

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

Report on Affirmative Action in  
Connecticut State Agencies

Calendar Year 2006

Commission on Human Rights and Opportunities

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## 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 -- 2006

| Table 1 Gender/Race Connecticut Workforce* and Connecticut State Government Employees** |           |      |         |      |          |     |        |     |           |      |
|---|-----------|------|---------|------|----------|-----|--------|-----|-----------|------|
|   | White     | %    | Black   | %    | Hispanic | %   | Other  | %   | All       | %    |
| <b>Male<br/>(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<br/>(State Government)</b>  | 18,151    | 38.3 | 3,000   | 6.3  | 1,770    | 3.7 | 778    | 1.6 | 23,699    | 50.0 |
| <b>Female<br/>(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<br/>(State Government)</b>  | 16,827    | 35.5 | 4,212   | 8.9  | 1,900    | 4.0 | 1.5    |     | 23,655    | 50.0 |
| <b>Total<br/>(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<br/>(State Government)</b>   | 34,978    | 73.9 | 7,212   | 15.2 | 3,670    | 7.8 | 1,494  | 3.2 | 47,354    | 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 in 2000 according to *Connecticut Occupational Statistics* is 1,757,139. Agencies required to file affirmative action plans with the CHRO employed, as of December 31, 2006, 47,354 full time employees. This represents 2.7% of the total Connecticut workforce.

Proportionally, state government personnel are statistically even at 50.0% male and female, compared with 52.2% of males and 47.8% female in the total Connecticut workforce.

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 73.9% 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 71.2% 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 47.2% of that pool. Comparatively blacks make up 15.3% of state employees while accounting for 7.9% of the total workforce. Black males comprise 12.7% of male state employees while they make up 6.8% of the total male workforce. Black females are 17.8% 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 7.7% of state employees while accounting for 7.6%

of the total workforce. Hispanic males comprise 7.5% of male state employees while they make up 7.7% of the total male workforce. Hispanic females are 8.0% of the female state employees compared with 7.6% of the total female workforce.

## **Statistical Analysis of State Government Employment**

The total number of Connecticut state employees accounted for by race and gender and occupational category is displayed in Table 2.

The total number of state employees was 47,354 as of December 31, 2006, compared with 46,400, as of December 31, 2005. This is an increase of 954 employees (2.1%) 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.

The most significant shift in the demographics of state employees is that male and female employment are nearly even with males having only forty-four (44) more positions than females, a difference of less than one-tenth of one percent.

Tables 4 and 5 show the age distribution of state employees both by agency and by occupational category.

**Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2006**

| Agency   | Male Employees |       |          |       | Female Employees |       |          |       | Total |
|--|----------------|-------|----------|-------|------------------|-------|----------|-------|-------|
|  | White          | Black | Hispanic | Other | White            | Black | Hispanic | Other |       |
| Governor's Office                                | 75             | 1     | 5        | 0     | 41               | 5     | 1        | 2     | 130   |
| Secretary of the State                           | 19             | 2     | 2        | 4     | 27               | 17    | 6        | 1     | 78    |
| State Treasurer                                  | 35             | 14    | 2        | 5     | 52               | 33    | 8        | 1     | 150   |
| State Comptroller                                | 87             | 14    | 4        | 2     | 98               | 28    | 13       | 4     | 250   |
| Department of Revenue Services                   | 264            | 46    | 8        | 15    | 240              | 87    | 23       | 15    | 698   |
| Division of Special Revenue                      | 55             | 10    | 3        | 0     | 48               | 11    | 4        | 2     | 133   |
| Office of Policy and Management                  | 49             | 2     | 3        | 3     | 56               | 18    | 2        | 0     | 133   |
| Department of Veterans Affairs                   | 70             | 23    | 12       | 1     | 91               | 28    | 12       | 13    | 250   |
| Department of Administrative Services            | 122            | 17    | 14       | 3     | 156              | 37    | 14       | 5     | 368   |
| Department of Information Technology             | 147            | 10    | 4        | 9     | 85               | 16    | 2        | 2     | 275   |
| Department of Public Works                       | 101            | 3     | 4        | 5     | 42               | 17    | 6        | 1     | 179   |
| Attorney General                                 | 128            | 13    | 11       | 2     | 136              | 26    | 14       | 7     | 337   |
| Division of Criminal Justice                     | 269            | 10    | 7        | 5     | 193              | 18    | 12       | 5     | 519   |
| Department of Public Safety                      | 1194           | 83    | 74       | 14    | 313              | 35    | 19       | 6     | 1738  |
| Police Officer Standards and Training Council    | 14             | 0     | 0        | 0     | 6                | 1     | 1        | 0     | 22    |
| Department of Motor Vehicles                     | 293            | 20    | 22       | 7     | 344              | 78    | 48       | 5     | 817   |
| Military Department                              | 51             | 8     | 7        | 1     | 20               | 1     | 5        | 1     | 94    |
| Department of Banking                            | 36             | 8     | 2        | 2     | 46               | 11    | 5        | 4     | 114   |
| Department of Insurance                          | 60             | 8     | 3        | 2     | 50               | 11    | 6        | 2     | 142   |
| Office of Consumer Counsel                       | 7              | 1     | 0        | 0     | 5                | 1     | 1        | 0     | 15    |
| Department of Public Utility Control             | 47             | 3     | 1        | 3     | 44               | 11    | 6        | 2     | 117   |
| Department of Consumer Protection                | 70             | 6     | 3        | 2     | 52               | 20    | 8        | 3     | 164   |
| Labor Department                                 | 288            | 42    | 18       | 16    | 304              | 89    | 53       | 14    | 824   |
| Commission on Human Rights and Opportunities     | 16             | 5     | 3        | 1     | 28               | 22    | 5        | 2     | 82    |
| Office of Advocacy for Persons with Disabilities | 9              | 1     | 1        | 1     | 22               | 5     | 5        | 2     | 46    |
| Workers' Compensation Commission                 | 16             | 2     | 4        | 1     | 58               | 24    | 6        | 1     | 112   |
| Department of Agriculture                        | 30             | 2     | 1        | 0     | 21               | 2     | 0        | 0     | 56    |
| Department of Environmental Protection           | 562            | 19    | 20       | 17    | 264              | 33    | 21       | 7     | 943   |
| Department of Economic and Community Development | 56             | 8     | 1        | 2     | 47               | 17    | 8        | 3     | 142   |
| Connecticut Agricultural Experiment Station      | 54             | 3     | 0        | 2     | 39               | 1     | 0        | 3     | 102   |
| Department of Public Health                      | 185            | 28    | 15       | 9     | 398              | 118   | 56       | 18    | 827   |
| Office of Health Care Access                     | 6              | 1     | 0        | 2     | 7                | 1     | 2        | 0     | 19    |
| Office of the Medical Examiner                   | 20             | 2     | 3        | 0     | 18               | 3     | 4        | 1     | 51    |
| Department of Developmental Services             | 875            | 266   | 61       | 17    | 1811             | 581   | 115      | 26    | 3752  |

| Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2006 |      |     |     |     |      |     |     |     | Page 2 |
|---|------|-----|-----|-----|------|-----|-----|-----|--------|
| DMHAS - Office of the Commissioner  | 104  | 19  | 18  | 5   | 139  | 36  | 11  | 4   | 336    |
| Department of Transportation  | 2140 | 215 | 167 | 76  | 500  | 66  | 34  | 23  | 3221   |
| Department of Social Services   | 459  | 97  | 52  | 19  | 791  | 357 | 163 | 22  | 1960   |
| Soldiers', Sailors' and Marine Fund   | 4    | 1   | 0   | 1   | 2    | 1   | 1   | 0   | 10     |
| Department of Education   | 801  | 65  | 51  | 11  | 850  | 106 | 64  | 16  | 1964   |
| Board of Education and Services for the Blind                                   | 34   | 5   | 3   | 0   | 58   | 3   | 5   | 1   | 109    |
| Commission on the Deaf and Hearing Impaired                                     | 2    | 1   | 0   | 0   | 4    | 0   | 1   | 0   | 8      |
| State Library   | 28   | 3   | 2   | 1   | 49   | 4   | 1   | 0   | 88     |
| Department of Higher Education  | 8    | 3   | 1   | 0   | 26   | 6   | 3   | 1   | 48     |
| University of Connecticut   | 1665 | 98  | 97  | 119 | 1709 | 98  | 93  | 94  | 3973   |
| University of Connecticut - Health Center                                       | 933  | 79  | 73  | 152 | 1913 | 234 | 138 | 142 | 3664   |
| Board for State Academic Awards   | 18   | 3   | 0   | 1   | 37   | 3   | 0   | 1   | 63     |
| Teachers' Retirement Board  | 5    | 2   | 2   | 0   | 15   | 4   | 1   | 1   | 30     |
| Board for Regional Community-Technical Colleges                                 | 32   | 5   | 1   | 3   | 41   | 6   | 1   | 7   | 96     |
| Manchester Community-Technical College  | 77   | 22  | 13  | 8   | 119  | 27  | 7   | 4   | 277    |
| 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    |
| Housatonic Community-Technical College  | 53   | 9   | 8   | 4   | 74   | 19  | 14  | 3   | 184    |
| Middlesex Community-Technical College   | 36   | 6   | 3   | 6   | 53   | 6   | 3   | 7   | 120    |
| Capital Community-Technical College   | 39   | 13  | 14  | 0   | 61   | 22  | 10  | 4   | 163    |
| Naugatuck Valley Community-Technical College                                    | 90   | 6   | 8   | 2   | 112  | 14  | 7   | 3   | 242    |
| Gateway Community-Technical College   | 67   | 6   | 7   | 5   | 86   | 18  | 9   | 8   | 206    |
| Tunxis Community-Technical College  | 54   | 4   | 3   | 2   | 114  | 6   | 5   | 2   | 190    |
| Three Rivers Community-Technical College  | 53   | 3   | 1   | 4   | 79   | 14  | 4   | 6   | 164    |
| Quinebaug Valley Community-Technical College                                    | 30   | 2   | 3   | 0   | 44   | 1   | 2   | 3   | 85     |
| Asnuntuck Community-Technical College   | 28   | 3   | 0   | 1   | 37   | 4   | 1   | 1   | 75     |
| Board of Trustees for State University System                                   | 36   | 4   | 1   | 0   | 29   | 5   | 6   | 1   | 82     |
| Central Connecticut State University  | 366  | 34  | 40  | 32  | 344  | 40  | 31  | 17  | 904    |
| Western Connecticut State University  | 233  | 26  | 24  | 33  | 215  | 17  | 16  | 21  | 585    |
| Southern Connecticut State University   | 370  | 55  | 20  | 15  | 355  | 89  | 21  | 18  | 943    |
| Eastern Connecticut State University  | 207  | 24  | 26  | 13  | 220  | 24  | 27  | 13  | 554    |
| Department of Correction  | 3424 | 936 | 543 | 38  | 1054 | 456 | 149 | 18  | 6618   |
| Department of Children and Families   | 627  | 313 | 160 | 39  | 1244 | 656 | 405 | 44  | 3488   |
| DMHAS - Capitol Region Mental Health Center                                     | 41   | 21  | 15  | 4   | 66   | 35  | 19  | 4   | 205    |
| DMHAS - Cedarcrest Hospital   | 76   | 43  | 23  | 2   | 109  | 77  | 34  | 18  | 382    |
| DMHAS - Connecticut Mental Health System  | 36   | 12  | 5   | 0   | 95   | 46  | 25  | 2   | 221    |
| DMHAS - Connecticut Valley Hospital   | 391  | 97  | 44  | 17  | 510  | 166 | 40  | 31  | 1296   |
| DMHAS - Southeastern Mental Health Authority                                    | 51   | 6   | 0   | 2   | 110  | 10  | 3   | 3   | 185    |

| <b>Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2006</b> |       |      |      |      |       |      |      |      | Page 3 |
|--|-------|------|------|------|-------|------|------|------|--------|
| DMHAS - Southwest Conn. Mental Health  | 61    | 59   | 17   | 6    | 113   | 81   | 41   | 8    | 386    |
| DMHAS - Western Conn. Mental Health Network  | 64    | 4    | 4    | 1    | 117   | 17   | 7    | 2    | 216    |
| <b>Totals</b>  | 18151 | 3000 | 1770 | 778  | 16827 | 4212 | 1900 | 716  | 47354  |
| <b>Percentage of Total</b>   | 38.3% | 6.3% | 3.7% | 1.6% | 35.5% | 8.9% | 4.0% | 1.5% |        |



**Table 3 State Employees by Agency sorted by Race/Gender as of December 31, 2006**

| Occupational Categories           | Male Employees |       |          |       | Female Employees |       |          |       | Total |
|-----------------------------------|----------------|-------|----------|-------|------------------|-------|----------|-------|-------|
|                                   | White          | Black | Hispanic | Other | White            | Black | Hispanic | Other |       |
| <b>Official/Administrators</b>    | 1023           | 94    | 45       | 22    | 955              | 136   | 57       | 16    | 2348  |
| Percentage of Category            | 43.6%          | 4.0%  | 1.9%     | 0.9%  | 40.7%            | 5.8%  | 2.4%     | 0.7%  |       |
| <b>Professionals</b>              | 8753           | 933   | 549      | 599   | 9510             | 1722  | 882      | 531   | 23479 |
| Percentage of Category            | 37.3%          | 4.0%  | 2.3%     | 2.6%  | 40.5%            | 7.3%  | 3.8%     | 2.3%  |       |
| <b>Technicians</b>                | 474            | 108   | 37       | 12    | 787              | 191   | 46       | 21    | 1676  |
| Percentage of Category            | 28.3%          | 6.4%  | 2.2%     | 0.7%  | 47.0%            | 11.4% | 2.7%     | 1.3%  |       |
| <b>Protective Service Workers</b> | 3988           | 912   | 577      | 53    | 521              | 315   | 106      | 10    | 6482  |
| Percentage of Category            | 61.5%          | 14.1% | 8.9%     | 0.8%  | 8.0%             | 4.9%  | 1.6%     | 0.2%  |       |
| <b>Paraprofessionals</b>          | 751            | 432   | 137      | 23    | 1475             | 817   | 230      | 52    | 3917  |
| Percentage of Category            | 19.2%          | 11.0% | 3.5%     | 0.6%  | 37.7%            | 20.9% | 5.9%     | 1.3%  |       |
| <b>Office/Clerical</b>            | 273            | 87    | 72       | 11    | 3120             | 905   | 479      | 68    | 5015  |
| Percentage of Category            | 5.4%           | 1.7%  | 1.4%     | 0.2%  | 62.2%            | 18.0% | 9.6%     | 1.4%  |       |
| <b>Skilled Craft Workers</b>      | 789            | 65    | 46       | 12    | 59               | 28    | 9        | 5     | 1013  |
| Percentage of Category            | 77.9%          | 6.4%  | 4.5%     | 1.2%  | 5.8%             | 2.8%  | 0.9%     | 0.5%  |       |
| <b>Service /Maintenance</b>       | 2100           | 369   | 307      | 46    | 400              | 98    | 91       | 13    | 3424  |
| Percentage of Category            | 61.3%          | 10.8% | 9.0%     | 1.3%  | 11.7%            | 2.9%  | 2.7%     | 0.4%  |       |
| <b>Totals</b>                     | 18151          | 3000  | 1770     | 778   | 16827            | 4212  | 1900     | 716   | 47354 |
| Percentage of Category            | 38.3%          | 6.3%  | 3.7%     | 1.6%  | 35.5%            | 8.9%  | 4.0%     | 1.5%  |       |

**Table 4 State Employees by Agency sorted by Age as of December 31, 2006**

| <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            | 127          | 0            | 6            | 7            | 10           | 7            | 14           | 17           | 35           | 15           | 10           | 6            | 0          |
| Attorney General                                 | 78           | 0            | 0            | 0            | 9            | 12           | 15           | 18           | 13           | 7            | 3            | 1            | 0          |
| Board for Regional Community-Technical Colleges  | 150          | 0            | 2            | 3            | 6            | 11           | 22           | 36           | 30           | 23           | 12           | 5            | 0          |
| Board of Education and Services for the Blind    | 251          | 0            | 1            | 7            | 15           | 23           | 41           | 52           | 53           | 40           | 15           | 2            | 2          |
| Board of Trustees for State University System    | 698          | 0            | 4            | 15           | 16           | 65           | 166          | 166          | 122          | 100          | 32           | 11           | 1          |
| Capital Community-Technical College              | 133          | 0            | 0            | 1            | 4            | 5            | 17           | 29           | 38           | 23           | 11           | 5            | 0          |
| Central Connecticut State University             | 133          | 0            | 2            | 8            | 7            | 7            | 28           | 26           | 28           | 18           | 8            | 1            | 0          |
| Charter Oak State College                        | 250          | 0            | 0            | 6            | 22           | 41           | 63           | 63           | 30           | 22           | 3            | 0            | 0          |
| Commission on Human Rights and Opportunities     | 368          | 1            | 3            | 9            | 29           | 31           | 67           | 76           | 76           | 52           | 23           | 1            | 0          |
| Commission on the Deaf and Hearing Impaired      | 275          | 3            | 4            | 2            | 6            | 18           | 50           | 65           | 65           | 38           | 18           | 6            | 0          |
| Connecticut Agricultural Experiment Station      | 179          | 0            | 0            | 1            | 5            | 10           | 16           | 32           | 40           | 46           | 24           | 4            | 1          |
| Department of Administrative Services            | 337          | 0            | 2            | 13           | 19           | 34           | 59           | 56           | 71           | 59           | 20           | 1            | 3          |
| Department of Agriculture                        | 519          | 0            | 5            | 16           | 35           | 60           | 83           | 96           | 95           | 88           | 35           | 3            | 3          |
| Department of Banking                            | 1763         | 0            | 24           | 122          | 204          | 434          | 410          | 239          | 181          | 100          | 44           | 5            | 0          |
| Department of Children and Families              | 22           | 0            | 0            | 0            | 0            | 0            | 3            | 1            | 4            | 8            | 5            | 1            | 0          |
| Department of Consumer Protection                | 817          | 5            | 18           | 42           | 83           | 132          | 156          | 157          | 135          | 67           | 14           | 5            | 3          |
| Department of Correction                         | 94           | 0            | 0            | 5            | 5            | 13           | 13           | 22           | 17           | 10           | 5            | 4            | 0          |
| Department of Developmental Services             | 114          | 0            | 3            | 3            | 6            | 18           | 30           | 18           | 17           | 16           | 2            | 1            | 0          |
| Department of Economic and Community Development | 142          | 0            | 2            | 2            | 5            | 6            | 25           | 38           | 23           | 26           | 12           | 3            | 0          |
| Department of Education                          | 15           | 0            | 0            | 1            | 0            | 2            | 3            | 0            | 2            | 3            | 3            | 1            | 0          |
| Department of Environmental Protection           | 117          | 0            | 0            | 2            | 7            | 13           | 22           | 22           | 21           | 19           | 7            | 3            | 1          |
| Department of Higher Education                   | 164          | 0            | 0            | 2            | 6            | 16           | 25           | 30           | 35           | 35           | 14           | 1            | 0          |
| Department of Information Technology             | 824          | 0            | 3            | 23           | 33           | 71           | 158          | 146          | 173          | 138          | 61           | 10           | 8          |
| Department of Insurance                          | 82           | 0            | 0            | 0            | 7            | 8            | 16           | 12           | 17           | 15           | 3            | 2            | 2          |
| Department of Motor Vehicles                     | 46           | 0            | 0            | 0            | 4            | 5            | 6            | 13           | 12           | 5            | 1            | 0            | 0          |
| Department of Public Health                      | 112          | 0            | 1            | 2            | 8            | 9            | 15           | 23           | 21           | 21           | 7            | 4            | 1          |
| Department of Public Safety                      | 56           | 0            | 1            | 1            | 2            | 6            | 7            | 16           | 9            | 9            | 4            | 1            | 0          |
| Department of Public Utility Control             | 943          | 0            | 5            | 43           | 60           | 108          | 169          | 229          | 188          | 100          | 33           | 5            | 3          |
| Department of Public Works                       | 142          | 0            | 3            | 4            | 4            | 7            | 26           | 26           | 29           | 23           | 16           | 4            | 0          |
| Department of Revenue Services                   | 102          | 0            | 6            | 5            | 7            | 13           | 11           | 14           | 23           | 13           | 7            | 2            | 1          |
| Department of Social Services                    | 827          | 0            | 4            | 44           | 67           | 87           | 123          | 141          | 155          | 130          | 56           | 19           | 1          |
| Department of Transportation                     | 19           | 0            | 0            | 0            | 0            | 5            | 4            | 3            | 3            | 3            | 1            | 0            | 0          |
| Department of Veterans Affairs                   | 51           | 0            | 0            | 1            | 3            | 4            | 6            | 6            | 15           | 9            | 5            | 1            | 1          |
| Division of Criminal Justice                     | 3725         | 1            | 14           | 77           | 278          | 599          | 773          | 911          | 674          | 284          | 92           | 22           | 0          |
| Division of Special Revenue                      | 336          | 0            | 0            | 11           | 16           | 32           | 53           | 66           | 82           | 47           | 23           | 3            | 3          |
| DMHAS - Capitol Region Mental Health Center      | 3221         | 1            | 38           | 74           | 146          | 394          | 703          | 739          | 661          | 305          | 132          | 18           | 10         |
| DMHAS - Cedarcrest Hospital                      | 1960         | 0            | 13           | 67           | 101          | 165          | 276          | 392          | 483          | 319          | 117          | 21           | 6          |
| DMHAS - Connecticut Mental Health System         | 10           | 0            | 0            | 0            | 0            | 0            | 1            | 4            | 3            | 0            | 1            | 1            | 0          |

| Table 4 State Employees by Agency sorted by Age as of December 31, 2006 |              |             |             |             |             |              |              |              |              |              |             |             | Page 2      |  |
|---|--------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|--|
| DMHAS - Connecticut Valley Hospital                                     | 109          | 0           | 2           | 4           | 5           | 12           | 17           | 18           | 27           | 18           | 5           | 1           | 0           |  |
| DMHAS - Office of the Commissioner                                      | 8            | 0           | 1           | 0           | 0           | 0            | 3            | 0            | 2            | 2            | 0           | 0           | 0           |  |
| DMHAS - Southwest Conn. Mental Health                                   | 88           | 0           | 0           | 0           | 1           | 6            | 15           | 13           | 20           | 23           | 9           | 1           | 0           |  |
| DMHAS - Western Conn. Mental Health Network                             | 48           | 0           | 0           | 2           | 5           | 7            | 3            | 8            | 8            | 9            | 6           | 0           | 0           |  |
| Eastern Connecticut State University                                    | 63           | 0           | 2           | 6           | 4           | 12           | 3            | 8            | 9            | 12           | 5           | 0           | 2           |  |
| Gateway Community-Technical College                                     | 3973         | 0           | 55          | 198         | 302         | 479          | 523          | 650          | 752          | 561          | 314         | 95          | 44          |  |
| Governor's Office   | 3664         | 1           | 77          | 263         | 360         | 440          | 565          | 594          | 625          | 436          | 217         | 65          | 21          |  |
| Housatonic Community-Technical College                                  | 30           | 0           | 0           | 2           | 2           | 3            | 5            | 4            | 7            | 4            | 2           | 1           | 0           |  |
| Labor Department  | 96           | 0           | 0           | 6           | 17          | 18           | 20           | 15           | 13           | 7            | 0           | 0           | 0           |  |
| Manchester Community-Technical College                                  | 277          | 0           | 5           | 6           | 11          | 30           | 40           | 53           | 50           | 50           | 26          | 5           | 1           |  |
| Middlesex Community-Technical College                                   | 103          | 0           | 0           | 1           | 5           | 11           | 19           | 17           | 26           | 16           | 7           | 1           | 0           |  |
| Military Department   | 231          | 0           | 1           | 2           | 14          | 26           | 43           | 54           | 47           | 26           | 13          | 4           | 1           |  |
| Naugatuck Valley Community-Technical College                            | 184          | 0           | 2           | 7           | 12          | 21           | 17           | 28           | 21           | 37           | 26          | 10          | 3           |  |
| Northwestern Community-Technical College                                | 120          | 0           | 1           | 3           | 7           | 12           | 16           | 18           | 16           | 27           | 16          | 3           | 1           |  |
| Norwalk Community-Technical College                                     | 163          | 0           | 0           | 8           | 5           | 17           | 28           | 23           | 32           | 32           | 10          | 5           | 3           |  |
| Office of Advocacy for Persons with Disabilities                        | 245          | 0           | 1           | 4           | 12          | 16           | 34           | 38           | 60           | 44           | 27          | 7           | 2           |  |
| Office of Consumer Counsel  | 206          | 0           | 0           | 6           | 10          | 14           | 20           | 39           | 27           | 51           | 27          | 11          | 1           |  |
| Office of Health Care Access  | 190          | 0           | 2           | 4           | 12          | 17           | 27           | 36           | 34           | 31           | 20          | 5           | 2           |  |
| Office of Policy and Management   | 165          | 0           | 1           | 1           | 9           | 13           | 17           | 42           | 37           | 24           | 13          | 8           | 0           |  |
| Office of the Medical Examiner  | 86           | 0           | 0           | 3           | 8           | 3            | 14           | 17           | 25           | 10           | 6           | 0           | 0           |  |
| Police Officer Standards and Training Council                           | 75           | 0           | 0           | 3           | 2           | 13           | 1            | 6            | 19           | 16           | 12          | 2           | 1           |  |
| Quinebaug Valley Community-Technical College                            | 82           | 0           | 0           | 3           | 5           | 9            | 12           | 20           | 19           | 7            | 5           | 1           | 1           |  |
| Secretary of the State  | 904          | 0           | 2           | 29          | 49          | 93           | 121          | 153          | 175          | 140          | 95          | 31          | 16          |  |
| Soldiers', Sailors' and Marine Fund                                     | 585          | 0           | 7           | 22          | 50          | 57           | 75           | 94           | 101          | 82           | 66          | 21          | 10          |  |
| Southern Connecticut State University                                   | 943          | 0           | 2           | 26          | 56          | 93           | 109          | 136          | 141          | 171          | 124         | 54          | 31          |  |
| State Comptroller   | 554          | 0           | 9           | 18          | 34          | 73           | 95           | 91           | 73           | 90           | 58          | 10          | 3           |  |
| State Library   | 6617         | 0           | 60          | 461         | 876         | 1209         | 1766         | 1002         | 626          | 405          | 176         | 36          | 0           |  |
| State Treasurer   | 3488         | 0           | 13          | 275         | 584         | 664          | 529          | 435          | 457          | 335          | 155         | 35          | 6           |  |
| Teachers' Retirement Board  | 205          | 0           | 2           | 5           | 11          | 17           | 37           | 42           | 47           | 33           | 9           | 2           | 0           |  |
| Three Rivers Community-Technical College                                | 382          | 0           | 2           | 18          | 48          | 55           | 74           | 58           | 63           | 42           | 20          | 0           | 2           |  |
| Tunxis Community-Technical College                                      | 221          | 0           | 0           | 10          | 12          | 23           | 29           | 39           | 51           | 39           | 14          | 3           | 1           |  |
| University of Connecticut   | 1296         | 0           | 4           | 20          | 71          | 134          | 194          | 288          | 311          | 182          | 66          | 23          | 3           |  |
| University of Connecticut - Health Center                               | 185          | 0           | 0           | 1           | 5           | 7            | 24           | 55           | 57           | 25           | 10          | 0           | 1           |  |
| Western Connecticut State University                                    | 386          | 0           | 1           | 8           | 29          | 44           | 55           | 79           | 75           | 56           | 28          | 5           | 6           |  |
| Workers' Compensation Commission  | 216          | 1           | 0           | 7           | 16          | 20           | 35           | 56           | 47           | 23           | 10          | 0           | 1           |  |
| <b>Total</b>  | <b>47354</b> | <b>13</b>   | <b>435</b>  | <b>2146</b> | <b>4000</b> | <b>6331</b>  | <b>8561</b>  | <b>8573</b>  | <b>8223</b>  | <b>5604</b>  | <b>2608</b> | <b>647</b>  | <b>213</b>  |  |
| <b>Percentage of Total</b>  |              | <b>0.0%</b> | <b>0.9%</b> | <b>4.5%</b> | <b>8.4%</b> | <b>13.4%</b> | <b>18.1%</b> | <b>18.1%</b> | <b>17.4%</b> | <b>11.8%</b> | <b>5.5%</b> | <b>1.4%</b> | <b>0.4%</b> |  |

**Table 5 State Employees by Agency sorted by Age as of December 31, 2006**

| <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>   | 2348         | 0            | 0            | 9            | 61           | 171          | 335          | 482          | 633          | 463          | 132          | 49           | 13         |
| Percentage of Category            |              | 0.0%         | 0.0%         | 0.4%         | 2.6%         | 7.3%         | 14.3%        | 20.5%        | 27.0%        | 19.7%        | 5.6%         | 2.1%         | 0.6%       |
| <b>Professionals</b>              | 23479        | 0            | 176          | 1196         | 1892         | 2779         | 3728         | 4109         | 4351         | 3168         | 1506         | 424          | 150        |
| Percentage of Category            |              | 0.0%         | 0.7%         | 5.1%         | 8.1%         | 11.8%        | 15.9%        | 17.5%        | 18.5%        | 13.5%        | 6.4%         | 1.8%         | 0.6%       |
| <b>Technicians</b>                | 1676         | 0            | 20           | 72           | 137          | 231          | 309          | 337          | 313          | 178          | 62           | 13           | 4          |
| Percentage of Category            |              | 0.0%         | 1.2%         | 4.3%         | 8.2%         | 13.8%        | 18.4%        | 20.1%        | 18.7%        | 10.6%        | 3.7%         | 0.8%         | 0.2%       |
| <b>Protective Service Workers</b> | 6482         | 0            | 71           | 509          | 948          | 1422         | 1659         | 932          | 514          | 304          | 104          | 15           | 4          |
| Percentage of Category            |              | 0.0%         | 1.1%         | 7.9%         | 14.6%        | 21.9%        | 25.6%        | 14.4%        | 7.9%         | 4.7%         | 1.6%         | 0.2%         | 0.1%       |
| <b>Paraprofessionals</b>          | 3917         | 5            | 27           | 152          | 385          | 664          | 712          | 775          | 671          | 362          | 132          | 27           | 5          |
| Percentage of Category            |              | 0.1%         | 0.7%         | 3.9%         | 9.8%         | 17.0%        | 18.2%        | 19.8%        | 17.1%        | 9.2%         | 3.4%         | 0.7%         | 0.1%       |
| <b>Office/Clerical</b>            | 5015         | 7            | 88           | 221          | 356          | 587          | 907          | 915          | 815          | 649          | 372          | 72           | 26         |
| Percentage of Category            |              | 0.1%         | 1.8%         | 4.4%         | 7.1%         | 11.7%        | 18.1%        | 18.2%        | 16.3%        | 12.9%        | 7.4%         | 1.4%         | 0.5%       |
| <b>Skilled Craft Workers</b>      | 1013         | 0            | 4            | 27           | 36           | 113          | 204          | 233          | 220          | 119          | 50           | 6            | 1          |
| Percentage of Category            |              | 0.0%         | 0.4%         | 2.7%         | 3.6%         | 11.2%        | 20.1%        | 23.0%        | 21.7%        | 11.7%        | 4.9%         | 0.6%         | 0.1%       |
| <b>Service/Maintenance</b>        | 3424         | 1            | 49           | 80           | 185          | 364          | 680          | 773          | 694          | 361          | 186          | 41           | 10         |
| Percentage of Category            |              | 0.0%         | 1.4%         | 2.3%         | 5.4%         | 10.6%        | 19.9%        | 22.6%        | 20.3%        | 10.5%        | 5.4%         | 1.2%         | 0.3%       |
| <b>Totals</b>                     | 47354        | 13           | 435          | 2266         | 4000         | 6331         | 8534         | 8556         | 8211         | 5604         | 2544         | 647          | 213        |
| <b>Percentage of Total</b>        |              | 0.0%         | 0.9%         | 4.8%         | 8.4%         | 13.4%        | 18.0%        | 18.1%        | 17.3%        | 11.8%        | 5.4%         | 1.4%         | 0.4%       |

## State Agency Affirmative Action Plans

The status of Affirmative Action Plan filings for the year 2006 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 2006, seventy-four (74) 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 2006:

- Seventy-four (74) plans were received
- Fifty-five (55) plans were approved
- Eight (8) plans were disapproved
- Five (5) plans were approved by default
- Six (6) plans received conditional approval
- Six (6) plans were filed late

**Table 6 Filing Status of Affirmative Action Plans Calendar Year 2006**

| <b>Agency</b>   | <b>Filing Status</b> |              | <b>Commission Action</b> |          |
|---|----------------------|--------------|--------------------------|----------|
| Administrative Services, Dept. of                           | (A)                  | Timely       | Approved                 | 12/14/06 |
| Agricultural Experiment Station, CT                         | (A)                  | Timely       | Approved                 | 01/12/06 |
| Agriculture, Department of                                  | (A)                  | Timely       | Approved                 | 12/14/06 |
| Asnuntuck Community College                                 | (A)                  | Timely       | Approved                 | 08/10/06 |
| Attorney General, Office of the                             | (A)                  | Timely       | Cond. Approved           | 10/12/06 |
| Banking, Department of                                      | (A)                  | Timely       | Disapproved              | 01/12/06 |
| Board of Education and Services for the Blind               | (A)                  | Timely       | Approved                 | 01/12/06 |
| Board of Trustees/Community-Technical Colleges              | (A)                  | Timely       | Approved                 | 06/08/06 |
| Capital Community College                                   | (A)                  | Timely       | Disapproved              | 07/13/06 |
| Capitol Region Mental Health Center (DMHAS)                 | (A)                  | Timely       | Approved                 | 07/13/06 |
| Cedarcrest Hospital (DMHAS)                                 | (A)                  | Timely       | App. By Default          | 03/09/06 |
| Central CT State University                                 | (A)                  | Timely       | Approved                 | 09/14/06 |
| Charter Oak State College (Board for State Academic Awards) | (A)                  | Timely       | Cond. Approved           | 06/08/06 |
| Chief Medical Examiner, Office of the                       | (A)                  | Timely       | Approved                 | 09/14/06 |
| Children & Families, Department of                          | (SA)                 | 29 days late | Approved                 | 03/08/06 |
| Comptroller, Office of the State                            | (A)                  | Timely       | Approved                 | 09/14/06 |
| Connecticut Mental Health Center (DMHAS)                    | (A)                  | Timely       | App. By Default          | 03/09/06 |
| Connecticut State University System                         | (A)                  | Timely       | Approved                 | 09/14/06 |
| Connecticut Valley Hospital (DMHAS)                         | (A)                  | Timely       | Approved                 | 04/11/06 |
| Consumer Counsel, Office of                                 | (B)                  | Timely       | Approved                 | 04/11/06 |
| Consumer Protection, Department of                          | (A)                  | Timely       | Approved                 | 05/11/06 |
| Correction, Department of                                   | (A)                  | 8 days late  | Approved                 | 03/09/06 |
| Criminal Justice, Division of                               | (A)                  | Timely       | Cond. Approved           | 12/14/06 |
| Deaf and Hearing Impaired, Commission on the                | (B)                  | Timely       | Approved                 | 06/08/06 |
| Eastern CT State University                                 | (A)                  | Timely       | Approved                 | 10/12/06 |
| Economic and Community Development, Department of           | (A)                  | Timely       | Approved                 | 08/10/06 |
| Education, Department of                                    | (A)                  | Timely       | Approved                 | 08/10/09 |
| Environmental Protection, Department of                     | (A)                  | Timely       | Approved                 | 02/09/06 |
| Gateway Community College                                   | (SA)                 | Timely       | Approved                 | 08/10/06 |
| Governor, Office of the                                     | (A)                  | Timely       | Approved                 | 05/11/06 |
| Health Care Access, Office of                               | (A)                  | Timely       | Approved                 | 05/11/06 |
| Higher Education, Department of                             | (A)                  | 2 days late  | Approved                 | 01/12/06 |
| Housatonic Community College                                | (A)                  | Timely       | Disapproved              | 08/10/06 |
| Human Rights & Opportunities, Commission on                 | (A)                  | Timely       | Cond. Approved           | 06/08/06 |
| Information Technology, Dept. of                            | (A)                  | Timely       | Approved                 | 04/11/06 |
| Insurance Department  | (A)                  | Timely       | App. By Default          | 03/09/06 |
| Labor, Department of  | (A)                  | Timely       | Approved                 | 11/09/06 |
| Library, Connecticut State                                  | (A)                  | Timely       | Approved                 | 06/08/06 |
| Manchester Community College                                | (A)                  | Timely       | Approved                 | 06/08/06 |
| Mental Health & Addiction Services, Department of (C.O.)    | (A)                  | Timely       | Approved                 | 12/14/06 |
| Mental Retardation, Department of (C.O.)                    | (A)                  | Timely       | Approved                 | 02/09/06 |
| Middlesex Community College                                 | (SA)                 | Timely       | Disapproved              | 01/12/06 |
| Middlesex Community College                                 | (SA)                 | Timely       | Approved                 | 07/13/06 |
| Military Department   | (A)                  | Timely       | Approved                 | 06/08/06 |
| Motor Vehicles, Department of                               | (A)                  | 6 days late  | Approved                 | 12/14/06 |
| Naugatuck Valley Community College                          | (A)                  | Timely       | Approved                 | 07/13/06 |

**Table 6 Filing Status of Affirmative Action Plans Calendar Year 2006**

| <b>Agency</b>  | <b>Filing Status</b> |              | <b>Commission Action</b> |          |
|--|----------------------|--------------|--------------------------|----------|
| Northwestern CT Community College                              | (A)                  | Timely       | Disapproved              | 08/10/06 |
| Norwalk Community College                                      | (A)                  | Timely       | Approved                 | 08/10/06 |
| Police Officer Standards and Training Council                  | (A)                  | Timely       | Approved                 | 10/12/06 |
| Policy and Management, Office of                               | (A)                  | Timely       | Approved                 | 12/07/05 |
| Protection & Advocacy for Persons with Disabilities, Office of | (A)                  | Timely       | Approved                 | 05/11/06 |
| Public Health, Department of                                   | (A)                  | 16 days late | Disapproved              | 10/12/06 |
| Public Safety, Department of                                   | (A)                  | Timely       | Cond. Approved           | 12/14/06 |
| Public Utility Control, Department of                          | (A)                  | Timely       | Approved                 | 03/09/06 |
| Public Works, Department of                                    | (A)                  | Timely       | Approved                 | 05/11/06 |
| Quinebaug Valley Community College                             | (A)                  | Timely       | Approved                 | 07/13/06 |
| Revenue Services, Department of                                | (A)                  | Timely       | Approved                 | 04/11/06 |
| Secretary of the State, Office of the                          | (A)                  | Timely       | Approved                 | 10/12/06 |
| Social Services, Department of                                 | (A)                  | Timely       | Approved                 | 06/08/06 |
| Soldiers', Sailors' and Marines' Fund                          | (B)                  | Timely       | Approved                 | 10/12/06 |
| Southern CT State University                                   | (A)                  | Timely       | Cond. Approved           | 11/09/06 |
| Southwest Connecticut Mental Health Center (DMHAS)             | (A)                  | Timely       | App. By Default          | 02/09/06 |
| Special Revenue, Division of                                   | (SA)                 | 18 days late | Disapproved              | 04/11/06 |
| Special Revenue, Division of                                   | (SA)                 | Timely       | Approved                 | 10/02/06 |
| Teachers' Retirement Board                                     | (A)                  | Timely       | Approved                 | 08/10/06 |
| Three Rivers Community College                                 | (A)                  | Timely       | Approved                 | 07/13/06 |
| Transportation, Department of                                  | (SA)                 | Timely       | Disapproved              | 08/10/06 |
| Treasurer, Office of the State                                 | (A)                  | Timely       | Approved                 | 04/11/06 |
| Tunxis Community College                                       | (A)                  | Timely       | Approved                 | 07/13/06 |
| University of Connecticut                                      | (A)                  | Timely       | App. By Default          | 02/09/06 |
| University of CT Health Center                                 | (A)                  | Timely       | Approved                 | 01/12/06 |
| Veterans' Affairs, Department of                               | (A)                  | Timely       | Approved                 | 05/11/06 |
| Western CT Mental Health Network (DMHAS)                       | (A)                  | Timely       | Approved                 | 08/10/06 |

**Abbreviations:**

**(A) Annual Filing**

**(SA) Semiannual Filing**

**(B) Biennial Filing**