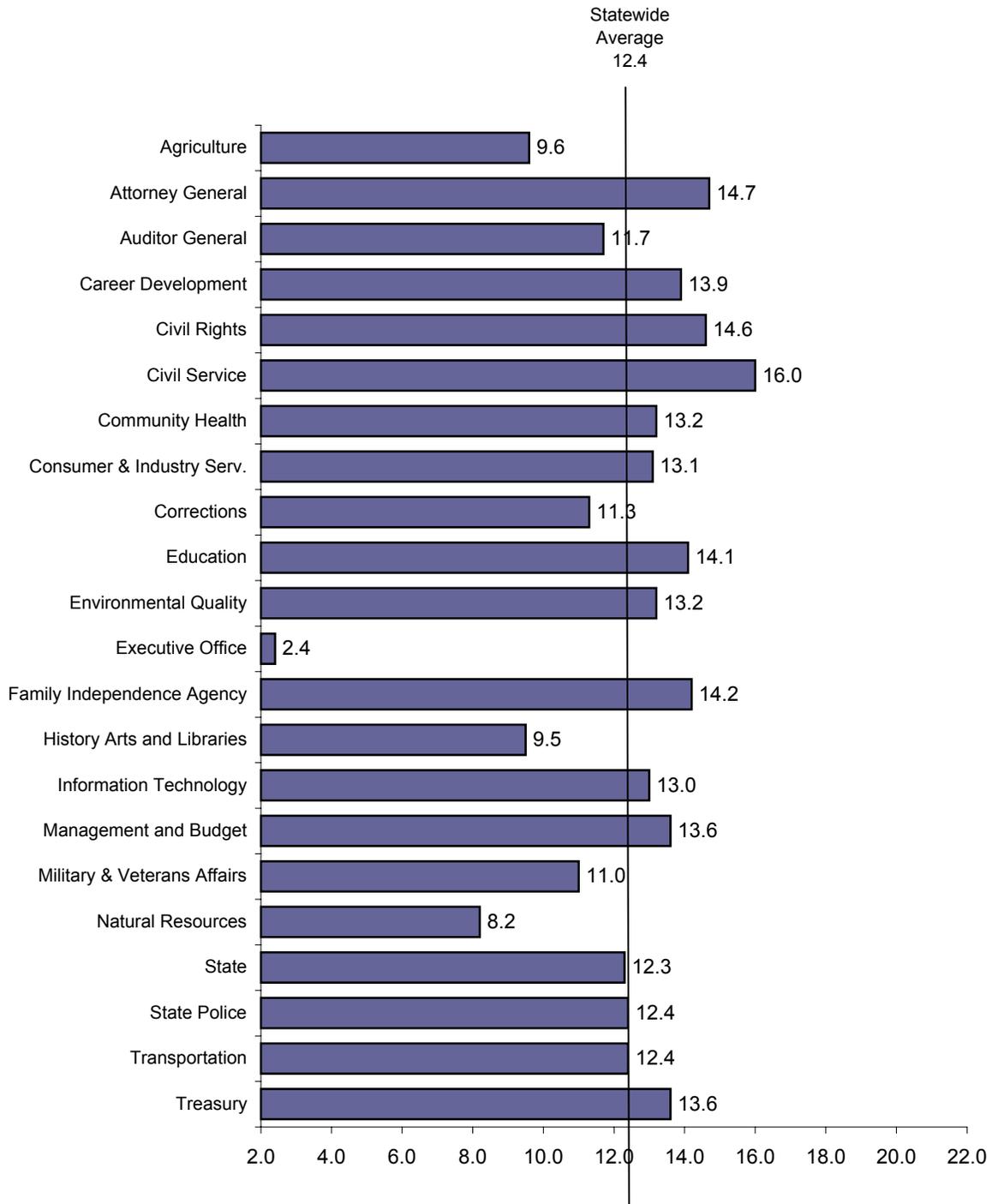


## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

**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
<b>AGRICULTURE</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>326</b>	<b>296</b>	<b>12</b>	<b>28</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>5</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>351</b>	<b>342</b>	<b>9</b>	<b>10</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>9.6</b>												

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
<b>ATTORNEY GENERAL</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>195</b>	<b>212</b>	<b>14</b>	<b>36</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>214</b>	<b>259</b>	<b>4</b>	<b>5</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>			<b>14.7</b>													

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY PERIOD ENDING 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
<b>AUDITOR GENERAL</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>63</b>	<b>79</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>67</b>	<b>84</b>	<b>1</b>	<b>3</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>			<b>11.7</b>													

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY PERIOD ENDING 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
<b>CAREER DEVELOPMENT</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>259</b>	<b>348</b>	<b>71</b>	<b>160</b>	<b>3</b>	<b>6</b>	<b>12</b>	<b>28</b>	<b>1</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>349</b>	<b>552</b>	<b>53</b>	<b>32</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>			<b>13.9</b>													

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY PERIOD ENDING 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
<b>CIVIL RIGHTS</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>17</b>	<b>34</b>	<b>18</b>	<b>44</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>88</b>	<b>0</b>	<b>1</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>14.6</b>												

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY PERIOD ENDING 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
<b>CIVIL SERVICE</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>33</b>	<b>107</b>	<b>4</b>	<b>24</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>142</b>	<b>4</b>	<b>7</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>			<b>16.0</b>													

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY PERIOD ENDING 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
<b>COMMUNITY HEALTH</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,264</b>	<b>1,971</b>	<b>325</b>	<b>603</b>	<b>13</b>	<b>22</b>	<b>50</b>	<b>55</b>	<b>52</b>	<b>81</b>	<b>4</b>	<b>6</b>	<b>1,708</b>	<b>2,738</b>	<b>90</b>	<b>106</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>13.2</b>												

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**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
<b>CONSUMER &amp; INDUSTRY SERVICES</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>809</b>	<b>1,423</b>	<b>180</b>	<b>648</b>	<b>5</b>	<b>17</b>	<b>32</b>	<b>61</b>	<b>18</b>	<b>32</b>	<b>1</b>	<b>8</b>	<b>1,045</b>	<b>2,189</b>	<b>58</b>	<b>124</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>13.1</b>												

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**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
<b>CORRECTIONS</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>9,848</b>	<b>3,860</b>	<b>1,238</b>	<b>1,354</b>	<b>237</b>	<b>73</b>	<b>223</b>	<b>122</b>	<b>37</b>	<b>17</b>	<b>28</b>	<b>14</b>	<b>11,611</b>	<b>5,440</b>	<b>401</b>	<b>150</b>
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

**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
<b>EDUCATION</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>61</b>	<b>212</b>	<b>7</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>69</b>	<b>234</b>	<b>3</b>	<b>9</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>14.1</b>												

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY PERIOD ENDING 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
<b>ENVIRONMENTAL QUALITY</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>696</b>	<b>557</b>	<b>28</b>	<b>48</b>	<b>2</b>	<b>5</b>	<b>13</b>	<b>12</b>	<b>25</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>764</b>	<b>637</b>	<b>20</b>	<b>14</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>13.2</b>												

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**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
<b>EXECUTIVE OFFICE</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>11</b>	<b>26</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>18</b>	<b>38</b>	<b>0</b>	<b>1</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>			<b>2.4</b>													

**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
<b>FAMILY INDEPENDENCE AGENCY</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,603</b>	<b>4,845</b>	<b>488</b>	<b>2,761</b>	<b>16</b>	<b>63</b>	<b>92</b>	<b>308</b>	<b>26</b>	<b>54</b>	<b>0</b>	<b>1</b>	<b>2,225</b>	<b>8,032</b>	<b>132</b>	<b>351</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>14.2</b>												

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**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
<b>HISTORY ARTS AND LIBRARIES</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>100</b>	<b>130</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>10</b>	<b>22</b>	<b>124</b>	<b>166</b>	<b>9</b>	<b>3</b>
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**

**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
<b>INFORMATION TECHNOLOGY</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>844</b>	<b>571</b>	<b>77</b>	<b>88</b>	<b>3</b>	<b>2</b>	<b>20</b>	<b>23</b>	<b>36</b>	<b>23</b>	<b>26</b>	<b>12</b>	<b>1,006</b>	<b>719</b>	<b>42</b>	<b>24</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>13.0</b>												

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**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
<b>MANAGEMENT &amp; BUDGET</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>545</b>	<b>531</b>	<b>50</b>	<b>55</b>	<b>3</b>	<b>3</b>	<b>29</b>	<b>16</b>	<b>12</b>	<b>7</b>	<b>13</b>	<b>25</b>	<b>652</b>	<b>637</b>	<b>37</b>	<b>26</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>			<b>13.6</b>													

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE  
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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
<b>MILITARY AFFAIRS</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>340</b>	<b>411</b>	<b>36</b>	<b>120</b>	<b>6</b>	<b>5</b>	<b>12</b>	<b>13</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>397</b>	<b>555</b>	<b>18</b>	<b>9</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>11.0</b>												

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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
<b>NATURAL RESOURCES</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,612</b>	<b>837</b>	<b>31</b>	<b>30</b>	<b>21</b>	<b>7</b>	<b>21</b>	<b>17</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>1,694</b>	<b>898</b>	<b>30</b>	<b>13</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>8.2</b>												

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PAY PERIOD ENDING SEP 27, 2003**

HRS DEPARTMENT STATE	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
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
<b>DEPARTMENT TOTAL</b>	<b>234</b>	<b>1,065</b>	<b>45</b>	<b>335</b>	<b>3</b>	<b>17</b>	<b>12</b>	<b>69</b>	<b>7</b>	<b>17</b>	<b>6</b>	<b>41</b>	<b>307</b>	<b>1,544</b>	<b>22</b>	<b>88</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>12.3</b>												

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
<b>STATE POLICE</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,690</b>	<b>638</b>	<b>175</b>	<b>60</b>	<b>30</b>	<b>7</b>	<b>61</b>	<b>15</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1,964</b>	<b>725</b>	<b>12</b>	<b>12</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>12.4</b>												

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
<b>TRANSPORTATION</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,748</b>	<b>700</b>	<b>138</b>	<b>98</b>	<b>33</b>	<b>13</b>	<b>53</b>	<b>16</b>	<b>33</b>	<b>14</b>	<b>37</b>	<b>16</b>	<b>2,042</b>	<b>857</b>	<b>81</b>	<b>46</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>				<b>12.4</b>												

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
<b>TREASURY</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>396</b>	<b>733</b>	<b>75</b>	<b>176</b>	<b>1</b>	<b>7</b>	<b>19</b>	<b>35</b>	<b>20</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>513</b>	<b>963</b>	<b>36</b>	<b>34</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>			<b>13.6</b>													

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**

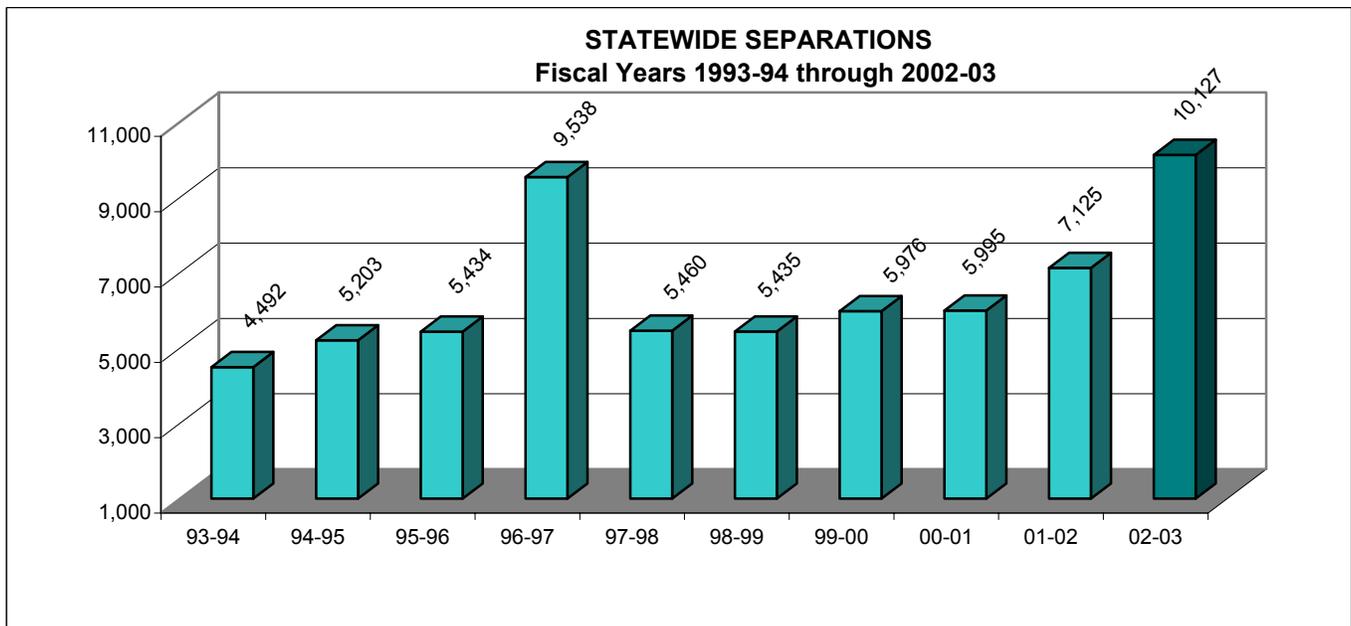
HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																
LESS THAN 6 YEARS	6,728	6,353	785	2,137	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
<b>STATEWIDE TOTAL</b>	<b>22,694</b>	<b>19,586</b>	<b>3,027</b>	<b>6,699</b>	<b>387</b>	<b>258</b>	<b>667</b>	<b>828</b>	<b>293</b>	<b>319</b>	<b>134</b>	<b>149</b>	<b>27,202</b>	<b>27,839</b>	<b>1,062</b>	<b>1,068</b>
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
<b>STATEWIDE AVERAGE YEARS</b>				<b>12.4</b>												

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

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
Fiscal Year 2002-03

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	81	0.8%
Dismissal	322	3.2%
Expired Appointment	1,282	12.7%
<b>Total Involuntary Separations</b>	<b>1,685</b>	<b>16.6%</b>
<i>VOLUNTARY SEPARATIONS</i>		
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%
<b>Total Voluntary Separations</b>	<b>2,257</b>	<b>22.3%</b>
<i>RETIREMENT</i>		
Retirement	519	5.1%
Early Retirement	4,870	48.1%
Disability Retirement	136	1.3%
Deferred Retirement	116	1.1%
<b>Total Retirements</b>	<b>5,641</b>	<b>55.7%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>544</b>	
<b>TOTAL SEPARATIONS</b>	<b>10,127</b>	<b>94.6%</b>



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.

## NEW HIRES, RETURNS, AND SEPARATIONS BY HRS DEPARTMENT

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

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

**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

**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
<b>Agriculture</b>					
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%
<b>Attorney General</b>					
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%
<b>Auditor General</b>					
1998-99	169	21	12.4%	24	14.2%
1999-00	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%
<b>Career Development</b>					
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%
<b>CIS - Unemployment Agency</b>					
1998-99	1,298	143	11.0%	146	11.2%
1999-00	1,192	92	7.7%	93	7.8%
2000-01 <sup>1</sup>	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
<b>Civil Rights</b>					
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%
<b>Civil Service</b>					
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
<b>Community Health</b>					
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%
<b>Consumer and Industry Services</b>					
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%
<b>Corrections</b>					
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%
<b>Education</b>					
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%
<b>Environmental Quality</b>					
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%
<b>Executive Office</b>					
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%
<b>Family Independence Agency</b>					
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
<b>History Arts and Libraries</b>					
1998-99	--	--	--	--	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02 <sup>2</sup>	295	31	10.5%	49	16.6%
2002-03	287	48	16.7%	76	26.5%
<b>Information Technology</b>					
1998-99	--	--	--	--	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	1,730	242	14.0%	251	14.5%
<b>Management and Budget</b>					
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%
<b>Michigan Biologic Products Institute</b>					
1998-99 <sup>3</sup>	--	2	--	2	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
<b>Military and Veterans Affairs</b>					
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%
<b>Natural Resources</b>					
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%
<b>State</b>					
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
<b>State Police</b>					
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%
<b>Transportation</b>					
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%
<b>Treasury</b>					
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%
<b>Statewide Total</b>					
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%

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

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

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

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

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