

Annual Hiring Update

July 16, 2024

Von Chitambira

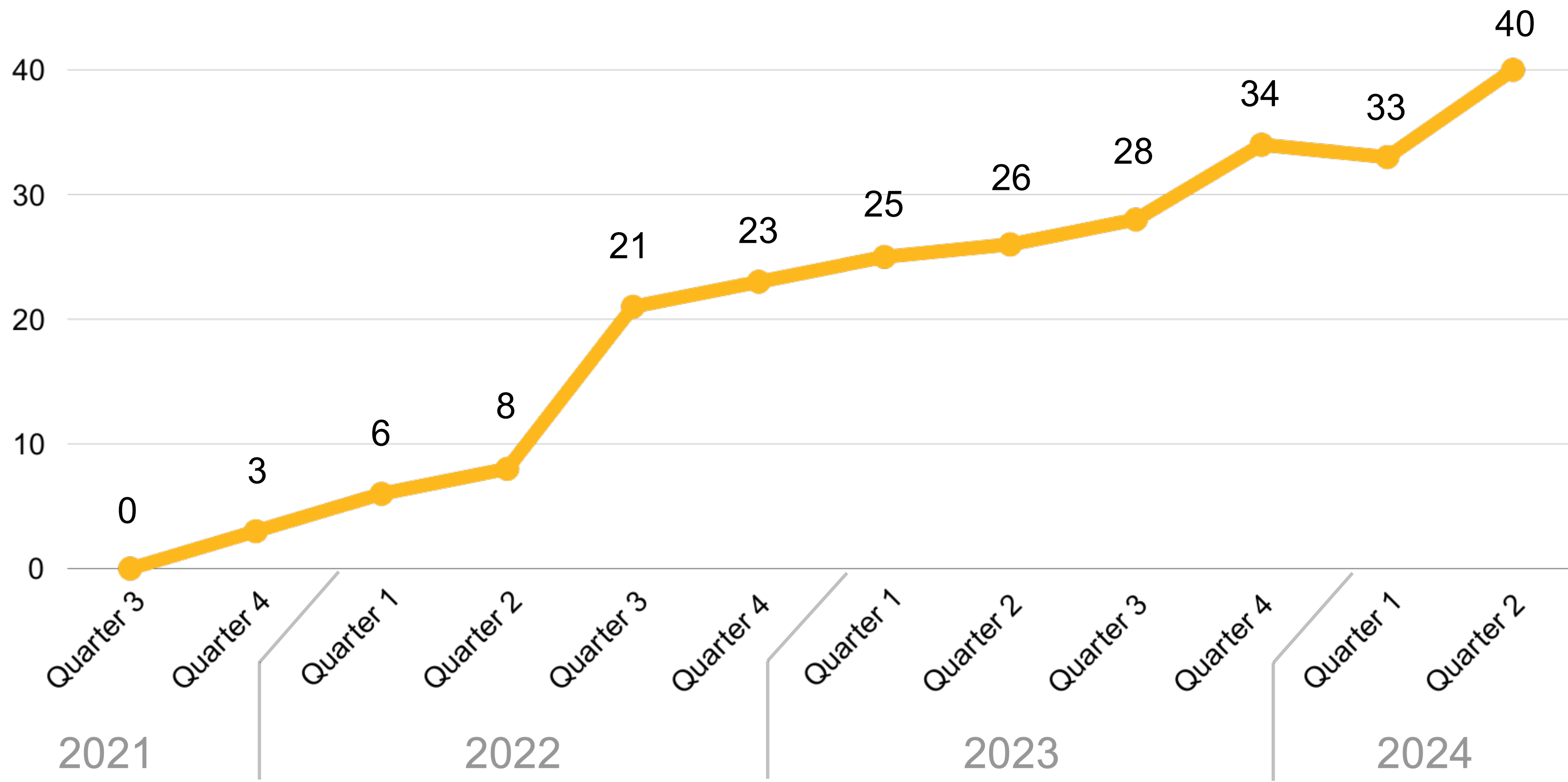
Deputy Director of Administration



2023-24 Staffing Update

- Effective July 1, 2023, the Agency increased by 14 positions.
- Position Authority increased from 34 to 48.
- Ended the year with – 40 permanent positions filled.
- Expected to increase to 45 filled positions in July 2024.

STAFFING LEVEL BY QUARTER



FILLED PERMANENT POSITIONS

Division	2022-23	2023-24
Administration	100%	100%
Executive Office	50%	60%
Enforcement	10%	82%
Legal	80%	90%
Information Technology	33%	67%
Policy and Legislation	33%	100%
Public and External Affairs	30%	57%

Workforce Analysis Background

The workforce analysis covers three components:

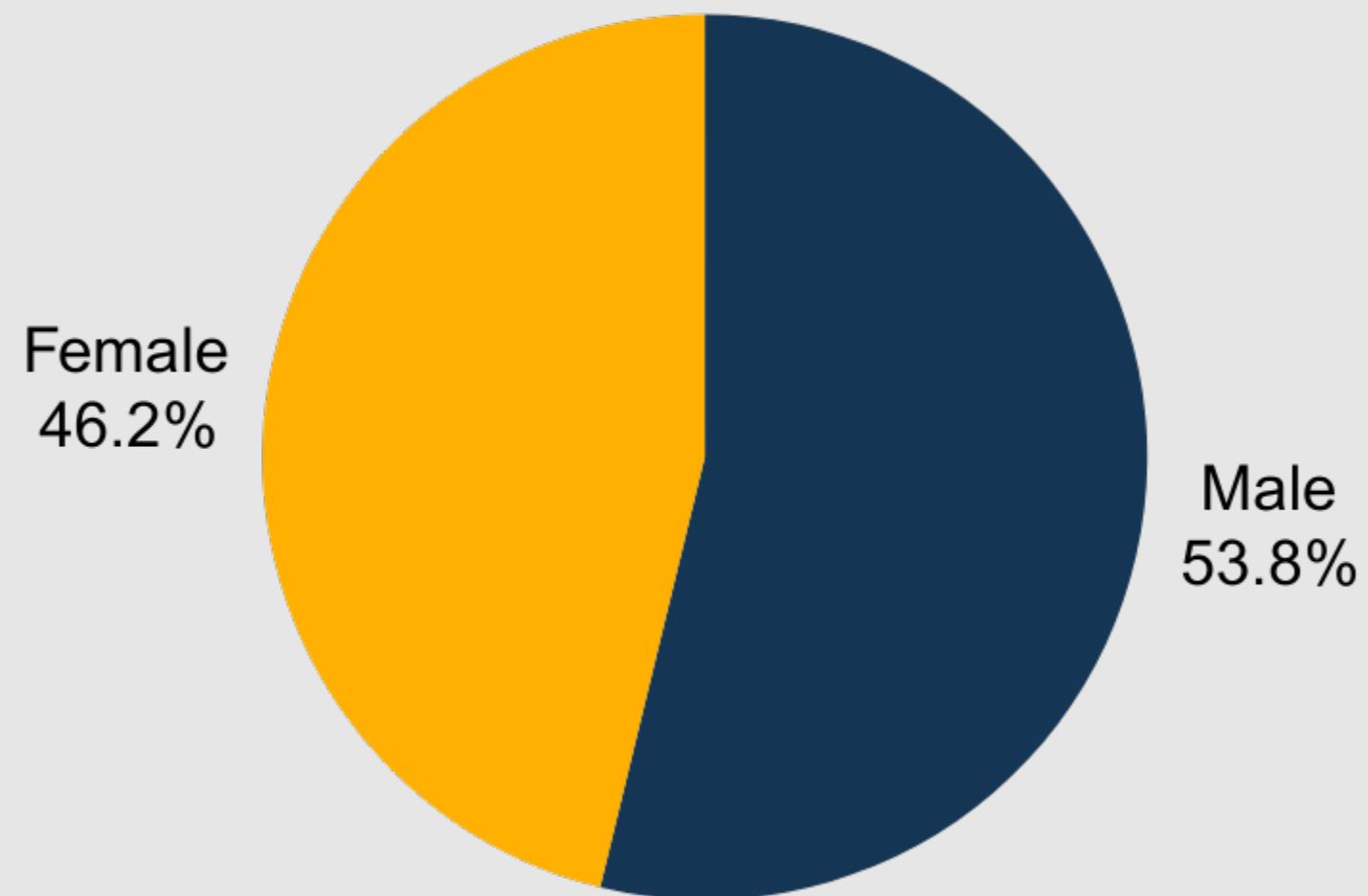
Workforce composition	Analysis of significant underutilizations among racial/ethnic groups.
Upward mobility	Identifies employees in occupational groups that have upward mobility opportunities.
Persons with disabilities	Analysis of representation of persons with disabilities.

Workforce Analysis Exemption

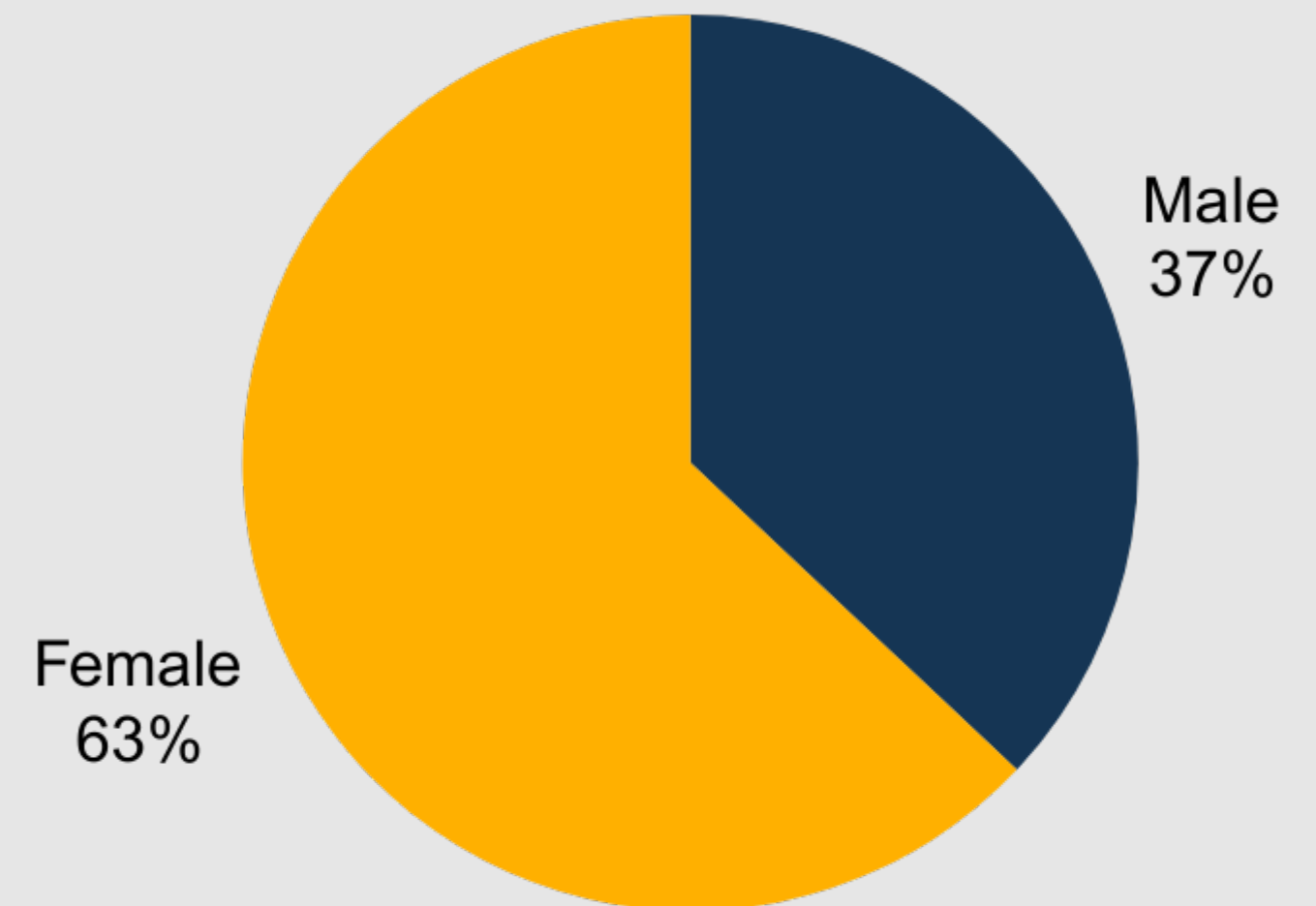
Workforce composition	The agency is unable to conduct an analysis of its significant underutilizations using the Utilization Analysis reports. Utilization Analysis reports are not generated for agencies that have fewer than 30 employees in each minor occupational group.
Upward mobility	The agency does not have employees in low-paying entry level classifications, which are the customers for the upward mobility program. As a result, the agency does not have to set upward mobility hiring goals.
Persons with disabilities	<p>The agency has two or fewer employees. To protect the confidentiality of the employees, the agency's representation of persons with disabilities cannot be calculated. As a result, it is unknown whether the agency is underrepresented for persons with disabilities. Exemptions granted do not absolve agencies from meeting the statutory requirement of having a Disability Advisory Committee (DAC).</p> <ul style="list-style-type: none">• CPPA representation presentation in persons with disabilities increased from 13.3% to 25%

GENDER DEMOGRAPHIC REPORT

STATEWIDE

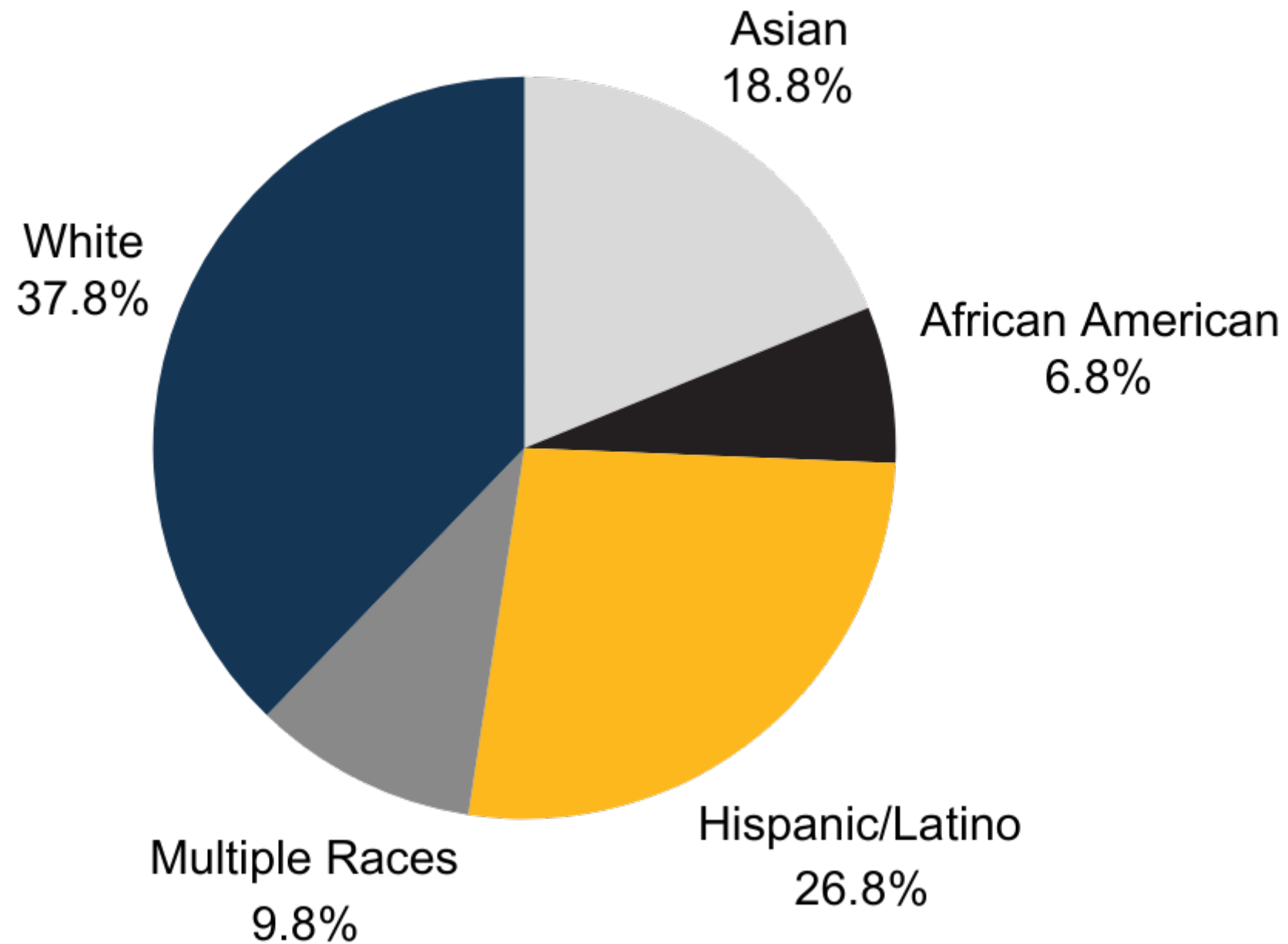


CPPA

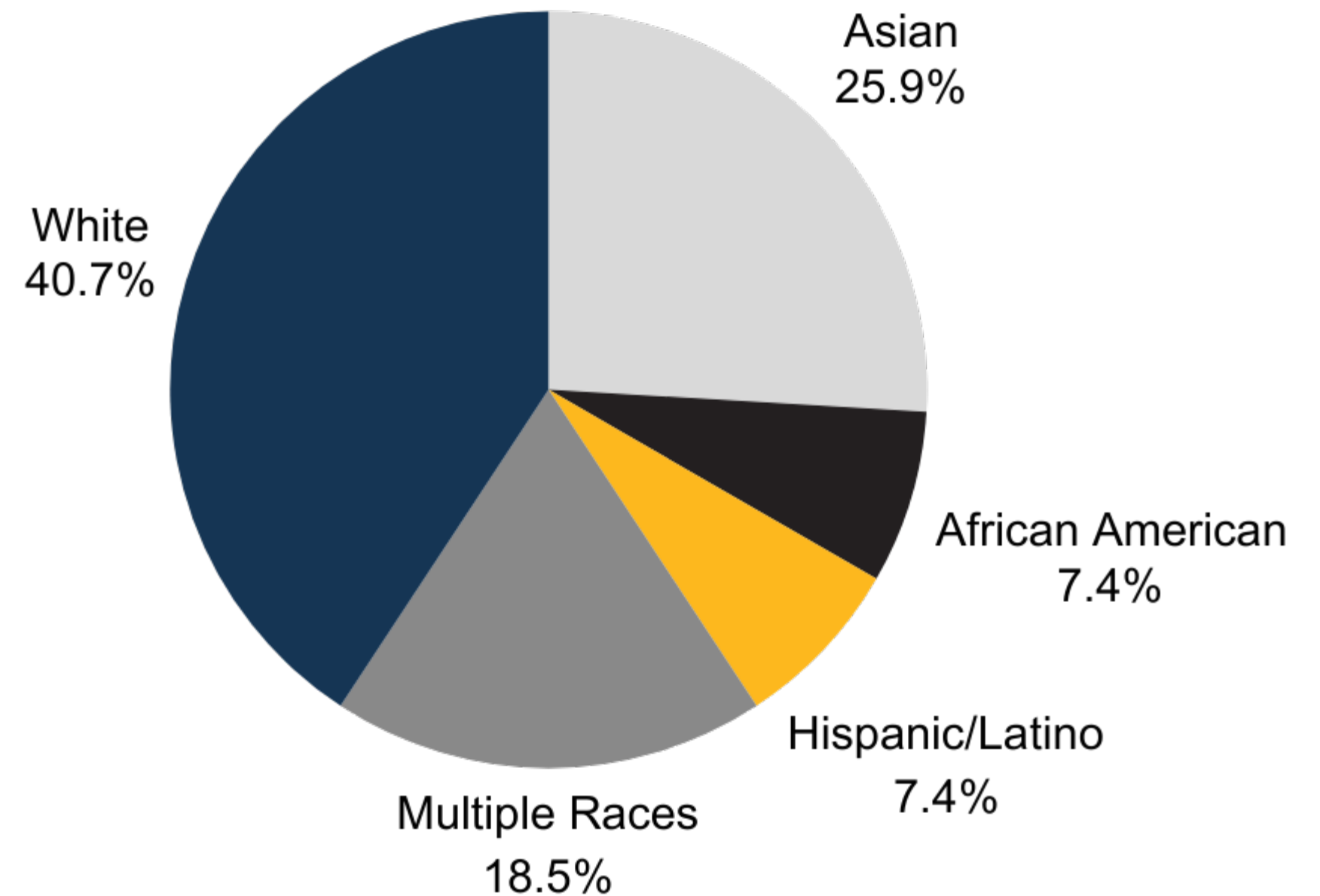


ETHNICITY REPORT

STATEWIDE



CPPA



DIVERSITY IMPROVEMENT EFFORTS & 2024-25 GOALS

Partnership with Department of Rehabilitation.

Continue to recruit diverse talent over broad geographic area.

Leverage professional affiliations for recruitment.

Focus on retention.

Vacancy rate of no more than 10 percent.