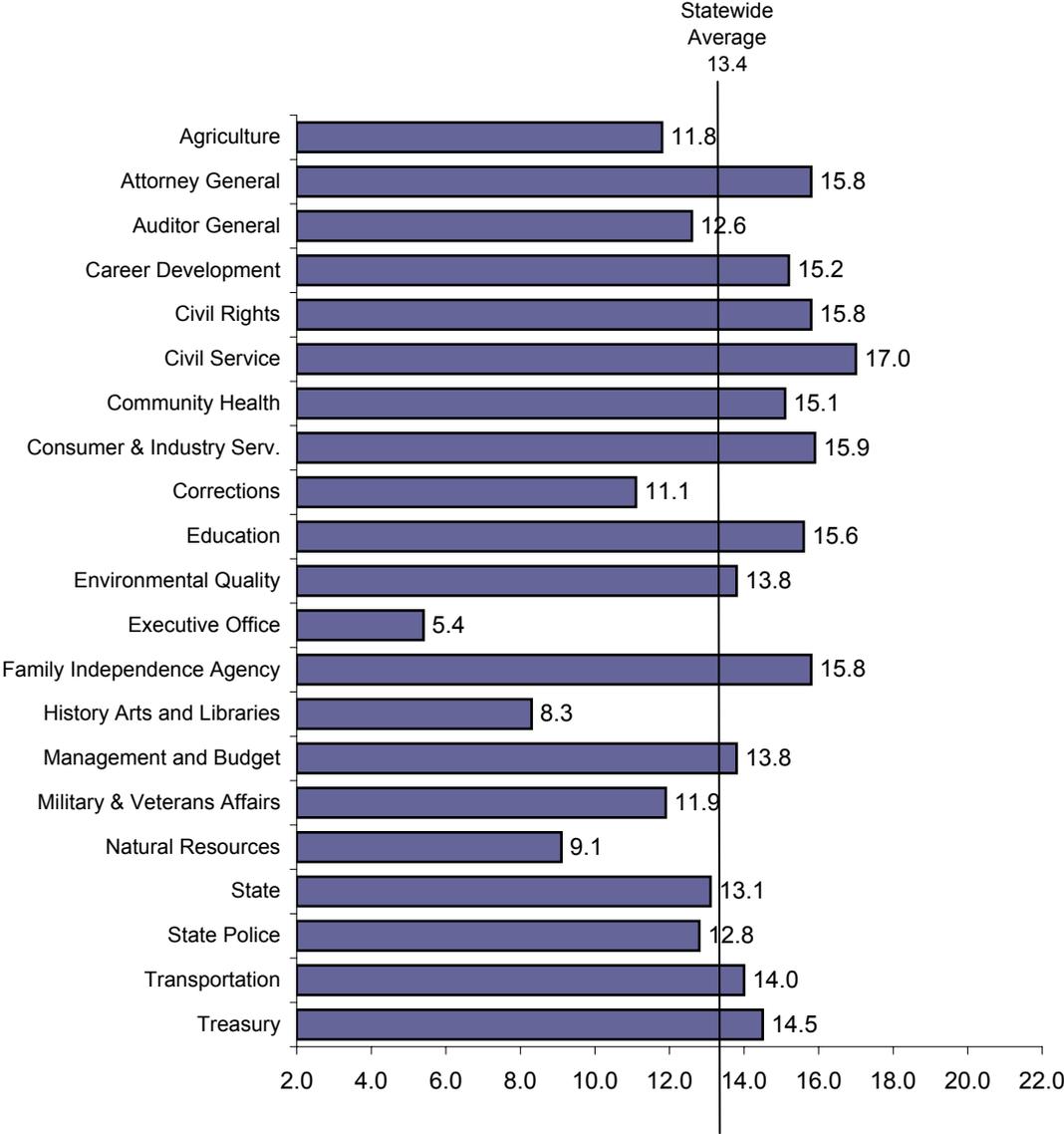


## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

### AVERAGE YEARS OF SERVICE BY DEPARTMENT Fiscal Year 2001-02



**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS  
PAY PERIOD ENDING SEP 28, 2002**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
LESS THAN 6 YEARS	121	112	1	6	1	0	1	2	0	3	2	1	126	124	0	0
6 - 10 YEARS	43	34	3	6	1	3	1	1	1	2	0	0	49	46	1	1
11- 15 YEARS	56	51	0	4	0	1	0	1	1	2	0	0	57	59	2	4
16 - 20 YEARS	16	20	1	5	0	0	0	0	1	0	0	0	18	25	2	2
21 - 25 YEARS	28	32	2	5	0	0	2	0	1	0	0	0	33	37	2	5
26 - 30 YEARS	37	18	2	3	0	0	0	1	1	0	0	0	40	22	3	2
31 - 35 YEARS	8	11	0	1	0	0	0	0	3	0	0	0	11	12	1	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>313</b>	<b>279</b>	<b>9</b>	<b>30</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>8</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>338</b>	<b>326</b>	<b>11</b>	<b>14</b>
MORE THAN 10 YEARS	149	133	5	18	0	1	2	2	7	2	0	0	163	156	10	13
AVERAGE YEARS	11.9	11.2	15.6	14.0	6.0	8.3	15.3	10.8	23.4	6.7	0.0	0.0	12.2	11.3	21.3	18.7
<b>DEPARTMENT AVERAGE YEARS</b>			<b>11.8</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
LESS THAN 6 YEARS	36	57	2	10	0	0	1	2	0	1	0	0	39	70	0	0
6 - 10 YEARS	26	31	2	5	0	0	1	1	0	0	0	0	29	37	0	0
11- 15 YEARS	28	47	2	5	0	0	0	2	1	0	0	0	31	54	0	2
16 - 20 YEARS	29	27	4	6	0	0	0	2	0	0	0	0	33	35	1	2
21 - 25 YEARS	39	47	4	2	0	0	2	1	0	0	0	0	45	50	2	1
26 - 30 YEARS	38	17	0	5	0	0	0	0	0	0	0	0	38	22	2	1
31 - 35 YEARS	17	9	0	0	0	0	0	0	0	0	0	0	17	9	0	1
36 - 40 YEARS	1	3	0	1	0	0	0	0	0	0	0	0	1	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>214</b>	<b>238</b>	<b>14</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>233</b>	<b>281</b>	<b>5</b>	<b>7</b>
MORE THAN 10 YEARS	152	150	10	19	0	0	2	5	1	0	0	0	165	174	5	7
AVERAGE YEARS	17.6	14.7	15.6	13.8	0.0	0.0	14.8	12.0	14.0	3.0	0.0	0.0	17.4	14.4	24.2	20.4
<b>DEPARTMENT AVERAGE YEARS</b>			<b>15.8</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
LESS THAN 6 YEARS	24	40	1	0	0	0	0	0	0	1	0	0	25	41	0	0
6 - 10 YEARS	10	11	0	3	0	0	0	0	0	0	0	0	10	14	0	0
11- 15 YEARS	3	15	0	0	0	0	0	0	0	0	0	0	3	15	0	0
16 - 20 YEARS	12	10	2	0	0	0	0	0	0	0	0	0	14	10	0	3
21 - 25 YEARS	8	4	1	0	0	0	1	0	0	0	0	0	10	4	0	0
26 - 30 YEARS	16	0	0	0	0	0	0	0	0	0	0	0	16	0	3	0
31 - 35 YEARS	10	0	0	0	0	0	0	0	0	0	0	0	10	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
<b>DEPARTMENT TOTAL</b>	<b>83</b>	<b>80</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>84</b>	<b>3</b>	<b>3</b>
MORE THAN 10 YEARS	49	29	3	0	0	0	1	0	0	0	0	0	53	29	3	3
AVERAGE YEARS	16.4	8.6	15.0	8.3	0.0	0.0	25.0	0.0	0.0	2.0	0.0	0.0	16.5	8.5	29.0	17.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.6</b>															

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CAREER DEVELOPMENT</b>																
LESS THAN 6 YEARS	77	113	22	47	0	2	4	7	1	5	0	0	104	174	5	2
6 - 10 YEARS	40	49	10	24	1	0	1	3	2	4	0	0	54	80	8	5
11- 15 YEARS	49	61	12	33	0	1	2	6	1	1	0	0	64	102	16	11
16 - 20 YEARS	27	36	3	15	1	2	1	3	0	1	0	0	32	57	3	2
21 - 25 YEARS	56	69	14	25	0	2	1	5	0	0	0	0	71	101	17	10
26 - 30 YEARS	39	55	10	32	1	1	3	1	0	0	0	0	53	89	7	18
31 - 35 YEARS	29	28	1	9	0	0	0	1	0	0	0	0	30	38	8	3
36 - 40 YEARS	4	3	0	0	0	0	0	0	0	0	0	0	4	3	1	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>322</b>	<b>414</b>	<b>73</b>	<b>185</b>	<b>3</b>	<b>8</b>	<b>12</b>	<b>26</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>414</b>	<b>644</b>	<b>65</b>	<b>51</b>
MORE THAN 10 YEARS	205	252	41	114	2	6	7	16	1	2	0	0	256	390	52	44
AVERAGE YEARS	16.1	15.2	14.1	15.0	16.7	15.9	13.8	13.6	8.3	6.0	0.0	0.0	15.6	14.9	19.3	21.2
<b>DEPARTMENT AVERAGE YEARS</b>			<b>15.2</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
LESS THAN 6 YEARS	8	17	7	14	0	1	0	4	0	2	0	0	15	38	1	1
6 - 10 YEARS	2	4	4	3	0	0	0	1	1	1	0	0	7	9	0	1
11- 15 YEARS	1	3	4	6	0	0	2	0	0	0	0	0	7	9	0	0
16 - 20 YEARS	0	1	1	3	0	0	0	0	0	0	0	0	1	4	0	0
21 - 25 YEARS	4	7	0	7	0	1	1	0	0	0	0	0	5	15	0	1
26 - 30 YEARS	6	7	7	8	0	0	4	3	1	0	0	0	18	18	0	1
31 - 35 YEARS	2	3	0	7	0	0	0	1	0	0	0	0	2	11	0	1
36 - 40 YEARS	0	0	3	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>23</b>	<b>42</b>	<b>26</b>	<b>48</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>58</b>	<b>104</b>	<b>1</b>	<b>5</b>
MORE THAN 10 YEARS	13	21	15	31	0	1	7	4	1	0	0	0	36	57	0	3
AVERAGE YEARS	16.6	13.8	16.2	16.7	0.0	15.0	22.6	14.2	20.0	5.0	0.0	0.0	17.2	14.9	3.0	18.8
<b>DEPARTMENT AVERAGE YEARS</b>			<b>15.8</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE</b>																
LESS THAN 6 YEARS	4	18	2	6	0	0	2	1	0	0	1	2	9	27	0	0
6 - 10 YEARS	4	17	0	1	0	0	0	0	0	0	0	0	4	18	0	2
11- 15 YEARS	6	18	0	1	0	1	0	1	0	3	0	0	6	24	0	0
16 - 20 YEARS	4	6	0	6	0	1	0	1	0	1	0	0	4	15	0	2
21 - 25 YEARS	6	21	3	9	1	0	0	1	0	0	0	0	10	31	1	2
26 - 30 YEARS	12	16	3	3	1	0	1	0	0	0	0	0	17	19	3	2
31 - 35 YEARS	1	4	2	0	0	0	0	0	0	0	0	0	3	4	1	1
36 - 40 YEARS	2	1	0	1	0	0	0	0	0	0	0	0	2	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>39</b>	<b>101</b>	<b>10</b>	<b>27</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>55</b>	<b>140</b>	<b>6</b>	<b>9</b>
MORE THAN 10 YEARS	31	66	8	20	2	2	1	3	0	4	0	0	42	95	6	7
AVERAGE YEARS	19.9	16.1	22.7	17.0	26.0	15.0	9.3	14.5	0.0	13.8	0.0	0.0	19.7	15.9	29.0	21.0
<b>DEPARTMENT AVERAGE YEARS</b>			<b>17.0</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
LESS THAN 6 YEARS	308	563	72	187	5	5	10	14	17	23	4	7	416	799	6	2
6 - 10 YEARS	213	259	58	124	4	4	13	4	8	20	0	0	296	411	4	17
11- 15 YEARS	128	269	54	143	0	3	8	10	14	22	0	0	204	447	13	23
16 - 20 YEARS	134	252	41	110	1	2	7	15	8	18	0	0	191	397	27	32
21 - 25 YEARS	333	421	134	185	3	6	10	14	14	19	0	0	494	645	44	52
26 - 30 YEARS	236	252	28	59	1	2	2	5	7	8	0	0	274	326	29	22
31 - 35 YEARS	55	63	7	21	0	0	1	0	2	3	0	0	65	87	6	6
36 - 40 YEARS	5	6	1	4	0	0	0	0	1	0	0	0	7	10	0	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,412</b>	<b>2,086</b>	<b>395</b>	<b>834</b>	<b>14</b>	<b>22</b>	<b>51</b>	<b>62</b>	<b>71</b>	<b>113</b>	<b>4</b>	<b>7</b>	<b>1,947</b>	<b>3,124</b>	<b>129</b>	<b>154</b>
MORE THAN 10 YEARS	891	1,264	265	523	5	13	28	44	46	70	0	0	1,235	1,914	119	135
AVERAGE YEARS	16.1	14.7	15.7	14.5	11.2	14.2	13.4	14.9	15.0	13.9	0.3	0.0	15.9	14.6	21.1	19.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.1</b>															

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CONSUMERS &amp; INDUSTRY SERVICES</b>																
LESS THAN 6 YEARS	220	347	29	160	1	2	9	15	7	10	0	7	266	541	0	5
6 - 10 YEARS	118	179	17	69	1	2	1	4	2	5	0	0	139	259	2	13
11- 15 YEARS	144	256	42	81	1	1	8	15	2	10	0	0	197	363	13	34
16 - 20 YEARS	93	157	26	72	1	4	5	10	7	0	0	0	132	243	14	20
21 - 25 YEARS	175	291	41	126	0	5	5	12	2	5	0	0	223	439	29	37
26 - 30 YEARS	162	251	20	119	3	5	4	3	6	3	0	0	195	381	23	35
31 - 35 YEARS	61	76	4	27	0	0	0	2	1	0	0	0	66	105	7	7
36 - 40 YEARS	8	8	1	10	0	0	0	1	0	0	0	0	9	19	1	2
MORE THAN 40 YEARS	1	0	1	2	0	0	0	0	0	0	0	0	2	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>982</b>	<b>1,565</b>	<b>181</b>	<b>666</b>	<b>7</b>	<b>19</b>	<b>32</b>	<b>62</b>	<b>27</b>	<b>33</b>	<b>0</b>	<b>7</b>	<b>1,229</b>	<b>2,352</b>	<b>89</b>	<b>153</b>
MORE THAN 10 YEARS	644	1,039	135	437	5	15	22	43	18	18	0	0	824	1,552	87	135
AVERAGE YEARS	16.3	15.9	15.9	16.0	18.4	18.5	14.3	14.4	15.4	11.9	0.0	0.7	16.1	15.8	22.8	19.9
<b>DEPARTMENT AVERAGE YEARS</b>			<b>15.9</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
LESS THAN 6 YEARS	2,853	1,323	326	399	57	17	68	43	19	9	14	6	3,337	1,797	9	6
6 - 10 YEARS	2,146	943	256	271	61	21	64	35	11	2	0	0	2,538	1,272	35	19
11- 15 YEARS	2,474	822	265	268	81	18	57	21	11	3	0	0	2,888	1,132	135	56
16 - 20 YEARS	1,396	426	270	254	26	13	26	10	1	3	0	0	1,719	706	131	53
21 - 25 YEARS	807	306	78	81	14	4	9	9	2	2	0	0	910	402	100	25
26 - 30 YEARS	372	146	52	58	3	0	5	1	0	0	0	0	432	205	48	13
31 - 35 YEARS	55	29	6	8	0	0	1	0	0	0	0	0	62	37	6	0
36 - 40 YEARS	8	2	2	2	0	0	0	0	0	0	0	0	10	4	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>10,111</b>	<b>3,997</b>	<b>1,255</b>	<b>1,341</b>	<b>242</b>	<b>73</b>	<b>230</b>	<b>119</b>	<b>44</b>	<b>19</b>	<b>14</b>	<b>6</b>	<b>11,896</b>	<b>5,555</b>	<b>466</b>	<b>172</b>
MORE THAN 10 YEARS	5,112	1,731	673	671	124	35	98	41	14	8	0	0	6,021	2,486	422	147
AVERAGE YEARS	11.4	10.4	11.7	11.2	10.9	10.7	10.1	9.1	8.0	8.9	0.4	0.3	11.4	10.6	18.0	16.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.1</b>															

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
LESS THAN 6 YEARS	24	68	2	5	0	0	1	1	0	0	0	0	27	74	0	0
6 - 10 YEARS	7	34	0	2	0	0	0	0	0	0	0	0	7	36	0	0
11- 15 YEARS	6	37	0	5	0	0	0	3	0	0	0	0	6	45	0	2
16 - 20 YEARS	5	19	1	0	0	0	1	1	0	1	0	0	7	21	0	1
21 - 25 YEARS	12	44	5	5	0	1	1	2	0	0	0	0	18	52	5	6
26 - 30 YEARS	16	47	1	6	0	0	0	1	0	0	0	0	17	54	3	7
31 - 35 YEARS	3	9	0	1	0	0	0	0	0	0	0	0	3	10	0	1
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
<b>DEPARTMENT TOTAL</b>	<b>74</b>	<b>259</b>	<b>9</b>	<b>24</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>86</b>	<b>293</b>	<b>8</b>	<b>17</b>
MORE THAN 10 YEARS	43	157	7	17	0	1	2	7	0	1	0	0	52	183	8	17
AVERAGE YEARS	15.6	15.2	19.1	17.5	0.0	22.0	14.3	16.9	0.0	16.0	0.0	0.0	16.0	15.5	24.9	24.3
<b>DEPARTMENT AVERAGE YEARS</b>			<b>15.6</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
LESS THAN 6 YEARS	176	148	11	7	0	0	2	4	6	5	0	0	195	164	0	1
6 - 10 YEARS	117	90	2	6	0	0	1	1	9	5	0	0	129	102	4	2
11- 15 YEARS	157	143	6	13	0	2	7	3	3	2	0	0	173	163	3	7
16 - 20 YEARS	65	70	9	10	1	3	1	1	5	2	0	0	81	86	3	3
21 - 25 YEARS	123	80	5	9	1	0	2	2	3	2	0	0	134	93	10	4
26 - 30 YEARS	80	37	1	3	0	0	1	0	3	0	0	0	85	40	5	3
31 - 35 YEARS	33	15	0	0	0	0	1	0	1	0	0	0	35	15	2	1
36 - 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>752</b>	<b>586</b>	<b>34</b>	<b>48</b>	<b>2</b>	<b>5</b>	<b>15</b>	<b>11</b>	<b>30</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>833</b>	<b>666</b>	<b>27</b>	<b>21</b>
MORE THAN 10 YEARS	459	348	21	35	2	5	12	6	15	6	0	0	509	400	23	18
AVERAGE YEARS	14.3	13.3	12.6	14.7	20.5	15.6	15.3	10.5	13.4	10.7	0.0	0.0	14.2	13.3	20.9	17.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.8</b>															

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
LESS THAN 6 YEARS	8	21	0	0	0	0	1	0	0	0	0	0	9	21	0	0
6 - 10 YEARS	2	9	0	1	0	0	0	0	0	0	0	0	2	10	0	0
11- 15 YEARS	2	4	0	0	0	0	0	0	0	0	0	0	2	4	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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
<b>DEPARTMENT TOTAL</b>	<b>13</b>	<b>34</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>35</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	3	4	0	0	0	0	0	0	0	0	0	0	3	4	0	0
AVERAGE YEARS	6.0	5.3	0.0	8.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	5.7	5.3	0.0	0.0
<b>DEPARTMENT AVERAGE YEARS</b>				<b>5.4</b>												

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>FAMILY INDEPENDENCE AGENCY</b>																
LESS THAN 6 YEARS	388	1,327	156	872	4	11	25	108	6	20	1	5	580	2,343	2	13
6 - 10 YEARS	252	783	100	315	4	11	17	61	4	6	0	0	377	1,176	11	35
11- 15 YEARS	214	662	82	394	2	17	28	79	5	13	0	0	331	1,165	39	84
16 - 20 YEARS	125	400	51	219	2	3	10	33	6	7	0	0	194	662	15	40
21 - 25 YEARS	409	1,222	102	627	3	18	11	37	8	9	0	0	533	1,913	51	160
26 - 30 YEARS	455	925	51	563	3	4	7	17	6	2	0	0	522	1,511	54	107
31 - 35 YEARS	151	223	23	129	2	3	0	2	1	1	0	0	177	358	16	23
36 - 40 YEARS	17	21	0	10	0	0	1	0	0	0	0	0	18	31	1	5
MORE THAN 40 YEARS	1	2	1	1	0	0	0	0	0	0	0	0	2	3	1	0
<b>DEPARTMENT TOTAL</b>	<b>2,012</b>	<b>5,565</b>	<b>566</b>	<b>3,130</b>	<b>20</b>	<b>67</b>	<b>99</b>	<b>337</b>	<b>36</b>	<b>58</b>	<b>1</b>	<b>5</b>	<b>2,734</b>	<b>9,162</b>	<b>190</b>	<b>467</b>
MORE THAN 10 YEARS	1,372	3,455	310	1,943	12	45	57	168	26	32	0	0	1,777	5,643	177	419
AVERAGE YEARS	17.9	15.8	13.8	15.7	16.1	15.1	12.4	11.3	16.9	12.3	1.0	0.4	16.8	15.5	22.0	20.9
<b>DEPARTMENT AVERAGE YEARS</b>			<b>15.8</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HISTORY ARTS AND LIBRARIES</b>																
LESS THAN 6 YEARS	65	73	3	5	3	1	1	2	1	1	9	20	82	102	2	1
6 - 10 YEARS	12	13	0	1	0	0	0	0	1	1	0	0	13	15	0	0
11- 15 YEARS	9	22	1	0	1	0	0	1	0	0	0	0	11	23	2	1
16 - 20 YEARS	3	10	1	2	0	1	0	1	0	0	0	0	4	14	1	0
21 - 25 YEARS	8	13	1	3	0	0	0	1	0	0	0	0	9	17	1	1
26 - 30 YEARS	11	8	0	0	0	0	0	0	0	0	0	0	11	8	1	0
31 - 35 YEARS	5	2	0	0	1	0	0	1	0	0	0	0	6	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
<b>DEPARTMENT TOTAL</b>	<b>113</b>	<b>141</b>	<b>6</b>	<b>11</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>9</b>	<b>20</b>	<b>136</b>	<b>182</b>	<b>7</b>	<b>3</b>
MORE THAN 10 YEARS	36	55	3	5	2	1	0	4	0	0	0	0	41	65	5	2
AVERAGE YEARS	9.0	9.1	9.7	10.5	12.2	8.5	0.0	14.0	3.5	4.0	0.0	0.1	8.4	8.3	14.9	14.0
<b>DEPARTMENT AVERAGE YEARS</b>			<b>8.3</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT &amp; BUDGET</b>																
LESS THAN 6 YEARS	235	243	17	19	0	1	3	5	7	7	0	0	262	275	2	1
6 - 10 YEARS	100	97	8	8	0	2	2	1	1	3	0	0	111	111	3	2
11- 15 YEARS	92	94	10	10	1	0	6	4	6	1	0	0	115	109	7	8
16 - 20 YEARS	66	71	5	9	1	0	2	7	3	2	0	0	77	89	8	8
21 - 25 YEARS	121	123	14	15	0	0	8	4	0	3	0	0	143	145	19	11
26 - 30 YEARS	117	67	11	7	2	1	12	4	1	0	0	0	143	79	9	3
31 - 35 YEARS	24	19	2	0	0	0	2	0	0	0	0	0	28	19	4	1
36 - 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>762</b>	<b>716</b>	<b>67</b>	<b>68</b>	<b>4</b>	<b>4</b>	<b>35</b>	<b>25</b>	<b>18</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>886</b>	<b>829</b>	<b>53</b>	<b>34</b>
MORE THAN 10 YEARS	427	376	42	41	4	1	30	19	10	6	0	0	513	443	48	31
AVERAGE YEARS	14.4	12.8	15.1	14.0	22.3	11.5	21.3	16.1	10.5	10.1	0.0	0.0	14.6	13.0	21.3	18.6
<b>DEPARTMENT AVERAGE YEARS</b>			<b>13.8</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY AFFAIRS</b>																
LESS THAN 6 YEARS	108	116	18	53	0	0	6	3	2	5	1	0	135	177	0	0
6 - 10 YEARS	64	71	2	24	0	1	4	1	0	0	0	0	70	97	2	0
11- 15 YEARS	66	67	7	17	0	2	3	2	0	1	0	0	76	89	4	1
16 - 20 YEARS	38	56	7	7	2	3	0	1	0	0	0	0	47	67	8	4
21 - 25 YEARS	38	58	2	4	3	1	1	3	0	0	0	0	44	66	2	2
26 - 30 YEARS	31	32	1	7	1	0	0	0	0	0	0	0	33	39	1	4
31 - 35 YEARS	6	5	0	1	0	0	0	0	0	0	0	0	6	6	1	0
36 - 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>354</b>	<b>407</b>	<b>37</b>	<b>113</b>	<b>6</b>	<b>7</b>	<b>14</b>	<b>10</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>414</b>	<b>543</b>	<b>18</b>	<b>11</b>
MORE THAN 10 YEARS	182	220	17	36	6	6	4	6	0	1	0	0	209	269	16	11
AVERAGE YEARS	12.3	12.7	9.6	8.5	22.2	14.9	8.0	12.8	1.0	5.0	0.0	0.0	12.0	11.8	17.8	21.2
<b>DEPARTMENT AVERAGE YEARS</b>				<b>11.9</b>												

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
LESS THAN 6 YEARS	845	485	7	7	5	3	5	1	5	3	2	1	869	500	7	1
6 - 10 YEARS	205	87	7	6	1	1	3	1	2	0	0	0	218	95	1	0
11- 15 YEARS	179	91	8	8	4	1	4	7	0	0	0	0	195	107	7	4
16 - 20 YEARS	123	80	7	3	6	1	1	1	0	0	0	0	137	85	4	6
21 - 25 YEARS	116	55	5	5	3	1	2	2	1	1	0	0	127	64	7	0
26 - 30 YEARS	151	32	1	4	4	0	1	1	0	0	0	0	157	37	5	6
31 - 35 YEARS	69	2	0	0	1	0	1	0	0	0	0	0	71	2	10	0
36 - 40 YEARS	10	3	0	0	0	0	0	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,699</b>	<b>835</b>	<b>35</b>	<b>33</b>	<b>24</b>	<b>7</b>	<b>17</b>	<b>13</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1,785</b>	<b>893</b>	<b>41</b>	<b>17</b>
MORE THAN 10 YEARS	649	263	21	20	18	3	9	11	1	1	0	0	698	298	33	16
AVERAGE YEARS	9.8	7.1	12.4	13.3	16.2	8.9	11.9	15.5	5.1	6.8	0.0	0.0	9.9	7.5	19.8	19.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>9.1</b>															

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
LESS THAN 6 YEARS	90	399	10	89	1	3	5	27	3	3	3	9	112	530	1	4
6 - 10 YEARS	19	128	7	41	0	10	0	9	1	4	0	0	27	192	0	7
11- 15 YEARS	39	180	5	81	1	1	3	17	5	1	0	0	53	280	7	36
16 - 20 YEARS	23	157	9	59	1	2	4	5	1	6	0	0	38	229	3	27
21 - 25 YEARS	66	172	9	50	0	2	0	13	0	3	0	0	75	240	8	21
26 - 30 YEARS	47	102	5	21	0	0	2	2	0	0	0	0	54	125	11	8
31 - 35 YEARS	12	28	0	7	0	0	0	0	0	0	0	0	12	35	1	1
36 - 40 YEARS	3	7	0	1	0	0	0	0	0	0	0	0	3	8	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>299</b>	<b>1,174</b>	<b>45</b>	<b>349</b>	<b>3</b>	<b>18</b>	<b>14</b>	<b>73</b>	<b>10</b>	<b>17</b>	<b>3</b>	<b>9</b>	<b>374</b>	<b>1,640</b>	<b>31</b>	<b>106</b>
MORE THAN 10 YEARS	190	647	28	219	2	5	9	37	6	10	0	0	235	918	30	95
AVERAGE YEARS	15.6	12.7	14.1	13.3	10.3	9.4	11.9	10.6	9.4	12.8	0.0	0.1	14.9	12.6	21.9	17.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.1</b>															

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
LESS THAN 6 YEARS	601	179	13	19	1	2	6	3	3	1	0	0	624	204	0	0
6 - 10 YEARS	452	130	37	7	17	0	17	0	3	1	0	0	526	138	3	0
11- 15 YEARS	272	121	42	10	7	1	17	5	3	3	0	0	341	140	2	2
16 - 20 YEARS	186	85	39	14	4	0	11	1	0	0	0	0	240	100	4	3
21 - 25 YEARS	298	83	66	12	3	5	19	9	0	1	0	0	386	110	4	2
26 - 30 YEARS	98	63	5	3	1	0	4	0	0	0	0	0	108	66	6	5
31 - 35 YEARS	44	19	2	1	1	0	1	0	0	0	0	0	48	20	3	1
36 - 40 YEARS	10	3	0	0	0	0	0	0	0	0	0	0	10	3	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,961</b>	<b>683</b>	<b>204</b>	<b>66</b>	<b>34</b>	<b>8</b>	<b>75</b>	<b>18</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2,283</b>	<b>781</b>	<b>24</b>	<b>13</b>
MORE THAN 10 YEARS	908	374	154	40	16	6	52	15	3	4	0	0	1,133	439	21	13
AVERAGE YEARS	12.2	13.3	16.2	13.7	12.4	17.1	15.5	16.7	8.0	11.7	0.0	0.0	12.6	13.5	22.9	22.5
<b>DEPARTMENT AVERAGE YEARS</b>			<b>12.8</b>													

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
LESS THAN 6 YEARS	614	213	36	25	6	5	12	4	15	8	10	7	693	262	1	0
6 - 10 YEARS	181	77	14	8	7	3	5	0	3	2	0	0	210	90	2	3
11- 15 YEARS	385	146	41	22	4	3	11	4	6	3	0	0	447	178	23	9
16 - 20 YEARS	170	82	24	13	6	2	9	3	4	1	0	0	213	101	14	14
21 - 25 YEARS	166	117	23	18	10	2	12	5	4	0	0	0	215	142	18	11
26 - 30 YEARS	173	68	26	13	7	0	15	3	2	0	0	0	223	84	24	8
31 - 35 YEARS	130	28	7	5	1	0	0	0	5	1	0	0	143	34	17	2
36 - 40 YEARS	52	2	0	1	0	0	0	0	2	0	0	0	54	3	9	0
MORE THAN 40 YEARS	9	0	1	0	0	0	0	0	0	0	0	0	10	0	4	0
<b>DEPARTMENT TOTAL</b>	<b>1,880</b>	<b>733</b>	<b>172</b>	<b>105</b>	<b>41</b>	<b>15</b>	<b>64</b>	<b>19</b>	<b>41</b>	<b>15</b>	<b>10</b>	<b>7</b>	<b>2,208</b>	<b>894</b>	<b>112</b>	<b>47</b>
MORE THAN 10 YEARS	1,085	443	122	72	28	7	47	15	23	5	0	0	1,305	542	109	44
AVERAGE YEARS	13.9	13.6	15.7	15.6	17.3	10.5	16.4	16.3	14.6	8.3	0.3	0.3	14.2	13.6	24.1	20.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.0</b>															

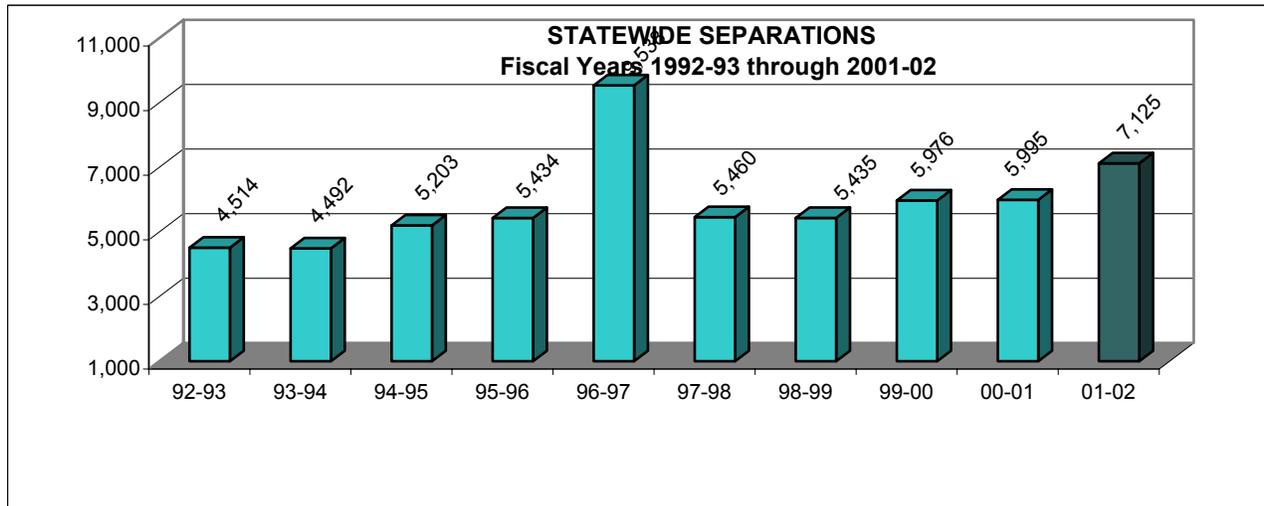
HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
LESS THAN 6 YEARS	150	230	13	39	0	2	5	6	7	6	1	0	176	283	2	2
6 - 10 YEARS	71	101	8	23	0	3	1	4	2	2	0	0	82	133	5	1
11- 15 YEARS	60	98	19	36	0	1	6	13	7	1	0	0	92	149	7	10
16 - 20 YEARS	24	89	14	32	0	1	3	8	3	1	0	0	44	131	7	3
21 - 25 YEARS	48	179	16	50	1	1	2	7	0	0	0	0	67	237	8	19
26 - 30 YEARS	76	85	8	13	0	1	4	1	1	0	0	0	89	100	14	5
31 - 35 YEARS	29	35	1	0	0	1	1	0	0	0	0	0	31	36	6	0
36 - 40 YEARS	6	5	0	0	0	0	0	0	0	0	0	0	6	5	2	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>464</b>	<b>822</b>	<b>79</b>	<b>193</b>	<b>1</b>	<b>10</b>	<b>22</b>	<b>39</b>	<b>20</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>587</b>	<b>1,074</b>	<b>51</b>	<b>42</b>
MORE THAN 10 YEARS	243	491	58	131	1	5	16	29	11	2	0	0	329	658	44	39
AVERAGE YEARS	14.3	14.7	15.8	14.6	21.0	14.7	15.9	14.1	10.8	6.6	1.0	0.0	14.5	14.6	22.1	20.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.5</b>															

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																
LESS THAN 6 YEARS	6,955	6,092	748	1,969	84	55	167	252	99	113	48	65	8,101	8,546	38	39
6 - 10 YEARS	4,084	3,147	535	948	97	61	131	127	51	58	0	0	4,898	4,341	81	108
11- 15 YEARS	4,370	3,207	600	1,137	102	53	162	194	65	66	0	0	5,299	4,657	280	294
16 - 20 YEARS	2,540	2,054	515	839	52	38	81	103	39	43	0	0	3,227	3,077	245	225
21 - 25 YEARS	2,861	3,344	525	1,238	42	49	89	127	35	45	0	0	3,552	4,803	328	370
26 - 30 YEARS	2,173	2,228	232	927	27	14	65	43	28	13	0	0	2,525	3,225	251	250
31 - 35 YEARS	744	608	55	217	6	4	8	7	13	5	0	0	826	841	89	49
36 - 40 YEARS	138	72	7	30	0	0	1	1	3	0	0	0	149	103	20	10
MORE THAN 40 YEARS	17	5	4	4	0	0	0	0	0	0	0	0	21	9	5	1
	<b>23,882</b>	<b>20,757</b>	<b>3,221</b>	<b>7,309</b>	<b>410</b>	<b>274</b>	<b>704</b>	<b>854</b>	<b>333</b>	<b>343</b>	<b>48</b>	<b>65</b>	<b>28,598</b>	<b>29,602</b>	<b>1,337</b>	<b>1,346</b>
MORE THAN 10 YEARS	12,843	11,518	1,938	4,392	229	158	406	475	183	172	0	0	15,599	16,715	1,218	1,199
AVERAGE YEARS	13.0	13.5	13.7	14.4	12.8	13.2	13.1	12.2	13.0	11.5	0.3	0.2	13.1	13.6	20.4	19.6
<b>STATEWIDE AVERAGE YEARS</b>			<b>13.4</b>													

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

**STATEWIDE SEPARATIONS BY REASON**  
Fiscal Year 2001-02

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<i>INVOLUNTARY SEPARATIONS</i>		
Death	87	1.2%
Dismissal	278	3.9%
Expired Appointment	911	12.8%
<b>Total Involuntary Separations</b>	<b>1,276</b>	<b>17.9%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,457	20.4%
Layoff/Leave of Absence Rights Expired	201	2.8%
Waived Rights Leave of Absence	336	4.7%
Settlement	3	0.0%
<b>Total Voluntary Separations</b>	<b>1,997</b>	<b>28.0%</b>
<i>RETIREMENT</i>		
Retirement	665	9.3%
Early Retirement	2,847	40.0%
Disability Retirement	159	2.2%
Deferred Retirement	181	2.5%
<b>Total Retirements</b>	<b>3,852</b>	<b>54.1%</b>
<b>TOTAL SEPARATIONS</b>	<b>7,125</b>	<b>100.0%</b>



**NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT**  
**FOR PAY PERIOD BEGINNING SEP-30-2001 TO PAY PERIOD ENDING SEP-28-2002**

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
	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	17	33	1	0	51	80	0	0	0	80	-29
ATTORNEY GENERAL	1	0	0	0	1	13	0	0	1	14	-13
AUDITOR GENERAL	0	2	0	0	2	7	0	0	0	7	-5
CAREER DEVELOPMENT	46	5	3	0	55	42	0	0	9	51	4
CIVIL RIGHTS	16	1	1	0	18	10	0	1	0	11	7
CIVIL SERVICE	4	6	1	0	11	13	0	0	0	13	-2
COMMUNITY HEALTH	267	16	106	2	419	435	0	30	34	499	-80
CONSUMERS & INDUSTRY SERVICES	228	11	9	0	252	203	0	0	15	218	34
CORRECTIONS	349	7	114	5	524	958	0	34	32	1,024	-500
EDUCATION	7	0	0	0	7	30	0	1	1	32	-25
ENVIRONMENTAL QUALITY	36	0	1	1	39	43	0	0	3	46	-7
EXECUTIVE OFFICE	2	0	0	0	2	12	0	0	0	12	-10
FAMILY INDEPENDENCE AGENCY	512	0	65	3	608	565	1	57	102	725	-117
HISTORY ARTS AND LIBRARIES	8	63	13	0	86	45	0	0	0	45	41
MANAGEMENT & BUDGET	24	19	0	0	43	111	0	4	2	117	-74
MILITARY AFFAIRS	64	1	3	0	68	81	0	0	5	86	-18
NATURAL RESOURCES	61	852	275	0	1188	932	11	0	5	948	240
STATE	29	96	2	0	127	173	0	0	14	187	-60
STATE POLICE	56	1	3	1	62	132	0	0	6	138	-76
TRANSPORTATION	164	104	21	2	299	242	0	0	3	245	54
TREASURY	60	25	2	2	89	246	0	0	3	249	-160
<b>STATEWIDE TOTALS</b>	<b>1,951</b>	<b>1,242</b>	<b>620</b>	<b>16</b>	<b>3,829</b>	<b>4,373</b>	<b>12</b>	<b>127</b>	<b>235</b>	<b>4,747</b>	<b>-918</b>

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.

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2002**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	64,456	*	*
1978-79	68,105	8,483	12.5%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2002**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,366	7.0%
2001-02	60,147	6,214	10.3%

\* Turnover Figures for 1977-78 are not available.

Note: Turnover separations include all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Because of coding changes that occurred with implementation of PPRISM, starting in fiscal year 1986-87 waived rights leaves are counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Comments: Of the 6,214 turnover separations during fiscal year 2001-02, 2,847 (46%) were early retirements, and 1,457 (23%) were resignations.

TURNOVER SEPARATIONS BY DEPARTMENT  
Fiscal Years 1997-98 Through 2000-02

Table 3-5

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
<b>Agriculture</b>					
1997-98	631	19	3.0%	126	20.0%
1998-99	632	24	3.8%	132	20.9%
1999-00	657	23	3.5%	108	16.4%
2000-01	697	29	4.2%	226	32.4%
2001-02	702	42	6.0%	104	14.8%
<b>Attorney General</b>					
1997-98	547	32	5.9%	34	6.2%
1998-99	549	26	4.7%	28	5.1%
1999-00	559	20	3.6%	20	3.6%
2000-01	558	36	6.5%	36	6.5%
2001-02	538	32	6.0%	32	6.0%
<b>Auditor General</b>					
1997-98	163	13	8.0%	13	8.0%
1998-99	169	21	12.4%	24	14.2%
1990-00	174	13	7.5%	13	7.5%
2000-01	179	10	5.6%	10	5.6%
2001-02	176	8	4.6%	8	4.6%
<b>Career Development</b>					
1997-98	1,101	97	8.8%	121	11.0%
1998-99	1,149	93	8.1%	102	8.9%
1999-00	1,055	72	6.8%	77	7.3%
2000-01	1,088	118	10.8%	118	10.8%
2001-02	1,079	88	8.2%	91	8.4%
<b>CIS - Unemployment Agency</b>					
1997-98	1,495	92	6.2%	118	7.9%
1998-99	1,298	143	11.0%	146	11.2%
1999-00	1,192	92	7.7%	93	7.8%
2000-01 <sup>1</sup>	--	--	--	--	--
2001-02	--	--	--	--	--
<b>Civil Rights</b>					
1997-98	159	12	7.5%	14	8.8%
1998-99	163	11	6.7%	16	9.8%
1999-00	160	15	9.4%	17	10.6%
2000-01	166	19	11.4%	22	13.3%
2001-02	164	14	8.5%	17	10.4%
<b>Civil Service</b>					
1997-98	205	7	3.4%	11	5.4%
1998-99	207	8	3.9%	9	4.3%
1999-00	206	16	7.8%	17	8.3%
2000-01	206	11	5.3%	12	5.8%
2001-02	200	20	10.0%	25	12.5%

TURNOVER SEPARATIONS BY DEPARTMENT  
Fiscal Years 1997-98 Through 2000-02

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
<b>Community Health</b>					
1997-98	5,758	545	9.5%	603	10.5%
1998-99	5,810	442	7.6%	484	8.3%
1999-00	5,914	533	9.0%	555	9.4%
2000-01	5,838	517	8.9%	673	11.5%
2001-02	5,370	847	15.8%	864	16.1%
<b>Consumer and Industry Services</b>					
1997-98	2,554	181	7.1%	192	7.5%
1998-99	2,611	141	5.4%	150	5.7%
1999-00	2,651	160	6.0%	171	6.5%
2000-01	3,823	207	5.4%	239	6.3%
2001-02	3,735	470	12.6%	476	12.7%
<b>Corrections</b>					
1997-98	16,714	952	5.7%	984	5.9%
1998-99	17,063	1,016	6.0%	1,062	6.2%
1999-00	17,652	1,150	6.5%	1,187	6.7%
2000-01	18,296	1,114	6.1%	1,135	6.2%
2001-02	17,821	1,180	6.6%	1,191	6.7%
<b>Education</b>					
1997-98	436	27	6.2%	35	8.0%
1998-99	442	32	7.2%	26	5.9%
1999-00	403	30	7.4%	31	7.7%
2000-01	396	41	10.4%	51	12.9%
2001-02	393	48	12.2%	50	12.7%
<b>Environmental Quality</b>					
1997-98	1,479	68	4.6%	81	5.5%
1998-99	1,545	56	3.6%	63	4.1%
1999-00	1,605	94	5.9%	100	6.2%
2000-01	1,617	82	5.1%	89	5.5%
2001-02	1,567	100	6.4%	101	6.4%
<b>Executive Office</b>					
1997-98	65	7	10.8%	7	10.8%
1998-99	63	9	14.3%	11	17.5%
1999-00	65	15	23.1%	15	23.1%
2000-01	67	12	17.9%	12	17.9%
2001-02	58	10	17.2%	11	18.9%
<b>Family Independence Agency</b>					
1997-98	12,443	413	3.3%	441	3.5%
1998-99	12,836	504	3.9%	529	4.1%
1999-00	13,254	670	5.1%	835	6.3%
2000-01	13,139	558	4.2%	614	4.7%
2001-02	12,554	1,450	11.6%	1,524	12.1%

TURNOVER SEPARATIONS BY DEPARTMENT  
Fiscal Years 1997-98 Through 2000-02

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
<b>History Arts and Libraries</b>					
1997-98	--	--	--	--	--
1998-99	--	--	--	--	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02 <sup>2</sup>	295	31	10.5%	49	16.6%
<b>Management and Budget</b>					
1997-98	1,495	88	5.9%	107	7.2%
1998-99	1,719	152	8.8%	165	9.6%
1999-00	1,936	154	8.0%	193	10.0%
2000-01	1,931	135	7.0%	144	7.5%
2001-02	1,851	207	11.2%	214	11.6%
<b>Michigan Biologic Products Institute</b>					
1997-98	77	30	39.0%	38	49.4%
1998-99 <sup>3</sup>	--	2	--	2	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
<b>Military and Veterans Affairs</b>					
1997-98	900	82	9.1%	107	11.9%
1998-99	949	91	9.6%	118	12.4%
1999-00	987	84	8.5%	102	10.3%
2000-01	970	85	8.8%	125	12.9%
2001-02	962	94	9.8%	101	10.5%
<b>Natural Resources</b>					
1997-98	2,445	647	26.5%	1,244	50.9%
1998-99	2,510	853	34.0%	1,234	49.2%
1999-00	2,506	866	34.6%	1,240	49.5%
2000-01	2,509	723	28.8%	1,301	51.9%
2001-02	2,446	661	27.0%	1,009	41.3%
<b>State</b>					
1997-98	2,174	109	5.0%	205	9.4%
1998-99	2,231	125	5.6%	220	9.9%
1999-00	2,257	145	6.4%	244	10.8%
2000-01	2,267	152	6.7%	185	8.2%
2001-02	2,095	212	10.1%	274	13.1%
<b>State Police</b>					
1997-98	3,014	174	5.8%	174	5.8%
1998-99	3,159	193	6.1%	196	6.2%
1999-00	3,190	192	6.0%	195	6.1%
2000-01	3,240	159	4.9%	164	5.1%
2001-02	3,164	177	5.6%	182	5.8%

TURNOVER SEPARATIONS BY DEPARTMENT  
Fiscal Years 1997-98 Through 2000-02

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
<b>Transportation</b>					
1997-98	3,110	246	7.9%	516	16.6%
1998-99	3,196	184	5.8%	410	12.8%
1999-00	3,244	213	6.6%	455	14.0%
2000-01	3,253	194	6.0%	552	17.0%
2001-02	3,185	320	10.0%	449	14.1%
<b>Treasury</b>					
1997-98	1,710	118	6.9%	289	16.9%
1998-99	1,765	126	7.1%	298	16.9%
1999-00	1,826	136	7.4%	308	16.9%
2000-01	1,817	132	7.3%	287	15.8%
2001-02	1,793	203	11.3%	353	19.7%
<b>Statewide Total</b>					
1997-98	58,675	3,959	6.7%	5,460	9.3%
1998-99	60,066	4,252	7.1%	5,425	9.0%
1999-00	61,493	4,693	7.6%	5,976	9.7%
2000-01	62,057	4,334	7.0%	5,995	9.7%
2001-02	60,147	6,214	10.3%	7,125	11.8%

<sup>1</sup> Unemployment Agency figures were combined with Consumer and Industry Services.

<sup>2</sup> The Department of History Arts and Libraries was created by Act 63 of 2001.

<sup>3</sup> The Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998.

Note: Turnover rates have traditionally included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1999-00 columns were added to also give a turnover rate for separations including expired appointments. This is because of increasing use of limited term employees where the expectation may be to refill a position after separation. Turnover rates are calculated by dividing the number of separations during the fiscal year by the average number of classified employees during the fiscal year.

Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.