TWENTY-FOURTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2002-03

State of Michigan
Department of Civil Service

Civil Service Commissioners:

Susan Grimes Munsell, Chairperson
James P. Pitz
F. Thomas Lewand
Sherry L. McMillan

John F. Lopez, State Personnel Director

STATISTICAL HIGHLIGHTS
FY 2002-03

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	43.8
Average Annual Salary	$44,395
Average Annual Fringe Benefit Cost	$21,576
Average Sick Leave Days Used	10.9
Average Annual Leave Days Used	19.0
Average Years of Service	12.4

WORK FORCE CHARACTERISTICS

Females	50.6%
Males	49.4%
Eligible for Longevity	69.2%
Less than Six Years of Service	31.0%
Six to Ten Years of Service	17.4%
Over Ten Years of Service	51.6%
Exclusively Represented for Collective Bargaining	72.7%
Turnover Separations without Expired Appointments	16.1%*
Turnover Separations with Expired Appointments	18.5%*

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.1%
Black	17.7%
Hispanic	2.7%
White	76.8%
Not Disclosed	0.5%

*Includes Early Retirements

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS i

TABLE OF CONTENTS ii

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Graph 1-1 - State Classified Employment Averages, Fifty-Year History and Five-Year History 1-1
Graph 1-2 - State Classified Employment Figures, Fiscal Years 1998-99 through 2002-03 1-2
Table 1-1 - Active Classified Employees by Employee Status 1-3
Table 1-2 - Full-Time Equated Employee Position Report by Department 1-8
Table 1-3 - Number and Percent of Classified Employees by Department 1-11
Graph 1-3 - Breakdown of State Classified Employment Averages, Fiscal Years 1992-93 and 2002-03 1-12
Table 1-4 - Average Number of Classified Employees by Department, Fiscal Years 1993-94 through 2002-03 1-13

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1 - Trend of State Expenditures Compared to Total State Classified Payroll, Fiscal Years 1993-94 through 2002-03 2-1
Graph 2-2 - State Classified Payroll as a Percent of Total State Expenditures, Fiscal Years 1993-94 through 2002-03 2-2
Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department 2-3
Table 2-2 - Employee Distribution by Salary - Statewide, Fiscal Years 1998-99 through 2002-03 2-4
Table 2-3 - Classified Employee Benefits as a Percentage of Base Payroll (Employer Contributions) Fiscal Years 1998-99 through 2002-03 2-7
Table 2-4 - Active Classified Employees Enrolled in Insurance Plans by Department 2-8
Table 2-5 - State Classified Employee Vacation, Holiday, and Sick Leave Pay as a Percentage of Base Payroll, Fiscal Years 1998-99 through 2002-03 2-10
Graph 2-3 - Annual Leave and Sick Leave Usage by HRS Department 2-11
Table 2-6 - State Classified Employee Average Sick Leave and Annual Leave Usage 2-12
Table 2-7 - State Classified Employee Sick Leave Usage Comparison (Average Days Per Employee) Fiscal Years 1998-99 through 2002-03 2-13
Table 2-8 - Sick Leave Usage Analysis by HRS Department 2-14
Table 2-9 - Annual Leave and Deferred Hours Usage Analysis by HRS Department 2-15
Table 2-10 - Age Distribution for Classified Employees by HRS Department and Statewide 2-16
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 1998-99 through 2002-03 2-17
Graph 2-5 - Distribution of Classified Employees by County 2-18
Table 2-11 – Active Classified Employees by Work County 2-19

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department 3-1

Table 3-1 - Classified Employee Distribution by HRS Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis 3-2

Table 3-2 - Statewide Separations by Reason 3-25

Table 3-3 - New Hires, Returns and Separations by Type, by Department 3-26

Table 3-4 - Turnover Separations in the State Classified Service, 1943 to 2002 3-27

Table 3-5 - Turnover Separations by Department, Fiscal Years 1997-98 through 2001-02 3-29

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORT

Table 4-1 - Statewide Employees by EEO Category 4-1

Table 4-2 - Statewide Employees by Department and EEO Category 4-2

Table 4-3 - Classified Employee Distribution by HRS Department 4-25

Table 4-4 - Statewide Employees with a Disability by EEO Category 4-26

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit 5-1

Table 5-1 - Employee Organization Membership by Bargaining Unit 5-2

Graph 5-2 - Average Years of Service by Bargaining Unit 5-3

Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Handicapper Analysis 5-4

Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit 5-23

Table 5-4 - Active Classified Employees Enrolled in Insurance Plans by Bargaining Unit 5-24

Graph 5-3 - Annual Leave and Sick Leave Usage by Bargaining Unit 5-26

Table 5-5 - Sick Leave Usage Analysis by Bargaining Unit 5-27

Table 5-6 - Annual Leave and Deferred Hours Usage Analysis by Bargaining Unit 5-28

Table 5-7 - Average Sick Leave and Annual Leave Usage Analysis by Bargaining Unit 5-29

Table 5-8 - Sick Leave Usage Comparison by Bargaining Unit 5-30

Table 5-9 - Bargaining Unit Analysis by HRS Department, Exclusively Represented 5-31

Table 5-10 - Bargaining Unit Analysis by HRS Department, Non-Exclusively Represented 5-32

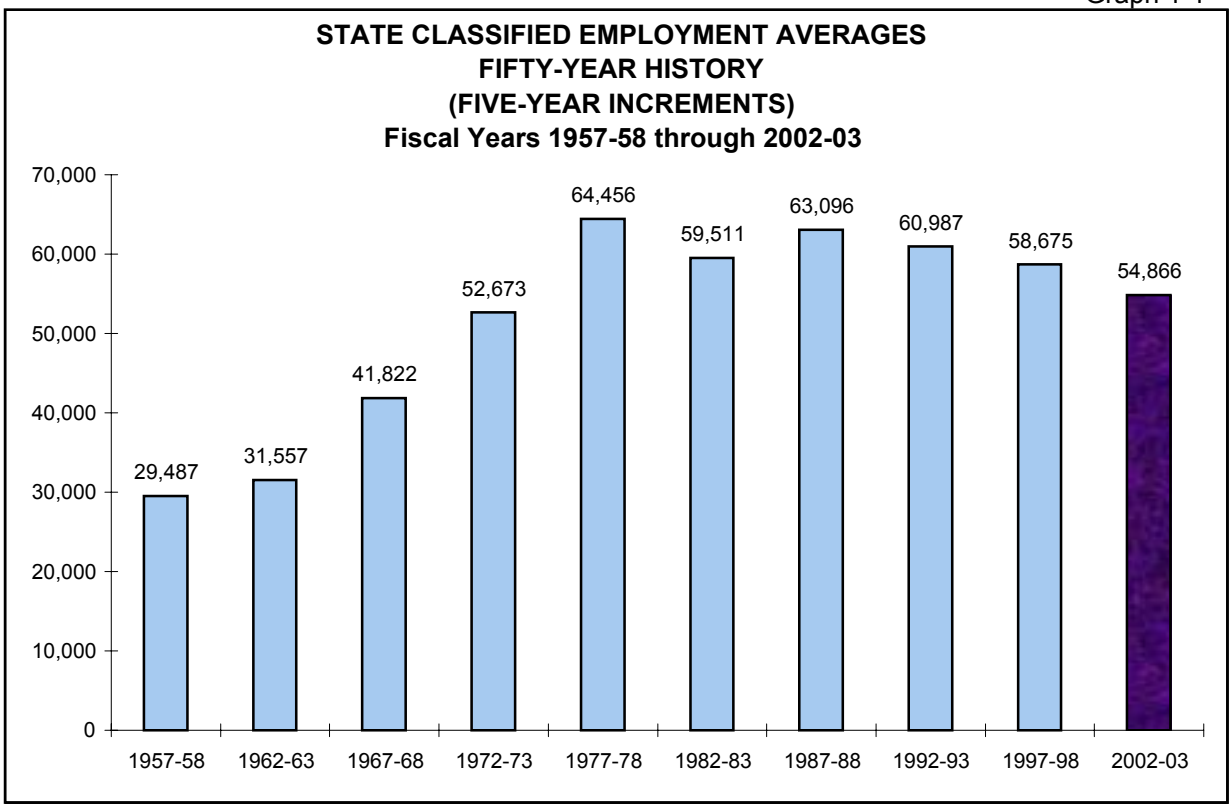
Table 5-11 - Employee Organization Membership Analysis for Non-Represented Units by HRS Department 5-33

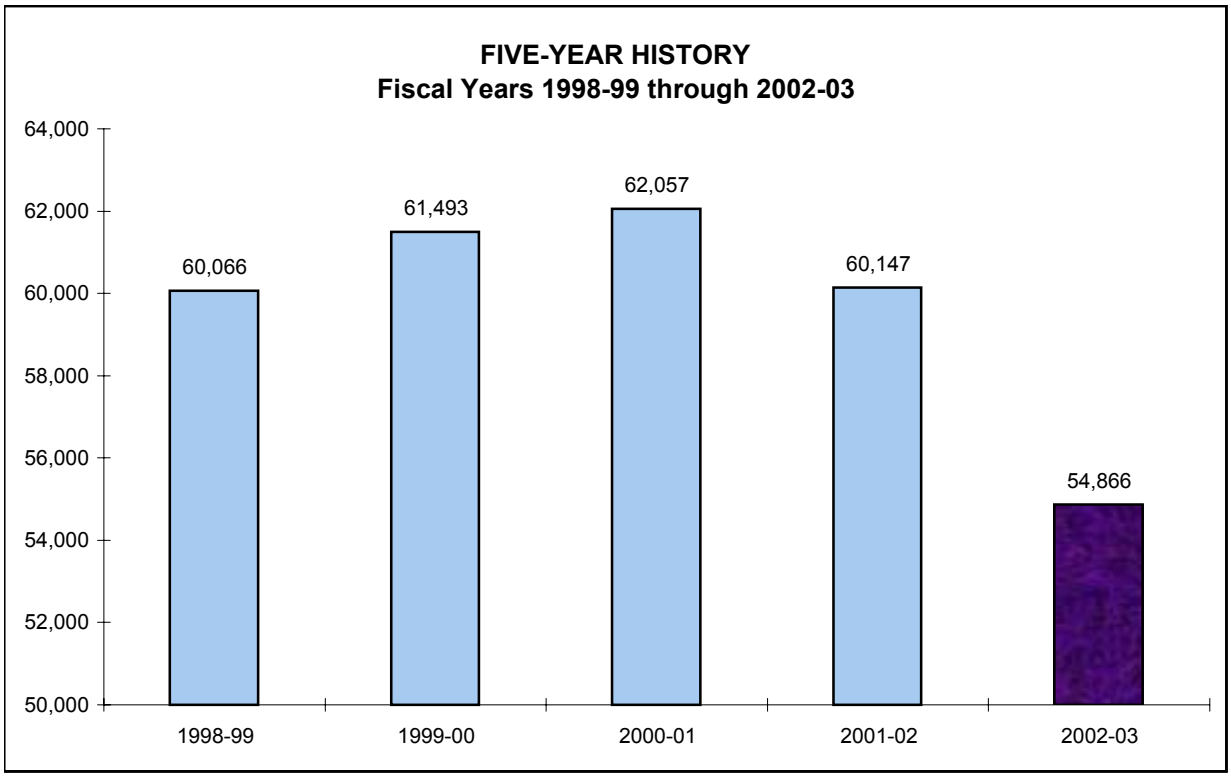
GLOSSARY

SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

Graph 1-1

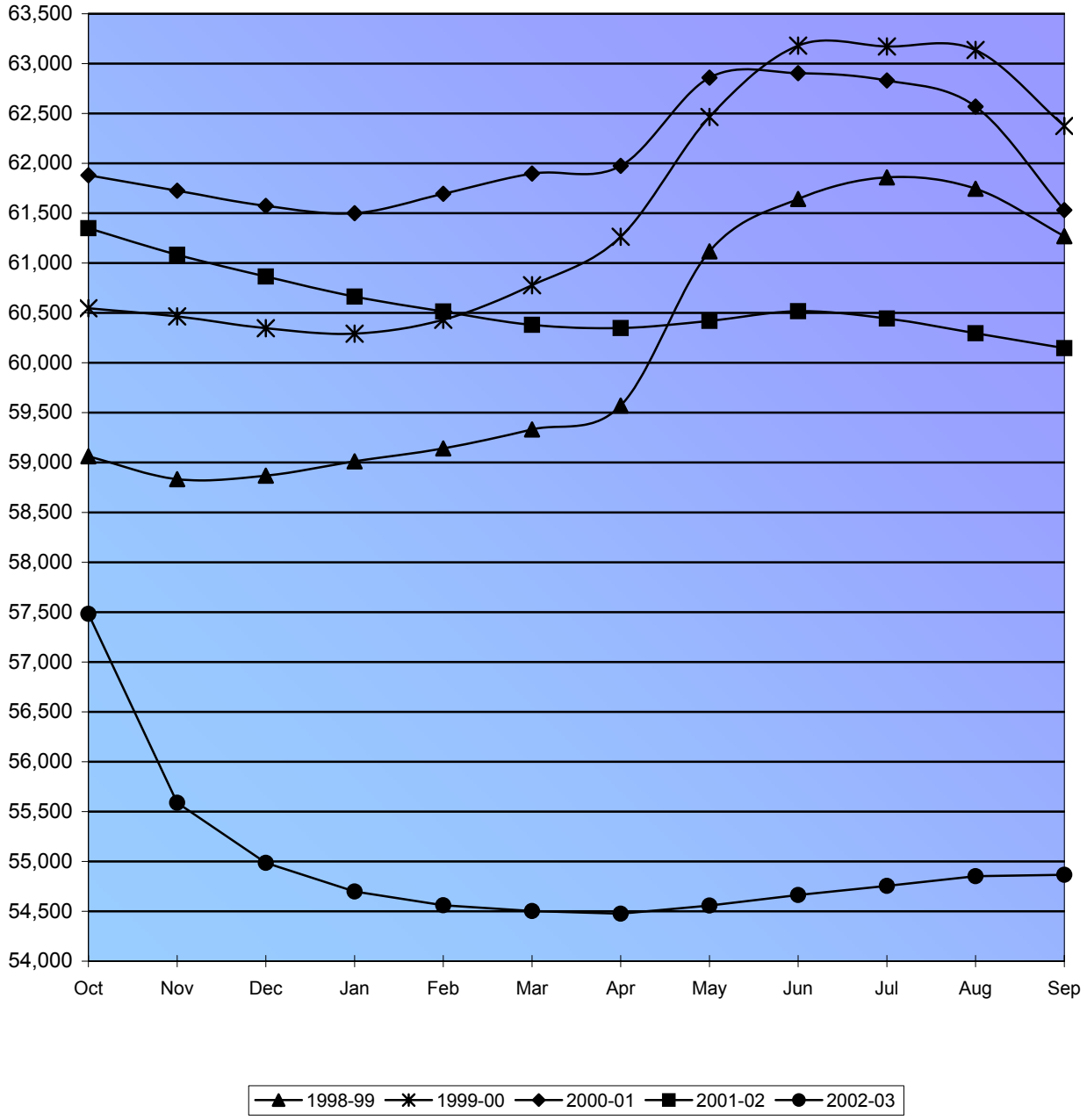




Source: MAIN, MIDB Civil Service HWF09.

Comment: Employment averages are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year.

STATE CLASSIFIED EMPLOYMENT FIGURES
Fiscal Years 1998-99 through 2002-03



Source: MAIN, MIDB Civil Service HWF03, for the last full pay period each month.

Comment: Nearly 3,000 employees retired during fiscal year 2001-02 and approximately 5,000 additional employees retired during fiscal year 2002-03 under an early retirement program offered with a window period of July 1, 2002 through November 1, 2002. Employment levels typically increase during the summer months when temporary seasonal hiring occurs.

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 27, 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
AGRICULTURE CENTRAL OFFICE	79/01	494.0	9.0	10.0	88.0	16.0	76.0	693.0	0.5	**692.5**
AGRICULTURE TOTAL		**494.0**	**9.0**	**10.0**	**88.0**	**16.0**	**76.0**	**693.0**	**0.5**	**692.5**
ATY GNRL CENTRAL OFFICE	11/01	410.0	15.0	0.0	48.0	0.0	0.0	473.0	0.0	**473.0**
ATTORNEY GENERAL TOTAL		**410.0**	**15.0**	**0.0**	**48.0**	**0.0**	**0.0**	**473.0**	**0.0**	**473.0**
LEGISLATIVE AUDITOR GENERAL	03/01	111.0	0.0	17.0	17.0	0.0	6.0	151.0	0.0	**151.0**
AUDITOR GENERAL TOTAL		**111.0**	**0.0**	**17.0**	**17.0**	**0.0**	**6.0**	**151.0**	**0.0**	**151.0**
MDCD EMPLOYMENT SERVICE AGENCY	80/02	213.0	0.0	0.0	31.0	0.0	6.0	250.0	0.0	**250.0**
MI DEPT. OF CAREER DEV.	80/01	587.0	5.0	3.0	17.0	32.0	7.0	651.0	2.0	**649.0**
CAREER DEVELOPMENT TOTAL		**800.0**	**5.0**	**3.0**	**48.0**	**32.0**	**13.0**	**901.0**	**2.0**	**899.0**
CIV RGHT CENTRAL OFFICE	15/01	121.0	0.0	1.0	6.0	0.0	1.0	129.0	0.0	**129.0**
CIVIL RIGHTS TOTAL		**121.0**	**0.0**	**1.0**	**6.0**	**0.0**	**1.0**	**129.0**	**0.0**	**129.0**
CIV SERV CENTRAL OFFICE	19/01	169.0	2.0	0.0	6.0	0.0	6.0	183.0	1.0	**182.0**
CIVIL SERVICE TOTAL		**169.0**	**2.0**	**0.0**	**6.0**	**0.0**	**6.0**	**183.0**	**1.0**	**182.0**
DCH - MT. PLEASANT CENTER	39/12	356.0	0.0	18.0	139.0	0.0	0.0	513.0	0.0	**513.0**
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	397.0	2.0	0.0	50.0	0.0	0.0	449.0	0.0	**449.0**
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	1,108.0	6.0	8.0	29.0	0.0	68.0	1,219.0	1.5	**1,217.5**
DCH-CTR FORENSIC PSYCHIATRY	39/20	490.0	0.0	0.0	16.0	0.0	0.0	506.0	0.0	**506.0**
DCH-HAWTHORN CENTER NORTHVILLE	39/06	199.0	3.0	1.0	15.0	0.0	0.0	218.0	0.0	**218.0**
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	658.0	5.0	0.0	0.0	0.0	0.0	663.0	0.0	**663.0**
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	356.0	9.0	0.0	25.0	0.0	1.0	391.0	0.0	**391.0**
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	2.0	0.0	0.0	23.0	0.0	0.0	25.0	0.0	**25.0**
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	427.0	0.0	0.0	0.0	0.0	0.0	427.0	0.0	**427.0**
COMMUNITY HEALTH TOTAL		**4,019.0**	**25.0**	**28.0**	**305.0**	**0.0**	**69.0**	**4,446.0**	**1.5**	**4,444.5**

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 21, ENDING SEP 27, 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	2,708.0	33.0	138.0	35.0	1.0	82.0	2,997.0	4.0	**2,993.0**
MES BOARD OF REVIEW	63/15	14.0	0.0	0.0	1.0	0.0	0.0	15.0	0.0	**15.0**
MSHDA	63/05	189.0	10.0	7.0	4.0	0.0	12.0	222.0	3.0	**219.0**
CONSUMER & INDUSTRY SERVICES TOTAL		**2,911.0**	**43.0**	**145.0**	**40.0**	**1.0**	**94.0**	**3,234.0**	**7.0**	**3,227.0**
DOC-ADRIAN/GUS HARRISON FAC	47/29	557.0	0.0	0.0	1.0	0.0	0.0	558.0	0.0	**558.0**
DOC-ALGER MAX SECURITY CORRECT	47/35	364.0	0.0	0.0	1.0	0.0	0.0	365.0	0.0	**365.0**
DOC-BARAGA FACILITY	47/40	431.0	2.0	0.0	1.0	0.0	0.0	434.0	0.0	**434.0**
DOC-BELLAMY CREEK FACILITY	47/48	504.0	0.0	0.0	2.0	0.0	0.0	506.0	0.0	**506.0**
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	521.0	0.0	0.0	1.0	0.0	0.0	522.0	0.0	**522.0**
DOC-CARSON CITY FAC/CARSON CIT	47/31	556.0	0.0	0.0	2.0	0.0	0.0	558.0	0.5	**557.5**
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	595.0	0.0	0.0	1.0	0.0	0.0	596.0	0.0	**596.0**
DOC-COOPER STREET FACILITY	47/52	282.0	0.0	0.0	0.0	0.0	0.0	282.0	0.0	**282.0**
DOC-CORRECTN CENTRAL OFFICE	47/02	507.0	0.0	0.0	25.0	0.0	30.0	562.0	0.0	**562.0**
DOC-COTTON FACILITY	47/20	441.0	0.0	1.0	1.0	0.0	0.0	443.0	0.0	**443.0**
DOC-CRANE FACILITY	47/16	376.0	0.0	0.0	0.0	0.0	0.0	376.0	0.0	**376.0**
DOC-EGELER FACILITY	47/27	753.0	0.0	1.0	1.0	0.0	0.0	755.0	0.0	**755.0**
DOC-FIELD OPERATION REGION III	47/63	588.0	15.0	0.0	3.0	0.0	0.0	606.0	0.0	**606.0**
DOC-FIELD OPERATIONS REGION I	47/61	552.0	0.0	0.0	2.0	0.0	0.0	554.0	0.0	**554.0**
DOC-FIELD OPERATIONS REGION II	47/62	753.0	2.0	5.0	2.0	0.0	0.0	762.0	0.0	**762.0**
DOC-HANDLON MI TRAINING UNT	47/05	296.0	0.0	0.0	3.0	0.0	0.0	299.0	0.0	**299.0**
DOC-HURON VALLEY MENS FACILITY	47/15	291.0	4.0	0.0	1.0	0.0	0.0	296.0	0.0	**296.0**
DOC-IONIA MAXIMUM FACILITY	47/24	357.0	0.0	0.0	2.0	0.0	0.0	359.0	0.0	**359.0**
DOC-IONIA TEMP FACILITY	47/19	208.0	0.0	0.0	1.0	0.0	0.0	209.0	0.0	**209.0**
DOC-JACKSON CENTRAL REGION	47/50	98.0	0.0	0.0	8.0	0.0	0.0	106.0	0.0	**106.0**
DOC-KINROSS/HIAWATHA FACILITY	47/12	572.0	0.0	0.0	1.0	0.0	0.0	573.0	0.5	**572.5**
DOC-LAKELAND MEN'S FACILITY	47/18	288.0	0.0	0.0	0.0	0.0	0.0	288.0	0.0	**288.0**
DOC-MACOMB FACILITY	47/41	337.0	1.0	0.0	1.0	0.0	0.0	339.0	0.5	**338.5**
DOC-MARQUETTE BRANCH PRISON	47/06	423.0	0.0	0.0	2.0	0.0	0.0	425.0	0.0	**425.0**
DOC-MICHIGAN STATE INDUSTRIES	47/09	206.0	0.0	0.0	0.0	0.0	3.0	209.0	0.0	**209.0**
DOC-MID MICHIGAN FACILITY	47/33	617.0	0.0	0.0	1.0	0.0	0.0	618.0	0.0	**618.0**
DOC-MOUND FACILITY	47/37	313.0	1.0	0.0	3.0	0.0	0.0	317.0	0.0	**317.0**
DOC-MUSKEGON FACILITY	47/04	283.0	0.0	0.0	2.0	0.0	0.0	285.0	0.0	**285.0**
DOC-NEWBERRY FACILITY	47/43	360.0	1.0	0.0	1.0	0.0	0.0	362.0	0.0	**362.0**
DOC-OAKS FACILITY	47/39	368.0	0.0	0.0	2.0	0.0	0.0	370.0	0.0	**370.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 27, 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
DOC-OJIBWAY FACILITY	47/46	294.0	1.0	0.0	1.0	0.0	0.0	296.0	0.0	**296.0**
DOC-PARNALL FACILITY	47/51	284.0	0.0	0.0	1.0	0.0	0.0	285.0	0.5	**284.5**
DOC-PINE RIVER FACILITY	47/44	235.0	0.0	0.0	1.0	0.0	0.0	236.0	0.0	**236.0**
DOC-PUGSLEY FACILITY	47/45	222.0	1.0	0.0	1.0	0.0	0.0	224.0	0.0	**224.0**
DOC-RIVERSIDE FACILITY	47/11	455.0	0.0	0.0	1.0	0.0	0.0	456.0	0.0	**456.0**
DOC-RYAN FACILITY	47/38	318.0	0.0	0.0	1.0	0.0	0.0	319.0	0.0	**319.0**
DOC-SAGINAW FACILITY	47/42	381.0	2.0	0.0	1.0	0.0	0.0	384.0	0.0	**384.0**
DOC-SCOTT FACILITY	47/21	414.0	1.0	0.0	1.0	0.0	0.0	416.0	0.0	**416.0**
DOC-SOUTHERN MICHIGAN FACILITY	47/53	429.0	0.0	0.0	1.0	0.0	0.0	430.0	0.0	**430.0**
DOC-STANDISH MAXIMUM FACILITY	47/34	419.0	1.0	0.0	1.0	0.0	0.0	421.0	0.0	**421.0**
DOC-THUMB FACILITY	47/25	373.0	0.0	0.0	1.0	0.0	1.0	375.0	0.0	**375.0**
DOC-WESTERN WAYNE FACILITY	47/17	274.0	0.0	0.0	1.0	0.0	0.0	275.0	0.0	**275.0**
CORRECTIONS TOTAL		**16,895.0**	**32.0**	**7.0**	**83.0**	**0.0**	**34.0**	**17,051.0**	**2.0**	**17,049.0**
EDUCATION	31/03	205.0	13.0	6.0	25.0	52.0	2.0	303.0	3.0	**300.0**
EDUCATION TOTAL		**205.0**	**13.0**	**6.0**	**25.0**	**52.0**	**2.0**	**303.0**	**3.0**	**300.0**
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,282.0	7.0	26.0	41.0	0.0	45.0	1,401.0	4.0	**1,397.0**
ENVIRONMENTAL QUALITY TOTAL		**1,282.0**	**7.0**	**26.0**	**41.0**	**0.0**	**45.0**	**1,401.0**	**4.0**	**1,397.0**
OFFICE OF THE GOVERNOR	01/01	0.0	0.0	0.0	56.0	0.0	0.0	56.0	0.0	**56.0**
EXECUTIVE OFFICE TOTAL		**0.0**	**0.0**	**0.0**	**56.0**	**0.0**	**0.0**	**56.0**	**0.0**	**56.0**
FIA - INSTITUTIONS	43/07	280.0	1.0	26.0	18.0	0.0	0.0	325.0	0.0	**325.0**
FIA-BERRIEN COUNTY	43/22	165.0	0.0	0.0	0.0	5.0	0.0	170.0	0.0	**170.0**
FIA-CALHOUN COUNTY	43/23	141.0	0.0	0.0	7.0	0.0	0.0	148.0	0.0	**148.0**
FIA-COUNTIES	43/08	2,190.0	0.0	1.0	86.0	31.0	0.0	2,308.0	2.0	**2,306.0**
FIA-FMLY IND CENTRAL OFFICE	43/01	1,623.0	10.0	18.0	83.0	0.0	8.0	1,742.0	6.5	**1,735.5**
FIA-GENESEE COUNTY	43/02	528.0	0.0	0.0	14.0	0.0	0.0	542.0	0.0	**542.0**
FIA-INGHAM COUNTY	43/12	239.0	0.0	0.0	11.0	1.0	0.0	251.0	0.0	**251.0**
FIA-JACKSON COUNTY	43/15	122.0	0.0	0.0	3.0	0.0	0.0	125.0	0.0	**125.0**
FIA-KALAMAZOO COUNTY	43/14	194.0	0.0	0.0	6.0	0.0	0.0	200.0	0.0	**200.0**
FIA-KENT COUNTY	43/03	362.0	0.0	0.0	20.0	8.0	0.0	390.0	0.5	**389.5**
FIA-MACOMB COUNTY	43/04	318.0	0.0	0.0	22.0	0.0	0.0	340.0	0.5	**339.5**
FIA-MAXEY TRAINING SCHOOL	43/11	289.0	0.0	6.0	35.0	0.0	0.0	330.0	0.0	**330.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 27, 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	180.0	1.0	0.0	4.0	0.0	0.0	185.0	0.0	**185.0**
FIA-OAKLAND COUNTY	43/05	421.0	0.0	0.0	16.0	0.0	0.0	437.0	0.5	**436.5**
FIA-SAGINAW COUNTY	43/13	237.0	0.0	0.0	7.0	0.0	0.0	244.0	0.0	**244.0**
FIA-WASHTENAW	43/25	130.0	0.0	0.0	6.0	0.0	0.0	136.0	0.0	**136.0**
FIA-WAYNE COUNTY DSS	43/06	126.0	0.0	0.0	13.0	0.0	0.0	139.0	0.0	**139.0**
FIA-WAYNE COUNTY O.C.Y.S.	43/20	702.0	0.0	0.0	19.0	0.0	0.0	721.0	0.0	**721.0**
FIA-WAYNE COUNTY ZONE 3	43/18	491.0	0.0	0.0	10.0	0.0	0.0	501.0	0.0	**501.0**
FIA-WAYNE COUNTY ZONE 4	43/19	581.0	0.0	0.0	11.0	0.0	0.0	592.0	0.0	**592.0**
FIA-WAYNE COUNTY ZONE L	43/16	416.0	0.0	0.0	15.0	0.0	0.0	431.0	0.0	**431.0**
FAMILY INDEPENDENCE AGENCY TOTAL		**9,735.0**	**12.0**	**51.0**	**406.0**	**45.0**	**8.0**	**10,257.0**	**10.0**	**10,247.0**
HISTORY ARTS AND LIBRARIES	25/01	183.0	2.0	4.0	3.0	17.0	81.0	290.0	2.0	**288.0**
HISTORY ARTS AND LIBRARIES TOTAL		**183.0**	**2.0**	**4.0**	**3.0**	**17.0**	**81.0**	**290.0**	**2.0**	**288.0**
DEPT OF INFORMATION TECHNOLOGY	08/01	1,600.0	4.0	5.0	47.0	0.0	69.0	1,725.0	0.0	**1,725.0**
INFORMATION TECHNOLOGY TOTAL		**1,600.0**	**4.0**	**5.0**	**47.0**	**0.0**	**69.0**	**1,725.0**	**0.0**	**1,725.0**
MGMT BUD CENTRAL OFFICE	07/01	905.0	23.0	3.0	38.0	0.0	37.0	1,006.0	4.5	**1,001.5**
STRATEGIC FUND	07/40	200.0	3.0	13.0	11.0	0.0	56.0	283.0	1.0	**282.0**
MANAGEMENT & BUDGET TOTAL		**1,105.0**	**26.0**	**16.0**	**49.0**	**0.0**	**93.0**	**1,289.0**	**5.5**	**1,283.5**
D.J. JACOBETTI HOME FOR VETERA	51/03	147.0	5.0	5.0	0.0	0.0	0.0	157.0	1.0	**156.0**
GRAND RAPIDS HOME FOR VETERANS	51/02	474.0	2.0	11.0	7.0	3.0	0.0	497.0	0.0	**497.0**
MIL AFFR CENTRAL OFFICE	51/01	232.0	1.0	12.0	14.0	14.0	25.0	298.0	0.0	**298.0**
MILITARY AFFAIRS TOTAL		**853.0**	**8.0**	**28.0**	**21.0**	**17.0**	**25.0**	**952.0**	**1.0**	**951.0**
DEPARTMENT OF NATURAL RESOURCE	75/01	1,336.0	9.0	60.0	17.0	309.0	858.0	2,589.0	1.5	**2,587.5**
DEPT OF NATURAL RESOURCES-EXEC	75/04	1.0	0.0	0.0	2.0	0.0	0.0	3.0	0.0	**3.0**
NATURAL RESOURCES TOTAL		**1,337.0**	**9.0**	**60.0**	**19.0**	**309.0**	**858.0**	**2,592.0**	**1.5**	**2,590.5**
DEPARTMENT OF STATE	23/01	1,236.0	0.0	420.0	18.0	0.0	177.0	1,851.0	0.5	**1,850.5**
STATE TOTAL		**1,236.0**	**0.0**	**420.0**	**18.0**	**0.0**	**177.0**	**1,851.0**	**0.5**	**1,850.5**
STATE POLICE	55/01	2,621.0	41.0	5.0	15.0	0.0	7.0	2,689.0	1.5	**2,687.5**

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 21, ENDING SEP 27, 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		**2,621.0**	**41.0**	**5.0**	**15.0**	**0.0**	**7.0**	**2,689.0**	**1.5**	**2,687.5**
BRIDGE AUTHORITIES-INTERNATION	59/03	29.0	0.0	4.0	0.0	0.0	11.0	44.0	0.0	**44.0**
BRIDGE AUTHORITIES-MACKINAC	59/02	51.0	0.0	16.0	5.0	13.0	9.0	94.0	0.0	**94.0**
TRANSPORTATION CENTRAL OFFICE	59/01	2,458.0	32.0	18.0	76.0	28.0	149.0	2,761.0	10.5	**2,750.5**
TRANSPORTATION TOTAL		**2,538.0**	**32.0**	**38.0**	**81.0**	**41.0**	**169.0**	**2,899.0**	**10.5**	**2,888.5**
BUREAU OF STATE LOTTERY	27/95	151.0	0.0	0.0	1.0	0.0	6.0	158.0	0.0	**158.0**
GAMING CONTROL	27/07	79.0	2.0	0.0	6.0	0.0	4.0	91.0	1.0	**90.0**
TREASURY CENTRAL PAYROLL	27/01	1,164.0	6.0	13.0	23.0	0.0	21.0	1,227.0	2.5	**1,224.5**
TREASURY TOTAL		**1,394.0**	**8.0**	**13.0**	**30.0**	**0.0**	**31.0**	**1,476.0**	**3.5**	**1,472.5**
STATEWIDE TOTAL:		**50,019.0**	**293.0**	**883.0**	**1,452.0**	**530.0**	**1,864.0**	**55,041.0**	**57.0**	**54,984.0**

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.

Table 1-2

Full-Time Equated Employee Position Report

2002-2003 Fiscal Year Summary

Through Pay Periods Ending Sep 28, 2002 and Sep 27, 2003

DEPARTMENT		FY 2002-03 Appropriated FTE Positions (A)	FY 2002-03 Average FTE Positions (B)	FY 2001-02 Average FTE Positions (C)	FY 2001-02 and FY 2002-03 Difference (B - C)	FY 2002-03 Avg and Appropriated Difference (B - A)
AGRICULTURE	Regular	629.5	569.0	624.2	-55.2	-60.5
	Overtime	0.0	2.8	3.0	-0.3	2.8
	Total	629.5	571.7	627.2	-55.5	-57.8
ATTORNEY GENERAL	Regular	586.5	463.6	527.9	-64.3	-122.9
	Overtime	0.0	0.4	0.6	-0.2	0.4
	Total	586.5	464.0	528.5	-64.5	-122.5
AUDITOR GENERAL	Regular	0.0	150.1	165.7	-15.7	150.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	150.1	165.7	-15.7	150.1
CAREER DEVELOPMENT	Regular	1,089.0	899.9	1,067.9	-168.0	-189.1
	Overtime	0.0	1.4	2.2	-0.8	1.4
	Total	1,089.0	901.3	1,070.2	-168.9	-187.7
CIVIL RIGHTS	Regular	158.5	133.7	161.2	-27.6	-24.8
	Overtime	0.0	0.8	0.2	0.7	0.8
	Total	158.5	134.5	161.4	-26.9	-24.0
CIVIL SERVICE	Regular	201.5	170.8	194.4	-23.6	-30.7
	Overtime	0.0	0.1	0.3	-0.2	0.1
	Total	201.5	170.9	194.7	-23.8	-30.6
COMMUNITY HEALTH	Regular	5,666.3	4,415.3	5,317.2	-901.9	-1,251.0
	Overtime	0.0	194.2	203.6	-9.4	194.2
	Total	5,666.3	4,609.5	5,520.8	-911.3	-1,056.9
CONSUMER & INDUSTRY SERVICES	Regular	3,948.9	3,119.8	3,667.6	-547.8	-829.1
	Overtime	0.0	82.4	44.2	38.3	82.4
	Total	3,948.9	3,202.2	3,711.7	-509.5	-746.7
CORRECTIONS	Regular	18,827.9	17,308.4	17,919.2	-610.8	-1,519.5
	Overtime	0.0	754.6	826.5	-72.0	754.6
	Total	18,827.9	18,063.0	18,745.7	-682.8	-764.9

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS
Report Sequence: Dept_Desc

Full-Time Equated Employee Position Report

Table 1-2

2002-2003 Fiscal Year Summary

Through Pay Periods Ending Sep 28, 2002 and Sep 27, 2003

DEPARTMENT		FY 2002-03 Appropriated FTE Positions (A)	FY 2002-03 Average FTE Positions (B)	FY 2001-02 Average FTE Positions (C)	FY 2001-02 and FY 2002-03 Difference (B - C)	FY 2002-03 Avg and Appropriated Difference (B - A)
EDUCATION	Regular	436.1	284.7	381.1	-96.4	-151.4
	Overtime	0.0	1.8	2.2	-0.4	1.8
	Total	436.1	286.5	383.3	-96.8	-149.6
ENVIRONMENTAL QUALITY	Regular	1,590.7	1,340.6	1,540.5	-200.0	-250.2
	Overtime	0.0	1.6	2.2	-0.6	1.6
	Total	1,590.7	1,342.2	1,542.7	-200.5	-248.6
EXECUTIVE OFFICE	Regular	74.2	48.7	56.9	-8.2	-25.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	48.7	56.9	-8.2	-25.5
FAMILY INDEPENDENCE AGENCY	Regular	12,495.1	10,230.1	12,477.7	-2,247.5	-2,265.0
	Overtime	0.0	184.4	182.0	2.4	184.4
	Total	12,495.1	10,414.5	12,659.7	-2,245.2	-2,080.6
HISTORY ARTS AND LIBRARIES	Regular	241.5	234.7	247.8	-13.1	-6.8
	Overtime	0.0	0.3	0.5	-0.3	0.3
	Total	241.5	235.0	248.4	-13.4	-6.5
INFORMATION TECHNOLOGY	Regular	1,765.4	1,690.9	0.0	1,690.9	-74.5
	Overtime	0.0	19.3	0.0	19.3	19.3
	Total	1,765.4	1,710.2	0.0	1,710.2	-55.2
LIBRARY OF MICHIGAN	Regular	0.0	0.0	0.0	0.0	0.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	0.0	0.0	0.0	0.0
MANAGEMENT & BUDGET	Regular	1,080.0	1,242.4	1,774.3	-532.0	162.4
	Overtime	0.0	12.2	27.3	-15.1	12.2
	Total	1,080.0	1,254.6	1,801.6	-547.1	174.6
MI BIOLOGIC PRODUCTS INST	Regular	0.0	0.0	0.0	0.0	0.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	0.0	0.0	0.0	0.0

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS
Report Sequence: Dept_Desc

Table 1-2

Full-Time Equated Employee Position Report

2002-2003 Fiscal Year Summary

Through Pay Periods Ending Sep 28, 2002 and Sep 27, 2003

DEPARTMENT		FY 2002-03 Appropriated FTE Positions (A)	FY 2002-03 Average FTE Positions (B)	FY 2001-02 Average FTE Positions (C)	FY 2001-02 and FY 2002-03 Difference (B - C)	FY 2002-03 Avg and Appropriated Difference (B - A)
MILITARY AFFAIRS	Regular	1,072.0	899.0	946.0	-47.1	-173.0
	Overtime	0.0	42.7	35.7	7.0	42.7
	Total	1,072.0	941.7	981.7	-40.0	-130.4
NATURAL RESOURCES	Regular	2,075.5	2,016.0	2,193.1	-177.1	-59.5
	Overtime	0.0	44.3	48.3	-4.0	44.3
	Total	2,075.5	2,060.3	2,241.4	-181.1	-15.2
STATE	Regular	1,847.8	1,663.7	1,890.6	-227.0	-184.1
	Overtime	0.0	14.1	14.0	0.1	14.1
	Total	1,847.8	1,677.8	1,904.6	-226.8	-170.0
STATE POLICE	Regular	3,445.5	2,769.3	3,139.6	-370.4	-676.2
	Overtime	0.0	134.1	172.0	-37.9	134.1
	Total	3,445.5	2,903.3	3,311.6	-408.3	-542.2
TRANSPORTATION	Regular	3,069.3	2,760.4	3,124.6	-364.2	-308.9
	Overtime	0.0	124.0	135.4	-11.4	124.0
	Total	3,069.3	2,884.3	3,259.9	-375.6	-185.0
TREASURY	Regular	1,852.5	1,472.6	1,755.9	-283.3	-379.9
	Overtime	0.0	5.8	7.6	-1.8	5.8
	Total	1,852.5	1,478.4	1,763.6	-285.1	-374.1
STATEWIDE TOTALS	**Total Regular**	**62,153.7**	**53,883.5**	**59,173.6**	**-283.3**	**-379.9**
	Total Overtime	**0.0**	**1,621.1**	**1,707.6**	**-1.8**	**5.8**
	Grand Total	**62,153.7**	**55,504.6**	**60,881.3**	**-285.1**	**-374.1**

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee 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.

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

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS
Report Sequence: Dept_Desc

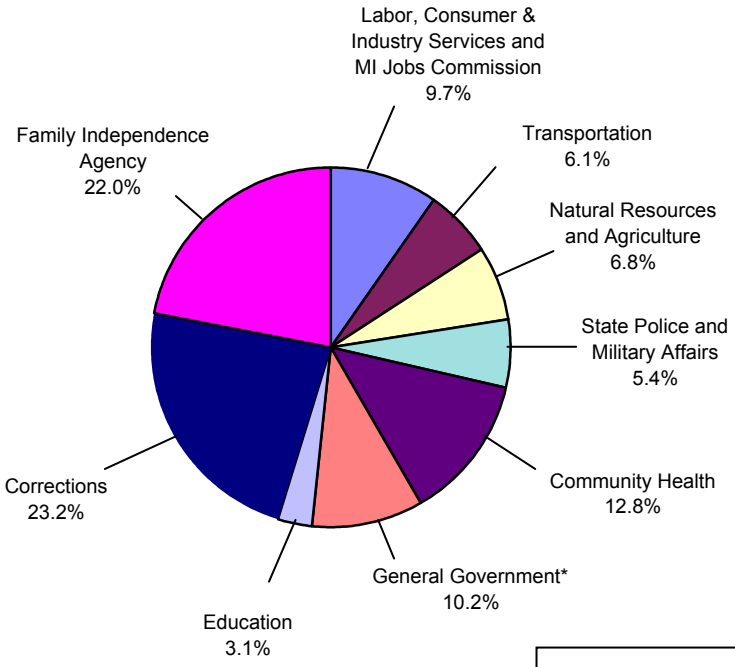
NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	2001-02 NUMBER	2001-02 PERCENT OF CLASSIFIED EMPLOYEES	2002-03 NUMBER	2002-03 PERCENT OF CLASSIFIED EMPLOYEES
Agriculture	662.5	1.1%	692.5	1.3%
Attorney General	514.0	0.9%	473.0	0.9%
Auditor General	172.0	0.3%	151.0	0.3%
Career Development	1,056.0	1.8%	899.0	1.6%
Civil Rights	162.0	0.3%	129.0	0.2%
Civil Service	194.0	0.3%	182.0	0.3%
Community Health	5,069.0	8.7%	4,444.5	8.1%
Consumer and Industry Services	3,574.0	6.2%	3,227.0	5.9%
Corrections	17,450.0	30.0%	17,049.0	31.0%
Education	372.0	0.6%	300.0	0.5%
Environmental Quality	1,492.0	2.6%	1,397.0	2.5%
Executive Office	49.0	0.1%	56.0	0.1%
Family Independence Agency	11,864.5	20.4%	10,247.0	18.6%
History Arts and Libraries	317.0	0.5%	288.0	0.5%
Information Technology	--	--	1,725.0	3.1%
Management and Budget	1,709.0	2.9%	1,283.5	2.3%
Military & Veterans Affairs	956.0	1.6%	951.0	1.7%
Natural Resources	2,676.5	4.6%	2,590.5	4.7%
State	2,013.5	3.5%	1,850.5	3.4%
State Police	3,062.0	5.3%	2,687.5	4.9%
Transportation	3,089.0	5.3%	2,888.5	5.3%
Treasury	1,658.5	2.9%	1,472.5	2.7%
TOTAL	58,112.5	100.0%	54,984.0	100.0%

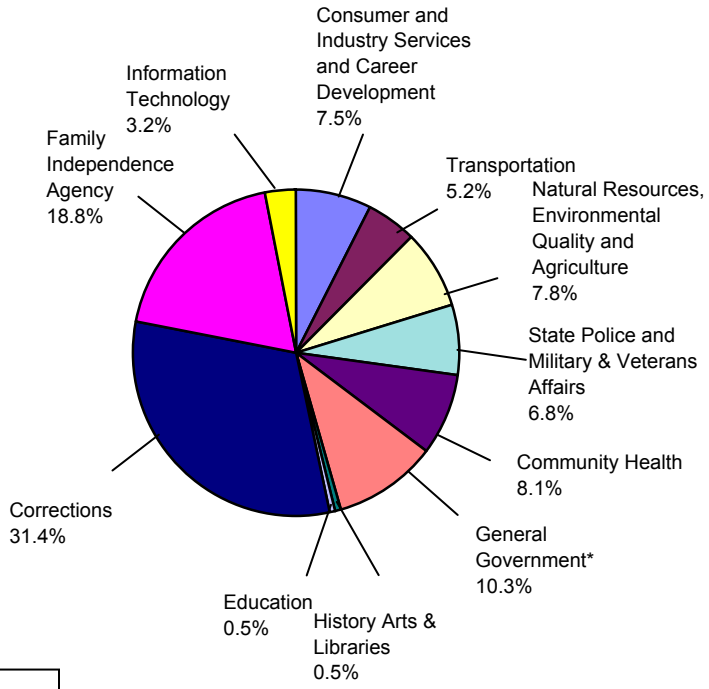
Source: MAIN, MIDB Civil Service HWF03, pay period ending 9-27-03.

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES
Fiscal Years 1992-93 and 2002-03 Compared

Graph 1-3



FISCAL YEAR 1992-93
AVERAGE CLASSIFIED EMPLOYMENT
60,987



FISCAL YEAR 2002-03
AVERAGE CLASSIFIED EMPLOYMENT
54,866

GENERAL GOVERNMENT DEPARTMENTS
ATTORNEY GENERAL
AUDITOR GENERAL
CIVIL RIGHTS
CIVIL SERVICE
EXECUTIVE OFFICE
MANAGEMENT AND BUDGET
STATE
TREASURY

Source: Averages were developed from monthly KA6020P01 (Classified Emloyees by Appointment Duration) reports for fiscal year 1992-93 and MAIN, MIDB Civil Service HWF09 for FY 2002-03.

Comments: Statewide, average classified employment decreased by 6,121 positions from 1992-93 to 2002-03.

AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 1993-94 THROUGH 2002-03

DEPARTMENT	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03
Agriculture	535	549	599	606	631	632	657	697	702	635
Attorney General	519	522	539	552	547	549	559	558	538	474
Auditor General	162	167	162	164	163	169	174	179	176	157
Biologic Products Institute [1]	--	--	122	107	77	--	--	--	--	--
Career Development [2]	--	--	--	--	--	--	--	1,088	1,079	911
Civil Rights	174	183	179	166	159	163	160	166	164	135
Civil Service	310	307	294	224	205	207	206	206	200	176
Community Health	7,784	7,696	7,644	6,437	5,758	5,810	5,914	5,838	5,370	4,465
Consumer and Industry Services	4,865	4,335	4,270	4,661	4,049	3,909	3,843	3,823	3,735	3,186
Corrections	14,592	15,394	16,100	16,270	16,714	17,063	17,652	18,296	17,821	17,222
Education	1,060	721	558	512	436	442	403	396	393	298
Environmental Quality [3]	--	--	1,419	1,472	1,479	1,545	1,605	1,617	1,567	1,370
Executive Office	62	59	60	61	65	63	65	67	58	51
Family Independence Agency	13,998	14,429	14,107	12,981	12,443	12,836	13,254	13,139	12,554	10,303
History Arts and Libraries [4]	--	--	--	--	--	--	--	--	295	287
Information Technology [8]										1,730
Labor [5]	714	721	680	--	--	--	--	--	--	--
Lottery [6]	212	210	193	181	179	--	--	--	--	--
Management and Budget	1,246	1,337	1,487	1,561	1,495	1,719	1,936	1,931	1,851	1,306
MI Jobs Commission [7]	627	864	953	890	1,101	1,149	1,055	--	--	--
Military and Veterans Affairs	948	992	979	948	900	949	987	970	962	919
Natural Resources	3,718	3,900	2,623	2,480	2,445	2,510	2,506	2,509	2,446	2,265
State	2,136	2,116	2,190	2,211	2,174	2,231	2,257	2,267	2,095	1,836
State Police	2,889	2,998	3,121	3,034	3,014	3,159	3,190	3,240	3,164	2,800
Transportation	3,524	3,551	3,515	3,312	2,960	3,196	3,244	3,253	3,185	2,826
Transportation Bridge Authority [6]	135	136	140	143	150	--	--	--	--	--
Treasury	1,452	1,485	1,595	1,529	1,531	1,765	1,826	1,817	1,793	1,514
TOTAL	61,662	62,672	63,529	60,502	58,675	60,066	61,493	62,057	60,147	54,866

Source: Averages for fiscal years 1993-94 through 1997-98, KA6290P01. Starting fiscal year 1998-99, MAIN, MIDB Civil Service HWF09.

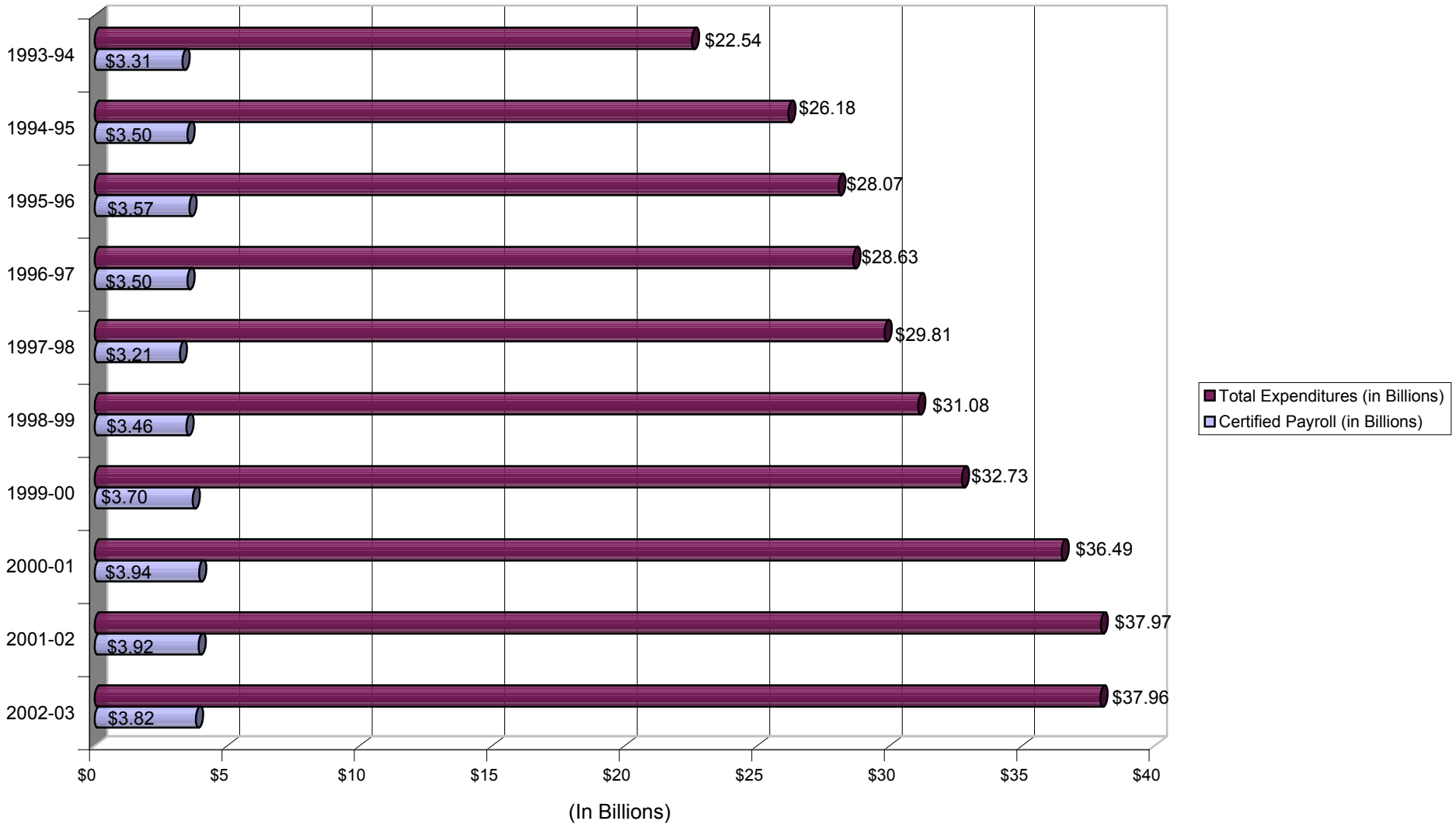
Footnotes: [1] The Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998. [2] The Department of Career Development was created by Executive Order 1 of 1999. [3] The Department of Environmental Quality was created by Executive Order 18 of 1995. [4] The Department of History Arts and Libraries was created by Act 63 of 2001. [5] The Department of Labor was abolished by Executive Order 2 of 1996. [6] Starting in fiscal year 1998-99 Lottery totals are included in Department of Treasury, and Transportation Bridge Authority totals are included with the Department of Transportation. [7.] Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a prinicipal department by Executive Order 26 of 1994 and then with the creation of Career Development (Executive Order 1 of 1999) duties were transferred to Michigan Strategic Fund and Career Development. [8.] Information Technology was created by Executive Order 3 of 2001.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1

Trend of Total State Expenditures Compared to Total State Classified Payroll
Fiscal Years 1993-94 through 2002-03



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service. Classified Payroll figures include all direct and indirect payroll items.

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 1998-99 through 2002-03

Salary Range	1998-99	1999-00	2000-01	2001-02	2002-03
$8,000 - 8,999	0	0	0	0	0
9,000 - 9,999	0	2	0	0	0
10,000 - 10,999	0	0	2	0	0
11,000 - 11,999	1	0	0	0	0
12,000 - 12,999	247	11	1	0	0
13,000 - 13,999	544	12	0	1	0
14,000 - 14,999	211	402	364	47	38
15,000 - 15,999	152	323	167	397	436
16,000 - 16,999	20	217	29	192	167
17,000 - 17,999	15	26	286	314	303
18,000 - 18,999	16	19	19	17	13
19,000 - 19,999	5	3	10	20	12
20,000 - 20,999	530	436	183	162	177
21,000 - 21,999	187	95	231	156	13
22,000 - 22,999	56	191	145	88	282
23,000 - 23,999	540	206	70	108	102
24,000 - 24,999	461	439	252	118	51
25,000 - 25,999	877	608	262	236	341
26,000 - 26,999	1,002	1,399	689	268	281
27,000 - 27,999	734	727	946	498	708
28,000 - 28,999	932	801	822	546	526
29,000 - 29,999	961	948	644	424	702
30,000 - 30,999	1,785	857	983	650	503
31,000 - 31,999	4,744	2,080	1,504	1,176	748
32,000 - 32,999	1,646	4,268	1,098	1,026	678
33,000 - 33,999	4,152	1,662	4,385	2,310	1,553
34,000 - 34,999	1,278	3,925	1,315	3,084	3,115
35,000 - 35,999	2,584	1,357	4,174	3,851	1,567
36,000 - 36,999	2,084	2,534	1,465	1,601	3,579
37,000 - 37,999	6,182	2,318	2,583	1,555	1,109
38,000 - 38,999	683	6,247	2,165	1,666	1,304
39,000 - 39,999	6,585	937	6,687	3,155	1,427
40,000 - 40,999	971	4,486	370	5,252	2,982
41,000 - 41,999	1,649	3,192	6,874	699	5,083
42,000 - 42,999	1,230	824	1,015	6,501	569
43,000 - 43,999	746	2,021	865	1,366	6,200
44,000 - 44,999	1,632	308	2,066	1,176	1,123
45,000 - 45,999	1,367	1,296	465	1,391	1,415
46,000 - 46,999	1,726	1,915	1,996	1,059	1,067
47,000 - 47,999	528	1,624	1,182	1,168	293
48,000 - 48,999	1,987	903	1,553	1,176	1,271
49,000 - 49,999	539	183	914	1,557	1,785

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range			1998-99	1999-00	2000-01	2001-02	2002-03
$50,000	-	50,999	1,276	2,349	237	928	1,577
51,000	-	51,999	319	512	2,297	186	822
52,000	-	52,999	454	1,294	535	2,040	170
53,000	-	53,999	2,120	680	1,733	1,029	1,730
54,000	-	54,999	125	1,510	256	1,224	548
55,000	-	55,999	505	502	997	200	1,185
56,000	-	56,999	231	182	1,129	971	238
57,000	-	57,999	252	522	139	1,124	855
58,000	-	58,999	920	163	536	138	1,429
59,000	-	59,999	331	165	195	498	95
60,000	-	60,999	263	1,047	174	116	552
61,000	-	61,999	209	544	1,073	243	110
62,000	-	62,999	76	93	307	835	193
63,000	-	63,999	175	202	299	462	807
64,000	-	64,999	506	251	173	260	247
65,000	-	65,999	54	56	120	153	324
66,000	-	66,999	138	503	208	123	118
67,000	-	67,999	93	34	83	240	148
68,000	-	68,999	112	181	492	85	203
69,000	-	69,999	41	101	126	450	75
70,000	-	70,999	96	81	149	47	70
71,000	-	71,999	35	63	101	187	386
72,000	-	72,999	95	91	46	85	124
73,000	-	73,999	110	39	97	83	121
74,000	-	74,999	24	29	27	39	69
75,000	-	75,999	56	113	54	93	58
76,000	-	76,999	21	100	92	41	80
77,000	-	77,999	28	48	144	40	34
78,000	-	78,999	76	36	39	84	68
79,000	-	79,999	167	30	29	158	65
80,000	-	80,999	32	32	34	20	107
81,000	-	81,999	37	200	30	34	36
82,000	-	82,999	71	45	76	22	34
83,000	-	83,999	18	26	163	29	23
84,000	-	84,999	25	40	35	65	32
85,000	-	85,999	214	75	28	162	40
86,000	-	86,999	16	21	89	32	141
87,000	-	87,999	9	211	37	28	27
88,000	-	88,999	10	10	27	82	39
89,000	-	89,999	12	23	218	29	29
90,000	-	90,999	104	11	11	28	70
91,000	-	91,999	5	12	34	216	29
92,000	-	92,999	3	36	12	18	75
93,000	-	93,999	3	71	8	16	108

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

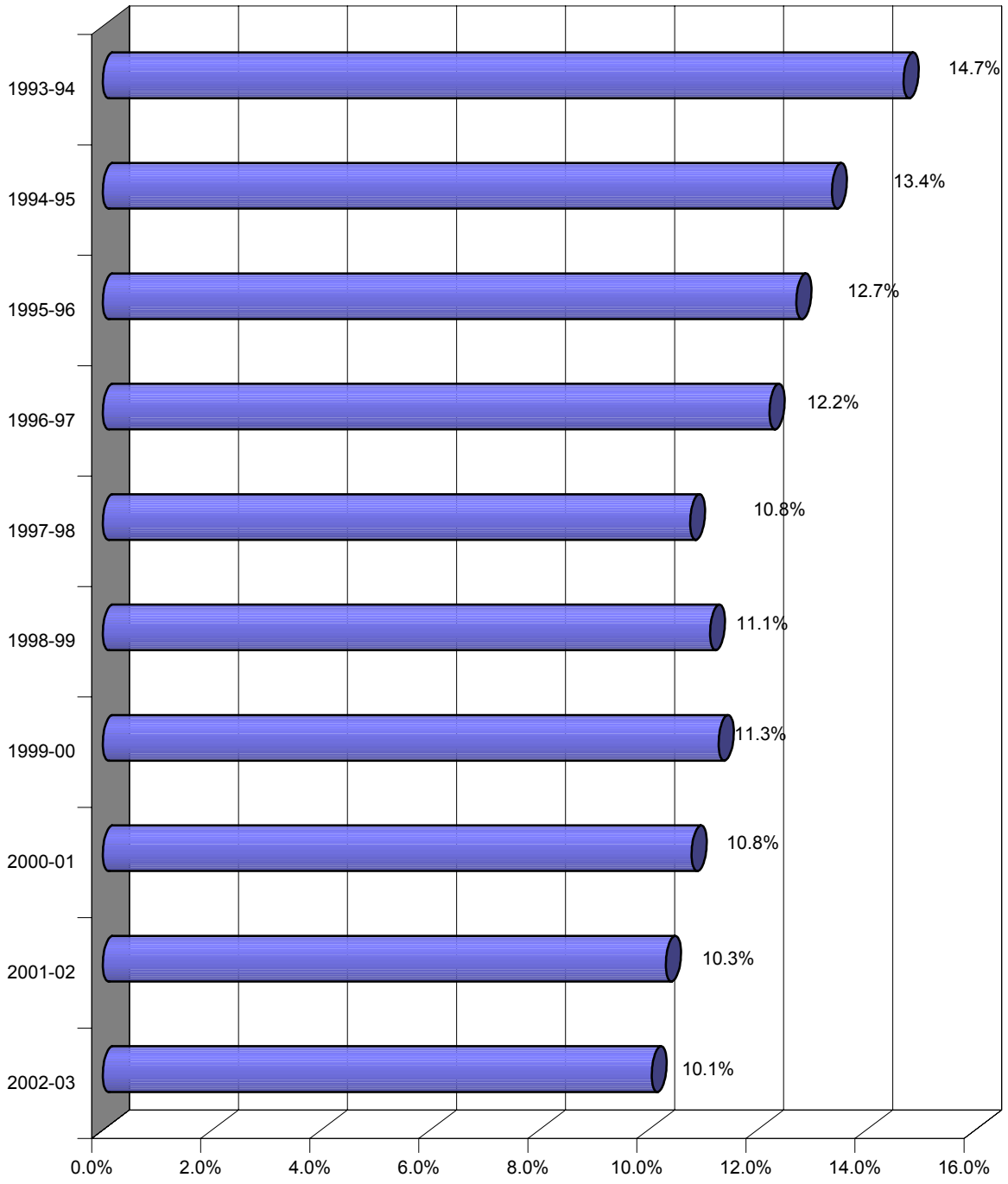
Salary Range	1998-99	1999-00	2000-01	2001-02	2002-03
94,000 - 94,999	3	4	26	4	15
$95,000 - 95,999	4	7	90	17	13
96,000 - 96,999	7	6	5	24	8
97,000 - 97,999	25	34	0	95	17
98,000 - 98,999	36	7	8	3	15
99,000 - 99,999	8	5	31	3	73
100,000 - 100,999	21	19	8	11	5
101,000 - 101,999	1	36	6	28	3
102,000 - 102,999	1	8	17	10	13
103,000 - 103,999	0	24	35	3	20
104,000 - 104,999	9	0	15	14	8
105,000 - 105,999	0	1	23	35	6
106,000 - 106,999	2	1	0	1	6
107,000 - 107,999	0	8	1	40	21
108,000 - 108,999	0	1	1	1	3
109,000 - 109,999	0	2	10	1	8
110,000 - 110,999	0	1	1	1	18
111,000 - 111,999	5	1	1	1	0
112,000 - 112,999	0	0	3	8	4
113,000 - 113,999	1	0	0	1	2
114,000 - 114,999	1	5	0	0	1
115,000 - 115,999	0	0	0	0	8
116,000 - 116,999	0	0	5	0	0
117,000 - 117,999	1	1	0	0	1
118,000 - 118,999	0	0	0	0	0
119,000 - 119,999	94	0	3	5	0
120,000 - 120,999	0	0	1	0	0
121,000 - 121,999	0	0	0	0	4
122,000 - 122,999	0	0	0	2	0
123,000 - 123,999	0	74	0	0	0
124,000 - 124,999	0	0	0	0	0
125,000 - 125,999	0	0	62	0	1
126,000 and above	124	115	114	167	134
STATEWIDE TOTAL	**61,399**	**62,496**	**61,936**	**58,429**	**55,221**

Median Salary: $41,593
Average Salary: $44,395

Source: MAIN, MIDB HWF39A and HWF402.

Graph 2-2

STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 1993-94 through 2002-03



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service.

Table 2-1

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

PAY PERIOD ENDING SEPTEMBER 27, 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	693	1%	43.1	$21.44	356	51%
ATTORNEY GENERAL	473	1%	47.2	$32.41	359	76%
AUDITOR GENERAL	151	0%	38.2	$28.99	92	61%
CAREER DEVELOPMENT	901	2%	47.9	$23.15	639	71%
CIVIL RIGHTS	129	0%	44.4	$23.48	86	67%
CIVIL SERVICE	183	0%	46.7	$24.88	144	79%
COMMUNITY HEALTH	4,478	8%	45.6	$21.64	3,060	68%
CONSUMER & INDUSTRY SERVICES	3,237	6%	45.8	$22.13	2,153	67%
CORRECTIONS	17,151	31%	42.6	$20.60	12,750	74%
EDUCATION	303	1%	49.0	$24.63	204	67%
ENVIRONMENTAL QUALITY	1,402	3%	44.3	$24.77	1,023	73%
EXECUTIVE OFFICE	56	0%	35.6	$21.25	2	4%
FAMILY INDEPENDENCE AGENCY	10,271	19%	45.4	$20.61	7,169	70%
HISTORY ARTS AND LIBRARIES	290	1%	41.7	$18.45	132	46%
INFORMATION TECHNOLOGY	1,725	3%	44.4	$25.27	1,195	69%
MANAGEMENT & BUDGET	1,289	2%	44.7	$22.34	868	67%
MILITARY AFFAIRS	955	2%	45.0	$18.79	625	65%
NATURAL RESOURCES	2,596	5%	40.8	$16.58	1,191	46%
STATE	1,853	3%	43.9	$18.47	1,189	64%
STATE POLICE	2,701	5%	39.9	$24.21	2,075	77%
TRANSPORTATION	2,904	5%	42.5	$21.62	1,862	64%
TREASURY	1,477	3%	45.3	$22.35	1,017	69%
STATEWIDE TOTALS	**55,218**	**100%**	**43.8**	**$21.26**	**38,191**	**69%**

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. Since September 28, 2002, the average age of classified employees has decreased almost 1 year, the average hourly pay rate has increased $.24 per hour (1%), and the percentage of employees eligible for longevity has dropped from 73% to 69%. The reduction in number of employees, average age and number eligible for longevity can be attributed to an early retirement program offered between July 2002 and November 2002.

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

Table 2-3

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 1998-99 through 2002-03

	1998-99	1999-00	2000-01	2001-02	2002-03
Legally Required Payments					
FICA	7.30 %	7.32 %	7.33 %	7.27 %	7.37 %
Unemployment Compensation	.14	.15	.16	.30	.31
Workers Compensation	1.63	1.61	1.80	1.91	1.80
Total Legally Required Payments	9.07 %	9.08 %	9.29 %	9.48 %	9.48 %
Group Insurance					
State Health Plan	6.64 %	6.75 %	7.41 %	7.37 %	7.69 %
Health Maintenance Organization	3.92	4.20	4.84	5.04	5.20
Dental	1.25	1.38	1.61	1.50	1.57
Vision	.22	.21	.23	.28	.29
Life	.81	.99	.95	.96	1.01
Long Term Disability	1.43	1.42	1.41	.88	.92
Flexible Benefits Allowance/Recovery	.08	.09	.09	.09	.10
Total Group Insurance	14.35 %	15.04 %	16.54 %	16.12 %	16.77 %
Other Cash Payments					
Terminal Annual & Sick Leave	.92 %	.98 %	.99 %	.75 %	2.94 %
Terminal Longevity Payments	.01	.01	.02	.01	.12
Professional Development	.05	.05	.05	.05	.07
Uniforms and Dry Cleaning	.15	.14	.14	.15	.16
Total Other Cash Payments	1.13 %	1.18 %	1.20 %	.96 %	3.29 %
Pension and Deferred Items					
Retirement or Pension Plans	11.24 %	11.53 %	14.14 %	13.55 %	17.33 %
FICA for Early Out Retirees	.03	.03	.03	.02	.03
Defined Contribution Pension Plan	.81	1.09	1.26	1.37	1.71
Total Pension and Deferred Items	12.08	12.65	15.43	14.94	19.06
Total Employee Benefits	36.63 %	37.95 %	42.46 %	41.50 %	48.60 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#7(11/15/03)

Table 2-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 27, 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	**693**	324	47%	241	35%	10	1%	554	80%	20	3%	4	1%	583	84%
ATTORNEY GENERAL	**473**	242	51%	187	40%	8	2%	427	90%	16	3%	2	0%	447	95%
AUDITOR GENERAL	**151**	36	24%	87	58%	9	6%	127	84%	2	1%	1	1%	131	87%
CAREER DEVELOPMENT	**901**	509	56%	299	33%	34	4%	794	88%	42	5%	10	1%	848	94%
CIVIL RIGHTS	**129**	74	57%	49	38%	2	2%	119	92%	7	5%	1	1%	127	98%
CIVIL SERVICE	**183**	75	41%	84	46%	1	1%	160	87%	4	2%	0	0%	165	90%
COMMUNITY HEALTH	**4,480**	2,583	58%	1,483	33%	53	1%	3,982	89%	155	3%	8	0%	4,152	93%
CONSUMER & INDUSTRY SERVICES	**3,237**	1,522	47%	1,346	42%	68	2%	2,799	86%	147	5%	17	1%	2,971	92%
CORRECTIONS	**17,151**	10,234	60%	5,588	33%	168	1%	15,661	91%	421	2%	41	0%	16,133	94%
EDUCATION	**303**	135	45%	122	40%	9	3%	256	84%	7	2%	4	1%	268	88%
ENVIRONMENTAL QUALITY	**1,402**	608	43%	648	46%	22	2%	1,250	89%	36	3%	6	0%	1,295	92%
EXECUTIVE OFFICE	**56**	34	61%	15	27%	0	0%	49	88%	3	5%	0	0%	52	93%
FAMILY INDEPENDENCE AGENCY	**10,271**	5,797	56%	3,803	37%	132	1%	9,384	91%	394	4%	45	0%	9,818	96%
HISTORY ARTS AND LIBRARIES	**290**	89	31%	105	36%	1	0%	190	66%	7	2%	1	0%	197	68%
INFORMATION TECHNOLOGY	**1,725**	623	36%	912	53%	34	2%	1,494	87%	68	4%	7	0%	1,577	91%
MANAGEMENT & BUDGET	**1,289**	404	31%	687	53%	21	2%	1,092	85%	28	2%	4	0%	1,124	87%
MILITARY AFFAIRS	**955**	381	40%	477	50%	18	2%	875	92%	6	1%	1	0%	884	93%
NATURAL RESOURCES	**2,596**	1,205	46%	364	14%	50	2%	1,561	60%	15	1%	11	0%	1,588	61%
STATE	**1,853**	843	45%	705	38%	26	1%	1,523	82%	70	4%	10	1%	1,606	87%
STATE POLICE	**2,701**	2,059	76%	493	18%	24	1%	2,543	94%	36	1%	8	0%	2,588	96%
TRANSPORTATION	**2,905**	1,500	52%	1,038	36%	52	2%	2,552	88%	46	2%	10	0%	2,609	90%
TREASURY	**1,477**	582	39%	716	48%	38	3%	1,275	86%	66	4%	12	1%	1,357	92%
STATEWIDE TOTALS:	**55,221**	**29,859**	**54%**	**19,449**	**35%**	**780**	**1%**	**48,667**	**88%**	**1,596**	**3%**	**203**	**0%**	**50,520**	**91%**

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 SEPTEMBER 27, 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	**693**	487	70%	0	0%	572	83%	45	6%	94	14%
ATTORNEY GENERAL	**473**	426	90%	0	0%	450	95%	21	4%	99	21%
AUDITOR GENERAL	**151**	125	83%	0	0%	123	81%	22	15%	33	22%
CAREER DEVELOPMENT	**901**	804	89%	0	0%	807	90%	78	9%	149	17%
CIVIL RIGHTS	**129**	110	85%	0	0%	114	88%	14	11%	24	19%
CIVIL SERVICE	**183**	162	89%	0	0%	160	87%	16	9%	67	37%
COMMUNITY HEALTH	**4,480**	4,072	91%	0	0%	4,206	94%	205	5%	486	11%
CONSUMER & INDUSTRY SERVICES	**3,237**	2,616	81%	0	0%	2,912	90%	226	7%	511	16%
CORRECTIONS	**17,151**	16,237	95%	0	0%	16,596	97%	508	3%	978	6%
EDUCATION	**303**	254	84%	0	0%	278	92%	23	8%	71	23%
ENVIRONMENTAL QUALITY	**1,402**	1,200	86%	0	0%	1,248	89%	110	8%	234	17%
EXECUTIVE OFFICE	**56**	22	39%	0	0%	37	66%	18	32%	2	4%
FAMILY INDEPENDENCE AGENCY	**10,271**	9,518	93%	0	0%	9,689	94%	568	6%	1,380	13%
HISTORY ARTS AND LIBRARIES	**290**	174	60%	0	0%	192	66%	17	6%	57	20%
INFORMATION TECHNOLOGY	**1,725**	1,427	83%	52	3%	1,425	83%	110	6%	279	16%
MANAGEMENT & BUDGET	**1,289**	1,035	80%	0	0%	1,126	87%	70	5%	185	14%
MILITARY AFFAIRS	**955**	778	81%	0	0%	888	93%	36	4%	59	6%
NATURAL RESOURCES	**2,596**	1,466	56%	0	0%	1,625	63%	113	4%	192	7%
STATE	**1,853**	1,438	78%	0	0%	1,571	85%	104	6%	252	14%
STATE POLICE	**2,701**	2,402	89%	1,723	64%	3	0%	108	4%	216	8%
TRANSPORTATION	**2,905**	2,402	83%	0	0%	2,542	88%	191	7%	292	10%
TREASURY	**1,477**	1,251	85%	0	0%	1,347	91%	98	7%	214	14%
STATEWIDE TOTALS:	**55,221**	**48,406**	**88%**	**1,775**	**3%**	**47,911**	**87%**	**2,701**	**5%**	**5,874**	**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 2-5

STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 1998-99 through 2002-03

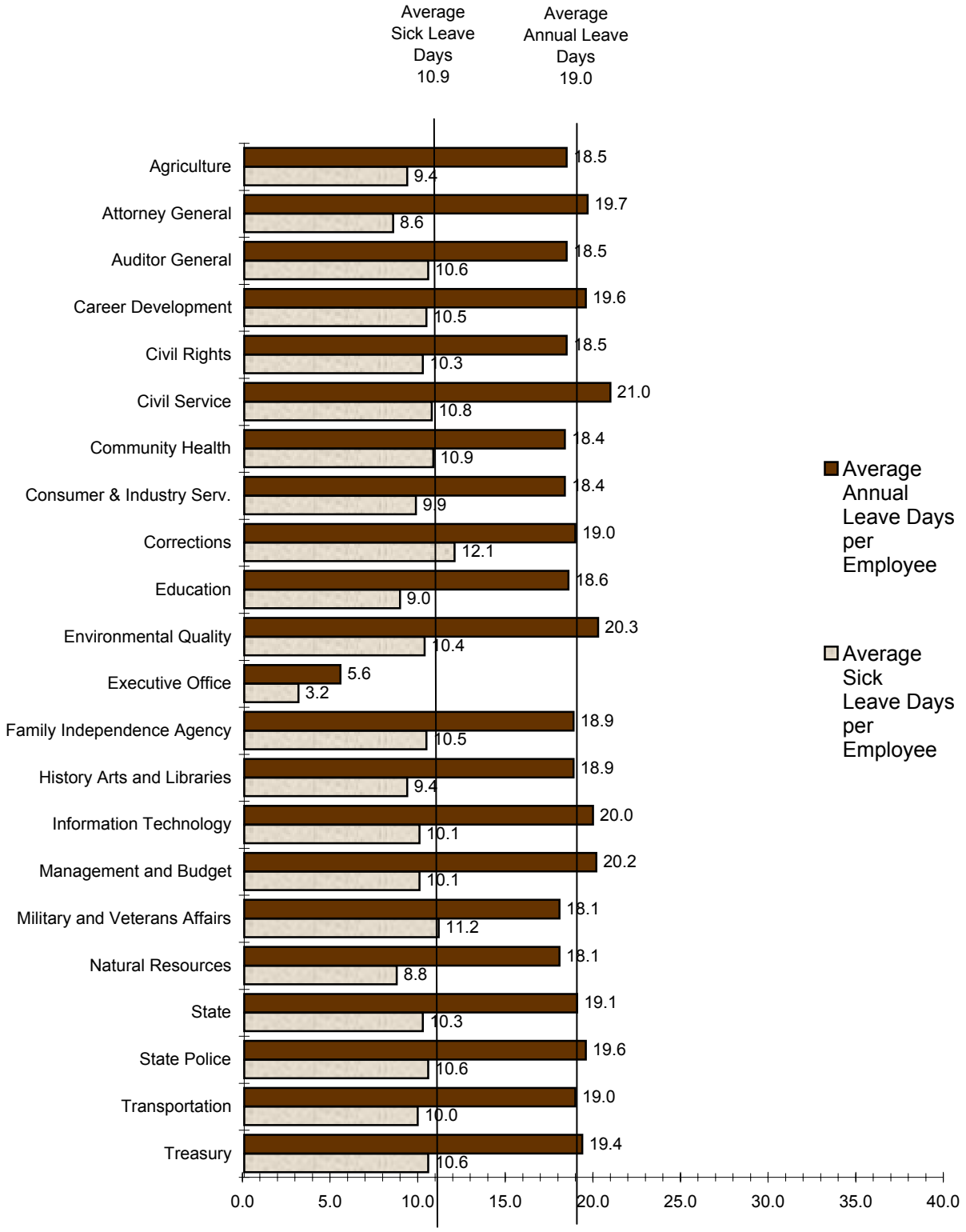
	1998-99	1999-00	2000-01	2001-02	2002-03
VACATION	7.4 %	7.4 %	7.5 %	7.5 %	7.3 %
HOLIDAY	4.6	4.6	4.6	4.6	4.6
SICK LEAVE	3.6	3.6	3.7	4.0	3.8
TOTAL	15.6 %	15.6 %	15.8 %	16.1 %	15.7 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used. Starting in FY2001-02, sick leave included sick leave paid at separation.

Source: MAIN DAFR 6940

Graph 2-3

ANNUAL LEAVE AND SICK LEAVE USAGE BY HRS DEPARTMENT
Fiscal Year 2002-03



Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-28-02.

Table 2-6

STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2002-03

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	9.4	18.5	27.9
Attorney General	9.6	19.7	29.3
Auditor General	10.6	18.5	29.1
Career Development	10.5	19.6	30.1
Civil Rights	10.3	18.5	28.8
Civil Service	10.8	21.0	31.8
Community Health	10.9	18.4	29.3
Consumer & Industry Serv.	9.9	18.4	28.3
Corrections	12.1	19.0	31.1
Education	9.0	18.5	27.5
Environmental Quality	10.4	20.3	30.7
Executive Office	3.2	5.6	8.8
Family Independence Agency	10.5	18.9	29.4
History Arts and Libraries	9.4	18.9	28.3
Information Technology	10.1	20.0	30.1
Management and Budget	10.1	20.2	30.3
Military and Veterans Affairs	11.2	18.1	29.3
Natural Resources	8.8	18.1	26.9
State	10.3	19.1	29.4
State Police	10.6	19.6	30.2
Transportation	10.0	19.0	29.0
Treasury	10.6	19.4	30.0
STATEWIDE AVERAGE	10.9	19.0	29.9

Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-27-03.

STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON
(Average Days Per Employee)

Fiscal Years 1998-99 through 2002-03

DEPARTMENT	1998-99	1999-00	2000-01	2001-02	2002-03
Agriculture	9.3	8.8	6.2	7.3	9.4
Attorney General	8.7	9.5	9.2	8.9	9.6
Auditor General	7.8	10.5	7.9	8.5	10.6
Career Development	--	--	9.3	9.8	10.5
Civil Rights	11.1	10.7	10.2	10.9	10.3
Civil Service	10.1	10.0	8.9	10.1	10.8
Community Health	10.8	11.0	10.9	11.5	10.9
Consumer and Industry Services	9.5	9.9	9.4	10.4	9.9
Corrections	10.9	11.0	10.0	11.3	12.1
Education	9.7	8.0	8.2	11.1	9.0
Environmental Quality	9.4	9.3	8.4	9.3	10.4
Executive Office	5.7	5.9	6.1	8.2	3.2
Family Independence Agency	10.3	10.5	10.2	11.0	10.5
History Arts and Libraries	--	--	--	5.8	9.4
Information Technology	--	--	--	--	10.1
Management and Budget	9.2	9.2	7.9	8.7	10.1
Military and Veterans Affairs	10.6	10.6	10.1	9.9	11.2
Natural Resources	8.6	8.7	3.6	4.2	8.8
State	10.3	10.5	8.8	9.3	10.3
State Police	8.7	9.4	8.5	11.6	10.6
Transportation	9.0	9.4	8.1	8.8	10.0
Treasury	9.8	9.9	8.2	9.6	10.6
STATEWIDE AVERAGE	10.2	10.4	9.3	10.3	10.9

Source: Main, MIDB Civil Service HWF28, for the last full pay period in each fiscal year.

SICK LEAVE USAGE ANALYSIS BY HRS DEPARTMENT

Fiscal Year 2002-03

DEPARTMENT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
AGRICULTURE	510	38,184	74.9	9.4
ATTORNEY GENERAL	427	32,632	76.4	9.6
AUDITOR GENERAL	136	11,522	84.7	10.6
CAREER DEVELOPMENT	862	72,317	83.9	10.5
CIVIL RIGHTS	134	11,033	82.3	10.3
CIVIL SERVICE	175	15,128	86.4	10.8
COMMUNITY HEALTH	4,504	392,612	87.2	10.9
CONSUMER & INDUSTRY SERVICES	3,043	241,716	79.4	9.9
CORRECTIONS	16,660	1,607,957	96.5	12.1
EDUCATION	281	20,233	72.0	9.0
ENVIRONMENTAL QUALITY	1,262	105,104	83.3	10.4
EXECUTIVE OFFICE	27	692	25.6	3.2
FAMILY INDEPENDENCE AGENCY	10,177	852,074	83.7	10.5
HISTORY ARTS AND LIBRARIES	191	14,392	75.4	9.4
INFORMATION TECHNOLOGY	1,593	128,383	80.6	10.1
MANAGEMENT & BUDGET	1,130	91,388	80.9	10.1
MILITARY AFFAIRS	895	80,488	89.9	11.2
NATURAL RESOURCES	1,432	100,443	70.1	8.8
STATE	1,690	139,247	82.4	10.3
STATE POLICE	2,610	221,035	84.7	10.6
TRANSPORTATION	2,493	199,430	80.0	10.0
TREASURY	1,373	116,808	85.1	10.6
STATEWIDE	**51,605**	**4,492,816**	**87.1**	**10.9**

NOTE: Sick leave calculation does not include sick leave paid at separation. The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.

MAIN MIDB CIVIL SERVICE WORKFORCE 28
REPORT SEQUENCE: DEPT_DESC
TABLES USED: HRM_EMPLOYEES,PROFILE_HRS_PAY_PERIOD

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

Pay Period Ending September 27, 2003

	ANNUAL LEAVE				DEFERRED HOURS			
DEPARTMENT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
AGRICULTURE	563	83,344	148.0	18.5	0	0.0	0.0	0.0
ATTORNEY GENERAL	476	75,184	157.9	19.7	2	75.5	37.8	4.7
AUDITOR GENERAL	147	21,737	147.9	18.5	1	3.5	3.5	0.4
CAREER DEVELOPMENT	907	141,963	156.5	19.6	0	0.0	0.0	0.0
CIVIL RIGHTS	142	20,976	147.7	18.5	0	0.0	0.0	0.0
CIVIL SERVICE	186	31,207	167.8	21.0	2	80.0	40.0	5.0
COMMUNITY HEALTH	4,644	684,595	147.4	18.4	22	345.2	15.7	2.0
CONSUMER & INDUSTRY SERVIC	3,022	444,202	147.0	18.4	7	370.5	52.9	6.6
CONSUMERS & INDUSTRY SERVI	217	31,403	144.7	18.1	1	15.0	15.0	1.9
CORRECTIONS	17,642	2,683,142	152.1	19.0	38	709.3	18.7	2.3
EDUCATION	297	44,005	148.2	18.5	0	0.0	0.0	0.0
ENVIRONMENTAL QUALITY	1,358	220,372	162.3	20.3	2	48.4	24.2	3.0
EXECUTIVE OFFICE	42	1,879	44.7	5.6	0	0.0	0.0	0.0
FAMILY INDEPENDENCE AGENCY	10,757	1,622,418	150.8	18.9	36	1,461.8	40.6	5.1
HISTORY ARTS AND LIBRARIES	211	31,927	151.3	18.9	0	0.0	0.0	0.0
INFORMATION TECHNOLOGY	1,685	270,252	160.4	20.0	6	198.5	33.1	4.1
MANAGEMENT & BUDGET	1,214	196,033	161.5	20.2	4	76.0	19.0	2.4
MILITARY AFFAIRS	927	134,504	145.1	18.1	0	0.0	0.0	0.0
NATURAL RESOURCES	1,680	242,737	144.5	18.1	3	72.5	24.2	3.0
STATE	1,737	265,508	152.9	19.1	1	14.0	14.0	1.8
STATE POLICE	2,874	451,484	157.1	19.6	6	226.9	37.8	4.7
TRANSPORTATION	2,740	416,741	152.1	19.0	1	120.0	120.0	15.0
TREASURY	1,453	225,951	155.5	19.4	4	64.1	16.0	2.0
STATEWIDE	**54,921**	**8,341,563**	**151.9**	**19.0**	**136**	**3,881.2**	**28.5**	**3.6**

Note: Annual leave usage calculation does not include annual leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 31
REPORT SEQUENCE: DEPT_DESC
TABLES USED: HRM_EMPLOYEES,PROFILE_HRS_PAY_PERIOD

Table 2-10

AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

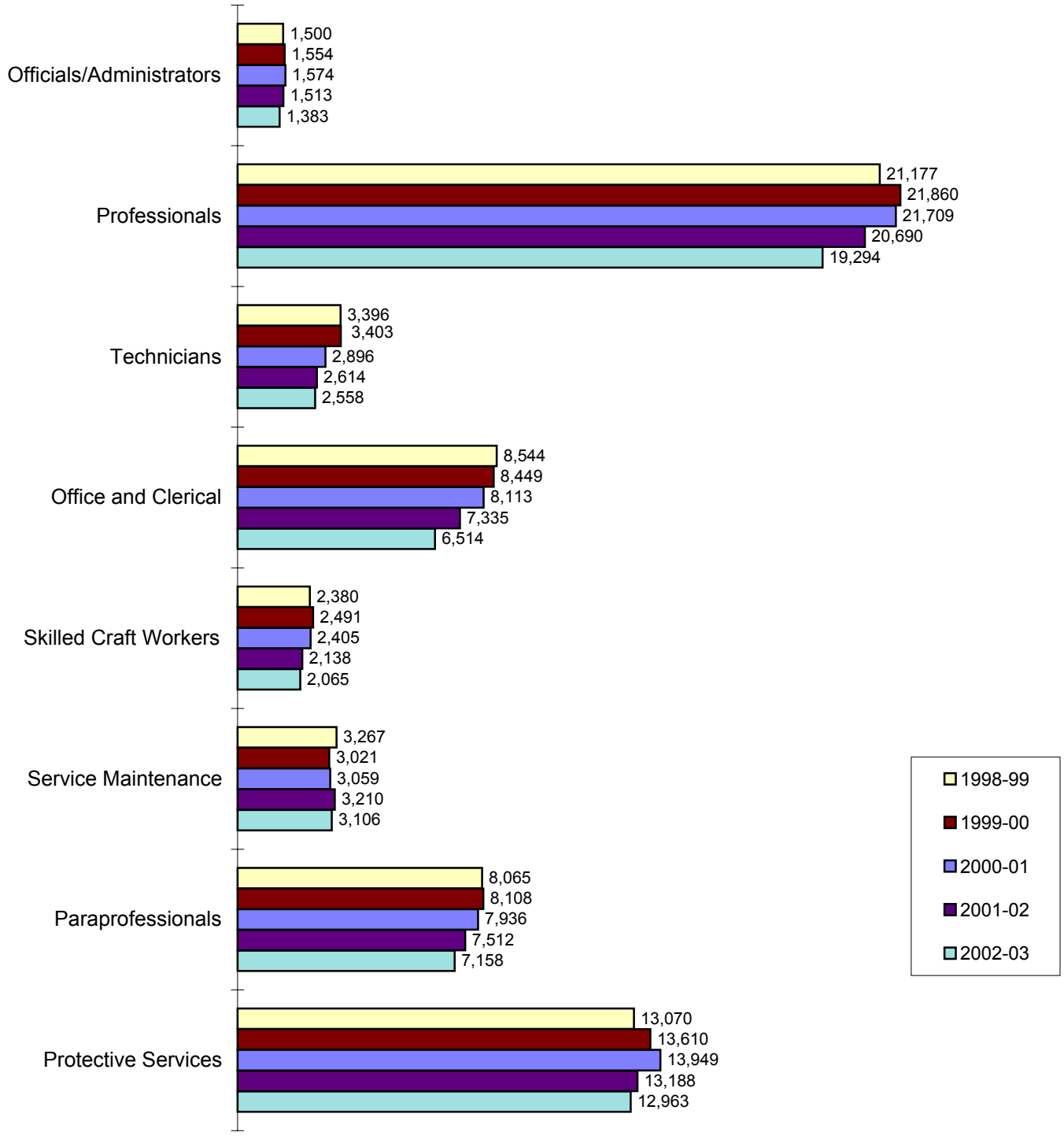
PAY PERIOD ENDING SEP 27, 2003

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	2	54	67	54	62	113	136	108	69	20	6	2	693
ATTORNEY GENERAL	0	0	11	47	57	62	98	96	74	24	4	0	473
AUDITOR GENERAL	1	8	29	23	28	23	19	12	6	2	0	0	151
CAREER DEVELOPMENT	3	14	26	60	63	114	192	241	132	50	2	4	901
CIVIL RIGHTS	0	2	14	14	14	14	19	33	17	2	0	0	129
CIVIL SERVICE	0	7	7	8	12	29	46	44	25	3	2	0	183
COMMUNITY HEALTH	22	145	212	325	367	631	1,165	971	450	137	16	4	4,445
CONSUMER & INDUSTRY SERVICES	18	122	177	241	288	433	680	694	423	120	29	9	3,234
CORRECTIONS	8	289	1,304	2,404	2,801	3,078	3,095	2,599	1,144	291	33	5	17,051
EDUCATION	0	7	7	13	16	41	72	67	55	22	0	3	303
ENVIRONMENTAL QUALITY	7	42	89	127	139	246	316	290	111	28	5	1	1,401
EXECUTIVE OFFICE	0	9	14	9	2	13	2	3	3	1	0	0	56
FAMILY INDEPENDENCE AGENCY	0	179	752	960	989	1,219	2,309	2,432	1,112	252	39	14	10,257
HISTORY ARTS AND LIBRARIES	10	38	16	32	37	23	42	50	26	9	3	4	290
INFORMATION TECHNOLOGY	6	65	93	140	198	304	378	348	143	45	4	1	1,725
MANAGEMENT & BUDGET	8	62	71	95	134	178	310	282	101	37	6	5	1,289
MILITARY AFFAIRS	8	26	45	87	102	164	191	203	81	33	8	4	952
NATURAL RESOURCES	116	331	232	269	220	315	405	338	181	108	42	35	2,592
STATE	22	112	106	135	201	281	400	377	164	43	6	4	1,851
STATE POLICE	0	46	290	556	537	448	450	245	94	17	3	2	2,688
TRANSPORTATION	13	203	218	286	377	470	562	470	238	48	13	1	2,899
TREASURY	6	44	78	98	156	253	330	299	151	51	9	1	1,476
STATEWIDE TOTAL	**250**	**1,805**	**3,858**	**5,983**	**6,800**	**8,452**	**11,217**	**10,202**	**4,800**	**1,343**	**230**	**99**	**55,039**
AVERAGE AGE	**19.14**	**22.98**	**27.71**	**32.61**	**37.60**	**42.54**	**47.58**	**52.30**	**56.97**	**61.75**	**66.94**	**73.77**	**43.74**

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 1998-99 through 2002-03

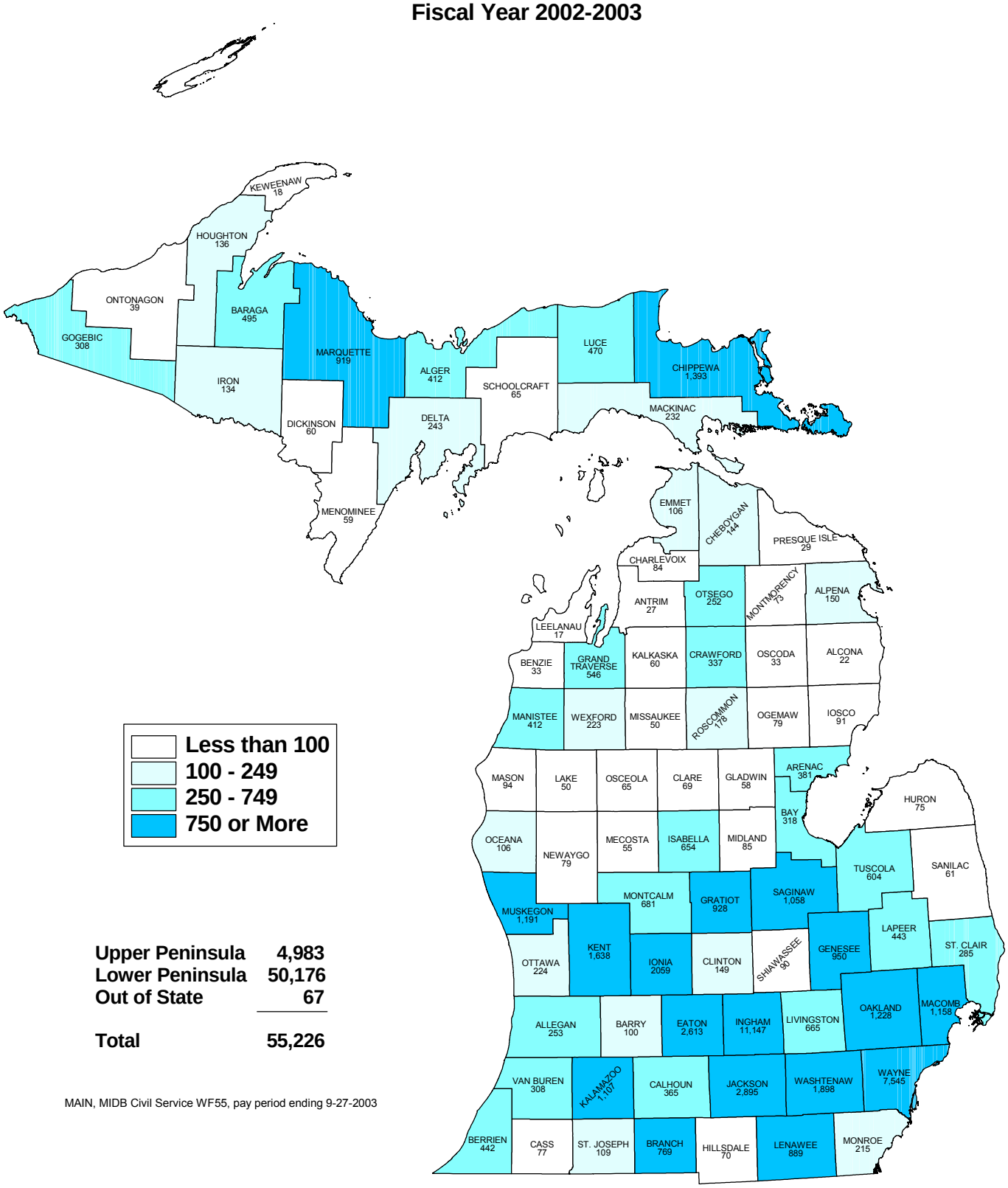


2002-03 Grand Total: 55,041

Source: MAIN MIDB Civil Service HWF27, pay period ending 9-27-03.

Graph 2-5

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY
Fiscal Year 2002-2003



Upper Peninsula	**4,983**
Lower Peninsula	**50,176**
Out of State	**67**
Total	**55,226**

MAIN, MIDB Civil Service WF55, pay period ending 9-27-2003

Produced by: Michigan Center for Geographic Information 01-27-04

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: SEP 27, 2003

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	9	22
ALGER	402	10	412
ALLEGAN	201	52	253
ALPENA	129	21	150
ANTRIM	26	1	27
ARENAC	367	14	381
BARAGA	459	36	495
BARRY	74	26	100
BAY	270	48	318
BENZIE	25	8	33
BERRIEN	391	51	442
BRANCH	757	12	769
CALHOUN	328	37	365
CASS	68	9	77
CHARLEVOIX	30	54	84
CHEBOYGAN	84	60	144
CHIPPEWA	1,326	67	1,393
CLARE	44	25	69
CLINTON	124	25	149
CRAWFORD	234	103	337
DELTA	196	47	243
DICKINSON	52	8	60
EATON	2,450	163	2,613
EMMET	69	37	106
GENESEE	848	102	950
GLADWIN	47	11	58
GOGEBIC	293	15	308
GRAND TRAVERSE	497	49	546
GRATIOT	919	9	928
HILLSDALE	60	10	70
HOUGHTON	106	30	136
HURON	37	38	75
INGHAM	9,850	1,297	11,147
IONIA	1,999	60	2,059
IOSCO	53	38	91
IRON	120	14	134
ISABELLA	488	166	654
JACKSON	2,810	85	2,895
KALAMAZOO	1,005	102	1,107
KALKASKA	52	8	60
KENT	1,516	122	1,638
KEWEENAW	1	17	18
LAKE	49	1	50
LAPEER	415	28	443
LEELANAU	12	5	17

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: SEP 27, 2003

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	843	46	889
LIVINGSTON	547	118	665
LUCE	452	18	470
MACKINAC	131	101	232
MACOMB	1,058	100	1,158
MANISTEE	388	24	412
MARQUETTE	857	62	919
MASON	68	26	94
MECOSTA	51	4	55
MENOMINEE	43	16	59
MIDLAND	74	11	85
MISSAUKEE	44	6	50
MONROE	170	45	215
MONTCALM	666	15	681
MONTMORENCY	60	13	73
MUSKEGON	1,111	80	1,191
NEWAYGO	71	8	79
OAKLAND	1,024	204	1,228
OCEANA	54	52	106
OGEMAW	60	19	79
ONTONAGON	27	12	39
OSCEOLA	60	5	65
OSCODA	29	4	33
OTSEGO	229	23	252
OTTAWA	165	59	224
OUT OF STATE	62	5	67
PRESQUE ISLE	17	12	29
ROSCOMMON	140	38	178
SAGINAW	1,020	38	1,058
SANILAC	54	7	61
SCHOOLCRAFT	45	20	65
SHIAWASSEE	82	8	90
ST CLAIR	214	71	285
ST JOSEPH	102	7	109
STATEWIDE	836	86	922
TUSCOLA	534	70	604
VAN BUREN	255	53	308
WASHTENAW	1,796	102	1,898
WAYNE	7,102	443	7,545
WEXFORD	182	41	223
GRAND TOTAL:	**50,019**	**5,202**	**55,221**

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.

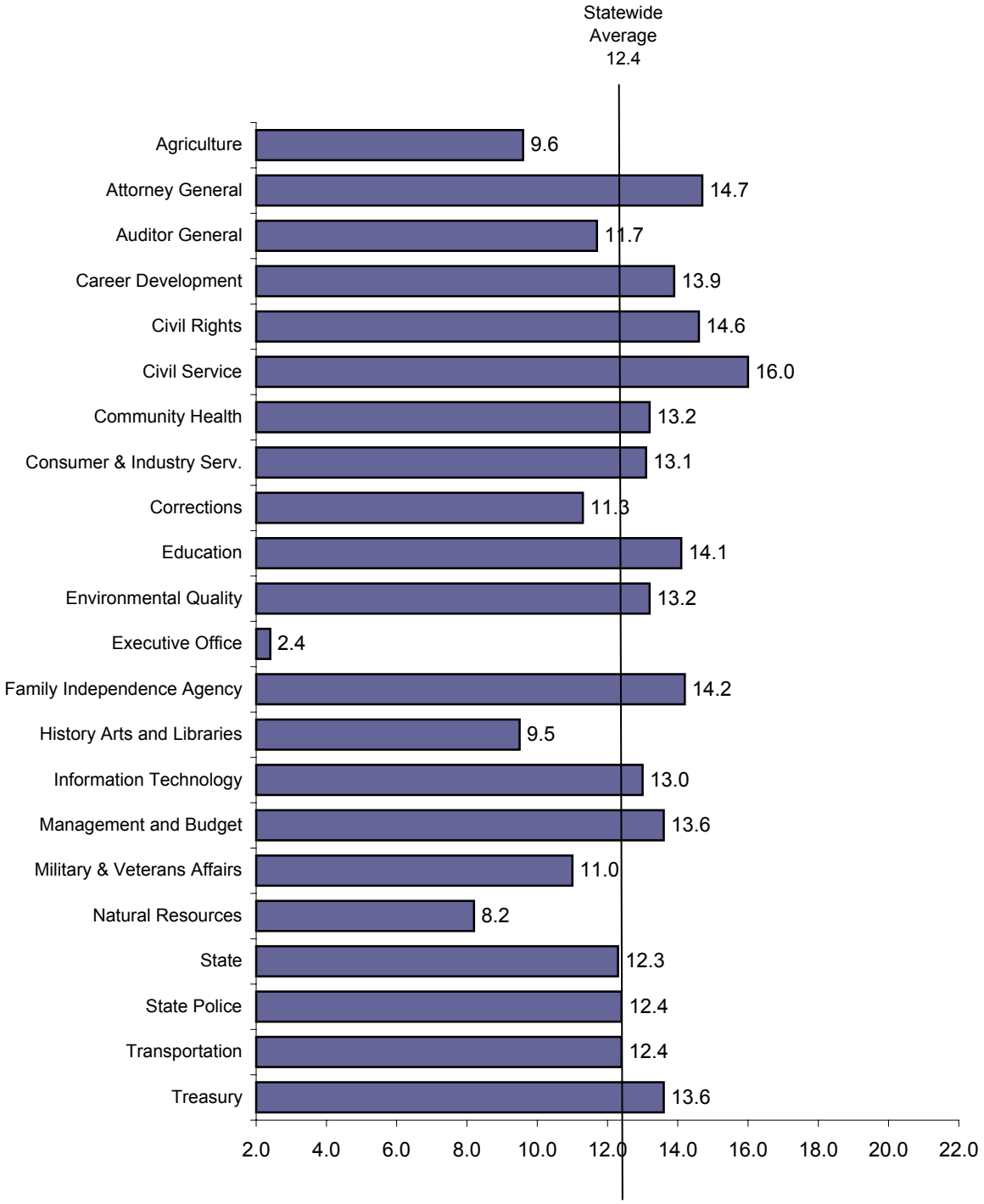
SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Fiscal Year 2002-03



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

Comment: MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 9-27-03.

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 27, 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
AGRICULTURE																
LESS THAN 6 YEARS	156	151	5	8	3	0	0	3	0	4	2	1	166	167	2	1
6 - 10 YEARS	38	33	3	6	0	2	1	1	0	1	0	0	42	43	1	1
11- 15 YEARS	47	41	0	2	0	1	0	1	1	3	0	0	48	48	1	0
16 - 20 YEARS	29	27	1	4	0	0	0	0	1	0	0	0	31	31	3	2
21 - 25 YEARS	19	26	2	4	0	0	1	0	1	0	0	0	23	30	0	4
26 - 30 YEARS	26	13	1	2	0	0	1	1	0	0	0	0	28	16	2	2
31 - 35 YEARS	10	4	0	2	0	0	0	0	2	0	0	0	12	6	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	**326**	**296**	**12**	**28**	**3**	**3**	**3**	**6**	**5**	**8**	**2**	**1**	**351**	**342**	**9**	**10**
MORE THAN 10 YEARS	132	112	4	14	0	1	2	2	5	3	0	0	143	132	6	8
AVERAGE YEARS	9.8	8.8	10.2	13.6	1.0	10.0	20.0	10.5	24.6	6.0	0.5	1.0	10.0	9.1	14.6	20.0

DEPARTMENT AVERAGE YEARS **9.6**

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 SEP 27, 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
ATTORNEY GENERAL																
LESS THAN 6 YEARS	34	48	4	15	0	0	1	3	0	1	0	0	39	67	0	0
6 - 10 YEARS	30	41	2	5	0	0	1	0	0	0	0	0	33	46	0	0
11- 15 YEARS	27	37	0	4	0	0	0	3	1	0	0	0	28	44	0	1
16 - 20 YEARS	28	32	4	6	0	0	0	2	0	0	0	0	32	40	1	2
21 - 25 YEARS	23	28	3	2	0	1	1	1	0	0	0	0	27	32	0	1
26 - 30 YEARS	38	20	1	2	0	0	1	0	0	0	0	0	40	22	2	1
31 - 35 YEARS	13	4	0	1	0	0	0	0	0	0	0	0	13	5	1	0
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	**195**	**212**	**14**	**36**	**0**	**1**	**4**	**9**	**1**	**1**	**0**	**0**	**214**	**259**	**4**	**5**
MORE THAN 10 YEARS	131	123	8	16	0	1	2	6	1	0	0	0	142	146	4	5
AVERAGE YEARS	16.7	13.7	14.1	11.2	0.0	24.0	14.5	11.7	15.0	4.0	0.0	0.0	16.5	13.3	25.8	19.8

DEPARTMENT AVERAGE YEARS **14.7**

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 SEP 27, 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	20	31	1	1	0	0	0	0	0	1	0	0	21	33	0	0
6 - 10 YEARS	10	21	0	2	0	0	0	0	0	0	0	0	10	23	0	0
11- 15 YEARS	1	12	0	1	0	0	0	0	0	0	0	0	1	13	0	0
16 - 20 YEARS	11	10	2	0	0	0	0	0	0	0	0	0	13	10	0	2
21 - 25 YEARS	7	5	1	0	0	0	0	0	0	0	0	0	8	5	0	1
26 - 30 YEARS	7	0	0	0	0	0	0	0	0	0	0	0	7	0	1	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	**63**	**79**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**67**	**84**	**1**	**3**
MORE THAN 10 YEARS	33	27	3	1	0	0	0	0	0	0	0	0	36	28	1	3
AVERAGE YEARS	15.4	8.9	16.0	7.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	15.4	8.7	29.0	18.3

DEPARTMENT AVERAGE YEARS **11.7**

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 SEP 27, 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	79	103	23	47	0	3	5	9	0	6	3	0	110	168	5	1
6 - 10 YEARS	27	52	10	20	1	0	1	4	1	3	0	0	40	79	5	3
11- 15 YEARS	46	47	10	24	0	0	2	4	0	0	0	0	58	75	14	8
16 - 20 YEARS	27	38	5	20	1	1	1	4	0	1	0	0	34	64	5	4
21 - 25 YEARS	29	42	11	19	0	2	1	6	0	0	0	0	41	69	12	5
26 - 30 YEARS	35	53	9	21	1	0	2	0	0	0	0	0	47	74	6	9
31 - 35 YEARS	13	11	2	9	0	0	0	1	0	0	0	0	15	21	5	2
36 - 40 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	1	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**259**	**348**	**71**	**160**	**3**	**6**	**12**	**28**	**1**	**10**	**3**	**0**	**349**	**552**	**53**	**32**
MORE THAN 10 YEARS	153	193	38	93	2	3	6	15	0	1	0	0	199	305	43	28
AVERAGE YEARS	14.3	13.9	13.7	14.1	17.7	11.8	12.6	13.0	7.0	5.6	1.0	0.0	14.0	13.7	18.8	19.9

DEPARTMENT AVERAGE YEARS **13.9**

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 SEP 27, 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
CIVIL RIGHTS																
LESS THAN 6 YEARS	7	11	7	12	0	0	0	3	0	1	0	0	14	27	0	0
6 - 10 YEARS	2	4	3	8	0	1	0	1	0	1	0	0	5	15	0	0
11- 15 YEARS	0	2	2	5	0	0	2	0	0	1	0	0	4	8	0	0
16 - 20 YEARS	1	2	1	4	0	0	0	0	0	0	0	0	2	6	0	0
21 - 25 YEARS	2	4	0	5	0	0	1	0	0	0	0	0	3	9	0	1
26 - 30 YEARS	4	6	1	7	0	0	2	2	0	0	0	0	7	15	0	0
31 - 35 YEARS	1	4	4	3	0	0	0	0	1	0	0	0	6	7	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	**17**	**34**	**18**	**44**	**0**	**1**	**5**	**6**	**1**	**3**	**0**	**0**	**41**	**88**	**0**	**1**
MORE THAN 10 YEARS	8	19	8	24	0	0	5	2	1	1	0	0	22	46	0	1
AVERAGE YEARS	14.7	15.8	13.2	14.3	0.0	6.0	21.6	12.0	31.0	6.0	0.0	0.0	15.3	14.3	0.0	24.0

DEPARTMENT AVERAGE YEARS **14.6**

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 SEP 27, 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
CIVIL SERVICE																
LESS THAN 6 YEARS	6	23	1	6	0	0	1	0	0	1	0	0	8	30	0	0
6 - 10 YEARS	3	16	0	1	0	1	0	0	0	0	0	0	3	18	0	1
11- 15 YEARS	5	16	0	1	0	1	0	0	0	3	0	0	5	21	0	0
16 - 20 YEARS	5	13	0	7	0	1	0	3	0	0	0	0	5	24	1	2
21 - 25 YEARS	5	15	2	6	1	0	0	1	0	0	0	0	8	22	1	1
26 - 30 YEARS	7	21	0	3	1	0	1	0	0	0	0	0	9	24	2	3
31 - 35 YEARS	2	3	1	0	0	0	0	0	0	0	0	0	3	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	**33**	**107**	**4**	**24**	**2**	**3**	**2**	**4**	**0**	**4**	**0**	**0**	**41**	**142**	**4**	**7**
MORE THAN 10 YEARS	24	68	3	17	2	2	1	4	0	3	0	0	30	94	4	6
AVERAGE YEARS	17.6	15.4	21.0	15.8	27.0	13.7	13.5	19.3	0.0	10.8	0.0	0.0	18.2	15.4	24.8	21.4

DEPARTMENT AVERAGE YEARS **16.0**

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 SEP 27, 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	372	638	90	191	5	5	15	14	18	22	4	6	504	876	4	1
6 - 10 YEARS	233	287	41	74	4	4	10	5	10	18	0	0	298	388	5	8
11- 15 YEARS	93	233	39	86	0	3	10	5	5	17	0	0	147	344	8	22
16 - 20 YEARS	138	246	39	97	1	3	5	16	9	12	0	0	192	374	26	21
21 - 25 YEARS	212	284	87	109	2	5	8	10	5	9	0	0	314	417	22	36
26 - 30 YEARS	180	239	25	38	1	2	1	5	5	2	0	0	212	286	22	17
31 - 35 YEARS	32	39	4	6	0	0	1	0	0	1	0	0	37	46	3	1
36 - 40 YEARS	4	5	0	1	0	0	0	0	0	0	0	0	4	6	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**1,264**	**1,971**	**325**	**603**	**13**	**22**	**50**	**55**	**52**	**81**	**4**	**6**	**1,708**	**2,738**	**90**	**106**
MORE THAN 10 YEARS	659	1,046	194	338	4	13	25	36	24	41	0	0	906	1,474	81	97
AVERAGE YEARS	13.8	13.0	14.2	12.9	10.9	14.2	11.7	14.4	11.7	11.7	0.3	0.3	13.7	12.9	20.7	19.9

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 SEP 27, 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
CONSUMER & INDUSTRY SERVICES																
LESS THAN 6 YEARS	221	446	59	270	1	3	12	22	7	11	1	8	301	760	0	3
6 - 10 YEARS	131	188	15	59	0	0	2	2	2	6	0	0	150	255	0	5
11- 15 YEARS	119	214	29	75	1	2	3	12	2	7	0	0	154	310	11	34
16 - 20 YEARS	103	169	30	71	2	5	9	12	5	3	0	0	149	260	11	21
21 - 25 YEARS	87	187	28	77	0	4	5	6	0	3	0	0	120	277	19	30
26 - 30 YEARS	112	173	16	79	1	3	1	4	2	2	0	0	132	261	12	23
31 - 35 YEARS	29	42	2	12	0	0	0	2	0	0	0	0	31	56	4	6
36 - 40 YEARS	6	4	0	4	0	0	0	1	0	0	0	0	6	9	1	2
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	**809**	**1,423**	**180**	**648**	**5**	**17**	**32**	**61**	**18**	**32**	**1**	**8**	**1,045**	**2,189**	**58**	**124**
MORE THAN 10 YEARS	457	789	106	319	4	14	18	37	9	15	0	0	594	1,174	58	116
AVERAGE YEARS	14.0	13.3	13.1	11.9	15.8	17.3	11.6	12.6	11.3	10.8	1.0	1.6	13.7	12.8	22.5	20.0

DEPARTMENT AVERAGE YEARS **13.1**

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 SEP 27, 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
CORRECTIONS																
LESS THAN 6 YEARS	2,525	1,225	327	426	44	19	55	45	16	7	28	14	2,995	1,736	8	2
6 - 10 YEARS	2,069	938	260	291	64	20	66	34	9	3	0	0	2,468	1,286	20	15
11- 15 YEARS	2,241	717	200	178	72	15	55	20	7	3	0	0	2,575	933	97	42
16 - 20 YEARS	1,956	566	323	331	41	15	35	14	4	3	0	0	2,359	929	154	57
21 - 25 YEARS	590	242	69	73	11	4	4	7	0	1	0	0	674	327	68	24
26 - 30 YEARS	424	152	51	50	5	0	6	2	1	0	0	0	487	204	50	10
31 - 35 YEARS	41	18	7	5	0	0	2	0	0	0	0	0	50	23	3	0
36 - 40 YEARS	2	2	1	0	0	0	0	0	0	0	0	0	3	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**9,848**	**3,860**	**1,238**	**1,354**	**237**	**73**	**223**	**122**	**37**	**17**	**28**	**14**	**11,611**	**5,440**	**401**	**150**
MORE THAN 10 YEARS	5,254	1,697	651	637	129	34	102	43	12	7	0	0	6,148	2,418	373	133
AVERAGE YEARS	11.7	10.5	11.8	10.9	11.5	10.8	10.8	9.3	8.5	9.5	1.1	0.9	11.6	10.6	18.2	16.9

DEPARTMENT AVERAGE YEARS **11.3**

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 SEP 27, 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	27	64	3	2	0	0	0	1	0	0	0	0	30	67	0	0
6 - 10 YEARS	8	29	1	2	0	0	0	0	0	0	0	0	9	31	0	0
11- 15 YEARS	5	27	0	1	0	0	0	2	0	0	0	0	5	30	0	2
16 - 20 YEARS	4	23	0	2	0	0	1	1	0	1	0	0	5	27	0	1
21 - 25 YEARS	4	24	1	2	0	1	0	2	0	0	0	0	5	29	2	3
26 - 30 YEARS	11	37	2	3	0	0	0	0	0	0	0	0	13	40	1	2
31 - 35 YEARS	1	6	0	2	0	0	0	0	0	0	0	0	1	8	0	1
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**61**	**212**	**7**	**14**	**0**	**1**	**1**	**6**	**0**	**1**	**0**	**0**	**69**	**234**	**3**	**9**
MORE THAN 10 YEARS	26	119	3	10	0	1	1	5	0	1	0	0	30	136	3	9
AVERAGE YEARS	12.0	14.4	11.7	18.9	0.0	23.0	18.0	16.3	0.0	17.0	0.0	0.0	12.1	14.7	26.0	23.3

DEPARTMENT AVERAGE YEARS **14.1**

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 SEP 27, 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	184	163	8	7	0	1	3	5	4	5	0	0	199	181	0	0
6 - 10 YEARS	87	75	1	4	0	1	0	1	6	4	0	0	94	85	1	2
11- 15 YEARS	172	133	6	13	0	0	5	3	6	3	0	0	189	152	6	4
16 - 20 YEARS	68	80	8	10	1	3	3	1	5	2	0	0	85	96	0	2
21 - 25 YEARS	91	62	5	8	1	0	0	2	2	1	0	0	99	73	7	4
26 - 30 YEARS	72	32	0	5	0	0	1	0	2	0	0	0	75	37	5	2
31 - 35 YEARS	22	11	0	1	0	0	1	0	0	0	0	0	23	12	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	**696**	**557**	**28**	**48**	**2**	**5**	**13**	**12**	**25**	**15**	**0**	**0**	**764**	**637**	**20**	**14**
MORE THAN 10 YEARS	425	319	19	37	2	3	10	6	15	6	0	0	471	371	19	12
AVERAGE YEARS	13.8	12.4	13.0	15.8	21.5	13.2	13.9	10.5	13.6	10.8	0.0	0.0	13.8	12.6	21.1	17.7

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 SEP 27, 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	24	6	7	0	0	1	3	0	1	0	1	18	36	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	1	0	0	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
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**	**26**	**6**	**7**	**0**	**0**	**1**	**3**	**0**	**1**	**0**	**1**	**18**	**38**	**0**	**1**
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	1.6	3.5	1.0	1.7	0.0	0.0	2.0	1.7	0.0	1.0	0.0	0.0	1.4	2.9	0.0	35.0

DEPARTMENT AVERAGE YEARS **2.4**

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 SEP 27, 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	348	1,378	133	872	4	8	25	92	5	18	0	1	515	2,369	0	12
6 - 10 YEARS	248	732	110	392	4	16	17	65	5	9	0	0	384	1,214	2	26
11- 15 YEARS	201	659	70	341	1	15	25	62	5	13	0	0	302	1,090	33	63
16 - 20 YEARS	138	373	55	220	2	5	11	46	2	5	0	0	208	649	18	38
21 - 25 YEARS	260	880	74	484	2	14	9	28	6	7	0	0	351	1,413	38	127
26 - 30 YEARS	311	676	32	367	2	4	4	11	2	2	0	0	351	1,060	30	69
31 - 35 YEARS	89	137	12	79	1	1	0	4	1	0	0	0	103	221	10	13
36 - 40 YEARS	7	10	1	6	0	0	1	0	0	0	0	0	9	16	1	3
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**1,603**	**4,845**	**488**	**2,761**	**16**	**63**	**92**	**308**	**26**	**54**	**0**	**1**	**2,225**	**8,032**	**132**	**351**
MORE THAN 10 YEARS	1,007	2,735	245	1,497	8	39	50	151	16	27	0	0	1,326	4,449	130	313
AVERAGE YEARS	16.2	14.2	12.7	13.9	14.1	14.2	11.9	11.4	14.9	11.2	0.0	2.0	15.2	13.9	21.8	20.4

DEPARTMENT AVERAGE YEARS **14.2**

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 SEP 27, 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
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	47	60	3	0	2	1	1	1	1	1	10	22	64	85	0	1
6 - 10 YEARS	15	14	0	0	2	0	0	0	0	1	0	0	17	15	2	0
11- 15 YEARS	8	16	1	1	1	0	0	1	0	0	0	0	10	18	2	1
16 - 20 YEARS	5	15	1	2	0	1	0	1	0	0	0	0	6	19	2	0
21 - 25 YEARS	9	10	0	3	0	0	0	1	0	0	0	0	9	14	2	1
26 - 30 YEARS	12	13	0	0	0	0	1	0	0	0	0	0	13	13	0	0
31 - 35 YEARS	3	2	0	0	1	0	0	0	0	0	0	0	4	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	**100**	**130**	**5**	**6**	**6**	**2**	**2**	**4**	**1**	**2**	**10**	**22**	**124**	**166**	**9**	**3**
MORE THAN 10 YEARS	38	56	2	6	2	1	1	3	0	0	0	0	43	66	7	2
AVERAGE YEARS	10.8	10.4	7.4	20.3	10.8	9.0	14.5	14.0	0.0	4.5	0.1	0.0	9.8	9.4	17.1	15.0

DEPARTMENT AVERAGE YEARS **9.5**

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 SEP 27, 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	296	139	16	17	0	0	4	3	17	5	25	12	358	176	2	0
6 - 10 YEARS	188	76	10	7	0	1	6	4	5	4	0	0	209	92	1	3
11- 15 YEARS	98	99	16	12	1	0	2	4	4	3	1	0	122	118	10	11
16 - 20 YEARS	75	86	15	23	0	1	3	2	8	6	0	0	101	118	10	5
21 - 25 YEARS	72	75	11	19	1	0	3	4	1	4	0	0	88	102	11	1
26 - 30 YEARS	84	78	6	10	0	0	1	5	1	1	0	0	92	94	4	3
31 - 35 YEARS	29	17	3	0	1	0	1	1	0	0	0	0	34	18	4	1
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	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	**844**	**571**	**77**	**88**	**3**	**2**	**20**	**23**	**36**	**23**	**26**	**12**	**1,006**	**719**	**42**	**24**
MORE THAN 10 YEARS	360	356	51	64	3	1	10	16	14	14	1	0	439	451	39	21
AVERAGE YEARS	11.9	14.7	14.7	15.9	22.3	13.0	13.6	16.9	9.9	13.9	1.3	0.5	11.8	14.7	19.9	17.2

DEPARTMENT AVERAGE YEARS **13.0**

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 SEP 27, 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	164	184	6	14	0	1	4	2	2	3	13	25	189	229	2	1
6 - 10 YEARS	76	87	9	8	0	1	0	1	1	1	0	0	86	98	1	1
11- 15 YEARS	70	52	8	6	1	0	5	4	3	1	0	0	87	63	6	4
16 - 20 YEARS	45	60	6	5	0	0	3	3	5	1	0	0	59	69	5	6
21 - 25 YEARS	73	79	10	10	0	0	3	2	0	1	0	0	86	92	13	10
26 - 30 YEARS	92	53	8	11	2	1	11	2	1	0	0	0	114	67	7	4
31 - 35 YEARS	22	16	3	1	0	0	3	2	0	0	0	0	28	19	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	**545**	**531**	**50**	**55**	**3**	**3**	**29**	**16**	**12**	**7**	**13**	**25**	**652**	**637**	**37**	**26**
MORE THAN 10 YEARS	305	260	35	33	3	1	25	13	9	3	0	0	377	310	34	24
AVERAGE YEARS	14.5	12.6	17.3	15.3	24.7	13.7	20.6	18.3	14.3	10.7	0.4	0.2	14.8	12.5	21.7	19.7

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 SEP 27, 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	116	140	19	63	0	0	4	5	2	5	1	0	142	213	0	1
6 - 10 YEARS	63	73	2	25	0	1	3	2	0	0	0	0	68	101	2	0
11- 15 YEARS	63	51	4	14	0	2	4	1	0	1	0	0	71	69	3	1
16 - 20 YEARS	37	66	8	10	1	2	0	2	0	0	0	0	46	80	8	4
21 - 25 YEARS	30	49	2	3	3	0	1	3	0	0	0	0	36	55	3	1
26 - 30 YEARS	24	29	1	5	2	0	0	0	0	0	0	0	27	34	1	2
31 - 35 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	1	0
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	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	**340**	**411**	**36**	**120**	**6**	**5**	**12**	**13**	**2**	**6**	**1**	**0**	**397**	**555**	**18**	**9**
MORE THAN 10 YEARS	161	198	15	32	6	4	5	6	0	1	0	0	187	241	16	8
AVERAGE YEARS	11.3	11.8	9.7	7.4	23.2	14.0	9.3	11.5	2.0	5.8	1.0	0.0	11.2	10.8	18.7	18.2

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 SEP 27, 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	833	511	5	6	3	3	10	5	4	3	1	1	856	529	6	1
6 - 10 YEARS	228	88	9	7	2	1	3	0	3	1	0	0	245	97	1	0
11- 15 YEARS	157	83	6	7	4	1	3	5	0	1	0	0	170	97	3	3
16 - 20 YEARS	133	72	7	3	7	1	2	5	0	0	0	0	149	81	7	3
21 - 25 YEARS	91	51	4	4	1	0	1	1	1	1	0	0	98	57	4	1
26 - 30 YEARS	108	25	0	2	4	1	1	1	0	0	0	0	113	29	3	4
31 - 35 YEARS	54	6	0	1	0	0	1	0	0	0	0	0	55	7	5	1
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	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	**1,612**	**837**	**31**	**30**	**21**	**7**	**21**	**17**	**8**	**6**	**1**	**1**	**1,694**	**898**	**30**	**13**
MORE THAN 10 YEARS	551	238	17	17	16	3	8	12	1	2	0	0	593	272	23	12
AVERAGE YEARS	8.8	6.5	12.1	12.6	15.5	9.4	9.2	12.5	5.9	8.5	0.0	0.0	9.0	6.9	18.4	20.5

DEPARTMENT AVERAGE YEARS **8.2**

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 SEP 27, 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	74	376	14	95	1	2	4	24	2	4	6	41	101	542	1	2
6 - 10 YEARS	21	131	7	44	0	10	0	6	1	4	0	0	29	195	1	6
11- 15 YEARS	26	154	4	66	1	1	3	17	2	1	0	0	36	239	4	31
16 - 20 YEARS	25	149	10	63	1	2	3	6	2	5	0	0	41	225	3	25
21 - 25 YEARS	32	135	6	46	0	2	0	12	0	3	0	0	38	198	3	15
26 - 30 YEARS	46	88	4	18	0	0	2	4	0	0	0	0	52	110	9	6
31 - 35 YEARS	9	24	0	2	0	0	0	0	0	0	0	0	9	26	1	1
36 - 40 YEARS	1	7	0	1	0	0	0	0	0	0	0	0	1	8	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**234**	**1,065**	**45**	**335**	**3**	**17**	**12**	**69**	**7**	**17**	**6**	**41**	**307**	**1,544**	**22**	**88**
MORE THAN 10 YEARS	139	558	24	196	2	5	8	39	4	9	0	0	177	807	20	80
AVERAGE YEARS	14.8	12.3	12.5	12.3	11.3	10.2	13.3	11.8	10.1	11.8	0.5	0.1	14.0	11.9	21.2	17.4

DEPARTMENT AVERAGE YEARS **12.3**

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 SEP 27, 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	425	188	11	13	0	1	5	3	1	1	0	0	442	206	0	0
6 - 10 YEARS	535	123	41	10	18	0	17	0	4	1	0	0	615	134	3	0
11- 15 YEARS	214	93	34	6	4	1	9	2	3	2	0	0	264	104	0	2
16 - 20 YEARS	247	120	44	16	7	0	18	3	0	0	0	0	316	139	4	4
21 - 25 YEARS	168	44	35	7	0	5	8	7	0	1	0	0	211	64	3	2
26 - 30 YEARS	65	58	6	7	1	0	3	0	0	0	0	0	75	65	1	3
31 - 35 YEARS	30	11	4	1	0	0	1	0	0	0	0	0	35	12	1	1
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	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	**1,690**	**638**	**175**	**60**	**30**	**7**	**61**	**15**	**8**	**5**	**0**	**0**	**1,964**	**725**	**12**	**12**
MORE THAN 10 YEARS	730	327	123	37	12	6	39	12	3	3	0	0	907	385	9	12
AVERAGE YEARS	11.9	12.3	15.8	14.3	11.7	20.1	14.8	16.8	9.8	12.8	0.0	0.0	12.3	12.7	19.3	21.4

DEPARTMENT AVERAGE YEARS **12.4**

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 SEP 27, 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	641	234	32	28	4	3	7	6	12	9	37	16	733	296	1	0
6 - 10 YEARS	213	80	12	7	7	4	4	0	2	2	0	0	238	93	1	2
11- 15 YEARS	327	124	28	14	3	3	7	1	5	2	0	0	370	144	18	9
16 - 20 YEARS	221	94	27	17	6	1	13	5	4	1	0	0	271	118	18	11
21 - 25 YEARS	117	99	22	14	6	2	9	3	3	0	0	0	157	118	10	14
26 - 30 YEARS	133	52	16	14	7	0	11	1	1	0	0	0	168	67	18	7
31 - 35 YEARS	65	15	1	4	0	0	2	0	2	0	0	0	70	19	8	3
36 - 40 YEARS	26	2	0	0	0	0	0	0	4	0	0	0	30	2	5	0
MORE THAN 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	2	0
DEPARTMENT TOTAL	**1,748**	**700**	**138**	**98**	**33**	**13**	**53**	**16**	**33**	**14**	**37**	**16**	**2,042**	**857**	**81**	**46**
MORE THAN 10 YEARS	894	386	94	63	22	6	42	10	19	3	0	0	1,071	468	79	44
AVERAGE YEARS	12.1	12.5	14.7	14.8	16.6	11.2	18.0	13.1	15.0	6.0	0.2	0.4	12.4	12.4	22.8	20.8

DEPARTMENT AVERAGE YEARS **12.4**

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 SEP 27, 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	142	216	12	37	0	1	3	3	10	8	2	1	169	266	1	2
6 - 10 YEARS	82	118	11	25	0	2	3	3	1	2	0	0	97	150	4	1
11- 15 YEARS	31	72	10	30	0	1	3	9	4	0	0	0	48	112	4	8
16 - 20 YEARS	34	92	22	34	0	0	2	13	4	1	0	0	62	140	8	4
21 - 25 YEARS	23	117	10	38	1	1	4	6	0	0	0	0	38	162	1	10
26 - 30 YEARS	56	93	6	11	0	1	2	1	0	0	0	0	64	106	10	8
31 - 35 YEARS	23	22	4	1	0	1	2	0	1	0	0	0	30	24	6	0
36 - 40 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**396**	**733**	**75**	**176**	**1**	**7**	**19**	**35**	**20**	**11**	**2**	**1**	**513**	**963**	**36**	**34**
MORE THAN 10 YEARS	172	399	52	114	1	4	13	29	9	1	0	0	247	547	31	31
AVERAGE YEARS	12.5	13.8	15.5	14.4	22.0	17.0	16.5	15.8	9.5	5.1	1.0	0.0	13.0	13.9	22.1	20.2

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 SEP 27, 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	6,728	6,353	785	2,137	67	51	160	252	101	117	133	149	7,974	9,059	32	28
6 - 10 YEARS	4,307	3,206	547	997	102	65	134	129	50	61	0	0	5,140	4,458	50	74
11- 15 YEARS	3,951	2,882	467	887	89	46	138	156	48	61	1	0	4,694	4,032	220	246
16 - 20 YEARS	3,330	2,333	608	945	70	41	109	139	49	41	0	0	4,166	3,499	284	214
21 - 25 YEARS	1,944	2,459	383	933	29	41	59	102	19	31	0	0	2,434	3,566	219	292
26 - 30 YEARS	1,847	1,911	185	655	27	12	52	39	15	7	0	0	2,126	2,624	186	175
31 - 35 YEARS	499	395	47	130	3	2	14	10	7	1	0	0	570	538	56	31
36 - 40 YEARS	78	46	2	13	0	0	1	1	4	0	0	0	85	60	13	7
MORE THAN 40 YEARS	10	1	3	2	0	0	0	0	0	0	0	0	13	3	2	1
STATEWIDE TOTAL	**22,694**	**19,586**	**3,027**	**6,699**	**387**	**258**	**667**	**828**	**293**	**319**	**134**	**149**	**27,202**	**27,839**	**1,062**	**1,068**
MORE THAN 10 YEARS	11,659	10,027	1,695	3,565	218	142	373	447	142	141	1	0	14,088	14,322	980	966
AVERAGE YEARS	12.3	12.4	13.0	12.9	12.8	13.0	12.9	12.1	11.7	10.4	0.6	0.4	12.3	12.5	20.0	19.5

STATEWIDE AVERAGE YEARS **12.4**

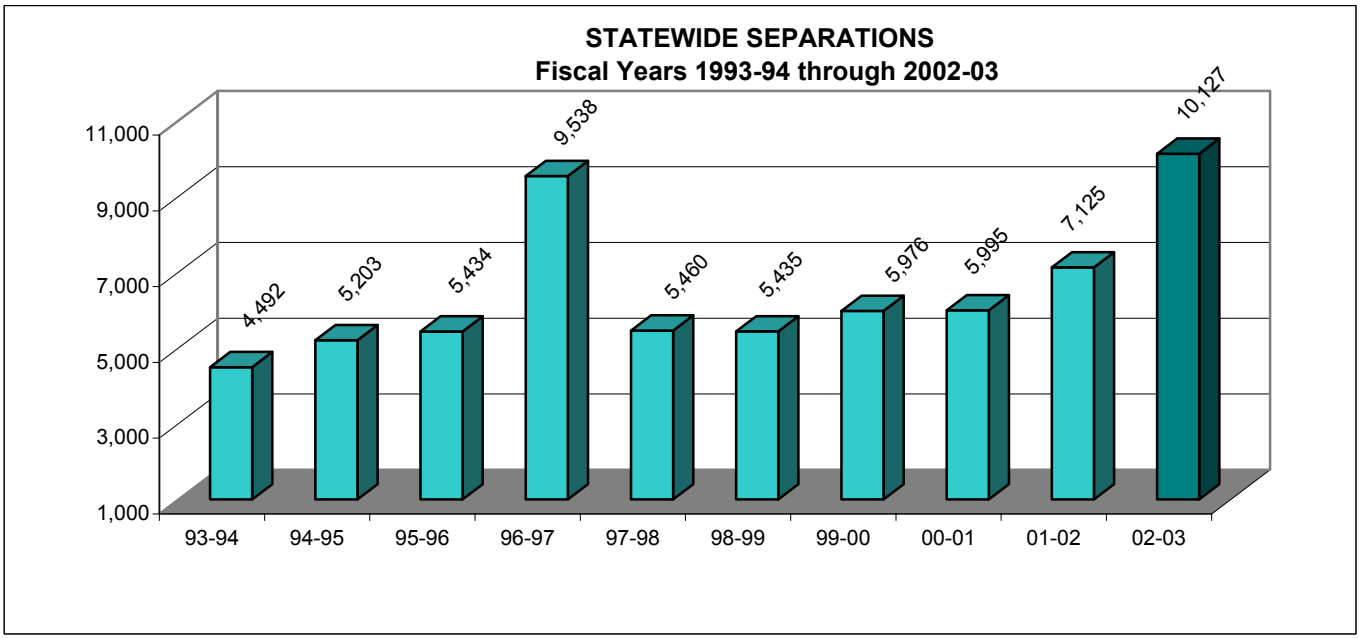
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified 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
Fiscal Year 2002-03

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	81	0.8%
Dismissal	322	3.2%
Expired Appointment	1,282	12.7%
Total Involuntary Separations	**1,685**	**16.6%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	1,745	17.2%
Layoff/Leave of Absence Rights Expired	196	1.9%
Waived Rights Leave of Absence	311	3.1%
Settlement	5	0.0%
Total Voluntary Separations	**2,257**	**22.3%**
RETIREMENT		
Retirement	519	5.1%
Early Retirement	4,870	48.1%
Disability Retirement	136	1.3%
Deferred Retirement	116	1.1%
Total Retirements	**5,641**	**55.7%**
UNDEFINED SEPARATIONS	**544**	
TOTAL SEPARATIONS	**10,127**	**94.6%**



Source: MAIN MIDB Civil Service HWF10 for each fiscal year.

Comments: Statewide separations increased 42 percent from fiscal year 2001-02 to 2002-03. In fiscal years 1996-97 and 2001-02 and 2002-03, spikes in employee separations are directly related to early out retirement programs offered during those years.

Table 3-3

NEW HIRES, RETURNS, AND SEPARATIONS BY HRS DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-29-2002 TO PAY PERIOD ENDING SEP-27-2003

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
HRS DEPARTMENT NAME	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	115	33	1	1	150	113	0	0	0	0	113	37
ATTORNEY GENERAL	35	0	0	0	35	52	0	0	0	0	52	-17
AUDITOR GENERAL	1	3	0	0	4	20	0	0	0	0	20	-16
CAREER DEVELOPMENT	48	7	0	0	55	165	0	0	6	0	171	-116
CIVIL RIGHTS	6	1	0	0	7	44	0	0	2	0	46	-39
CIVIL SERVICE	8	1	0	0	9	31	0	0	0	0	31	-22
COMMUNITY HEALTH	486	35	104	5	630	928	0	194	37	5	1,164	-534
CONSUMER & INDUSTRY SERVICES	381	50	14	1	446	638	0	4	14	1	657	-211
CORRECTIONS	766	19	30	7	822	1,257	0	35	35	10	1,337	-515
EDUCATION	29	0	0	0	29	68	0	0	0	0	68	-39
ENVIRONMENTAL QUALITY	65	26	0	0	91	143	0	0	3	1	147	-56
EXECUTIVE OFFICE	32	0	0	0	32	17	0	0	0	0	17	15
FAMILY INDEPENDENCE AGENCY	693	2	60	1	756	2,186	0	25	104	3	2,318	-1,562
HISTORY ARTS AND LIBRARIES	11	39	13	0	63	65	0	0	0	0	65	-2
INFORMATION TECHNOLOGY	51	34	0	0	85	250	0	0	2	0	252	-167
MANAGEMENT & BUDGET	62	40	2	0	104	183	0	1	1	1	186	-82
MILITARY AFFAIRS	90	20	13	0	123	136	0	0	7	0	143	-20
NATURAL RESOURCES	151	846	260	0	1257	1,213	7	0	2	0	1,222	35
STATE	50	119	2	0	171	294	0	0	9	0	303	-132
STATE POLICE	75	0	0	0	75	276	0	0	3	0	279	-204
TRANSPORTATION	226	147	31	0	404	562	1	0	2	1	566	-162
TREASURY	130	24	1	1	156	431	0	0	9	0	440	-284
STATEWIDE TOTALS	**3,511**	**1,446**	**531**	**16**	**5,504**	**9,072**	**8**	**259**	**236**	**22**	**9,597**	**-4,093**

NOTE: This report reflects appointment status codes AA, AB, AC, AD, AE, AQ for Active Employees.
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

Table 3-4

TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2003

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 2003

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%
2002-03	54,866	8,845	16.1%

* 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 8,845 turnover separations during fiscal year 2002-03, 4,870 (55%) were early retirements, and 1,745 (20%) were resignations.

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

Table 3-5

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Agriculture					
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%
2002-03	635	110	17.3%	124	19.5%
Attorney General					
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%
2002-03	474	54	11.4%	54	11.4%
Auditor General					
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%
2002-03	157	13	8.3%	13	8.3%
Career Development					
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%
2002-03	911	167	18.3%	169	18.6%
CIS - Unemployment Agency					
1998-99	1,298	143	11.0%	146	11.2%
1999-00	1,192	92	7.7%	93	7.8%
2000-01 [1]	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
Civil Rights					
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%
2002-03	135	42	31.1%	42	31.1%
Civil Service					
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%
2002-03	176	23	13.1%	26	14.8%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Community Health					
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%
2002-03	4,465	970	21.7%	992	22.2%
Consumer and Industry Services					
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%
2002-03	3,186	806	25.3%	815	25.6%
Corrections					
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%
2002-03	17,222	1,284	7.5%	1,297	7.5%
Education					
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%
2002-03	298	68	22.8%	71	23.8%
Environmental Quality					
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%
2002-03	1,370	141	10.3%	143	10.4%
Executive Office					
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%
2002-03	51	19	37.3%	20	39.2%
Family Independence Agency					
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%
2002-03	10,303	2,246	21.8%	2,270	22.0%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
History Arts and Libraries					
1998-99	--	--	--	--	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02 [2]	295	31	10.5%	49	16.6%
2002-03	287	48	16.7%	76	26.5%
Information Technology					
1998-99	--	--	--	--	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	1,730	242	14.0%	251	14.5%
Management and Budget					
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%
2002-03	1,306	189	14.5%	195	14.9%
Michigan Biologic Products Institute					
1998-99 [3]	--	2	--	2	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
Military and Veterans Affairs					
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%
2002-03	919	131	14.3%	138	15.0%
Natural Resources					
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%
2002-03	2,265	923	40.8%	1,617	71.4%
State					
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%
2002-03	1,836	260	14.2%	303	16.5%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
State Police					
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%
2002-03	2,800	293	10.5%	296	10.6%
Transportation					
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%
2002-03	2,826	574	20.3%	772	27.3%
Treasury					
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%
2002-03	1,514	242	16.0%	443	29.3%
Statewide Total					
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%
2002-03	54,866	8,845	16.1%	10,127	18.5%

[1] Unemployment Agency figures were combined with Consumer and Industry Services.
[2] The Department of History Arts and Libraries was created by Act 63 of 2001.
[3] 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.

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

STATEWIDE EMPLOYEES BY EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

	EEO CATEGORY:	White				Black				American Indian				Hispanic				Asian				Other				Total	
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/ Administrator	684	49%	441	32%	96	7%	102	7%	9	1%	4	0%	12	1%	4	0%	14	1%	13	1%	3	0%	1	0%	818	565
02	Professional	6,650	34%	7,732	40%	976	5%	2,907	15%	51	0%	78	0%	189	1%	264	1%	193	1%	223	1%	35	0%	22	0%	8,094	11,226
03	Technician	1,412	55%	737	29%	88	3%	166	6%	10	0%	7	0%	33	1%	17	1%	21	1%	13	1%	35	1%	25	1%	1,599	965
04	Protective Service	9,034	69%	1,611	12%	1,069	8%	707	5%	234	2%	43	0%	257	2%	56	0%	31	0%	3	0%	21	0%	8	0%	10,646	2,428
05	Para- Professionals	1,357	19%	3,372	47%	421	6%	1,583	22%	15	0%	58	1%	58	1%	241	3%	18	0%	29	0%	9	0%	20	0%	1,878	5,303
06	Administrative Support	267	4%	4,735	73%	66	1%	1,104	17%	1	0%	62	1%	22	0%	217	3%	5	0%	32	0%	0	0%	6	0%	361	6,156
07	Skilled Craft	1,736	84%	98	5%	121	6%	11	1%	41	2%	1	0%	48	2%	6	0%	4	0%	0	0%	8	0%	1	0%	1,958	117
08	Service/ Maintenance	1,640	53%	915	29%	201	6%	145	5%	28	1%	5	0%	51	2%	24	1%	7	0%	7	0%	23	1%	66	2%	1,950	1,162
STATEWIDE TOTALS BY CATEGORY:		**22,780**	**41%**	**19,641**	**36%**	**3,038**	**6%**	**6,725**	**12%**	**389**	**1%**	**258**	**0%**	**670**	**1%**	**829**	**2%**	**293**	**1%**	**320**	**1%**	**134**	**0%**	**149**	**0%**	**27,304**	**27,922**

State Employees Grand Total: 55,226

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AGRICULTURE														
01 Official/ Administrator	12 57%	9 43%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12	9
02 Professional	193 54%	128 36%	8 2%	14 4%	1 0%	2 1%	2 1%	1 0%	4 1%	6 2%	0 0%	0 0%	208	151
03 Technician	52 50%	47 45%	0 0%	2 2%	0 0%	0 0%	0 0%	0 0%	1 1%	1 1%	1 1%	1 1%	54	51
05 Para- Professionals	2 18%	7 64%	0 0%	0 0%	0 0%	0 0%	0 0%	1 9%	0 0%	1 9%	0 0%	0 0%	2	9
06 Administrative Support	7 6%	88 79%	0 0%	12 11%	0 0%	1 1%	0 0%	4 4%	0 0%	0 0%	0 0%	0 0%	7	105
07 Skilled Craft	4 80%	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%	5	0
08 Service/ Maintenance	57 70%	17 21%	4 5%	0 0%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	64	17
DEPARTMENT TOTALS BY CATEGORY:	**327 47%**	**296 43**	**12 2%**	**28 4%**	**3 0%**	**3 0%**	**3 0%**	**6 1%**	**5 1%**	**8 1%**	**2 0%**	**1 0%**	**352**	**342**

Department Total: 694

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: ATTORNEY GENERAL														
01 Official/ Administrator	60 68%	21 24%	2 2%	4 5%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	62	26
02 Professional	116 54%	66 31%	10 5%	12 6%	0 0%	0 0%	2 1%	5 2%	1 0%	1 0%	0 0%	0 0%	129	84
04 Protective Service	15 75%	2 10%	1 5%	0 0%	0 0%	0 0%	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	18	2
05 Para- Professionals	3 13%	18 75%	0 0%	1 4%	0 0%	0 0%	0 0%	2 8%	0 0%	0 0%	0 0%	0 0%	3	21
06 Administrative Support	0 0%	104 83%	0 0%	19 15%	0 0%	1 1%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0	125
08 Service/ Maintenance	1 33%	1 33%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	1
DEPARTMENT TOTALS BY CATEGORY:	**195 41%**	**212 45**	**14 3%**	**36 8%**	**0 0%**	**1 0%**	**4 1%**	**9 2%**	**1 0%**	**1 0%**	**0 0%**	**0 0%**	**214**	**259**

Department Total: 473

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AUDITOR GENERAL														
01 Official/ Administrator	9 75%	3 25%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	9	3
02 Professional	52 42%	64 52%	4 3%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	56	67
03 Technician	0 0%	5 83%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	6
05 Para- Professionals	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
06 Administrative Support	0 0%	5 83%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	6
07 Skilled Craft	1 33%	2 67%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	2
DEPARTMENT TOTALS BY CATEGORY:	**63 42%**	**79 52**	**4 3%**	**4 3%**	**0 0%**	**0 0%**	**0 0%**	**0 0%**	**0 0%**	**1 1%**	**0 0%**	**0 0%**	**67**	**84**

Department Total: 151

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CAREER DEVELOPMENT														
01 Official/ Administrator	6 17%	16 46%	4 11%	7 20%	0 0%	0 0%	1 3%	1 3%	0 0%	0 0%	0 0%	0 0%	11	24
02 Professional	167 31%	201 37%	44 8%	97 18%	0 0%	4 1%	5 1%	8 1%	0 0%	10 2%	1 0%	0 0%	217	320
03 Technician	3 20%	6 40%	0 0%	6 40%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	12
04 Protective Service	4 80%	0 0%	0 0%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5	0
05 Para- Professionals	66 41%	30 19%	20 13%	22 14%	1 1%	1 1%	4 3%	13 8%	1 1%	0 0%	2 1%	0 0%	94	66
06 Administrative Support	1 1%	92 72%	0 0%	28 22%	0 0%	1 1%	0 0%	6 5%	0 0%	0 0%	0 0%	0 0%	1	127
07 Skilled Craft	6 86%	0 0%	0 0%	0 0%	0 0%	0 0%	1 14%	0 0%	0 0%	0 0%	0 0%	0 0%	7	0
08 Service/ Maintenance	6 43%	3 21%	3 21%	0 0%	1 7%	0 0%	1 7%	0 0%	0 0%	0 0%	0 0%	0 0%	11	3
DEPARTMENT TOTALS BY CATEGORY:	**259 29%**	**348 39**	**71 8%**	**160 18%**	**3 0%**	**6 1%**	**12 1%**	**28 3%**	**1 0%**	**10 1%**	**3 0%**	**0 0%**	**349**	**552**

Department Total: 901

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL RIGHTS														
01 Official/ Administrator	4 44%	1 11%	2 22%	1 11%	0 0%	0 0%	0 0%	0 0%	1 11%	0 0%	0 0%	0 0%	7	2
02 Professional	12 13%	25 27%	15 16%	30 32%	0 0%	1 1%	4 4%	4 4%	0 0%	3 3%	0 0%	0 0%	31	63
03 Technician	0 0%	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	1
05 Para- Professionals	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
06 Administrative Support	1 4%	7 29%	1 4%	13 54%	0 0%	0 0%	0 0%	2 8%	0 0%	0 0%	0 0%	0 0%	2	22
DEPARTMENT TOTALS BY CATEGORY:	**17 13%**	**34 26**	**18 14%**	**44 34%**	**0 0%**	**1 1%**	**5 4%**	**6 5%**	**1 1%**	**3 2%**	**0 0%**	**0 0%**	**41**	**88**

Department Total: 129

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL SERVICE														
01 Official/ Administrator	7 39%	8 44%	1 6%	1 6%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	9	9
02 Professional	20 21%	50 53%	3 3%	14 15%	1 1%	2 2%	0 0%	1 1%	0 0%	3 3%	0 0%	0 0%	24	70
03 Technician	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	1	1
05 Para- Professionals	2 11%	13 72%	0 0%	1 6%	1 6%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	3	15
06 Administrative Support	2 4%	35 71%	0 0%	8 16%	0 0%	1 2%	0 0%	2 4%	0 0%	1 2%	0 0%	0 0%	2	47
08 Service/ Maintenance	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
DEPARTMENT TOTALS BY CATEGORY:	**33 18%**	**107 58**	**4 2%**	**24 13%**	**2 1%**	**3 2%**	**2 1%**	**4 2%**	**0 0%**	**4 2%**	**0 0%**	**0 0%**	**41**	**142**

Department Total: 183

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: COMMUNITY HEALTH															
01	Official/ Administrator	66 39%	67 40%	9 5%	11 7%	1 1%	1 1%	0 0%	0 0%	6 4%	7 4%	0 0%	0 0%	82	86
02	Professional	415 27%	749 48%	52 3%	183 12%	5 0%	9 1%	14 1%	11 1%	41 3%	64 4%	1 0%	2 0%	528	1,018
03	Technician	50 17%	146 49%	10 3%	76 26%	0 0%	0 0%	2 1%	3 1%	2 1%	6 2%	0 0%	2 1%	64	233
04	Protective Service	295 51%	87 15%	108 18%	64 11%	5 1%	1 0%	18 3%	4 1%	2 0%	0 0%	0 0%	0 0%	428	156
05	Para- Professionals	274 27%	432 43%	93 9%	176 17%	1 0%	5 0%	8 1%	10 1%	1 0%	3 0%	3 0%	2 0%	380	628
06	Administrative Support	10 2%	373 79%	3 1%	56 12%	0 0%	5 1%	1 0%	21 4%	0 0%	1 0%	0 0%	0 0%	14	456
07	Skilled Craft	88 77%	4 3%	16 14%	1 1%	1 1%	0 0%	5 4%	0 0%	0 0%	0 0%	0 0%	0 0%	110	5
08	Service/ Maintenance	75 26%	130 45%	36 12%	41 14%	0 0%	1 0%	2 1%	6 2%	0 0%	1 0%	0 0%	0 0%	113	179
DEPARTMENT TOTALS BY CATEGORY:		**1,273 28%**	**1,988 44**	**327 7%**	**608 14%**	**13 0%**	**22 0%**	**50 1%**	**55 1%**	**52 1%**	**82 2%**	**4 0%**	**6 0%**	**1,719**	**2,761**

Department Total: 4,480

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CONSUMER & INDUSTRY SERVICES														
01 Official/ Administrator	52 49%	33 31%	9 8%	12 11%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	61	46
02 Professional	453 34%	554 41%	92 7%	185 14%	2 0%	4 0%	12 1%	14 1%	8 1%	19 1%	0 0%	0 0%	567	776
03 Technician	198 65%	49 16%	16 5%	16 5%	2 1%	2 1%	9 3%	6 2%	4 1%	1 0%	0 0%	0 0%	229	74
05 Para- Professionals	78 10%	326 40%	48 6%	309 38%	0 0%	2 0%	6 1%	16 2%	5 1%	7 1%	1 0%	8 1%	138	668
06 Administrative Support	12 2%	457 72%	6 1%	119 19%	0 0%	8 1%	1 0%	24 4%	1 0%	5 1%	0 0%	0 0%	20	613
07 Skilled Craft	9 43%	1 5%	5 24%	3 14%	1 5%	0 0%	1 5%	1 5%	0 0%	0 0%	0 0%	0 0%	16	5
08 Service/ Maintenance	8 33%	5 21%	4 17%	4 17%	0 0%	0 0%	3 13%	0 0%	0 0%	0 0%	0 0%	0 0%	15	9
DEPARTMENT TOTALS BY CATEGORY:	**810 25%**	**1,425 44**	**180 6%**	**648 20%**	**5 0%**	**17 1%**	**32 1%**	**61 2%**	**18 1%**	**32 1%**	**1 0%**	**8 0%**	**1,046**	**2,191**

Department Total: 3,237

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total	
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
Department: CORRECTIONS																											
01	Official/ Administrator	90	50%	50	28%	20	11%	14	8%	2	1%	1	1%	2	1%	0	0%	0	0%	1	1%	0	0%	0	0%	114	66
02	Professional	1,298	42%	1,049	34%	260	8%	376	12%	16	1%	15	0%	22	1%	30	1%	11	0%	8	0%	5	0%	3	0%	1,612	1,481
03	Technician	41	33%	63	51%	3	2%	14	11%	0	0%	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	1	1%	46	78
04	Protective Service	6,924	69%	1,206	12%	794	8%	619	6%	188	2%	34	0%	168	2%	50	0%	19	0%	2	0%	21	0%	7	0%	8,114	1,918
05	Para- Professionals	229	30%	382	50%	39	5%	85	11%	6	1%	8	1%	4	1%	9	1%	1	0%	2	0%	0	0%	1	0%	279	487
06	Administrative Support	39	3%	939	75%	4	0%	213	17%	0	0%	15	1%	1	0%	30	2%	0	0%	4	0%	0	0%	2	0%	44	1,203
07	Skilled Craft	619	89%	25	4%	29	4%	1	0%	12	2%	0	0%	8	1%	0	0%	1	0%	0	0%	1	0%	0	0%	670	26
08	Service/ Maintenance	667	66%	169	17%	93	9%	44	4%	15	1%	0	0%	18	2%	4	0%	4	0%	0	0%	1	0%	0	0%	798	217
DEPARTMENT TOTALS BY CATEGORY:		**9,907**	**58%**	**3,883**	**23**	**1,242**	**7%**	**1,366**	**8%**	**239**	**1%**	**73**	**0%**	**224**	**1%**	**123**	**1%**	**37**	**0%**	**17**	**0%**	**28**	**0%**	**14**	**0%**	**11,677**	**5,476**

Department Total: 17,153

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EDUCATION														
01 Official/ Administrator	5 17%	22 76%	0 0%	2 7%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5	24
02 Professional	37 26%	93 65%	2 1%	6 4%	0 0%	1 1%	1 1%	2 1%	0 0%	0 0%	0 0%	0 0%	40	102
03 Technician	0 0%	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	2
04 Protective Service	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
05 Para- Professionals	9 20%	27 59%	3 7%	4 9%	0 0%	0 0%	0 0%	2 4%	0 0%	1 2%	0 0%	0 0%	12	34
06 Administrative Support	1 1%	68 93%	0 0%	2 3%	0 0%	0 0%	0 0%	2 3%	0 0%	0 0%	0 0%	0 0%	1	72
07 Skilled Craft	5 83%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6	0
08 Service/ Maintenance	2 67%	0 0%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	0
DEPARTMENT TOTALS BY CATEGORY:	**61 20%**	**212 70**	**7 2%**	**14 5%**	**0 0%**	**1 0%**	**1 0%**	**6 2%**	**0 0%**	**1 0%**	**0 0%**	**0 0%**	**69**	**234**

Department Total: 303

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: ENVIRONMENTAL QUALITY														
01 Official/ Administrator	14 64%	7 32%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	15	7
02 Professional	592 59%	322 32%	17 2%	20 2%	1 0%	4 0%	9 1%	3 0%	24 2%	13 1%	0 0%	0 0%	643	362
03 Technician	67 56%	35 29%	7 6%	4 3%	1 1%	0 0%	2 2%	2 2%	1 1%	0 0%	0 0%	0 0%	78	41
04 Protective Service	9 53%	4 24%	3 18%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12	5
05 Para- Professionals	5 12%	31 74%	0 0%	4 10%	0 0%	1 2%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	5	37
06 Administrative Support	8 4%	158 81%	0 0%	19 10%	0 0%	0 0%	2 1%	6 3%	0 0%	2 1%	0 0%	0 0%	10	185
07 Skilled Craft	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
08 Service/ Maintenance	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
DEPARTMENT TOTALS BY CATEGORY:	**697 50%**	**557 40**	**28 2%**	**48 3%**	**2 0%**	**5 0%**	**13 1%**	**12 1%**	**25 2%**	**15 1%**	**0 0%**	**0 0%**	**765**	**637**

Department Total: 1,402

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EXECUTIVE OFFICE														
01 Official/ Administrator	0 0%	4 67%	0 0%	1 17%	0 0%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0	6
02 Professional	1 11%	3 33%	1 11%	2 22%	0 0%	0 0%	0 0%	1 11%	0 0%	0 0%	0 0%	1 11%	2	7
05 Para- Professionals	10 24%	19 46%	5 12%	4 10%	0 0%	0 0%	1 2%	1 2%	0 0%	1 2%	0 0%	0 0%	16	25
DEPARTMENT TOTALS BY CATEGORY:	**11 20%**	**26 46**	**6 11%**	**7 13%**	**0 0%**	**0 0%**	**1 2%**	**3 5%**	**0 0%**	**1 2%**	**0 0%**	**1 2%**	**18**	**38**

Department Total: 56

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: FAMILY INDEPENDENCE AGENCY															
01	Official/ Administrator	79 43%	50 27%	19 10%	32 17%	2 1%	0 0%	1 1%	0 0%	1 1%	1 1%	0 0%	0 0%	102	83
02	Professional	1,119 18%	2,910 46%	250 4%	1,726 27%	10 0%	27 0%	55 1%	140 2%	19 0%	43 1%	0 0%	1 0%	1,453	4,847
03	Technician	1 11%	6 67%	2 22%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	6
04	Protective Service	20 59%	3 9%	10 29%	0 0%	0 0%	0 0%	0 0%	0 0%	1 3%	0 0%	0 0%	0 0%	31	3
05	Para- Professionals	271 13%	946 44%	159 7%	610 28%	4 0%	23 1%	24 1%	114 5%	4 0%	4 0%	0 0%	0 0%	462	1,697
06	Administrative Support	45 3%	919 62%	33 2%	396 27%	0 0%	13 1%	8 1%	54 4%	0 0%	6 0%	0 0%	0 0%	86	1,388
07	Skilled Craft	33 83%	0 0%	5 13%	0 0%	0 0%	0 0%	1 3%	0 0%	1 3%	0 0%	0 0%	0 0%	40	0
08	Service/ Maintenance	36 51%	15 21%	12 17%	4 6%	0 0%	0 0%	3 4%	0 0%	0 0%	0 0%	0 0%	0 0%	51	19
DEPARTMENT TOTALS BY CATEGORY:		**1,604 16%**	**4,849 47**	**490 5%**	**2,768 27%**	**16 0%**	**63 1%**	**92 1%**	**308 3%**	**26 0%**	**54 1%**	**0 0%**	**1 0%**	**2,228**	**8,043**

Department Total: 10,271

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: HISTORY ARTS AND LIBRARIES														
01 Official/ Administrator	6 35%	10 59%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6	11
02 Professional	42 43%	51 52%	1 1%	0 0%	1 1%	0 0%	0 0%	1 1%	0 0%	0 0%	1 1%	1 1%	45	53
03 Technician	13 34%	12 32%	2 5%	0 0%	1 3%	0 0%	1 3%	0 0%	1 3%	0 0%	3 8%	5 13%	21	17
04 Protective Service	2 67%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	1
05 Para- Professionals	2 8%	20 80%	0 0%	2 8%	0 0%	0 0%	0 0%	1 4%	0 0%	0 0%	0 0%	0 0%	2	23
06 Administrative Support	4 11%	24 67%	2 6%	3 8%	0 0%	1 3%	0 0%	1 3%	0 0%	1 3%	0 0%	0 0%	6	30
07 Skilled Craft	12 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12	0
08 Service/ Maintenance	19 31%	12 20%	0 0%	0 0%	4 7%	1 2%	1 2%	1 2%	0 0%	1 2%	6 10%	16 26%	30	31
DEPARTMENT TOTALS BY CATEGORY:	**100 34%**	**130 45**	**5 2%**	**6 2%**	**6 2%**	**2 1%**	**2 1%**	**4 1%**	**1 0%**	**2 1%**	**10 3%**	**22 8%**	**124**	**166**

Department Total: 290

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: INFORMATION TECHNOLOGY														
01 Official/ Administrator	47 59%	25 31%	3 4%	0 0%	0 0%	0 0%	1 1%	1 1%	1 1%	1 1%	1 1%	0 0%	53	27
02 Professional	522 48%	343 32%	54 5%	54 5%	1 0%	2 0%	14 1%	10 1%	31 3%	21 2%	20 2%	6 1%	642	436
03 Technician	101 61%	36 22%	6 4%	6 4%	1 1%	0 0%	1 1%	2 1%	1 1%	0 0%	5 3%	6 4%	115	50
05 Para- Professionals	143 51%	96 34%	12 4%	17 6%	1 0%	0 0%	4 1%	5 2%	3 1%	1 0%	0 0%	0 0%	163	119
06 Administrative Support	3 3%	68 78%	1 1%	11 13%	0 0%	0 0%	0 0%	4 5%	0 0%	0 0%	0 0%	0 0%	4	83
07 Skilled Craft	23 92%	1 4%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	24	1
08 Service/ Maintenance	5 63%	2 25%	0 0%	0 0%	0 0%	0 0%	0 0%	1 13%	0 0%	0 0%	0 0%	0 0%	5	3
DEPARTMENT TOTALS BY CATEGORY:	**844 49%**	**571 33**	**77 4%**	**88 5%**	**3 0%**	**2 0%**	**20 1%**	**23 1%**	**36 2%**	**23 1%**	**26 2%**	**12 1%**	**1,006**	**719**

Department Total: 1,725

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MANAGEMENT & BUDGET															
01	Official/ Administrator	44 52%	29 35%	4 5%	0 0%	0 0%	0 0%	1 1%	0 0%	3 4%	1 1%	1 1%	1 1%	53	31
02	Professional	150 34%	215 49%	17 4%	26 6%	0 0%	1 0%	6 1%	4 1%	7 2%	3 1%	3 1%	4 1%	183	253
03	Technician	18 32%	30 54%	0 0%	2 4%	0 0%	1 2%	1 2%	0 0%	1 2%	0 0%	1 2%	2 4%	21	35
04	Protective Service	3 43%	3 43%	1 14%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4	3
05	Para- Professionals	34 25%	90 66%	0 0%	6 4%	0 0%	1 1%	0 0%	4 3%	0 0%	1 1%	0 0%	0 0%	34	102
06	Administrative Support	6 4%	118 80%	0 0%	14 9%	0 0%	0 0%	0 0%	5 3%	0 0%	2 1%	0 0%	3 2%	6	142
07	Skilled Craft	165 83%	9 5%	12 6%	1 1%	2 1%	0 0%	9 5%	2 1%	0 0%	0 0%	0 0%	0 0%	188	12
08	Service/ Maintenance	125 56%	37 17%	16 7%	6 3%	1 0%	0 0%	12 5%	1 0%	1 0%	0 0%	8 4%	15 7%	163	59
DEPARTMENT TOTALS BY CATEGORY:		**545 42%**	**531 41**	**50 4%**	**55 4%**	**3 0%**	**3 0%**	**29 2%**	**16 1%**	**12 1%**	**7 1%**	**13 1%**	**25 2%**	**652**	**637**

Department Total: 1,289

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MILITARY AFFAIRS														
01 Official/ Administrator	9 60%	4 27%	2 13%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11	4
02 Professional	59 37%	82 52%	4 3%	9 6%	0 0%	1 1%	0 0%	2 1%	0 0%	1 1%	0 0%	0 0%	63	95
03 Technician	25 16%	110 68%	0 0%	18 11%	0 0%	2 1%	2 1%	2 1%	0 0%	2 1%	0 0%	0 0%	27	134
04 Protective Service	32 94%	0 0%	0 0%	0 0%	0 0%	0 0%	2 6%	0 0%	0 0%	0 0%	0 0%	0 0%	34	0
05 Para- Professionals	50 18%	125 44%	13 5%	81 29%	1 0%	1 0%	0 0%	9 3%	1 0%	2 1%	0 0%	0 0%	65	218
06 Administrative Support	2 4%	46 82%	0 0%	7 13%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	54
07 Skilled Craft	97 90%	2 2%	4 4%	0 0%	2 2%	0 0%	3 3%	0 0%	0 0%	0 0%	0 0%	0 0%	106	2
08 Service/ Maintenance	67 48%	43 31%	13 9%	6 4%	3 2%	0 0%	5 4%	0 0%	1 1%	1 1%	1 1%	0 0%	90	50
DEPARTMENT TOTALS BY CATEGORY:	**341 36%**	**412 43**	**36 4%**	**121 13%**	**6 1%**	**5 1%**	**12 1%**	**13 1%**	**2 0%**	**6 1%**	**1 0%**	**0 0%**	**398**	**557**

Department Total: 955

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: NATURAL RESOURCES														
01 Official/ Administrator	30 56%	18 33%	3 6%	1 2%	1 2%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	34	20
02 Professional	268 63%	127 30%	4 1%	8 2%	5 1%	1 0%	3 1%	5 1%	4 1%	2 0%	0 0%	0 0%	284	143
03 Technician	238 83%	39 14%	5 2%	1 0%	2 1%	0 0%	0 0%	1 0%	0 0%	1 0%	0 0%	0 0%	245	42
04 Protective Service	483 79%	86 14%	14 2%	5 1%	11 2%	1 0%	12 2%	0 0%	3 0%	0 0%	0 0%	0 0%	523	92
05 Para- Professionals	11 22%	30 60%	1 2%	5 10%	0 0%	0 0%	0 0%	3 6%	0 0%	0 0%	0 0%	0 0%	12	38
06 Administrative Support	8 4%	172 87%	0 0%	8 4%	0 0%	3 2%	1 1%	5 3%	0 0%	1 1%	0 0%	0 0%	9	189
07 Skilled Craft	88 92%	7 7%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	89	7
08 Service/ Maintenance	489 56%	359 41%	5 1%	2 0%	2 0%	2 0%	5 1%	3 0%	0 0%	1 0%	1 0%	1 0%	502	368
DEPARTMENT TOTALS BY CATEGORY:	**1,615 62%**	**838 32**	**32 1%**	**30 1%**	**21 1%**	**7 0%**	**21 1%**	**17 1%**	**8 0%**	**6 0%**	**1 0%**	**1 0%**	**1,698**	**899**

Department Total: 2,597

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE														
01 Official/ Administrator	20 43%	14 30%	4 9%	5 11%	1 2%	0 0%	1 2%	0 0%	1 2%	1 2%	0 0%	0 0%	27	20
02 Professional	92 38%	88 36%	13 5%	34 14%	1 0%	1 0%	5 2%	5 2%	2 1%	2 1%	0 0%	0 0%	113	130
03 Technician	3 38%	5 63%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	5
05 Para- Professionals	68 7%	609 62%	17 2%	222 22%	0 0%	13 1%	3 0%	40 4%	2 0%	4 0%	3 0%	9 1%	93	897
06 Administrative Support	33 9%	255 68%	5 1%	45 12%	1 0%	3 1%	3 1%	18 5%	2 1%	8 2%	0 0%	0 0%	44	329
07 Skilled Craft	5 42%	6 50%	1 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6	6
08 Service/ Maintenance	13 7%	89 49%	5 3%	30 17%	0 0%	0 0%	0 0%	6 3%	0 0%	2 1%	3 2%	32 18%	21	159
DEPARTMENT TOTALS BY CATEGORY:	**234 13%**	**1,066 58**	**45 2%**	**336 18%**	**3 0%**	**17 1%**	**12 1%**	**69 4%**	**7 0%**	**17 1%**	**6 0%**	**41 2%**	**307**	**1,546**

Department Total: 1,853

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE POLICE														
01 Official/ Administrator	28 70%	6 15%	2 5%	2 5%	0 0%	0 0%	2 5%	0 0%	0 0%	0 0%	0 0%	0 0%	32	8
02 Professional	226 55%	136 33%	24 6%	8 2%	2 0%	2 0%	6 1%	3 1%	2 0%	4 1%	0 0%	0 0%	260	153
03 Technician	138 70%	37 19%	11 6%	7 4%	1 1%	2 1%	1 1%	1 1%	0 0%	0 0%	0 0%	0 0%	151	47
04 Protective Service	1,226 74%	192 12%	136 8%	14 1%	27 2%	0 0%	53 3%	2 0%	6 0%	1 0%	0 0%	0 0%	1,448	209
05 Para- Professionals	8 13%	44 73%	1 2%	3 5%	0 0%	1 2%	0 0%	3 5%	0 0%	0 0%	0 0%	0 0%	9	51
06 Administrative Support	42 14%	224 76%	1 0%	23 8%	0 0%	2 1%	0 0%	4 1%	0 0%	0 0%	0 0%	0 0%	43	253
07 Skilled Craft	17 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	17	0
08 Service/ Maintenance	11 52%	4 19%	1 5%	3 14%	0 0%	0 0%	0 0%	2 10%	0 0%	0 0%	0 0%	0 0%	12	9
DEPARTMENT TOTALS BY CATEGORY:	**1,696 63%**	**643 24**	**176 7%**	**60 2%**	**30 1%**	**7 0%**	**62 2%**	**15 1%**	**8 0%**	**5 0%**	**0 0%**	**0 0%**	**1,972**	**730**

Department Total: 2,702

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: TRANSPORTATION															
01	Official/ Administrator	53 64%	17 20%	6 7%	4 5%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	62	21
02	Professional	545 57%	255 27%	48 5%	37 4%	4 0%	0 0%	18 2%	6 1%	23 2%	11 1%	3 0%	4 0%	641	313
03	Technician	454 70%	97 15%	26 4%	13 2%	2 0%	0 0%	12 2%	0 0%	9 1%	2 0%	24 4%	7 1%	527	119
04	Protective Service	19 30%	27 42%	2 3%	4 6%	2 3%	7 11%	2 3%	0 0%	0 0%	0 0%	0 0%	1 2%	25	39
05	Para- Professionals	71 51%	51 37%	3 2%	8 6%	0 0%	1 1%	2 1%	2 1%	0 0%	1 1%	0 0%	0 0%	76	63
06	Administrative Support	3 1%	197 83%	2 1%	26 11%	0 0%	3 1%	0 0%	6 3%	0 0%	0 0%	0 0%	1 0%	5	233
07	Skilled Craft	562 80%	39 6%	47 7%	4 1%	23 3%	1 0%	19 3%	2 0%	1 0%	0 0%	7 1%	1 0%	659	47
08	Service/ Maintenance	45 60%	17 23%	5 7%	2 3%	0 0%	1 1%	1 1%	0 0%	0 0%	0 0%	2 3%	2 3%	53	22
DEPARTMENT TOTALS BY CATEGORY:		**1,752 60%**	**700 24**	**139 5%**	**98 3%**	**33 1%**	**13 0%**	**54 2%**	**16 1%**	**33 1%**	**14 0%**	**37 1%**	**16 1%**	**2,048**	**857**

Department Total: 2,905

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: TREASURY														
01 Official/ Administrator	43 52%	27 33%	5 6%	4 5%	0 0%	1 1%	2 2%	0 0%	1 1%	0 0%	0 0%	0 0%	51	32
02 Professional	271 41%	221 34%	53 8%	64 10%	1 0%	1 0%	11 2%	8 1%	16 2%	8 1%	1 0%	0 0%	353	302
03 Technician	10 45%	10 45%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 5%	1 5%	11	11
05 Para- Professionals	20 15%	76 57%	7 5%	23 17%	0 0%	1 1%	1 1%	4 3%	0 0%	1 1%	0 0%	0 0%	28	105
06 Administrative Support	40 7%	386 70%	8 1%	81 15%	0 0%	4 1%	5 1%	22 4%	2 0%	1 0%	0 0%	0 0%	55	494
07 Skilled Craft	1 20%	2 40%	0 0%	1 20%	0 0%	0 0%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	1	4
08 Service/ Maintenance	11 37%	12 40%	2 7%	3 10%	0 0%	0 0%	0 0%	0 0%	1 3%	1 3%	0 0%	0 0%	14	16
DEPARTMENT TOTALS BY CATEGORY:	**396 27%**	**734 50**	**75 5%**	**176 12%**	**1 0%**	**7 0%**	**19 1%**	**35 2%**	**20 1%**	**11 1%**	**2 0%**	**1 0%**	**513**	**964**

Department Total: 1,477

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

EEO CATEGORY:	White				Black				American Indian				Hispanic				Asian				Other				Total	
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
STATEWIDE TOTALS BY CATEGORY:	22,780	41%	19,641	36	3,038	6%	6,725	12%	389	1%	258	0%	670	1%	829	2%	293	1%	320	1%	134	0%	149	0%	27,304	27,922

State Employees Grand Total: 55,226

Table 4-3

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT
RACE/ETHNIC GROUP, AND GENDER ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

HRS DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN				HISPANIC				ASIAN				OTHER								GRAND
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		FEMALE		MINORITY		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
AGRICULTURE	326	47.0	296	42.7	12	1.7	28	4.0	3	0.4	3	0.4	3	0.4	6	0.9	5	0.7	8	1.2	2	0.3	1	0.1	342	49.4	68	9.8	693
ATTORNEY GENERAL	195	41.2	212	44.8	14	3.0	36	7.6	0	0.0	1	0.2	4	0.8	9	1.9	1	0.2	1	0.2	0	0.0	0	0.0	259	54.8	66	14.0	473
AUDITOR GENERAL	63	41.7	79	52.3	4	2.6	4	2.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	84	55.6	9	6.0	151
CAREER DEVELOPMENT	259	28.7	348	38.6	71	7.9	160	17.8	3	0.3	6	0.7	12	1.3	28	3.1	1	0.1	10	1.1	3	0.3	0	0.0	552	61.3	291	32.3	901
CIVIL RIGHTS	17	13.2	34	26.4	18	14.0	44	34.1	0	0.0	1	0.8	5	3.9	6	4.7	1	0.8	3	2.3	0	0.0	0	0.0	88	68.2	78	60.5	129
CIVIL SERVICE	33	18.0	107	58.5	4	2.2	24	13.1	2	1.1	3	1.6	2	1.1	4	2.2	0	0.0	4	2.2	0	0.0	0	0.0	142	77.6	43	23.5	183
COMMUNITY HEALTH	1,264	28.4	1,971	44.3	325	7.3	603	13.6	13	0.3	22	0.5	50	1.1	55	1.2	52	1.2	81	1.8	4	0.1	6	0.1	2,738	61.6	1,201	27.0	4,446
CONSUMER & INDUSTRY SERVICES	809	25.0	1,423	44.0	180	5.6	648	20.0	5	0.2	17	0.5	32	1.0	61	1.9	18	0.6	32	1.0	1	0.0	8	0.2	2,189	67.7	993	30.7	3,234
CORRECTIONS	9,848	57.8	3,860	22.6	1,238	7.3	1,354	7.9	237	1.4	73	0.4	223	1.3	122	0.7	37	0.2	17	0.1	28	0.2	14	0.1	5,440	31.9	3,301	19.4	17,051
EDUCATION	61	20.1	212	70.0	7	2.3	14	4.6	0	0.0	1	0.3	1	0.3	6	2.0	0	0.0	1	0.3	0	0.0	0	0.0	234	77.2	30	9.9	303
ENVIRONMENTAL QUALITY	696	49.7	557	39.8	28	2.0	48	3.4	2	0.1	5	0.4	13	0.9	12	0.9	25	1.8	15	1.1	0	0.0	0	0.0	637	45.5	148	10.6	1,401
EXECUTIVE OFFICE	11	19.6	26	46.4	6	10.7	7	12.5	0	0.0	0	0.0	1	1.8	3	5.4	0	0.0	1	1.8	0	0.0	1	1.8	38	67.9	18	32.1	56
FAMILY INDEPENDENCE AGENCY	1,603	15.6	4,845	47.2	488	4.8	2,761	26.9	16	0.2	63	0.6	92	0.9	308	3.0	26	0.3	54	0.5	0	0.0	1	0.0	8,032	78.3	3,808	37.1	10,257
HISTORY ARTS AND LIBRARIES	100	34.5	130	44.8	5	1.7	6	2.1	6	2.1	2	0.7	2	0.7	4	1.4	1	0.3	2	0.7	10	3.4	22	7.6	166	57.2	28	9.7	290
INFORMATION TECHNOLOGY	844	48.9	571	33.1	77	4.5	88	5.1	3	0.2	2	0.1	20	1.2	23	1.3	36	2.1	23	1.3	26	1.5	12	0.7	719	41.7	272	15.8	1,725
MANAGEMENT & BUDGET	545	42.3	531	41.2	50	3.9	55	4.3	3	0.2	3	0.2	29	2.2	16	1.2	12	0.9	7	0.5	13	1.0	25	1.9	637	49.4	175	13.6	1,289
MILITARY AFFAIRS	340	35.7	411	43.2	36	3.8	120	12.6	6	0.6	5	0.5	12	1.3	13	1.4	2	0.2	6	0.6	1	0.1	0	0.0	555	58.3	200	21.0	952
NATURAL RESOURCES	1,612	62.2	837	32.3	31	1.2	30	1.2	21	0.8	7	0.3	21	0.8	17	0.7	8	0.3	6	0.2	1	0.0	1	0.0	898	34.6	141	5.4	2,592
STATE	234	12.6	1,065	57.5	45	2.4	335	18.1	3	0.2	17	0.9	12	0.6	69	3.7	7	0.4	17	0.9	6	0.3	41	2.2	1,544	83.4	505	27.3	1,851
STATE POLICE	1,690	62.8	638	23.7	175	6.5	60	2.2	30	1.1	7	0.3	61	2.3	15	0.6	8	0.3	5	0.2	0	0.0	0	0.0	725	27.0	361	13.4	2,689
TRANSPORTATION	1,748	60.3	700	24.1	138	4.8	98	3.4	33	1.1	13	0.4	53	1.8	16	0.6	33	1.1	14	0.5	37	1.3	16	0.6	857	29.6	398	13.7	2,899
TREASURY	396	26.8	733	49.7	75	5.1	176	11.9	1	0.1	7	0.5	19	1.3	35	2.4	20	1.4	11	0.7	2	0.1	1	0.1	963	65.2	344	23.3	1,476
TOTALS & PERCENTS	**22,694**	**41.2**	**19,586**	**35.6**	**3,027**	**5.5**	**6,699**	**12.2**	**387**	**0.7**	**258**	**0.5**	**667**	**1.2**	**828**	**1.5**	**293**	**0.5**	**319**	**0.6**	**134**	**0.2**	**149**	**0.3**	**27,839**	**50.6**	**12,478**	**22.7**	**55,041**

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 21
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

STATEWIDE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

	EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/ Administrator	59 68%	17 20%	4 5%	7 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	63	24
02	Professional	362 45%	318 39%	22 3%	82 10%	1 0%	6 1%	8 1%	8 1%	5 1%	1 0%	0 0%	0 0%	398	415
03	Technician	41 76%	6 11%	0 0%	4 7%	0 0%	1 2%	0 0%	0 0%	2 4%	0 0%	0 0%	0 0%	43	11
04	Protective Service	227 75%	35 12%	18 6%	12 4%	5 2%	1 0%	4 1%	0 0%	2 1%	0 0%	0 0%	0 0%	256	48
05	Para- Professionals	93 26%	183 52%	17 5%	49 14%	1 0%	4 1%	1 0%	6 2%	1 0%	0 0%	0 0%	0 0%	113	242
06	Administrative Support	35 10%	251 70%	6 2%	48 13%	0 0%	7 2%	1 0%	10 3%	0 0%	1 0%	0 0%	0 0%	42	317
07	Skilled Craft	76 86%	3 3%	3 3%	0 0%	1 1%	0 0%	4 5%	1 1%	0 0%	0 0%	0 0%	0 0%	84	4
08	Service/ Maintenance	64 77%	11 13%	4 5%	1 1%	1 1%	0 0%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	71	12
	STATEWIDE TOTAL BY CATEGORY:	**957 45%**	**824 38%**	**74 3%**	**203 9%**	**9 0%**	**19 1%**	**20 1%**	**25 1%**	**10 0%**	**2 0%**	**0 0%**	**0 0%**	**1,070**	**1,073**

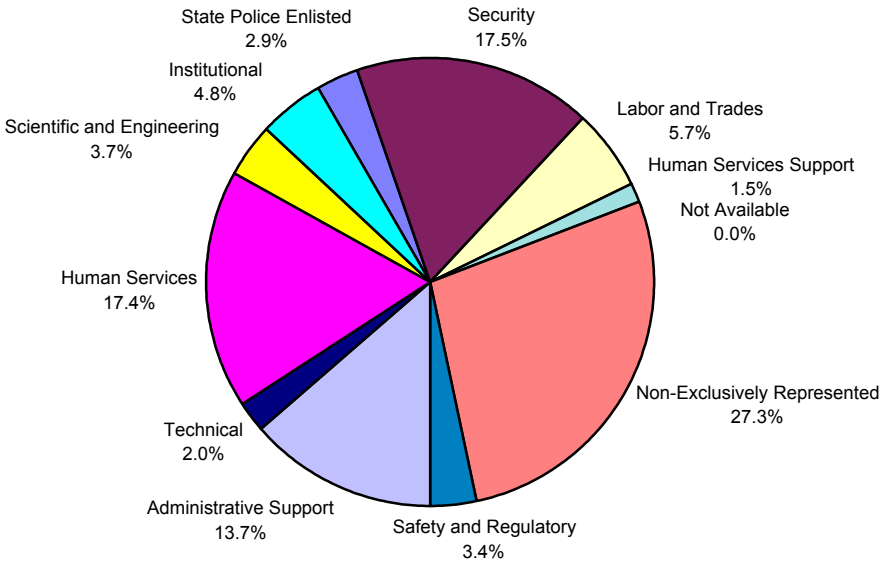
State Employees Grand Total: 2,143

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

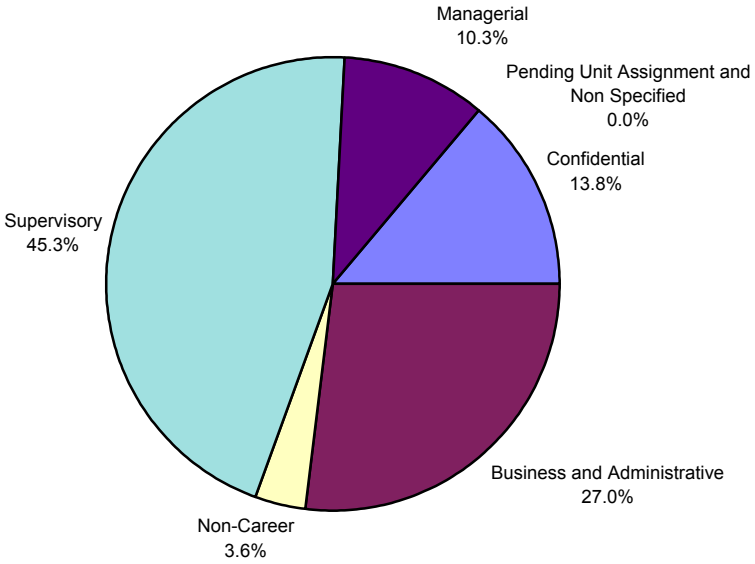
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT 2002-03



(55,041 Employees)

Non-Exclusively Represented 15,020 Employees



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-27-03.
Comment: Of the 55,041 classified employees at fiscal year end, 72.7 percent were exclusively represented by one of eight employee organizations.

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

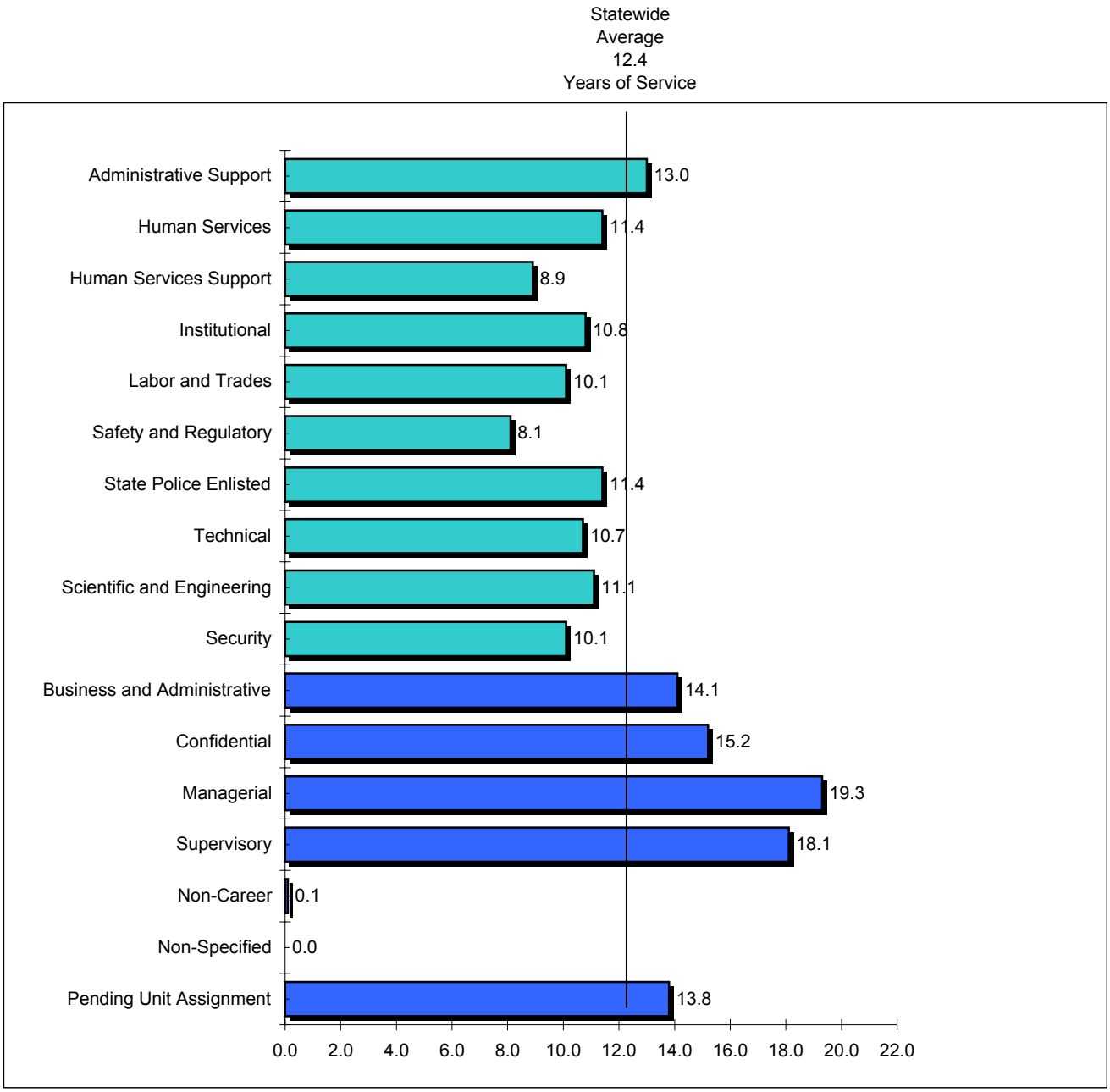
PAY PERIOD ENDING SEPTEMBER 27, 2003

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	1,854	1,488	80.3	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,116	2,864	91.9	0	0.0	1	0.0	0	0.0	0	0.0	1	0.0	0	0.0	3	0.1
C12 SECURITY	9,616	0	0.0	0	0.0	9,411	97.9	0	0.0	0	0.0	0	0.0	0	0.0	2	0.0
E42 HUMAN SERVICES SUPPORT	852	0	0.0	2	0.2	0	0.0	765	89.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,053	1	0.0	1	0.0	0	0.0	0	0.0	1,954	95.2	2	0.1	0	0.0	0	0.0
L32 TECHNICAL	1,126	0	0.0	1	0.1	0	0.0	0	0.0	1	0.1	1,044	92.7	0	0.0	0	0.0
N/A UNAVAILABLE	3	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	1,612	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,588	98.5	0	0.0
U11 INSTITUTIONAL	2,649	3	0.1	0	0.0	2	0.1	0	0.0	0	0.0	2	0.1	0	0.0	1,901	71.8
W22 HUMAN SERVICES	9,574	3	0.0	8,947	93.5	7	0.1	8	0.1	0	0.0	0	0.0	0	0.0	12	0.1
W41 ADMINISTRATIVE SUPPORT	7,566	3	0.0	6,932	91.6	0	0.0	4	0.1	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	7	0	0.0	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,052	0	0.0	14	0.3	0	0.0	0	0.0	1	0.0	1	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	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	6,794	3	0.0	33	0.5	17	0.3	1	0.0	7	0.1	1	0.0	8	0.1	0	0.0
Y52 NONCAREER	547	2	0.4	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0
Y98 MANAGERIAL	1,550	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,066	0	0.0	11	0.5	1	0.0	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**40,021**	**4,362**	**10.9**	**15,883**	**39.7**	**9,423**	**23.5**	**777**	**1.9**	**1,955**	**4.9**	**1,049**	**2.6**	**1,588**	**4.0**	**1,918**	**4.8**
NON-EXCLUSIVELY REPRESENTED TOTAL	**15,020**	**5**	**0.0**	**59**	**0.4**	**18**	**0.1**	**1**	**0.0**	**10**	**0.1**	**3**	**0.0**	**8**	**0.1**	**0**	**0.0**
STATEWIDE TOTALS	**55,041**	**4,367**	**7.9**	**15,942**	**29.0**	**9,441**	**17.2**	**778**	**1.4**	**1,965**	**3.6**	**1,052**	**1.9**	**1,596**	**2.9**	**1,918**	**3.5**

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

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
Fiscal Year 2002-03



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 9-27-03.

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 27, 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	601	246	25	22	2	4	13	4	3	2	4	11	648	289	4	0
6 - 10 YEARS	218	37	11	17	4	2	3	0	2	0	0	0	238	56	2	0
11- 15 YEARS	154	41	18	23	3	5	6	1	1	1	0	0	182	71	5	6
16 - 20 YEARS	98	37	19	14	7	0	6	1	1	0	0	0	131	52	4	0
21 - 25 YEARS	49	22	9	16	0	1	3	1	0	0	0	0	61	40	3	1
26 - 30 YEARS	31	13	4	12	2	0	2	0	0	0	0	0	39	25	1	2
31 - 35 YEARS	14	5	0	1	0	0	0	0	0	0	0	0	14	6	2	1
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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	**1,167**	**401**	**86**	**105**	**18**	**12**	**33**	**7**	**7**	**3**	**4**	**11**	**1,315**	**539**	**21**	**10**
MORE THAN 10 YEARS	348	118	50	66	12	6	17	3	2	1	0	0	429	194	15	10
AVERAGE YEARS	7.7	6.7	12.3	14.1	14.3	9.6	10.3	7.9	8.0	6.0	0.0	0.1	8.1	8.1	15.3	19.2

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 SEP 27, 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	997	250	54	8	14	2	14	2	0	2	17	8	1,096	272	3	0
6 - 10 YEARS	343	37	21	2	12	1	7	1	0	0	0	0	383	41	6	1
11- 15 YEARS	348	36	36	5	5	0	13	1	1	0	0	0	403	42	29	2
16 - 20 YEARS	277	24	33	5	6	0	9	2	2	0	0	0	327	31	37	1
21 - 25 YEARS	183	20	23	5	5	0	7	3	0	0	0	0	218	28	23	1
26 - 30 YEARS	181	17	10	5	8	0	15	1	0	0	0	0	214	23	12	3
31 - 35 YEARS	26	2	1	0	0	0	3	0	0	0	0	0	30	2	4	1
36 - 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	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	**2,361**	**386**	**178**	**30**	**50**	**3**	**68**	**10**	**3**	**2**	**17**	**8**	**2,677**	**439**	**115**	**9**
MORE THAN 10 YEARS	1,021	99	103	20	24	0	47	7	3	0	0	0	1,198	126	106	8
AVERAGE YEARS	10.4	6.1	12.4	15.1	12.6	2.7	16.3	16.8	15.0	2.0	0.2	0.0	10.7	6.8	18.5	21.8

BARGAINING UNIT AVERAGE YEARS **10.1**

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 SEP 27, 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	1,955	457	256	238	40	12	51	28	10	1	21	7	2,333	743	3	1
6 - 10 YEARS	1,483	327	168	149	54	8	57	12	3	0	0	0	1,765	496	6	4
11- 15 YEARS	1,522	230	107	73	51	6	42	4	4	0	0	0	1,726	313	54	9
16 - 20 YEARS	1,193	145	181	141	26	5	21	3	1	1	0	0	1,422	295	71	15
21 - 25 YEARS	275	25	37	16	4	0	2	0	0	0	0	0	318	41	16	1
26 - 30 YEARS	134	6	13	2	0	0	1	1	0	0	0	0	148	9	5	0
31 - 35 YEARS	4	0	3	0	0	0	0	0	0	0	0	0	7	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	**6,566**	**1,190**	**765**	**619**	**175**	**31**	**174**	**48**	**18**	**2**	**21**	**7**	**7,719**	**1,897**	**155**	**30**
MORE THAN 10 YEARS	3,128	406	341	232	81	11	66	8	5	1	0	0	3,621	658	146	25
AVERAGE YEARS	10.5	8.5	10.4	9.1	10.3	9.0	9.5	6.4	7.2	11.0	1.3	1.0	10.5	8.6	16.5	14.6

BARGAINING UNIT AVERAGE YEARS **10.1**

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 SEP 27, 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	50	119	47	191	0	2	3	12	3	6	3	8	106	338	0	1
6 - 10 YEARS	12	34	8	14	0	3	1	3	1	0	0	0	22	54	3	2
11- 15 YEARS	31	46	6	43	0	2	2	7	0	0	0	0	39	98	8	14
16 - 20 YEARS	7	31	3	19	0	0	2	4	0	1	0	0	12	55	4	4
21 - 25 YEARS	4	33	4	15	0	3	1	2	0	0	0	0	9	53	4	5
26 - 30 YEARS	11	21	1	18	1	1	0	0	0	0	0	0	13	40	4	5
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	**120**	**289**	**70**	**302**	**1**	**11**	**9**	**28**	**4**	**7**	**3**	**8**	**207**	**645**	**25**	**31**
MORE THAN 10 YEARS	58	136	15	97	1	6	5	13	0	1	0	0	79	253	22	28
AVERAGE YEARS	10.4	10.8	6.4	7.2	27.0	14.0	10.9	9.1	3.3	3.6	1.0	1.6	8.9	8.9	18.8	16.9

BARGAINING UNIT AVERAGE YEARS **8.9**

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 SEP 27, 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	441	215	10	8	0	0	5	4	18	14	3	1	477	242	1	1
6 - 10 YEARS	212	94	8	9	0	0	2	1	8	7	0	0	230	111	3	1
11- 15 YEARS	276	147	12	9	1	1	7	1	10	6	0	0	306	164	5	1
16 - 20 YEARS	129	69	13	6	1	3	2	0	7	2	0	0	152	80	5	2
21 - 25 YEARS	99	36	10	2	0	0	1	0	5	1	0	0	115	39	3	3
26 - 30 YEARS	83	7	4	1	0	0	2	0	3	0	0	0	92	8	2	0
31 - 35 YEARS	24	2	0	0	0	0	0	0	2	0	0	0	26	2	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	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	**1,272**	**570**	**57**	**35**	**2**	**4**	**19**	**6**	**54**	**30**	**3**	**1**	**1,407**	**646**	**22**	**8**
MORE THAN 10 YEARS	619	261	39	18	2	4	12	1	28	9	0	0	700	293	18	6
AVERAGE YEARS	11.5	9.7	14.6	11.4	16.5	17.3	12.3	7.2	12.7	8.2	1.3	1.0	11.7	9.7	19.5	16.4

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 SEP 27, 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	279	115	6	10	0	0	3	1	4	3	25	7	317	136	2	0
6 - 10 YEARS	114	35	4	2	0	0	2	0	3	2	0	0	123	39	1	0
11- 15 YEARS	140	41	8	5	1	0	1	0	3	1	0	0	153	47	6	1
16 - 20 YEARS	82	29	11	5	0	1	2	2	0	0	0	0	95	37	3	2
21 - 25 YEARS	32	12	5	4	3	0	3	1	1	0	0	0	44	17	1	1
26 - 30 YEARS	53	4	2	1	0	0	3	0	0	0	0	0	58	5	7	0
31 - 35 YEARS	29	4	0	0	0	0	2	0	2	0	0	0	33	4	4	0
36 - 40 YEARS	15	2	0	0	0	0	0	0	0	0	0	0	15	2	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	**745**	**242**	**36**	**27**	**4**	**1**	**16**	**4**	**13**	**6**	**25**	**7**	**839**	**287**	**26**	**4**
MORE THAN 10 YEARS	352	92	26	15	4	1	11	3	6	1	0	0	399	112	23	4
AVERAGE YEARS	11.4	8.7	14.6	11.3	20.3	18.0	18.4	15.0	12.7	6.5	0.0	0.3	11.4	8.8	21.7	18.3

BARGAINING UNIT AVERAGE YEARS **10.7**

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 SEP 27, 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	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
6 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**1**	**0**	**0**
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	-1.0	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-1.0	7.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **1.7**

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 SEP 27, 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	293	23	6	2	0	0	5	0	1	0	0	0	305	25	0	0
6 - 10 YEARS	477	73	37	4	18	0	17	0	3	0	0	0	552	77	2	0
11- 15 YEARS	159	29	28	3	3	0	7	1	2	1	0	0	199	34	0	0
16 - 20 YEARS	145	48	29	2	5	0	14	1	0	0	0	0	193	51	0	0
21 - 25 YEARS	85	8	25	1	0	0	4	0	0	0	0	0	114	9	1	0
26 - 30 YEARS	25	2	3	1	0	0	3	0	0	0	0	0	31	3	0	0
31 - 35 YEARS	11	0	2	0	0	0	1	0	0	0	0	0	14	0	0	0
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	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	**1,200**	**183**	**130**	**13**	**26**	**0**	**51**	**2**	**6**	**1**	**0**	**0**	**1,413**	**199**	**3**	**0**
MORE THAN 10 YEARS	430	87	87	7	8	0	29	2	2	1	0	0	556	97	1	0
AVERAGE YEARS	10.8	11.8	15.3	13.3	10.7	0.0	14.0	15.0	9.5	14.0	0.0	0.0	11.3	12.0	14.3	0.0

BARGAINING UNIT AVERAGE YEARS **11.4**

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 SEP 27, 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	311	436	88	183	2	2	10	12	4	6	5	2	420	641	0	0
6 - 10 YEARS	145	170	54	60	1	2	6	7	3	0	0	0	209	239	2	0
11- 15 YEARS	100	83	32	54	2	1	7	3	1	3	0	0	142	144	7	2
16 - 20 YEARS	71	101	32	56	2	1	0	6	0	0	0	0	105	164	7	5
21 - 25 YEARS	94	142	57	62	3	0	4	4	0	0	0	0	158	208	7	12
26 - 30 YEARS	73	87	15	27	1	0	1	0	1	0	0	0	91	114	10	2
31 - 35 YEARS	3	4	1	2	0	0	1	0	0	0	0	0	5	6	1	0
36 - 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	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	**798**	**1,024**	**279**	**445**	**11**	**6**	**29**	**32**	**9**	**9**	**5**	**2**	**1,131**	**1,518**	**34**	**21**
MORE THAN 10 YEARS	342	418	137	202	8	2	13	13	2	3	0	0	502	638	32	21
AVERAGE YEARS	10.8	10.6	12.1	10.9	15.7	7.8	10.9	10.3	7.7	7.3	-0.6	0.0	11.1	10.7	20.8	22.1

BARGAINING UNIT AVERAGE YEARS **10.8**

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 SEP 27, 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	571	1,605	143	898	5	12	25	83	18	31	7	5	769	2,634	8	10
6 - 10 YEARS	481	844	123	377	3	17	20	67	9	20	0	0	636	1,325	10	25
11- 15 YEARS	288	622	61	260	2	11	14	51	4	16	0	0	369	960	24	54
16 - 20 YEARS	214	349	53	201	2	5	7	33	3	12	0	0	279	600	19	37
21 - 25 YEARS	235	473	41	300	2	8	6	15	5	7	0	0	289	803	33	66
26 - 30 YEARS	223	301	30	193	3	3	3	5	3	0	0	0	262	502	20	31
31 - 35 YEARS	31	52	7	39	0	1	0	3	0	0	0	0	38	95	3	5
36 - 40 YEARS	6	4	1	1	0	0	0	0	0	0	0	0	7	5	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	**2,050**	**4,250**	**459**	**2,269**	**17**	**57**	**75**	**257**	**42**	**86**	**7**	**5**	**2,650**	**6,924**	**117**	**228**
MORE THAN 10 YEARS	998	1,801	193	994	9	28	30	107	15	35	0	0	1,245	2,965	99	193
AVERAGE YEARS	12.6	10.9	11.2	11.5	13.4	11.9	10.1	10.2	9.9	9.6	1.1	1.0	12.2	11.0	19.0	18.2

BARGAINING UNIT AVERAGE YEARS **11.4**

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 SEP 27, 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	241	1,615	38	339	1	10	9	74	7	14	9	60	305	2,112	2	12
6 - 10 YEARS	87	786	16	179	1	19	5	26	0	8	0	0	109	1,018	7	29
11- 15 YEARS	68	719	11	183	1	12	4	55	2	6	0	0	86	975	22	101
16 - 20 YEARS	35	601	12	181	0	13	7	42	1	6	0	0	55	843	14	71
21 - 25 YEARS	50	725	20	220	0	17	4	37	0	6	0	0	74	1,005	16	85
26 - 30 YEARS	42	613	1	145	0	3	2	12	0	1	0	0	45	774	8	52
31 - 35 YEARS	9	102	3	36	0	0	0	0	0	0	0	0	12	138	1	6
36 - 40 YEARS	0	14	0	1	0	0	0	0	0	0	0	0	0	15	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	**532**	**5,175**	**101**	**1,284**	**3**	**74**	**31**	**246**	**10**	**41**	**9**	**60**	**686**	**6,880**	**70**	**357**
MORE THAN 10 YEARS	204	2,774	47	766	1	45	17	146	3	19	0	0	272	3,750	61	316
AVERAGE YEARS	10.3	13.2	11.5	14.2	7.7	14.3	12.5	12.5	6.4	10.9	0.3	0.1	10.4	13.2	17.7	18.4

BARGAINING UNIT AVERAGE YEARS **13.0**

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 SEP 27, 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	3	2	1	0	0	0	0	0	0	0	0	1	4	3	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	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**4**	**3**	**0**	**0**
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.0**

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 SEP 27, 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	429	440	47	78	2	3	8	12	21	18	21	11	528	562	5	1
6 - 10 YEARS	246	248	33	59	2	2	5	5	9	11	0	0	295	325	4	4
11- 15 YEARS	180	244	39	57	2	1	8	11	7	8	1	0	237	321	21	23
16 - 20 YEARS	172	250	47	78	1	3	11	11	15	9	0	0	246	351	31	17
21 - 25 YEARS	163	244	38	70	2	2	9	5	1	5	0	0	213	326	27	25
26 - 30 YEARS	191	249	18	45	0	1	2	2	3	2	0	0	214	299	22	27
31 - 35 YEARS	51	58	2	5	1	0	1	1	0	0	0	0	55	64	7	4
36 - 40 YEARS	7	7	0	0	0	0	0	1	0	0	0	0	7	8	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	**1,439**	**1,740**	**225**	**392**	**10**	**12**	**44**	**48**	**56**	**53**	**22**	**11**	**1,796**	**2,256**	**118**	**103**
MORE THAN 10 YEARS	764	1,052	145	255	6	7	31	31	26	24	1	0	973	1,369	109	98
AVERAGE YEARS	13.6	14.7	14.5	15.1	14.3	13.6	15.2	13.5	11.0	11.1	1.5	0.9	13.5	14.6	20.6	21.2

BARGAINING UNIT AVERAGE YEARS **14.1**

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 SEP 27, 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	0	0	0	0	0	1	0	0	0
6 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	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	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**1**	**2**	**0**
MORE THAN 10 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	15.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.0	10.0	20.5	0.0

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 SEP 27, 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	181	22	49	1	1	1	0	6	6	3	1	243	238	3	0
6 - 10 YEARS	362	285	55	91	6	8	6	6	7	10	0	0	436	400	4	5
11- 15 YEARS	590	350	91	128	17	3	21	10	10	10	0	0	729	501	32	21
16 - 20 YEARS	781	404	150	171	17	7	26	15	15	5	0	0	989	602	79	39
21 - 25 YEARS	534	432	85	143	8	6	12	16	4	8	0	0	643	605	67	59
26 - 30 YEARS	565	266	61	114	7	1	14	8	4	2	0	0	651	391	65	23
31 - 35 YEARS	191	77	19	28	1	1	2	5	1	0	0	0	214	111	22	7
36 - 40 YEARS	19	7	0	6	0	0	0	0	3	0	0	0	22	13	5	2
MORE THAN 40 YEARS	2	1	1	2	0	0	0	0	0	0	0	0	3	3	0	1
BARGAINING UNIT TOTAL	**3,254**	**2,003**	**484**	**732**	**57**	**27**	**82**	**60**	**50**	**41**	**3**	**1**	**3,930**	**2,864**	**277**	**157**
MORE THAN 10 YEARS	2,682	1,537	407	592	50	18	75	54	37	25	0	0	3,251	2,226	270	152
AVERAGE YEARS	18.6	17.4	18.1	18.2	17.4	16.3	18.6	20.2	16.6	13.9	1.3	3.0	18.5	17.6	22.2	21.6

BARGAINING UNIT AVERAGE YEARS **18.1**

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 SEP 27, 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	167	262	18	41	0	1	8	9	5	3	12	20	210	336	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	**167**	**263**	**18**	**41**	**0**	**1**	**8**	**9**	**5**	**3**	**12**	**20**	**210**	**337**	**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	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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 SEP 27, 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	94	65	7	15	0	0	1	2	1	3	2	1	105	86	0	1
6 - 10 YEARS	97	50	3	2	0	0	2	0	2	1	0	0	104	53	0	1
11- 15 YEARS	74	74	12	12	0	0	2	2	3	3	0	0	91	91	5	2
16 - 20 YEARS	100	71	19	20	3	0	2	2	3	2	0	0	127	95	8	4
21 - 25 YEARS	120	82	24	28	1	2	3	2	1	2	0	0	149	116	13	9
26 - 30 YEARS	204	104	20	34	3	2	4	0	1	1	0	0	232	141	26	9
31 - 35 YEARS	89	23	8	11	1	0	3	0	2	1	0	0	103	35	9	2
36 - 40 YEARS	10	6	1	1	0	0	1	0	0	0	0	0	12	7	3	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
BARGAINING UNIT TOTAL	**791**	**475**	**94**	**123**	**8**	**4**	**18**	**8**	**13**	**13**	**2**	**1**	**926**	**624**	**65**	**29**
MORE THAN 10 YEARS	600	360	84	106	8	4	15	6	10	9	0	0	717	485	65	27
AVERAGE YEARS	19.8	18.0	20.7	20.9	24.1	25.0	22.2	13.9	17.5	15.2	0.5	1.0	19.9	18.5	25.9	23.3

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 SEP 27, 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	83	322	17	55	0	2	4	9	0	8	1	6	105	402	1	1
6 - 10 YEARS	30	184	6	32	1	3	1	1	0	2	0	0	38	222	0	2
11- 15 YEARS	21	220	6	32	1	4	4	9	0	6	0	0	32	271	2	10
16 - 20 YEARS	25	174	6	46	0	3	0	17	1	3	0	0	32	243	1	17
21 - 25 YEARS	20	205	5	51	1	2	0	16	2	2	0	0	28	276	4	24
26 - 30 YEARS	31	220	3	57	2	1	0	10	0	1	0	0	36	289	4	21
31 - 35 YEARS	12	61	1	7	0	0	1	1	0	0	0	0	14	69	0	5
36 - 40 YEARS	2	5	0	2	0	0	0	0	0	0	0	0	2	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	**224**	**1,391**	**44**	**282**	**5**	**15**	**10**	**63**	**3**	**22**	**1**	**6**	**287**	**1,779**	**12**	**81**
MORE THAN 10 YEARS	111	885	21	195	4	10	5	53	3	12	0	0	144	1,155	11	78
AVERAGE YEARS	13.2	15.3	11.5	16.8	20.6	14.5	11.2	17.9	22.0	11.2	1.0	0.5	13.1	15.5	20.8	22.1

BARGAINING UNIT AVERAGE YEARS **15.2**

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 SEP 27, 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	6,728	6,353	785	2,137	67	51	160	252	101	117	133	149	7,974	9,059	32	28
6 - 10 YEARS	4,307	3,206	547	997	102	65	134	129	50	61	0	0	5,140	4,458	50	74
11- 15 YEARS	3,951	2,882	467	887	89	46	138	156	48	61	1	0	4,694	4,032	220	246
16 - 20 YEARS	3,330	2,333	608	945	70	41	109	139	49	41	0	0	4,166	3,499	284	214
21 - 25 YEARS	1,944	2,459	383	933	29	41	59	102	19	31	0	0	2,434	3,566	219	292
26 - 30 YEARS	1,847	1,911	185	655	27	12	52	39	15	7	0	0	2,126	2,624	186	175
31 - 35 YEARS	499	395	47	130	3	2	14	10	7	1	0	0	570	538	56	31
36 - 40 YEARS	78	46	2	13	0	0	1	1	4	0	0	0	85	60	13	7
MORE THAN 40 YEARS	10	1	3	2	0	0	0	0	0	0	0	0	13	3	2	1
STATEWIDE TOTAL	**22,694**	**19,586**	**3,027**	**6,699**	**387**	**258**	**667**	**828**	**293**	**319**	**134**	**149**	**27,202**	**27,839**	**1,062**	**1,068**
MORE THAN 10 YEARS	11,659	10,027	1,695	3,565	218	142	373	447	142	141	1	0	14,088	14,322	980	966
AVERAGE YEARS	12.3	12.4	13.0	12.9	12.8	13.0	12.9	12.1	11.7	10.4	0.6	0.4	12.3	12.5	20.0	19.5

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 SEPTEMBER 27, 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	1,862	3%	41.6	$17.21	946	51%
A31	LABOR AND TRADES	3,127	6%	44.4	$16.66	1,791	57%
C12	SECURITY	9,705	18%	40.4	$19.26	6,993	72%
E42	HUMAN SERVICES SUPPORT	854	2%	45.2	$17.02	433	51%
H21	SCIENTIFIC & ENGINEERING	2,054	4%	42.4	$25.76	1,338	65%
L32	TECHNICAL	1,126	2%	41.2	$18.26	677	60%
N/A	UNAVAILABLE	3	0%	28.3	$26.21	1	33%
T01	STATE POLICE ENLISTED	1,622	3%	37.3	$25.01	1,304	80%
U11	INSTITUTIONAL	2,672	5%	43.6	$16.18	1,596	60%
W22	HUMAN SERVICES	9,592	17%	44.3	$21.50	5,997	63%
W41	ADMINISTRATIVE SUPPORT	7,568	14%	45.2	$16.85	5,000	66%
Y00	NON-SPECIFIED	7	0%	25.9	$11.18	0	0%
Y23	BUSINESS & ADMINISTRATION	4,052	7%	45.4	$25.33	2,924	72%
Y50	PENDING UNIT ASSIGNMENT	4	0%	46.0	$21.23	4	100%
Y51	SUPERVISORY	6,809	12%	47.7	$26.71	6,301	93%
Y52	NONCAREER	547	1%	24.1	$11.33	1	0%
Y98	MANAGERIAL	1,550	3%	50.0	$39.45	1,355	87%
Y99	CONFIDENTIAL	2,067	4%	45.1	$22.01	1,531	74%
STATEWIDE TOTALS		**55,221**	**100%**	**43.8**	**$21.26**	**38,192**	**69%**

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 SEPTEMBER 27, 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	**7,568**	3,432	45%	3,186	42%	133	2%	6,457	85%	346	5%	34	0%	6,850	91%
Y23	BUSINESS & ADMINISTRATION	**4,052**	1,664	41%	2,026	50%	90	2%	3,630	90%	159	4%	26	1%	3,827	94%
Y99	CONFIDENTIAL	**2,067**	840	41%	982	48%	42	2%	1,823	88%	60	3%	6	0%	1,889	91%
W22	HUMAN SERVICES	**9,592**	5,524	58%	3,319	35%	164	2%	8,674	90%	376	4%	50	1%	9,105	95%
E42	HUMAN SERVICES SUPPORT	**854**	533	62%	247	29%	12	1%	759	89%	39	5%	2	0%	803	94%
U11	INSTITUTIONAL	**2,672**	1,657	62%	814	30%	16	1%	2,445	92%	50	2%	2	0%	2,507	94%
A31	LABOR AND TRADES	**3,127**	1,498	48%	945	30%	35	1%	2,467	79%	0	0%	10	0%	2,476	79%
Y98	MANAGERIAL	**1,550**	838	54%	626	40%	20	1%	1,463	94%	26	2%	6	0%	1,496	97%
Y52	NONCAREER	**547**	0	0%	6	1%	0	0%	5	1%	1	0%	0	0%	5	1%
Y00	NON-SPECIFIED	**7**	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**4**	1	25%	3	75%	0	0%	4	100%	0	0%	0	0%	4	100
A02	SAFETY & REGULATORY	**1,862**	963	52%	334	18%	38	2%	1,282	69%	10	1%	11	1%	1,306	70%
H21	SCIENTIFIC & ENGINEERING	**2,054**	1,095	53%	810	39%	43	2%	1,892	92%	63	3%	13	1%	1,978	96%
C12	SECURITY	**9,705**	5,913	61%	3,186	33%	74	1%	8,935	92%	285	3%	17	0%	9,236	95%
T01	STATE POLICE ENLISTED	**1,622**	1,481	91%	107	7%	5	0%	1,582	98%	8	0%	1	0%	1,591	98%
Y51	SUPERVISORY	**6,809**	3,850	57%	2,490	37%	89	1%	6,325	93%	145	2%	20	0%	6,486	95%
L32	TECHNICAL	**1,126**	568	50%	368	33%	19	2%	922	82%	28	2%	5	0%	959	85%
	UNAVAILABLE	**3**	2	67%	0	0%	0	0%	2	67%	0	0%	0	0%	2	67%
STATEWIDE TOTALS:		**55,221**	**29,859**	**54%**	**19,449**	**35%**	**780**	**1%**	**48,667**	**88%**	**1,596**	**3%**	**203**	**0%**	**50,520**	**91%**

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.

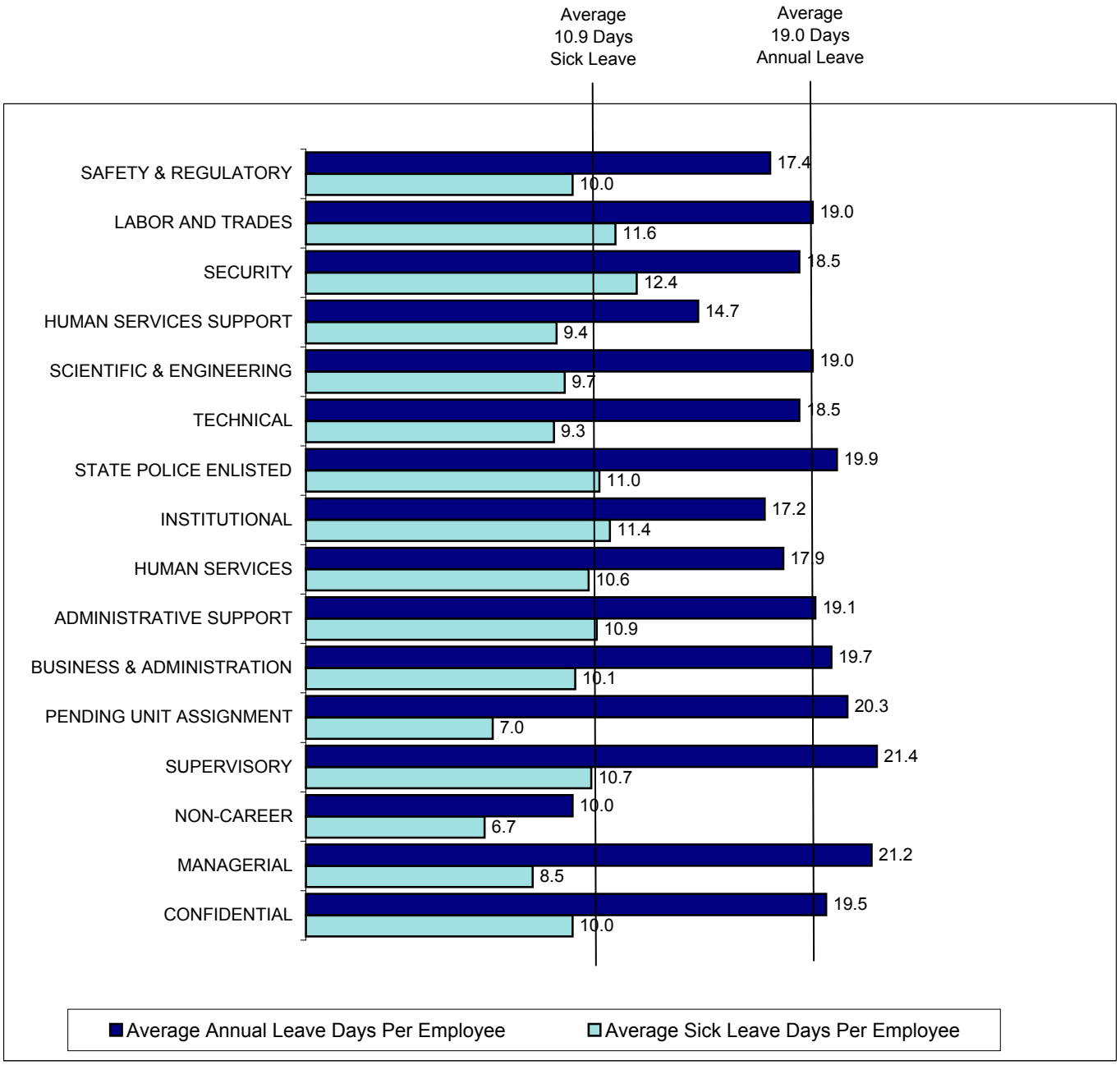
ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING SEPTEMBER 27, 2003

			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	**7,568**	6,557	87%	147	2%	6,598	87%	426	6%	794	10%
Y23	BUSINESS & ADMINISTRATION	**4,052**	3,593	89%	45	1%	3,625	89%	314	8%	852	21%
Y99	CONFIDENTIAL	**2,067**	1,872	91%	22	1%	1,880	91%	136	7%	423	20%
W22	HUMAN SERVICES	**9,592**	8,676	90%	0	0%	8,962	93%	588	6%	1,168	12%
E42	HUMAN SERVICES SUPPORT	**854**	531	62%	0	0%	786	92%	67	8%	43	5%
U11	INSTITUTIONAL	**2,672**	2,364	88%	2	0%	2,578	96%	77	3%	70	3%
A31	LABOR AND TRADES	**3,127**	2,336	75%	20	1%	2,486	80%	110	4%	124	4%
Y98	MANAGERIAL	**1,550**	1,441	93%	31	2%	1,424	92%	87	6%	435	28%
Y52	NONCAREER	**547**	3	1%	1	0%	9	2%	1	0%	0	0%
Y00	NON-SPECIFIED	**7**	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**4**	4	100%	0	0%	4	100%	0	0%	1	25%
A02	SAFETY & REGULATORY	**1,862**	1,191	64%	90	5%	1,204	65%	91	5%	102	5%
H21	SCIENTIFIC & ENGINEERING	**2,054**	1,697	83%	21	1%	1,805	88%	185	9%	291	14%
C12	SECURITY	**9,705**	9,200	95%	0	0%	9,454	97%	248	3%	235	2%
T01	STATE POLICE ENLISTED	**1,622**	1,492	92%	1,175	72%	0	0%	24	1%	91	6%
Y51	SUPERVISORY	**6,809**	6,604	97%	200	3%	6,245	92%	261	4%	1,158	17%
L32	TECHNICAL	**1,126**	844	75%	21	2%	849	75%	86	8%	87	8%
	UNAVAILABLE	**3**	1	33%	0	0%	2	67%	0	0%	0	0%
STATEWIDE TOTALS:		**55,221**	**48,406**	**88%**	**1,775**	**3%**	**47,911**	**87%**	**2,701**	**5%**	**5,874**	**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.

Graph 5-3

ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2002-03



Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period beginning 10-1-01 through pay period ending 9-27-03.

SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

FISCAL YEAR 2002-03

BARGAINING UNIT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
SAFETY & REGULATORY	1,311	104,857.8	80.0	10.0
LABOR AND TRADES	2,495	231,433.0	92.8	11.6
SECURITY	9,249	915,187.1	98.9	12.4
HUMAN SERVICES SUPPORT	883	66,334.3	75.1	9.4
SCIENTIFIC & ENGINEERING	1,852	143,407.0	77.4	9.7
TECHNICAL	907	67,801.2	74.8	9.3
STATE POLICE ENLISTED	1,621	143,192.7	88.3	11.0
INSTITUTIONAL	2,736	249,136.6	91.1	11.4
HUMAN SERVICES	9,620	818,279.2	85.1	10.6
ADMINISTRATIVE SUPPORT	7,424	647,585.9	87.2	10.9
BUSINESS & ADMINISTRATION	3,841	311,661.5	81.1	10.1
PENDING UNIT ASSIGNMENT	4	225.5	56.4	7.0
SUPERVISORY	6,435	550,587.4	85.6	10.7
NONCAREER	3	160.6	53.5	6.7
MANAGERIAL	1,264	85,677.1	67.8	8.5
CONFIDENTIAL	1,960	157,289.0	80.2	10.0
STATEWIDE	**51,605**	**4,492,815.9**	**87.1**	**10.9**

Note: Sick leave usage calculation does not include sick leave paid at separation. The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.

MAIN MIDB CIVIL SERVICE WORKFORCE 29
REPORT SEQUENCE: DEPT_DESC
TABLES USED: HRM_EMPLOYEES,PROFILE_HRS_PAY_PERIOD

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY UNION

Fiscal Year 2002-03

	ANNUAL LEAVE				DEFERRED HOURS			
BARGAINING UNIT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
SAFETY & REGULATORY	1,427	198,745.5	139.3	17.4	0	0.0	0.0	0.0
LABOR AND TRADES	2,638	401,340.8	152.1	19.0	0	0.0	0.0	0.0
SECURITY	9,869	1,463,459.0	148.3	18.5	21	446.1	21.2	2.7
HUMAN SERVICES SUPPORT	922	108,506.5	117.7	14.7	0	0.0	0.0	0.0
SCIENTIFIC & ENGINEERING	1,992	302,671.0	151.9	19.0	4	70.5	17.6	2.2
TECHNICAL	1,006	148,932.7	148.0	18.5	0	0.0	0.0	0.0
STATE POLICE ENLISTED	1,739	276,768.5	159.2	19.9	2	14.0	7.0	0.9
INSTITUTIONAL	2,815	388,153.5	137.9	17.2	12	145.7	12.1	1.5
HUMAN SERVICES	9,985	1,428,271.7	143.0	17.9	18	424.2	23.6	2.9
ADMINISTRATIVE SUPPORT	7,595	1,159,359.2	152.6	19.1	18	860.8	47.8	6.0
BUSINESS & ADMINISTRATION	4,086	643,021.2	157.4	19.7	18	556.0	30.9	3.9
PENDING UNIT ASSIGNMENT	4	648.5	162.1	20.3	0	0.0	0.0	0.0
SUPERVISORY	7,146	1,223,432.7	171.2	21.4	29	652.2	22.5	2.8
NONCAREER	3	240.7	80.2	10.0	0	0.0	0.0	0.0
MANAGERIAL	1,586	269,470.2	169.9	21.2	4	112.0	28.0	3.5
CONFIDENTIAL	2,108	328,541.4	155.9	19.5	10	599.7	60.0	7.5
STATEWIDE	**54,921**	**8,341,562.9**	**151.9**	**19.0**	**136**	**3,881.2**	**28.5**	**3.6**

Note: Annual Leave Usage calculation does not include annual leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 32
REPORT SEQUENCE: DEPT_DESC
TABLES USED: HRM_EMPLOYEES,PROFILE_HRS_PAY_PERIOD

STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2002-03

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	10.0	17.4	27.4
A31	LABOR AND TRADES	11.6	19.0	30.6
C12	SECURITY	12.4	18.5	30.9
E42	HUMAN SERVICES SUPPORT	9.4	14.7	24.1
H21	SCIENTIFIC & ENGINEERING	9.7	19.0	28.7
L32	TECHNICAL	9.3	18.5	27.8
T01	STATE POLICE ENLISTED	11.0	19.9	30.9
U11	INSTITUTIONAL	11.4	17.2	28.6
W22	HUMAN SERVICES	10.6	17.9	28.5
W41	ADMINISTRATIVE SUPPORT	10.9	19.1	30.0
Y23	BUSINESS & ADMINISTRATION	10.1	19.7	29.8
Y50	PENDING UNIT ASSIGNMENT	7.0	20.3	27.3
Y51	SUPERVISORY	10.7	21.4	32.1
Y52	NON-CAREER	6.7	10.0	16.7
Y98	MANAGERIAL	8.5	21.2	29.7
Y99	CONFIDENTIAL	10.0	19.5	29.5
	STATEWIDE AVERAGE	10.9	19.0	29.9

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-27-03.

STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)

Fiscal Years 1998-99 through 2002-03

UNION CODE	BARGAINING UNIT	1998-99	1999-00	2000-01	2001-02	2002-03
A02	SAFETY & REGULATORY	10.2	10.5	4.7	6.3	10.0
A31	LABOR AND TRADES	10.2	10.3	8.9	8.4	11.6
C12	SECURITY	11.1	11.3	10.0	11.2	12.4
E42	HUMAN SERVICES SUPPORT	10.5	11.6	10.0	9.5	9.4
H21	SCIENTIFIC & ENGINEERING	8.9	9.0	7.9	8.8	9.7
L32	TECHNICAL	8.1	8.5	7.2	7.8	9.3
T01	STATE POLICE ENLISTED	8.6	9.7	8.8	12.3	11.0
U11	INSTITUTIONAL	11.2	11.0	10.9	10.8	11.4
W22	HUMAN SERVICES	10.3	10.5	10.1	10.9	10.6
W41	ADMINISTRATIVE SUPPORT	10.2	10.4	10.0	10.6	10.9
Y23	BUSINESS & ADMINISTRATION	9.3	9.6	9.1	10.3	10.1
Y50	PENDING UNIT ASSIGNMENT	8.8	5.6	4.2	4.8	7.0
Y51	SUPERVISORY	10.4	10.6	9.6	11.5	10.7
Y52	NON-CAREER	0.0	0.0	0.0	0.0	6.7
Y98	MANAGERIAL	7.8	8.5	6.7	8.0	8.5
Y99	CONFIDENTIAL	9.5	9.8	9.6	10.4	10.0
	STATEWIDE AVERAGE	10.2	10.4	9.3	10.3	10.9

Source: MAIN, MIDB Civil Service HWF29, for the last full pay period in each fiscal year.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 21, ENDING SEP 27, 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	693	50	83	0	0	249	22	0	0	0	102	506
ATTORNEY GENERAL	11	473	21	3	0	0	0	0	0	0	0	97	121
AUDITOR GENERAL	03	151	0	2	0	0	0	0	0	0	0	3	5
CAREER DEVELOPMENT	80	901	5	11	0	144	0	2	0	14	318	122	616
CIVIL RIGHTS	15	129	0	0	0	0	0	0	0	0	59	17	76
CIVIL SERVICE	19	183	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,444	38	138	477	1	108	53	0	1,252	585	482	3,134
CONSUMER & INDUSTRY SERVICES	63	3,234	267	37	0	631	113	5	0	0	230	644	1,927
CORRECTIONS	47	17,051	8	847	9,139	0	10	83	0	514	2,121	1,243	13,965
EDUCATION	31	303	2	7	0	2	0	0	0	22	89	73	195
ENVIRONMENTAL QUALITY	76	1,401	37	2	0	0	765	49	0	0	1	211	1,065
EXECUTIVE OFFICE	01	56	0	0	0	0	0	0	0	0	1	0	1
FAMILY INDEPENDENCE AGENCY	43	10,257	200	70	0	74	4	4	0	366	6,045	1,374	8,137
HISTORY ARTS AND LIBRARIES	25	290	28	41	0	0	6	3	0	0	48	48	174
INFORMATION TECHNOLOGY	08	1,725	0	31	0	0	6	60	0	0	1	328	426
MANAGEMENT & BUDGET	07	1,289	6	325	0	0	31	13	0	0	2	222	599
MILITARY AFFAIRS	51	952	31	162	0	0	21	10	0	467	25	55	771
NATURAL RESOURCES	75	2,592	908	524	0	0	202	223	0	8	41	224	2,130
STATE	23	1,851	28	22	0	0	0	0	0	0	0	1,247	1,297
STATE POLICE	55	2,689	158	27	0	0	73	25	1,612	6	0	308	2,209
TRANSPORTATION	59	2,898	56	761	0	0	464	572	0	0	2	244	2,099
TREASURY	27	1,476	11	23	0	0	1	2	0	0	6	522	565
GRAND TOTAL:		**55,038**	**1,854**	**3,116**	**9,616**	**852**	**2,053**	**1,126**	**1,612**	**2,649**	**9,574**	**7,566**	**40,018**

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 21, ENDING SEP 27, 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	693	37	19	24	34	0	73	187
ATTORNEY GENERAL	11	473	23	49	272	0	0	8	352
AUDITOR GENERAL	03	151	5	67	26	6	0	42	146
CAREER DEVELOPMENT	80	901	115	29	39	13	0	89	285
CIVIL RIGHTS	15	129	3	25	9	1	0	15	53
CIVIL SERVICE	19	183	3	147	15	6	0	12	183
COMMUNITY HEALTH	39	4,444	341	136	151	67	6	609	1,310
CONSUMER & INDUSTRY SERVICES	63	3,234	605	166	147	94	0	295	1,307
CORRECTIONS	47	17,051	179	307	157	34	0	2,409	3,086
EDUCATION	31	303	44	30	14	2	0	18	108
ENVIRONMENTAL QUALITY	76	1,401	55	41	20	45	0	175	336
EXECUTIVE OFFICE	01	56	0	54	1	0	0	0	55
FAMILY INDEPENDENCE AGENCY	43	10,257	413	370	171	7	0	1,159	2,120
HISTORY ARTS AND LIBRARIES	25	290	23	12	20	38	0	23	116
INFORMATION TECHNOLOGY	08	1,725	875	63	66	71	0	224	1,299
MANAGEMENT & BUDGET	07	1,289	274	151	91	39	0	135	690
MILITARY AFFAIRS	51	952	17	29	13	1	0	121	181
NATURAL RESOURCES	75	2,592	83	48	55	6	0	270	462
STATE	23	1,851	130	74	43	8	0	299	554
STATE POLICE	55	2,689	106	48	38	9	0	279	480
TRANSPORTATION	59	2,898	185	131	77	46	5	355	799
TREASURY	27	1,476	536	70	101	20	0	184	911
GRAND TOTAL:		**55,038**	**4,052**	**2,066**	**1,550**	**547**	**11**	**6,794**	**15,020**

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 SEPTEMBER 27, 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	187	1	7	0	0	0	1	0	1	0	10
ATTORNEY GENERAL	352	0	1	0	0	0	0	0	1	0	2
AUDITOR GENERAL	146	0	2	0	0	0	0	0	0	0	2
CAREER DEVELOPMENT	285	6	9	0	2	0	0	0	3	0	20
CIVIL RIGHTS	53	0	2	0	0	0	0	0	0	0	2
CIVIL SERVICE	183	0	1	0	0	0	0	0	0	0	1
COMMUNITY HEALTH	1,315	0	179	0	17	17	0	0	4	0	217
CONSUMER & INDUSTRY SERVICES	1,307	34	34	0	3	0	0	0	1	0	72
CORRECTIONS	3,094	5	316	0	470	1	2	0	17	1	812
EDUCATION	108	1	0	0	0	0	0	0	2	0	3
ENVIRONMENTAL QUALITY	336	1	6	0	0	0	0	0	3	1	11
EXECUTIVE OFFICE	55	0	0	0	0	0	0	0	1	0	1
FAMILY INDEPENDENCE AGENCY	2,120	5	293	0	38	0	0	0	21	0	357
HISTORY ARTS AND LIBRARIES	116	0	1	0	0	0	1	0	0	0	2
INFORMATION TECHNOLOGY	1,299	1	14	0	1	0	0	0	3	1	20
MANAGEMENT & BUDGET	690	3	7	0	4	0	0	0	0	0	14
MILITARY AFFAIRS	182	1	13	0	39	0	0	0	0	0	53
NATURAL RESOURCES	462	1	40	0	0	0	0	0	0	0	41
STATE	555	0	38	0	11	0	0	0	0	0	49
STATE POLICE	480	0	20	0	1	0	0	163	0	0	184
TRANSPORTATION	799	7	25	0	2	0	0	0	1	0	35
TREASURY	912	2	25	0	3	0	1	0	1	0	32
STATEWIDE TOTALS:	**15,036**	**68**	**1,033**	**0**	**591**	**18**	**5**	**163**	**59**	**3**	**1,940**

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.

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Employee Status Code Descriptions (active employees):

- **AA**: Full-time (Classified)
- **AB**: Part-time (Classified)
- **AC**: Permanent Intermittent (Classified)
- **AD**: Limited Term (Classified)
- **AE**: Seasonal (Classified)
- **AF**: Unclassified
- **AP**: Workers Compensation
- **AQ**: Non Career/Per Diem
- **AR**: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Handicapper - Any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

> **01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.
>
> **02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.
>
> **03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.
>
> **04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.
>
> **05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

A Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM) Michigan Corrections Organization (MCO)

C

E Local 31-M, Service Employees International Union, AFL-CIO (SEIU)

H Michigan Public Employees (MPES)

L United Technical Employees Association (UTEA)

T Michigan State Police Troopers Association (MSPTA)

U American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)

W United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)

Y No Exclusive Employee Organization Representation

Z Unclassified - No Exclusive Employee Organization

Unit Code	Unit
01	**State Police Enlisted Unit** This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	**Safety and Regulatory Unit** Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

11 **Institutional Unit**
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.

12 **Security Unit**
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

21 **Scientific and Engineering Unit**
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

22 **Human Services Unit**
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

23 **Business and Administrative Unit**
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

31 **Labor and Trades Unit**
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.

32 **Technical Unit**
Employees in this unit provide support services in the area of science and engineering.

41 **Administrative Support Unit**
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.

42 **Human Services Support Unit**
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.

50 **Pending Unit Assignment**
Employees in positions in classifications that are pending unit assignment.

51 **Supervisory Unit**
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 **Non-Career**
Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 **Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 **Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.