u>
Community & Regional Affairs	+ 7.5%	24.4%
Military Affairs	+ 4.1%	15.7%
Commerce	+ 1.6%	7.8%
Education	+ 1.5%	9.6%
Law	+ 1.4%	5.4%
Revenue	+ 1.2%	8.0%
Natural Resources	+ .8%	5.0%
Public Safety	+ .5%	8.7%
Environmental Conservation	+ .3%	4.4%
Transportation	+ .2%	8.5%
Fish & Game	- .2%	3.6%
Health & Social Services	- .5%	15.1%
Labor	- .6%	11.5%
Governor's Office	- .8%	14.2%
Administration	- .9%	9.3%
Total Executive Branch	+ .2%	9.5%
Legislative Branch	.0%	7.2%
Judicial Branch	+ .4%	15.2%
ALL BRANCHES	+ .2%	9.6%

Information taken from Computer Runs R01-AE0-3605
dated December 31, 1980 and December 31, 1981

DEPARTMENTAL EMPLOYMENT OF WOMEN
CHANGES FROM DECEMBER 31, 1980 TO DECEMBER 31, 1981

<u>DEPARTMENT</u>	<u>CHANGE</u>	<u>WOMEN IN WORKFORCE ON 12/31/81</u>
Law	+ 4.4%	64.1%
Governor's Office	+ 2.0%	66.4%
Environmental Conservation	+ 1.6%	39.8%
Health & Social Services	+ 1.2%	60.3%
Education	+ 1.0%	66.2%
Fish & Game	+ .5%	33.1%
Transportation	+ .5%	21.0%
Revenue	.0%	61.8%
Commerce	- .9%	54.7%
Public Safety	- .9%	36.6%
Military Affairs	- 1.0%	32.6%
Labor	- 1.3%	58.7%
Natural Resources	- 2.1%	40.4%
Administration	- 3.2%	60.3%
Community & Regional Affairs	- 9.2%	57.5%
Total Executive Branch	+ .3%	43.6%
Legislative Branch	- .1%	52.6%
Judicial Branch	+ .4%	75.6%
ALL BRANCHES	+ .2%	45.2%

Information taken from Computer Runs R01-AE0-3605
dated December 31, 1980 and December 31, 1981

APPENDIX C

STATE WORKFORCE BY CENSUS SUBAREA

CENSUS SUBAREAS		TOTALS	FEMALES		TOTAL MINORITY	MINORITY GROUP*					Female Minority
						Blk	Hisp	AmInd	AsPac	AN	
--	Unknown	6	4	66.7%	-	-	-	-	-	-	-
0131	Barrow-Pt. Hope	7	2	28.6%	2	28.6%	-	-	-	2	-
0132	Prudhoe Bay-Kaktovik	8	0	-	0	-	-	-	-	-	-
0233	Kobuk	32	12	37.5%	17	53.1%	-	-	-	17	10
0334	Nome	142	48	33.8%	45	31.7%	2	1	3	39	16
0441	McGrath-Holy Cross	26	6	23.1%	4	15.4%	-	2	-	1	2
0442	Koyukuk-Middle Yukon	75	9	12.0%	17	22.7%	1	10	-	6	5
0443	Yukon Flats	13	2	15.4%	3	23.1%	-	1	-	2	2
0545	Balance of Fairbanks	1323	559	42.3%	106	8.0%	45	12	20	12	70
0646	Southeast Fairbanks	96	18	18.8%	15	15.6%	-	10	-	5	2
0751	Wade Hampton	10	2	20.0%	7	70.0%	-	-	1	6	2
0852	Lower Kuskokwim	101	56	55.4%	40	39.6%	-	2	3	1	23
0853	Aniak	6	1	16.7%	3	50.0%	-	-	-	3	1
0954	Dillingham	42	15	35.7%	12	28.6%	-	2	1	9	-
1055	Bristol Bay Borough	20	4	20.0%	2	10.0%	-	-	-	2	-
1156	Aleutian Islands	29	9	31.0%	1	3.4%	-	1	-	-	1
1261	Mat-Su Borough	350	157	44.9%	20	5.7%	1	5	8	1	10
1362	Munic. of Anchorage	3963	1813	45.7%	365	9.2%	164	43	41	53	208
1471	Kenai-Cook Inlet	259	81	31.3%	9	3.5%	-	2	4	1	4
1472	Seward	133	36	27.1%	7	5.3%	1	1	-	5	3
1574	Balance of Kodiak	155	45	29.0%	16	10.3%	-	2	4	2	7
1675	Prince William Sound	243	130	53.5%	23	9.5%	8	2	3	8	16
1676	Cordova	74	10	13.5%	2	2.7%	-	-	2	-	-
1677	Copper River	111	22	19.8%	4	3.6%	-	-	-	4	-
1781	Hoonah-Yakutat	14	0	-	1	7.1%	-	-	1	-	-
1783	Skagway	5	1	20.0%	0	-	-	-	-	-	-
1885	Haines Borough	37	9	24.3%	5	13.5%	-	1	4	-	1
1986	City/Borough-Juneau	3454	1650	47.8%	291	8.4%	26	25	96	87	170
2087	City/Borough-Sitka	156	97	62.2%	28	17.9%	-	3	3	10	18
2191	Petersburg	55	17	30.9%	2	3.6%	-	-	-	2	2
2192	Wrangell	12	5	41.7%	0	-	-	-	-	-	-
2293	Outer Ketchikan	1	0	-	0	-	-	-	-	-	-
2294	Prince of Wales	19	3	15.8%	3	15.8%	-	-	3	-	-
2395	Ketchikan Gwy Boro	397	127	32.0%	28	7.1%	4	3	10	5	13
4801	Lower Forty-Eight	38	22	57.9%	1	2.6%	-	-	-	1	1
TOTAL EXECUTIVE BRANCH		11,410	4970	43.6%	1079	9.5%	252	103	228	185	593

Taken from Computer Run AE0-3620-R01 dated December 31, 1981

- * "Blk" denotes Blacks
 "Hisp" denotes Hispanics
 "AmInd" denotes American Indians
 "AsPac" denotes Asians and Pacific Islanders
 "AN" denotes Alaska Natives and includes Aleuts and Eskimos

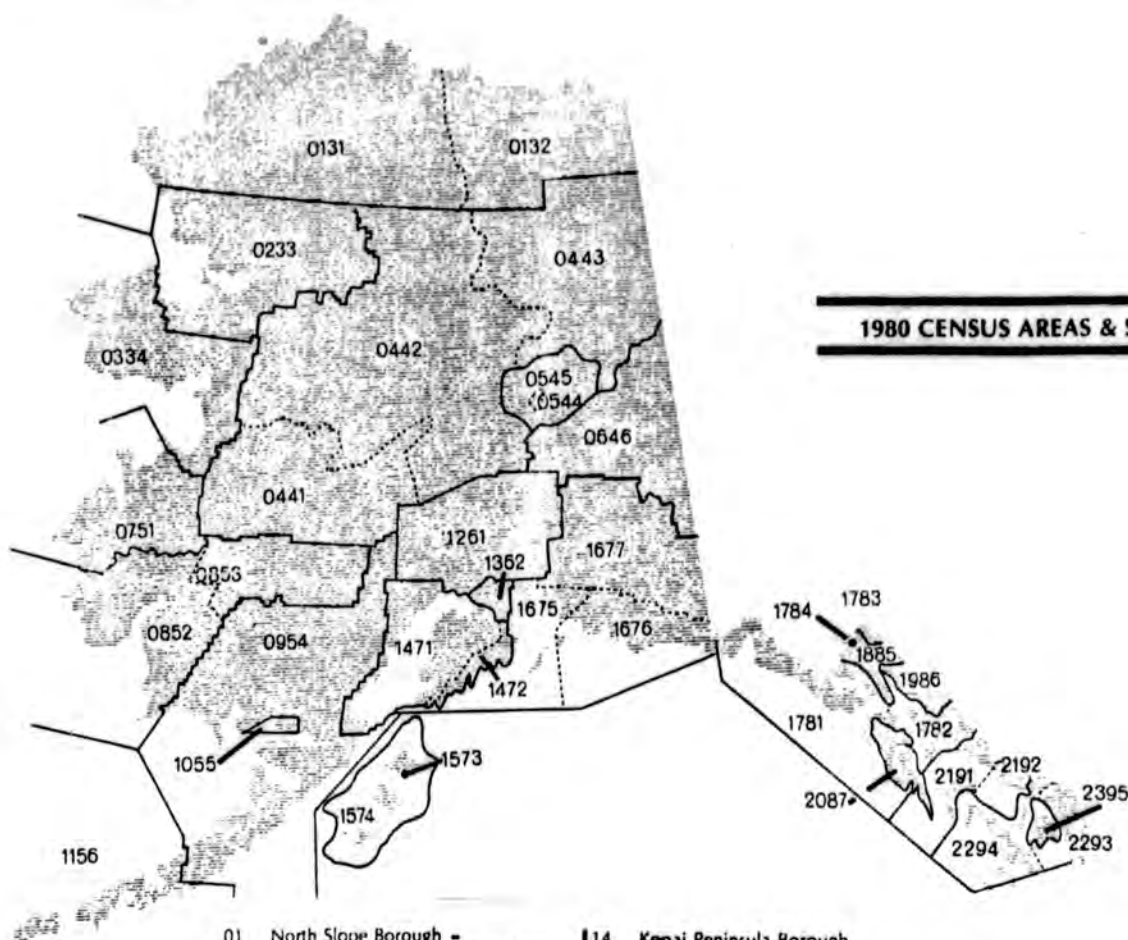
Note that there are no executive branch employees in four census subareas: Eielson Reservation, Kodiak Station, Angoon, and Klukwan

ALASKA POPULATION BY CENSUS SUBAREA

CENSUS SUBAREAS	TOTALS	WHITE	BLACK	AM IND ALEUT/ESKIMO	AS/PAC ISLANDER	OTHER	SPANISH ORIGIN	MINORITY TOTAL	
Barrow-Pt. Hope	3784	672	19	3062	18	13	19	3112	82.2%
Prudhoe Bay-Kaktovik	415	242	3	163	6	1	13	173	41.7%
Kobuk	4831	683	7	4113	6	22	15	4148	85.9%
Nome	6537	1278	22	5174	32	31	27	5259	80.4%
McGrath-Holy Cross	1343	430	13	891	4	5	8	913	68.0%
Koyukuk-Middle Yukon	5323	2595	102	2551	13	62	60	2728	51.2%
Yukon Flats	1207	268	2	924	4	9	22	939	77.8%
Eielson Reservation	5320	4490	545	40	60	185	239	830	15.6%
Fairbanks No.Star Boro.	48663	41616	2461	2947	756	883	1307	7047	14.5%
Southeast Fairbanks	5770	4564	284	725	97	100	201	1206	21.0%
Wade Hampton	4665	296	3	4347	8	11	10	4369	93.7%
Lower Kuskokwim	9698	1382	16	8238	30	32	58	8316	85.7%
Aniak	1301	279	10	1009	-	3	3	1022	78.6%
Dillingham	4616	1066	1	3520	7	22	23	3550	76.9%
Bristol Bay Borough	1094	660	47	360	5	22	30	434	39.7%
Aleutian Islands	7768	4775	329	1934	580	150	297	2993	38.5%
Mat-Su Borough	17766	16796	82	684	63	141	225	970	5.5%
Munic. of Anchorage	173017	147334	9242	8901	4019	3521	5209	25683	14.8%
Kenai-Cook Inlet	22473	20874	32	1210	178	179	311	1599	7.1%
Seward	2809	2225	9	528	22	25	47	584	20.8%
Kodiak Station	1370	1263	33	8	26	40	44	107	7.8%
Balance of Kodiak	8569	5783	39	1876	769	102	260	2786	32.5%
Prince William Sound	3386	2974	41	245	65	61	97	412	12.2%
Cordova	2241	1781	12	299	101	48	61	460	20.5%
Copper River	2721	2160	5	516	11	29	40	561	20.6%
Hoonah-Yakutat	1817	881	4	890	7	35	28	936	51.5%
Angoon	712	273	1	424	6	8	11	439	61.7%
Skagway	814	768	-	35	8	3	2	46	5.7%
Klukwan	135	19	-	113	-	3	-	116	85.9%
Haines Borough	1680	1430	3	214	5	28	13	250	14.9%
City/Borough-Juneau	19528	16459	142	2190	504	233	383	3069	15.7%
City/Borough-Sitka	7803	5768	44	1669	235	87	108	2035	26.1%
Petersburg	3804	2903	5	795	57	44	63	901	23.7%
Wrangell	2363	1909	4	395	29	26	26	454	19.2%
Outer Ketchikan	1333	347	9	960	1	16	14	986	74.0%
Prince of Wales	2489	1733	2	691	18	45	17	756	30.4%
Ketchikan Gwy Borough	11316	9479	46	1406	285	100	206	1837	16.2%
TOTAL POPULATION	400,481	308,455	13,619	64,047	8,035	6,325	9,497	92,026	23.0%

Taken from "Advance Reports, 1980 Census of Population and Housing," U.S. Department of Commerce, Bureau of the Census, PHC80-V-3. The materials including the following note: The 1980 figures in this publication are subject to change pending the outcome of various lawsuits dealing with the census counts.

Persons of Spanish origin may be of any race.



01 North Slope Borough -
0131 Barrow-Point Hope CSA*
0132 Prudhoe Bay-Kaktovik CSA

02 Kobuk Census Area
0233 Kobuk

03 Nome Census Area
0334 Nome

04 Yukon-Koyukuk Census Area
0441 McGrath-Holy Cross CSA
0442 Koyukuk-Middle Yukon CSA
0443 Yukon Flats CSA

05 Fairbanks North Star Borough
0544 Lualaba Reservation CSA
0545 Balance of Fairbanks CSA**

06 Southeast Fairbanks Census Area
0646 Southeast Fairbanks

07 Wade Hampton Census Area
0751 Wade Hampton

08 Bethel Census Area
0852 Lower Kuskokwim CSA
0853 Aniak CSA

09 Dillingham Census Area
0954 Dillingham

10 Bristol Bay Borough
1055 Bristol Bay Borough

11 Aleutian Islands Census Area
1156 Aleutian Islands

12 Matanuska-Susitna Borough
1261 Matanuska-Susitna Borough

13 Municipality of Anchorage
1362 Municipality of Anchorage

14 Kenai Peninsula Borough
1471 Kenai-Cook Inlet CSA
1472 Seward CSA

15 Kodiak Island Borough
1573 Kodiak Station CSA
1574 Balance of Kodiak CSA**

16 Valdez-Cordova Census Area
1675 Prince William Sound CSA
1676 Cordova CSA
1677 Copper River CSA

17 Skagway-Yakutat-Angoon Census Area
1781 Hoonah-Yakutat CSA
1782 Angoon CSA
1783 Skagway CSA
1784 Klukwan CSA

18 Haines Borough
1885 Haines Borough

19 City and Borough of Juneau
1986 City and Borough of Juneau

20 City and Borough of Sitka
2087 City and Borough of Sitka

21 Wrangell-Petersburg Census Area
2191 Petersburg CSA
2192 Wrangell CSA

22 Prince of Wales - Outer Ketchikan Census Area
2293 Outer Ketchikan CSA
2294 Prince of Wales CSA

23 Ketchikan Gateway Borough
2395 Ketchikan Gateway Borough

- Each organized borough equals a census area.

*CSA = Census Subarea

**Not an official census subarea

RACIAL GROUPS USED IN THE 1980 CENSUS

The following information is taken from page 3 of the 1980 Census Advance Reports.

RACE. Counts of the population by race as well as Spanish origin in this report are provisional. Information on race was obtained through self-identification; therefore, the data represent self-classification by people according to the race with which they identify themselves. Population counts in this report are shown for five racial groups: White; Black; American Indian, Eskimo, and Aleut; Asian and Pacific Islander; and other.

The category "White" includes persons who indicated their race as White, as well as persons who did not classify themselves in one of the specific race categories listed on the questionnaire but entered a response suggesting European origin such as German, Italian, or Polish.

The category "Black" includes persons who indicated their race as Black or Negro, as well as persons who did not classify themselves in one of the specific race categories listed on the questionnaire but reported entries such as Jamaican, Black Puerto Rican, West Indian, Haitian, or Nigerian.

The category "American Indian, Eskimo, and Aleut" includes persons who classified themselves as such in one of the specific race categories. In addition, persons who did not report themselves in one of the specific race categories but reported the name of an Indian tribe were classified as American Indian.

The category "Asian and Pacific Islander" includes persons who indicated their race as Japanese, Chinese, Filipino, Korean, Asian Indian, Vietnamese, Hawaiian, Guamanian, or Samoan.

The category "Other" includes Asian and Pacific Islander groups not identified separately (e.g., Cambodian, Indochinese, Pakistani, Indonesian, Fiji Islander) and other races not included in the specific categories listed on the questionnaire.

SPANISH ORIGIN. Counts of the population by Spanish origin in this report are provisional.

Persons of Spanish origin or descent are those who classified themselves in one of the specific Spanish origin categories listed on the questionnaire -- Mexican, Puerto Rican, or Cuban -- as well as those who indicated that they were of other Spanish/Hispanic origin. Persons of Spanish origin may be of any race.

1980 POPULATION DATA FOR ALASKA BY AGE, RACE AND SEX

	<u>Total</u>	<u>Male</u>	<u>Female</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac Is.</u>	<u>AK Nat. Am.Ind.</u>	<u>Total Minority</u>
1. All By Race & Spanish Or.	400,481 100.0%	--	--	308,455 77.0%	13,619 3.4%	9,497 2.4%	8,035 2.0%	64,047 16.0%	95,198 23.7%
2. All By Race and Sex	400,481 100.0%	212,321 53.0%	188,160 47.0%	308,455 77.0%	13,619 3.4%	--	--	--	92,026 23.0%
3. 15 yrs and Older	292,621 100.0%	156,856 53.6%	135,765 46.4%	230,588 78.8%	9,702 3.3%	--	--	--	62,033 21.2%
4. 18 yrs & Over By Age & Race	271,106 100.0%	--	--	215,550 79.5%	9,107 3.4%	--	5,604 2.1%	37,161 13.7%	--
5. Spanish Or. 18 yrs & Over	271,106 100.0%	--	--	215,550 79.5%	--	5,642 2.1%	--	--	--
6. 20 yrs and Over	255,641 100.0%	137,113 53.6%	118,528 46.4%	204,267 79.9%	8,512 3.3%	--	--	--	51,374 20.1%

Taken from materials provided by the Division of EEO. Figures are extracted from the "1980 Census of Population and Housing in Alaska, Advance Report."

NOTE: Persons of Spanish Origin may also be counted in either a Minority or in the White column.

1. Table 3: "Persons by Race and Spanish Origin."
2. Race Detail File: "Population Counts by Age, Race and Sex."
3. Race Detail File (ages 15 and older): "Population Counts by Age, Race and Sex."
4. Table 9 (ages 18 and over): "Persons by Age and Race."
5. Table 10 (ages 18 and over): "Persons of Spanish Origin by Age by Race." Note that the 149 Hispanics who were also identified as Blacks are excluded from this count.
6. Race Detail File (ages 20 and over): "Population Counts by Age, Race and Sex."