

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

Report on Affirmative Action in
Connecticut State Agencies

Calendar Year 2009

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, 2009
- Table 2** State Employees by Agency Sorted by Race/Gender as of December 31, 2009
- Table 3** State Employees by Agency Sorted by Race/Gender/Occupational Category as of December 31, 2009
- Table 4** State Employees by Agency Sorted by Age as of December 31, 2009
- Table 5** State Employees by Agency Sorted by Age/Occupational Category as of December 31, 2009
- Table 6** Filing Status of Affirmative Action Plans Calendar Year 2009

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 -- 2009

| Table 1 Gender/Race Connecticut Workforce* and Connecticut State Government Employees** | | | | | | | | | | |
|-----------------------------------------------------------------------------------------|-----------|------|---------|------|----------|-----|--------|-----|-----------|------|
| | White | % | Black | % | Hispanic | % | Other | % | All | % |
| Male (Total Workforce) | 744,504 | 42.4 | 62,231 | 3.5 | 70,774 | 4.0 | 40,519 | 2.3 | 918,028 | 52.2 |
| Male (State Government) | 16,914 | 37.4 | 2,906 | 6.4 | 1,792 | 3.9 | 693 | 1.6 | 22,305 | 49.3 |
| Female (Total Workforce) | 664,879 | 37.8 | 76,358 | 4.3 | 63,532 | 3.6 | 33,575 | 1.9 | 838,344 | 47.8 |
| Female (State Government) | 15,954 | 35.3 | 4,190 | 9.3 | 2,033 | 4.7 | 720 | 1.6 | 22,897 | 50.7 |
| Total (Total Workforce) | 1,409,383 | 80.2 | 138,589 | 7.9 | 134,306 | 7.6 | 74,094 | 4.2 | 1,757,139 | 100 |
| Total (State Government) | 32,868 | 72.7 | 7,096 | 15.6 | 3,825 | 8.8 | 1,413 | 3.3 | 45,202 | 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

**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, 2009, 45,202 full-time employees. This represents about 2.6% of the total Connecticut workforce.

Proportionally, state government personnel are 49.3% male and 50.7% female, compared with 52.2% of males and 47.8% of females 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 72.7% of state employees while accounting for 80.2% of the total workforce. White males comprise 75.8% of male state employees while they make up 81.0% of the total male workforce. White females are 69.7% 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 15.7% of state employees while accounting for 7.9% of the total workforce. Black males comprise 13.0% of male state employees while they make up 6.8% of the total male workforce. Black females are 18.3% 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 8.5% of state employees while accounting for 7.6% of the total workforce. Hispanic males comprise 8.0% of male state employees while

they make up 7.7% of the total male workforce. Hispanic females are 8.9% 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 45,202 as of December 31, 2009 compared with 48,886, as of December 31, 2008. This is a decrease of 3,684 employees (7.5%) in the total state employee workforce 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 shift continues in the demographics of state employees in that females still account for more than 50% of the state government workforce with an edge of 592 positions. (An increase of approximately 86 positions or .19% from the prior year- the increase is not an actual increase, rather it reflects the variance between the total male state government workforce and the total female state government workforce. This disparity yields the following: a reduction in the total male state government workforce accounting for 1,885 positions or 4.2%; compared to the reduction in the total female state government workforce accounting for 1,799 positions or 3.9% -the difference yielding the 86 positions.) Females comprise 50.7% of state employees while males account for 49.3% or a difference of 1.3%.

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 by Race/Gender as of December 31, 2009

| Agency | Male Employees | | | | Female Employees | | | | Total |
|--------------------------------------------------|----------------|-------|----------|-------|------------------|-------|----------|-------|-------|
| | White | Black | Hispanic | Other | White | Black | Hispanic | Other | |
| Governor's Office | 64 | 4 | 2 | 0 | 47 | 5 | 3 | 0 | 125 |
| Secretary of the State | 23 | 2 | 2 | 4 | 28 | 21 | 7 | 1 | 88 |
| State Elections Enforcement Commission | 17 | 1 | 2 | 1 | 21 | 3 | 3 | 2 | 50 |
| Office of State Ethics | 8 | 0 | 0 | 0 | 5 | 1 | 3 | 0 | 17 |
| State Treasurer | 29 | 12 | 2 | 5 | 49 | 30 | 9 | 2 | 138 |
| State Comptroller | 97 | 12 | 3 | 4 | 96 | 29 | 14 | 8 | 263 |
| Department of Revenue Services | 249 | 48 | 13 | 15 | 237 | 85 | 24 | 17 | 688 |
| Division of Special Revenue | 46 | 7 | 5 | 0 | 39 | 12 | 4 | 2 | 115 |
| Office of Policy and Management | 43 | 2 | 2 | 4 | 52 | 16 | 3 | 0 | 122 |
| Department of Veterans Affairs | 67 | 22 | 13 | 3 | 78 | 26 | 11 | 9 | 229 |
| Department of Administrative Services | 117 | 18 | 13 | 3 | 145 | 32 | 14 | 5 | 347 |
| Department of Information Technology | 113 | 12 | 5 | 8 | 74 | 15 | 2 | 1 | 230 |
| Department of Public Works | 97 | 4 | 5 | 4 | 38 | 16 | 2 | 1 | 167 |
| Attorney General | 108 | 9 | 8 | 1 | 139 | 22 | 18 | 6 | 311 |
| Division of Criminal Justice | 248 | 10 | 8 | 3 | 189 | 19 | 13 | 4 | 494 |
| Department of Public Safety | 1152 | 77 | 57 | 17 | 291 | 40 | 24 | 6 | 1664 |
| Police Officer Standards and Training Council | 16 | 0 | 0 | 0 | 7 | 1 | 1 | 0 | 25 |
| Department of Motor Vehicles | 237 | 28 | 30 | 7 | 297 | 82 | 49 | 5 | 735 |
| Military Department | 61 | 6 | 5 | 0 | 21 | 3 | 5 | 2 | 103 |
| Department of Banking | 34 | 7 | 2 | 2 | 48 | 10 | 6 | 4 | 113 |
| Department of Insurance | 55 | 7 | 3 | 2 | 54 | 12 | 5 | 2 | 140 |
| Connecticut Siting Council | 4 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 9 |
| Office of Consumer Counsel | 6 | 1 | 0 | 0 | 6 | 0 | 1 | 0 | 14 |
| Department of Public Utility Control | 46 | 5 | 1 | 3 | 36 | 10 | 8 | 1 | 110 |
| Department of Consumer Protection | 70 | 6 | 5 | 2 | 52 | 19 | 9 | 3 | 166 |
| Labor Department | 233 | 38 | 18 | 10 | 267 | 90 | 52 | 17 | 725 |
| Commission on Human Rights and Opportunities | 18 | 4 | 4 | 1 | 22 | 20 | 3 | 2 | 74 |
| Office of Advocacy for Persons with Disabilities | 10 | 1 | 1 | 1 | 21 | 5 | 6 | 1 | 46 |
| Office of Child Advocate | 0 | 0 | 0 | 0 | 6 | 0 | 1 | 0 | 7 |
| Workers' Compensation Commission | 12 | 1 | 2 | 0 | 48 | 21 | 5 | 1 | 90 |
| Department of Agriculture | 30 | 2 | 0 | 0 | 26 | 2 | 1 | 0 | 61 |
| Department of Environmental Protection | 511 | 18 | 18 | 17 | 268 | 42 | 26 | 11 | 911 |
| Department of Economic and Community Development | 50 | 8 | 1 | 0 | 47 | 13 | 6 | 4 | 129 |
| Connecticut Agricultural Experiment Station | 47 | 3 | 1 | 2 | 35 | 0 | 1 | 3 | 92 |
| Department of Public Health | 166 | 29 | 15 | 12 | 359 | 118 | 56 | 19 | 774 |

Table 2 State Employees by Agency by Race/Gender as of December 31, 2009

| | | | | | | | | | |
|------------------------------------------------------|-------|------|------|------|-------|------|------|------|-------|
| Office of the Medical Examiner | 17 | 2 | 3 | 0 | 20 | 5 | 7 | 0 | 54 |
| Department of Developmental Services | 721 | 254 | 54 | 13 | 1545 | 549 | 118 | 20 | 3274 |
| Department of Mental Health and Addiction Services | 741 | 258 | 132 | 43 | 1182 | 468 | 204 | 93 | 3121 |
| Department of Transportation | 2049 | 214 | 163 | 76 | 481 | 71 | 35 | 25 | 3114 |
| Department of Emergency Management and Homeland Sec. | 25 | 1 | 1 | 2 | 19 | 3 | 2 | 2 | 55 |
| Commission on Culture and Tourism | 10 | 2 | 1 | 0 | 19 | 1 | 2 | 1 | 36 |
| Department of Social Services | 357 | 102 | 57 | 17 | 725 | 367 | 174 | 30 | 1829 |
| Soldiers', Sailors' and Marine Fund | 5 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 9 |
| Department of Education | 764 | 67 | 51 | 11 | 854 | 109 | 65 | 13 | 1934 |
| Board of Education and Services for the Blind | 32 | 5 | 4 | 0 | 62 | 7 | 4 | 2 | 116 |
| Commission on the Deaf and Hearing Impaired | 2 | 1 | 0 | 0 | 4 | 1 | 0 | 0 | 8 |
| State Library | 22 | 3 | 2 | 1 | 35 | 3 | 2 | 0 | 68 |
| Department of Higher Education | 7 | 4 | 0 | 0 | 22 | 4 | 2 | 1 | 40 |
| University of Connecticut | 1615 | 95 | 111 | 133 | 1693 | 99 | 97 | 101 | 3944 |
| University of Connecticut - Health Center | 865 | 83 | 65 | 89 | 1888 | 266 | 153 | 114 | 3523 |
| Board for State Academic Awards | 21 | 2 | 1 | 1 | 41 | 2 | 1 | 0 | 69 |
| Teachers' Retirement Board | 5 | 2 | 1 | 1 | 11 | 2 | 1 | 1 | 24 |
| Manchester Community-Technical College | 46 | 18 | 10 | 4 | 64 | 20 | 7 | 4 | 173 |
| Northwestern Community-Technical College | 28 | 4 | 0 | 1 | 59 | 0 | 3 | 1 | 96 |
| Norwalk Community-Technical College | 69 | 11 | 5 | 3 | 113 | 25 | 10 | 3 | 239 |
| Housatonic Community-Technical College | 56 | 10 | 8 | 3 | 70 | 19 | 17 | 3 | 186 |
| Middlesex Community-Technical College | 37 | 5 | 2 | 3 | 47 | 6 | 3 | 6 | 109 |
| Capital Community-Technical College | 35 | 11 | 12 | 0 | 51 | 18 | 11 | 4 | 142 |
| Naugatuck Valley Community-Technical College | 84 | 8 | 7 | 2 | 117 | 12 | 11 | 4 | 245 |
| Gateway Community-Technical College | 67 | 7 | 8 | 5 | 90 | 25 | 9 | 7 | 218 |
| Tunxis Community-Technical College | 56 | 3 | 3 | 1 | 100 | 6 | 5 | 3 | 177 |
| Three Rivers Community-Technical College | 52 | 4 | 1 | 2 | 73 | 12 | 3 | 5 | 152 |
| Quinebaug Valley Community-Technical College | 29 | 1 | 4 | 0 | 44 | 0 | 2 | 3 | 83 |
| Asnuntuck Community-Technical College | 22 | 4 | 0 | 0 | 37 | 4 | 1 | 3 | 71 |
| Board of Trustees for State University System | 31 | 4 | 1 | 0 | 25 | 7 | 2 | 1 | 71 |
| Central Connecticut State University | 351 | 43 | 36 | 26 | 335 | 39 | 33 | 16 | 879 |
| Western Connecticut State University | 227 | 20 | 23 | 15 | 207 | 24 | 21 | 12 | 549 |
| Southern Connecticut State University | 327 | 56 | 19 | 16 | 335 | 80 | 25 | 22 | 880 |
| Eastern Connecticut State University | 208 | 23 | 27 | 17 | 236 | 25 | 29 | 15 | 580 |
| Department of Correction | 3298 | 856 | 584 | 46 | 1005 | 457 | 168 | 20 | 6434 |
| Department of Children and Families | 549 | 319 | 150 | 31 | 1192 | 633 | 408 | 46 | 3328 |
| Total | 16914 | 2906 | 1792 | 693 | 15955 | 4189 | 2033 | 720 | 45202 |
| % of total workforce | 37.4% | 6.4% | 4.0% | 1.5% | 35.3% | 9.3% | 4.5% | 1.6% | |

| Occupational Categories | Male Employees | | | | Female Employees | | | | Total |
|----------------------------|----------------|-------|----------|-------|------------------|-------|----------|-------|-------|
| | White | Black | Hispanic | Other | White | Black | Hispanic | Other | |
| Official/Administrators | 902 | 79 | 44 | 20 | 851 | 126 | 51 | 14 | 2087 |
| % of Category | 43.2% | 3.8% | 2.1% | 1.0% | 40.8% | 6.0% | 2.4% | 0.7% | |
| Professionals | 8146 | 919 | 534 | 516 | 9521 | 1873 | 972 | 547 | 23028 |
| % of Category | 35.4% | 4.0% | 2.3% | 2.2% | 41.3% | 8.1% | 4.2% | 2.4% | |
| Technicians | 421 | 94 | 44 | 19 | 652 | 168 | 56 | 13 | 1467 |
| % of Category | 28.7% | 6.4% | 3.0% | 1.3% | 44.4% | 11.5% | 3.8% | 0.9% | |
| Protective Service Workers | 3836 | 878 | 628 | 59 | 487 | 297 | 114 | 11 | 6310 |
| % of Category | 60.8% | 13.9% | 10.0% | 0.9% | 7.7% | 4.7% | 1.8% | 0.2% | |
| Paraprofessionals | 670 | 419 | 119 | 22 | 1319 | 750 | 232 | 53 | 3584 |
| % of Category | 18.7% | 11.7% | 3.3% | 0.6% | 36.8% | 20.9% | 6.5% | 1.5% | |
| Office/Clerical | 241 | 96 | 66 | 15 | 2684 | 883 | 507 | 68 | 4560 |
| % of Category | 5.3% | 2.1% | 1.4% | 0.3% | 58.9% | 19.4% | 11.1% | 1.5% | |
| Skilled Craft Workers | 782 | 70 | 47 | 9 | 58 | 25 | 7 | 4 | 1002 |
| % of Category | 78.0% | 7.0% | 4.7% | 0.9% | 5.8% | 2.5% | 0.7% | 0.4% | |
| Service /Maintenance | 1916 | 351 | 310 | 33 | 382 | 68 | 94 | 10 | 3164 |
| % of Category | 60.6% | 11.1% | 9.8% | 1.0% | 12.1% | 2.1% | 3.0% | 0.3% | |
| Total | 16914 | 2906 | 1792 | 693 | 15954 | 4190 | 2033 | 720 | 45202 |
| % of Category | 37.4% | 6.4% | 4.0% | 1.5% | 35.3% | 9.3% | 4.5% | 1.6% | |

Table 4 Total Full Time State Workforce by Age as of Decamber 31, 2009

| Agency | 16-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70+ | Total |
|--------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-------|
| Governor's Office | 0 | 1 | 7 | 4 | 12 | 12 | 16 | 23 | 31 | 10 | 7 | 2 | 125 |
| Secretary of the State | 0 | 0 | 1 | 9 | 11 | 16 | 21 | 18 | 7 | 3 | 1 | 1 | 88 |
| State Elections Enforcement Commission | 0 | 0 | 6 | 4 | 12 | 16 | 4 | 2 | 4 | 2 | 0 | 0 | 50 |
| Office of State Ethics | 0 | 0 | 0 | 5 | 0 | 3 | 2 | 4 | 1 | 2 | 0 | 0 | 17 |
| State Treasurer | 0 | 1 | 3 | 5 | 5 | 13 | 21 | 38 | 29 | 16 | 6 | 1 | 138 |
| State Comptroller | 0 | 0 | 6 | 13 | 23 | 27 | 56 | 60 | 46 | 27 | 3 | 2 | 263 |
| Department of Revenue Services | 0 | 10 | 33 | 26 | 38 | 118 | 170 | 142 | 87 | 54 | 10 | 0 | 688 |
| Division of Special Revenue | 0 | 0 | 3 | 3 | 9 | 9 | 26 | 33 | 22 | 6 | 4 | 0 | 115 |
| Office of Policy and Management | 0 | 1 | 5 | 7 | 6 | 8 | 29 | 28 | 22 | 14 | 2 | 0 | 122 |
| Department of Veterans Affairs | 0 | 3 | 6 | 14 | 23 | 30 | 51 | 51 | 32 | 17 | 2 | 0 | 229 |
| Department of Administrative Services | 0 | 1 | 5 | 17 | 26 | 51 | 57 | 84 | 63 | 30 | 12 | 1 | 347 |
| Department of Information Technology | 0 | 0 | 5 | 4 | 11 | 31 | 51 | 74 | 28 | 20 | 5 | 1 | 230 |
| Department of Public Works | 0 | 0 | 0 | 4 | 7 | 17 | 36 | 32 | 34 | 27 | 8 | 2 | 167 |
| Attorney General | 0 | 0 | 9 | 26 | 26 | 48 | 59 | 60 | 58 | 21 | 3 | 1 | 311 |
| Division of Criminal Justice | 0 | 2 | 13 | 26 | 42 | 80 | 86 | 106 | 87 | 38 | 13 | 1 | 494 |
| Department of Public Safety | 0 | 25 | 109 | 126 | 276 | 398 | 405 | 165 | 115 | 37 | 8 | 0 | 1664 |
| Police Officer Standards and Training Council | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 3 | 6 | 5 | 6 | 0 | 25 |
| Department of Motor Vehicles | 17 | 27 | 53 | 87 | 128 | 157 | 144 | 81 | 37 | 3 | 0 | 1 | 735 |
| Military Department | 0 | 3 | 3 | 4 | 13 | 19 | 20 | 23 | 13 | 4 | 1 | 0 | 103 |
| Department of Banking | 0 | 1 | 11 | 3 | 8 | 18 | 31 | 19 | 13 | 7 | 1 | 1 | 113 |
| Department of Insurance | 0 | 1 | 3 | 5 | 4 | 21 | 37 | 26 | 20 | 16 | 7 | 0 | 140 |
| Connecticut Siting Council | 0 | 0 | 1 | 3 | 1 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 9 |
| Office of Consumer Counsel | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 2 | 1 | 0 | 14 |
| Department of Public Utility Control | 0 | 1 | 2 | 6 | 6 | 19 | 24 | 23 | 17 | 8 | 3 | 1 | 110 |
| Department of Consumer Protection | 0 | 1 | 3 | 4 | 14 | 18 | 34 | 39 | 32 | 18 | 3 | 0 | 166 |
| Labor Department | 0 | 1 | 17 | 31 | 42 | 99 | 168 | 152 | 117 | 78 | 17 | 3 | 725 |
| Commission on Human Rights and Opportunities | 0 | 0 | 0 | 3 | 5 | 10 | 12 | 13 | 19 | 9 | 2 | 1 | 74 |
| Office of Advocacy for Persons with Disabilities | 0 | 0 | 0 | 1 | 3 | 10 | 6 | 12 | 13 | 1 | 0 | 0 | 46 |
| Office of Child Advocate | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 7 |
| Workers' Compensation Commission | 0 | 0 | 3 | 3 | 5 | 13 | 14 | 24 | 17 | 9 | 2 | 0 | 90 |
| Department of Agriculture | 0 | 0 | 1 | 4 | 3 | 7 | 11 | 19 | 7 | 8 | 1 | 0 | 61 |
| Department of Environmental Protection | 0 | 6 | 47 | 76 | 85 | 143 | 207 | 204 | 93 | 41 | 7 | 2 | 911 |
| Department of Economic and Community Development | 0 | 0 | 4 | 8 | 5 | 15 | 23 | 23 | 29 | 14 | 8 | 0 | 129 |
| Connecticut Agricultural Experiment Station | 0 | 1 | 6 | 3 | 11 | 13 | 14 | 20 | 15 | 6 | 2 | 1 | 92 |
| Department of Public Health | 0 | 3 | 26 | 73 | 76 | 100 | 135 | 159 | 120 | 68 | 11 | 3 | 774 |
| Office of the Medical Examiner | 0 | 0 | 4 | 6 | 6 | 6 | 6 | 11 | 7 | 5 | 3 | 0 | 54 |
| Department of Developmental Services | 1 | 22 | 43 | 95 | 242 | 553 | 744 | 880 | 474 | 172 | 41 | 7 | 3274 |

| | | | | | | | | | | | | | |
|----------------------------------------------------------|------|------|------|------|-------|-------|-------|-------|-------|------|------|------|-------|
| Department of Mental Health and Addiction Services | 0 | 8 | 72 | 204 | 334 | 450 | 620 | 722 | 460 | 193 | 47 | 11 | 3121 |
| Department of Transportation | 0 | 54 | 125 | 136 | 263 | 557 | 769 | 712 | 349 | 135 | 13 | 1 | 3114 |
| Department of Emergency Management and Homeland Security | 0 | 0 | 1 | 3 | 5 | 8 | 14 | 11 | 6 | 4 | 2 | 1 | 55 |
| Commission on Culture and Tourism | 0 | 0 | 0 | 1 | 6 | 3 | 7 | 8 | 4 | 5 | 1 | 1 | 36 |
| Department of Social Services | 0 | 10 | 100 | 157 | 163 | 241 | 332 | 410 | 285 | 106 | 20 | 5 | 1829 |
| Soldiers', Sailors' and Marine Fund | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 5 | 2 | 0 | 0 | 0 | 9 |
| Department of Education | 0 | 19 | 83 | 116 | 173 | 274 | 345 | 426 | 316 | 132 | 50 | 0 | 1934 |
| Board of Education and Services for the Blind | 0 | 2 | 8 | 5 | 7 | 14 | 23 | 23 | 20 | 12 | 2 | 0 | 116 |
| Commission on the Deaf and Hearing Impaired | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 2 | 2 | 0 | 0 | 0 | 8 |
| State Library | 0 | 0 | 0 | 1 | 4 | 11 | 11 | 13 | 16 | 11 | 1 | 0 | 68 |
| Department of Higher Education | 0 | 0 | 0 | 3 | 4 | 7 | 5 | 8 | 7 | 5 | 1 | 0 | 40 |
| University of Connecticut | 0 | 24 | 187 | 302 | 459 | 529 | 660 | 710 | 563 | 358 | 103 | 49 | 3944 |
| University of Connecticut - Health Center | 1 | 38 | 176 | 280 | 389 | 534 | 645 | 616 | 482 | 262 | 85 | 15 | 3523 |
| Board for State Academic Awards | 0 | 1 | 8 | 5 | 10 | 7 | 9 | 11 | 8 | 7 | 1 | 2 | 69 |
| Teachers' Retirement Board | 0 | 0 | 1 | 1 | 2 | 3 | 2 | 9 | 3 | 3 | 0 | 0 | 24 |
| Manchester Community-Technical College | 0 | 0 | 7 | 12 | 15 | 23 | 34 | 25 | 32 | 21 | 2 | 2 | 173 |
| Northwestern Community-Technical College | 0 | 0 | 4 | 6 | 4 | 11 | 16 | 22 | 18 | 11 | 3 | 1 | 96 |
| Norwalk Community-Technical College | 0 | 0 | 6 | 10 | 16 | 21 | 38 | 39 | 46 | 43 | 16 | 4 | 239 |
| Housatonic Community-Technical College | 0 | 1 | 5 | 10 | 18 | 22 | 32 | 26 | 37 | 20 | 10 | 5 | 186 |
| Middlesex Community-Technical College | 0 | 0 | 1 | 8 | 8 | 14 | 21 | 17 | 19 | 15 | 4 | 2 | 109 |
| Capital Community-Technical College | 0 | 0 | 2 | 12 | 10 | 14 | 29 | 26 | 30 | 14 | 5 | 0 | 142 |
| Naugatuck Valley Community-Technical College | 0 | 1 | 7 | 11 | 16 | 29 | 48 | 48 | 47 | 29 | 6 | 3 | 245 |
| Gateway Community-Technical College | 0 | 0 | 3 | 13 | 11 | 20 | 31 | 45 | 28 | 42 | 21 | 4 | 218 |
| Tunxis Community-Technical College | 0 | 0 | 4 | 5 | 23 | 20 | 26 | 44 | 29 | 19 | 4 | 3 | 177 |
| Three Rivers Community-Technical College | 0 | 1 | 4 | 6 | 10 | 4 | 37 | 37 | 26 | 20 | 4 | 3 | 152 |
| Quinebaug Valley Community-Technical College | 0 | 0 | 2 | 3 | 6 | 10 | 14 | 23 | 15 | 8 | 2 | 0 | 83 |
| Asnuntuck Community-Technical College | 0 | 0 | 1 | 6 | 6 | 8 | 12 | 11 | 9 | 9 | 7 | 2 | 71 |
| Board of Trustees for State University System | 0 | 0 | 0 | 3 | 8 | 7 | 18 | 21 | 6 | 4 | 4 | 0 | 71 |
| Central Connecticut State University | 0 | 5 | 22 | 50 | 86 | 117 | 142 | 169 | 150 | 98 | 31 | 9 | 879 |
| Western Connecticut State University | 0 | 1 | 18 | 30 | 40 | 65 | 84 | 111 | 90 | 62 | 38 | 10 | 549 |
| Southern Connecticut State University | 0 | 3 | 25 | 57 | 91 | 124 | 131 | 133 | 148 | 104 | 39 | 25 | 880 |
| Eastern Connecticut State University | 0 | 6 | 26 | 33 | 57 | 78 | 116 | 89 | 82 | 65 | 24 | 4 | 580 |
| Department of Correction | 1 | 186 | 554 | 773 | 994 | 1730 | 993 | 642 | 350 | 177 | 22 | 12 | 6434 |
| Department of Children and Families | 0 | 21 | 289 | 533 | 663 | 555 | 441 | 419 | 278 | 106 | 20 | 3 | 3328 |
| Total | 20 | 492 | 2181 | 3505 | 5090 | 7614 | 8433 | 8290 | 5681 | 2899 | 788 | 209 | 45202 |
| % of total workforce | 0.0% | 1.1% | 4.8% | 7.8% | 11.3% | 16.8% | 18.7% | 18.3% | 12.6% | 6.4% | 1.7% | 0.5% | |

Table 5 Total Full Time Workforce by Age as of December 31, 2009

| Category or class | Total Employed | 16-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70+ |
|----------------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| Officials/Administrators | 2087 | 0 | 0 | 2 | 25 | 122 | 286 | 391 | 532 | 427 | 215 | 73 | 14 |
| % of Category | | 0.0% | 0.0% | 0.1% | 1.2% | 5.8% | 13.7% | 18.7% | 25.5% | 20.5% | 10.3% | 3.5% | 0.7% |
| Professionals | 23028 | 3 | 152 | 1043 | 1840 | 2562 | 3400 | 4070 | 4227 | 3275 | 1788 | 519 | 149 |
| % of Category | | 0.0% | 0.7% | 4.5% | 8.0% | 11.1% | 14.8% | 17.7% | 18.4% | 14.2% | 7.8% | 2.3% | 0.6% |
| Technicians | 1467 | 0 | 7 | 52 | 128 | 163 | 232 | 311 | 306 | 203 | 52 | 9 | 4 |
| % of Category | | 0.0% | 0.5% | 3.5% | 8.7% | 11.1% | 15.8% | 21.2% | 20.9% | 13.8% | 3.5% | 0.6% | 0.3% |
| Protective Service Workers | 6310 | 1 | 194 | 638 | 753 | 1077 | 1648 | 1054 | 535 | 278 | 116 | 14 | 2 |
| % of Category | | 0.0% | 3.1% | 10.1% | 11.9% | 17.1% | 26.1% | 16.7% | 8.5% | 4.4% | 1.8% | 0.2% | 0.0% |
| Paraprofessionals | 3584 | 1 | 28 | 103 | 230 | 372 | 628 | 772 | 784 | 430 | 193 | 38 | 5 |
| % of Category | | 0.0% | 0.8% | 2.9% | 6.4% | 10.4% | 17.5% | 21.5% | 21.9% | 12.0% | 5.4% | 1.1% | 0.1% |
| Office/Clerical | 4560 | 15 | 59 | 222 | 318 | 455 | 721 | 879 | 911 | 545 | 328 | 88 | 19 |
| % of Category | | 0.3% | 1.3% | 4.9% | 7.0% | 10.0% | 15.8% | 19.3% | 20.0% | 12.0% | 7.2% | 1.9% | 0.4% |
| Skilled Craft Workers | 1002 | 0 | 5 | 21 | 53 | 82 | 171 | 248 | 222 | 129 | 55 | 12 | 4 |
| % of Category | | 0.0% | 0.5% | 2.1% | 5.3% | 8.2% | 17.1% | 24.8% | 22.2% | 12.9% | 5.5% | 1.2% | 0.4% |
| Service/Maintenance | 3164 | 0 | 47 | 100 | 158 | 257 | 528 | 708 | 773 | 394 | 152 | 35 | 12 |
| % of Category | | 0.0% | 1.5% | 3.2% | 5.0% | 8.1% | 16.7% | 22.4% | 24.4% | 12.5% | 4.8% | 1.1% | 0.4% |
| Total | 45202 | 20 | 492 | 2181 | 3505 | 5090 | 7614 | 8433 | 8290 | 5681 | 2899 | 788 | 209 |
| % of Category | | 0.0% | 1.1% | 4.8% | 7.8% | 11.3% | 16.8% | 18.7% | 18.3% | 12.6% | 6.4% | 1.7% | 0.5% |

State Agency Affirmative Action Plans

The status of affirmative action plan filings for the year 2009 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. The required filing date for each agency is established by regulation. 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 2009:

- Sixty-Five (65) plans were received.
- No plans were approved by default.
- Fifty- Four (54) plans were approved.
- Four (4) plans received conditional approval.
- Seven (7) plans were disapproved.
- Fifty-Nine (59) plans were filed on time.
- Six (6) plans were filed late. *{One plan that was filed late in 2009, and not included in this 2009 Calendar Year listing of affirmative action plan filings, was scheduled for and, actually was conditionally approved in January, 2010.}*
- One (1) plan is required to be filed Biennially
- Sixty-Four (64) plans are required to be filed Annually

| AGENCY | FILING STATUS | COMMISSION ACTION |
|----------------------------------------------|------------------|-----------------------|
| Administrative Services, Dept. of | (A) timely | Cond Approved 12/9/09 |
| Agriculture Exp. Station, CT | (A) timely | Approved 1/8/09 |
| Agriculture, Department of | (A) timely | Approved 12/9/09 |
| Asnuntuck Community College | (A) timely | Disapproved 8/12/09 |
| Attorney General, Office of the | (A) timely | Approved 9/9/09 |
| Banking, Department of | (A) timely | Approved 1/8/09 |
| Blind, Bd. Of Education & Services for the | (A) timely | Approved 1/8/09 |
| Bd. Of Trustees/Community-Technical Colleges | (A) timely | Approved 1/10/09 |
| Capital Community College | (A) 87 days late | Disapproved 9/9/09 |
| Central CT State University | (A) timely | Approved 9/9/09 |
| Charter Oak State College (BSAA) | (A) 31 days late | Disapproved 6/10/09 |
| Chief Medical Examiner, Office of the | (A) timely | Approved 9/9/09 |

| AGENCY | FILING STATUS | COMMISSION ACTION |
|---------------------------------------------------------------------------------------|---------------------------------|--------------------------|
| Children & Families, Department of | (A) 3 days late | Approved 2/11/09 |
| Comptroller, Office of the State | (A) timely | Approved 9/9/09 |
| CT Commission on Culture and Tourism | (A) timely | Approved 7/8/09 |
| CT Siting Counsel | (B) timely | Approved 11/12/09 |
| CT State Library | (A) timely | Approved 6/10/09 |
| CT State University System | (A) timely | Approved 9/9/09 |
| Consumer Protection, Department of | (A) timely | Approved 5/13/09 |
| Correction, Department of | (A) 29 days late | Approved 3/11/09 |
| Developmental Services, Department of, (formerly Department of Mental Retardation) | (A) timely | Approved 2/11/09 |
| Eastern CT State University | (A) timely | Approved 10/7/09 |
| Economic & Community Dev., Department of | (A) 1 day late | Approved 9/9/09 |
| Education, Department of | (A) timely | Approved 9/9/09 |
| State Elections Enforcement Commission | (A) timely | Cond Approved 11/12/09 |
| Dept. of Emergency Mgt & Homeland Security | (A) timely | Approved 5/13/09 |
| Environmental Protection, Department of | (A) timely | Approved 2/11/09 |
| Gateway Community College | (A) timely | Approved 8/12/09 |
| Governor, Office of the | (A) timely | Approved 5/13/09 |
| Health Care Access, Office of | (A) timely | Approved 5/13/09 |
| Dept. of Higher Education | (A) timely | Approved 1/8/09 |
| Housatonic Community College | (A) timely | Approved 8/12/09 |
| Human Rights & Opportunities, Commission on | (A) timely | Approved 5/13/09 |
| Information Technology, Dept. of | (A) timely | Approved 4/8/09 |
| Insurance Department | (A) timely | Approved 3/11/09 |
| Dept. of Labor | (A) timely | Cond Approved 11/12/09 |
| Dept. of Mental Health & Addiction Services | (A) New filing date 01/30/09 | Approved 5/13/09 |
| Manchester Community College | (A) timely | Disapproved 6/10/09 |
| Military Department | (A) timely | Approved 7/8/09 |
| Department of Motor Vehicles | (A) timely | Approved 12/9/09 |
| Northwestern Connecticut Community College | (A) timely | Approved 10/6/09 |
| Norwalk Community College | (A) timely | Disapproved 8/12/09 |
| Police Officer Standards and Training Council | (A) timely | Approved 9/9/09 |
| Policy and Management, Office of | (A) timely | Cond Approved 1/8/09 |
| Protection and Advocacy for Persons w/Disabilities, Office of | (A) timely | Approved 5/13/09 |
| Public Health, Department of | (A) 21 days late | Disapproved 10/14/09 |
| Department of Public Safety | (A) timely | Approved 12/9/09 |
| Public Utility Control, Dept. of | (A) timely | Approved 3/11/09 |
| Public Works, Dept. of | (A) timely | Approved 5/13/09 |
| Quinebaug Valley Community Tech College | (A) timely | Approved 7/8/09 |
| Revenue Services, Dept. of | (A) timely | Approved 1/15/09 |
| Secretary of the State, Office of the | (A) timely | Approved 10/14/09 |
| Social Services, Dept. of | (A) timely | Approved 6/10/09 |
| Southern CT State University | (A) timely | Approved 11/12/09 |
| Special Revenue, Division of | (A) timely | Approved 4/8/09 |
| Teachers' Retirement Board | (A) timely | Approved 8/12/09 |
| Three Rivers Community College | (A) timely | Approved 7/8/09 |
| Transportation, Dept. of | (A) timely | Approved 8/12/09 |
| Treasurer, Office of the State | (A) timely | Approved 4/8/09 |
| Tunxis Community College | (A) timely | Approved 7/8/09 |

| AGENCY | FILING STATUS | COMMISSION ACTION |
|---------------------------------|----------------------|--------------------------|
| University of Connecticut | (A) timely | Approved 2/11/09 |
| University of CT Health Center | (A) timely | Approved 1/8/09 |
| Veteran's Affairs, Dept. of | (A) timely | Approved 5/13/09 |
| Western CT State University | (A) timely | Disapproved 10/14/09 |
| Workers Compensation Commission | (A) timely | Approved 11/12/09 |