

**ANNUAL REPORT TO THE  
GOVERNOR  
and  
CONNECTICUT GENERAL  
ASSEMBLY**

Report on Affirmative Action in  
Connecticut State Agencies

Calendar Year 2005

Commission on Human Rights and Opportunities

## **List of Tables**

- |         |   |
|---------|---|
| Table 1 | Gender/Race of Total Connecticut Workforce and Connecticut State Government Employees as of December 31, 2005 |
| Table 2 | State Employees by Agency Sorted by Race/Gender as of December 31, 2005                                       |
| Table 3 | State Employees by Agency Sorted by Race/Gender/Occupational Category as of December 31, 2005                 |
| Table 4 | State Employees by Agency Sorted by Age as of December 31, 2005   |
| Table 5 | State Employees by Agency Sorted by Age/Occupational Category as of December 31, 2005                         |
| Table 6 | Filing Status of Affirmative Action Plans Calendar Year 2005  |

## Introduction

The Commission on Human Rights and Opportunities (CHRO) is responsible for the enforcement of the state's affirmative action statutes, CONN. GEN. STAT. §§ 46a-68 to 46a-68k, inclusive. Under CONN. GEN. STAT. § 46a-68, state agencies, departments, boards and commissions within the executive branch must develop and implement a plan that commits the agency to a program of affirmative action in all aspects of personnel and administration. Each agency must submit its plan to the CHRO to be reviewed for compliance with the Affirmative Action by State Government regulations, Sections 46a-68-31 to 46a-68-74 of the Regulations of Connecticut State Agencies. Under CONN. GEN. STAT. § 46a-68(f), the CHRO thereafter submits a report to apprise the Governor and the General Assembly of the collective efforts of state agencies to achieve a workforce fully representative of the people of Connecticut as well as to indicate the status of individual agency affirmative action plan reviews by the CHRO.

This report includes race, gender, occupational category and age data for all full-time employees of the Connecticut state government for all agencies, departments, boards and commissions obligated under the provisions of CONN. GEN. STAT. § 46a-68 to file affirmative action plans. These entities are identified in Appendix A of the regulations. Data represented in this report is solicited from all such entities annually.

### Statistical Analysis of Employment of Males and Females by Race within the Total Connecticut Workforce and Within State Government Employment -- 2005

Table 1 Gender/Race Connecticut Workforce* and Connecticut State Government Employees**										
	White	%	Black	%	Hispanic	%	Other	%	All	%
<b>Male (Total Workforce)</b>	744,504	42.4	62,231	3.5	70,774	4.0	40,519	2.3	918,028	52.2
<b>Male (State Government)</b>	18,029	38.9	3,009	6.5	1,734	3.7	753	1.5	23,525	50.7
<b>Female (Total Workforce)</b>	664,879	37.8	76,358	4.3	63,532	3.6	33,575	1.9	838,344	47.8
<b>Female (State Government)</b>	16,200	34.9	4,156	9.0	1,817	3.9	702	1.5	22,875	49.3
<b>Total (Total Workforce)</b>	1,409,383	80.2	138,589	7.9	134,306	7.6	74,094	4.2	1,757,139	100
<b>Total (State Government)</b>	34,229	73.8	7,165	15.4	3,551	7.7	1,455	3.1	46,400	100

\*Source: *Connecticut Occupational Statistics 2000* prepared by the Connecticut Labor Department, February 2005 -- [http://www.ctdol.state.ct.us/lmi/pubs/eo2000\\_vol1\\_westernct.pdf](http://www.ctdol.state.ct.us/lmi/pubs/eo2000_vol1_westernct.pdf)

\*\*CHRO Survey of State Agencies

NOTE: Data regarding the number and percentage of employees by race and gender is compared to the total public and private workforce for the state of Connecticut. The 2000 census is used as a constant for annual comparisons.

## **Race and Gender Distribution --Total Connecticut Workforce and Within State Government Employment**

For purposes of establishing a comparative standard the CHRO gathered information from the 2000 Census. As noted above, *Connecticut Occupational Statistics* provided information regarding the workforce of the state of Connecticut, both its totality and its breakdown by race and gender. The CHRO has not adjusted this data relative to the number of unemployed, the number of part-time employees who may be included in the total or the incremental increase in the workforce since 2000. Further, it should be understood that all references in this report to the state workforce are only to those entities listed in Appendix A of the regulations and all figures only reflect that portion of their workforce for which the regulations require data to be collected and reported.

The total workforce of the state of Connecticut according to *Connecticut Occupational Statistics* is 1,757,139. Agencies required to file affirmative action plans with the CHRO employed, as of December 31, 2005, 46,400 full time employees. This represents 2.6% of the total Connecticut workforce.

Proportionally, state government personnel are 50.7% male compared with 52.3% of males in the total Connecticut workforce. Inversely the proportion of female state government personnel is somewhat higher (49.3%) than those who are available in the total available workforce (47.8%).

Whites account for 1,409,383 or 80.2% of the total workforce. White males comprise 52.8% of the total white workforce, while white females equal 47.2% of that pool. Comparatively whites make up 73.8% of state employees while accounting for 80.2% of the total workforce. White males comprise 76.6% of male state employees while they make up 81.0% of the total male workforce. White females are 70.8% of the female state employees compared with 79.3% of the total female workforce.

Blacks account for 138,589 or 7.9% of the total workforce. Black males comprise 45.0% of the total black workforce, while black females equal 55.0% of that pool. Comparatively, blacks make up 15.4% of state employees while accounting for 7.9% of the total workforce. Black males comprise 12.8 % of male state employees while they make up 6.8% of the total male workforce. Black females are 18.2% of the female state employees compared with 9.1% of the total female workforce.

Hispanics account for 134,306 or 7.6% of the total workforce. Hispanic males comprise 52.7% of the total Hispanic workforce, while Hispanic females equal 47.3% of that pool. Comparatively Hispanics make up 7.6% of state employees while accounting for 7.6% of the total workforce. Hispanic males comprise 7.4% of male state employees while they make up 7.7% of the total male workforce. Hispanic females are 7.9% of the female state employees compared with 7.6% of the total female workforce.

## **Statistical Analysis of State Government Employment -- Race, Gender and Occupational Category Distribution**

The total number of Connecticut state employees by agency and segmented by race and gender is displayed in Table 2.

Table 3 displays the distribution of state employees by race, gender and occupational category.

The total number of state employees was 46,400 as of December 31, 2005, compared with 45,847 as of December 31, 2004. This is an increase of 553 employees (1.2%) in total state employees from the year before.

With respect to employment within occupational job categories, there is normally only incremental shift in percentages of employees by Race/Sex in occupational categories from year to year.

Designated occupational categories are:

- Officials/Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Office/Clerical
- Skilled Craft Workers, and
- Service/Maintenance.

White males in the category of Officials/Administrators dropped another 1.6% to 44.7% following a reduction of .07% from 2003 to 2004. White skilled craft workers declined a full 2%.

There were no noteworthy changes in the racial or gender composition of state employment during the past year. Worthy of notice, however, is the 1.0% increase in Skilled Craft Workers among white females and the 0.9% increase in that same category among black females.

Tables 4 and 5 show the age distribution of state employees both by agency and by occupational category. Please note that agencies which have a due date instead of a Commission action (i.e. approved, disapproved, conditionally approved or approved by default) are only required to file biennially.

**Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2005**

Asnuntuck Community-Technical College	29	2	0	1	36	3	1	2	74
Attorney General	118	13	10	2	143	26	14	7	333
Board for Regional Community-Technical Colleges	28	4	0	2	34	6	1	6	81
Board of Education and Services for the Blind	32	4	2	0	48	6	4	1	97
Board of Trustees for State University System	35	3	1	0	26	4	6	1	76
Capital Community-Technical College	36	13	15	0	65	21	10	3	163
Central Connecticut State University	355	36	37	31	330	38	29	15	871
Charter Oak State College	17	2	1	1	36	4	0	1	62
Commission on Human Rights and Opportunities	19	4	3	2	29	23	5	2	87
Commission on the Deaf and Hearing Impaired	2	1	0	0	3	0	1	0	7
Connecticut Agricultural Experiment Station	58	3	0	1	38	1	0	3	104
Department of Administrative Services	113	16	14	5	150	32	9	6	345
Department of Agriculture	30	2	1	0	21	2	0	0	56
Department of Banking	37	8	2	2	44	14	6	4	117
Department of Children and Families	641	337	160	29	1241	676	398	48	3530
Department of Consumer Protection	68	6	4	2	52	19	7	3	161
Department of Correction	3455	948	542	43	1052	459	148	19	6666
Department of Developmental Services	878	267	62	17	1761	575	102	29	3691
Department of Economic and Community Development	58	8	2	2	44	16	7	2	139
Department of Education	790	68	51	12	836	106	61	16	1940
Department of Environmental Protection	554	16	16	16	256	33	21	7	919
Department of Higher Education	9	3	1	1	23	5	2	1	45
Department of Information Technology	121	12	4	7	67	13	2	2	228
Department of Insurance	59	9	3	1	48	11	6	2	139
Department of Motor Vehicles	289	21	19	7	340	76	45	6	803
Department of Public Health	198	28	16	10	387	121	55	18	833
Department of Public Safety	1153	79	70	11	282	32	20	4	1651
Department of Public Utility Control	45	3	1	3	44	11	6	2	115
Department of Public Works	101	3	3	5	41	17	6	0	176
Department of Revenue Services	263	46	8	11	235	86	22	11	682
Department of Social Services	461	86	43	16	742	313	148	13	1822
Department of Transportation	2148	213	162	75	497	56	28	24	3203
Department of Veterans Affairs	66	23	10	1	80	28	12	14	234
Division of Criminal Justice	266	9	8	5	194	18	13	5	518
Division of Special Revenue	55	9	3	0	46	11	4	2	130
DMHAS - Capitol Region Mental Health Center	48	28	16	3	58	36	21	5	215
DMHAS - Cedarcrest Hospital	78	48	25	3	95	77	32	19	377
DMHAS - Connecticut Mental Health System	44	13	5	0	102	48	27	0	239

**Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2005**

DMHAS - Connecticut Valley Hospital	425	104	55	16	508	166	43	29	1346
DMHAS - Office of the Commissioner	74	6	6	4	127	34	10	4	265
DMHAS - Southwest Conn. Mental Health	66	58	22	5	117	91	33	7	399
DMHAS - Western Conn. Mental Health Network	62	5	4	1	120	18	6	2	218
Eastern Connecticut State University	202	24	25	13	205	24	26	12	531
Gateway Community-Technical College	63	6	7	5	84	18	9	9	201
Governor's Office	77	3	4	0	44	6	2	1	137
Housatonic Community-Technical College	51	8	8	3	70	20	15	5	180
Labor Department	306	40	21	9	313	91	55	20	855
Manchester Community-Technical College	77	20	13	7	111	26	6	4	264
Middlesex Community-Technical College	31	6	3	5	54	7	4	7	117
Military Department	44	7	7	1	19	2	4	1	85
Naugatuck Valley Community-Technical College	96	7	8	1	109	14	7	2	244
Northwestern Community-Technical College	29	4	0	1	67	0	1	1	103
Norwalk Community-Technical College	69	11	3	2	104	32	6	4	231
Office of Advocacy for Persons with Disabilities	9	1	1	1	22	5	5	2	46
Office of Consumer Counsel	7	0	0	0	3	0	1	0	11
Office of Health Care Access	5	1	0	1	9	1	1	1	19
Office of Policy and Management	48	2	3	2	51	17	2	0	125
Office of the Medical Examiner	20	2	3	0	17	3	4	1	50
Police Officer Standards and Training Council	14	0	0	0	6	1	1	0	22
Quinebaug Valley Community-Technical College	27	1	3	0	39	1	2	1	74
Secretary of the State	20	2	1	4	30	17	6	1	81
Soldiers', Sailors' and Marine Fund	5	1	1	1	3	1	1	0	13
Southern Connecticut State University	359	52	22	19	352	84	22	18	928
State Comptroller	84	12	4	2	101	25	14	4	246
State Library	27	3	2	1	46	3	1	0	83
State Treasurer	30	12	2	5	51	35	8	1	144
Teachers' Retirement Board	4	1	0	1	15	4	2	1	28
Three Rivers Community-Technical College	50	3	1	3	80	13	5	4	159
Tunxis Community-Technical College	52	4	3	2	110	6	3	3	183
University of Connecticut	1662	105	94	123	1536	102	84	80	3786
University of Connecticut - Health Center	935	77	64	159	1876	221	127	149	3608
Western Connecticut State University	227	25	21	28	210	20	15	24	570
Workers' Compensation Commission	15	2	3	1	65	25	7	1	119
<b>Total of Category</b>	18029	3009	1734	753	16200	4156	1817	702	46400
<b>Percentage of Total</b>	38.9%	6.5%	3.7%	1.6%	34.9%	9.0%	3.9%	1.5%	



**Table 3 State Employees by Agency sorted by Race/Gender as of December 31, 2005**

Occupational Categories	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
<b>Official/Administrators</b>	1007	99	45	21	885	129	52	16	2254
Percentage of Category	44.7%	4.4%	2.0%	0.9%	39.3%	5.7%	2.3%	0.7%	
<b>Professionals</b>	8547	918	530	588	9002	1654	799	511	22549
Percentage of Category	37.9%	4.1%	2.4%	2.6%	39.9%	7.3%	3.5%	2.3%	
<b>Technicians</b>	469	108	35	8	744	180	40	20	1604
Percentage of Category	29.2%	6.7%	2.2%	0.5%	46.4%	11.2%	2.5%	1.2%	
<b>Protective Service Workers</b>	3947	928	586	49	515	320	104	10	6459
Percentage of Category	61.1%	14.4%	9.1%	0.8%	8.0%	5.0%	1.6%	0.2%	
<b>Paraprofessionals</b>	756	445	134	22	1503	831	227	51	3969
Percentage of Category	19.0%	11.2%	3.4%	0.6%	37.9%	20.9%	5.7%	1.3%	
<b>Office/Clerical</b>	264	80	58	13	3095	928	496	76	5010
Percentage of Category	5.3%	1.6%	1.2%	0.3%	61.8%	18.5%	9.9%	1.5%	
<b>Skilled Craft Workers</b>	757	67	39	7	58	28	9	5	970
Percentage of Category	78.0%	6.9%	4.0%	0.7%	6.0%	2.9%	0.9%	0.5%	
<b>Service /Maintenance</b>	2282	364	307	45	398	86	90	13	3585
Percentage of Category	63.7%	10.2%	8.6%	1.3%	11.1%	2.4%	2.5%	0.4%	
<b>Totals</b>	18029	3009	1734	753	16200	4156	1817	702	46400
Percentage of Category	38.9%	6.5%	3.7%	1.6%	34.9%	9.0%	3.9%	1.5%	

**Table 4 State Employees by Agency sorted by Age as of December 31, 2005**

<b>Agency</b>	<b>Total</b>	<b>16-19</b>	<b>20-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65-69</b>	<b>70+</b>
Asnuntuck Community-Technical College	74	0	0	2	3	9	1	8	18	17	13	3	0
Attorney General	333	0	1	11	19	41	63	52	74	53	14	2	3
Board for Regional Community-Technical Colleges	81	0	0	4	14	15	16	12	12	7	1	0	0
Board of Education and Services for the Blind	97	0	0	5	7	15	14	14	24	16	1	1	0
Board of Trustees for State University System	76	0	1	2	8	7	13	20	13	9	3	0	0
Capital Community-Technical College	163	0	1	6	9	15	28	25	33	28	10	5	3
Central Connecticut State University	871	0	5	18	51	91	125	160	167	140	72	30	12
Charter Oak State College	62	0	3	6	6	10	5	9	9	9	3	0	2
Commission on Human Rights and Opportunities	87	0	0	0	6	11	15	13	18	17	3	2	2
Commission on the Deaf and Hearing Impaired	7	0	0	0	0	1	1	0	4	1	0	0	0
Connecticut Agricultural Experiment Station	104	0	7	5	11	10	11	17	22	13	6	2	0
Department of Administrative Services	345	1	3	11	18	30	70	77	76	40	19	0	0
Department of Agriculture	56	1	0	1	2	6	7	16	9	9	4	1	0
Department of Banking	117	0	3	3	8	18	29	20	17	16	2	1	0
Department of Children and Families	3536	0	61	451	681	588	512	448	439	250	83	22	1
Department of Consumer Protection	152	0	0	1	11	19	23	26	36	29	7	0	0
Department of Correction	6623	1	110	549	1043	1238	1696	890	572	364	137	23	0
Department of Developmental Services	3725	1	14	77	278	599	773	911	674	284	91	23	0
Department of Economic and Community Development	139	0	0	3	6	7	25	26	34	23	14	1	0
Department of Education	1940	0	8	85	106	196	293	326	447	353	102	24	0
Department of Environmental Protection	919	0	4	48	69	115	189	215	176	76	22	5	0
Department of Higher Education	45	0	0	2	3	6	7	7	5	10	5	0	0
Department of Information Technology	228	1	0	1	5	23	41	55	56	29	13	4	0
Department of Insurance	139	0	1	3	5	14	33	27	19	28	9	0	0
Department of Motor Vehicles	803	2	16	39	82	127	156	156	133	69	14	6	3
Department of Public Health	833	0	9	61	78	95	128	144	154	115	37	12	0
Department of Public Safety	1624	0	8	113	309	419	329	181	162	76	22	5	0
Department of Public Utility Control	115	0	0	2	6	13	26	19	23	16	6	3	1
Department of Public Works	176	0	0	1	5	8	27	29	40	45	15	3	3
Department of Revenue Services	682	0	3	7	17	88	163	149	119	95	35	5	1
Department of Social Services	1822	0	6	23	82	227	335	390	486	183	75	11	4
Department of Transportation	3173	1	20	76	159	440	738	731	613	282	90	16	7
Department of Veterans Affairs	234	0	0	7	17	43	60	64	37	4	2	0	0
Division of Criminal Justice	518	0	3	16	40	59	81	103	93	84	30	8	1
Division of Special Revenue	130	0	0	1	4	3	24	24	42	18	10	4	0
DMHAS - Capitol Region Mental Health Center	215	0	1	4	15	21	42	49	45	31	5	2	0
DMHAS - Cedarcrest Hospital	377	0	2	18	44	53	74	62	62	40	20	0	2
DMHAS - Connecticut Mental Health System	239	0	1	7	17	25	34	49	48	41	13	3	1

Table 4 State Employees by Agency sorted by Age as of December 31, 2005													Page 2	
DMHAS - Connecticut Valley Hospital	265	0	0	4	11	24	40	62	62	36	20	2	4	
DMHAS - Office of the Commissioner	399	0	0	16	34	49	74	74	79	49	16	4	4	
DMHAS - Southwest Conn. Mental Health	218	0	0	12	14	21	38	61	44	21	6	0	1	
DMHAS - Western Conn. Mental Health Network	531	0	6	13	35	77	98	89	68	89	46	6	4	
Eastern Connecticut State University	201	0	0	6	9	13	26	36	28	48	29	5	1	
Gateway Community-Technical College	137	0	3	6	12	7	15	18	40	16	12	8	0	
Governor's Office	180	0	2	7	15	21	19	26	29	23	29	7	2	
Housatonic Community-Technical College	855	0	8	26	33	83	158	151	181	148	53	14	0	
Labor Department	264	0	2	5	15	27	42	45	55	49	19	5	0	
Manchester Community-Technical College	117	0	1	2	4	14	16	16	20	24	15	4	1	
Middlesex Community-Technical College	85	0	0	5	5	12	14	18	17	7	6	1	0	
Military Department	248	0	2	3	10	20	39	35	58	46	24	9	2	
Naugatuck Valley Community-Technical College	103	0	0	1	5	11	19	17	26	16	7	1	0	
Northwestern Community-Technical College	231	0	1	2	14	26	43	54	47	26	13	4	1	
Norwalk Community-Technical College	46	0	0	0	4	5	6	13	12	5	1	0	0	
Office of Advocacy for Persons with Disabilities	11	0	0	1	0	1	1	0	4	1	3	0	0	
Office of Consumer Counsel	19	0	0	0	2	5	4	4	2	2	0	0	0	
Office of Health Care Access	125	0	1	6	7	9	24	24	27	18	8	1	0	
Office of Policy and Management	50	0	0	1	5	4	4	6	17	6	6	0	1	
Office of the Medical Examiner	22	0	0	0	0	0	3	1	4	8	5	1	0	
Police Officer Standards and Training Council	76	0	0	2	6	7	11	18	14	14	4	0	0	
Quinebaug Valley Community-Technical College	81	0	1	3	9	11	14	15	13	8	5	1	1	
Secretary of the State	13	0	0	0	0	0	2	4	3	0	4	0	0	
Soldiers', Sailors' and Marine Fund	928	0	6	27	65	97	118	141	179	130	90	43	32	
Southern Connecticut State University	246	0	0	8	14	23	43	57	48	35	12	4	2	
State Comptroller	83	0	0	0	1	11	8	12	23	23	5	0	0	
State Library	144	0	0	6	4	15	23	31	29	19	11	6	0	
State Treasurer	28	0	0	2	0	3	5	5	5	7	1	0	0	
Teachers' Retirement Board	159	0	0	1	7	9	30	30	34	30	10	8	0	
Three Rivers Community-Technical College	179	0	0	15	20	25	32	34	32	10	8	3	0	
Tunxis Community-Technical College	3853	0	51	182	330	448	550	673	720	521	258	84	36	
University of Connecticut	3608	0	93	284	333	466	572	567	638	393	200	46	16	
University of Connecticut - Health Center	570	0	7	25	49	51	82	78	112	81	56	23	6	
Western Connecticut State University	119	0	0	5	10	10	15	24	22	19	10	3	1	
Workers' Compensation Commission	46400	8	478	2381	4422	6461	8628	8284	7991	5004	2048	530	165	
<b>Total</b>		0.0%	1.0%	5.1%	9.5%	13.9%	18.6%	17.9%	17.2%	10.8%	4.4%	1.1%	0.4%	
<b>Percentage of Total</b>	74	0	0	2	3	9	1	8	18	17	13	3	0	

**Table 5 State Employees by Agency sorted by Age as of December 31, 2005**

<b>Category or class</b>	<b>Total</b>	<b>16-19</b>	<b>20-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65-69</b>	<b>70+</b>
<b>Officials/Administrators</b>	2254	0	0	7	55	173	342	454	602	411	158	41	11
Percentage of Category		0.0%	0.0%	0.3%	2.4%	7.7%	15.2%	20.1%	26.7%	18.2%	7.0%	1.8%	0.5%
<b>Professionals</b>	22549	1	201	1132	1947	2798	3776	4026	4242	2805	1162	348	111
Percentage of Category		0.0%	0.9%	5.0%	8.6%	12.4%	16.7%	17.9%	18.8%	12.4%	5.2%	1.5%	0.5%
<b>Technicians</b>	1604	0	19	97	164	223	304	313	311	128	39	4	2
Percentage of Category		0.0%	1.2%	6.0%	10.2%	13.9%	19.0%	19.5%	19.4%	8.0%	2.4%	0.2%	0.1%
<b>Protective Service Workers</b>	6459	0	105	597	1182	1409	1514	815	470	272	76	14	5
Percentage of Category		0.0%	1.6%	9.2%	18.3%	21.8%	23.4%	12.6%	7.3%	4.2%	1.2%	0.2%	0.1%
<b>Paraprofessionals</b>	3969	2	30	179	409	672	782	784	646	331	112	20	2
Percentage of Category		0.1%	0.8%	4.5%	10.3%	16.9%	19.7%	19.8%	16.3%	8.3%	2.8%	0.5%	0.1%
<b>Office/Clerical</b>	5010	4	79	241	406	640	938	885	812	608	318	57	22
Percentage of Category		0.1%	1.6%	4.8%	8.1%	12.8%	18.7%	17.7%	16.2%	12.1%	6.3%	1.1%	0.4%
<b>Skilled Craft Workers</b>	970	0	3	28	43	110	235	213	200	100	32	5	1
Percentage of Category		0.0%	0.3%	2.9%	4.4%	11.3%	24.2%	22.0%	20.6%	10.3%	3.3%	0.5%	0.1%
<b>Service/Maintenance</b>	3585	1	41	100	216	436	737	794	708	349	151	41	11
Percentage of Category		0.0%	1.1%	2.8%	6.0%	12.2%	20.6%	22.1%	19.7%	9.7%	4.2%	1.1%	0.3%
<b>Totals</b>	46400	8	478	2381	4422	6461	8628	8284	7991	5004	2048	530	165
<b>Percentage of Total</b>		0.0%	1.0%	5.1%	9.5%	13.9%	18.6%	17.9%	17.2%	10.8%	4.4%	1.1%	0.4%

## State Agency Affirmative Action Plans

The status of Affirmative Action Plan filings for the year 2005 is presented in Table 6.

Each state agency covered by the affirmative action statutes must submit an affirmative action plan to CHRO for review and action. Under CONN. GEN. STAT. § 46a-68(d), the CHRO may approve, disapprove or conditionally approve a plan based on a review of the plan's content. To be approved, the affirmative action plan must contain all elements required by the regulations. Additionally, Section 46a-54-60 of the regulations mandates that a plan can be approved only if the "agency has substantially addressed deficiencies noted by the commission in prior plan reviews" and that one of three additional standards is met: (1) "the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area"; (2) "the agency has met all or substantially all of its hiring, promotion and program goals"; or (3) "the agency has demonstrated every good faith effort to achieve such goals and despite these efforts has been unable to do so".

A plan that has been formally "approved" is designated as an approved plan and holds that status until the next filing period. Similarly, an agency's plan that has been either "conditionally approved" or "disapproved" remains as such, although the agency is typically required to demonstrate corrective action before the next filing date occurs. Under CONN. GEN. STAT. § 46a-68(d), the CHRO has 90 days following the filing of a plan to make a determination. Should CHRO not act on the plan during that time period, a filed plan is deemed "approved by default."

During calendar year 2005, seventy-two (72) state agencies were required to submit affirmative action plans for review and action by CHRO. The required filing date for each agency is established by regulation.

During calendar year 2005:

- Seventy-two (72) plans were received
- Fifty-seven (57) plans were approved
- Nine (9) plans were disapproved
- Three (3) plans were approved by default
- Three (3) plans received conditional approval
- Four (4) plans were filed late

**Table 6 Filing Status of Affirmative Action Plans Calendar Year 2005**

<b>Agency</b>	<b>Filing Status</b>		<b>Commission Action</b>	
Administrative Services, Dept. of	(A)	Timely	Approved	11/10/05
Agricultural Experiment Station, CT	(A)	Timely	App. By Default	01/20/05
Agriculture, Department of	(A)	Timely	Approved	12/07/05
Asnuntuck Community College	(A)	Timely	Approved	08/11/05
Attorney General, Office of the	(A)	Timely	Approved	10/11/05
Banking, Department of	(A)	Timely	Approved	01/25/05
Board of Education and Services for the Blind	(A)	Timely	Approved	12/09/05
Board of Trustees/Community-Technical Colleges	(A)	Timely	Approved	05/12/05
Capital Community College	(A)	Timely	Approved	06/09/05
Capitol Region Mental Health Center (DMHAS)	(A)	20 days late	Approved	07/14/05
Cedarcrest Hospital (DMHAS)	(A)	Timely	Approved	03/10/05
Central CT State University	(A)	Timely	Approved	09/08/05
Charter Oak State College (Board for State Academic Awards)	(A)	Timely	Disapproved	06/09/05
Chief Medical Examiner, Office of the	(A)	22 days late	Approved	02/10/05
Children & Families, Department of	(A)	Timely	Approved	09/08/05
Connecticut Mental Health Center (DMHAS)	(A)	Timely	Approved	03/10/05
Connecticut State University System	(A)	Timely	Approved	05/12/05
Connecticut Valley Hospital (DMHAS)	(A)	Timely	Approved	09/08/05
Consumer Counsel, Office of	(A)	Timely	Approved	04/14/05
Consumer Protection, Department of	(B)		Due 1/30/06	
Correction, Department of	(A)	Timely	Approved	05/12/05
Criminal Justice, Division of	(A)	Timely	Disapproved	03/10/05
Deaf and Hearing Impaired, Commission on the	(A)	Timely	Approved	12/07/05
Eastern CT State University	(B)		Due 3/15/06	
Economic and Community Development, Department of	(A)	Timely	Disapproved	10/11/05
Education, Department of	(A)	Timely	Approved	08/11/05
Environmental Protection, Department of	(A)	Timely	Approved	09/08/05
Gateway Community College	(A)	Timely	Approved	02/03/05
Governor, Office of the	(SA)	Timely	Disapproved	08/11/05
Health Care Access, Office of	(A)	Timely	Approved	05/12/05
Higher Education, Department of	(A)	Timely	Approved	04/14/05
Housatonic Community College	(A)	Timely	Disapproved	01/13/05
Human Rights & Opportunities, Commission on	(A)	Timely	Approved	08/11/05
Information Technology, Dept. of	(A)	Timely	Approved	05/12/05
Insurance Department	(A)	Timely	Approved	04/14/05
Labor, Department of	(A)	Timely	Approved	05/12/05
Library, Connecticut State	(SA)	2 days late	Disapproved	11/10/05
Manchester Community College	(A)	Timely	Approved	06/09/05
Mental Health & Addiction Services, Department of (C.O.)	(A)	Timely	Approved	09/08/05
Mental Retardation, Department of (C.O.)	(A)	Timely	App. By Default	12/07/05
Middlesex Community College	(A)	Timely	App. By Default	02/10/05
Military Department	(SA)	Timely	Disapproved	07/14/05
Motor Vehicles, Department of	(A)	Timely	Approved	06/09/05
Naugatuck Valley Community College	(A)	Timely	Approved	12/07/05
Northwestern CT Community College	(A)	Timely	Approved	06/09/05

**Table 6 Filing Status of Affirmative Action Plans Calendar Year 2004**

<b>Agency</b>	<b>Filing Status</b>		<b>Commission Action</b>	
Norwalk Community College	(A)	Timely	Approved	08/11/05
Police Officer Standards and Training Council	(A)	Timely	Approved	10/11/05
Policy and Management, Office of	(A)	Timely	Approved	12/07/05
Protection & Advocacy for Persons with Disabilities, Office of	(A)	Timely	Approved	05/12/05
Public Health, Department of	(A)	Timely	Approved	10/11/05
Public Safety, Department of	(A)	Timely	Approved	12/07/05
Public Utility Control, Department of	(A)	Timely	Approved	03/10/05
Public Works, Department of	(A)	Timely	Approved	05/12/05
Quinebaug Valley Community College	(A)	Timely	Cond. Approved	07/14/05
Revenue Services, Department of	(A)	Timely	Approved	04/14/05
Secretary of the State, Office of the	(A)	Timely	Approved	10/27/05
Social Services, Department of	(A)	Timely	Approved	06/09/05
Soldiers', Sailors' and Marines' Fund	(B)		Due 7/30/06	
Southern CT State University	(A)	Timely	Cond. Approved	11/10/05
Southwest Connecticut Mental Health Center (DMHAS)	(A)	Timely	Approved	02/18/05
Special Revenue, Division of	(A)	Timely	Approved	04/14/05
State Comptroller, Office of the	(A)	Timely	Approved	07/14/05
State Treasurer, Office of the	(A)	Timely	Approved	07/14/05
Teachers' Retirement Board	(A)	Timely	Approved	08/11/05
Three Rivers Community College	(A)	Timely	Approved	04/14/05
Transportation, Department of	(A)	Timely	Approved	07/14/05
Tunxis Community College	(A)	Timely	Approved	02/13/05
University of Connecticut	(A)	Timely	Disapproved	01/13/05
University of CT Health Center	(A)	Timely	Approved	05/12/05
Veterans' Affairs, Department of	(A)	Timely	Cond. Approved	09/08/05
Western CT Mental Health Network (DMHAS)	(A)	1 day late	Approved	10/11/05
Western CT State University	(A)	Timely	Approved	10/11/05
Workers' Compensation Commission	(A)	Timely	Approved	10/11/05

**Abbreviations:****(A) Annual Filing****(SA) Semiannual Filing****(B) Biennial Filing**