



Douglas A. Ducey
Governor

Kevin Donnellan
Acting Director

ARIZONA DEPARTMENT OF ADMINISTRATION

OFFICE OF THE DIRECTOR

100 NORTH FIFTEENTH AVENUE • SUITE 401
PHOENIX, ARIZONA 85007

(602) 542-1500

July 8, 2015

The Honorable Douglas A. Ducey
Governor, State of Arizona
1700 West Washington Street
Phoenix, Arizona 85007

Dear Governor Ducey,

The Governor's Office of Equal Opportunity (GOEO) is pleased to present its 2015 Annual Equal Opportunity Report with state agency information for Calendar Year 2014.

The report contains the 2014 State Hiring Summary, Workforce Analysis and EEO-4 Reports. In addition, we have included a report of the total internal and external EEO complaints received by the state agencies.

The GOEO will file the mandatory Federal Equal Employment Opportunity report (EEO-4) with the U.S. Equal Opportunity Commission and the U.S. Department of Justice, Civil Rights Division in Washington D. C. no later than September 30, 2015.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Donnellan", written over a horizontal line.

Kevin Donnellan
Acting Director, ADOA

Attachments: State Hiring Summary
Workforce Analysis
EEO-4 Report
Employee EEO Complaint Report

SOA EEO-4 Report

AGENCY HIRING SUMMARY - STATE OF ARIZONA

PAGE 1

Number of employees hired during 12/31/2013 - 12/31/2014

White	6287
Asian/Pacific Islander	2918
African American/Black	162
Hispanic	707
American Indian/Alaskan Native	1708
Unspecified	140
Female	652
Male	3577
Individuals with Disability	2710
Age 40 and above	146
Veteran	2433
Veterans with Disability	617
Covered Employee (Merit system)	82
Uncovered Employee (FTE)	1126
	5161

SOA EEO-4 Report

XP391 Date: 02/23/15
Time: 10:49

JOB SUBMISSION PARAMETERS

User Name: cxa87115
Job Name : CXAXP391
Step Nbr : 1

Company: 1 STATE OF ARIZONA
Agency :

Main

Period Ending: 123114
Control Number: 11111111

Functional Groups: 1 2 3 4 6 8
9 10 11 12 14 15

Ethnicity

White: WHIT
Black or African American: BLCK
Hispanic: HISP
Asian or Pacific Islander: ASA
American Indian or Alaska Native: AIND

Agency does not exist

Agency does not exist

STATE OF ARIZONA

DEPARTMENT OF ADMINISTRATION
PHOENIX
AZ 85007

CONTROL NUMBER 11111111

FUNCTIONS: 01 02 03 04 06 08 09 10 11 12 14 15 00 00 00

Column Descriptions: A = Total, B and G = White, C and H = Black/African American
D and I = Hispanic, E and J = Asian/Pacific Islander, F and K = American Indian/Alaska Native

2. OTHER THAN FULL-TIME EMPLOYEES

JOB CATEGORY	SALARIES											
	TOTAL	A	B	C	D	E	F	G	H	I	J	K
OFFICIAL/ADM 56	44	17	1	2	2	0	0	22	0	1	1	0
PROFESSIONALS 67	501	136	5	7	7	4	1	285	13	38	7	5
TECHNICIANS 68	148	33	7	17	0	0	1	48	11	25	2	4
PROTECT/SRVCS 69	18	12	1	1	0	1	0	3	0	0	0	0
PARA-PROF 70	298	44	4	16	2	2	0	155	8	57	5	7
ADMIN SUPPORT 71	59	4	1	0	0	0	0	32	1	20	0	1
SKILLED CRAFT 72	5	4	0	1	0	0	0	0	0	0	0	0
SERV/MAINT 73	1349	220	95	224	5	57	242	118	288	10	90	
Grand Totals												
By Category 74	2422	470	114	268	12	59	787	151	429	25	107	
By Male	923											
By Female	1499											

3. NEW HIRES DURING FISCAL YEAR - PERMANENT FULL TIME ONLY

JOB CATEGORY	NEW HIRES	A	B	C	D	E	F	G	H	I	J	K
OFFICIAL/ADM 75	136	63	4	1	2	0	0	45	8	9	2	2
PROFESSIONALS 76	2135	473	81	130	37	9	830	185	304	59	27	
TECHNICIANS 77	351	96	43	41	8	2	66	50	35	7	3	
PROTECT/SRVCS 78	1378	458	99	465	16	21	136	50	124	2	7	
PARA-PROF 79	1093	129	26	75	6	6	317	125	349	14	46	
ADMIN SUPPORT 80	359	27	5	20	1	1	155	23	110	6	11	
SKILLED CRAFT 81	63	45	0	15	0	1	1	0	1	0	0	
SERV/MAINT 82	120	61	6	26	2	3	16	2	3	0	1	
TOTAL												
NEW HIRES 83	5635	1352	264	773	72	43	1566	443	935	90	97	

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U. S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS REPORT:

ADDRESS:

TITLE:

TELEPHONE NUMBER (INCLUDE AREA CODE):

DATE: _____ TYPED TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL: _____

STATE OF ARIZONA
 Workforce Analysis
 Review of Calendar Year 2014
 Utilization of Asian Americans and Pacific Islanders

Occupational Categories	Total Employees	Males	Females	Total	Total Percent CLF%	Parity	Utilization	Parity Goal
OFFICIAL/ADM	2080	46	33	79	3.8%	6	PARITY	0
PROFESSIONALS	16151	273	426	699	4.3%	937	BELOW	238
TECHNICIANS	1806	42	36	78	4.3%	96	BELOW	18
PROTECT/SRVCS	9138	112	25	137	1.5%	119	PARITY	0
PARA-PROF	3762	22	51	73	1.9%	8	PARITY	0
ADMIN SUPPORT	1589	9	28	37	2.3%	40	BELOW	3
SKILLED CRAFT	485	5	1	6	1.2%	7	BELOW	1
SERV/MAINT	1228	8	4	12	1.0%	34	BELOW	22

Tot Agency Emp 36239 517 604 1121

STATE OF ARIZONA
 Workforce Analysis
 Review of Calendar Year 2014
 Utilization of African Americans

Occupational Categories	Total Employees	Males	Females	Total	Total Percent CLF%	Parity	Utilization	Parity Goal
OFFICIAL/ADM	2080	37	47	84	4.0%	62	PARITY	0
PROFESSIONALS	16151	380	937	1317	8.2%	614	PARITY	0
TECHNICIANS	1806	118	124	242	13.4%	61	PARITY	0
PROTECT/SRVCS	9138	459	163	622	6.8%	439	PARITY	0
PARA-PROF	3762	67	342	409	10.9%	83	PARITY	0
ADMIN SUPPORT	1589	26	97	123	7.7%	59	PARITY	0
SKILLED CRAFT	485	8	0	8	1.6%	10	BELOW	2
SERV/MAINT	1228	31	11	42	3.4%	44	BELOW	2
Tot Agency Emp	36239	1126	1721	2847				

SOA EEO-4 Report

STATE OF ARIZONA
 Workforce Analysis
 Review of Calendar Year 2014
 Utilization of Hispanics

Occupational Categories	Total Employees	Males	Females	Total	Total Percent	CLIF%	Parity	Utilization	Parity Goal
OFFICIAL/ADM	2080	107	143	250	12.0%	14.1%	293	BELOW	43
PROFESSIONALS	16151	898	2904	3802	23.5%	11.6%	1874	PARITY	0
TECHNICIANS	1806	233	203	436	24.1%	16.5%	298	PARITY	0
PROTECT/SRVCS	9138	2845	784	3629	39.7%	22.6%	2065	PARITY	0
PARA-PROF	3762	258	1222	1480	39.3%	14.7%	553	PARITY	0
ADMIN SUPPORT	1589	84	446	530	33.4%	23.0%	365	PARITY	0
SKILLED CRAFT	485	116	6	122	25.2%	39.3%	191	BELOW	69
SERV/MAINT	1228	334	65	399	32.5%	42.3%	519	BELOW	120
Tot Agency Emp	36239	4875	5773	10648					

STATE OF ARIZONA
 Workforce Analysis
 Review of Calendar Year 2014
 Utilization of Native Americans

Occupational Categories	Total Employees	Males	Females	Total	Total Percent CLF%	Parity	Utilization	Parity Goal
OFFICIAL/ADM	2080	7	11	18	.9%	33	BELOW	15
PROFESSIONALS	16151	83	304	387	2.4%	339	PARITY	0
TECHNICIANS	1806	22	16	38	2.1%	49	BELOW	11
PROTECT/SRVCS	9138	125	61	186	2.0%	402	BELOW	216
PARA-PROF	3762	16	151	167	4.4%	312	BELOW	145
ADMIN SUPPORT	1589	6	50	56	3.5%	41	PARITY	0
SKILLED CRAFT	485	12	1	13	2.7%	16	BELOW	3
SERV/MAINT	1228	83	8	91	7.4%	49	PARITY	0
Tot Agency Emp	36239	354	602	956				

STATE OF ARIZONA
 Workforce Analysis
 Review of Calendar Year 2014
 Utilization of Non Minority

Occupational Categories	Total Employees	Males	Females	Total	Total Percent	CLF%	Parity	Utilization	Parity Goal
OFFICIAL/ADM	2080	916	733	1649	79.3%	0.0%	*		*
PROFESSIONALS	16151	3690	6256	9946	61.6%	0.0%	*		*
TECHNICIANS	1806	628	384	1012	56.0%	0.0%	*		*
PROTECT/SRVCS	9138	3725	839	4564	49.9%	0.0%	*		*
PARA-PROF	3762	373	1260	1633	43.4%	0.0%	*		*
ADMIN SUPPORT	1589	171	672	843	53.1%	0.0%	*		*
SKILLED CRAFT	485	321	15	336	69.3%	0.0%	*		*
SERV/MAINT	1228	588	96	684	55.7%	0.0%	*		*
Tot Agency Emp	36239	10412	10255	20667					

* NOT APPLICABLE

STATE OF ARIZONA
 Workforce Analysis
 Review of Calendar Year 2014
 Utilization of Males

Occupational Categories	Total Employees	Males	Females	Total	Total Percent	CLF%	Parity Utilization	Parity Goal
OFFICIAL/ADM	2080	1113	0	1113	53.5%	0.0%	*	*
PROFESSIONALS	16151	5324	0	5324	33.0%	0.0%	*	*
TECHNICIANS	1806	1043	0	1043	57.8%	0.0%	*	*
PROTECT/SRVCS	9138	7266	0	7266	79.5%	0.0%	*	*
PARA-PROF	3762	736	0	736	19.6%	0.0%	*	*
ADMIN SUPPORT	1589	296	0	296	18.6%	0.0%	*	*
SKILLED CRAFT	485	462	0	462	95.3%	0.0%	*	*
SERV/MAINT	1228	1044	0	1044	85.0%	0.0%	*	*

Tot Agency Emp 36239
 * NOT APPLICABLE

17284
 0 17284

STATE OF ARIZONA
 Workforce Analysis
 Review of Calendar Year 2014
 Utilization of Females

Occupational Categories	Total Employees	Males	Females	Total	Percent CLF*	Parity	Utilization	Parity Goal
OFFICIAL/ADM	2080	0	967	967	46.5%	853	PARITY	0
PROFESSIONALS	16151	0	10827	10827	67.0%	8625	PARITY	0
TECHNICIANS	1806	0	763	763	42.2%	939	BELOW	176
PROTECT/SRVCS	9138	0	1872	1872	20.5%	1782	PARITY	0
PARA-PROF	3762	0	3026	3026	80.4%	1873	PARITY	0
ADMIN SUPPORT	1589	0	1293	1293	81.4%	993	PARITY	0
SKILLED CRAFT	485	0	23	23	4.7%	24	BELOW	1
SERV/MAINT	1228	0	184	184	15.0%	521	BELOW	337
Tot Agency Emp	36239	0	18955	18955				

State of Arizona

CY 2014

Employee EEO Complaints

Internal Complaints	Total by Type	External Complaints	Total by Type	Grand Total by Type
Race	72	Race	18	90
Sex	161	Sex	24	185
National Origin	60	National Origin	9	69
Religion	27	Religion	4	31
Color	4	Color	0	4
Age	71	Age	15	86
Disability	163	Disability	55	218
Retaliation	221	Retaliation	48	269
Equal Pay	0	Equal Pay	3	3
Genetic Information	3	Genetic Information	0	3
Other	35	Other		35
Sub Total	817	Sub Total	176	994