ANNUAL WORKFORCE REPORT

Second Quarter Update

FISCAL YEAR 2002-03

State of Michigan
Department of Civil Service

Civil Service Commissioners:

Susan Grimes Munsell, Chairperson
Robert P. Hunter
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James P. Pitz

John F. Lopez, State Personnel Director

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 08, ENDING MAR 29, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
AGRICULTURE CENTRAL OFFICE	79/01	437.0	9.0	9.0	86.0	4.0	64.0	609.0	0.5	**608.5**
AGRICULTURE TOTAL		**437.0**	**9.0**	**9.0**	**86.0**	**4.0**	**64.0**	**609.0**	**0.5**	**608.5**
ATY GNRL CENTRAL OFFICE	11/01	401.0	14.0	0.0	54.0	0.0	0.0	469.0	0.0	**469.0**
ATTORNEY GENERAL TOTAL		**401.0**	**14.0**	**0.0**	**54.0**	**0.0**	**0.0**	**469.0**	**0.0**	**469.0**
LEGISLATIVE AUDITOR GENERAL	03/01	122.0	0.0	13.0	17.0	0.0	3.0	155.0	0.0	**155.0**
AUDITOR GENERAL TOTAL		**122.0**	**0.0**	**13.0**	**17.0**	**0.0**	**3.0**	**155.0**	**0.0**	**155.0**
MDCD EMPLOYMENT SERVICE AGENCY	80/02	212.0	0.0	0.0	36.0	0.0	6.0	254.0	0.0	**254.0**
MI DEPT. OF CAREER DEV.	80/01	597.0	5.0	2.0	20.0	32.0	6.0	662.0	2.0	**660.0**
CAREER DEVELOPMENT TOTAL		**809.0**	**5.0**	**2.0**	**56.0**	**32.0**	**12.0**	**916.0**	**2.0**	**914.0**
CIV RGHT CENTRAL OFFICE	15/01	130.0	0.0	0.0	3.0	0.0	1.0	134.0	0.0	**134.0**
CIVIL RIGHTS TOTAL		**130.0**	**0.0**	**0.0**	**3.0**	**0.0**	**1.0**	**134.0**	**0.0**	**134.0**
CIV SERV CENTRAL OFFICE	19/01	172.0	2.0	0.0	11.0	0.0	6.0	191.0	1.0	**190.0**
CIVIL SERVICE TOTAL		**172.0**	**2.0**	**0.0**	**11.0**	**0.0**	**6.0**	**191.0**	**1.0**	**190.0**
DCH - MT. PLEASANT CENTER	39/12	356.0	0.0	4.0	81.0	0.0	0.0	441.0	0.0	**441.0**
DCH - SOUTHGATE CENTER	39/28	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	**3.0**
DCH-CARO CENTER	39/02	368.0	2.0	0.0	36.0	0.0	0.0	406.0	0.0	**406.0**
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	0.0	0.0	0.0	5.0	0.0	0.0	5.0	0.0	**5.0**
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,091.0	5.0	10.0	24.0	0.0	47.0	1,177.0	1.5	**1,175.5**
DCH-CTR FORENSIC PSYCHIATRY	39/20	485.0	0.0	0.0	1.0	0.0	0.0	486.0	0.0	**486.0**
DCH-HAWTHORN CENTER NORTHVILLE	39/06	215.0	4.0	1.0	0.0	0.0	0.0	220.0	0.0	**220.0**
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	655.0	5.0	1.0	0.0	0.0	0.0	661.0	0.0	**661.0**
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	243.0	10.0	0.0	39.0	0.0	0.0	292.0	0.0	**292.0**
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	398.0	2.0	1.0	16.0	0.0	0.0	417.0	0.0	**417.0**
DCH-OFFICE OF SERVICES TO TH	39/70	26.0	0.0	1.0	0.0	0.0	0.0	27.0	0.0	**27.0**
DCH-WALTER P. REUTHER PSY HOSP	39/45	373.0	0.0	0.0	0.0	0.0	0.0	373.0	0.0	**373.0**
COMMUNITY HEALTH TOTAL		**4,210.0**	**28.0**	**18.0**	**205.0**	**0.0**	**47.0**	**4,508.0**	**1.5**	**4,506.5**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 08, ENDING MAR 29, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
CIS - CENTRAL OFFICE	63/01	2,544.0	34.0	329.0	42.0	1.0	74.0	3,024.0	3.5	**3,020.5**
MES BOARD OF REVIEW	63/15	14.0	0.0	0.0	2.0	0.0	0.0	16.0	0.0	**16.0**
MSHDA	63/05	187.0	9.0	8.0	11.0	0.0	14.0	229.0	2.5	**226.5**
CONSUMER & INDUSTRY SERVICES TOTAL		**2,745.0**	**43.0**	**337.0**	**55.0**	**1.0**	**88.0**	**3,269.0**	**6.0**	**3,263.0**
DOC-ADRIAN/GUS HARRISON FAC	47/29	560.0	0.0	0.0	1.0	0.0	0.0	561.0	0.0	**561.0**
DOC-ALGER MAX SECURITY CORRECT	47/35	373.0	0.0	0.0	1.0	0.0	0.0	374.0	0.0	**374.0**
DOC-BARAGA FACILITY	47/40	450.0	2.0	0.0	1.0	0.0	0.0	453.0	0.0	**453.0**
DOC-BELLAMY CREEK FACILITY	47/48	524.0	0.0	0.0	2.0	0.0	0.0	526.0	0.0	**526.0**
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	553.0	0.0	0.0	1.0	0.0	0.0	554.0	0.0	**554.0**
DOC-CARSON CITY FAC/CARSON CIT	47/31	569.0	0.0	0.0	1.0	0.0	0.0	570.0	0.5	**569.5**
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	603.0	1.0	0.0	1.0	0.0	0.0	605.0	0.0	**605.0**
DOC-COOPER STREET FACILITY	47/52	280.0	0.0	0.0	0.0	0.0	0.0	280.0	0.0	**280.0**
DOC-CORRECTN CENTRAL OFFICE	47/02	356.0	0.0	0.0	28.0	0.0	30.0	414.0	0.0	**414.0**
DOC-COTTON FACILITY	47/20	444.0	0.0	1.0	0.0	0.0	0.0	445.0	0.0	**445.0**
DOC-CRANE FACILITY	47/16	374.0	0.0	0.0	2.0	0.0	0.0	376.0	0.0	**376.0**
DOC-EGELER FACILITY	47/27	750.0	0.0	1.0	1.0	0.0	0.0	752.0	0.0	**752.0**
DOC-FIELD OPERATION REGION III	47/63	598.0	14.0	0.0	3.0	0.0	0.0	615.0	0.0	**615.0**
DOC-FIELD OPERATIONS REGION I	47/61	569.0	0.0	0.0	2.0	0.0	0.0	571.0	0.0	**571.0**
DOC-FIELD OPERATIONS REGION II	47/62	757.0	2.0	5.0	2.0	0.0	0.0	766.0	0.0	**766.0**
DOC-HANDLON MI TRAINING UNT	47/05	312.0	0.0	0.0	3.0	0.0	0.0	315.0	0.0	**315.0**
DOC-HURON VALLEY MENS FACILITY	47/15	309.0	4.0	0.0	1.0	0.0	0.0	314.0	0.0	**314.0**
DOC-IONIA MAXIMUM FACILITY	47/24	370.0	0.0	0.0	2.0	0.0	0.0	372.0	0.0	**372.0**
DOC-IONIA TEMP FACILITY	47/19	213.0	1.0	0.0	1.0	0.0	0.0	215.0	0.0	**215.0**
DOC-JACKSON CENTRAL REGION	47/50	104.0	0.0	0.0	12.0	0.0	0.0	116.0	0.0	**116.0**
DOC-KINROSS/HIAWATHA FACILITY	47/12	567.0	0.0	0.0	1.0	0.0	0.0	568.0	0.5	**567.5**
DOC-LAKELAND MEN'S FACILITY	47/18	304.0	0.0	0.0	0.0	0.0	0.0	304.0	0.0	**304.0**
DOC-MACOMB FACILITY	47/41	353.0	1.0	0.0	1.0	0.0	0.0	355.0	0.0	**355.0**
DOC-MARQUETTE BRANCH PRISON	47/06	443.0	0.0	0.0	2.0	0.0	0.0	445.0	0.0	**445.0**
DOC-MICHIGAN STATE INDUSTRIES	47/09	205.0	0.0	0.0	0.0	0.0	3.0	208.0	0.0	**208.0**
DOC-MID MICHIGAN FACILITY	47/33	637.0	0.0	0.0	0.0	0.0	0.0	637.0	0.0	**637.0**
DOC-MOUND FACILITY	47/37	333.0	1.0	0.0	3.0	0.0	0.0	337.0	0.0	**337.0**
DOC-MUSKEGON FACILITY	47/04	297.0	0.0	0.0	3.0	0.0	0.0	300.0	0.0	**300.0**
DOC-NEWBERRY FACILITY	47/43	368.0	1.0	0.0	1.0	0.0	0.0	370.0	0.0	**370.0**
DOC-OAKS FACILITY	47/39	388.0	0.0	0.0	2.0	0.0	0.0	390.0	0.0	**390.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 08, ENDING MAR 29, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-OJIBWAY FACILITY	47/46	304.0	1.0	0.0	1.0	0.0	0.0	306.0	0.0	**306.0**
DOC-PARNALL FACILITY	47/51	282.0	0.0	0.0	1.0	0.0	0.0	283.0	0.5	**282.5**
DOC-PINE RIVER FACILITY	47/44	236.0	0.0	0.0	1.0	0.0	0.0	237.0	0.0	**237.0**
DOC-PUGSLEY FACILITY	47/45	227.0	1.0	0.0	2.0	0.0	0.0	230.0	0.0	**230.0**
DOC-RIVERSIDE FACILITY	47/11	466.0	0.0	0.0	2.0	0.0	0.0	468.0	0.0	**468.0**
DOC-RYAN FACILITY	47/38	339.0	0.0	0.0	1.0	0.0	0.0	340.0	0.0	**340.0**
DOC-SAGINAW FACILITY	47/42	390.0	2.0	0.0	1.0	0.0	1.0	394.0	0.0	**394.0**
DOC-SCOTT FACILITY	47/21	387.0	1.0	0.0	2.0	0.0	2.0	392.0	0.0	**392.0**
DOC-SOUTHERN MICHIGAN FACILITY	47/53	443.0	0.0	0.0	0.0	0.0	0.0	443.0	0.0	**443.0**
DOC-STANDISH MAXIMUM FACILITY	47/34	433.0	1.0	0.0	1.0	0.0	0.0	435.0	0.0	**435.0**
DOC-THUMB FACILITY	47/25	387.0	0.0	0.0	1.0	0.0	1.0	389.0	0.0	**389.0**
DOC-WESTERN WAYNE FACILITY	47/17	260.0	0.0	0.0	1.0	0.0	0.0	261.0	0.0	**261.0**
CORRECTIONS TOTAL		**17,117.0**	**33.0**	**7.0**	**92.0**	**0.0**	**37.0**	**17,286.0**	**1.5**	**17,284.5**
EDUCATION	31/03	210.0	11.0	4.0	29.0	47.0	2.0	303.0	6.0	**297.0**
EDUCATION TOTAL		**210.0**	**11.0**	**4.0**	**29.0**	**47.0**	**2.0**	**303.0**	**6.0**	**297.0**
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,276.0	8.0	26.0	35.0	0.0	23.0	1,368.0	6.5	**1,361.5**
ENVIRONMENTAL QUALITY TOTAL		**1,276.0**	**8.0**	**26.0**	**35.0**	**0.0**	**23.0**	**1,368.0**	**6.5**	**1,361.5**
OFFICE OF THE GOVERNOR	01/01	0.0	0.0	0.0	52.0	0.0	0.0	52.0	0.0	**52.0**
EXECUTIVE OFFICE TOTAL		**0.0**	**0.0**	**0.0**	**52.0**	**0.0**	**0.0**	**52.0**	**0.0**	**52.0**
FIA - INSTITUTIONS	43/07	285.0	1.0	24.0	20.0	0.0	0.0	330.0	0.0	**330.0**
FIA-BERRIEN COUNTY	43/22	169.0	0.0	0.0	0.0	5.0	0.0	174.0	0.0	**174.0**
FIA-CALHOUN COUNTY	43/23	138.0	0.0	0.0	6.0	0.0	0.0	144.0	0.0	**144.0**
FIA-COUNTIES	43/08	2,175.0	0.0	1.0	72.0	25.0	0.0	2,273.0	3.5	**2,269.5**
FIA-FMLY IND CENTRAL OFFICE	43/01	1,564.0	11.0	19.0	175.0	0.0	7.0	1,776.0	7.5	**1,768.5**
FIA-GENESEE COUNTY	43/02	534.0	0.0	0.0	5.0	0.0	0.0	539.0	0.0	**539.0**
FIA-INGHAM COUNTY	43/12	251.0	0.0	0.0	4.0	0.0	0.0	255.0	0.0	**255.0**
FIA-JACKSON COUNTY	43/15	122.0	0.0	0.0	2.0	0.0	0.0	124.0	0.0	**124.0**
FIA-KALAMAZOO COUNTY	43/14	192.0	0.0	0.0	1.0	0.0	0.0	193.0	0.0	**193.0**
FIA-KENT COUNTY	43/03	370.0	0.0	0.0	16.0	10.0	0.0	396.0	0.5	**395.5**
FIA-MACOMB COUNTY	43/04	330.0	0.0	0.0	10.0	0.0	0.0	340.0	1.0	**339.0**
FIA-MAXEY TRAINING SCHOOL	43/11	283.0	0.0	6.0	39.0	0.0	0.0	328.0	0.0	**328.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 08, ENDING MAR 29, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION: FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
FIA-MUSKEGON COUNTY	43/24	178.0	1.0	0.0	1.0	0.0	0.0	180.0	0.0	**180.0**
FIA-OAKLAND COUNTY	43/05	427.0	0.0	0.0	13.0	0.0	0.0	440.0	0.5	**439.5**
FIA-SAGINAW COUNTY	43/13	240.0	0.0	0.0	4.0	0.0	0.0	244.0	0.0	**244.0**
FIA-WASHTENAW	43/25	131.0	0.0	0.0	3.0	0.0	0.0	134.0	0.0	**134.0**
FIA-WAYNE COUNTY DSS	43/06	93.0	0.0	0.0	14.0	0.0	0.0	107.0	0.0	**107.0**
FIA-WAYNE COUNTY O.C.Y.S.	43/20	681.0	0.0	0.0	11.0	0.0	0.0	692.0	0.0	**692.0**
FIA-WAYNE COUNTY ZONE 3	43/18	527.0	0.0	0.0	7.0	0.0	0.0	534.0	0.0	**534.0**
FIA-WAYNE COUNTY ZONE 4	43/19	544.0	0.0	0.0	5.0	0.0	0.0	549.0	0.0	**549.0**
FIA-WAYNE COUNTY ZONE L	43/16	483.0	0.0	1.0	5.0	0.0	0.0	489.0	0.0	**489.0**
FAMILY INDEPENDENCE AGENCY TOTAL		**9,717.0**	**13.0**	**51.0**	**413.0**	**40.0**	**7.0**	**10,241.0**	**13.0**	**10,228.0**
HISTORY ARTS AND LIBRARIES	25/01	185.0	0.0	4.0	4.0	9.0	67.0	269.0	1.0	**268.0**
HISTORY ARTS AND LIBRARIES TOTAL		**185.0**	**0.0**	**4.0**	**4.0**	**9.0**	**67.0**	**269.0**	**1.0**	**268.0**
DEPT OF INFORMATION TECHNOLOGY	08/01	1,500.0	4.0	5.0	158.0	0.0	57.0	1,724.0	0.0	**1,724.0**
INFORMATION TECHNOLOGY TOTAL		**1,500.0**	**4.0**	**5.0**	**158.0**	**0.0**	**57.0**	**1,724.0**	**0.0**	**1,724.0**
MGMT BUD CENTRAL OFFICE	07/01	915.0	23.0	2.0	39.0	0.0	39.0	1,018.0	3.0	**1,015.0**
STRATEGIC FUND	07/40	200.0	5.0	15.0	12.0	0.0	47.0	279.0	1.0	**278.0**
MANAGEMENT & BUDGET TOTAL		**1,115.0**	**28.0**	**17.0**	**51.0**	**0.0**	**86.0**	**1,297.0**	**4.0**	**1,293.0**
D.J. JACOBETTI HOME FOR VETERA	51/03	144.0	5.0	5.0	2.0	0.0	0.0	156.0	1.0	**155.0**
GRAND RAPIDS HOME FOR VETERANS	51/02	457.0	2.0	11.0	7.0	2.0	0.0	479.0	0.0	**479.0**
MIL AFFR CENTRAL OFFICE	51/01	230.0	1.0	15.0	15.0	8.0	9.0	278.0	0.0	**278.0**
MILITARY AFFAIRS TOTAL		**831.0**	**8.0**	**31.0**	**24.0**	**10.0**	**9.0**	**913.0**	**1.0**	**912.0**
DEPARTMENT OF NATURAL RESOURCE	75/01	1,290.0	7.0	62.0	29.0	144.0	130.0	1,662.0	1.0	**1,661.0**
DEPT OF NATURAL RESOURCES-EXEC	75/04	1.0	0.0	0.0	3.0	0.0	0.0	4.0	0.0	**4.0**
NATURAL RESOURCES TOTAL		**1,291.0**	**7.0**	**62.0**	**32.0**	**144.0**	**130.0**	**1,666.0**	**1.0**	**1,665.0**
DEPARTMENT OF STATE	23/01	1,225.0	0.0	425.0	19.0	0.0	136.0	1,805.0	0.5	**1,804.5**
STATE TOTAL		**1,225.0**	**0.0**	**425.0**	**19.0**	**0.0**	**136.0**	**1,805.0**	**0.5**	**1,804.5**
STATE POLICE	55/01	2,746.0	40.0	9.0	16.0	0.0	7.0	2,818.0	1.5	**2,816.5**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 08, ENDING MAR 29, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
STATE POLICE TOTAL		**2,746.0**	**40.0**	**9.0**	**16.0**	**0.0**	**7.0**	**2,818.0**	**1.5**	**2,816.5**
BRIDGE AUTHORITIES-INTERNATION	59/03	30.0	0.0	4.0	0.0	0.0	6.0	40.0	0.0	**40.0**
BRIDGE AUTHORITIES-MACKINAC	59/02	51.0	0.0	16.0	0.0	13.0	4.0	84.0	0.0	**84.0**
TRANSPORTATION CENTRAL OFFICE	59/01	2,348.0	34.0	14.0	109.0	12.0	66.0	2,583.0	12.0	**2,571.0**
TRANSPORTATION TOTAL		**2,429.0**	**34.0**	**34.0**	**109.0**	**25.0**	**76.0**	**2,707.0**	**12.0**	**2,695.0**
BUREAU OF STATE LOTTERY	27/95	141.0	0.0	0.0	2.0	0.0	0.0	143.0	0.0	**143.0**
GAMING CONTROL	27/07	81.0	2.0	0.0	8.0	0.0	4.0	95.0	1.0	**94.0**
TREASURY CENTRAL PAYROLL	27/01	1,119.0	6.0	13.0	44.0	0.0	206.0	1,388.0	2.5	**1,385.5**
TREASURY TOTAL		**1,341.0**	**8.0**	**13.0**	**54.0**	**0.0**	**210.0**	**1,626.0**	**3.5**	**1,622.5**
STATEWIDE TOTAL:		**50,009.0**	**295.0**	**1,067.0**	**1,575.0**	**312.0**	**1,068.0**	**54,326.0**	**62.5**	**54,263.5**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be Part Time, Permanent Intermittent, Limited Term, Seasonal, or Non-Career. For this report, the actual number of employees who Job Share are divided in half.

Full-Time Equated Employee Statistical Reporting System

Table 1-2

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 03/29/2003 (B)	FTE Positions 12/21/2002 (C)	Difference 03/29/2003 - 12/21/2002 (B - C)	Difference 03/29/2003 - Appropriated (B - A)
AGRICULTURE	Regular	629.5	539.8	552.0	-12.2	-89.7
	Overtime	0.0	0.4	0.5	-0.1	0.4
	Total	629.5	540.2	552.5	-12.3	-89.3
ATTORNEY GENERAL	Regular	586.5	459.3	468.3	-9.0	-127.2
	Overtime	0.0	0.2	1.3	-1.1	0.2
	Total	586.5	459.4	469.6	-10.1	-127.1
AUDITOR GENERAL	Regular	0.0	150.3	161.4	-11.1	150.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	150.3	161.4	-11.1	150.3
CAREER DEVELOPMENT	Regular	1,089.0	904.5	880.5	24.0	-184.5
	Overtime	0.0	0.9	2.1	-1.2	0.9
	Total	1,089.0	905.4	882.6	22.8	-183.6
CIVIL RIGHTS	Regular	158.5	132.7	138.5	-5.8	-25.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	158.5	132.7	138.5	-5.8	-25.8
CIVIL SERVICE	Regular	201.5	186.5	155.0	31.5	-15.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	201.5	186.5	155.0	31.5	-15.0
COMMUNITY HEALTH	Regular	5,666.3	4,439.3	4,443.8	-4.5	-1,227.0
	Overtime	0.0	136.5	126.3	10.2	136.5
	Total	5,666.3	4,575.8	4,570.1	5.7	-1,090.5
CONSUMER & INDUSTRY SERVICES	Regular	3,948.9	3,188.1	2,973.5	214.6	-760.8
	Overtime	0.0	97.5	138.9	-41.4	97.5
	Total	3,948.9	3,285.6	3,112.4	173.2	-663.3
CORRECTIONS	Regular	18,827.9	17,213.7	17,310.6	-97.0	-1,614.2
	Overtime	0.0	413.5	612.1	-198.5	413.5
	Total	18,827.9	17,627.2	17,922.7	-295.5	-1,200.7
EDUCATION	Regular	436.1	295.2	283.9	11.3	-140.9
	Overtime	0.0	0.8	2.8	-2.0	0.8
	Total	436.1	296.1	286.8	9.3	-140.0

Report and Script Names: FTESUM03.CLR, FTESUM03.CLS, or FTESUM02_03.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Table 1-2

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 03/29/2003 (B)	FTE Positions 12/21/2002 (C)	Difference 03/29/2003 - 12/21/2002 (B - C)	Difference 03/29/2003 - Appropriated (B - A)
ENVIRONMENTAL QUALITY	Regular	1,590.7	1,330.7	1,316.5	14.1	-260.0
	Overtime	0.0	1.4	1.6	-0.2	1.4
	Total	1,590.7	1,332.1	1,318.1	13.9	-258.6
EXECUTIVE OFFICE	Regular	74.2	50.0	33.4	16.7	-24.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	50.0	33.4	16.7	-24.2
FAMILY INDEPENDENCE AGENCY	Regular	12,495.1	10,126.1	9,983.9	142.2	-2,369.0
	Overtime	0.0	248.7	109.4	139.3	248.7
	Total	12,495.1	10,374.8	10,093.3	281.5	-2,120.3
HISTORY ARTS AND LIBRARIES	Regular	241.5	224.9	209.4	15.5	-16.6
	Overtime	0.0	0.1	0.0	0.1	0.1
	Total	241.5	225.0	209.4	15.6	-16.5
INFORMATION TECHNOLOGY	Regular	1,765.4	1,695.9	1,682.0	13.9	-69.5
	Overtime	0.0	15.2	23.9	-8.7	15.2
	Total	1,765.4	1,711.1	1,705.9	5.2	-54.3
MANAGEMENT & BUDGET	Regular	1,080.0	1,222.9	1,250.5	-27.5	142.9
	Overtime	0.0	9.1	13.4	-4.3	9.1
	Total	1,080.0	1,232.0	1,263.8	-31.8	152.0
MILITARY AFFAIRS	Regular	1,072.0	884.8	872.4	12.4	-187.2
	Overtime	0.0	31.3	32.3	-1.0	31.3
	Total	1,072.0	916.1	904.7	11.5	-155.9
NATURAL RESOURCES	Regular	2,075.5	1,533.9	1,488.1	45.8	-541.6
	Overtime	0.0	12.8	6.8	6.0	12.8
	Total	2,075.5	1,546.7	1,495.0	51.7	-528.8
STATE	Regular	1,847.8	1,607.9	1,583.0	24.9	-239.9
	Overtime	0.0	16.6	30.8	-14.2	16.6
	Total	1,847.8	1,624.5	1,613.7	10.7	-223.3
STATE POLICE	Regular	3,445.5	2,778.7	2,811.1	-32.4	-666.8
	Overtime	0.0	62.7	107.5	-44.8	62.7
	Total	3,445.5	2,841.4	2,918.6	-77.2	-604.1

Report and Script Names: FTESUM03.CLR, FTESUM03.CLS, or FTESUM02_03.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Table 1-2

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 03/29/2003 (B)	FTE Positions 12/21/2002 (C)	Difference 03/29/2003 - 12/21/2002 (B - C)	Difference 03/29/2003 - Appropriated (B - A)
TRANSPORTATION	Regular	3,069.3	2,615.9	2,630.3	-14.4	-453.4
	Overtime	0.0	44.6	45.5	-0.9	44.6
	Total	3,069.3	2,660.5	2,675.8	-15.3	-408.8
TREASURY	Regular	1,852.5	1,583.0	1,379.5	203.5	-269.5
	Overtime	0.0	12.5	2.6	9.9	12.5
	Total	1,852.5	1,595.5	1,382.1	213.4	-257.0
STATEWIDE TOTALS	**Total Regular**	**62,153.7**	**53,164.1**	**52,607.5**	**556.6**	**-8,989.6**
	Total Overtime	**0.0**	**1,104.8**	**1,257.7**	**-152.9**	**1,104.8**
	Grand Total	**62,153.7**	**54,269.0**	**53,865.3**	**403.7**	**-7,884.7**

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

Report and Script Names: FTESUM03.CLR, FTESUM03.CLS, or FTESUM02_03.cls

Report Sequence: HRS_Dept_Cd_Desc

Table 1-3

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	PAY PERIOD ENDING 12/21/02		PAY PERIOD ENDING 3/29/2003	
	NUMBER	PERCENT OF CLASSIFIED EMPLOYEES	NUMBER	PERCENT OF CLASSIFIED EMPLOYEES
Agriculture	622.5	1.2%	608.5	1.1%
Attorney General	479.0	0.9%	469.0	0.9%
Auditor General	167.0	0.3%	155.0	0.3%
Career Development	889.0	1.7%	914.0	1.7%
Civil Rights	141.0	0.3%	134.0	0.2%
Civil Service	162.0	0.3%	190.0	0.4%
Community Health	4,502.5	8.4%	4,506.5	8.3%
Consumer and Industry Services	3,026.5	5.6%	3,263.0	6.0%
Corrections	17,417.0	32.4%	17,284.5	31.9%
Education	286.5	0.5%	297.0	0.5%
Environmental Quality	1,344.0	2.5%	1,361.5	2.5%
Executive Office	36.0	0.1%	52.0	0.1%
Family Independence Agency	10,078.0	18.7%	10,228.0	18.8%
History Arts and Libraries	269.0	0.5%	268.0	0.5%
Information and Technology	1,713.0	3.2%	1,724.0	3.2%
Management and Budget	1,327.0	2.5%	1,293.0	2.4%
Military & Veterans Affairs	891.0	1.7%	912.0	1.7%
Natural Resources	1,681.0	3.1%	1,665.0	3.1%
State	1,815.5	3.4%	1,804.5	3.3%
State Police	2,845.5	5.3%	2,816.5	5.2%
Transportation	2,715.0	5.0%	2,695.0	5.0%
Treasury	1,423.5	2.6%	1,622.5	3.0%
TOTAL	53,831.5	100.0%	54,263.5	100.0%

Source: MAIN, MIDB Civil Service HWF03, pay period ending 3-29-03.

Note: This report reflects classified employees who are full-time, part-time- permanent intermittent, limited term, seasonal, or non career in primary positions only.

Table 1-4

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY HRS DEPARTMENT

PAY PERIOD NUMBER 08 , ENDING MAR 29, 2003

HRS DEPARTMENT	DEPT CODE	CURRENT PAY TOTAL EMPLOYEES	NUMBER OF PAY PERIODS	FYTD AVERAGE NO. OF EMPLOYEES
AGRICULTURE	79	608.5	13	617.8
ATTORNEY GENERAL	11	469.0	13	480.2
AUDITOR GENERAL	03	155.0	13	164.1
CAREER DEVELOPMENT	80	914.0	13	912.1
CIVIL RIGHTS	15	134.0	13	139.8
CIVIL SERVICE	19	190.0	13	166.8
COMMUNITY HEALTH	39	4,506.5	13	4,553.2
CONSUMER & INDUSTRY SERVICES	63	3,263.0	13	3,134.8
CORRECTIONS	47	17,284.5	13	17,375.2
EDUCATION	31	297.0	13	299.4
ENVIRONMENTAL QUALITY	76	1,361.5	13	1,360.8
EXECUTIVE OFFICE	01	52.0	13	45.8
FAMILY INDEPENDENCE AGENCY	43	10,228.0	13	10,337.2
HISTORY ARTS AND LIBRARIES	25	268.0	13	278.2
INFORMATION TECHNOLOGY	08	1,724.0	13	1,735.3
MANAGEMENT & BUDGET	07	1,293.0	13	1,320.8
MILITARY AFFAIRS	51	912.0	13	905.0
NATURAL RESOURCES	75	1,665.0	13	1,760.5
STATE	23	1,804.5	13	1,821.2
STATE POLICE	55	2,816.5	13	2,845.9
TRANSPORTATION	59	2,695.0	13	2,733.1
TREASURY	27	1,622.5	13	1,496.7
GRAND TOTAL:		**54,263.5**	**13**	**54,483.9**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. For this report, the number of employees who Job Share are dividied in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

MAIN MIDB CIVIL SERVICE WORKFORCE 09
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRS_APPOINTMENTS, HRM_APPT_DEPART, PROFILE_HRS_DEPT_AGENCY, VTS_PROFILE_HRS_PAY_PERIOD

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY HRS DEPARTMENT

PAY PERIOD ENDING MARCH 29, 2003

HRS DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	609	1%	44.4	$22.59	358	59%
ATTORNEY GENERAL	469	1%	46.9	$32.33	348	74%
AUDITOR GENERAL	155	0%	38.5	$29.18	94	61%
CAREER DEVELOPMENT	916	2%	47.5	$22.95	640	70%
CIVIL RIGHTS	134	0%	44.1	$23.27	81	60%
CIVIL SERVICE	191	0%	46.0	$24.77	147	77%
COMMUNITY HEALTH	4,543	8%	46.0	$21.87	3,233	71%
CONSUMER & INDUSTRY SERVICES	3,272	6%	45.5	$21.97	2,142	65%
CORRECTIONS	17,395	32%	42.3	$20.52	12,613	73%
EDUCATION	303	1%	48.6	$24.40	207	68%
ENVIRONMENTAL QUALITY	1,369	3%	44.3	$25.02	1,028	75%
EXECUTIVE OFFICE	52	0%	34.2	$21.44	2	4%
FAMILY INDEPENDENCE AGENCY	10,263	19%	45.0	$20.51	7,086	69%
HISTORY ARTS AND LIBRARIES	269	0%	41.1	$19.36	131	49%
INFORMATION TECHNOLOGY	1,725	3%	44.1	$25.31	1,168	68%
MANAGEMENT & BUDGET	1,298	2%	44.3	$22.24	862	66%
MILITARY AFFAIRS	921	2%	45.0	$18.98	617	67%
NATURAL RESOURCES	1,668	3%	42.9	$20.41	1,121	67%
STATE	1,806	3%	44.2	$18.69	1,196	66%
STATE POLICE	2,828	5%	40.0	$24.31	2,154	76%
TRANSPORTATION	2,714	5%	42.9	$21.93	1,836	68%
TREASURY	1,627	3%	44.8	$21.37	1,002	62%
STATEWIDE TOTALS	**54,527**	**100%**	**43.8**	**$21.46**	**38,066**	**70%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 24
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED HRM_APPT_DEPART

Table 2-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING MARCH 29, 2003

		Health						Dental						Vision	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**609**	277	45%	226	37%	9	1%	494	81%	15	2%	2	0%	517	85%
ATTORNEY GENERAL	**469**	235	50%	192	41%	9	2%	425	91%	16	3%	2	0%	445	95%
AUDITOR GENERAL	**155**	38	25%	93	60%	9	6%	135	87%	2	1%	1	1%	139	90%
CAREER DEVELOPMENT	**916**	518	57%	305	33%	35	4%	810	88%	43	5%	12	1%	866	95%
CIVIL RIGHTS	**134**	79	59%	49	37%	2	1%	124	93%	7	5%	1	1%	132	99%
CIVIL SERVICE	**191**	75	39%	91	48%	1	1%	166	87%	5	3%	0	0%	172	90%
COMMUNITY HEALTH	**4,543**	2,613	58%	1,555	34%	61	1%	4,083	90%	167	4%	10	0%	4,262	94%
CONSUMER & INDUSTRY SERVICES	**3,273**	1,536	47%	1,352	41%	71	2%	2,821	86%	148	5%	17	1%	2,996	92%
CORRECTIONS	**17,395**	10,444	60%	5,708	33%	181	1%	15,973	92%	433	2%	42	0%	16,462	95%
EDUCATION	**303**	134	44%	124	41%	7	2%	257	85%	8	3%	4	1%	270	89%
ENVIRONMENTAL QUALITY	**1,369**	593	43%	656	48%	22	2%	1,240	91%	34	2%	5	0%	1,282	94%
EXECUTIVE OFFICE	**52**	25	48%	17	33%	0	0%	40	77%	3	6%	0	0%	44	85%
FAMILY INDEPENDENCE AGENCY	**10,263**	5,741	56%	3,846	37%	139	1%	9,389	91%	395	4%	43	0%	9,822	96%
HISTORY ARTS AND LIBRARIES	**269**	81	30%	108	40%	0	0%	183	68%	7	3%	1	0%	190	71%
INFORMATION TECHNOLOGY	**1,725**	623	36%	928	54%	33	2%	1,508	87%	67	4%	7	0%	1,589	92%
MANAGEMENT & BUDGET	**1,298**	414	32%	690	53%	22	2%	1,108	85%	27	2%	5	0%	1,141	88%
MILITARY AFFAIRS	**921**	372	40%	475	52%	16	2%	861	93%	7	1%	1	0%	871	95%
NATURAL RESOURCES	**1,668**	1,070	64%	341	20%	34	2%	1,432	86%	14	1%	8	0%	1,457	87%
STATE	**1,806**	846	47%	696	39%	28	2%	1,517	84%	70	4%	11	1%	1,603	89%
STATE POLICE	**2,829**	2,165	77%	515	18%	24	1%	2,667	94%	37	1%	7	0%	2,713	96%
TRANSPORTATION	**2,719**	1,421	52%	1,037	38%	48	2%	2,459	90%	50	2%	9	0%	2,520	93%
TREASURY	**1,627**	559	34%	710	44%	38	2%	1,248	77%	63	4%	11	1%	1,325	81%
STATEWIDE TOTALS:	**54,534**	**29,859**	**55%**	**19,714**	**36%**	**789**	**1%**	**48,940**	**90%**	**1,618**	**3%**	**199**	**0%**	**50,818**	**93%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING MARCH 29, 2003

		Disability Insurance				Life Insurance				Long Term Care Insurance	
Department	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	**609**	464	76%	0	0%	507	83%	38	6%	94	15%
ATTORNEY GENERAL	**469**	432	92%	0	0%	446	95%	22	5%	102	22%
AUDITOR GENERAL	**155**	134	86%	0	0%	127	82%	25	16%	33	21%
CAREER DEVELOPMENT	**916**	829	91%	0	0%	818	89%	83	9%	154	17%
CIVIL RIGHTS	**134**	115	86%	0	0%	120	90%	13	10%	24	18%
CIVIL SERVICE	**191**	169	88%	0	0%	167	87%	16	8%	68	36%
COMMUNITY HEALTH	**4,543**	4,209	93%	0	0%	4,303	95%	189	4%	515	11%
CONSUMER & INDUSTRY SERVICES	**3,273**	2,641	81%	0	0%	2,963	91%	214	7%	526	16%
CORRECTIONS	**17,395**	16,548	95%	0	0%	16,848	97%	502	3%	1,032	6%
EDUCATION	**303**	263	87%	0	0%	278	92%	23	8%	74	24%
ENVIRONMENTAL QUALITY	**1,369**	1,206	88%	0	0%	1,239	91%	106	8%	237	17%
EXECUTIVE OFFICE	**52**	21	40%	0	0%	32	62%	18	35%	2	4%
FAMILY INDEPENDENCE AGENCY	**10,263**	9,614	94%	0	0%	9,687	94%	558	5%	1,413	14%
HISTORY ARTS AND LIBRARIES	**269**	170	63%	0	0%	184	68%	18	7%	58	22%
INFORMATION TECHNOLOGY	**1,725**	1,436	83%	49	3%	1,437	83%	111	6%	284	16%
MANAGEMENT & BUDGET	**1,298**	1,053	81%	0	0%	1,138	88%	71	5%	187	14%
MILITARY AFFAIRS	**921**	768	83%	0	0%	872	95%	34	4%	63	7%
NATURAL RESOURCES	**1,668**	1,369	82%	0	0%	1,441	86%	96	6%	201	12%
STATE	**1,806**	1,470	81%	0	0%	1,570	87%	100	6%	259	14%
STATE POLICE	**2,829**	2,551	90%	1,841	65%	2	0%	100	4%	221	8%
TRANSPORTATION	**2,719**	2,355	87%	0	0%	2,469	91%	173	6%	294	11%
TREASURY	**1,627**	1,258	77%	0	0%	1,318	81%	97	6%	215	13%
STATEWIDE TOTALS:	**54,534**	**49,075**	**90%**	**1,890**	**3%**	**47,966**	**88%**	**2,607**	**5%**	**6,056**	**11%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

Table 2-10

AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

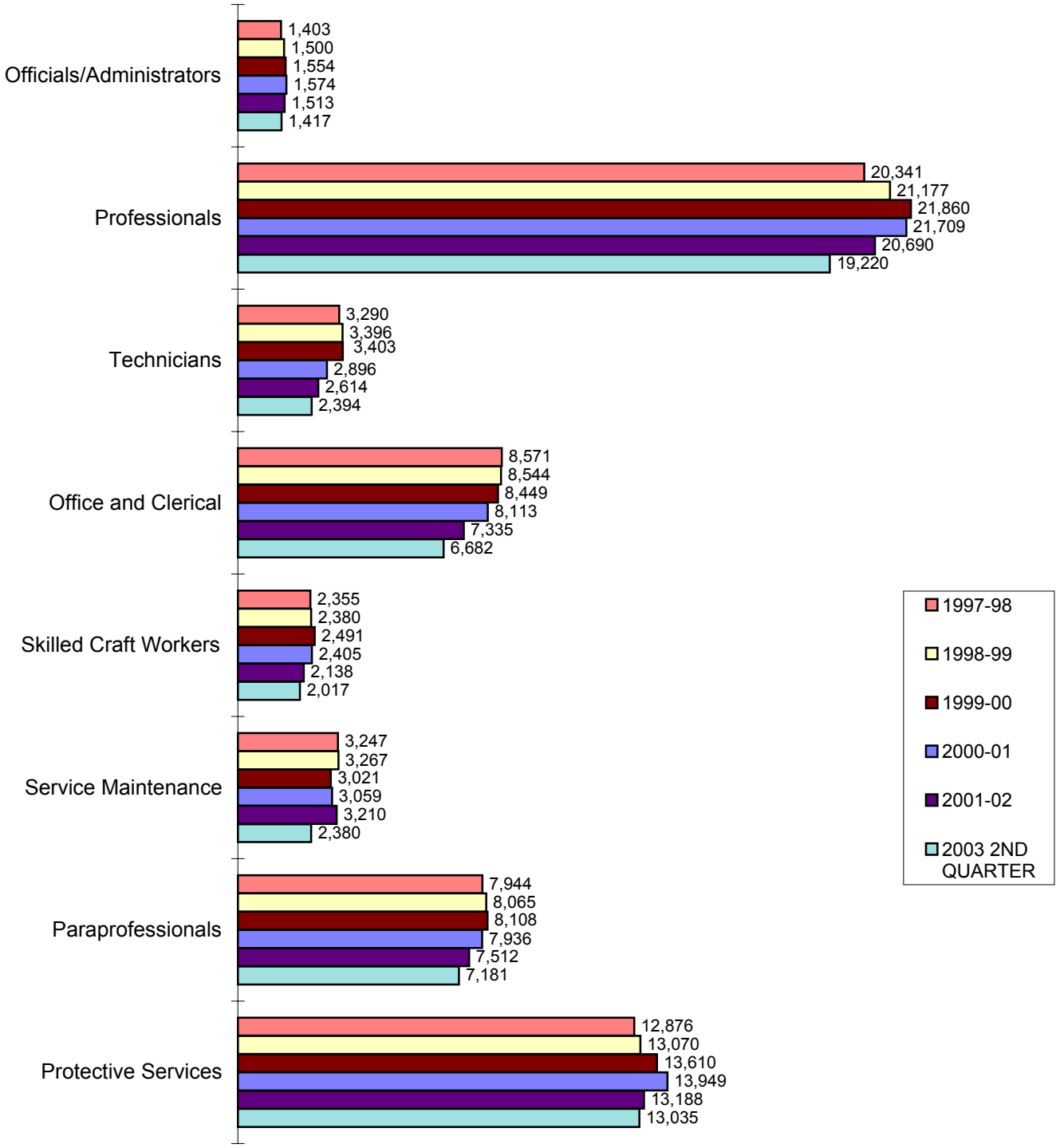
PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	4	29	48	37	62	101	131	109	58	20	9	1	609
ATTORNEY GENERAL	0	1	20	39	50	63	103	99	71	20	3	0	469
AUDITOR GENERAL	0	8	29	23	31	24	17	17	5	1	0	0	155
CAREER DEVELOPMENT	0	17	30	59	70	126	196	245	124	43	2	4	916
CIVIL RIGHTS	0	2	16	13	16	13	23	35	14	2	0	0	134
CIVIL SERVICE	1	6	9	10	13	31	51	48	17	3	2	0	191
COMMUNITY HEALTH	11	101	176	334	362	704	1,250	967	444	133	21	5	4,508
CONSUMER & INDUSTRY SERVICES	17	123	188	247	299	461	699	686	411	106	23	9	3,269
CORRECTIONS	9	338	1,359	2,506	2,889	3,100	3,178	2,522	1,091	261	28	5	17,286
EDUCATION	0	8	7	13	15	41	82	66	50	18	1	2	303
ENVIRONMENTAL QUALITY	1	27	84	128	162	235	333	266	105	21	5	1	1,368
EXECUTIVE OFFICE	0	14	9	7	5	9	4	2	1	1	0	0	52
FAMILY INDEPENDENCE AGENCY	1	196	762	977	976	1,313	2,380	2,361	1,009	221	32	13	10,241
HISTORY ARTS AND LIBRARIES	12	31	20	28	33	23	40	49	23	7	1	2	269
INFORMATION TECHNOLOGY	3	69	99	138	210	311	384	326	141	38	4	1	1,724
MANAGEMENT & BUDGET	7	65	71	100	137	193	322	265	96	31	6	4	1,297
MILITARY AFFAIRS	5	12	51	80	117	157	188	187	79	29	4	4	913
NATURAL RESOURCES	8	69	141	197	189	276	359	254	120	38	8	7	1,666
STATE	15	91	104	134	192	283	411	370	157	36	8	4	1,805
STATE POLICE	0	64	305	570	543	433	515	270	94	19	3	2	2,818
TRANSPORTATION	10	135	185	281	361	478	558	435	207	45	10	2	2,707
TREASURY	5	72	88	114	179	281	362	308	156	47	11	3	1,626
STATEWIDE TOTAL	**109**	**1,478**	**3,801**	**6,035**	**6,911**	**8,656**	**11,586**	**9,887**	**4,473**	**1,140**	**181**	**69**	**54,326**
AVERAGE AGE	**18.87**	**23.22**	**27.73**	**32.55**	**37.61**	**42.57**	**47.56**	**52.28**	**56.96**	**61.69**	**66.86**	**74.19**	**43.70**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1997-98 through Second Quarter 2002-03



2002-03 First Quarter Grand Total: 54,326

Source: MAIN MIDB Civil Service HWF27, pay period ending 3-29-03.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: MAR 29, 2003

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	3	16
ALGER	407	6	413
ALLEGAN	199	50	249
ALPENA	126	19	145
ANTRIM	27	1	28
ARENAC	376	16	392
BARAGA	473	16	489
BARRY	74	6	80
BAY	264	38	302
BENZIE	23	6	29
BERRIEN	383	45	428
BRANCH	765	12	777
CALHOUN	330	30	360
CASS	68	6	74
CHARLEVOIX	25	33	58
CHEBOYGAN	83	19	102
CHIPPEWA	1,317	40	1,357
CLARE	41	15	56
CLINTON	123	13	136
CRAWFORD	235	56	291
DELTA	188	35	223
DICKINSON	51	8	59
EATON	2,334	339	2,673
EMMET	65	19	84
GENESEE	852	91	943
GLADWIN	40	11	51
GOGEBIC	298	10	308
GRAND TRAVERSE	504	24	528
GRATIOT	935	11	946
HILLSDALE	62	9	71
HOUGHTON	107	11	118
HURON	37	11	48
INGHAM	9,676	1,531	11,207
IONIA	2,035	46	2,081
IOSCO	51	5	56
IRON	123	4	127
ISABELLA	483	92	575
JACKSON	2,810	56	2,866
KALAMAZOO	895	98	993
KALKASKA	55	6	61
KENT	1,479	174	1,653
KEWEENAW	1	5	6
LAKE	48	0	48
LAPEER	415	10	425
LEELANAU	13	4	17

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: MAR 29, 2003

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	839	31	870
LIVINGSTON	519	73	592
LUCE	452	13	465
MACKINAC	128	53	181
MACOMB	1,059	71	1,130
MANISTEE	405	15	420
MARQUETTE	866	43	909
MASON	71	6	77
MECOSTA	52	4	56
MENOMINEE	44	11	55
MIDLAND	73	9	82
MISSAUKEE	45	6	51
MONROE	162	26	188
MONTCALM	679	18	697
MONTMORENCY	48	3	51
MUSKEGON	1,148	35	1,183
NEWAYGO	72	5	77
OAKLAND	1,079	110	1,189
OCEANA	54	23	77
OGEMAW	63	7	70
ONTONAGON	23	12	35
OSCEOLA	80	7	87
OSCODA	35	3	38
OTSEGO	226	15	241
OTTAWA	173	25	198
OUT OF STATE	55	4	59
PRESQUE ISLE	16	2	18
ROSCOMMON	142	17	159
SAGINAW	1,036	37	1,073
SANILAC	54	7	61
SCHOOLCRAFT	43	8	51
SHIAWASSEE	123	9	132
ST CLAIR	211	34	245
ST JOSEPH	106	5	111
STATEWIDE	777	88	865
TUSCOLA	518	53	571
VAN BUREN	254	34	288
WASHTENAW	1,802	60	1,862
WAYNE	7,407	484	7,891
WEXFORD	161	19	180
GRAND TOTAL:	**50,009**	**4,525**	**54,534**

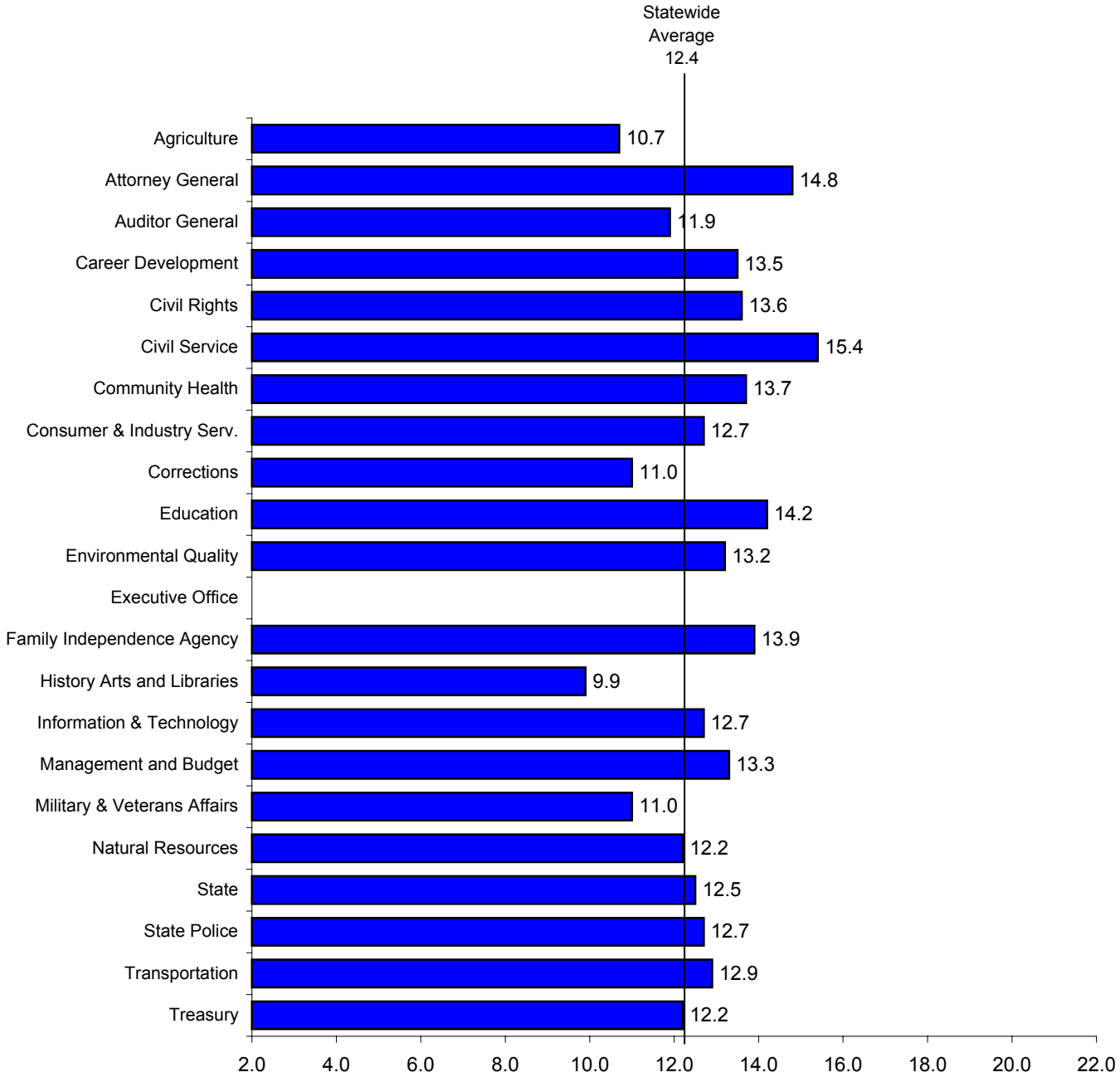
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT
Pay Period Ending March 29, 2003



Note: Years of service computed for this report do not include service credit for military service college/university, county, or unclassified employment.

Source: MAIN MIDB Civl Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 3-29-03.

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
AGRICULTURE																
LESS THAN 6 YEARS	113	117	2	8	1	0	0	3	0	4	2	1	118	133	0	1
6 - 10 YEARS	44	32	3	6	1	2	1	1	0	2	0	0	49	43	1	1
11- 15 YEARS	48	42	0	2	0	1	0	1	1	2	0	0	49	48	2	0
16 - 20 YEARS	22	24	1	5	0	0	0	0	1	0	0	0	24	29	2	2
21 - 25 YEARS	21	25	2	4	0	0	1	0	1	0	0	0	25	29	0	4
26 - 30 YEARS	28	14	1	2	0	0	1	1	0	0	0	0	30	17	2	2
31 - 35 YEARS	6	3	0	2	0	0	0	0	2	0	0	0	8	5	0	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**283**	**258**	**9**	**29**	**2**	**3**	**3**	**6**	**5**	**8**	**2**	**1**	**304**	**305**	**7**	**10**
MORE THAN 10 YEARS	126	109	4	15	0	1	2	2	5	2	0	0	137	129	6	8
AVERAGE YEARS	11.1	9.9	12.7	13.2	6.5	9.3	19.7	10.2	24.0	6.3	1.0	1.0	11.3	10.1	18.1	19.5

DEPARTMENT AVERAGE YEARS **10.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	21	35	1	0	0	0	0	0	0	1	0	0	22	36	0	0
6 - 10 YEARS	10	16	0	3	0	0	0	0	0	0	0	0	10	19	0	0
11- 15 YEARS	2	14	0	0	0	0	0	0	0	0	0	0	2	14	0	0
16 - 20 YEARS	12	10	2	0	0	0	0	0	0	0	0	0	14	10	0	3
21 - 25 YEARS	7	4	1	0	0	0	0	0	0	0	0	0	8	4	0	0
26 - 30 YEARS	9	0	0	0	0	0	0	0	0	0	0	0	9	0	2	0
31 - 35 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**68**	**79**	**4**	**3**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**72**	**83**	**2**	**3**
MORE THAN 10 YEARS	37	28	3	0	0	0	0	0	0	0	0	0	40	28	2	3
AVERAGE YEARS	15.6	8.9	15.3	8.3	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	15.6	8.8	29.0	17.7

DEPARTMENT AVERAGE YEARS **11.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
ATTORNEY GENERAL																
LESS THAN 6 YEARS	31	50	4	14	0	0	0	3	0	1	0	0	35	68	0	0
6 - 10 YEARS	32	38	2	5	0	0	1	1	0	0	0	0	35	44	0	0
11- 15 YEARS	26	37	2	4	0	0	0	2	1	0	0	0	29	43	0	1
16 - 20 YEARS	26	32	3	6	0	0	0	2	0	0	0	0	29	40	1	3
21 - 25 YEARS	28	36	4	2	0	0	2	1	0	0	0	0	34	39	1	1
26 - 30 YEARS	35	12	0	4	0	0	0	0	0	0	0	0	35	16	1	1
31 - 35 YEARS	12	5	0	0	0	0	0	0	0	0	0	0	12	5	1	1
36 - 40 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**192**	**212**	**15**	**36**	**0**	**0**	**3**	**9**	**1**	**1**	**0**	**0**	**211**	**258**	**4**	**7**
MORE THAN 10 YEARS	129	124	9	17	0	0	2	5	1	0	0	0	141	146	4	7
AVERAGE YEARS	16.9	13.7	13.7	11.7	0.0	0.0	18.3	11.0	15.0	4.0	0.0	0.0	16.7	13.3	25.3	20.9

DEPARTMENT AVERAGE YEARS **14.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	80	119	23	45	0	3	6	10	0	5	3	0	112	182	4	2
6 - 10 YEARS	31	42	10	25	1	0	1	4	1	2	0	0	44	73	6	4
11- 15 YEARS	47	51	11	25	0	0	2	4	0	0	0	0	60	80	17	9
16 - 20 YEARS	27	34	4	18	1	1	1	4	0	1	0	0	33	58	4	3
21 - 25 YEARS	34	53	10	21	0	2	1	6	0	0	0	0	45	82	12	6
26 - 30 YEARS	28	46	9	20	1	0	2	0	0	0	0	0	40	66	6	9
31 - 35 YEARS	14	11	2	8	0	0	0	1	0	0	0	0	16	20	5	2
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**264**	**357**	**70**	**162**	**3**	**6**	**13**	**29**	**1**	**8**	**3**	**0**	**354**	**562**	**55**	**35**
MORE THAN 10 YEARS	153	196	37	92	2	3	6	15	0	1	0	0	198	307	45	29
AVERAGE YEARS	14.0	13.5	13.4	13.9	17.0	11.5	10.8	12.1	6.0	6.0	0.0	0.0	13.7	13.4	18.3	19.3

DEPARTMENT AVERAGE YEARS **13.5**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CIVIL RIGHTS																
LESS THAN 6 YEARS	8	13	10	12	0	0	0	4	0	1	0	0	18	30	1	0
6 - 10 YEARS	2	3	3	7	0	1	0	1	0	1	0	0	5	13	0	0
11- 15 YEARS	0	3	3	6	0	0	2	0	0	1	0	0	5	10	0	0
16 - 20 YEARS	1	1	1	3	0	0	0	0	0	0	0	0	2	4	0	0
21 - 25 YEARS	3	4	0	5	0	0	1	0	0	0	0	0	4	9	0	1
26 - 30 YEARS	3	7	3	8	0	0	2	2	1	0	0	0	9	17	0	0
31 - 35 YEARS	1	2	2	2	0	0	0	0	0	0	0	0	3	4	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**18**	**34**	**22**	**43**	**0**	**1**	**5**	**7**	**1**	**3**	**0**	**0**	**46**	**88**	**1**	**1**
MORE THAN 10 YEARS	8	18	9	24	0	0	5	2	1	1	0	0	23	45	0	1
AVERAGE YEARS	13.3	14.8	11.2	14.0	0.0	6.0	21.4	9.7	30.0	6.0	0.0	0.0	13.5	13.6	3.0	23.0

DEPARTMENT AVERAGE YEARS **13.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CIVIL SERVICE																
LESS THAN 6 YEARS	5	24	2	7	0	0	1	1	0	1	1	2	9	35	0	0
6 - 10 YEARS	4	17	0	1	0	1	0	0	0	0	0	0	4	19	0	1
11- 15 YEARS	4	15	0	1	0	1	0	1	0	3	0	0	4	21	0	0
16 - 20 YEARS	5	13	0	7	0	1	0	2	0	0	0	0	5	23	1	3
21 - 25 YEARS	5	19	2	7	1	0	0	1	0	0	0	0	8	27	1	2
26 - 30 YEARS	8	18	2	2	1	0	1	0	0	0	0	0	12	20	2	2
31 - 35 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**32**	**109**	**6**	**25**	**2**	**3**	**2**	**5**	**0**	**4**	**1**	**2**	**43**	**148**	**4**	**8**
MORE THAN 10 YEARS	23	68	4	17	2	2	1	4	0	3	0	0	30	94	4	7
AVERAGE YEARS	17.8	15.1	19.0	14.8	26.5	13.3	13.5	15.2	0.0	10.0	1.0	1.0	17.8	14.7	24.5	20.4

DEPARTMENT AVERAGE YEARS **15.4**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	314	560	78	204	4	6	10	12	20	21	7	10	433	813	5	1
6 - 10 YEARS	227	286	52	108	4	4	12	4	7	20	0	0	302	422	5	12
11- 15 YEARS	99	241	49	117	0	3	9	7	7	18	0	0	164	386	8	25
16 - 20 YEARS	136	242	46	112	1	3	5	14	9	12	0	0	197	383	27	25
21 - 25 YEARS	258	327	110	151	3	5	8	12	6	9	0	0	385	504	31	39
26 - 30 YEARS	162	204	26	38	0	2	1	3	4	2	0	0	193	249	19	15
31 - 35 YEARS	26	36	2	3	0	0	1	0	0	1	0	0	29	40	1	1
36 - 40 YEARS	3	2	0	1	0	0	0	0	1	0	0	0	4	3	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**1,225**	**1,898**	**363**	**735**	**12**	**23**	**46**	**52**	**54**	**83**	**7**	**10**	**1,707**	**2,801**	**96**	**118**
MORE THAN 10 YEARS	684	1,052	233	423	4	13	24	36	27	42	0	0	972	1,566	86	105
AVERAGE YEARS	14.4	13.4	14.8	13.2	11.1	13.4	12.6	14.6	11.9	11.6	0.4	0.1	14.3	13.3	20.3	19.1

DEPARTMENT AVERAGE YEARS **13.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CONSUMER & INDUSTRY SERVICES																
LESS THAN 6 YEARS	230	468	63	280	1	3	8	22	6	12	1	9	309	794	0	4
6 - 10 YEARS	124	184	16	63	0	1	2	4	2	5	0	0	144	257	2	9
11- 15 YEARS	132	217	33	79	1	1	4	12	2	9	0	0	172	318	9	30
16 - 20 YEARS	92	161	24	64	2	5	8	10	5	2	0	0	131	242	11	19
21 - 25 YEARS	106	209	28	88	0	5	5	7	0	3	0	0	139	312	20	31
26 - 30 YEARS	98	156	14	71	1	2	0	3	2	2	0	0	115	234	13	22
31 - 35 YEARS	29	37	2	14	0	0	0	2	0	0	0	0	31	53	2	5
36 - 40 YEARS	5	4	0	5	0	0	0	1	0	0	0	0	5	10	1	2
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	**817**	**1,436**	**181**	**665**	**5**	**17**	**27**	**61**	**17**	**33**	**1**	**9**	**1,048**	**2,221**	**58**	**122**
MORE THAN 10 YEARS	463	784	102	322	4	13	17	35	9	16	0	0	595	1,170	56	109
AVERAGE YEARS	13.7	12.9	12.1	11.5	15.4	16.7	12.4	12.1	11.2	10.4	0.0	1.1	13.4	12.4	22.0	19.4

DEPARTMENT AVERAGE YEARS **12.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CORRECTIONS																
LESS THAN 6 YEARS	2,716	1,327	332	433	44	18	55	44	16	9	30	12	3,193	1,843	9	3
6 - 10 YEARS	2,110	937	268	280	67	22	71	35	10	2	0	0	2,526	1,276	30	18
11- 15 YEARS	2,274	754	235	235	75	15	53	22	9	3	0	0	2,646	1,029	104	48
16 - 20 YEARS	1,802	511	295	285	32	14	31	12	3	3	0	0	2,163	825	152	53
21 - 25 YEARS	665	257	72	75	11	3	7	9	1	1	0	0	756	345	80	24
26 - 30 YEARS	378	138	49	42	5	0	4	0	0	0	0	0	436	180	48	10
31 - 35 YEARS	35	15	6	5	0	0	2	0	0	0	0	0	43	20	3	0
36 - 40 YEARS	3	1	1	0	0	0	0	0	0	0	0	0	4	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**9,983**	**3,940**	**1,258**	**1,355**	**234**	**72**	**223**	**122**	**39**	**18**	**30**	**12**	**11,767**	**5,519**	**427**	**156**
MORE THAN 10 YEARS	5,157	1,676	658	642	123	32	97	43	13	7	0	0	6,048	2,400	388	135
AVERAGE YEARS	11.4	10.2	11.6	10.7	11.3	10.4	10.4	9.1	8.3	8.9	1.0	0.8	11.4	10.3	17.9	16.4

DEPARTMENT AVERAGE YEARS **11.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	25	63	3	2	0	0	0	1	0	0	0	0	28	66	0	0
6 - 10 YEARS	6	32	0	2	0	0	0	0	0	0	0	0	6	34	0	0
11- 15 YEARS	5	28	0	3	0	0	0	2	0	0	0	0	5	33	0	2
16 - 20 YEARS	4	22	0	0	0	0	1	1	0	1	0	0	5	24	0	1
21 - 25 YEARS	5	31	2	2	0	1	0	2	0	0	0	0	7	36	2	4
26 - 30 YEARS	10	31	1	3	0	0	0	0	0	0	0	0	11	34	1	3
31 - 35 YEARS	2	8	0	2	0	0	0	0	0	0	0	0	2	10	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**58**	**216**	**6**	**14**	**0**	**1**	**1**	**6**	**0**	**1**	**0**	**0**	**65**	**238**	**3**	**10**
MORE THAN 10 YEARS	27	121	3	10	0	1	1	5	0	1	0	0	31	138	3	10
AVERAGE YEARS	12.6	14.3	13.0	18.5	0.0	22.0	18.0	16.0	0.0	17.0	0.0	0.0	12.7	14.6	26.0	22.8

DEPARTMENT AVERAGE YEARS **14.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	167	158	8	6	0	1	3	4	4	5	0	0	182	174	0	0
6 - 10 YEARS	91	75	1	5	0	0	1	1	8	4	0	0	101	85	2	2
11- 15 YEARS	172	135	6	15	0	2	5	3	4	2	0	0	187	157	5	5
16 - 20 YEARS	60	70	8	10	1	3	2	1	5	2	0	0	76	86	1	1
21 - 25 YEARS	103	67	5	7	1	0	0	2	2	1	0	0	111	77	7	4
26 - 30 YEARS	64	28	0	5	0	0	1	0	2	0	0	0	67	33	5	2
31 - 35 YEARS	21	8	0	1	0	0	1	0	0	0	0	0	22	9	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**678**	**542**	**28**	**49**	**2**	**6**	**13**	**11**	**25**	**14**	**0**	**0**	**746**	**622**	**21**	**14**
MORE THAN 10 YEARS	420	309	19	38	2	5	9	6	13	5	0	0	463	363	19	12
AVERAGE YEARS	13.7	12.4	12.4	15.6	21.0	13.3	13.4	11.2	13.1	10.2	0.0	0.0	13.7	12.6	20.6	17.2

DEPARTMENT AVERAGE YEARS **13.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	11	25	4	7	0	0	0	2	0	1	0	0	15	35	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**11**	**27**	**4**	**7**	**0**	**0**	**0**	**2**	**0**	**1**	**0**	**0**	**15**	**37**	**0**	**0**
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
AVERAGE YEARS	0.0	1.9	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.0	0.0

DEPARTMENT AVERAGE YEARS **1.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	370	1,456	129	949	5	10	24	92	5	20	4	7	537	2,534	0	14
6 - 10 YEARS	238	720	107	326	3	13	16	58	4	8	0	0	368	1,125	6	28
11- 15 YEARS	192	603	66	349	1	16	27	66	5	13	0	0	291	1,047	33	70
16 - 20 YEARS	130	373	54	219	2	4	10	38	4	5	0	0	200	639	16	35
21 - 25 YEARS	296	955	80	512	2	14	10	27	5	7	0	0	393	1,515	40	132
26 - 30 YEARS	288	613	30	354	2	4	3	12	1	1	0	0	324	984	27	68
31 - 35 YEARS	84	110	11	55	1	1	0	3	1	0	0	0	97	169	10	7
36 - 40 YEARS	5	6	0	4	0	0	1	0	0	0	0	0	6	10	1	3
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**1,604**	**4,836**	**478**	**2,768**	**16**	**62**	**91**	**296**	**25**	**54**	**4**	**7**	**2,218**	**8,023**	**133**	**357**
MORE THAN 10 YEARS	996	2,660	242	1,493	8	39	51	146	16	26	0	0	1,313	4,364	127	315
AVERAGE YEARS	15.9	13.8	12.7	13.5	13.6	14.0	11.9	11.3	15.0	10.8	0.5	0.7	15.0	13.6	21.2	19.9

DEPARTMENT AVERAGE YEARS **13.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	47	58	2	2	0	0	1	2	1	1	7	15	58	78	1	1
6 - 10 YEARS	11	14	0	0	1	0	0	0	0	1	0	0	12	15	1	0
11- 15 YEARS	8	19	1	0	1	0	0	1	0	0	0	0	10	20	2	1
16 - 20 YEARS	5	10	1	2	0	1	0	1	0	0	0	0	6	14	2	0
21 - 25 YEARS	11	10	0	3	0	0	0	1	0	0	0	0	11	14	2	1
26 - 30 YEARS	10	12	0	0	0	0	1	0	0	0	0	0	11	12	0	0
31 - 35 YEARS	4	2	0	0	1	0	0	0	0	0	0	0	5	2	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**97**	**125**	**4**	**7**	**3**	**1**	**2**	**5**	**1**	**2**	**7**	**15**	**114**	**155**	**9**	**3**
MORE THAN 10 YEARS	39	53	2	5	2	1	1	3	0	0	0	0	44	62	7	2
AVERAGE YEARS	11.0	10.4	9.0	15.7	18.0	18.0	14.5	10.6	0.0	4.0	0.1	0.1	10.4	9.6	16.3	14.0

DEPARTMENT AVERAGE YEARS **9.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	332	159	16	19	0	0	6	4	17	5	20	7	391	194	2	0
6 - 10 YEARS	153	64	11	3	0	1	4	2	6	5	0	0	174	75	1	3
11- 15 YEARS	109	106	17	13	1	0	3	5	6	4	0	0	136	128	12	11
16 - 20 YEARS	62	77	12	22	0	1	3	1	5	6	0	0	82	107	8	4
21 - 25 YEARS	82	91	13	22	1	0	4	4	2	4	0	0	102	121	12	1
26 - 30 YEARS	83	64	4	8	1	0	2	6	0	1	0	0	90	79	5	3
31 - 35 YEARS	24	15	3	0	1	0	0	0	0	0	0	0	28	15	3	1
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**847**	**576**	**76**	**87**	**4**	**2**	**22**	**22**	**36**	**25**	**20**	**7**	**1,005**	**719**	**43**	**23**
MORE THAN 10 YEARS	362	353	49	65	4	1	12	16	13	15	0	0	440	450	40	20
AVERAGE YEARS	11.6	14.2	14.3	15.9	23.8	12.5	13.6	16.7	9.4	13.5	0.0	0.0	11.6	14.3	19.4	16.7

DEPARTMENT AVERAGE YEARS **12.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	175	203	13	15	0	1	4	2	2	4	8	8	202	233	1	1
6 - 10 YEARS	72	82	6	7	0	1	1	1	1	0	0	0	80	91	2	1
11- 15 YEARS	72	59	9	7	1	0	5	3	3	0	0	0	90	69	6	4
16 - 20 YEARS	44	55	5	6	0	0	2	4	5	1	0	0	56	66	5	7
21 - 25 YEARS	89	83	11	12	0	0	5	3	0	1	0	0	105	99	13	10
26 - 30 YEARS	80	47	8	10	2	1	9	1	1	0	0	0	100	59	7	3
31 - 35 YEARS	20	16	3	0	0	0	3	2	0	0	0	0	26	18	2	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**555**	**545**	**55**	**57**	**3**	**3**	**29**	**16**	**12**	**6**	**8**	**8**	**662**	**635**	**37**	**26**
MORE THAN 10 YEARS	308	260	36	35	3	1	24	13	9	2	0	0	380	311	34	24
AVERAGE YEARS	14.1	12.0	15.8	15.0	24.3	13.0	20.1	18.3	13.8	9.3	0.0	0.1	14.4	12.3	21.5	19.4

DEPARTMENT AVERAGE YEARS **13.3**

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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	102	123	22	63	0	0	6	5	2	5	1	0	133	196	0	1
6 - 10 YEARS	60	71	2	23	0	1	2	1	0	0	0	0	64	96	2	0
11- 15 YEARS	65	58	7	16	0	2	4	1	0	1	0	0	76	78	4	1
16 - 20 YEARS	35	57	6	8	2	2	0	2	0	0	0	0	43	69	8	4
21 - 25 YEARS	29	51	2	3	2	0	1	3	0	0	0	0	34	57	2	1
26 - 30 YEARS	22	28	1	5	2	0	0	0	0	0	0	0	25	33	1	2
31 - 35 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**319**	**391**	**40**	**118**	**6**	**5**	**13**	**12**	**2**	**6**	**1**	**0**	**381**	**532**	**18**	**9**
MORE THAN 10 YEARS	157	197	16	32	6	4	5	6	0	1	0	0	184	240	16	8
AVERAGE YEARS	11.5	12.1	8.8	7.2	22.3	13.4	8.5	11.0	2.0	5.3	1.0	0.0	11.2	10.9	18.1	17.6

DEPARTMENT AVERAGE YEARS **11.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	343	159	0	3	1	0	3	1	3	2	1	1	351	166	1	1
6 - 10 YEARS	198	79	6	6	1	1	3	1	2	1	0	0	210	88	1	0
11- 15 YEARS	154	82	7	7	3	1	4	5	0	1	0	0	168	96	3	3
16 - 20 YEARS	127	68	6	3	6	1	1	4	0	0	0	0	140	76	7	3
21 - 25 YEARS	97	52	5	3	3	0	2	1	1	1	0	0	108	57	6	1
26 - 30 YEARS	116	25	0	3	3	1	1	1	0	0	0	0	120	30	3	5
31 - 35 YEARS	44	3	0	0	0	0	1	0	0	0	0	0	45	3	4	0
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**1,086**	**469**	**24**	**25**	**17**	**4**	**15**	**13**	**6**	**5**	**1**	**1**	**1,149**	**517**	**26**	**13**
MORE THAN 10 YEARS	545	231	18	16	15	3	9	11	1	2	0	0	588	263	24	12
AVERAGE YEARS	12.6	11.0	15.0	13.8	18.4	16.5	13.3	15.4	7.3	9.6	1.0	0.0	12.7	11.2	21.8	19.9

DEPARTMENT AVERAGE YEARS **12.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
LESS THAN 6 YEARS	68	379	11	83	1	3	5	24	2	4	4	9	91	502	1	3
6 - 10 YEARS	21	125	7	44	0	9	0	8	1	3	0	0	29	189	1	8
11- 15 YEARS	33	168	6	72	1	1	3	17	2	1	0	0	45	259	5	32
16 - 20 YEARS	18	149	9	59	1	2	3	5	2	5	0	0	33	220	2	24
21 - 25 YEARS	44	140	7	47	0	2	0	12	0	3	0	0	51	204	6	16
26 - 30 YEARS	36	82	3	16	0	0	2	3	0	0	0	0	41	101	7	7
31 - 35 YEARS	8	20	0	2	0	0	0	0	0	0	0	0	8	22	0	0
36 - 40 YEARS	0	8	0	1	0	0	0	0	0	0	0	0	0	9	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**228**	**1,072**	**43**	**324**	**3**	**17**	**13**	**69**	**7**	**16**	**4**	**9**	**298**	**1,507**	**22**	**92**
MORE THAN 10 YEARS	139	568	25	197	2	5	8	37	4	9	0	0	178	816	20	81
AVERAGE YEARS	14.9	12.1	13.0	12.8	10.7	10.0	11.6	11.3	10.0	12.0	0.8	0.4	14.1	12.1	20.6	16.8

DEPARTMENT AVERAGE YEARS **12.5**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	484	192	14	17	0	1	6	3	1	1	0	0	505	214	0	0
6 - 10 YEARS	484	126	39	6	18	0	16	0	4	1	0	0	561	133	3	0
11- 15 YEARS	235	100	37	9	4	1	12	5	3	2	0	0	291	117	2	3
16 - 20 YEARS	215	104	42	13	7	0	16	1	0	0	0	0	280	118	4	3
21 - 25 YEARS	248	57	54	8	2	5	16	7	0	1	0	0	320	78	3	2
26 - 30 YEARS	72	53	5	6	1	0	4	0	0	0	0	0	82	59	1	4
31 - 35 YEARS	33	11	4	1	0	0	1	0	0	0	0	0	38	12	2	1
36 - 40 YEARS	9	1	0	0	0	0	0	0	0	0	0	0	9	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,780**	**644**	**195**	**60**	**32**	**7**	**71**	**16**	**8**	**5**	**0**	**0**	**2,086**	**732**	**16**	**13**
MORE THAN 10 YEARS	812	326	142	37	14	6	49	13	3	3	0	0	1,020	385	13	13
AVERAGE YEARS	12.3	12.3	16.1	14.1	12.3	20.1	15.7	16.1	9.4	12.4	0.0	0.0	12.8	12.6	20.3	21.2

DEPARTMENT AVERAGE YEARS **12.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	552	214	33	23	5	4	10	5	10	6	13	8	623	260	1	0
6 - 10 YEARS	187	72	12	8	7	3	4	0	2	2	0	0	212	85	2	3
11- 15 YEARS	349	138	33	15	2	3	10	3	5	3	0	0	399	162	20	9
16 - 20 YEARS	188	82	27	16	6	1	10	3	4	0	0	0	235	102	14	13
21 - 25 YEARS	131	100	21	15	7	3	11	3	3	0	0	0	173	121	13	13
26 - 30 YEARS	126	47	16	11	6	0	12	1	1	0	0	0	161	59	18	5
31 - 35 YEARS	59	12	1	4	0	0	1	0	4	0	0	0	65	16	9	2
36 - 40 YEARS	27	1	0	0	0	0	0	0	2	0	0	0	29	1	4	0
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
DEPARTMENT TOTAL	**1,623**	**666**	**143**	**92**	**33**	**14**	**58**	**15**	**31**	**11**	**13**	**8**	**1,901**	**806**	**83**	**45**
MORE THAN 10 YEARS	884	380	98	61	21	7	44	10	19	3	0	0	1,066	461	80	42
AVERAGE YEARS	12.7	12.6	14.5	15.2	16.1	11.8	16.9	13.3	15.5	7.1	0.6	0.4	13.0	12.7	22.4	20.0

DEPARTMENT AVERAGE YEARS **12.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	147	314	15	70	1	4	7	14	8	17	1	0	179	419	2	3
6 - 10 YEARS	74	103	9	25	0	2	2	4	2	2	0	0	87	136	5	1
11- 15 YEARS	38	83	14	33	0	1	4	10	5	1	0	0	61	128	3	8
16 - 20 YEARS	26	85	18	34	0	0	1	11	3	0	0	0	48	130	8	3
21 - 25 YEARS	30	134	10	40	1	1	4	6	0	0	0	0	45	181	4	13
26 - 30 YEARS	54	79	7	11	0	1	4	1	0	0	0	0	65	92	8	6
31 - 35 YEARS	22	20	3	1	0	1	1	0	1	0	0	0	27	22	6	0
36 - 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**395**	**820**	**76**	**214**	**2**	**10**	**23**	**46**	**19**	**20**	**1**	**0**	**516**	**1,110**	**38**	**35**
MORE THAN 10 YEARS	174	403	52	119	1	4	14	28	9	1	0	0	250	555	31	31
AVERAGE YEARS	12.6	12.1	14.8	12.1	10.5	11.9	14.3	11.6	9.9	2.6	1.0	0.0	12.8	11.9	21.8	19.5

DEPARTMENT AVERAGE YEARS **12.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,341	6,216	785	2,262	63	54	155	258	97	126	103	89	7,544	9,005	28	35
6 - 10 YEARS	4,179	3,118	554	953	103	62	137	126	50	59	0	0	5,023	4,318	70	91
11- 15 YEARS	4,064	2,953	536	1,008	90	48	147	170	53	64	0	0	4,890	4,243	235	262
16 - 20 YEARS	3,037	2,180	564	892	61	39	94	116	46	38	0	0	3,802	3,265	273	209
21 - 25 YEARS	2,292	2,707	439	1,027	34	41	78	107	21	31	0	0	2,864	3,913	255	306
26 - 30 YEARS	1,710	1,704	179	619	25	11	50	34	12	6	0	0	1,976	2,374	176	169
31 - 35 YEARS	457	339	39	100	3	2	11	8	8	1	0	0	518	450	51	20
36 - 40 YEARS	75	34	1	12	0	0	1	1	3	0	0	0	80	47	13	7
MORE THAN 40 YEARS	8	1	3	2	0	0	0	0	0	0	0	0	11	3	2	1
STATEWIDE TOTAL	**22,163**	**19,252**	**3,100**	**6,875**	**379**	**257**	**673**	**820**	**290**	**325**	**103**	**89**	**26,708**	**27,618**	**1,103**	**1,100**
MORE THAN 10 YEARS	11,643	9,918	1,761	3,660	213	141	381	436	143	140	0	0	14,141	14,295	1,005	974
AVERAGE YEARS	12.5	12.4	12.9	12.6	12.9	12.7	12.9	11.8	11.7	9.9	0.5	0.4	12.5	12.4	19.7	18.9

STATEWIDE AVERAGE YEARS **12.4**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2003

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	17	1.90%
Dismissal	83	9.30%
Expired Appointment	126	14.10%
Total Involuntary Separations	**226**	**25.30%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	233	26.00%
Layoff/Leave of Absence Rights Expired	38	4.20%
Waived Rights Leave of Absence	142	15.90%
Settlement	0	0.00%
Total Voluntary Separations	**413**	**46.10%**
RETIREMENT		
Retirement	138	15.40%
Early Retirement	58	6.50%
Disability Retirement	31	3.50%
Deferred Retirement	29	3.20%
Total Retirements	**256**	**28.60%**
TOTAL SEPARATIONS	**895**	**100.00%**

Source: MAIN MIDB Civil Service HWF10, for the period beginning 12-22-02 through 3-29-03.

Table 3-3

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING DEC-22-2002 TO PAY PERIOD ENDING MAR-29-2003

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
DEPARTMENT NAME	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	3	0	0	0	3	12	0	0	0	12	-9
ATTORNEY GENERAL	14	0	0	0	14	3	0	0	0	3	11
AUDITOR GENERAL	0	0	0	0	0	1	0	0	0	1	-1
CAREER DEVELOPMENT	25	2	0	0	27	4	0	0	1	5	22
CIVIL RIGHTS	1	0	0	0	1	8	0	0	0	8	-7
CIVIL SERVICE	3	0	0	0	3	1	0	0	0	1	2
COMMUNITY HEALTH	89	3	13	1	109	77	0	0	15	92	17
CONSUMER & INDUSTRY SERVICES	226	21	2	1	250	21	0	0	4	25	225
CORRECTIONS	101	6	9	1	120	235	0	0	8	243	-123
EDUCATION	11	0	0	0	11	4	0	0	0	4	7
ENVIRONMENTAL QUALITY	27	1	0	0	28	10	0	0	1	11	17
EXECUTIVE OFFICE	18	0	0	0	18	9	0	0	0	9	9
FAMILY INDEPENDENCE AGENCY	277	0	13	0	291	99	1	15	34	149	142
HISTORY ARTS AND LIBRARIES	4	2	5	0	11	16	0	0	0	16	-5
INFORMATION TECHNOLOGY	34	3	0	0	37	16	0	0	1	17	20
MANAGEMENT & BUDGET	21	5	0	0	26	13	0	0	0	13	13
MILITARY AFFAIRS	22	3	2	0	27	22	0	0	4	26	1
NATURAL RESOURCES	23	36	109	0	171	46	40	0	2	88	83
STATE	9	24	1	0	34	52	0	0	0	52	-18
STATE POLICE	25	0	0	0	25	55	0	0	1	56	-31
TRANSPORTATION	46	10	19	0	75	61	6	0	0	67	8
TREASURY	55	168	0	0	223	17	0	0	6	23	200
STATEWIDE TOTALS	**1,034**	**284**	**173**	**3**	**1,494**	**782**	**47**	**15**	**77**	**921**	**573**

NOTE: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

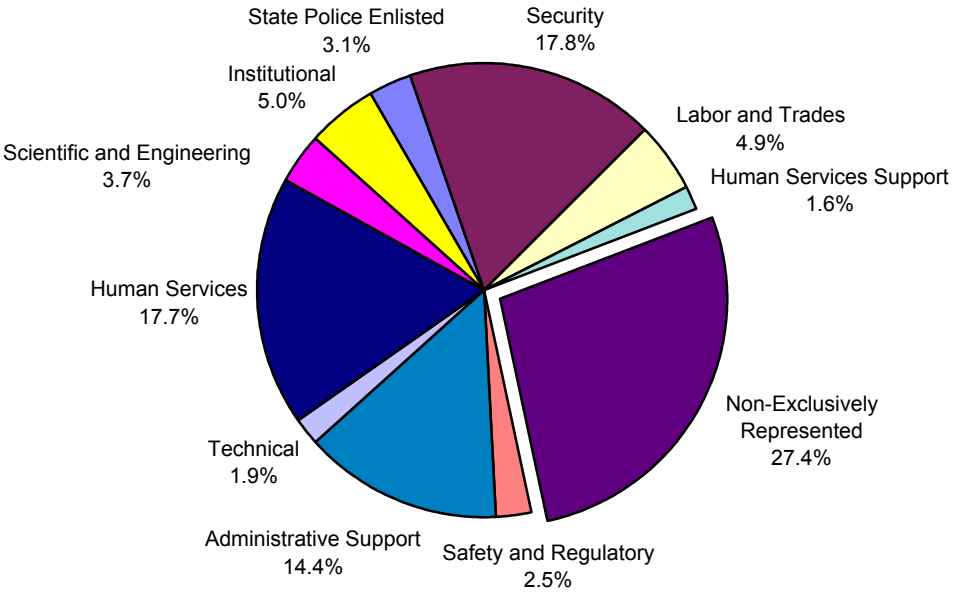
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

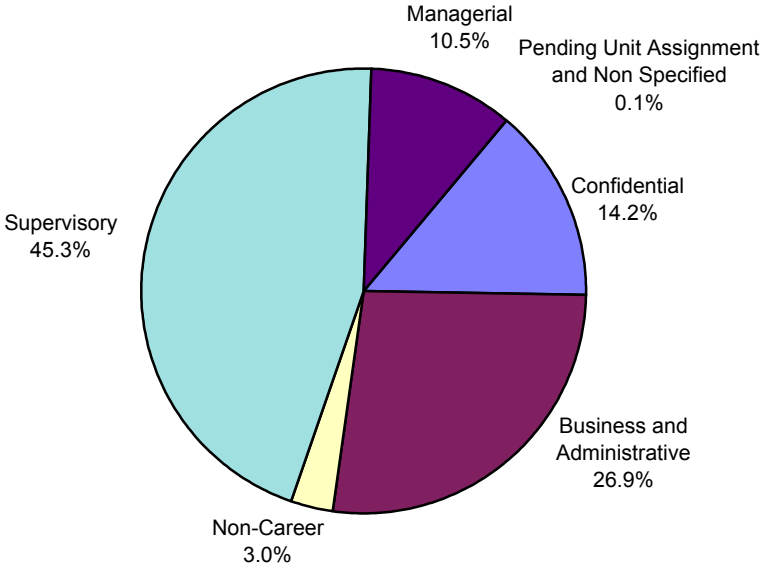
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT
As of March 29, 2003



54,326

Non-Exclusively Represented
14,882 Employees



Source: MAIN MIDB Civil Service HWF 44, pay period ending 3-29-02.
Comment: Of the 54,326 classified employees at fiscal year end, 73 percent were exclusively represented by one of eight employee organizations.

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

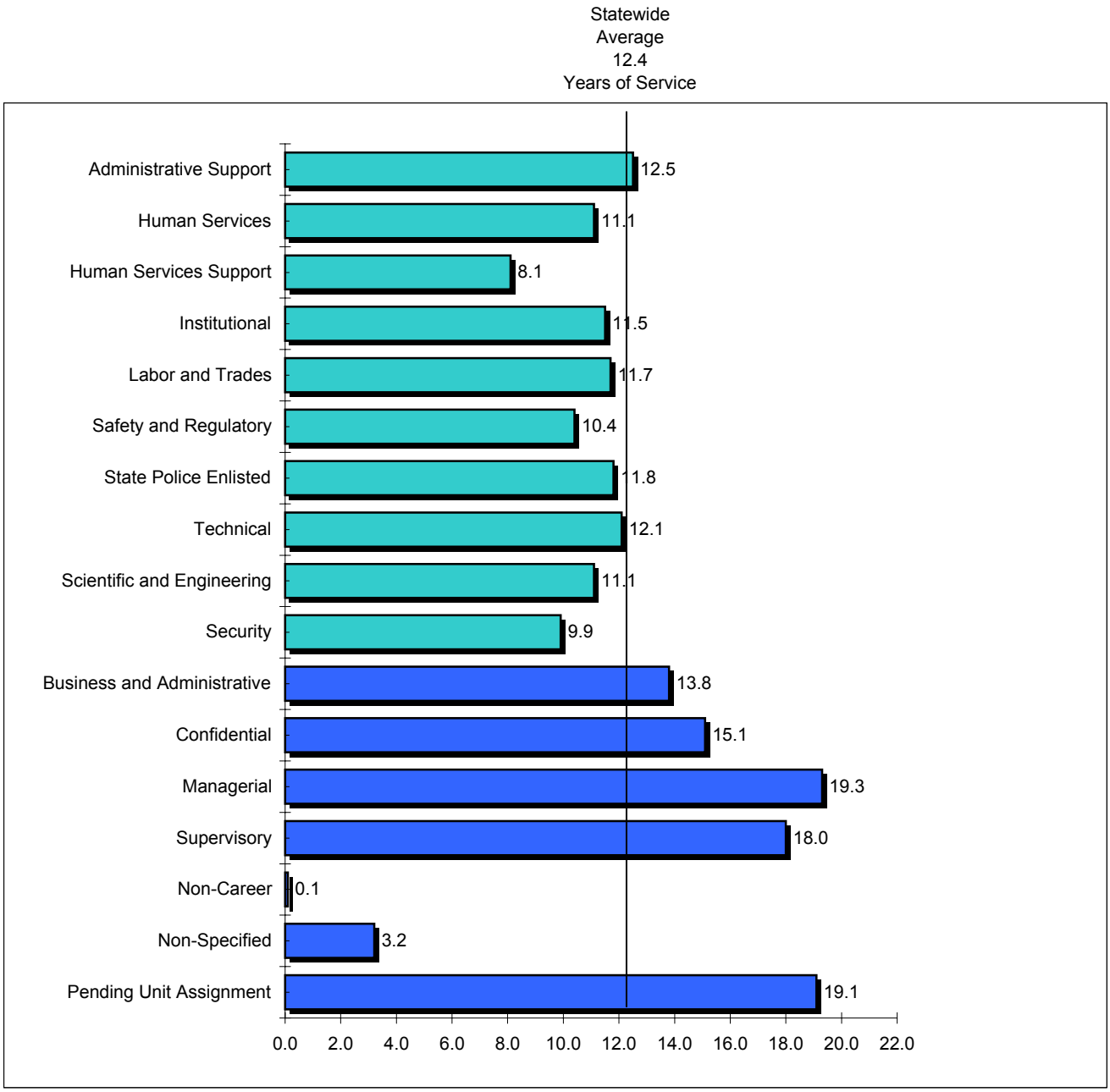
PAY PERIOD ENDING MARCH 29, 2003

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A.		U.A.W. LOCAL 6008		MCO, SEIU LOCAL 526-M		SEIU LOCAL 31-M		MPES, SEIU LOCAL 517		U.T.E.A.		M.S.P.T.A.		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,379	1,032	74.8	2	0.1	2	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,668	2,470	92.6	2	0.1	2	0.1	0	0.0	0	0.0	3	0.1	0	0.0	2	0.1
C12 SECURITY	9,677	2	0.0	5	0.1	9,486	98.0	0	0.0	0	0.0	0	0.0	0	0.0	9	0.1
E42 HUMAN SERVICES SUPPORT	891	0	0.0	16	1.8	1	0.1	724	81.3	0	0.0	0	0.0	0	0.0	1	0.1
H21 SCIENTIFIC & ENGINEERING	1,996	0	0.0	2	0.1	0	0.0	0	0.0	1,910	95.7	7	0.4	0	0.0	0	0.0
L32 TECHNICAL	1,008	3	0.3	1	0.1	0	0.0	1	0.1	6	0.6	944	93.7	0	0.0	0	0.0
N/A UNAVAILABLE	7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,708	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,682	98.5	0	0.0
U11 INSTITUTIONAL	2,701	8	0.3	1	0.0	1	0.0	1	0.0	0	0.0	1	0.0	0	0.0	1,994	73.8
W22 HUMAN SERVICES	9,605	4	0.0	8,830	91.9	15	0.2	13	0.1	0	0.0	0	0.0	0	0.0	12	0.1
W41 ADMINISTRATIVE SUPPORT	7,804	2	0.0	6,984	89.5	3	0.0	5	0.1	0	0.0	1	0.0	0	0.0	1	0.0
Y00 NON-SPECIFIED	10	0	0.0	2	20.0	0	0.0	0	0.0	1	10.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,001	2	0.0	20	0.5	1	0.0	2	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	13	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,733	12	0.2	50	0.7	18	0.3	3	0.0	7	0.1	2	0.0	9	0.1	0	0.0
Y52 NONCAREER	448	0	0.0	2	0.4	0	0.0	0	0.0	0	0.0	3	0.7	0	0.0	0	0.0
Y98 MANAGERIAL	1,562	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,115	2	0.1	23	1.1	1	0.0	3	0.1	1	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**39,444**	**3,521**	**8.9**	**15,843**	**40.2**	**9,510**	**24.1**	**744**	**1.9**	**1,917**	**4.9**	**956**	**2.4**	**1,682**	**4.3**	**2,019**	**5.1**
NON-EXCLUSIVELY REPRESENTED TOTAL	**14,882**	**16**	**0.1**	**98**	**0.7**	**20**	**0.1**	**8**	**0.1**	**9**	**0.1**	**6**	**0.0**	**9**	**0.1**	**0**	**0.0**
STATEWIDE TOTALS	**54,326**	**3,537**	**6.5**	**15,941**	**29.3**	**9,530**	**17.5**	**752**	**1.4**	**1,926**	**3.5**	**962**	**1.8**	**1,691**	**3.1**	**2,019**	**3.7**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44
REPORT SEQUENCE: UNION_CD
TABLES USED: HRM_GRP1-5_DEDUCTIONS, HRM_APPT_DEPART

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
As of Pay Period Ending March 29, 2003



Exclusively Represented Units

Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20, pay period ending 3-29-03.

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	362	70	22	20	1	3	7	2	3	3	4	10	399	108	1	0
6 - 10 YEARS	186	37	9	10	5	2	3	0	2	0	0	0	205	49	2	0
11- 15 YEARS	154	41	18	23	2	4	6	2	2	0	0	0	182	70	6	5
16 - 20 YEARS	94	37	19	15	6	0	5	0	1	0	0	0	125	52	3	0
21 - 25 YEARS	54	22	11	16	1	1	4	1	0	0	0	0	70	40	3	1
26 - 30 YEARS	31	10	4	12	2	0	1	0	0	0	0	0	38	22	1	3
31 - 35 YEARS	13	5	0	0	0	0	0	0	0	0	0	0	13	5	2	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**895**	**222**	**83**	**96**	**17**	**10**	**26**	**5**	**8**	**3**	**4**	**10**	**1,033**	**346**	**18**	**9**
MORE THAN 10 YEARS	347	115	52	66	11	5	16	3	3	0	0	0	429	189	15	9
AVERAGE YEARS	9.5	11.6	12.8	14.6	15.1	11.0	12.2	10.4	7.9	2.3	0.0	0.0	9.8	12.0	17.5	19.6

BARGAINING UNIT AVERAGE YEARS **10.4**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	739	98	53	10	9	1	15	1	1	1	5	2	822	113	1	0
6 - 10 YEARS	323	29	19	3	9	1	7	1	0	0	0	0	358	34	11	1
11- 15 YEARS	375	38	41	5	7	0	14	1	2	0	0	0	439	44	29	2
16 - 20 YEARS	255	21	32	6	5	0	8	2	1	0	0	0	301	29	36	1
21 - 25 YEARS	216	22	24	6	6	0	12	3	0	0	0	0	258	31	30	1
26 - 30 YEARS	154	15	9	3	8	0	14	1	0	0	0	0	185	19	13	3
31 - 35 YEARS	26	1	1	0	0	0	2	0	0	0	0	0	29	1	3	1
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**2,093**	**224**	**179**	**33**	**44**	**2**	**72**	**9**	**4**	**1**	**5**	**2**	**2,397**	**271**	**124**	**9**
MORE THAN 10 YEARS	1,031	97	107	20	26	0	50	7	3	0	0	0	1,217	124	112	8
AVERAGE YEARS	11.6	9.8	12.5	13.9	14.6	4.0	16.3	18.3	11.5	4.0	0.2	0.0	11.8	10.5	18.6	21.4

BARGAINING UNIT AVERAGE YEARS **11.7**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	2,097	473	254	222	38	12	50	26	10	1	23	6	2,472	740	3	2
6 - 10 YEARS	1,505	354	178	142	56	10	60	15	3	0	0	0	1,802	521	11	4
11- 15 YEARS	1,541	219	124	96	52	6	39	6	4	0	0	0	1,760	327	62	11
16 - 20 YEARS	1,063	130	163	120	21	4	18	3	1	1	0	0	1,266	258	67	13
21 - 25 YEARS	292	26	39	14	4	0	2	1	0	0	0	0	337	41	16	1
26 - 30 YEARS	122	4	15	1	0	0	1	0	0	0	0	0	138	5	6	0
31 - 35 YEARS	6	1	2	0	0	0	0	0	0	0	0	0	8	1	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**6,627**	**1,207**	**775**	**595**	**171**	**32**	**170**	**51**	**18**	**2**	**23**	**6**	**7,784**	**1,893**	**165**	**31**
MORE THAN 10 YEARS	3,025	380	343	231	77	10	60	10	5	1	0	0	3,510	632	151	25
AVERAGE YEARS	10.3	8.3	10.2	9.2	10.0	8.5	9.2	6.6	7.0	10.5	1.2	1.2	10.2	8.5	16.0	14.0

BARGAINING UNIT AVERAGE YEARS **9.9**

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	55	129	49	204	0	3	4	12	3	6	3	8	114	362	0	1
6 - 10 YEARS	18	38	8	22	0	2	1	3	1	0	0	0	28	65	4	6
11- 15 YEARS	28	48	7	41	0	3	2	8	0	0	0	0	37	100	10	11
16 - 20 YEARS	6	34	1	16	0	0	2	3	0	1	0	0	9	54	2	4
21 - 25 YEARS	6	31	4	16	0	4	0	2	0	0	0	0	10	53	4	7
26 - 30 YEARS	9	18	1	17	1	0	0	0	0	0	0	0	11	35	4	3
31 - 35 YEARS	5	5	0	1	0	0	0	0	0	0	0	0	5	6	2	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**127**	**303**	**71**	**318**	**1**	**12**	**9**	**28**	**4**	**7**	**3**	**8**	**215**	**676**	**26**	**32**
MORE THAN 10 YEARS	54	136	14	92	1	7	4	13	0	1	0	0	73	249	22	25
AVERAGE YEARS	9.6	10.0	5.5	6.4	26.0	13.7	7.8	8.6	2.3	3.3	0.0	1.3	8.0	8.1	17.9	16.0

BARGAINING UNIT AVERAGE YEARS **8.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	405	203	9	9	0	0	5	4	16	15	6	2	441	233	1	1
6 - 10 YEARS	207	106	8	11	0	0	3	1	9	8	0	0	227	126	3	1
11- 15 YEARS	284	136	15	8	1	1	8	1	9	5	0	0	317	151	7	1
16 - 20 YEARS	110	62	13	7	1	3	2	0	7	1	0	0	133	73	3	2
21 - 25 YEARS	113	36	11	2	0	0	1	0	6	1	0	0	131	39	3	3
26 - 30 YEARS	77	7	4	1	0	0	2	0	2	0	0	0	85	8	2	0
31 - 35 YEARS	22	0	0	0	0	0	0	0	2	0	0	0	24	0	1	0
36 - 40 YEARS	6	0	0	0	0	0	0	0	1	0	0	0	7	0	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
BARGAINING UNIT TOTAL	**1,225**	**550**	**60**	**38**	**2**	**4**	**21**	**6**	**52**	**30**	**6**	**2**	**1,366**	**630**	**22**	**8**
MORE THAN 10 YEARS	613	241	43	18	2	4	13	1	27	7	0	0	698	271	18	6
AVERAGE YEARS	11.6	9.6	14.8	10.8	16.0	16.5	12.1	6.8	13.0	7.4	1.0	1.5	11.8	9.6	19.1	16.3

BARGAINING UNIT AVERAGE YEARS **11.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	199	86	5	11	1	0	6	0	3	2	5	3	219	102	0	0
6 - 10 YEARS	119	35	4	2	1	0	2	0	3	2	0	0	129	39	1	0
11- 15 YEARS	151	46	10	7	0	0	1	0	3	1	0	0	165	54	7	1
16 - 20 YEARS	64	26	11	4	0	1	2	2	0	0	0	0	77	33	2	2
21 - 25 YEARS	36	13	5	6	3	0	3	1	1	0	0	0	48	20	1	1
26 - 30 YEARS	61	5	2	1	0	0	3	0	0	0	0	0	66	6	7	0
31 - 35 YEARS	26	4	0	0	0	0	2	0	2	0	0	0	30	4	4	0
36 - 40 YEARS	14	1	0	0	0	0	0	0	0	0	0	0	14	1	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**671**	**216**	**37**	**31**	**5**	**1**	**19**	**3**	**12**	**5**	**5**	**3**	**749**	**259**	**24**	**4**
MORE THAN 10 YEARS	353	95	28	18	3	1	11	3	6	1	0	0	401	118	23	4
AVERAGE YEARS	12.7	9.9	14.6	11.6	16.4	17.0	15.3	20.0	13.3	7.0	0.8	0.7	12.8	10.1	23.0	17.8

BARGAINING UNIT AVERAGE YEARS **12.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	4	2	0	0	0	0	0	0	0	0	1	0	5	2	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**4**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**5**	**2**	**0**	**0**
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	-0.3	-0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.2	-0.5	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **-0.3**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	354	29	7	2	0	0	6	0	1	0	0	0	368	31	0	0
6 - 10 YEARS	424	71	36	4	18	0	16	0	3	0	0	0	497	75	2	0
11- 15 YEARS	175	38	30	3	3	0	10	2	2	1	0	0	220	44	0	0
16 - 20 YEARS	126	42	28	1	5	0	12	0	0	0	0	0	171	43	1	0
21 - 25 YEARS	142	14	32	1	2	0	10	0	0	0	0	0	186	15	1	0
26 - 30 YEARS	26	1	2	1	0	0	3	0	0	0	0	0	31	2	0	0
31 - 35 YEARS	15	1	2	0	0	0	1	0	0	0	0	0	18	1	0	0
36 - 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**1,268**	**196**	**137**	**12**	**28**	**0**	**58**	**2**	**6**	**1**	**0**	**0**	**1,497**	**211**	**4**	**0**
MORE THAN 10 YEARS	490	96	94	6	10	0	36	2	2	1	0	0	632	105	2	0
AVERAGE YEARS	11.3	12.0	15.4	12.7	11.5	0.0	14.7	14.0	9.2	13.0	0.0	0.0	11.8	12.1	14.5	0.0

BARGAINING UNIT AVERAGE YEARS **11.8**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	275	400	88	185	2	2	7	11	3	6	5	0	380	604	1	0
6 - 10 YEARS	136	162	63	75	1	2	7	4	3	0	0	0	210	243	4	2
11- 15 YEARS	94	93	42	75	2	1	7	3	2	3	0	0	147	175	6	4
16 - 20 YEARS	80	101	40	69	3	1	1	6	0	0	0	0	124	177	9	8
21 - 25 YEARS	109	156	75	94	3	0	4	4	0	0	0	0	191	254	9	11
26 - 30 YEARS	60	77	15	28	1	0	1	0	1	0	0	0	78	105	8	2
31 - 35 YEARS	3	4	1	2	0	0	1	0	0	0	0	0	5	6	1	0
36 - 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**758**	**993**	**324**	**529**	**12**	**6**	**28**	**28**	**9**	**9**	**5**	**0**	**1,136**	**1,565**	**38**	**27**
MORE THAN 10 YEARS	347	431	173	269	9	2	14	13	3	3	0	0	546	718	33	25
AVERAGE YEARS	11.3	11.1	12.7	11.8	15.8	8.0	11.9	10.5	8.7	6.7	0.8	0.0	11.7	11.3	19.3	19.8

BARGAINING UNIT AVERAGE YEARS **11.5**

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	609	1,685	148	939	5	16	23	83	20	31	11	12	816	2,766	11	15
6 - 10 YEARS	469	821	123	339	3	12	18	64	6	18	0	0	619	1,254	11	27
11- 15 YEARS	283	586	63	277	2	11	19	51	4	15	0	0	371	940	24	65
16 - 20 YEARS	204	346	46	190	2	4	5	27	5	13	0	0	262	580	18	28
21 - 25 YEARS	274	501	48	313	1	8	6	14	4	6	0	0	333	842	38	66
26 - 30 YEARS	200	275	28	189	3	3	3	5	2	0	0	0	236	472	19	32
31 - 35 YEARS	27	42	7	28	0	1	0	2	0	0	0	0	34	73	2	2
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**2,072**	**4,257**	**463**	**2,275**	**16**	**55**	**74**	**246**	**41**	**83**	**11**	**12**	**2,677**	**6,928**	**123**	**235**
MORE THAN 10 YEARS	994	1,751	192	997	8	27	33	99	15	34	0	0	1,242	2,908	101	193
AVERAGE YEARS	12.3	10.6	11.0	11.3	12.3	11.5	10.1	9.9	9.5	9.6	0.5	0.8	11.9	10.7	18.3	17.4

BARGAINING UNIT AVERAGE YEARS **11.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	255	1,802	43	409	2	11	13	90	9	27	4	13	326	2,352	1	13
6 - 10 YEARS	90	749	12	163	0	18	4	24	0	5	0	0	106	959	10	36
11- 15 YEARS	63	764	15	202	1	15	5	64	2	7	0	0	86	1,052	20	104
16 - 20 YEARS	32	567	13	174	0	12	6	36	1	6	0	0	52	795	14	76
21 - 25 YEARS	56	814	20	235	0	17	5	38	0	6	0	0	81	1,110	18	90
26 - 30 YEARS	37	555	2	135	0	3	3	10	0	1	0	0	42	704	7	50
31 - 35 YEARS	7	90	2	29	0	0	0	0	0	0	0	0	9	119	1	4
36 - 40 YEARS	0	10	0	1	0	0	0	0	0	0	0	0	0	11	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**540**	**5,351**	**107**	**1,348**	**3**	**76**	**36**	**262**	**12**	**52**	**4**	**13**	**702**	**7,102**	**71**	**374**
MORE THAN 10 YEARS	195	2,800	52	776	1	47	19	148	3	20	0	0	270	3,791	60	325
AVERAGE YEARS	9.9	12.7	11.2	13.6	6.0	13.7	11.5	11.5	5.0	8.5	0.8	0.3	10.0	12.8	17.5	17.9

BARGAINING UNIT AVERAGE YEARS **12.5**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 NON-SPECIFIED																
LESS THAN 6 YEARS	4	2	0	0	0	0	0	0	0	0	0	2	4	4	0	0
6 - 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**5**	**2**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**5**	**5**	**0**	**0**
MORE THAN 10 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	1.8	0.0	0.0	23.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	4.6	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **3.2**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	465	446	48	75	3	3	9	9	17	17	22	10	564	560	5	0
6 - 10 YEARS	235	226	30	44	0	2	4	3	10	13	0	0	279	288	5	4
11- 15 YEARS	204	262	47	66	1	0	9	11	9	12	0	0	270	351	25	21
16 - 20 YEARS	154	225	42	72	1	3	10	8	12	7	0	0	219	315	28	15
21 - 25 YEARS	186	282	39	69	2	2	8	5	3	4	0	0	238	362	25	29
26 - 30 YEARS	177	205	15	32	0	1	2	3	1	2	0	0	195	243	22	18
31 - 35 YEARS	46	53	1	3	1	0	1	0	0	0	0	0	49	56	5	3
36 - 40 YEARS	4	6	0	0	0	0	0	1	0	0	0	0	4	7	1	2
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**1,471**	**1,705**	**223**	**361**	**8**	**11**	**43**	**40**	**52**	**55**	**22**	**10**	**1,819**	**2,182**	**116**	**92**
MORE THAN 10 YEARS	771	1,033	145	242	5	6	30	28	25	25	0	0	976	1,334	106	88
AVERAGE YEARS	13.3	14.4	14.1	14.7	14.3	13.4	14.4	14.3	11.3	10.9	0.0	0.0	13.2	14.3	19.9	20.9

BARGAINING UNIT AVERAGE YEARS **13.8**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	1	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	1	0
21 - 25 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	3	0
26 - 30 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**9**	**3**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**9**	**4**	**5**	**0**
MORE THAN 10 YEARS	8	3	0	0	0	0	0	0	0	0	0	0	8	3	5	0
AVERAGE YEARS	21.0	19.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	21.0	14.8	22.2	0.0

BARGAINING UNIT AVERAGE YEARS **19.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	210	168	20	63	2	1	1	1	7	6	2	2	242	241	3	1
6 - 10 YEARS	345	268	53	99	8	10	9	7	7	11	0	0	422	395	6	3
11- 15 YEARS	605	358	100	154	19	2	21	11	10	11	0	0	755	536	31	24
16 - 20 YEARS	735	371	138	157	14	8	21	13	15	5	0	0	923	554	80	36
21 - 25 YEARS	630	451	94	156	9	4	18	18	4	9	0	0	755	638	79	59
26 - 30 YEARS	522	233	61	103	6	1	14	7	4	2	0	0	607	346	60	21
31 - 35 YEARS	165	66	17	22	1	1	0	5	3	0	0	0	186	94	22	6
36 - 40 YEARS	20	7	0	5	0	0	0	0	2	0	0	0	22	12	4	2
MORE THAN 40 YEARS	1	1	1	2	0	0	0	0	0	0	0	0	2	3	0	1
BARGAINING UNIT TOTAL	**3,233**	**1,923**	**484**	**761**	**59**	**27**	**84**	**62**	**52**	**44**	**2**	**2**	**3,914**	**2,819**	**285**	**153**
MORE THAN 10 YEARS	2,678	1,487	411	599	49	16	74	54	38	27	0	0	3,250	2,183	276	149
AVERAGE YEARS	18.5	17.4	18.1	17.5	16.9	15.3	18.4	19.5	16.5	13.8	0.5	-1.0	18.4	17.4	22.0	21.3

BARGAINING UNIT AVERAGE YEARS **18.0**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	141	221	12	35	0	1	4	8	4	3	8	10	169	278	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**141**	**222**	**12**	**35**	**0**	**1**	**4**	**8**	**4**	**3**	**8**	**10**	**169**	**279**	**0**	**0**
MORE THAN 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.1	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	91	71	10	15	0	0	1	3	0	2	2	4	104	95	0	1
6 - 10 YEARS	88	41	4	2	0	0	2	1	3	1	0	0	97	45	0	1
11- 15 YEARS	80	84	14	11	0	0	2	1	4	4	0	0	100	100	5	2
16 - 20 YEARS	90	62	15	19	3	0	2	2	2	1	0	0	112	84	7	6
21 - 25 YEARS	148	103	29	31	2	2	4	1	1	2	0	0	184	139	20	8
26 - 30 YEARS	199	89	18	31	2	2	3	0	2	1	0	0	224	123	23	10
31 - 35 YEARS	85	24	4	13	1	0	3	0	1	1	0	0	94	38	8	3
36 - 40 YEARS	12	4	1	2	0	0	1	0	0	0	0	0	14	6	4	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
BARGAINING UNIT TOTAL	**796**	**478**	**95**	**124**	**8**	**4**	**18**	**8**	**13**	**12**	**2**	**4**	**932**	**630**	**68**	**32**
MORE THAN 10 YEARS	617	366	81	107	8	4	15	4	10	9	0	0	731	490	68	30
AVERAGE YEARS	20.1	17.9	19.8	21.0	23.6	24.5	21.6	10.8	17.7	16.0	0.0	0.5	20.0	18.3	25.8	23.1

BARGAINING UNIT AVERAGE YEARS **19.3**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	75	331	17	63	0	1	4	7	0	6	2	5	98	413	1	1
6 - 10 YEARS	33	181	7	37	2	3	1	3	0	1	0	0	43	225	0	6
11- 15 YEARS	27	239	10	40	0	5	4	9	0	5	0	0	41	298	3	11
16 - 20 YEARS	23	155	3	42	0	3	0	14	1	3	0	0	27	217	2	18
21 - 25 YEARS	26	236	8	67	1	3	1	19	2	3	0	0	38	328	5	29
26 - 30 YEARS	32	208	3	65	2	1	0	8	0	0	0	0	37	282	3	27
31 - 35 YEARS	11	43	2	2	0	0	1	1	0	0	0	0	14	46	0	1
36 - 40 YEARS	1	5	0	2	0	0	0	0	0	0	0	0	1	7	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**228**	**1,398**	**50**	**318**	**5**	**16**	**11**	**61**	**3**	**18**	**2**	**5**	**299**	**1,816**	**14**	**94**
MORE THAN 10 YEARS	120	886	26	218	3	12	6	51	3	11	0	0	158	1,178	13	87
AVERAGE YEARS	13.6	15.1	12.2	16.5	20.0	15.5	12.1	18.0	21.3	11.6	0.5	0.6	13.4	15.3	20.1	21.4

BARGAINING UNIT AVERAGE YEARS **15.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING MAR 29, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,341	6,216	785	2,262	63	54	155	258	97	126	103	89	7,544	9,005	28	35
6 - 10 YEARS	4,179	3,118	554	953	103	62	137	126	50	59	0	0	5,023	4,318	70	91
11- 15 YEARS	4,064	2,953	536	1,008	90	48	147	170	53	64	0	0	4,890	4,243	235	262
16 - 20 YEARS	3,037	2,180	564	892	61	39	94	116	46	38	0	0	3,802	3,265	273	209
21 - 25 YEARS	2,292	2,707	439	1,027	34	41	78	107	21	31	0	0	2,864	3,913	255	306
26 - 30 YEARS	1,710	1,704	179	619	25	11	50	34	12	6	0	0	1,976	2,374	176	169
31 - 35 YEARS	457	339	39	100	3	2	11	8	8	1	0	0	518	450	51	20
36 - 40 YEARS	75	34	1	12	0	0	1	1	3	0	0	0	80	47	13	7
MORE THAN 40 YEARS	8	1	3	2	0	0	0	0	0	0	0	0	11	3	2	1
STATEWIDE TOTAL	**22,163**	**19,252**	**3,100**	**6,875**	**379**	**257**	**673**	**820**	**290**	**325**	**103**	**89**	**26,708**	**27,618**	**1,103**	**1,100**
MORE THAN 10 YEARS	11,643	9,918	1,761	3,660	213	141	381	436	143	140	0	0	14,141	14,295	1,005	974
AVERAGE YEARS	12.5	12.4	12.9	12.6	12.9	12.7	12.9	11.8	11.7	9.9	0.5	0.4	12.5	12.4	19.7	18.9

STATEWIDE AVERAGE YEARS **12.4**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

Table 5-3

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

PAY PERIOD ENDING MARCH 29, 2003

UNIT CODE/ NAME		NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02	SAFETY & REGULATORY	1,383	3%	43.0	$19.60	887	64%
A31	LABOR AND TRADES	2,690	5%	45.5	$17.95	1,793	67%
C12	SECURITY	9,765	18%	40.2	$19.20	6,839	70%
E42	HUMAN SERVICES SUPPORT	891	2%	44.6	$16.47	431	48%
H21	SCIENTIFIC & ENGINEERING	1,997	4%	42.4	$26.07	1,336	67%
L32	TECHNICAL	1,009	2%	42.6	$19.01	694	69%
N/A	UNAVAILABLE	7	0%	25.7	$18.13	0	0%
T01	STATE POLICE ENLISTED	1,718	3%	37.5	$24.86	1,345	78%
U11	INSTITUTIONAL	2,735	5%	44.0	$16.32	1,702	62%
W22	HUMAN SERVICES	9,626	18%	44.0	$21.45	5,915	61%
W41	ADMINISTRATIVE SUPPORT	7,812	14%	44.8	$16.77	5,046	65%
Y00	NON-SPECIFIED	10	0%	30.1	$13.17	2	20%
Y23	BUSINESS & ADMINISTRATION	4,003	7%	45.1	$25.53	2,866	72%
Y50	PENDING UNIT ASSIGNMENT	13	0%	50.5	$22.41	11	85%
Y51	SUPERVISORY	6,749	12%	47.6	$26.69	6,256	93%
Y52	NONCAREER	448	1%	24.1	$11.44	1	0%
Y98	MANAGERIAL	1,563	3%	49.8	$39.65	1,358	87%
Y99	CONFIDENTIAL	2,115	4%	44.7	$21.90	1,584	75%
STATEWIDE TOTALS		**54,534**	**100%**	**43.8**	**$21.45**	**38,066**	**70%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 25
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING MARCH 29, 2003

			Health Insurance						Dental Insurance						Vision Insurance	
	Bargaining Unit	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	**7,812**	3,479	45%	3,243	42%	138	2%	6,558	84%	352	5%	39	0%	6,964	89%
Y23	BUSINESS & ADMINISTRATION	**4,003**	1,620	40%	2,029	51%	92	2%	3,594	90%	153	4%	26	1%	3,783	95%
Y99	CONFIDENTIAL	**2,115**	860	41%	1,008	48%	44	2%	1,865	88%	63	3%	8	0%	1,937	92%
W22	HUMAN SERVICES	**9,626**	5,500	57%	3,370	35%	178	2%	8,716	91%	379	4%	47	0%	9,152	95%
E42	HUMAN SERVICES SUPPORT	**891**	553	62%	253	28%	14	2%	784	88%	42	5%	3	0%	830	93%
U11	INSTITUTIONAL	**2,735**	1,667	61%	889	33%	16	1%	2,523	92%	58	2%	2	0%	2,588	95%
A31	LABOR AND TRADES	**2,690**	1,422	53%	965	36%	30	1%	2,407	89%	0	0%	10	0%	2,420	90%
Y98	MANAGERIAL	**1,563**	840	54%	629	40%	19	1%	1,469	94%	25	2%	5	0%	1,502	96%
Y52	NONCAREER	**448**	1	0%	4	1%	0	0%	5	1%	0	0%	0	0%	6	1%
Y00	NON-SPECIFIED	**10**	1	10%	1	10%	0	0%	1	10%	1	10%	0	0%	2	20%
Y50	PENDING UNIT ASSIGNMENT	**13**	5	38%	7	54%	0	0%	11	85%	1	8%	0	0%	12	92%
A02	SAFETY & REGULATORY	**1,383**	883	64%	313	23%	28	2%	1,207	87%	7	1%	8	1%	1,228	89%
H21	SCIENTIFIC & ENGINEERING	**1,997**	1,027	51%	828	41%	45	2%	1,838	92%	63	3%	11	1%	1,919	96%
C12	SECURITY	**9,765**	6,015	62%	3,248	33%	76	1%	9,087	93%	287	3%	18	0%	9,395	96%
T01	STATE POLICE ENLISTED	**1,718**	1,562	91%	119	7%	5	0%	1,671	97%	10	1%	1	0%	1,683	98%
Y51	SUPERVISORY	**6,749**	3,866	57%	2,433	36%	88	1%	6,284	93%	144	2%	17	0%	6,441	95%
L32	TECHNICAL	**1,009**	557	55%	374	37%	16	2%	918	91%	33	3%	4	0%	954	95%
	UNAVAILABLE	**7**	1	14%	1	14%	0	0%	2	29%	0	0%	0	0%	2	29%
STATEWIDE TOTALS:		**54,534**	**29,859**	**55%**	**19,714**	**36%**	**789**	**1%**	**48,940**	**90%**	**1,618**	**3%**	**199**	**0%**	**50,818**	**93%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING MARCH 29, 2003

			Disability Insurance				Life Insurance				Long Term Care Insurance	
	Bargaining Unit	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	**7,812**	6,763	87%	142	2%	6,732	86%	415	5%	834	11%
Y23	BUSINESS & ADMINISTRATION	**4,003**	3,571	89%	36	1%	3,596	90%	301	8%	871	22%
Y99	CONFIDENTIAL	**2,115**	1,951	92%	27	1%	1,916	91%	139	7%	438	21%
W22	HUMAN SERVICES	**9,626**	8,818	92%	0	0%	9,011	94%	588	6%	1,213	13%
E42	HUMAN SERVICES SUPPORT	**891**	535	60%	0	0%	823	92%	62	7%	45	5%
U11	INSTITUTIONAL	**2,735**	2,466	90%	3	0%	2,652	97%	60	2%	79	3%
A31	LABOR AND TRADES	**2,690**	2,317	86%	20	1%	2,432	90%	105	4%	131	5%
Y98	MANAGERIAL	**1,563**	1,470	94%	34	2%	1,434	92%	87	6%	453	29%
Y52	NONCAREER	**448**	4	1%	1	0%	9	2%	0	0%	0	0%
Y00	NON-SPECIFIED	**10**	2	20%	0	0%	1	10%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**13**	12	92%	0	0%	12	92%	0	0%	5	38%
A02	SAFETY & REGULATORY	**1,383**	1,143	83%	92	7%	1,082	78%	70	5%	111	8%
H21	SCIENTIFIC & ENGINEERING	**1,997**	1,683	84%	20	1%	1,758	88%	176	9%	294	15%
C12	SECURITY	**9,765**	9,335	96%	0	0%	9,514	97%	248	3%	250	3%
T01	STATE POLICE ENLISTED	**1,718**	1,598	93%	1,257	73%	0	0%	23	1%	95	6%
Y51	SUPERVISORY	**6,749**	6,554	97%	236	3%	6,158	91%	250	4%	1,142	17%
L32	TECHNICAL	**1,009**	852	84%	22	2%	835	83%	83	8%	95	9%
	UNAVAILABLE	**7**	1	14%	0	0%	1	14%	0	0%	0	0%
STATEWIDE TOTALS:		**54,534**	**49,075**	**90%**	**1,890**	**3%**	**47,966**	**88%**	**2,607**	**5%**	**6,056**	**11%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 08, ENDING MAR 29, 2003

EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO. OF EMPLOYEES	SAFETY & REGULATION	LABOR AND TRADES	SECURITY	HUMAN SERVICES SUPPORT	SCIENTIFIC & ENGINEERING	TECHNICAL	STATE POLICE ENLISTED	INSTITUTIONAL	HUMAN SERVICES	ADMINISTRATIVE SUPPORT	TOTAL EXCLUSIVELY REPRESENTED
AGRICULTURE	79	609	48	42	0	0	229	24	0	0	0	96	439
ATTORNEY GENERAL	11	469	20	3	0	0	0	0	0	0	0	103	126
AUDITOR GENERAL	03	155	0	2	0	0	0	0	0	0	0	3	5
CAREER DEVELOPMENT	80	916	4	11	0	148	0	2	0	15	319	133	632
CIVIL RIGHTS	15	134	0	0	0	0	0	0	0	0	58	20	78
CIVIL SERVICE	19	191	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,508	38	142	468	0	104	60	0	1,303	599	466	3,180
CONSUMER & INDUSTRY SERVICES	63	3,268	267	40	0	662	116	6	0	0	238	641	1,970
CORRECTIONS	47	17,286	9	876	9,209	0	11	84	0	522	2,165	1,289	14,165
EDUCATION	31	303	1	6	0	2	0	0	0	24	82	77	192
ENVIRONMENTAL QUALITY	76	1,368	35	2	0	0	760	46	0	0	1	210	1,054
EXECUTIVE OFFICE	01	52	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	10,241	177	71	0	79	4	3	0	368	6,034	1,430	8,166
HISTORY ARTS AND LIBRARIES	25	269	28	21	0	0	6	3	0	0	50	47	155
INFORMATION TECHNOLOGY	08	1,724	0	33	0	0	6	60	0	0	1	339	439
MANAGEMENT & BUDGET	07	1,297	6	329	0	0	31	13	0	0	2	220	601
MILITARY AFFAIRS	51	913	29	138	0	0	18	11	0	451	24	60	731
NATURAL RESOURCES	75	1,666	454	155	0	0	174	203	0	11	26	200	1,223
STATE	23	1,805	30	21	0	0	0	0	0	0	0	1,224	1,275
STATE POLICE	55	2,817	165	28	0	0	72	24	1,708	7	0	303	2,307
TRANSPORTATION	59	2,702	58	715	0	0	464	467	0	0	1	248	1,953
TREASURY	27	1,626	10	33	0	0	1	2	0	0	5	695	746
GRAND TOTAL:		**54,319**	**1,379**	**2,668**	**9,677**	**891**	**1,996**	**1,008**	**1,708**	**2,701**	**9,605**	**7,804**	**39,437**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-10

PAY PERIOD NUMBER 08, ENDING MAR 29, 2003

NON-EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO OF EMPLOYEES	BUSINESS AND ADMINISTRATIVE	CONFIDENTIAL	MANAGERIAL	NON-CAREER	PENDING UNIT ASSIGNMENT	SUPERVISORY	TOTAL NERE'S
AGRICULTURE	79	609	32	19	24	24	1	70	170
ATTORNEY GENERAL	11	469	18	50	267	0	0	8	343
AUDITOR GENERAL	03	155	5	71	28	3	0	43	150
CAREER DEVELOPMENT	80	916	115	30	40	11	0	88	284
CIVIL RIGHTS	15	134	10	20	9	1	0	16	56
CIVIL SERVICE	19	191	3	156	17	4	0	11	191
COMMUNITY HEALTH	39	4,508	346	126	152	44	6	654	1,328
CONSUMER & INDUSTRY SERVICES	63	3,268	608	171	150	86	10	273	1,298
CORRECTIONS	47	17,286	187	305	163	37	0	2,429	3,121
EDUCATION	31	303	45	30	14	2	0	20	111
ENVIRONMENTAL QUALITY	76	1,368	57	37	20	23	1	176	314
EXECUTIVE OFFICE	01	52	0	51	1	0	0	0	52
FAMILY INDEPENDENCE AGENCY	43	10,241	332	438	168	7	0	1,130	2,075
HISTORY ARTS AND LIBRARIES	25	269	23	11	21	36	0	23	114
INFORMATION TECHNOLOGY	08	1,724	911	63	62	57	0	192	1,285
MANAGEMENT & BUDGET	07	1,297	277	155	91	41	0	132	696
MILITARY AFFAIRS	51	913	19	27	14	1	0	121	182
NATURAL RESOURCES	75	1,666	73	50	53	8	0	259	443
STATE	23	1,805	132	68	45	9	0	276	530
STATE POLICE	55	2,817	92	53	40	8	1	316	510
TRANSPORTATION	59	2,702	184	120	76	36	4	329	749
TREASURY	27	1,626	532	64	107	10	0	167	880
GRAND TOTAL:		**54,319**	**4,001**	**2,115**	**1,562**	**448**	**23**	**6,733**	**14,882**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Table 5-11

EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT

PAY PERIOD ENDING MARCH 29, 2003

Department	Total Employees	Assoc. Of State Executives	Michigan Assoc Of Gov't Employees	Police Officer Assoc. of Michigan	Michigan Inst. Supv. Union	Michigan Nurses Assoc.	Michigan State Employees Assoc.	Michigan State Police Command Officers Assoc.	UAW	Michigan State Employees Assoc.	Total
AGRICULTURE	170	1	6	0	0	0	0	0	0	0	7
ATTORNEY GENERAL	343	0	0	0	0	0	0	0	1	0	1
AUDITOR GENERAL	150	0	2	0	0	0	0	0	0	0	2
CAREER DEVELOPMENT	284	4	8	0	1	0	0	0	5	0	18
CIVIL RIGHTS	56	0	2	0	0	0	0	0	0	0	2
CIVIL SERVICE	191	0	1	0	0	0	0	0	0	0	1
COMMUNITY HEALTH	1,331	0	179	0	26	28	0	0	6	0	239
CONSUMER & INDUSTRY SERVICES	1,298	34	29	0	1	0	2	0	11	0	77
CORRECTIONS	3,132	2	298	0	480	0	5	0	28	1	814
EDUCATION	111	1	0	0	0	0	0	0	2	0	3
ENVIRONMENTAL QUALITY	314	1	6	0	0	0	0	0	2	1	10
EXECUTIVE OFFICE	52	0	0	0	0	0	0	0	2	0	2
FAMILY INDEPENDENCE AGENCY	2,077	4	257	0	36	0	1	0	28	0	326
HISTORY ARTS AND LIBRARIES	114	0	1	0	0	0	0	0	0	0	1
INFORMATION TECHNOLOGY	1,285	1	10	0	0	0	0	0	3	0	14
MANAGEMENT & BUDGET	696	4	7	0	4	0	0	0	1	0	16
MILITARY AFFAIRS	183	4	12	0	37	0	0	0	2	0	55
NATURAL RESOURCES	443	1	36	0	0	0	3	0	0	1	41
STATE	530	1	34	0	11	0	0	0	1	0	47
STATE POLICE	511	0	19	0	1	0	1	181	1	0	203
TRANSPORTATION	749	2	24	0	1	0	3	0	4	3	37
TREASURY	881	1	21	0	2	0	1	0	1	0	26
STATEWIDE TOTALS:	**14,901**	**61**	**952**	**0**	**600**	**28**	**16**	**181**	**98**	**6**	**1,942**

Note: This report reflects classified non-exclusively represented employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.