

## **SUMMARY OF OBJECTIVES**

### **January 2026 Affirmative Action Plan**

- 1) Make the Affirmative Action Plan available for review by all employees, employee unions and other interested parties.
- 2) Implementation of the attached Hiring and Promotion goals.
- 3) Contact minority and women's organizations to increase the availability of minority applications.
- 4) Continue the use of open competitive examinations, where appropriate, to increase the availability of minority applicants.
- 5) The Human Resources Office will review all non-competitive and competitive positions as they become vacant to determine if they are properly classified. This will improve the promotional and entry-level opportunities available to protected group members.

## 2026 HIRING AND PROMOTIONAL GOALS

### Administrative Official

Hiring Goals: 1 white female, 1 Hispanic male  
Promotional Goals: 2 white females, 1 black female, 1 Hispanic female

### Professional Remainder

Hiring Goals: 24 white males, 1 black male  
Promotional Goals: 6 white males

### Accounting Careers Trainee (ACT/RE1)/Revenue Examiner 1

Hiring Goals: 2 white males, 12 white females, 1 other male, 1 two/more races female

### Connecticut Careers Trainee (CCT/TCE1)/Tax Corrections Examiner 1

Hiring Goals: 2 white males, 1 white female, 1 black male  
Promotional Goal: 1 white female

### Revenue Examiner 2

Promotional Goals: 5 white females, 1 black male, 2 other males

### Revenue Examiner 3

Promotional Goals: 6 black males, 2 black females, 3 Hispanic females

### Revenue Services Tax Supervisor

Promotional Goals: 2 black females, 1 Hispanic male, 1 other male, 1 other female

### Tax Corrections Examiner 2

Promotional Goals: 10 white males, 3 white females, 6 other females

### Protective Services: Sworn

Hiring Goals: 1 black female, 1 Hispanic male, 1 Hispanic female

### Administrative Support

Hiring Goals: 1 white male, 6 white females, 1 Hispanic male, 2 Hispanic females

### Skilled Craft

Hiring Goal: 1 white female

### Service/Maintenance

Hiring Goal: 1 white female