TWENTY-FIFTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2003-04

State of Michigan
Department of Civil Service

Civil Service Commissioners:

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

James D. Farrell, State Personnel Director

STATISTICAL HIGHLIGHTS
FY 2003-04

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	44.3
Average Annual Salary [1]	$46,063
Average Annual Fringe Benefit Cost [2]	$23,833
Average Sick Leave Days Used	10.0
Average Annual Leave Days Used	17.9
Average Years of Service	12.9

WORK FORCE CHARACTERISTICS

Females	50.6%
Males	49.4%
Eligible for Longevity	71.3%
Less than Six Years of Service	28.7%
Six to Ten Years of Service	19.0%
Over Ten Years of Service	52.3%
Exclusively Represented for Collective Bargaining	72.7%
Turnover Separations without Expired Appointments	6.8%
Turnover Separations with Expired Appointments	8.9%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.1%
Black	17.4%
Hispanic	2.7%
White	77.2%
Not Disclosed	0.4%

[1] Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

[2] Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

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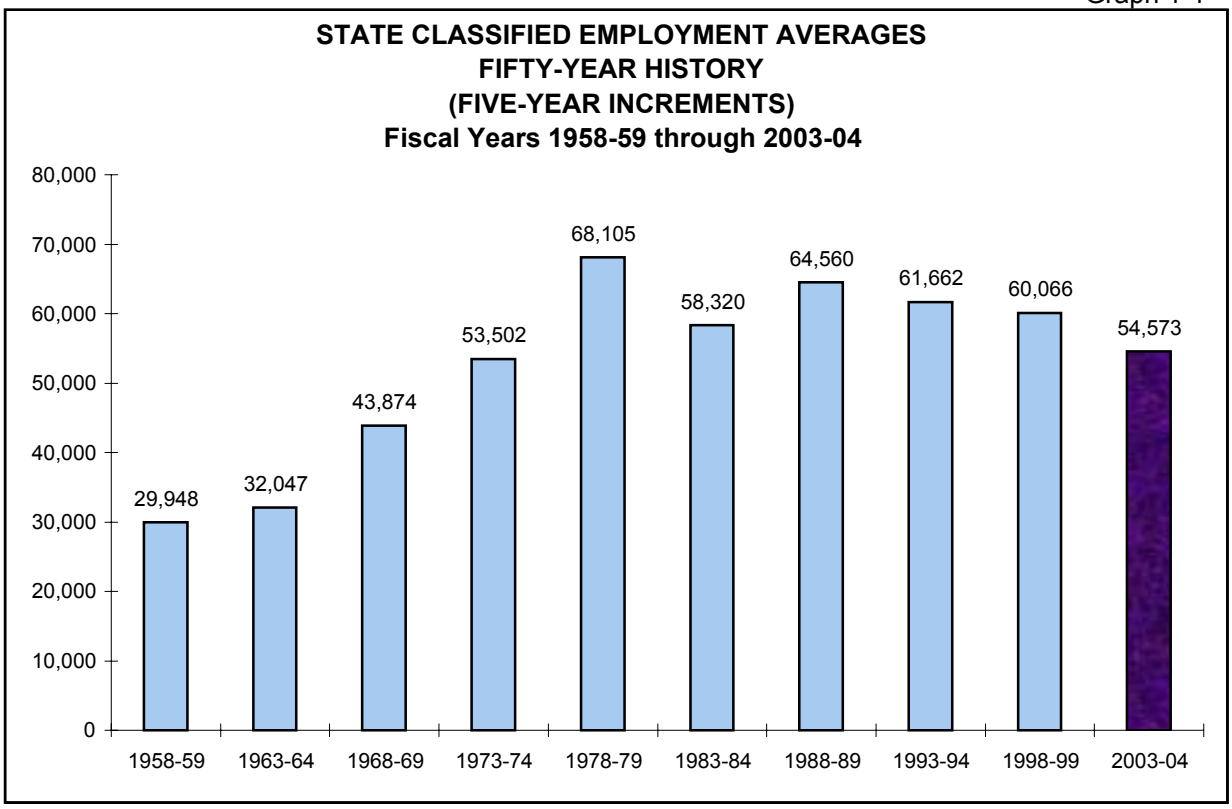
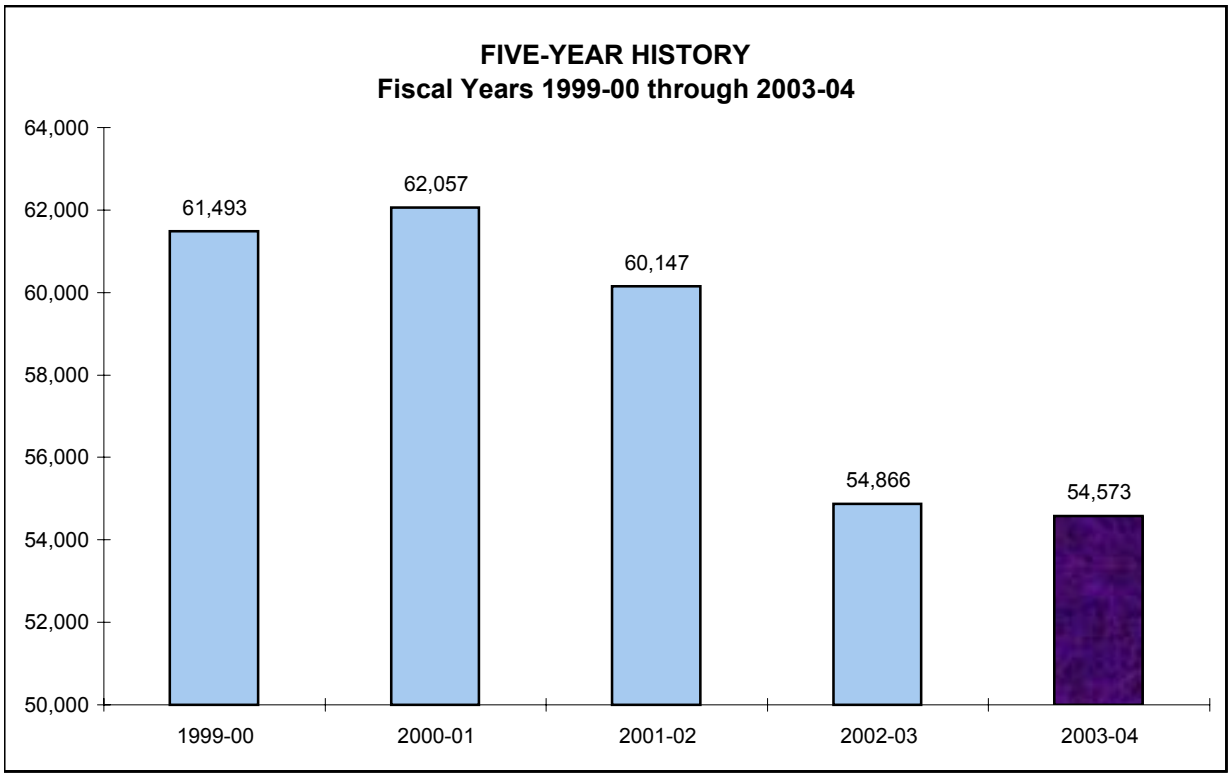
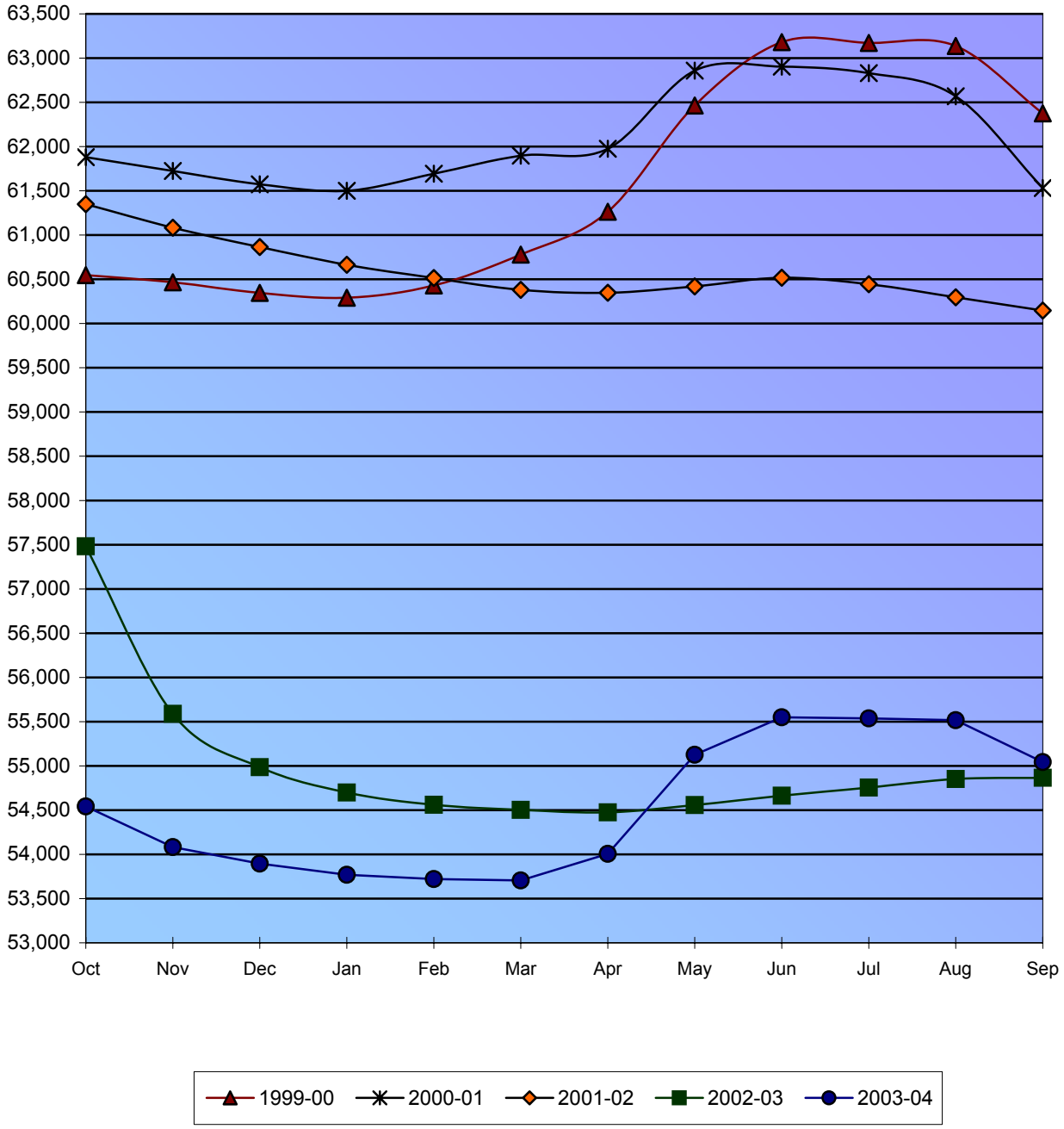




Source: MAIN, MIDB Civil Service HWF09.

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 1999-00 through 2003-04



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 20, ENDING SEP 25, 2004

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
AGRICULTURE CENTRAL OFFICE	79/01	505.0	11.0	15.0	101.0	16.0	49.0	697.0	0.5	**696.5**
AGRICULTURE TOTAL		**505.0**	**11.0**	**15.0**	**101.0**	**16.0**	**49.0**	**697.0**	**0.5**	**696.5**
ATY GNRL CENTRAL OFFICE	11/01	448.0	13.0	0.0	47.0	0.0	0.0	508.0	0.0	**508.0**
ATTORNEY GENERAL TOTAL		**448.0**	**13.0**	**0.0**	**47.0**	**0.0**	**0.0**	**508.0**	**0.0**	**508.0**
LEGISLATIVE AUDITOR GENERAL	03/01	104.0	0.0	16.0	20.0	0.0	7.0	147.0	0.0	**147.0**
AUDITOR GENERAL TOTAL		**104.0**	**0.0**	**16.0**	**20.0**	**0.0**	**7.0**	**147.0**	**0.0**	**147.0**
MDCD EMPLOYMENT SERVICE AGENCY	80/02	210.0	0.0	0.0	32.0	0.0	6.0	248.0	0.0	**248.0**
MI DEPT. OF CAREER DEV.	80/01	598.0	4.0	3.0	9.0	38.0	8.0	660.0	1.0	**659.0**
CAREER DEVELOPMENT TOTAL		**808.0**	**4.0**	**3.0**	**41.0**	**38.0**	**14.0**	**908.0**	**1.0**	**907.0**
CIV RGHT CENTRAL OFFICE	15/01	114.0	0.0	0.0	17.0	0.0	3.0	134.0	0.0	**134.0**
CIVIL RIGHTS TOTAL		**114.0**	**0.0**	**0.0**	**17.0**	**0.0**	**3.0**	**134.0**	**0.0**	**134.0**
CIV SERV CENTRAL OFFICE	19/01	197.0	2.0	0.0	7.0	0.0	7.0	213.0	1.0	**212.0**
CIVIL SERVICE TOTAL		**197.0**	**2.0**	**0.0**	**7.0**	**0.0**	**7.0**	**213.0**	**1.0**	**212.0**
DCH - MT. PLEASANT CENTER	39/12	400.0	0.0	23.0	57.0	0.0	13.0	493.0	0.0	**493.0**
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	419.0	2.0	1.0	53.0	0.0	0.0	475.0	0.0	**475.0**
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	**3.0**
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,456.0	10.0	10.0	23.0	0.0	73.0	1,572.0	1.0	**1,571.0**
DCH-CTR FORENSIC PSYCHIATRY	39/20	480.0	2.0	0.0	14.0	0.0	0.0	496.0	0.0	**496.0**
DCH-HAWTHORN CENTER NORTHVILLE	39/06	193.0	3.0	0.0	11.0	0.0	1.0	208.0	0.0	**208.0**
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	627.0	5.0	0.0	0.0	0.0	0.0	632.0	0.0	**632.0**
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	376.0	11.0	0.0	66.0	0.0	1.0	454.0	0.0	**454.0**
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	0.0	0.0	0.0	17.0	0.0	0.0	17.0	0.0	**17.0**
DCH-OFFICE OF SERVICES TO TH	39/70	25.0	0.0	1.0	5.0	0.0	0.0	31.0	0.0	**31.0**
DCH-WALTER P. REUTHER PSY HOSP	39/45	421.0	0.0	0.0	0.0	0.0	0.0	421.0	0.0	**421.0**
COMMUNITY HEALTH TOTAL		**4,397.0**	**33.0**	**35.0**	**252.0**	**0.0**	**88.0**	**4,805.0**	**1.0**	**4,804.0**

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 20, ENDING SEP 25, 2004

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	2,385.0	28.0	56.0	25.0	1.0	101.0	2,596.0	4.0	**2,592.0**
MES BOARD OF REVIEW	63/15	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	**16.0**
MSHDA	63/05	196.0	8.0	6.0	4.0	0.0	22.0	236.0	3.0	**233.0**
CONSUMER & INDUSTRY SERVICES TOTAL		**2,596.0**	**36.0**	**62.0**	**30.0**	**1.0**	**123.0**	**2,848.0**	**7.0**	**2,841.0**
DOC-ADRIAN/GUS HARRISON FAC	47/29	511.0	0.0	0.0	0.0	0.0	0.0	511.0	0.0	**511.0**
DOC-ALGER MAX SECURITY CORRECT	47/35	343.0	0.0	0.0	1.0	0.0	0.0	344.0	0.0	**344.0**
DOC-BARAGA FACILITY	47/40	417.0	2.0	0.0	1.0	0.0	0.0	420.0	0.0	**420.0**
DOC-BELLAMY CREEK FACILITY	47/48	490.0	0.0	0.0	1.0	0.0	0.0	491.0	0.0	**491.0**
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	517.0	0.0	0.0	1.0	0.0	0.0	518.0	0.0	**518.0**
DOC-CARSON CITY FAC/CARSON CIT	47/31	543.0	0.0	0.0	2.0	0.0	0.0	545.0	0.5	**544.5**
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	576.0	0.0	0.0	1.0	0.0	0.0	577.0	0.0	**577.0**
DOC-COOPER STREET FACILITY	47/52	276.0	0.0	0.0	1.0	0.0	0.0	277.0	0.0	**277.0**
DOC-CORRECTN CENTRAL OFFICE	47/02	498.0	0.0	0.0	30.0	0.0	30.0	558.0	0.0	**558.0**
DOC-COTTON FACILITY	47/20	421.0	0.0	1.0	1.0	0.0	0.0	423.0	0.0	**423.0**
DOC-CRANE FACILITY	47/16	368.0	0.0	0.0	0.0	0.0	0.0	368.0	0.0	**368.0**
DOC-EGELER FACILITY	47/27	708.0	0.0	0.0	1.0	0.0	0.0	709.0	0.0	**709.0**
DOC-FIELD OPERATION REGION III	47/63	585.0	13.0	0.0	3.0	0.0	0.0	601.0	0.0	**601.0**
DOC-FIELD OPERATIONS REGION I	47/61	515.0	0.0	0.0	2.0	0.0	0.0	517.0	0.0	**517.0**
DOC-FIELD OPERATIONS REGION II	47/62	708.0	2.0	5.0	1.0	0.0	0.0	716.0	0.0	**716.0**
DOC-HANDLON MI TRAINING UNT	47/05	280.0	0.0	0.0	2.0	0.0	0.0	282.0	0.0	**282.0**
DOC-HURON VALLEY MENS FACILITY	47/15	289.0	4.0	0.0	1.0	0.0	0.0	294.0	0.0	**294.0**
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	206.0	0.0	0.0	1.0	0.0	0.0	207.0	0.0	**207.0**
DOC-JACKSON CENTRAL REGION	47/50	101.0	0.0	0.0	3.0	0.0	0.0	104.0	0.0	**104.0**
DOC-KINROSS/HIAWATHA FACILITY	47/12	563.0	0.0	0.0	1.0	0.0	0.0	564.0	0.5	**563.5**
DOC-LAKELAND MEN'S FACILITY	47/18	284.0	0.0	0.0	0.0	0.0	0.0	284.0	0.0	**284.0**
DOC-MACOMB FACILITY	47/41	303.0	1.0	0.0	1.0	0.0	0.0	305.0	0.5	**304.5**
DOC-MARQUETTE BRANCH PRISON	47/06	418.0	0.0	0.0	2.0	0.0	0.0	420.0	0.0	**420.0**
DOC-MICHIGAN STATE INDUSTRIES	47/09	196.0	0.0	0.0	0.0	0.0	2.0	198.0	0.0	**198.0**
DOC-MID MICHIGAN FACILITY	47/33	603.0	0.0	0.0	1.0	0.0	0.0	604.0	0.0	**604.0**
DOC-MOUND FACILITY	47/37	321.0	1.0	0.0	1.0	0.0	0.0	323.0	0.0	**323.0**
DOC-MUSKEGON FACILITY	47/04	277.0	0.0	0.0	1.0	0.0	0.0	278.0	0.0	**278.0**
DOC-NEWBERRY FACILITY	47/43	343.0	1.0	0.0	1.0	0.0	0.0	345.0	0.0	**345.0**
DOC-OAKS FACILITY	47/39	360.0	1.0	0.0	2.0	0.0	0.0	363.0	0.0	**363.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 20, ENDING SEP 25, 2004

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-OJIBWAY FACILITY	47/46	287.0	1.0	0.0	1.0	0.0	0.0	289.0	0.0	**289.0**
DOC-PARNALL FACILITY	47/51	269.0	0.0	2.0	2.0	0.0	0.0	273.0	0.5	**272.5**
DOC-PINE RIVER FACILITY	47/44	227.0	0.0	0.0	1.0	0.0	0.0	228.0	0.0	**228.0**
DOC-PUGSLEY FACILITY	47/45	223.0	1.0	0.0	0.0	0.0	0.0	224.0	0.0	**224.0**
DOC-RIVERSIDE FACILITY	47/11	445.0	0.0	0.0	0.0	0.0	0.0	445.0	0.0	**445.0**
DOC-RYAN FACILITY	47/38	320.0	0.0	0.0	1.0	0.0	0.0	321.0	0.0	**321.0**
DOC-SAGINAW FACILITY	47/42	369.0	2.0	0.0	1.0	0.0	0.0	372.0	0.0	**372.0**
DOC-SCOTT FACILITY	47/21	411.0	2.0	0.0	1.0	0.0	0.0	414.0	0.0	**414.0**
DOC-SOUTHERN MICHIGAN FACILITY	47/53	409.0	0.0	0.0	1.0	0.0	0.0	410.0	0.0	**410.0**
DOC-STANDISH MAXIMUM FACILITY	47/34	415.0	1.0	0.0	1.0	0.0	0.0	417.0	0.0	**417.0**
DOC-THUMB FACILITY	47/25	369.0	0.0	0.0	1.0	0.0	1.0	371.0	0.0	**371.0**
DOC-WESTERN WAYNE FACILITY	47/17	258.0	0.0	0.0	0.0	0.0	0.0	258.0	0.0	**258.0**
CORRECTIONS TOTAL		**16,379.0**	**32.0**	**8.0**	**75.0**	**0.0**	**33.0**	**16,527.0**	**2.0**	**16,525.0**
EDUCATION	31/03	245.0	13.0	5.0	22.0	60.0	0.0	345.0	3.5	**341.5**
EDUCATION TOTAL		**245.0**	**13.0**	**5.0**	**22.0**	**60.0**	**0.0**	**345.0**	**3.5**	**341.5**
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,363.0	7.0	18.0	32.0	0.0	76.0	1,496.0	4.0	**1,492.0**
ENVIRONMENTAL QUALITY TOTAL		**1,363.0**	**7.0**	**18.0**	**32.0**	**0.0**	**76.0**	**1,496.0**	**4.0**	**1,492.0**
OFFICE OF THE GOVERNOR	01/01	1.0	0.0	0.0	39.0	0.0	4.0	44.0	0.0	**44.0**
EXECUTIVE OFFICE TOTAL		**1.0**	**0.0**	**0.0**	**39.0**	**0.0**	**4.0**	**44.0**	**0.0**	**44.0**
FIA - INSTITUTIONS	43/07	270.0	1.0	20.0	33.0	0.0	1.0	325.0	0.0	**325.0**
FIA-BERRIEN COUNTY	43/22	158.0	0.0	0.0	0.0	5.0	0.0	163.0	0.0	**163.0**
FIA-CALHOUN COUNTY	43/23	132.0	0.0	0.0	1.0	0.0	0.0	133.0	0.0	**133.0**
FIA-COUNTIES	43/08	2,167.0	0.0	1.0	60.0	35.0	0.0	2,263.0	1.5	**2,261.5**
FIA-FMLY IND CENTRAL OFFICE	43/01	1,719.0	9.0	21.0	45.0	1.0	5.0	1,800.0	4.5	**1,795.5**
FIA-GENESEE COUNTY	43/02	517.0	0.0	0.0	5.0	0.0	0.0	522.0	0.0	**522.0**
FIA-INGHAM COUNTY	43/12	240.0	0.0	0.0	2.0	1.0	0.0	243.0	0.0	**243.0**
FIA-JACKSON COUNTY	43/15	122.0	0.0	0.0	4.0	0.0	0.0	126.0	0.0	**126.0**
FIA-KALAMAZOO COUNTY	43/14	186.0	0.0	0.0	4.0	0.0	0.0	190.0	0.0	**190.0**
FIA-KENT COUNTY	43/03	355.0	0.0	0.0	15.0	10.0	0.0	380.0	0.5	**379.5**
FIA-MACOMB COUNTY	43/04	336.0	0.0	0.0	6.0	0.0	0.0	342.0	0.5	**341.5**
FIA-MAXEY TRAINING SCHOOL	43/11	320.0	0.0	0.0	4.0	0.0	0.0	324.0	0.0	**324.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 20, ENDING SEP 25, 2004

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	176.0	0.0	0.0	0.0	0.0	0.0	176.0	0.0	**176.0**
FIA-OAKLAND COUNTY	43/05	426.0	0.0	0.0	1.0	0.0	0.0	427.0	0.0	**427.0**
FIA-SAGINAW COUNTY	43/13	237.0	0.0	0.0	0.0	0.0	0.0	237.0	0.0	**237.0**
FIA-WASHTENAW	43/25	124.0	0.0	0.0	1.0	0.0	0.0	125.0	0.0	**125.0**
FIA-WAYNE COUNTY DSS	43/06	133.0	0.0	0.0	12.0	0.0	0.0	145.0	0.0	**145.0**
FIA-WAYNE COUNTY O.C.Y.S.	43/20	691.0	0.0	0.0	7.0	0.0	0.0	698.0	0.0	**698.0**
FIA-WAYNE COUNTY ZONE 3	43/18	454.0	0.0	0.0	5.0	0.0	0.0	459.0	0.0	**459.0**
FIA-WAYNE COUNTY ZONE 4	43/19	533.0	0.0	0.0	10.0	0.0	0.0	543.0	0.0	**543.0**
FIA-WAYNE COUNTY ZONE L	43/16	402.0	0.0	0.0	8.0	0.0	0.0	410.0	0.0	**410.0**
FAMILY INDEPENDENCE AGENCY TOTAL		**9,698.0**	**10.0**	**42.0**	**223.0**	**52.0**	**6.0**	**10,031.0**	**7.0**	**10,024.0**
HISTORY ARTS AND LIBRARIES	25/01	181.0	2.0	5.0	6.0	18.0	93.0	305.0	2.5	**302.5**
HISTORY ARTS AND LIBRARIES TOTAL		**181.0**	**2.0**	**5.0**	**6.0**	**18.0**	**93.0**	**305.0**	**2.5**	**302.5**
DEPT OF INFORMATION TECHNOLOGY	08/01	1,641.0	7.0	4.0	29.0	0.0	60.0	1,741.0	0.0	**1,741.0**
INFORMATION TECHNOLOGY TOTAL		**1,641.0**	**7.0**	**4.0**	**29.0**	**0.0**	**60.0**	**1,741.0**	**0.0**	**1,741.0**
DEPT OF LABOR/ECONOMIC GROWTH	64/01	93.0	2.0	4.0	3.0	0.0	0.0	102.0	1.0	**101.0**
LABOR & ECONOMIC GROWTH TOTAL		**93.0**	**2.0**	**4.0**	**3.0**	**0.0**	**0.0**	**102.0**	**1.0**	**101.0**
MGMT BUD CENTRAL OFFICE	07/01	913.0	21.0	1.0	46.0	0.0	38.0	1,019.0	6.5	**1,012.5**
STRATEGIC FUND	07/40	195.0	3.0	12.0	11.0	0.0	48.0	269.0	1.0	**268.0**
MANAGEMENT & BUDGET TOTAL		**1,108.0**	**24.0**	**13.0**	**57.0**	**0.0**	**86.0**	**1,288.0**	**7.5**	**1,280.5**
D.J. JACOBETTI HOME FOR VETERA	51/03	145.0	5.0	2.0	0.0	0.0	4.0	156.0	1.0	**155.0**
GRAND RAPIDS HOME FOR VETERANS	51/02	465.0	2.0	15.0	0.0	7.0	15.0	504.0	0.0	**504.0**
MIL AFFR CENTRAL OFFICE	51/01	232.0	1.0	13.0	12.0	19.0	12.0	289.0	0.0	**289.0**
MILITARY AFFAIRS TOTAL		**842.0**	**8.0**	**30.0**	**12.0**	**26.0**	**31.0**	**949.0**	**1.0**	**948.0**
DEPARTMENT OF NATURAL RESOURCE	75/01	1,342.0	8.0	58.0	29.0	311.0	1,102.0	2,850.0	1.5	**2,848.5**
NATURAL RESOURCES TOTAL		**1,342.0**	**8.0**	**58.0**	**29.0**	**311.0**	**1,102.0**	**2,850.0**	**1.5**	**2,848.5**
DEPARTMENT OF STATE	23/01	1,261.0	0.0	419.0	15.0	0.0	162.0	1,857.0	0.5	**1,856.5**

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 20, ENDING SEP 25, 2004

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 TOTAL		**1,261.0**	**0.0**	**419.0**	**15.0**	**0.0**	**162.0**	**1,857.0**	**0.5**	**1,856.5**
STATE POLICE	55/01	2,624.0	41.0	6.0	26.0	0.0	1.0	2,698.0	1.5	**2,696.5**
STATE POLICE TOTAL		**2,624.0**	**41.0**	**6.0**	**26.0**	**0.0**	**1.0**	**2,698.0**	**1.5**	**2,696.5**
BRIDGE AUTHORITIES-INTERNATION	59/03	31.0	0.0	2.0	0.0	0.0	12.0	45.0	0.0	**45.0**
BRIDGE AUTHORITIES-MACKINAC	59/02	49.0	0.0	30.0	3.0	4.0	9.0	95.0	0.0	**95.0**
TRANSPORTATION CENTRAL OFFICE	59/01	2,562.0	34.0	13.0	68.0	37.0	187.0	2,901.0	8.5	**2,892.5**
TRANSPORTATION TOTAL		**2,642.0**	**34.0**	**45.0**	**71.0**	**41.0**	**208.0**	**3,041.0**	**8.5**	**3,032.5**
BUREAU OF STATE LOTTERY	27/95	155.0	0.0	1.0	2.0	0.0	3.0	161.0	0.0	**161.0**
GAMING CONTROL	27/07	87.0	1.0	0.0	7.0	0.0	8.0	103.0	0.5	**102.5**
TREASURY CENTRAL PAYROLL	27/01	1,224.0	4.0	11.0	22.0	0.0	36.0	1,297.0	0.5	**1,296.5**
TREASURY TOTAL		**1,466.0**	**5.0**	**12.0**	**31.0**	**0.0**	**47.0**	**1,561.0**	**1.0**	**1,560.0**
STATEWIDE TOTAL:		**50,055.0**	**292.0**	**800.0**	**1,185.0**	**563.0**	**2,200.0**	**55,095.0**	**52.0**	**55,043.0**

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

2003-2004 Fiscal Year Summary

Through Pay Periods Ending Sep 27, 2003 and Sep 25, 2004

DEPARTMENT		FY 2003-04 Appropriated FTE Positions (A)	FY 2003-04 Average FTE Positions (B)	FY 2002-03 Average FTE Positions (C)	FY 2002-03 and FY 2003-04 Difference (B - C)	FY 2003-04 Avg and Appropriated Difference (B - A)
AGRICULTURE	Regular	563.0	634.1	569.0	65.1	71.1
	Overtime	0.0	4.6	2.8	1.8	4.6
	Total	563.0	638.6	571.7	66.9	75.6
ATTORNEY GENERAL	Regular	562.0	473.1	463.6	9.5	-88.9
	Overtime	0.0	0.7	0.4	0.3	0.7
	Total	562.0	473.8	464.0	9.7	-88.2
AUDITOR GENERAL	Regular	0.0	143.0	150.1	-7.1	143.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	143.0	150.1	-7.0	143.0
CAREER DEVELOPMENT	Regular	989.5	875.8	899.9	-24.1	-113.7
	Overtime	0.0	1.4	1.4	0.0	1.4
	Total	989.5	877.2	901.3	-24.1	-112.3
CIVIL RIGHTS	Regular	137.0	128.3	133.7	-5.3	-8.7
	Overtime	0.0	0.0	0.8	-0.8	0.0
	Total	137.0	128.3	134.5	-6.2	-8.7
CIVIL SERVICE	Regular	211.5	179.5	170.8	8.7	-32.0
	Overtime	0.0	0.1	0.1	-0.1	0.1
	Total	211.5	179.6	170.9	8.6	-31.9
COMMUNITY HEALTH	Regular	4,382.3	4,466.1	4,415.3	50.9	83.8
	Overtime	0.0	205.3	194.2	11.1	205.3
	Total	4,382.3	4,671.4	4,609.5	62.0	289.1
CONSUMER & INDUSTRY SERVICES	Regular	3,470.0	3,039.2	3,119.8	-80.6	-430.8
	Overtime	0.0	82.3	82.4	-0.1	82.3
	Total	3,470.0	3,121.6	3,202.2	-80.7	-348.5
CORRECTIONS	Regular	18,296.7	16,702.9	17,308.4	-605.5	-1,593.8
	Overtime	0.0	853.0	754.6	98.4	853.0
	Total	18,296.7	17,555.9	18,063.0	-507.1	-740.8

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

Full-Time Equated Employee Position Report

Table 1-2

2003-2004 Fiscal Year Summary

Through Pay Periods Ending Sep 27, 2003 and Sep 25, 2004

DEPARTMENT		FY 2003-04 Appropriated FTE Positions (A)	FY 2003-04 Average FTE Positions (B)	FY 2002-03 Average FTE Positions (C)	FY 2002-03 and FY 2003-04 Difference (B - C)	FY 2003-04 Avg and Appropriated Difference (B - A)
EDUCATION	Regular	427.1	307.3	284.7	22.6	-119.8
	Overtime	0.0	1.6	1.8	-0.2	1.6
	Total	427.1	308.9	286.5	22.4	-118.2
ENVIRONMENTAL QUALITY	Regular	1,605.7	1,374.2	1,340.6	33.7	-231.5
	Overtime	0.0	1.8	1.6	0.2	1.8
	Total	1,605.7	1,376.1	1,342.2	33.9	-229.7
EXECUTIVE OFFICE	Regular	74.2	46.2	48.7	-2.5	-28.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	46.2	48.7	-2.5	-28.0
FAMILY INDEPENDENCE AGENCY	Regular	10,774.6	9,899.1	10,230.1	-331.1	-875.5
	Overtime	0.0	162.7	184.4	-21.6	162.7
	Total	10,774.6	10,061.8	10,414.5	-352.7	-712.8
HISTORY ARTS AND LIBRARIES	Regular	248.5	222.7	234.7	-12.0	-25.8
	Overtime	0.0	0.3	0.3	0.1	0.3
	Total	248.5	223.1	235.0	-11.9	-25.4
INFORMATION TECHNOLOGY	Regular	1,749.4	1,658.6	1,690.9	-32.4	-90.8
	Overtime	0.0	15.0	19.3	-4.3	15.0
	Total	1,749.4	1,673.6	1,710.2	-36.6	-75.8
LABOR & ECONOMIC GROWTH	Regular	0.0	24.8	0.0	24.8	24.8
	Overtime	0.0	0.5	0.0	0.5	0.5
	Total	0.0	25.3	0.0	25.3	25.3
MANAGEMENT & BUDGET	Regular	916.0	1,192.4	1,242.4	-49.9	276.4
	Overtime	0.0	8.0	12.2	-4.3	8.0
	Total	916.0	1,200.4	1,254.6	-54.2	284.4
MILITARY AFFAIRS	Regular	1,072.0	915.5	899.0	16.5	-156.5
	Overtime	0.0	40.8	42.7	-1.8	40.8
	Total	1,072.0	956.3	941.7	14.7	-115.7

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

Table 1-2

Full-Time Equated Employee Position Report

2003-2004 Fiscal Year Summary

Through Pay Periods Ending Sep 27, 2003 and Sep 25, 2004

DEPARTMENT		FY 2003-04 Appropriated FTE Positions (A)	FY 2003-04 Average FTE Positions (B)	FY 2002-03 Average FTE Positions (C)	FY 2002-03 and FY 2003-04 Difference (B - C)	FY 2003-04 Avg and Appropriated Difference (B - A)
NATURAL RESOURCES	Regular	2,088.5	2,045.3	2,016.0	29.3	-43.2
	Overtime	0.0	36.7	44.3	-7.6	36.7
	Total	2,088.5	2,082.0	2,060.3	21.7	-6.5
STATE	Regular	1,849.8	1,662.2	1,663.7	-1.5	-187.7
	Overtime	0.0	6.4	14.1	-7.7	6.4
	Total	1,849.8	1,668.6	1,677.8	-9.2	-181.2
STATE POLICE	Regular	2,987.0	2,615.9	2,769.3	-153.4	-371.1
	Overtime	0.0	146.6	134.1	12.5	146.6
	Total	2,987.0	2,762.5	2,903.3	-140.9	-224.5
TRANSPORTATION	Regular	3,050.3	2,838.7	2,760.4	78.3	-211.7
	Overtime	0.0	134.5	124.0	10.6	134.5
	Total	3,050.3	2,973.2	2,884.3	88.8	-77.1
TREASURY	Regular	1,526.0	1,465.1	1,472.6	-7.5	-60.9
	Overtime	0.0	2.5	5.8	-3.3	2.5
	Total	1,526.0	1,467.6	1,478.4	-10.8	-58.4
STATEWIDE TOTALS	**Total Regular**	**56,981.1**	**52,909.8**	**53,883.5**	**-7.5**	**-60.9**
	Total Overtime	**0.0**	**1,705.0**	**1,621.1**	**-3.3**	**2.5**
	Grand Total	**56,981.1**	**54,614.8**	**55,504.6**	**-10.8**	**-58.4**

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). Overtime FTE's are not appropriated as a separate category.

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

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

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

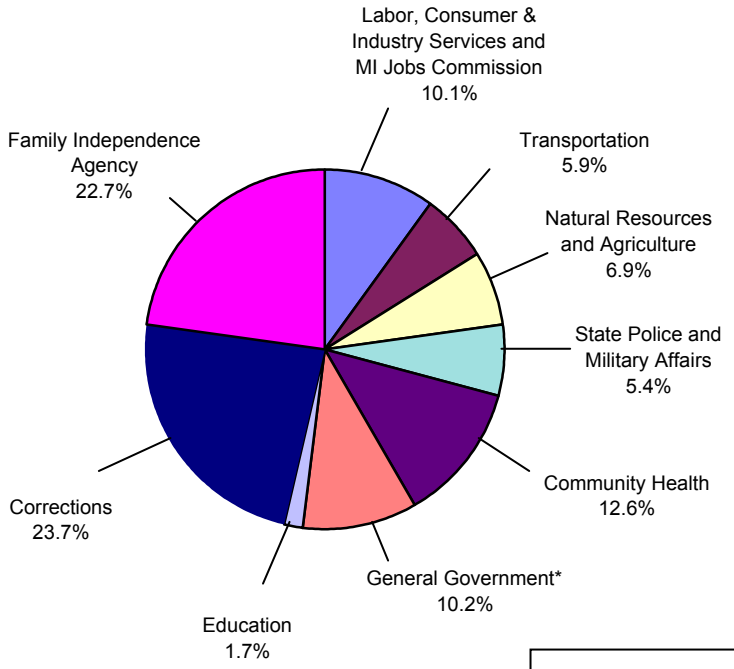
DEPARTMENT	2002-03		2003-04	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	692.5	1.3%	696.5	1.3%
Attorney General	473.0	0.9%	508.0	0.9%
Auditor General	151.0	0.3%	147.0	0.3%
Career Development	899.0	1.6%	907.0	1.6%
Civil Rights	129.0	0.2%	134.0	0.2%
Civil Service	182.0	0.3%	212.0	0.4%
Community Health	4,444.5	8.1%	4,804.0	8.7%
Consumer and Industry Services	3,227.0	5.9%	2,841.0	5.2%
Corrections	17,049.0	31.0%	16,525.0	30.0%
Education	300.0	0.5%	341.5	0.6%
Environmental Quality	1,397.0	2.5%	1,492.0	2.7%
Executive Office	56.0	0.1%	44.0	0.1%
Family Independence Agency	10,247.0	18.6%	10,024.0	18.2%
History Arts and Libraries	288.0	0.5%	302.5	0.5%
Information Technology	1,725.0	3.1%	1,741.0	3.2%
Labor and Economic Growth	0.0	0.0%	101.0	0.2%
Management and Budget	1,283.5	2.3%	1,280.5	2.3%
Military & Veterans Affairs	951.0	1.7%	948.0	1.7%
Natural Resources	2,590.5	4.7%	2,848.5	5.2%
State	1,850.5	3.4%	1,856.5	3.4%
State Police	2,687.5	4.9%	2,696.5	4.9%
Transportation	2,888.5	5.3%	3,032.5	5.5%
Treasury	1,472.5	2.7%	1,560.0	2.8%
TOTAL	54,984.0	100.0%	55,043.0	100.0%

Source: MAIN, MIDB Civil Service HWF03, pay period ending 9-25-04.

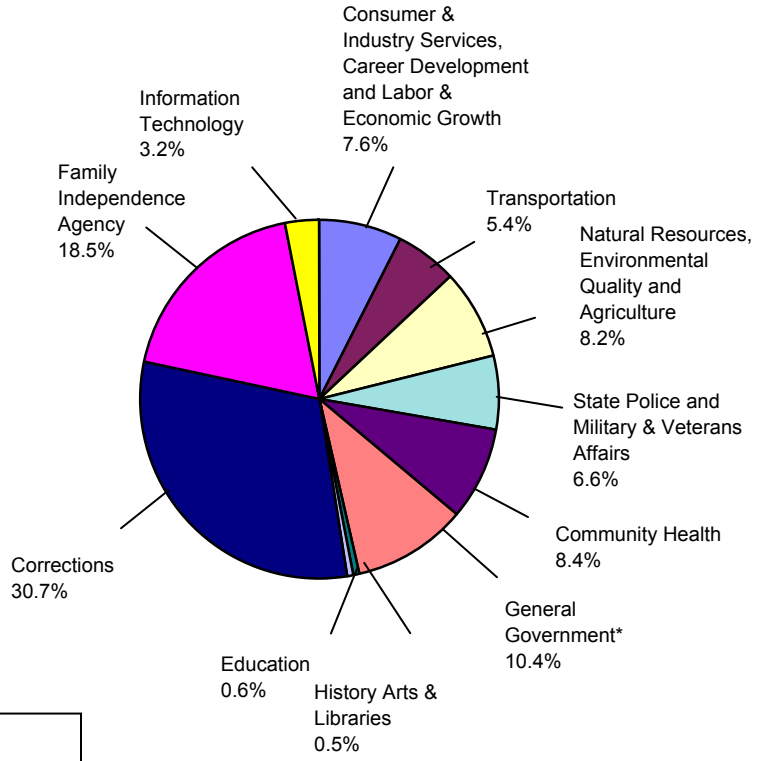
Comments: Statewide the number of classified employees increased .1% from fiscal year 2002-03 to 2003-04.

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES
Fiscal Years 1993-94 and 2003-04 Compared

Graph 1-3



FISCAL YEAR 1993-94
AVERAGE CLASSIFIED EMPLOYMENT
61,662



FISCAL YEAR 2003-04
AVERAGE CLASSIFIED EMPLOYMENT
54,573

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 1993-94 and MAIN, MIDB Civil Service HWF09 for FY 2003-04.

Comments: Statewide, average classified employment decreased by 7,119 positions (11.5%) from 1993-94 to 2003-04.

AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 1994-95 THROUGH 2003-04

DEPARTMENT	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04
Agriculture	549	599	606	631	632	657	697	702	635	687
Attorney General	522	539	552	547	549	559	558	538	474	489
Auditor General	167	162	164	163	169	174	179	176	157	150
Biologic Products Institute [1]	--	122	107	77	--	--	--	--	--	--
Career Development [2]	--	--	--	--	--	--	1,088	1,079	911	901
Civil Rights	183	179	166	159	163	160	166	164	135	133
Civil Service	307	294	224	205	207	206	206	200	176	189
Community Health	7,696	7,644	6,437	5,758	5,810	5,914	5,838	5,370	4,465	4,577
Consumer and Industry Services	4,335	4,270	4,661	4,049	3,909	3,843	3,823	3,735	3,186	3,170
Corrections	15,394	16,100	16,270	16,714	17,063	17,652	18,296	17,821	17,222	16,781
Education	721	558	512	436	442	403	396	393	298	324
Environmental Quality [3]	--	1,419	1,472	1,479	1,545	1,605	1,617	1,567	1,370	1,444
Executive Office	59	60	61	65	63	65	67	58	51	49
Family Independence Agency	14,429	14,107	12,981	12,443	12,836	13,254	13,139	12,554	10,303	10,104
History Arts and Libraries [4]	--	--	--	--	--	--	--	295	287	273
Information Technology [8]	--	--	--	--	--	--	--	--	1,730	1,721
Labor [5]	721	680	--	--	--	--	--	--	--	--
Labor & Economic Growth [9]	--	--	--	--	--	--	--	--	--	55
Lottery [6]	210	193	181	179	--	--	--	--	--	--
Management and Budget	1,337	1,487	1,561	1,495	1,719	1,936	1,931	1,851	1,306	1,277
MI Jobs Commission [7]	864	953	890	1,101	1,149	1,055	--	--	--	--
Military and Veterans Affairs	992	979	948	900	949	987	970	962	919	943
Natural Resources	3,900	2,623	2,480	2,445	2,510	2,506	2,509	2,446	2,265	2,328
State	2,116	2,190	2,211	2,174	2,231	2,257	2,267	2,095	1,836	1,852
State Police	2,998	3,121	3,034	3,014	3,159	3,190	3,240	3,164	2,800	2,661
Transportation	3,551	3,515	3,312	2,960	3,196	3,244	3,253	3,185	2,826	2,956
Transportation Bridge Authority [6]	136	140	143	150	--	--	--	--	--	--
Treasury	1,485	1,595	1,529	1,531	1,765	1,826	1,817	1,793	1,514	1,512
TOTAL	62,672	63,529	60,502	58,675	60,066	61,493	62,057	60,147	54,866	54,573

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

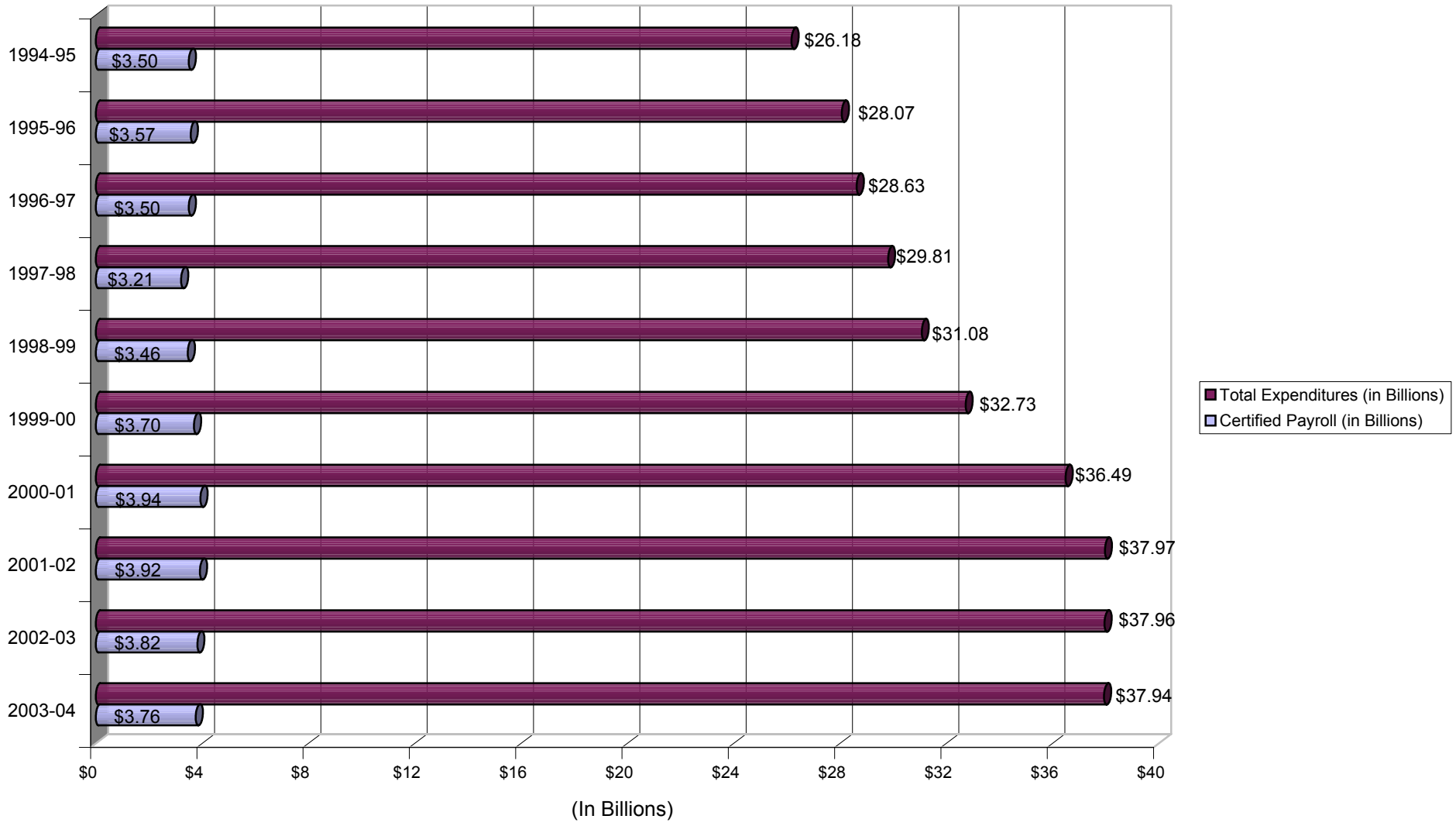
Footnotes: [1] The Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998. [2] The Department of Career Development was created by Executive Order 1 of 1999. [3] The Department of Environmental Quality was created by Executive Order 18 of 1995. [4] The Department 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. [9] Executive Order 2003-18 renamed the Department of Consumer and Industry Services as Department of Labor & Economic Growth (DLEG).

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1

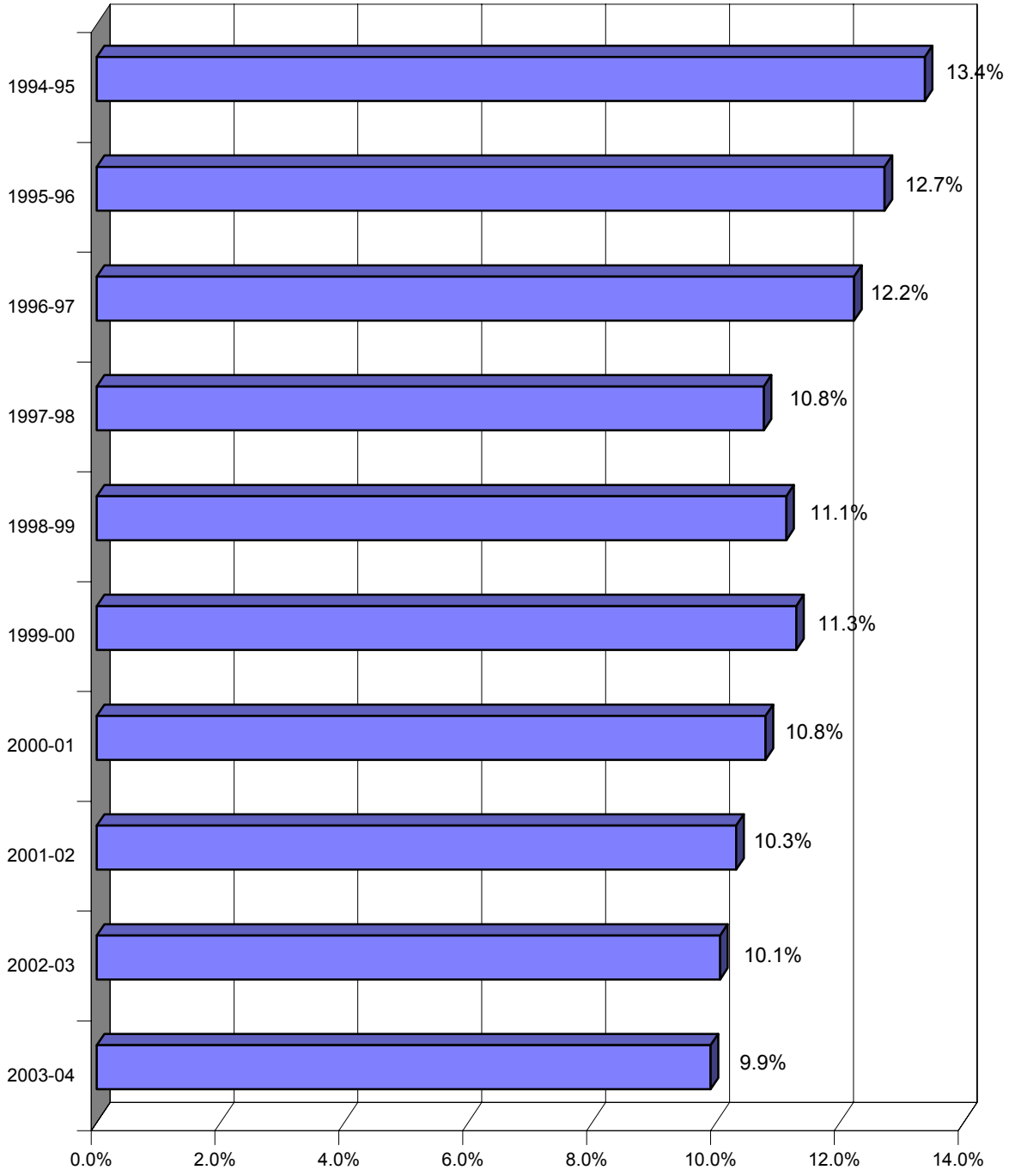
Trend of Total State Expenditures Compared to Total State Classified Payroll
Fiscal Years 1994-95 through 2003-04



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.

Graph 2-2

STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 1994-95 through 2003-04



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 25, 2004

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	697	1%	43.1	$22.31	376	54%
ATTORNEY GENERAL	508	1%	46.8	$32.10	363	71%
AUDITOR GENERAL	147	0%	38.6	$29.76	103	70%
CAREER DEVELOPMENT	908	2%	48.1	$23.77	660	73%
CIVIL RIGHTS	134	0%	44.1	$24.30	83	62%
CIVIL SERVICE	213	0%	45.8	$24.82	156	73%
COMMUNITY HEALTH	4,847	9%	46.3	$22.59	3,320	68%
CONSUMER & INDUSTRY SERVICES	2,850	5%	45.4	$22.54	1,851	65%
CORRECTIONS	16,596	30%	43.4	$21.54	13,086	79%
EDUCATION	345	1%	49.0	$26.09	220	64%
ENVIRONMENTAL QUALITY	1,496	3%	44.1	$25.11	1,065	71%
EXECUTIVE OFFICE	44	0%	35.8	$21.09	4	9%
FAMILY INDEPENDENCE AGENCY	10,049	18%	46.3	$21.63	7,477	74%
HISTORY ARTS AND LIBRARIES	305	1%	41.5	$18.50	141	46%
INFORMATION TECHNOLOGY	1,744	3%	45.0	$26.32	1,278	73%
LABOR & ECONOMIC GROWTH	102	0%	50.7	$25.07	75	74%
MANAGEMENT & BUDGET	1,289	2%	45.6	$23.18	907	70%
MILITARY AFFAIRS	950	2%	45.7	$19.51	632	67%
NATURAL RESOURCES	2,853	5%	40.4	$16.51	1,217	43%
STATE	1,858	3%	44.6	$19.19	1,226	66%
STATE POLICE	2,705	5%	40.2	$24.98	2,168	80%
TRANSPORTATION	3,051	6%	42.6	$22.32	1,949	64%
TREASURY	1,562	3%	45.2	$22.75	1,035	66%
	55,253	**100%**	**44.3**	**$22.06**	**39,392**	**71%**

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 27, 2003, the average age of classified employees has increased about 6 months, the average hourly pay rate has increased $.80 per hour (3.8%), and the percentage of employees eligible for longevity has increased from 69% to 71%.

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

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 1999-00 through 2003-04

Salary Range	1999-00	2000-01	2001-02	2002-03	2003-04
$8,000 - 8,999	0	0	0	0	0
9,000 - 9,999	2	0	0	0	0
10,000 - 10,999	0	2	0	0	0
11,000 - 11,999	0	0	0	0	0
12,000 - 12,999	11	1	0	0	0
13,000 - 13,999	12	0	1	0	0
14,000 - 14,999	402	364	47	38	43
15,000 - 15,999	323	167	397	436	509
16,000 - 16,999	217	29	192	167	23
17,000 - 17,999	26	286	314	303	332
18,000 - 18,999	19	19	17	13	380
19,000 - 19,999	3	10	20	12	6
20,000 - 20,999	436	183	162	177	171
21,000 - 21,999	95	231	156	13	10
22,000 - 22,999	191	145	88	282	298
23,000 - 23,999	206	70	108	102	66
24,000 - 24,999	439	252	118	51	97
25,000 - 25,999	608	262	236	341	41
26,000 - 26,999	1,399	689	268	281	290
27,000 - 27,999	727	946	498	708	329
28,000 - 28,999	801	822	546	526	358
29,000 - 29,999	948	644	424	702	326
30,000 - 30,999	857	983	650	503	581
31,000 - 31,999	2,080	1,504	1,176	748	329
32,000 - 32,999	4,268	1,098	1,026	678	674
33,000 - 33,999	1,662	4,385	2,310	1,553	727
34,000 - 34,999	3,925	1,315	3,084	3,115	1,406
35,000 - 35,999	1,357	4,174	3,851	1,567	2,962
36,000 - 36,999	2,534	1,465	1,601	3,579	1,260
37,000 - 37,999	2,318	2,583	1,555	1,109	3,432
38,000 - 38,999	6,247	2,165	1,666	1,304	1,169
39,000 - 39,999	937	6,687	3,155	1,427	1,558
40,000 - 40,999	4,486	370	5,252	2,982	1,477
41,000 - 41,999	3,192	6,874	699	5,083	2,703
42,000 - 42,999	824	1,015	6,501	569	5,509
43,000 - 43,999	2,021	865	1,366	6,200	334
44,000 - 44,999	308	2,066	1,176	1,123	6,569
45,000 - 45,999	1,296	465	1,391	1,415	851
46,000 - 46,999	1,915	1,996	1,059	1,067	632
47,000 - 47,999	1,624	1,182	1,168	293	1,894
48,000 - 48,999	903	1,553	1,176	1,271	246
49,000 - 49,999	183	914	1,557	1,785	1,241

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range	1999-00	2000-01	2001-02	2002-03	2003-04
$50,000 - 50,999	2,349	237	928	1,577	1,232
51,000 - 51,999	512	2,297	186	822	1,308
52,000 - 52,999	1,294	535	2,040	170	831
53,000 - 53,999	680	1,733	1,029	1,730	1,410
54,000 - 54,999	1,510	256	1,224	548	1,688
55,000 - 55,999	502	997	200	1,185	424
56,000 - 56,999	182	1,129	971	238	384
57,000 - 57,999	522	139	1,124	855	1,202
58,000 - 58,999	163	536	138	1,429	227
59,000 - 59,999	165	195	498	95	924
60,000 - 60,999	1,047	174	116	552	1,050
61,000 - 61,999	544	1,073	243	110	592
62,000 - 62,999	93	307	835	193	471
63,000 - 63,999	202	299	462	807	89
64,000 - 64,999	251	173	260	247	142
65,000 - 65,999	56	120	153	324	925
66,000 - 66,999	503	208	123	118	350
67,000 - 67,999	34	83	240	148	216
68,000 - 68,999	181	492	85	203	159
69,000 - 69,999	101	126	450	75	169
70,000 - 70,999	81	149	47	70	207
71,000 - 71,999	63	101	187	386	81
72,000 - 72,999	91	46	85	124	71
73,000 - 73,999	39	97	83	121	404
74,000 - 74,999	29	27	39	69	118
75,000 - 75,999	113	54	93	58	115
76,000 - 76,999	100	92	41	80	108
77,000 - 77,999	48	144	40	34	43
78,000 - 78,999	36	39	84	68	89
79,000 - 79,999	30	29	158	65	43
80,000 - 80,999	32	34	20	107	36
81,000 - 81,999	200	30	34	36	62
82,000 - 82,999	45	76	22	34	72
83,000 - 83,999	26	163	29	23	84
84,000 - 84,999	40	35	65	32	31
85,000 - 85,999	75	28	162	40	46
86,000 - 86,999	21	89	32	141	32
87,000 - 87,999	211	37	28	27	51
88,000 - 88,999	10	27	82	39	50
89,000 - 89,999	23	218	29	29	122
90,000 - 90,999	11	11	28	70	41
91,000 - 91,999	12	34	216	29	16
92,000 - 92,999	36	12	18	75	29
93,000 - 93,999	71	8	16	108	77

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range	1999-00	2000-01	2001-02	2002-03	2003-04
$94,000 - 94,999	4	26	4	15	24
95,000 - 95,999	7	90	17	13	166
96,000 - 96,999	6	5	24	8	13
97,000 - 97,999	34	0	95	17	13
98,000 - 98,999	7	8	3	15	16
99,000 - 99,999	5	31	3	73	7
100,000 - 100,999	19	8	11	5	17
101,000 - 101,999	36	6	28	3	15
102,000 - 102,999	8	17	10	13	68
103,000 - 103,999	24	35	3	20	6
104,000 - 104,999	0	15	14	8	6
105,000 - 105,999	1	23	35	6	10
106,000 - 106,999	1	0	1	6	22
107,000 - 107,999	8	1	40	21	4
108,000 - 108,999	1	1	1	3	10
109,000 - 109,999	2	10	1	8	5
110,000 - 110,999	1	1	1	18	20
111,000 - 111,999	1	1	1	0	1
112,000 - 112,999	0	3	8	4	3
113,000 - 113,999	0	0	1	2	20
114,000 - 114,999	5	0	0	1	0
115,000 - 115,999	0	0	0	8	0
116,000 - 116,999	0	5	0	0	7
117,000 - 117,999	1	0	0	1	3
118,000 - 118,999	0	0	0	0	2
119,000 - 119,999	0	3	5	0	5
120,000 - 120,999	0	1	0	0	1
121,000 - 121,999	0	0	0	4	0
122,000 - 122,999	0	0	2	0	0
123,000 - 123,999	74	0	0	0	0
124,000 - 124,999	0	0	0	0	0
125,000 - 125,999	0	62	0	1	5
126,000 and above	115	114	167	134	130
STATEWIDE TOTAL	**62,496**	**61,936**	**58,429**	**55,221**	**55,253**

Median Salary: $44,119
Average Salary: $46,063

Source: MAIN, MIDB HWF39A and HWF402.

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 2-3

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 1999-00 through 2003-04

	1999-00	2000-01	2001-02	2002-03	2003-04
Legally Required Payments					
FICA	7.32 %	7.33 %	7.27 %	7.37 %	7.37 %
Unemployment Compensation	.15	.16	.30	.31	.30
Workers Compensation	1.61	1.80	1.91	1.80	1.64
Total Legally Required Payments	9.08 %	9.29 %	9.48 %	9.48 %	9.31 %
Group Insurance					
State Health Plan	6.75 %	7.41 %	7.37 %	7.69 %	9.77 %
Health Maintenance Organization	4.20	4.84	5.04	5.20	6.35
Dental	1.38	1.61	1.50	1.57	1.84
Vision	.21	.23	.28	.29	.30
Life	.99	.95	.96	1.01	1.10
Long Term Disability	1.42	1.41	.88	.92	1.00
Flexible Benefits Allowance/Recovery	.09	.09	.09	.10	.11
Total Group Insurance	15.04 %	16.54 %	16.12 %	16.77 %	20.48 %
Other Cash Payments					
Terminal Annual & Sick Leave	.98 %	.99 %	.75 %	2.94 %	1.07 %
Terminal Longevity Payments	.01	.02	.01	.12	.01
Professional Development	.05	.05	.05	.07	.00
Uniforms and Dry Cleaning	.14	.14	.15	.16	.15
Total Other Cash Payments	1.18 %	1.20 %	.96 %	3.29 %	1.23 %
Pension and Deferred Items					
Retirement or Pension Plans	11.53 %	14.14 %	13.55 %	17.33 %	19.14 %
FICA for Early Out Retirees	.03	.03	.02	.03	.01
Defined Contribution Pension Plan	1.09	1.26	1.37	1.71	1.56
Total Pension and Deferred Items	12.65	15.43	14.94	19.06	20.71
Total Employee Benefits	37.95 %	42.46 %	41.50 %	48.60 %	51.74 %

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(11/15/04)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 25, 2004

		Health						Dental						Vision	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**697**	346	50%	250	36%	9	1%	590	85%	15	2%	3	0%	615	88%
ATTORNEY GENERAL	**508**	263	52%	195	38%	6	1%	465	92%	13	3%	2	0%	482	95%
AUDITOR GENERAL	**147**	35	24%	85	58%	9	6%	125	85%	1	1%	1	1%	127	86%
CAREER DEVELOPMENT	**908**	526	58%	291	32%	33	4%	805	89%	40	4%	7	1%	854	94%
CIVIL RIGHTS	**134**	79	59%	44	33%	4	3%	120	90%	7	5%	1	1%	129	96%
CIVIL SERVICE	**213**	86	40%	101	47%	2	1%	186	87%	6	3%	0	0%	192	90%
COMMUNITY HEALTH	**4,847**	2,824	58%	1,566	32%	67	1%	4,325	89%	157	3%	11	0%	4,506	93%
CONSUMER & INDUSTRY SERVICES	**2,850**	1,317	46%	1,193	42%	44	2%	2,441	86%	125	4%	11	0%	2,587	91%
CORRECTIONS	**16,596**	9,981	60%	5,447	33%	150	1%	15,298	92%	352	2%	36	0%	15,698	95%
EDUCATION	**345**	162	47%	136	39%	9	3%	298	86%	7	2%	5	1%	314	91%
ENVIRONMENTAL QUALITY	**1,496**	669	45%	641	43%	22	1%	1,306	87%	33	2%	7	0%	1,349	90%
EXECUTIVE OFFICE	**44**	22	50%	10	23%	0	0%	34	77%	0	0%	0	0%	34	77%
FAMILY INDEPENDENCE AGENCY	**10,049**	5,697	57%	3,680	37%	130	1%	9,184	91%	360	4%	40	0%	9,585	95%
HISTORY ARTS AND LIBRARIES	**305**	100	33%	97	32%	1	0%	193	63%	6	2%	1	0%	199	65%
INFORMATION TECHNOLOGY	**1,744**	673	39%	884	51%	26	1%	1,507	86%	68	4%	6	0%	1,591	91%
LABOR & ECONOMIC GROWTH	**102**	70	69%	25	25%	3	3%	97	95%	1	1%	0	0%	96	94%
MANAGEMENT & BUDGET	**1,289**	421	33%	682	53%	18	1%	1,105	86%	23	2%	3	0%	1,132	88%
MILITARY AFFAIRS	**950**	373	39%	476	50%	18	2%	870	92%	4	0%	1	0%	876	92%
NATURAL RESOURCES	**2,853**	1,226	43%	363	13%	46	2%	1,587	56%	12	0%	15	1%	1,617	57%
STATE	**1,858**	860	46%	709	38%	27	1%	1,558	84%	57	3%	9	0%	1,626	88%
STATE POLICE	**2,705**	2,083	77%	479	18%	26	1%	2,567	95%	29	1%	7	0%	2,602	96%
TRANSPORTATION	**3,051**	1,609	53%	1,041	34%	42	1%	2,664	87%	38	1%	10	0%	2,711	89%
TREASURY	**1,562**	628	40%	746	48%	42	3%	1,353	87%	65	4%	11	1%	1,434	92%
STATEWIDE TOTALS:	**55,253**	**30,050**	**54%**	**19,141**	**35%**	**734**	**1%**	**48,678**	**88%**	**1,419**	**3%**	**187**	**0%**	**50,356**	**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.

MAIN MIDB CIVIL SERVICE WORKFORCE 47
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_BENEFITS_UNION; HRM_EMP_COMMON; HRM_DEDUCTIONS_UNION

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 25, 2004

		Disability Insurance				Life Insurance				Long Term Care Insurance	
Department	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	**697**	511	73%	0	0%	603	87%	45	6%	92	13%
ATTORNEY GENERAL	**508**	430	85%	0	0%	487	96%	19	4%	103	20%
AUDITOR GENERAL	**147**	121	82%	0	0%	120	82%	20	14%	33	22%
CAREER DEVELOPMENT	**908**	797	88%	0	0%	812	89%	79	9%	160	18%
CIVIL RIGHTS	**134**	117	87%	0	0%	116	87%	14	10%	27	20%
CIVIL SERVICE	**213**	191	90%	0	0%	188	88%	17	8%	77	36%
COMMUNITY HEALTH	**4,847**	4,363	90%	0	0%	4,496	93%	261	5%	592	12%
CONSUMER & INDUSTRY SERVICES	**2,850**	2,303	81%	4	0%	2,522	88%	189	7%	423	15%
CORRECTIONS	**16,596**	15,861	96%	0	0%	16,064	97%	490	3%	1,058	6%
EDUCATION	**345**	268	78%	0	0%	315	91%	30	9%	82	24%
ENVIRONMENTAL QUALITY	**1,496**	1,221	82%	0	0%	1,296	87%	123	8%	247	17%
EXECUTIVE OFFICE	**44**	14	32%	0	0%	31	70%	9	20%	2	5%
FAMILY INDEPENDENCE AGENCY	**10,049**	9,407	94%	0	0%	9,485	94%	553	6%	1,468	15%
HISTORY ARTS AND LIBRARIES	**305**	174	57%	0	0%	192	63%	20	7%	58	19%
INFORMATION TECHNOLOGY	**1,744**	1,428	82%	50	3%	1,464	84%	110	6%	283	16%
LABOR & ECONOMIC GROWTH	**102**	90	88%	0	0%	95	93%	7	7%	28	27%
MANAGEMENT & BUDGET	**1,289**	1,054	82%	0	0%	1,123	87%	79	6%	207	16%
MILITARY AFFAIRS	**950**	790	83%	0	0%	880	93%	37	4%	70	7%
NATURAL RESOURCES	**2,853**	1,483	52%	0	0%	1,639	57%	112	4%	198	7%
STATE	**1,858**	1,448	78%	0	0%	1,578	85%	118	6%	254	14%
STATE POLICE	**2,705**	2,461	91%	1,703	63%	3	0%	119	4%	232	9%
TRANSPORTATION	**3,051**	2,474	81%	0	0%	2,635	86%	207	7%	320	10%
TREASURY	**1,562**	1,298	83%	0	0%	1,413	90%	98	6%	228	15%
STATEWIDE TOTALS:	**55,253**	**48,304**	**87%**	**1,757**	**3%**	**47,557**	**86%**	**2,756**	**5%**	**6,242**	**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.

MAIN MIDB CIVIL SERVICE WORKFORCE 47
REPORT SEQUENCE: HRS DEPT_CD_DESC
TABLES USED: HRM_BENEFITS_UNION; HRM_EMP_COMMON; HRM_DEDUCTIONS_UNION

STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 1999-00 through 2003-04

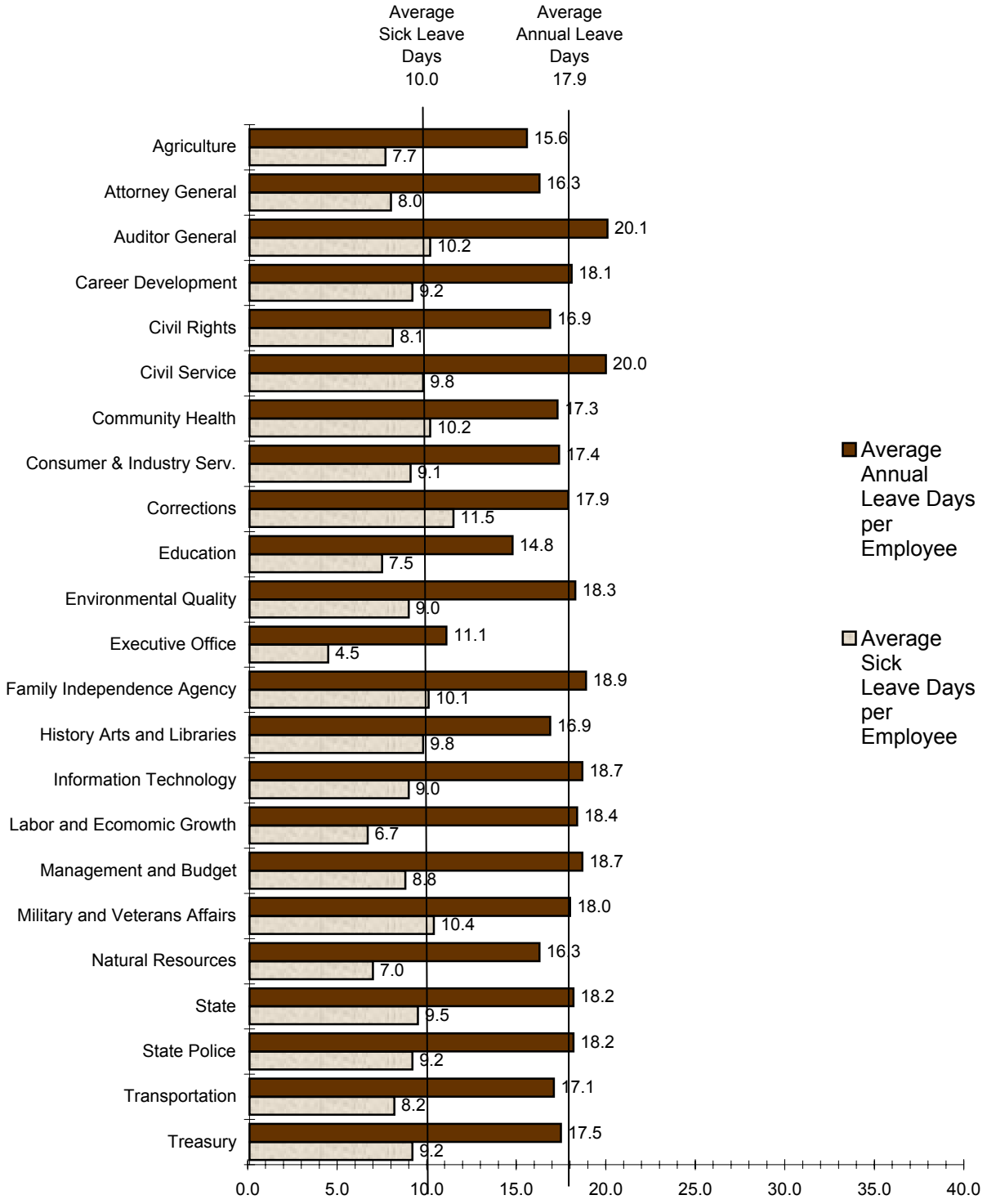
	1999-00	2000-01	2001-02	2002-03	2003-04
VACATION	7.4 %	7.5 %	7.5 %	7.3 %	8.8 %
HOLIDAY	4.6	4.6	4.6	4.6	4.6
SICK LEAVE	3.6	3.7	4.0	3.8	4.0
TOTAL	15.6 %	15.8 %	16.1 %	15.7 %	17.4 %

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 2003-04



Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-25-04.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Table 2-6

STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2003-04

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	7.7	15.6	23.3
Attorney General	8.0	16.3	24.3
Auditor General	10.2	20.1	30.3
Career Development	9.2	18.1	27.3
Civil Rights	8.1	16.9	25.0
Civil Service	9.8	20.0	29.8
Community Health	10.2	17.3	27.5
Consumer & Industry Serv.	9.1	17.4	26.5
Corrections	11.5	17.9	29.4
Education	7.5	14.8	22.3
Environmental Quality	9.0	18.3	27.3
Executive Office	4.5	11.1	15.6
Family Independence Agency	10.1	18.9	29.0
History Arts and Libraries	9.8	16.9	26.7
Information Technology	9.0	18.7	27.7
Labor and Economic Growth	6.7	18.4	25.1
Management and Budget	8.8	18.7	27.5
Military and Veterans Affairs	10.4	18.0	28.4
Natural Resources	7.0	16.3	23.3
State	9.5	18.2	27.7
State Police	9.2	18.2	27.4
Transportation	8.2	17.1	25.3
Treasury	9.2	17.5	26.7
STATEWIDE AVERAGE	10.0	17.9	27.9

Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-25-04.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Table 2-7

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

Fiscal Years 1999-00 through 2003-04

DEPARTMENT	1999-00	2000-01	2001-02	2002-03	2003-04
Agriculture	8.8	6.2	7.3	9.4	7.7
Attorney General	9.5	9.2	8.9	9.6	8.0
Auditor General	10.5	7.9	8.5	10.6	10.2
Career Development	--	9.3	9.8	10.5	9.2
Civil Rights	10.7	10.2	10.9	10.3	8.1
Civil Service	10.0	8.9	10.1	10.8	9.8
Community Health	11.0	10.9	11.5	10.9	10.2
Consumer and Industry Services	9.9	9.4	10.4	9.9	9.1
Corrections	11.0	10.0	11.3	12.1	11.5
Education	8.0	8.2	11.1	9.0	7.5
Environmental Quality	9.3	8.4	9.3	10.4	9.0
Executive Office	5.9	6.1	8.2	3.2	4.5
Family Independence Agency	10.5	10.2	11.0	10.5	10.1
History Arts and Libraries	--	--	5.8	9.4	9.8
Information Technology	--	--	--	10.1	9.0
Labor and Economic Growth	--	--	--	--	6.7
Management and Budget	9.2	7.9	8.7	10.1	8.8
Military and Veterans Affairs	10.6	10.1	9.9	11.2	10.4
Natural Resources	8.7	3.6	4.2	8.8	7.0
State	10.5	8.8	9.3	10.3	9.5
State Police	9.4	8.5	11.6	10.6	9.2
Transportation	9.4	8.1	8.8	10.0	8.2
Treasury	9.9	8.2	9.6	10.6	9.2
STATEWIDE AVERAGE	10.4	9.3	10.3	10.9	10.0

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

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

SICK LEAVE USAGE ANALYSIS BY HRS DEPARTMENT

Fiscal Year 2003-04

DEPARTMENT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
AGRICULTURE	686	42,412	61.8	7.7
ATTORNEY GENERAL	544	34,771	63.9	8.0
AUDITOR GENERAL	144	11,790	81.9	10.2
CAREER DEVELOPMENT	939	69,405	73.9	9.2
CIVIL RIGHTS	144	9,331	64.8	8.1
CIVIL SERVICE	214	16,713	78.1	9.8
COMMUNITY HEALTH	5,142	420,552	81.8	10.2
CONSUMER & INDUSTRY SERVICES	2,846	207,280	72.8	9.1
CORRECTIONS	17,511	1,611,016	92.0	11.5
EDUCATION	359	21,471	59.8	7.5
ENVIRONMENTAL QUALITY	1,460	105,417	72.2	9.0
EXECUTIVE OFFICE	46	1,669	36.3	4.5
FAMILY INDEPENDENCE AGENCY	10,635	857,785	80.7	10.1
HISTORY ARTS AND LIBRARIES	226	17,661	78.1	9.8
INFORMATION TECHNOLOGY	1,750	126,416	72.2	9.0
LABOR & ECONOMIC GROWTH	103	5,542	53.8	6.7
MANAGEMENT & BUDGET	1,249	88,422	70.8	8.8
MILITARY AFFAIRS	987	82,340	83.4	10.4
NATURAL RESOURCES	1,819	101,750	55.9	7.0
STATE	1,781	135,820	76.3	9.5
STATE POLICE	2,817	207,967	73.8	9.2
TRANSPORTATION	3,055	200,364	65.6	8.2
TREASURY	1,589	117,007	73.6	9.2
	56,046	**4,492,899**	**80.2**	**10.0**

NOTE: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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

Fiscal Year 2003-04

	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	686	85,485	124.6	15.6	686	14,061	20.5	2.6
ATTORNEY GENERAL	544	70,801	130.1	16.3	544	12,678	23.3	2.9
AUDITOR GENERAL	144	23,101	160.4	20.1	144	2,911	20.2	2.5
CAREER DEVELOPMENT	939	135,600	144.4	18.1	939	23,370	24.8	3.1
CIVIL RIGHTS	144	19,463	135.2	16.9	144	4,849	33.7	4.2
CIVIL SERVICE	214	34,252	160.1	20.0	214	8,616	40.3	5.0
COMMUNITY HEALTH	5,142	713,685	138.8	17.3	5,142	151,520	28.9	3.6
CONSUMER & INDUSTRY SERVIC	2,846	396,696	139.4	17.4	2,846	73,280	25.3	3.2
CORRECTIONS	17,511	2,511,338	143.4	17.9	17,511	593,092	32.9	4.1
EDUCATION	359	42,573	118.6	14.8	359	9,233	25.7	3.2
ENVIRONMENTAL QUALITY	1,460	214,011	146.6	18.3	1,460	35,754	24.2	3.0
EXECUTIVE OFFICE	46	4,082	88.7	11.1	46	340	7.4	0.9
FAMILY INDEPENDENCE AGENCY	10,635	1,610,314	151.4	18.9	10,635	349,586	31.3	3.9
HISTORY ARTS AND LIBRARIES	226	30,557	135.2	16.9	226	4,815	21.3	2.7
INFORMATION TECHNOLOGY	1,750	261,716	149.6	18.7	1,750	46,317	26.1	3.3
LABOR & ECONOMIC GROWTH	103	15,151	147.1	18.4	103	1,424	13.8	1.7
MANAGEMENT & BUDGET	1,249	186,478	149.3	18.7	1,249	33,683	26.9	3.4
MILITARY AFFAIRS	987	141,882	143.8	18.0	987	20,518	20.7	2.6
NATURAL RESOURCES	1,819	237,691	130.7	16.3	1,819	25,679	13.9	1.7
STATE	1,781	259,964	146.0	18.2	1,781	53,692	30.0	3.8
STATE POLICE	2,817	409,436	145.3	18.2	2,817	18,800	6.6	0.8
TRANSPORTATION	3,055	418,910	137.1	17.1	3,055	78,016	25.1	3.1
TREASURY	1,589	222,749	140.2	17.5	1,589	53,710	33.5	4.2
STATEWIDE	**56,046**	**8,045,937**	**143.6**	**17.9**	**56,046**	**1,615,946**	**28.8**	**3.6**

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off 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 September 25, 2004

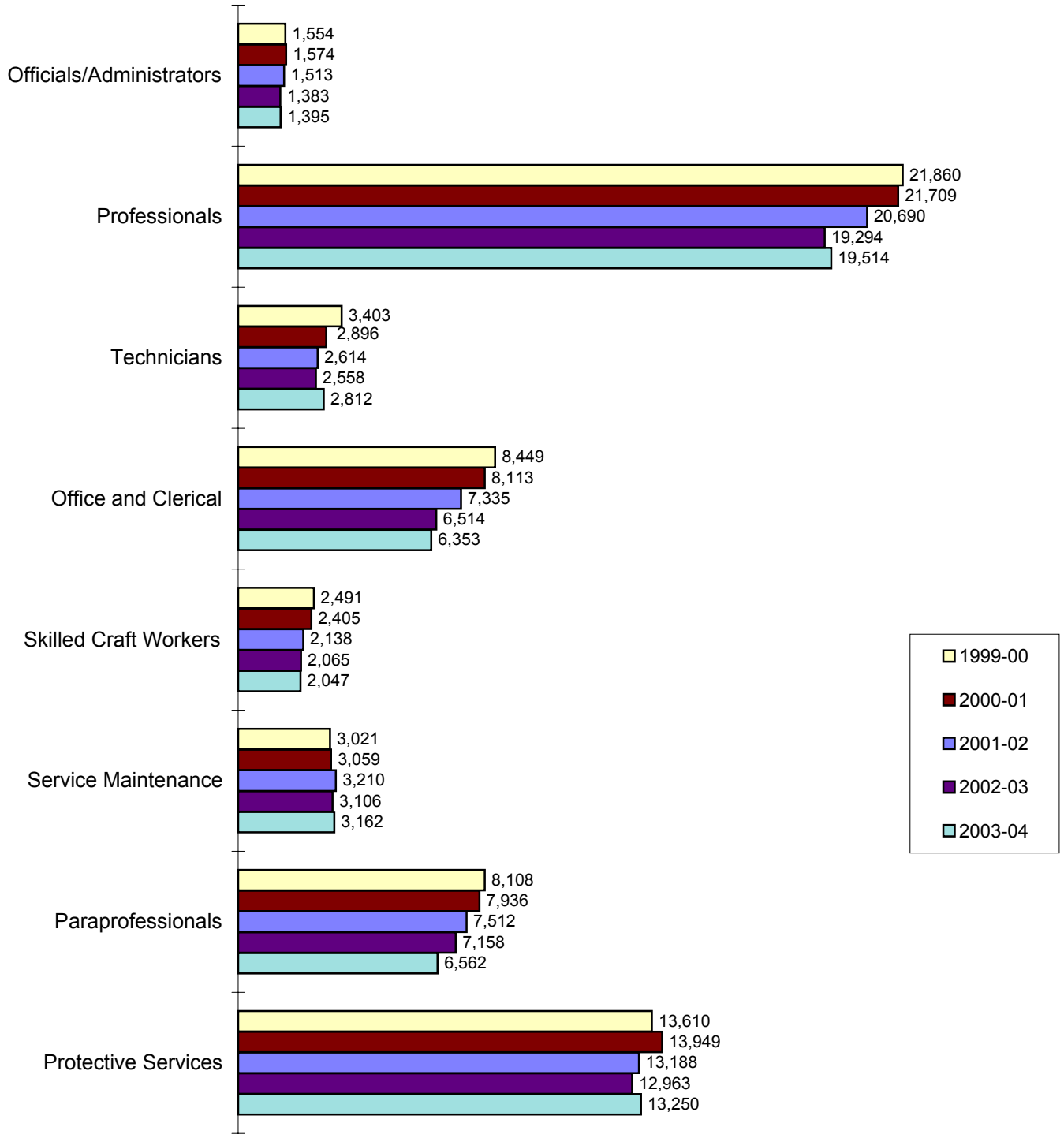
Hrs Dept Cd Desc	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	3	51	76	52	63	111	118	130	64	21	8	0	697
ATTORNEY GENERAL	0	4	24	46	60	61	101	93	83	32	4	0	508
AUDITOR GENERAL	3	7	26	23	21	28	18	13	6	2	0	0	147
CAREER DEVELOPMENT	1	16	37	57	67	105	173	231	159	53	5	4	908
CIVIL RIGHTS	0	6	14	15	15	13	17	31	18	4	1	0	134
CIVIL SERVICE	1	4	13	20	19	30	42	41	37	4	2	0	213
COMMUNITY HEALTH	16	150	230	327	405	592	1,138	1,125	593	189	34	6	4,805
CONSUMER & INDUSTRY SERVICES	21	129	186	229	252	355	556	582	391	115	24	8	2,848
CORRECTIONS	4	182	1,001	2,240	2,681	3,082	3,007	2,654	1,303	320	47	6	16,527
EDUCATION	0	4	15	15	23	27	85	84	62	27	1	2	345
ENVIRONMENTAL QUALITY	8	68	115	131	143	231	299	312	145	36	7	1	1,496
EXECUTIVE OFFICE	2	7	8	8	1	9	2	2	4	1	0	0	44
FAMILY INDEPENDENCE AGENCY	0	77	653	947	942	1,107	2,028	2,589	1,318	306	49	15	10,031
HISTORY ARTS AND LIBRARIES	15	37	18	28	44	24	37	53	32	11	3	3	305
INFORMATION TECHNOLOGY	13	47	91	146	186	295	365	353	184	56	4	1	1,741
LABOR & ECONOMIC GROWTH	0	0	2	4	7	10	15	32	21	8	2	1	102
MANAGEMENT & BUDGET	8	53	68	88	116	173	282	317	120	48	8	7	1,288
MILITARY AFFAIRS	11	22	47	70	100	151	182	216	99	35	11	5	949
NATURAL RESOURCES	175	406	265	273	226	295	402	372	229	109	58	40	2,850
STATE	8	106	115	136	177	285	364	403	201	51	7	4	1,857
STATE POLICE	1	44	284	538	506	502	423	268	106	19	5	2	2,698
TRANSPORTATION	16	213	260	290	369	458	563	522	268	65	16	1	3,041
TREASURY	7	52	94	132	155	235	316	323	179	54	11	3	1,561
Statewide Total:	**313**	**1,685**	**3,642**	**5,815**	**6,578**	**8,179**	**10,533**	**10,746**	**5,622**	**1,566**	**307**	**109**	**55,095**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 23
Report Sequence: HRS_DEPT_CD_DESC
Universe: Human Resource

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1999-00 through 2003-04

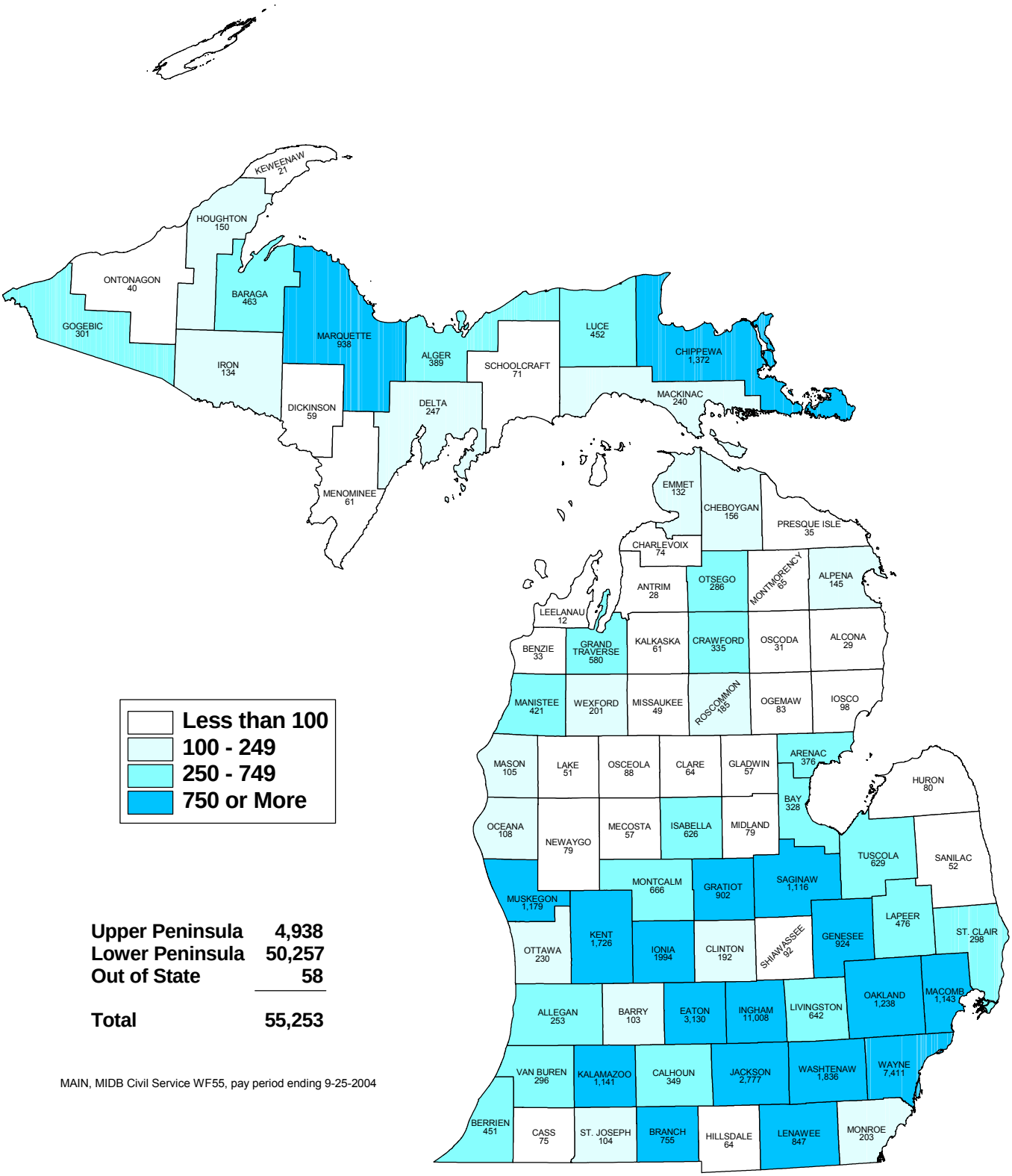


2003-04 Grand Total: 55,095

Source: MAIN MIDB Civil Service HWF27, pay period ending 9-25-04.

Graph 2-5

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY
Fiscal Year 2003-2004



Upper Peninsula	**4,938**
Lower Peninsula	**50,257**
Out of State	**58**
Total	**55,253**

MAIN, MIDB Civil Service WF55, pay period ending 9-25-2004

Produced by: Michigan Center for Geographic Information 11-16-04

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: SEP 25, 2004

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	16	29
ALGER	381	8	389
ALLEGAN	194	59	253
ALPENA	128	17	145
ANTRIM	26	2	28
ARENAC	363	13	376
BARAGA	442	21	463
BARRY	78	25	103
BAY	282	46	328
BENZIE	25	8	33
BERRIEN	382	69	451
BRANCH	745	10	755
CALHOUN	324	25	349
CASS	67	8	75
CHARLEVOIX	19	55	74
CHEBOYGAN	83	73	156
CHIPPEWA	1,300	72	1,372
CLARE	43	21	64
CLINTON	130	62	192
CRAWFORD	236	99	335
DELTA	206	41	247
DICKINSON	49	10	59
EATON	2,919	211	3,130
EMMET	82	50	132
GENESEE	831	93	924
GLADWIN	45	12	57
GOGEBIC	287	14	301
GRAND TRAVERSE	513	67	580
GRATIOT	892	10	902
HILLSDALE	58	6	64
HOUGHTON	114	36	150
HURON	41	39	80
INGHAM	9,779	1,229	11,008
IONIA	1,947	47	1,994
IOSCO	50	48	98
IRON	118	16	134
ISABELLA	521	105	626
JACKSON	2,701	76	2,777
KALAMAZOO	1,007	134	1,141
KALKASKA	55	6	61
KENT	1,574	152	1,726
KEWEENAW	1	20	21
LAKE	46	5	51
LAPEER	415	61	476
LEELANAU	2	10	12

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: SEP 25, 2004

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	774	73	847
LIVINGSTON	587	55	642
LUCE	430	22	452
MACKINAC	131	109	240
MACOMB	1,060	83	1,143
MANISTEE	381	40	421
MARQUETTE	864	74	938
MASON	68	37	105
MECOSTA	53	4	57
MENOMINEE	45	16	61
MIDLAND	73	6	79
MISSAUKEE	47	2	49
MONROE	160	43	203
MONTCALM	649	17	666
MONTMORENCY	50	15	65
MUSKEGON	1,102	77	1,179
NEWAYGO	72	7	79
OAKLAND	1,020	218	1,238
OCEANA	56	52	108
OGEMAW	63	20	83
ONTONAGON	27	13	40
OSCEOLA	84	4	88
OSCODA	24	7	31
OTSEGO	244	42	286
OTTAWA	165	65	230
OUT OF STATE	53	5	58
PRESQUE ISLE	17	18	35
ROSCOMMON	139	46	185
SAGINAW	1,079	37	1,116
SANILAC	48	4	52
SCHOOLCRAFT	46	25	71
SHIAWASSEE	81	11	92
ST CLAIR	214	84	298
ST JOSEPH	96	8	104
STATEWIDE	769	49	818
TUSCOLA	551	78	629
VAN BUREN	244	52	296
WASHTENAW	1,741	95	1,836
WAYNE	7,064	347	7,411
WEXFORD	170	31	201
GRAND TOTAL:	**50,055**	**5,198**	**55,253**

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.

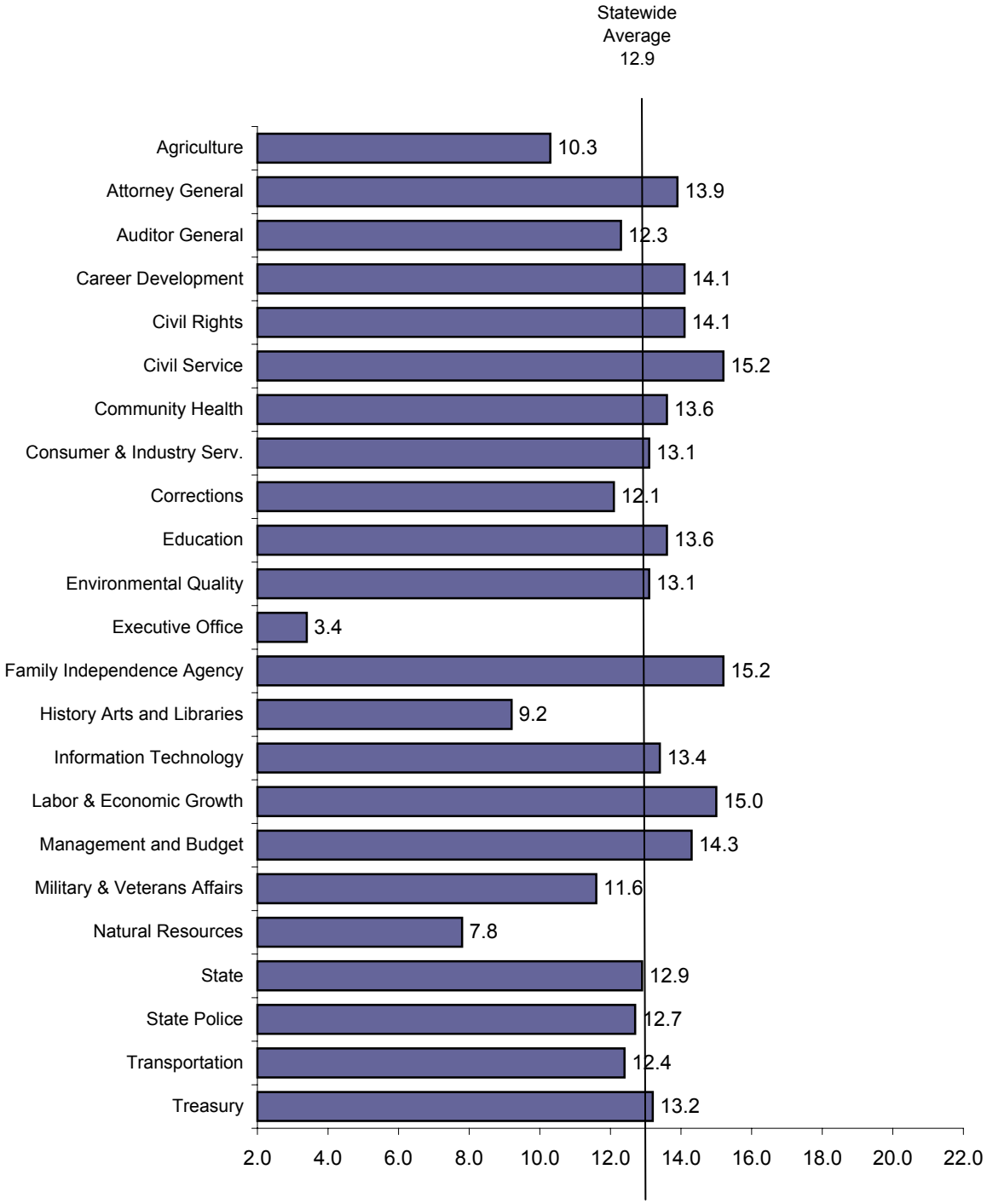
SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Fiscal Year 2003-04



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 9-25-04.

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
AGRICULTURE																
LESS THAN 6 YEARS	155	131	7	6	3	1	3	4	1	3	2	1	171	146	3	0
6 - 10 YEARS	42	34	3	6	0	2	0	1	0	1	0	0	45	44	1	2
11- 15 YEARS	49	44	0	3	0	1	1	2	1	3	0	0	51	53	1	0
16 - 20 YEARS	33	28	1	4	0	0	0	0	0	0	0	0	34	32	3	2
21 - 25 YEARS	10	22	1	4	0	0	1	0	1	0	0	0	13	26	0	3
26 - 30 YEARS	30	20	2	1	0	0	1	1	0	0	0	0	33	22	1	3
31 - 35 YEARS	16	4	0	3	0	0	0	0	2	0	0	0	18	7	1	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	**336**	**284**	**14**	**27**	**3**	**4**	**6**	**8**	**5**	**7**	**2**	**1**	**366**	**331**	**10**	**10**
MORE THAN 10 YEARS	139	119	4	15	0	1	3	3	4	3	0	0	150	141	6	8
AVERAGE YEARS	10.3	9.9	9.6	15.1	2.0	8.3	10.8	8.6	21.6	7.7	1.0	2.0	10.3	10.2	14.1	21.0

DEPARTMENT AVERAGE YEARS **10.3**

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 25, 2004

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	39	74	11	15	0	0	0	3	0	1	0	0	50	93	0	0
6 - 10 YEARS	32	47	2	9	0	0	1	1	0	0	0	0	35	57	0	0
11- 15 YEARS	18	24	0	1	0	0	0	2	0	0	0	0	18	27	0	1
16 - 20 YEARS	33	35	4	6	0	0	0	2	1	0	0	0	38	43	1	2
21 - 25 YEARS	17	24	1	2	0	1	1	1	0	0	0	0	19	28	0	2
26 - 30 YEARS	42	26	3	3	0	0	1	0	0	0	0	0	46	29	2	1
31 - 35 YEARS	15	5	0	1	0	0	0	0	0	0	0	0	15	6	1	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**199**	**236**	**21**	**37**	**0**	**1**	**3**	**9**	**1**	**1**	**0**	**0**	**224**	**284**	**4**	**6**
MORE THAN 10 YEARS	128	115	8	13	0	1	2	5	1	0	0	0	139	134	4	6
AVERAGE YEARS	16.7	12.4	10.2	10.2	0.0	25.0	20.3	11.3	16.0	5.0	0.0	0.0	16.1	12.1	26.8	21.3

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 25, 2004

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	13	20	0	1	0	0	0	1	0	1	0	0	13	23	0	0
6 - 10 YEARS	16	26	1	2	0	0	0	0	0	0	0	0	17	28	0	0
11- 15 YEARS	4	10	0	1	0	0	0	0	0	0	0	0	4	11	0	0
16 - 20 YEARS	8	13	2	0	0	0	0	0	0	0	0	0	10	13	0	2
21 - 25 YEARS	7	5	0	0	0	0	0	0	0	0	0	0	7	5	0	1
26 - 30 YEARS	9	0	1	0	0	0	0	0	0	0	0	0	10	0	1	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	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**	**74**	**4**	**4**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**67**	**80**	**1**	**3**
MORE THAN 10 YEARS	34	28	3	1	0	0	0	0	0	0	0	0	37	29	1	3
AVERAGE YEARS	15.7	9.7	17.0	7.8	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	15.8	9.4	30.0	19.3

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	67	102	20	44	0	3	6	8	0	6	2	0	95	163	5	2
6 - 10 YEARS	35	58	12	25	1	0	2	4	1	2	0	0	51	89	7	2
11- 15 YEARS	40	45	7	16	0	0	3	5	0	1	0	0	50	67	13	5
16 - 20 YEARS	35	49	9	25	1	1	1	3	0	1	0	0	46	79	11	7
21 - 25 YEARS	20	35	6	16	0	1	1	4	0	0	0	0	27	56	7	2
26 - 30 YEARS	41	57	10	23	1	0	2	1	0	0	0	0	54	81	11	11
31 - 35 YEARS	13	12	4	11	0	0	0	1	0	0	0	0	17	24	4	2
36 - 40 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	2	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**256**	**361**	**69**	**160**	**3**	**5**	**15**	**26**	**1**	**10**	**2**	**0**	**346**	**562**	**60**	**31**
MORE THAN 10 YEARS	154	201	37	91	2	2	7	14	0	2	0	0	200	310	48	27
AVERAGE YEARS	14.8	14.0	13.8	14.7	18.7	10.4	10.9	12.7	8.0	6.6	2.0	0.0	14.4	14.0	18.1	20.2

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 25, 2004

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	13	7	16	0	0	0	4	0	2	0	0	14	35	0	0
6 - 10 YEARS	2	3	3	9	0	1	0	0	0	1	0	0	5	14	0	0
11- 15 YEARS	1	3	0	5	0	0	2	1	0	1	0	0	3	10	0	1
16 - 20 YEARS	1	2	2	4	0	0	0	0	0	0	0	0	3	6	0	0
21 - 25 YEARS	2	3	0	4	0	0	1	0	0	0	0	0	3	7	0	1
26 - 30 YEARS	3	4	1	5	0	0	2	2	0	0	0	0	6	11	0	0
31 - 35 YEARS	2	5	4	3	0	0	0	0	1	0	0	0	7	8	0	0
36 - 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**18**	**34**	**17**	**47**	**0**	**1**	**5**	**7**	**1**	**4**	**0**	**0**	**41**	**93**	**0**	**2**
MORE THAN 10 YEARS	9	18	7	22	0	0	5	3	1	1	0	0	22	44	0	2
AVERAGE YEARS	14.8	15.3	14.1	13.2	0.0	7.0	22.6	11.3	32.0	4.8	0.0	0.0	15.9	13.4	0.0	18.5

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CIVIL SERVICE																
LESS THAN 6 YEARS	5	35	0	9	0	0	1	3	0	1	0	0	6	48	0	0
6 - 10 YEARS	3	22	1	2	0	1	0	0	0	0	0	0	4	25	0	1
11- 15 YEARS	5	17	0	0	0	1	0	0	0	3	0	0	5	21	0	0
16 - 20 YEARS	6	15	0	8	0	1	0	4	0	0	0	0	6	28	2	2
21 - 25 YEARS	3	8	2	6	0	0	0	1	0	0	0	0	5	15	0	0
26 - 30 YEARS	7	25	1	2	2	0	0	0	0	0	0	0	10	27	3	4
31 - 35 YEARS	5	5	1	1	0	0	0	0	0	0	0	0	6	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**34**	**128**	**5**	**28**	**2**	**3**	**1**	**8**	**0**	**4**	**0**	**0**	**42**	**171**	**5**	**7**
MORE THAN 10 YEARS	26	71	4	17	2	2	0	5	0	3	0	0	32	98	5	6
AVERAGE YEARS	18.6	14.2	22.8	15.0	28.0	14.7	0.0	13.3	0.0	11.8	0.0	0.0	19.1	14.2	24.4	22.4

DEPARTMENT AVERAGE YEARS **15.2**

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	367	680	113	219	4	5	14	14	15	24	5	8	518	950	2	3
6 - 10 YEARS	262	341	47	92	5	5	12	6	12	16	0	0	338	460	4	7
11- 15 YEARS	89	229	36	69	0	1	7	6	6	17	0	0	138	322	7	20
16 - 20 YEARS	156	291	41	112	2	4	8	17	11	19	0	0	218	443	29	22
21 - 25 YEARS	174	250	67	105	2	3	4	7	4	5	0	0	251	370	18	32
26 - 30 YEARS	216	288	50	60	1	6	5	10	7	6	0	0	279	370	22	24
31 - 35 YEARS	50	61	5	10	0	0	1	0	0	1	0	0	56	72	5	3
36 - 40 YEARS	7	7	1	3	0	0	0	1	0	0	0	0	8	11	1	2
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**1,321**	**2,147**	**360**	**671**	**14**	**24**	**51**	**61**	**55**	**88**	**5**	**8**	**1,806**	**2,999**	**88**	**113**
MORE THAN 10 YEARS	692	1,126	200	360	5	14	25	41	28	48	0	0	950	1,589	82	103
AVERAGE YEARS	14.4	13.3	13.9	13.1	12.4	15.3	12.2	15.6	12.6	12.1	0.8	0.9	14.1	13.2	21.7	20.3

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CONSUMER & INDUSTRY SERVICES																
LESS THAN 6 YEARS	216	389	61	254	0	4	12	27	7	12	1	5	297	691	2	2
6 - 10 YEARS	125	154	13	44	1	0	2	3	2	4	0	0	143	205	0	3
11- 15 YEARS	90	136	15	59	0	2	2	9	0	5	0	0	107	211	4	24
16 - 20 YEARS	114	161	34	69	0	5	8	13	5	4	0	0	161	252	14	19
21 - 25 YEARS	57	118	24	53	1	2	5	4	0	1	0	0	87	178	13	15
26 - 30 YEARS	100	176	23	82	0	3	1	5	2	3	0	0	126	269	16	29
31 - 35 YEARS	35	53	1	16	0	0	0	0	0	0	0	0	36	69	3	8
36 - 40 YEARS	5	6	1	2	0	0	0	1	0	0	0	0	6	9	1	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**743**	**1,193**	**172**	**579**	**2**	**16**	**30**	**62**	**16**	**29**	**1**	**5**	**964**	**1,884**	**53**	**101**
MORE THAN 10 YEARS	402	650	98	281	1	12	16	32	7	13	0	0	524	988	51	96
AVERAGE YEARS	13.5	13.5	13.4	12.0	13.5	16.3	11.6	11.3	11.3	10.2	0.0	1.8	13.4	12.9	22.4	21.1

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	2,062	1,030	255	332	32	15	40	41	14	3	27	14	2,430	1,435	8	1
6 - 10 YEARS	2,154	978	268	347	67	23	74	30	8	6	0	0	2,571	1,384	13	10
11- 15 YEARS	1,716	609	161	152	41	13	36	20	8	2	0	0	1,962	796	65	35
16 - 20 YEARS	2,563	725	360	352	74	15	52	19	6	4	0	0	3,055	1,115	180	61
21 - 25 YEARS	487	205	73	72	11	4	6	3	0	1	0	0	577	285	56	25
26 - 30 YEARS	489	199	51	49	8	1	6	4	0	0	0	0	554	253	52	12
31 - 35 YEARS	54	30	8	9	0	0	2	0	0	0	0	0	64	39	6	1
36 - 40 YEARS	3	2	1	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**9,528**	**3,778**	**1,178**	**1,313**	**233**	**71**	**216**	**117**	**36**	**16**	**27**	**14**	**11,218**	**5,309**	**380**	**145**
MORE THAN 10 YEARS	5,312	1,770	655	634	134	33	102	46	14	7	0	0	6,217	2,490	359	134
AVERAGE YEARS	12.5	11.4	12.7	11.7	12.7	11.0	11.6	9.9	9.1	11.1	2.3	1.6	12.5	11.4	18.8	17.9

DEPARTMENT AVERAGE YEARS **12.1**

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 25, 2004

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	34	80	2	4	0	0	0	1	0	0	0	0	36	85	0	0
6 - 10 YEARS	12	33	0	4	0	0	0	0	0	0	0	0	12	37	0	0
11- 15 YEARS	5	24	0	0	0	0	0	1	0	0	0	0	5	25	0	1
16 - 20 YEARS	4	29	0	4	0	0	1	2	0	1	0	0	5	36	0	1
21 - 25 YEARS	3	17	1	0	0	1	0	2	0	0	0	0	4	20	1	3
26 - 30 YEARS	13	42	0	5	0	0	0	0	0	0	0	0	13	47	2	3
31 - 35 YEARS	2	13	0	2	0	0	0	0	0	0	0	0	2	15	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	**74**	**240**	**3**	**19**	**0**	**1**	**1**	**6**	**0**	**1**	**0**	**0**	**78**	**267**	**3**	**9**
MORE THAN 10 YEARS	28	127	1	11	0	1	1	5	0	1	0	0	30	145	3	9
AVERAGE YEARS	11.4	13.9	10.3	16.3	0.0	24.0	19.0	17.3	0.0	18.0	0.0	0.0	11.5	14.2	27.0	24.2

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	192	189	8	4	2	1	1	3	3	2	1	4	207	203	0	0
6 - 10 YEARS	83	88	2	7	0	0	1	1	3	5	0	0	89	101	0	1
11- 15 YEARS	179	121	3	8	0	1	4	4	8	4	0	0	194	138	6	6
16 - 20 YEARS	95	104	11	15	1	3	3	1	5	3	0	0	115	126	1	3
21 - 25 YEARS	64	50	5	6	0	0	0	2	3	0	0	0	72	58	6	4
26 - 30 YEARS	92	46	0	5	1	0	1	0	1	1	0	0	95	52	6	2
31 - 35 YEARS	27	12	0	1	0	0	1	0	1	0	0	0	29	13	0	0
36 - 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**734**	**612**	**29**	**46**	**4**	**5**	**11**	**11**	**24**	**15**	**1**	**4**	**803**	**693**	**20**	**16**
MORE THAN 10 YEARS	459	335	19	35	2	4	9	7	18	8	0	0	507	389	20	15
AVERAGE YEARS	13.8	12.0	13.4	16.2	11.5	14.0	16.2	12.1	14.8	11.4	0.0	0.8	13.9	12.2	22.1	18.3

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	7	22	3	6	0	0	0	2	0	0	0	0	10	30	0	0
6 - 10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**8**	**25**	**3**	**6**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**11**	**33**	**0**	**1**
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	2.3	4.2	1.3	2.7	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	2.0	3.8	0.0	36.0

DEPARTMENT AVERAGE YEARS **3.4**

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 25, 2004

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	308	1,162	96	666	3	6	24	76	3	12	0	1	434	1,923	0	7
6 - 10 YEARS	271	756	117	513	3	14	16	61	6	12	0	0	413	1,356	2	22
11- 15 YEARS	176	640	64	304	2	16	18	63	3	14	0	0	263	1,037	25	53
16 - 20 YEARS	178	470	69	242	2	7	20	54	3	2	0	0	272	775	22	41
21 - 25 YEARS	198	759	61	380	2	13	6	27	6	7	0	0	273	1,186	25	104
26 - 30 YEARS	350	756	42	441	2	5	6	12	2	2	0	0	402	1,216	35	77
31 - 35 YEARS	106	189	15	111	0	0	1	5	1	0	0	0	123	305	11	17
36 - 40 YEARS	15	21	1	10	1	1	1	0	0	0	0	0	18	32	2	3
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
DEPARTMENT TOTAL	**1,603**	**4,753**	**466**	**2,668**	**15**	**62**	**92**	**298**	**24**	**49**	**0**	**1**	**2,200**	**7,831**	**122**	**325**
MORE THAN 10 YEARS	1,024	2,835	253	1,489	9	42	52	161	15	25	0	0	1,353	4,552	120	296
AVERAGE YEARS	16.9	15.2	13.8	14.9	16.0	15.3	12.7	12.1	16.3	12.0	0.0	3.0	16.1	14.9	22.6	21.4

DEPARTMENT AVERAGE YEARS **15.2**

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	55	72	1	2	1	0	1	1	2	1	8	14	68	90	0	0
6 - 10 YEARS	18	21	1	0	2	0	0	0	0	1	0	0	21	22	2	1
11- 15 YEARS	5	6	1	1	0	0	0	0	0	0	0	0	6	7	0	0
16 - 20 YEARS	9	22	0	0	1	1	0	2	0	0	0	0	10	25	4	1
21 - 25 YEARS	4	8	1	4	0	0	0	1	0	0	0	0	5	13	2	0
26 - 30 YEARS	13	11	0	0	0	0	1	0	0	0	0	0	14	11	0	1
31 - 35 YEARS	5	6	0	0	1	0	0	0	0	0	0	0	6	6	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	**110**	**146**	**4**	**7**	**5**	**1**	**2**	**4**	**2**	**2**	**8**	**14**	**131**	**174**	**9**	**3**
MORE THAN 10 YEARS	37	53	2	5	2	1	1	3	0	0	0	0	42	62	7	2
AVERAGE YEARS	9.8	9.5	10.3	15.3	13.8	19.0	15.0	14.8	0.0	5.0	0.3	0.1	9.3	9.1	18.1	16.0

DEPARTMENT AVERAGE YEARS **9.2**

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	231	98	12	8	1	0	2	0	12	8	64	16	322	130	2	0
6 - 10 YEARS	253	89	13	14	0	0	8	4	13	6	0	0	287	113	2	5
11- 15 YEARS	85	77	6	9	1	1	2	5	4	3	1	0	99	95	6	8
16 - 20 YEARS	90	105	22	24	0	1	2	2	9	6	0	0	123	138	11	7
21 - 25 YEARS	45	59	8	16	1	0	2	3	1	4	0	0	57	82	7	2
26 - 30 YEARS	95	89	7	13	0	0	1	5	1	0	0	0	104	107	8	3
31 - 35 YEARS	40	27	3	1	1	0	2	1	0	1	0	0	46	30	4	1
36 - 40 YEARS	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**843**	**548**	**71**	**85**	**4**	**2**	**19**	**20**	**40**	**28**	**65**	**16**	**1,042**	**699**	**40**	**26**
MORE THAN 10 YEARS	359	361	46	63	3	2	9	16	15	14	1	0	433	456	36	21
AVERAGE YEARS	12.5	15.8	15.3	17.0	18.0	14.0	14.3	19.0	10.0	12.6	0.8	0.4	11.9	15.6	21.0	17.2

DEPARTMENT AVERAGE YEARS **13.4**

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
LABOR & ECONOMIC GROWTH																
LESS THAN 6 YEARS	4	12	3	4	1	0	0	0	0	0	0	0	8	16	0	2
6 - 10 YEARS	4	14	0	2	0	0	0	0	0	0	0	0	4	16	0	2
11- 15 YEARS	1	11	0	2	0	0	0	0	1	0	0	0	2	13	1	1
16 - 20 YEARS	3	6	1	2	0	0	0	0	0	0	0	0	4	8	2	2
21 - 25 YEARS	1	6	0	1	0	0	0	0	0	1	0	0	1	8	1	2
26 - 30 YEARS	8	1	0	1	0	0	0	0	0	0	0	0	8	2	2	0
31 - 35 YEARS	4	5	1	1	0	0	0	1	0	0	0	0	5	7	3	2
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	**25**	**55**	**5**	**13**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	**0**	**32**	**70**	**9**	**11**
MORE THAN 10 YEARS	17	29	2	7	0	0	0	1	1	1	0	0	20	38	9	7
AVERAGE YEARS	19.6	13.2	11.6	13.6	2.0	0.0	0.0	32.0	15.0	24.0	0.0	0.0	17.6	13.7	26.0	15.9

DEPARTMENT AVERAGE YEARS **15.0**

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 25, 2004

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	134	162	3	13	0	1	3	3	2	3	16	28	158	210	1	1
6 - 10 YEARS	92	98	10	10	0	1	0	2	1	1	0	0	103	112	2	1
11- 15 YEARS	56	53	8	6	0	0	4	2	2	0	0	0	70	61	4	3
16 - 20 YEARS	66	68	8	7	1	0	4	4	6	2	0	0	85	81	7	7
21 - 25 YEARS	49	64	6	7	0	0	2	1	0	1	0	0	57	73	6	8
26 - 30 YEARS	102	65	10	10	1	1	9	2	0	0	0	0	122	78	12	5
31 - 35 YEARS	35	20	4	3	1	0	5	3	1	0	0	0	46	26	5	1
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**539**	**531**	**49**	**56**	**3**	**3**	**27**	**17**	**12**	**7**	**16**	**28**	**646**	**642**	**38**	**26**
MORE THAN 10 YEARS	313	271	36	33	3	1	24	12	9	3	0	0	385	320	35	24
AVERAGE YEARS	15.4	13.3	18.3	15.0	25.7	14.7	22.0	17.4	15.3	11.6	0.9	0.5	15.6	13.0	22.6	20.7

DEPARTMENT AVERAGE YEARS **14.3**

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 25, 2004

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	117	128	15	51	0	0	3	5	1	4	1	0	137	188	0	1
6 - 10 YEARS	66	75	7	28	0	1	5	3	0	0	0	0	78	107	2	0
11- 15 YEARS	60	52	2	11	0	2	4	1	0	0	0	0	66	66	3	1
16 - 20 YEARS	38	62	8	11	1	2	0	2	0	1	0	0	47	78	5	3
21 - 25 YEARS	31	44	2	4	3	0	1	2	0	0	0	0	37	50	5	1
26 - 30 YEARS	25	40	2	6	2	0	0	1	0	0	0	0	29	47	2	2
31 - 35 YEARS	10	6	0	0	0	0	0	0	0	0	0	0	10	6	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	**349**	**408**	**36**	**111**	**6**	**5**	**13**	**14**	**1**	**5**	**1**	**0**	**406**	**543**	**18**	**8**
MORE THAN 10 YEARS	166	205	14	32	6	4	5	6	0	1	0	0	191	248	16	7
AVERAGE YEARS	11.6	12.5	10.3	8.7	24.2	14.8	9.5	11.6	4.0	7.0	2.0	0.0	11.6	11.7	19.6	19.3

DEPARTMENT AVERAGE YEARS **11.6**

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 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
NATURAL RESOURCES																
LESS THAN 6 YEARS	903	651	9	7	3	5	11	4	6	3	2	3	934	673	6	1
6 - 10 YEARS	251	92	8	4	2	1	1	2	3	1	0	0	265	100	1	1
11- 15 YEARS	151	73	6	7	2	1	4	3	0	1	0	0	163	85	3	2
16 - 20 YEARS	151	83	8	3	8	1	2	6	0	0	0	0	169	93	8	4
21 - 25 YEARS	76	42	4	4	0	0	0	0	1	1	0	0	81	47	1	1
26 - 30 YEARS	111	36	0	2	5	1	1	2	0	0	0	0	117	41	6	3
31 - 35 YEARS	57	8	0	1	0	0	1	0	0	0	0	0	58	9	4	2
36 - 40 YEARS	14	1	0	0	0	0	0	0	0	0	0	0	14	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,714**	**986**	**35**	**28**	**20**	**9**	**20**	**17**	**10**	**6**	**2**	**3**	**1,801**	**1,049**	**31**	**14**
MORE THAN 10 YEARS	560	243	18	17	15	3	8	11	1	2	0	0	602	276	24	12
AVERAGE YEARS	8.7	5.9	11.4	12.8	16.4	8.0	8.5	12.4	5.4	8.2	0.0	0.0	8.8	6.2	18.9	19.7

DEPARTMENT AVERAGE YEARS **7.8**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
STATE																
LESS THAN 6 YEARS	75	350	16	98	2	2	5	25	0	4	2	19	100	498	1	2
6 - 10 YEARS	28	170	7	46	0	10	1	6	2	3	0	0	38	235	1	4
11- 15 YEARS	23	131	1	45	1	2	1	17	2	1	0	0	28	196	3	24
16 - 20 YEARS	30	164	10	78	1	2	3	8	2	5	0	0	46	257	3	32
21 - 25 YEARS	21	132	7	42	0	0	0	8	0	3	0	0	28	185	2	14
26 - 30 YEARS	52	94	4	24	0	1	2	8	0	0	0	0	58	127	9	9
31 - 35 YEARS	14	32	0	2	0	0	0	0	0	0	0	0	14	34	2	1
36 - 40 YEARS	1	10	0	1	0	0	0	0	0	0	0	0	1	11	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**244**	**1,084**	**45**	**336**	**4**	**17**	**12**	**72**	**6**	**16**	**2**	**19**	**313**	**1,544**	**21**	**88**
MORE THAN 10 YEARS	141	564	22	192	2	5	6	41	4	9	0	0	175	811	19	82
AVERAGE YEARS	15.0	12.8	12.5	12.8	9.3	10.2	11.8	12.0	12.7	12.8	1.0	0.2	14.3	12.6	22.5	18.4

DEPARTMENT AVERAGE YEARS **12.9**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
STATE POLICE																
LESS THAN 6 YEARS	391	166	8	9	2	1	4	3	0	2	1	0	406	181	0	0
6 - 10 YEARS	559	143	36	11	15	0	15	0	5	1	0	0	630	155	2	0
11- 15 YEARS	257	85	26	8	7	0	9	1	2	1	0	0	301	95	3	2
16 - 20 YEARS	258	128	53	17	7	1	21	4	1	1	0	0	340	151	5	4
21 - 25 YEARS	105	38	22	5	0	1	6	4	0	1	0	0	133	49	3	2
26 - 30 YEARS	104	63	12	8	1	3	3	2	0	0	0	0	120	76	1	1
31 - 35 YEARS	34	13	3	0	0	0	2	0	0	0	0	0	39	13	1	0
36 - 40 YEARS	6	2	1	0	0	0	0	0	0	0	0	0	7	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,714**	**638**	**161**	**58**	**32**	**6**	**60**	**14**	**8**	**6**	**1**	**0**	**1,976**	**722**	**15**	**9**
MORE THAN 10 YEARS	764	329	117	38	15	5	41	11	3	3	0	0	940	386	13	9
AVERAGE YEARS	12.1	12.7	16.4	14.7	12.3	20.5	15.7	17.3	10.8	12.2	0.0	0.0	12.5	13.0	19.1	19.7

DEPARTMENT AVERAGE YEARS **12.7**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

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	686	267	37	36	6	2	4	7	18	6	0	2	751	320	2	0
6 - 10 YEARS	255	88	13	9	6	3	5	1	4	6	0	0	283	107	2	1
11- 15 YEARS	281	119	24	10	2	2	6	0	5	0	0	0	318	131	11	6
16 - 20 YEARS	285	104	33	20	8	2	13	6	3	3	0	0	342	135	23	10
21 - 25 YEARS	103	83	16	11	4	2	8	2	3	0	0	0	134	98	8	13
26 - 30 YEARS	140	68	19	16	8	0	11	2	2	0	0	0	180	86	18	9
31 - 35 YEARS	71	17	5	7	1	0	3	0	2	0	0	0	82	24	9	4
36 - 40 YEARS	37	5	0	0	0	0	0	0	4	0	0	0	41	5	6	0
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
DEPARTMENT TOTAL	**1,862**	**751**	**147**	**109**	**35**	**11**	**50**	**18**	**41**	**15**	**0**	**2**	**2,135**	**906**	**81**	**43**
MORE THAN 10 YEARS	921	396	97	64	23	6	41	10	19	3	0	0	1,101	479	77	42
AVERAGE YEARS	12.0	12.3	14.7	14.2	16.6	12.5	19.5	12.3	13.1	6.5	0.0	0.5	12.5	12.4	23.5	22.2

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 25, 2004

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	162	244	17	52	1	2	4	7	11	12	2	1	197	318	0	3
6 - 10 YEARS	64	132	9	26	0	1	2	3	1	4	0	0	76	166	1	2
11- 15 YEARS	44	60	7	22	0	2	2	7	3	0	0	0	56	91	6	8
16 - 20 YEARS	42	96	25	36	0	0	4	14	5	1	0	0	76	147	7	5
21 - 25 YEARS	15	89	6	29	1	1	3	8	1	0	0	0	26	127	1	7
26 - 30 YEARS	49	112	10	22	0	1	3	1	0	0	0	0	62	136	9	10
31 - 35 YEARS	30	31	4	2	0	0	2	0	1	0	0	0	37	33	6	1
36 - 40 YEARS	6	4	1	0	0	1	0	0	0	0	0	0	7	5	2	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**413**	**768**	**79**	**189**	**2**	**8**	**20**	**40**	**22**	**17**	**2**	**1**	**538**	**1,023**	**32**	**37**
MORE THAN 10 YEARS	187	392	53	111	1	5	14	30	10	1	0	0	265	539	31	32
AVERAGE YEARS	12.3	13.6	15.4	13.8	12.0	15.8	16.7	14.8	9.3	3.4	2.0	1.0	12.8	13.5	23.8	19.7

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 25, 2004

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	6,230	6,077	704	1,856	61	48	138	242	95	110	134	116	7,362	8,449	32	25
6 - 10 YEARS	4,628	3,463	573	1,210	102	63	145	128	61	70	0	0	5,509	4,934	42	65
11- 15 YEARS	3,335	2,569	367	739	56	45	105	149	45	56	1	0	3,909	3,558	161	201
16 - 20 YEARS	4,198	2,760	701	1,039	107	46	142	163	57	53	0	0	5,205	4,061	338	237
21 - 25 YEARS	1,492	2,062	313	771	25	29	47	80	20	25	0	0	1,897	2,967	162	242
26 - 30 YEARS	2,091	2,218	248	778	32	22	56	58	15	12	0	0	2,442	3,088	218	209
31 - 35 YEARS	630	554	58	185	4	0	20	11	9	2	0	0	721	752	67	44
36 - 40 YEARS	117	75	6	17	1	2	1	2	4	0	0	0	129	96	18	9
MORE THAN 40 YEARS	9	2	3	2	0	0	0	0	0	0	0	0	12	4	2	2
STATEWIDE TOTAL	**22,730**	**19,780**	**2,973**	**6,597**	**388**	**255**	**654**	**833**	**306**	**328**	**135**	**116**	**27,186**	**27,909**	**1,040**	**1,034**
MORE THAN 10 YEARS	11,872	10,240	1,696	3,531	225	144	371	463	150	148	1	0	14,315	14,526	966	944
AVERAGE YEARS	12.7	12.9	13.6	13.5	13.6	13.4	13.5	12.5	12.0	10.7	1.1	0.6	12.8	13.0	20.7	20.2

STATEWIDE AVERAGE YEARS **12.9**

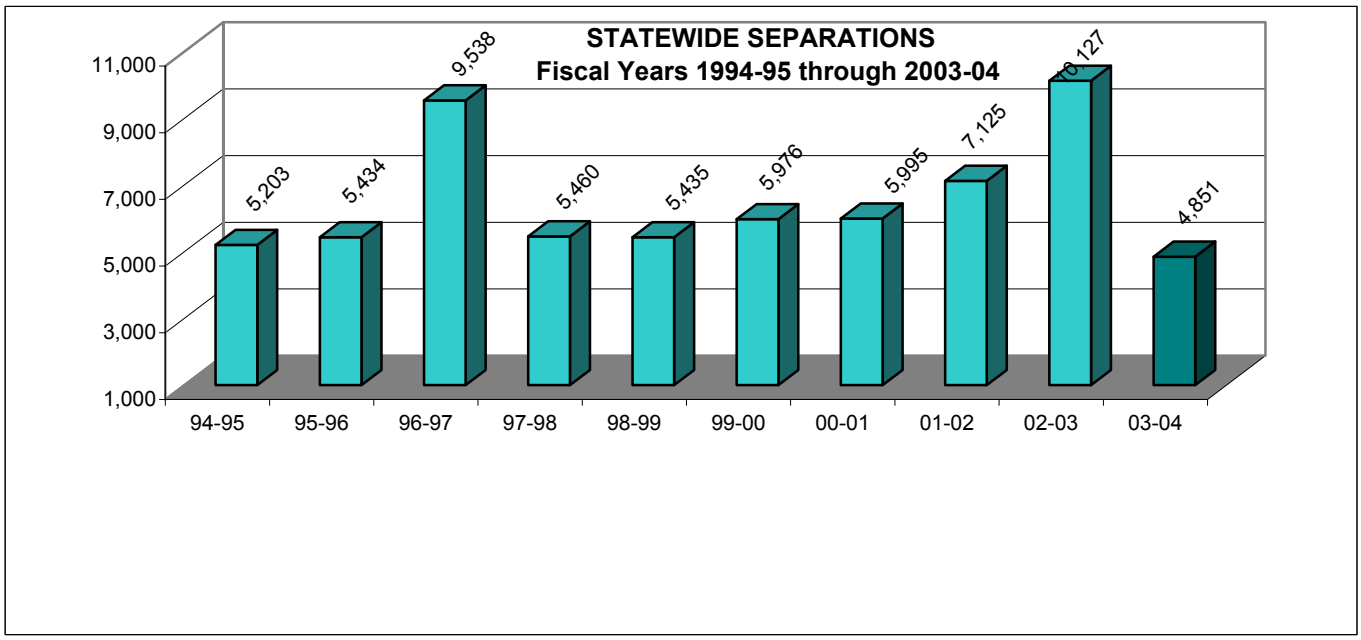
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified 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 2003-04

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	83	1.7%
Dismissal	232	4.8%
Expired Appointment	1,118	23.0%
Total Involuntary Separations	**1,433**	**29.5%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	1,635	33.7%
Layoff/Leave of Absence Rights Expired	273	5.6%
Waived Rights Leave of Absence	242	5.0%
Settlement	2	0.0%
Total Voluntary Separations	**2,152**	**44.4%**
RETIREMENT		
Retirement	615	12.7%
Early Retirement	39	0.8%
Disability Retirement	159	3.3%
Deferred Retirement	153	3.2%
Total Retirements	**966**	**19.9%**
UNDEFINED SEPARATIONS	**300**	**6.2%**
TOTAL SEPARATIONS	**4,851**	**100.0%**



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

Comments: Statewide separations decreased 52 percent from fiscal year 2002-03 to 2003-04. 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-28-2003 TO PAY PERIOD ENDING SEP-25-2004

	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	61	23	0	0	84	75	0	0	2	0	77	7
ATTORNEY GENERAL	63	0	1	0	64	36	0	0	0	0	36	28
AUDITOR GENERAL	0	5	0	0	5	10	0	0	0	0	10	-5
CAREER DEVELOPMENT	50	4	0	1	55	41	0	0	4	0	45	10
CIVIL RIGHTS	9	3	1	1	14	15	1	0	1	0	17	-3
CIVIL SERVICE	1	1	0	0	2	10	0	0	0	0	10	-8
COMMUNITY HEALTH	290	38	18	3	349	515	0	3	31	1	550	-201
CONSUMER & INDUSTRY SERVICES	151	57	5	0	213	173	1	2	4	1	181	32
CORRECTIONS	168	10	34	2	214	910	0	3	36	5	954	-740
EDUCATION	39	0	0	0	39	20	0	0	0	0	20	19
ENVIRONMENTAL QUALITY	87	53	0	0	140	79	0	0	3	0	82	58
EXECUTIVE OFFICE	6	4	0	0	10	7	0	0	0	0	7	3
FAMILY INDEPENDENCE AGENCY	106	1	35	1	143	446	2	1	84	4	537	-394
HISTORY ARTS AND LIBRARIES	15	51	15	0	81	39	0	0	2	0	41	40
INFORMATION TECHNOLOGY	85	30	0	0	115	91	0	2	3	0	96	19
LABOR & ECONOMIC GROWTH	6	0	0	0	6	4	0	0	0	0	4	2
MANAGEMENT & BUDGET	31	30	0	0	61	78	0	0	2	0	80	-19
MILITARY AFFAIRS	38	25	1	0	64	75	2	0	6	0	83	-19
NATURAL RESOURCES	67	1076	261	0	1404	738	7	0	3	1	749	655
STATE	20	86	7	0	113	132	0	0	4	0	136	-23
STATE POLICE	106	1	2	0	109	138	0	0	1	0	139	-30
TRANSPORTATION	164	177	29	0	370	288	0	0	8	0	296	74
TREASURY	148	37	4	1	190	106	0	1	8	0	115	75
STATEWIDE TOTALS	**1,711**	**1,712**	**413**	**9**	**3,845**	**4,026**	**13**	**12**	**202**	**12**	**4,265**	**-420**

NOTE: This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns.
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 2004

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 2004

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%
2003-04	54,573	3,733	6.8%

* 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 of absence 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 3,733 turnover separations during fiscal year 2003-04, 1,635 (44%) were resignations.

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Table 3-5

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Agriculture					
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%
2003-04	687	87	12.7%	91	13.2%
Attorney General					
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%
2003-04	489	36	7.4%	36	7.4%
Auditor General					
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%
2003-04	150	10	6.7%	10	6.7%
Career Development					
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%
2003-04	901	46	5.1%	47	5.2%
CIS - Unemployment Agency					
1999-00	1,192	92	7.7%	93	7.8%
2000-01 [1]	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
2003-04	--	--	--	--	--
Civil Rights					
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%
2003-04	133	13	9.8%	15	11.3%
Civil Service					
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%
2003-04	189	8	4.2%	10	5.3%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Community Health					
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%
2003-04	4,576	505	11.0%	548	12.0%
Consumer and Industry Services					
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%
2003-04	3,170	190	6.0%	192	6.1%
Corrections					
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%
2003-04	16,781	919	5.5%	921	5.5%
Education					
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%
2003-04	324	21	6.5%	23	7.1%
Environmental Quality					
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%
2003-04	1,444	80	5.5%	82	5.7%
Executive Office					
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%
2003-04	49	7	14.3%	7	14.3%
Family Independence Agency					
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%
2003-04	10,104	461	4.6%	482	4.8%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
History Arts and Libraries					
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02 [2]	295	31	10.5%	49	16.6%
2002-03	287	48	16.7%	76	26.5%
2003-04	272	43	15.8%	53	19.5%
Information Technology					
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	1,730	242	14.0%	251	14.5%
2003-04	1,721	86	5.0%	98	5.7%
Labor and Economic Growth					
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
2003-04 [3]	55	4	7.3%	4	7.3%
Management and Budget					
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%
2003-04	1,277	68	5.3%	84	6.6%
Military and Veterans Affairs					
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%
2003-04	943	52	5.5%	75	8.0%
Natural Resources					
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%
2003-04	2,327	550	23.6%	1,313	56.4%
State					
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%
2003-04	1,852	105	5.7%	140	7.6%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
State Police					
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%
2003-04	2,661	150	5.6%	151	5.7%
Transportation					
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%
2003-04	2,956	203	6.9%	346	11.7%
Treasury					
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%
2003-04	1,512	83	5.5%	117	7.7%
Statewide Total					
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%
2003-04	54,573	3,733	6.8%	4,851	8.9%

[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 Department of Consumer and Industry Services was renamed Department of Labor & Economic Growth by Executive Order 2003-18.

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. An adjustment of 6 departures has been added to both separations total columns for 6 final departures from Biologic Products Institute no longer listed on this report. MBPI was sold to the provide firm "BioPort" in September 1998.

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 25, 2004

EEO CATEGORY:	White				Black				American Indian				Hispanic				Asian				Other				Total	
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Femal		Male		Female		Male	Female
01 Official/ Administrator	694	50%	443	32%	94	7%	101	7%	10	1%	4	0%	14	1%	6	0%	14	1%	13	1%	1	0%	1	0%	827	568
02 Professional	6,765	35%	7,840	40%	979	5%	2,868	15%	53	0%	79	0%	182	1%	260	1%	196	1%	221	1%	66	0%	30	0%	8,241	11,298
03 Technician	1,482	53%	874	31%	95	3%	197	7%	12	0%	9	0%	32	1%	28	1%	33	1%	19	1%	20	1%	16	1%	1,674	1,143
04 Protective Service	9,232	69%	1,660	12%	1,064	8%	725	5%	238	2%	40	0%	252	2%	59	0%	32	0%	4	0%	22	0%	6	0%	10,840	2,494
05 Para- Professionals	1,010	15%	3,230	49%	392	6%	1,526	23%	11	0%	53	1%	60	1%	239	4%	14	0%	28	0%	8	0%	12	0%	1,495	5,088
06 Administrative Support	269	4%	4,635	73%	59	1%	1,048	16%	1	0%	61	1%	19	0%	216	3%	5	0%	35	1%	2	0%	8	0%	355	6,003
07 Skilled Craft	1,742	85%	92	4%	119	6%	11	1%	38	2%	0	0%	46	2%	6	0%	4	0%	0	0%	2	0%	0	0%	1,951	109
08 Service/ Maintenance	1,614	51%	1,054	33%	184	6%	137	4%	26	1%	11	0%	50	2%	21	1%	8	0%	8	0%	14	0%	43	1%	1,896	1,274
STATEWIDE TOTALS BY CATEGORY:	**22,808**	**41%**	**19,828**	**36%**	**2,986**	**5%**	**6,613**	**12%**	**389**	**1%**	**257**	**0%**	**655**	**1%**	**835**	**2%**	**306**	**1%**	**328**	**1%**	**135**	**0%**	**116**	**0%**	**27,279**	**27,977**

State Employees Grand Total: 55,256

Note: This report includes all active classified employees in job categories 1 - 8.

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	13 65%	7 35%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	13	7
02 Professional	191 53%	132 37%	8 2%	14 4%	1 0%	2 1%	2 1%	1 0%	3 1%	5 1%	0 0%	1 0%	205	155
03 Technician	39 55%	27 38%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	1 1%	1 1%	1 1%	0 0%	41	30
05 Para- Professionals	4 31%	7 54%	0 0%	0 0%	0 0%	0 0%	0 0%	1 8%	0 0%	1 8%	0 0%	0 0%	4	9
06 Administrative Support	6 6%	82 77%	0 0%	12 11%	0 0%	1 1%	0 0%	5 5%	0 0%	0 0%	0 0%	0 0%	6	100
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	79 65%	29 24%	6 5%	0 0%	2 2%	1 1%	3 2%	0 0%	1 1%	0 0%	1 1%	0 0%	92	30
DEPARTMENT TOTALS BY CATEGORY:	**336 48%**	**284 41**	**14 2%**	**27 4%**	**3 0%**	**4 1%**	**6 1%**	**8 1%**	**5 1%**	**7 1%**	**2 0%**	**1 0%**	**366**	**331**

Department Total: 697

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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 70%	20 23%	2 2%	3 3%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	62	24
02 Professional	119 52%	77 34%	12 5%	11 5%	0 0%	0 0%	2 1%	4 2%	1 0%	1 0%	0 0%	0 0%	134	93
04 Protective Service	16 57%	5 18%	6 21%	0 0%	0 0%	0 0%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	23	5
05 Para- Professionals	3 10%	21 70%	0 0%	4 13%	0 0%	0 0%	0 0%	2 7%	0 0%	0 0%	0 0%	0 0%	3	27
06 Administrative Support	0 0%	112 84%	0 0%	19 14%	0 0%	1 1%	0 0%	2 1%	0 0%	0 0%	0 0%	0 0%	0	134
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:	**199 39%**	**236 46**	**21 4%**	**37 7%**	**0 0%**	**1 0%**	**3 1%**	**9 2%**	**1 0%**	**1 0%**	**0 0%**	**0 0%**	**224**	**284**

Department Total: 508

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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 82%	2 18%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	9	2
02 Professional	51 43%	60 50%	4 3%	3 3%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	55	64
03 Technician	2 25%	5 63%	0 0%	0 0%	0 0%	0 0%	0 0%	1 13%	0 0%	0 0%	0 0%	0 0%	2	6
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 43%**	**74 50**	**4 3%**	**4 3%**	**0 0%**	**0 0%**	**0 0%**	**1 1%**	**0 0%**	**1 1%**	**0 0%**	**0 0%**	**67**	**80**

Department Total: 147

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	5 20%	10 40%	1 4%	7 28%	0 0%	0 0%	1 4%	1 4%	0 0%	0 0%	0 0%	0 0%	7	18
02 Professional	170 31%	212 38%	44 8%	101 18%	0 0%	4 1%	5 1%	7 1%	0 0%	10 2%	0 0%	0 0%	219	334
03 Technician	4 24%	7 41%	0 0%	6 35%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4	13
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	60 36%	39 23%	24 14%	21 12%	1 1%	1 1%	7 4%	13 8%	1 1%	0 0%	2 1%	0 0%	95	74
06 Administrative Support	2 2%	89 74%	0 0%	25 21%	0 0%	0 0%	0 0%	5 4%	0 0%	0 0%	0 0%	0 0%	2	119
07 Skilled Craft	5 83%	0 0%	0 0%	0 0%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	6	0
08 Service/ Maintenance	6 50%	4 33%	0 0%	0 0%	1 8%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	0 0%	8	4
DEPARTMENT TOTALS BY CATEGORY:	**256 28%**	**361 40**	**69 8%**	**160 18%**	**3 0%**	**5 1%**	**15 2%**	**26 3%**	**1 0%**	**10 1%**	**2 0%**	**0 0%**	**346**	**562**

Department Total: 908

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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 40%	1 10%	2 20%	1 10%	0 0%	0 0%	1 10%	0 0%	1 10%	0 0%	0 0%	0 0%	8	2
02 Professional	13 13%	24 25%	15 15%	33 34%	0 0%	1 1%	3 3%	5 5%	0 0%	3 3%	0 0%	0 0%	31	66
03 Technician	0 0%	1 25%	0 0%	1 25%	0 0%	0 0%	1 25%	0 0%	0 0%	1 25%	0 0%	0 0%	1	3
06 Administrative Support	1 4%	8 35%	0 0%	12 52%	0 0%	0 0%	0 0%	2 9%	0 0%	0 0%	0 0%	0 0%	1	22
DEPARTMENT TOTALS BY CATEGORY:	**18 13%**	**34 25**	**17 13%**	**47 35%**	**0 0%**	**1 1%**	**5 4%**	**7 5%**	**1 1%**	**4 3%**	**0 0%**	**0 0%**	**41**	**93**

Department Total: 134

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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 37%	10 53%	1 5%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8	11
02 Professional	19 20%	52 54%	4 4%	14 15%	1 1%	2 2%	0 0%	1 1%	0 0%	3 3%	0 0%	0 0%	24	72
03 Technician	1 33%	1 33%	0 0%	0 0%	0 0%	0 0%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	2	1
05 Para- Professionals	2 10%	15 75%	0 0%	1 5%	1 5%	0 0%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	3	17
06 Administrative Support	3 4%	50 68%	0 0%	12 16%	0 0%	1 1%	0 0%	6 8%	0 0%	1 1%	0 0%	0 0%	3	70
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:	**34 16%**	**128 60**	**5 2%**	**28 13%**	**2 1%**	**3 1%**	**1 0%**	**8 4%**	**0 0%**	**4 2%**	**0 0%**	**0 0%**	**42**	**171**

Department Total: 213

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	75	40%	74	39%	12	6%	12	6%	1	1%	1	1%	0	0%	0	0%	6	3%	7	4%	0	0%	0	0%	94	94
02	Professional	466	26%	862	48%	66	4%	221	12%	6	0%	11	1%	14	1%	16	1%	43	2%	69	4%	2	0%	5	0%	597	1,184
03	Technician	51	17%	141	47%	13	4%	78	26%	0	0%	1	0%	2	1%	3	1%	3	1%	7	2%	1	0%	1	0%	70	231
04	Protective Service	275	49%	83	15%	106	19%	64	11%	5	1%	1	0%	17	3%	4	1%	2	0%	0	0%	0	0%	0	0%	405	152
05	Para- Professionals	279	25%	478	43%	115	10%	195	18%	1	0%	5	0%	11	1%	15	1%	1	0%	4	0%	2	0%	2	0%	409	699
06	Administrative Support	13	3%	392	80%	2	0%	62	13%	0	0%	5	1%	0	0%	19	4%	0	0%	0	0%	0	0%	0	0%	15	478
07	Skilled Craft	93	78%	4	3%	16	13%	1	1%	1	1%	0	0%	5	4%	0	0%	0	0%	0	0%	0	0%	0	0%	115	5
08	Service/ Maintenance	76	25%	132	44%	38	13%	44	15%	0	0%	1	0%	2	1%	5	2%	0	0%	1	0%	0	0%	0	0%	116	183
DEPARTMENT TOTALS BY CATEGORY:		**1,328**	**27%**	**2,166**	**45**	**368**	**8%**	**677**	**14%**	**14**	**0%**	**25**	**1%**	**51**	**1%**	**62**	**1%**	**55**	**1%**	**88**	**2%**	**5**	**0%**	**8**	**0%**	**1,821**	**3,026**

Department Total: 4,847

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	51 47%	37 34%	9 8%	11 10%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	60	49
02 Professional	378 37%	389 38%	88 9%	130 13%	0 0%	3 0%	10 1%	12 1%	6 1%	14 1%	0 0%	0 0%	482	548
03 Technician	180 60%	58 19%	17 6%	18 6%	2 1%	2 1%	8 3%	9 3%	5 2%	2 1%	0 0%	0 0%	212	89
04 Protective Service	27 93%	2 7%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	27	2
05 Para- Professionals	82 10%	312 39%	47 6%	317 39%	0 0%	3 0%	7 1%	18 2%	4 0%	9 1%	1 0%	5 1%	141	664
06 Administrative Support	9 2%	390 73%	3 1%	97 18%	0 0%	7 1%	1 0%	22 4%	1 0%	4 1%	0 0%	0 0%	14	520
07 Skilled Craft	9 50%	0 0%	4 22%	3 17%	0 0%	0 0%	1 6%	1 6%	0 0%	0 0%	0 0%	0 0%	14	4
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:	**744 26%**	**1,193 42**	**172 6%**	**580 20%**	**2 0%**	**16 1%**	**30 1%**	**62 2%**	**16 1%**	**29 1%**	**1 0%**	**5 0%**	**965**	**1,885**

Department Total: 2,850

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	88	48%	54	29%	20	11%	14	8%	3	2%	1	1%	3	2%	0	0%	0	0%	1	1%	0	0%	0	0%	114	70
02	Professional	1,276	42%	1,050	34%	251	8%	378	12%	15	0%	14	0%	21	1%	29	1%	10	0%	6	0%	4	0%	2	0%	1,577	1,479
03	Technician	37	30%	69	56%	2	2%	11	9%	0	0%	1	1%	0	0%	0	0%	1	1%	0	0%	0	0%	2	2%	40	83
04	Protective Service	7,003	69%	1,262	12%	791	8%	639	6%	192	2%	37	0%	170	2%	52	1%	20	0%	3	0%	21	0%	6	0%	8,197	1,999
05	Para- Professionals	33	8%	309	74%	8	2%	51	12%	2	0%	4	1%	0	0%	7	2%	0	0%	2	0%	0	0%	1	0%	43	374
06	Administrative Support	38	3%	884	76%	4	0%	188	16%	0	0%	15	1%	1	0%	27	2%	0	0%	4	0%	0	0%	2	0%	43	1,120
07	Skilled Craft	604	89%	24	4%	28	4%	1	0%	13	2%	0	0%	8	1%	0	0%	1	0%	0	0%	1	0%	0	0%	655	25
08	Service/ Maintenance	496	64%	141	18%	78	10%	34	4%	9	1%	0	0%	13	2%	2	0%	4	1%	0	0%	1	0%	1	0%	601	178
DEPARTMENT TOTALS BY CATEGORY:		**9,575**	**58%**	**3,793**	**23**	**1,182**	**7%**	**1,316**	**8%**	**234**	**1%**	**72**	**0%**	**216**	**1%**	**117**	**1%**	**36**	**0%**	**16**	**0%**	**27**	**0%**	**14**	**0%**	**11,270**	**5,328**

Department Total: 16,598

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	3 15%	15 75%	0 0%	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	17
02 Professional	50 26%	128 67%	0 0%	9 5%	0 0%	1 1%	1 1%	3 2%	0 0%	0 0%	0 0%	0 0%	51	141
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	10 22%	27 59%	2 4%	4 9%	0 0%	0 0%	0 0%	2 4%	0 0%	1 2%	0 0%	0 0%	12	34
06 Administrative Support	2 3%	70 91%	0 0%	4 5%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	2	75
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 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:	**74 21%**	**240 70**	**3 1%**	**19 6%**	**0 0%**	**1 0%**	**1 0%**	**6 2%**	**0 0%**	**1 0%**	**0 0%**	**0 0%**	**78**	**267**

Department Total: 345

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	621 58%	357 33%	17 2%	20 2%	3 0%	4 0%	8 1%	3 0%	23 2%	13 1%	0 0%	1 0%	672	398
03	Technician	76 51%	54 36%	8 5%	4 3%	1 1%	0 0%	1 1%	2 1%	1 1%	0 0%	1 1%	2 1%	88	62
04	Protective Service	8 50%	4 25%	3 19%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11	5
05	Para- Professionals	5 13%	28 74%	0 0%	3 8%	0 0%	1 3%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	5	33
06	Administrative Support	8 4%	162 82%	0 0%	18 9%	0 0%	0 0%	2 1%	5 3%	0 0%	2 1%	0 0%	1 1%	10	188
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:		**734 49%**	**612 41**	**29 2%**	**46 3%**	**4 0%**	**5 0%**	**11 1%**	**11 1%**	**24 2%**	**15 1%**	**1 0%**	**4 0%**	**803**	**693**

Department Total: 1,496

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	1 17%	3 50%	0 0%	1 17%	0 0%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	1	5
02 Professional	1 17%	3 50%	0 0%	1 17%	0 0%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	1	5
03 Technician	1 25%	3 75%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	3
05 Para- Professionals	4 22%	9 50%	3 17%	2 11%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7	11
06 Administrative Support	1 10%	7 70%	0 0%	2 20%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	9
DEPARTMENT TOTALS BY CATEGORY:	**8 18%**	**25 57**	**3 7%**	**6 14%**	**0 0%**	**0 0%**	**0 0%**	**2 5%**	**0 0%**	**0 0%**	**0 0%**	**0 0%**	**11**	**33**

Department Total: 44

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	74	41%	52	29%	18	10%	30	16%	2	1%	0	0%	2	1%	2	1%	1	1%	1	1%	0	0%	0	0%	97	85
02	Professional	1,129	18%	2,864	46%	239	4%	1,675	27%	9	0%	26	0%	54	1%	134	2%	17	0%	38	1%	0	0%	1	0%	1,448	4,738
03	Technician	22	18%	72	59%	6	5%	17	14%	0	0%	2	2%	1	1%	1	1%	0	0%	1	1%	0	0%	0	0%	29	93
04	Protective Service	20	57%	3	9%	10	29%	1	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	31	4
05	Para- Professionals	252	13%	868	44%	145	7%	559	28%	4	0%	21	1%	26	1%	106	5%	4	0%	3	0%	0	0%	0	0%	431	1,557
06	Administrative Support	46	3%	893	62%	33	2%	388	27%	0	0%	13	1%	7	0%	56	4%	0	0%	6	0%	0	0%	0	0%	86	1,356
07	Skilled Craft	30	81%	0	0%	5	14%	0	0%	0	0%	0	0%	1	3%	0	0%	1	3%	0	0%	0	0%	0	0%	37	0
08	Service/ Maintenance	33	58%	9	16%	10	18%	3	5%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	45	12
DEPARTMENT TOTALS BY CATEGORY:		**1,606**	**16%**	**4,761**	**47**	**466**	**5%**	**2,673**	**27%**	**15**	**0%**	**62**	**1%**	**93**	**1%**	**299**	**3%**	**24**	**0%**	**49**	**0%**	**0**	**0%**	**1**	**0%**	**2,204**	**7,845**

Department Total: 10,049

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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 38%	9 56%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6	10
02 Professional	42 42%	51 52%	1 1%	1 1%	1 1%	0 0%	0 0%	1 1%	0 0%	0 0%	1 1%	1 1%	45	54
03 Technician	9 25%	16 44%	0 0%	1 3%	1 3%	0 0%	0 0%	0 0%	2 6%	0 0%	4 11%	3 8%	16	20
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	3 8%	27 73%	3 8%	3 8%	0 0%	0 0%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	6	31
06 Administrative Support	4 16%	17 68%	0 0%	1 4%	0 0%	1 4%	0 0%	1 4%	0 0%	1 4%	0 0%	0 0%	4	21
07 Skilled Craft	13 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	13	0
08 Service/ Maintenance	31 40%	26 34%	0 0%	0 0%	3 4%	0 0%	2 3%	1 1%	0 0%	1 1%	3 4%	10 13%	39	38
DEPARTMENT TOTALS BY CATEGORY:	**110 36%**	**146 48**	**4 1%**	**7 2%**	**5 2%**	**1 0%**	**2 1%**	**4 1%**	**2 1%**	**2 1%**	**8 3%**	**14 5%**	**131**	**174**

Department Total: 305

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	49 63%	24 31%	1 1%	0 0%	0 0%	0 0%	1 1%	1 1%	1 1%	1 1%	0 0%	0 0%	52	26
02 Professional	535 47%	340 30%	52 5%	54 5%	2 0%	2 0%	14 1%	9 1%	35 3%	26 2%	53 5%	12 1%	691	443
03 Technician	231 58%	104 26%	16 4%	20 5%	2 0%	0 0%	4 1%	4 1%	4 1%	1 0%	11 3%	4 1%	268	133
05 Para- Professionals	0 0%	13 87%	0 0%	1 7%	0 0%	0 0%	0 0%	1 7%	0 0%	0 0%	0 0%	0 0%	0	15
06 Administrative Support	4 5%	65 76%	1 1%	11 13%	0 0%	0 0%	0 0%	4 5%	0 0%	0 0%	0 0%	0 0%	5	80
07 Skilled Craft	21 88%	1 4%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 4%	0 0%	23	1
08 Service/ Maintenance	5 71%	1 14%	0 0%	0 0%	0 0%	0 0%	0 0%	1 14%	0 0%	0 0%	0 0%	0 0%	5	2
DEPARTMENT TOTALS BY CATEGORY:	**845 48%**	**548 31**	**71 4%**	**86 5%**	**4 0%**	**2 0%**	**19 1%**	**20 1%**	**40 2%**	**28 2%**	**65 4%**	**16 1%**	**1,044**	**700**

Department Total: 1,744

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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: LABOR & ECONOMIC GROWTH														
01 Official/ Administrator	5 63%	1 13%	2 25%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7	1
02 Professional	17 27%	34 53%	3 5%	7 11%	1 2%	0 0%	0 0%	1 2%	1 2%	0 0%	0 0%	0 0%	22	42
05 Para- Professionals	0 0%	1 33%	0 0%	2 67%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	3
06 Administrative Support	0 0%	16 76%	0 0%	4 19%	0 0%	0 0%	0 0%	0 0%	0 0%	1 5%	0 0%	0 0%	0	21
07 Skilled Craft	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
08 Service/ Maintenance	1 25%	3 75%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	3
DEPARTMENT TOTALS BY CATEGORY:	**25 25%**	**55 54**	**5 5%**	**13 13%**	**1 1%**	**0 0%**	**0 0%**	**1 1%**	**1 1%**	**1 1%**	**0 0%**	**0 0%**	**32**	**70**

Department Total: 102

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	38 49%	28 36%	4 5%	1 1%	0 0%	0 0%	1 1%	0 0%	3 4%	1 1%	1 1%	1 1%	47	31
02	Professional	148 33%	221 50%	19 4%	27 6%	0 0%	1 0%	5 1%	3 1%	7 2%	3 1%	5 1%	7 2%	184	262
03	Technician	21 34%	30 48%	0 0%	1 2%	0 0%	1 2%	1 2%	1 2%	1 2%	1 2%	2 3%	3 5%	25	37
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	31 22%	93 67%	0 0%	7 5%	0 0%	1 1%	0 0%	5 4%	0 0%	0 0%	1 1%	0 0%	32	106
06	Administrative Support	9 6%	107 76%	0 0%	14 10%	0 0%	0 0%	0 0%	5 4%	0 0%	2 1%	1 1%	2 1%	10	130
07	Skilled Craft	166 83%	9 5%	11 6%	1 1%	2 1%	0 0%	9 5%	2 1%	0 0%	0 0%	0 0%	0 0%	188	12
08	Service/ Maintenance	123 56%	41 19%	14 6%	5 2%	1 0%	0 0%	11 5%	1 0%	1 0%	0 0%	6 3%	15 7%	156	62
DEPARTMENT TOTALS BY CATEGORY:		**539 42%**	**532 41**	**49 4%**	**56 4%**	**3 0%**	**3 0%**	**27 2%**	**17 1%**	**12 1%**	**7 1%**	**16 1%**	**28 2%**	**646**	**643**

Department Total: 1,289

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	10 63%	4 25%	2 13%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12	4
02 Professional	59 36%	86 53%	5 3%	9 6%	0 0%	1 1%	0 0%	2 1%	0 0%	0 0%	0 0%	0 0%	64	98
03 Technician	27 17%	106 68%	0 0%	15 10%	0 0%	2 1%	2 1%	2 1%	0 0%	2 1%	0 0%	0 0%	29	127
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	59 19%	141 45%	16 5%	77 25%	2 1%	1 0%	3 1%	9 3%	1 0%	2 1%	1 0%	0 0%	82	230
06 Administrative Support	0 0%	42 79%	0 0%	9 17%	0 0%	1 2%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	0	53
07 Skilled Craft	98 91%	1 1%	4 4%	0 0%	2 2%	0 0%	3 3%	0 0%	0 0%	0 0%	0 0%	0 0%	107	1
08 Service/ Maintenance	64 59%	29 27%	9 8%	1 1%	2 2%	0 0%	3 3%	0 0%	0 0%	1 1%	0 0%	0 0%	78	31
DEPARTMENT TOTALS BY CATEGORY:	**349 37%**	**409 43**	**36 4%**	**111 12%**	**6 1%**	**5 1%**	**13 1%**	**14 1%**	**1 0%**	**5 1%**	**1 0%**	**0 0%**	**406**	**544**

Department Total: 950

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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 58%	16 31%	3 6%	1 2%	1 2%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	34	18
02	Professional	298 63%	144 30%	4 1%	8 2%	5 1%	3 1%	3 1%	4 1%	4 1%	2 0%	0 0%	0 0%	314	161
03	Technician	235 82%	43 15%	5 2%	1 0%	2 1%	0 0%	0 0%	1 0%	0 0%	1 0%	0 0%	0 0%	242	46
04	Protective Service	472 79%	88 15%	13 2%	4 1%	10 2%	1 0%	10 2%	0 0%	3 0%	0 0%	0 0%	0 0%	508	93
05	Para- Professionals	12 24%	30 61%	1 2%	4 8%	0 0%	0 0%	0 0%	2 4%	0 0%	0 0%	0 0%	0 0%	13	36
06	Administrative Support	6 3%	170 88%	0 0%	6 3%	0 0%	3 2%	1 1%	7 4%	0 0%	0 0%	0 0%	0 0%	7	186
07	Skilled Craft	89 91%	8 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	90	8
08	Service/ Maintenance	575 52%	487 44%	9 1%	4 0%	2 0%	2 0%	6 1%	3 0%	2 0%	2 0%	2 0%	3 0%	596	501
DEPARTMENT TOTALS BY CATEGORY:		**1,717 60%**	**986 35**	**35 1%**	**28 1%**	**20 1%**	**9 0%**	**20 1%**	**17 1%**	**10 0%**	**6 0%**	**2 0%**	**3 0%**	**1,804**	**1,049**

Department Total: 2,853

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	23 47%	14 29%	2 4%	6 12%	1 2%	0 0%	1 2%	0 0%	1 2%	1 2%	0 0%	0 0%	28	21
02 Professional	91 37%	89 37%	13 5%	34 14%	1 0%	1 0%	5 2%	5 2%	2 1%	2 1%	0 0%	0 0%	112	131
03 Technician	7 54%	4 31%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 8%	7	6
05 Para- Professionals	69 7%	634 62%	20 2%	227 22%	0 0%	13 1%	3 0%	45 4%	2 0%	3 0%	1 0%	4 0%	95	926
06 Administrative Support	33 9%	254 71%	4 1%	38 11%	1 0%	3 1%	2 1%	15 4%	1 0%	8 2%	0 0%	1 0%	41	319
07 Skilled Craft	6 55%	4 36%	1 9%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7	4
08 Service/ Maintenance	15 9%	86 53%	5 3%	30 19%	1 1%	0 0%	1 1%	7 4%	0 0%	2 1%	1 1%	13 8%	23	138
DEPARTMENT TOTALS BY CATEGORY:	**244 13%**	**1,085 58**	**45 2%**	**336 18%**	**4 0%**	**17 1%**	**12 1%**	**72 4%**	**6 0%**	**16 1%**	**2 0%**	**19 1%**	**313**	**1,545**

Department Total: 1,858

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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 68%	8 20%	2 5%	1 2%	0 0%	0 0%	2 5%	0 0%	0 0%	0 0%	0 0%	0 0%	32	9
02	Professional	224 54%	139 34%	23 6%	8 2%	2 0%	2 0%	6 1%	3 1%	2 0%	4 1%	0 0%	0 0%	257	156
03	Technician	24 57%	14 33%	0 0%	4 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	24	18
04	Protective Service	1,368 75%	210 12%	134 7%	16 1%	30 2%	1 0%	52 3%	3 0%	6 0%	1 0%	1 0%	0 0%	1,591	231
05	Para- Professionals	8 12%	46 69%	1 1%	7 10%	0 0%	1 1%	0 0%	3 4%	0 0%	1 1%	0 0%	0 0%	9	58
06	Administrative Support	40 14%	220 77%	1 0%	20 7%	0 0%	2 1%	0 0%	4 1%	0 0%	0 0%	0 0%	0 0%	41	246
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	10 59%	3 18%	1 6%	2 12%	0 0%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	11	6
DEPARTMENT TOTALS BY CATEGORY:		**1,719 64%**	**640 24**	**162 6%**	**58 2%**	**32 1%**	**6 0%**	**60 2%**	**14 1%**	**8 0%**	**6 0%**	**1 0%**	**0 0%**	**1,982**	**724**

Department Total: 2,706

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

	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	55 63%	19 22%	7 8%	5 6%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	64	24
02	Professional	576 57%	285 28%	50 5%	38 4%	4 0%	0 0%	17 2%	6 1%	25 2%	12 1%	0 0%	0 0%	672	341
03	Technician	505 73%	105 15%	28 4%	17 2%	4 1%	0 0%	11 2%	3 0%	15 2%	2 0%	0 0%	0 0%	563	127
05	Para- Professionals	73 52%	51 36%	3 2%	8 6%	0 0%	1 1%	2 1%	2 1%	0 0%	1 1%	0 0%	0 0%	78	63
06	Administrative Support	3 1%	203 83%	2 1%	28 11%	0 0%	3 1%	0 0%	5 2%	0 0%	0 0%	0 0%	1 0%	5	240
07	Skilled Craft	578 82%	38 5%	48 7%	4 1%	20 3%	0 0%	17 2%	2 0%	1 0%	0 0%	0 0%	0 0%	664	44
08	Service/ Maintenance	81 49%	51 31%	9 5%	9 5%	5 3%	7 4%	3 2%	0 0%	0 0%	0 0%	0 0%	1 1%	98	68
DEPARTMENT TOTALS BY CATEGORY:		**1,871 61%**	**752 25**	**147 5%**	**109 4%**	**35 1%**	**11 0%**	**50 2%**	**18 1%**	**41 1%**	**15 0%**	**0 0%**	**2 0%**	**2,144**	**907**

Department Total: 3,051

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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	46 53%	28 32%	5 6%	4 5%	0 0%	1 1%	2 2%	0 0%	1 1%	0 0%	0 0%	0 0%	54	33
02 Professional	291 41%	241 34%	61 9%	72 10%	2 0%	1 0%	12 2%	10 1%	17 2%	9 1%	1 0%	0 0%	384	333
03 Technician	10 40%	14 56%	0 0%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	10	15
05 Para- Professionals	21 14%	81 55%	4 3%	33 22%	0 0%	1 1%	1 1%	5 3%	1 1%	1 1%	0 0%	0 0%	27	121
06 Administrative Support	41 7%	397 70%	9 2%	77 14%	0 0%	5 1%	5 1%	24 4%	3 1%	6 1%	1 0%	1 0%	59	510
07 Skilled Craft	0 0%	1 33%	0 0%	1 33%	0 0%	0 0%	0 0%	1 33%	0 0%	0 0%	0 0%	0 0%	0	3
08 Service/ Maintenance	5 38%	6 46%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	0 0%	1 8%	0 0%	0 0%	5	8
DEPARTMENT TOTALS BY CATEGORY:	**414 27%**	**768 49**	**79 5%**	**189 12%**	**2 0%**	**8 1%**	**20 1%**	**40 3%**	**22 1%**	**17 1%**	**2 0%**	**1 0%**	**539**	**1,023**

Department Total: 1,562

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 25, 2004

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:	22,808	41%	19,828	36	2,986	5%	6,613	12%	389	1%	257	0%	655	1%	835	2%	306	1%	328	1%	135	0%	116	0%	27,279	27,977

State Employees Grand Total: 55,256

Table 4-3

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT
RACE/ETHNIC GROUP, AND GENDER ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN				HISPANIC				ASIAN				OTHER								
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		FEMALE		MINORITY		GRAND
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	TOTAL
AGRICULTURE	336	48.2	284	40.7	14	2.0	27	3.9	3	0.4	4	0.6	6	0.9	8	1.1	5	0.7	7	1.0	2	0.3	1	0.1	331	47.5	74	10.6	697
ATTORNEY GENERAL	199	39.2	236	46.5	21	4.1	37	7.3	0	0.0	1	0.2	3	0.6	9	1.8	1	0.2	1	0.2	0	0.0	0	0.0	284	55.9	73	14.4	508
AUDITOR GENERAL	63	42.9	74	50.3	4	2.7	4	2.7	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	1	0.7	0	0.0	0	0.0	80	54.4	10	6.8	147
CAREER DEVELOPMENT	256	28.2	361	39.8	69	7.6	160	17.6	3	0.3	5	0.6	15	1.7	26	2.9	1	0.1	10	1.1	2	0.2	0	0.0	562	61.9	289	31.8	908
CIVIL RIGHTS	18	13.4	34	25.4	17	12.7	47	35.1	0	0.0	1	0.7	5	3.7	7	5.2	1	0.7	4	3.0	0	0.0	0	0.0	93	69.4	82	61.2	134
CIVIL SERVICE	34	16.0	128	60.1	5	2.3	28	13.1	2	0.9	3	1.4	1	0.5	8	3.8	0	0.0	4	1.9	0	0.0	0	0.0	171	80.3	51	23.9	213
COMMUNITY HEALTH	1,321	27.5	2,147	44.7	360	7.5	671	14.0	14	0.3	24	0.5	51	1.1	61	1.3	55	1.1	88	1.8	5	0.1	8	0.2	2,999	62.4	1,324	27.6	4,805
CONSUMER & INDUSTRY SERVICES	743	26.1	1,193	41.9	172	6.0	579	20.3	2	0.1	16	0.6	30	1.1	62	2.2	16	0.6	29	1.0	1	0.0	5	0.2	1,884	66.2	906	31.8	2,848
CORRECTIONS	9,528	57.7	3,778	22.9	1,178	7.1	1,313	7.9	233	1.4	71	0.4	216	1.3	117	0.7	36	0.2	16	0.1	27	0.2	14	0.1	5,309	32.1	3,180	19.2	16,527
EDUCATION	74	21.4	240	69.6	3	0.9	19	5.5	0	0.0	1	0.3	1	0.3	6	1.7	0	0.0	1	0.3	0	0.0	0	0.0	267	77.4	31	9.0	345
ENVIRONMENTAL QUALITY	734	49.1	612	40.9	29	1.9	46	3.1	4	0.3	5	0.3	11	0.7	11	0.7	24	1.6	15	1.0	1	0.1	4	0.3	693	46.3	145	9.7	1,496
EXECUTIVE OFFICE	8	18.2	25	56.8	3	6.8	6	13.6	0	0.0	0	0.0	0	0.0	2	4.5	0	0.0	0	0.0	0	0.0	0	0.0	33	75.0	11	25.0	44
FAMILY INDEPENDENCE AGENCY	1,603	16.0	4,753	47.4	466	4.6	2,668	26.6	15	0.1	62	0.6	92	0.9	298	3.0	24	0.2	49	0.5	0	0.0	1	0.0	7,831	78.1	3,674	36.6	10,031
HISTORY ARTS AND LIBRARIES	110	36.1	146	47.9	4	1.3	7	2.3	5	1.6	1	0.3	2	0.7	4	1.3	2	0.7	2	0.7	8	2.6	14	4.6	174	57.0	27	8.9	305
INFORMATION TECHNOLOGY	843	48.4	548	31.5	71	4.1	85	4.9	4	0.2	2	0.1	19	1.1	20	1.1	40	2.3	28	1.6	65	3.7	16	0.9	699	40.1	269	15.5	1,741
LABOR & ECONOMIC GROWTH	25	24.5	55	53.9	5	4.9	13	12.7	1	1.0	0	0.0	0	0.0	1	1.0	1	1.0	1	1.0	0	0.0	0	0.0	70	68.6	22	21.6	102
MANAGEMENT & BUDGET	539	41.8	531	41.2	49	3.8	56	4.3	3	0.2	3	0.2	27	2.1	17	1.3	12	0.9	7	0.5	16	1.2	28	2.2	642	49.8	174	13.5	1,288
MILITARY AFFAIRS	349	36.8	408	43.0	36	3.8	111	11.7	6	0.6	5	0.5	13	1.4	14	1.5	1	0.1	5	0.5	1	0.1	0	0.0	543	57.2	191	20.1	949
NATURAL RESOURCES	1,714	60.1	986	34.6	35	1.2	28	1.0	20	0.7	9	0.3	20	0.7	17	0.6	10	0.4	6	0.2	2	0.1	3	0.1	1,049	36.8	145	5.1	2,850
STATE	244	13.1	1,084	58.4	45	2.4	336	18.1	4	0.2	17	0.9	12	0.6	72	3.9	6	0.3	16	0.9	2	0.1	19	1.0	1,544	83.1	508	27.4	1,857
STATE POLICE	1,714	63.5	638	23.6	161	6.0	58	2.1	32	1.2	6	0.2	60	2.2	14	0.5	8	0.3	6	0.2	1	0.0	0	0.0	722	26.8	345	12.8	2,698
TRANSPORTATION	1,862	61.2	751	24.7	147	4.8	109	3.6	35	1.2	11	0.4	50	1.6	18	0.6	41	1.3	15	0.5	0	0.0	2	0.1	906	29.8	426	14.0	3,041
TREASURY	413	26.5	768	49.2	79	5.1	189	12.1	2	0.1	8	0.5	20	1.3	40	2.6	22	1.4	17	1.1	2	0.1	1	0.1	1,023	65.5	377	24.2	1,561
TOTALS & PERCENTS	**22,730**	**41.3**	**19,780**	**35.9**	**2,973**	**5.4**	**6,597**	**12.0**	**388**	**0.7**	**255**	**0.5**	**654**	**1.2**	**833**	**1.5**	**306**	**0.6**	**328**	**0.6**	**135**	**0.2**	**116**	**0.2**	**27,909**	**50.7**	**12,334**	**22.4**	**55,095**

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-STATEWIDE
PAY PERIOD ENDING: Sep 25, 2004

	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	58 64%	22 24%	5 5%	6 7%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	63	28
02	Professional	358 45%	301 38%	20 3%	80 10%	1 0%	6 1%	8 1%	7 1%	5 1%	1 0%	0 0%	0 0%	392	395
03	Technician	50 67%	16 21%	1 1%	4 5%	0 0%	1 1%	0 0%	1 1%	2 3%	0 0%	0 0%	0 0%	53	22
04	Protective Service	230 75%	37 12%	19 6%	13 4%	4 1%	2 1%	1 0%	0 0%	2 1%	0 0%	0 0%	0 0%	256	52
05	Para- Professionals	73 24%	165 53%	15 5%	44 14%	1 0%	4 1%	2 1%	4 1%	1 0%	0 0%	0 0%	0 0%	92	217
06	Administrative Support	36 10%	247 70%	7 2%	42 12%	0 0%	7 2%	1 0%	10 3%	0 0%	1 0%	0 0%	1 0%	44	308
07	Skilled Craft	72 88%	2 2%	3 4%	0 0%	1 1%	0 0%	3 4%	1 1%	0 0%	0 0%	0 0%	0 0%	79	3
08	Service/ Maintenance	53 71%	13 17%	5 7%	0 0%	1 1%	0 0%	2 3%	1 1%	0 0%	0 0%	0 0%	0 0%	61	14
	STATEWIDE TOTAL BY CATEGORY:	**930 45%**	**803 39%**	**75 4%**	**189 9%**	**8 0%**	**20 1%**	**17 1%**	**24 1%**	**10 0%**	**2 0%**	**0 0%**	**1 0%**	**1,040**	**1,039**

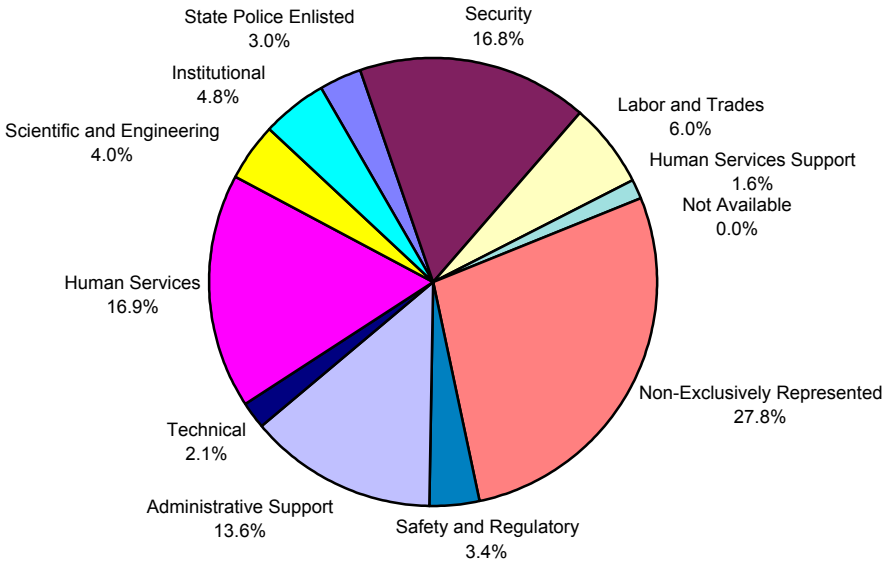
State Employees Grand Total: 2,079

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

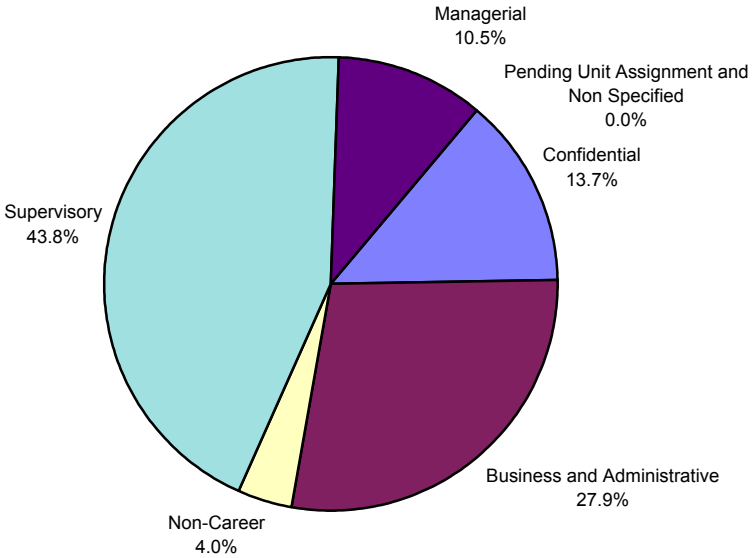
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT 2003-04



(55,095 Employees)

Non-Exclusively Represented 15,290 Employees



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-25-04.
Comment: Of the 55,095 classified employees at fiscal year end, 72.2 percent were exclusively represented by one of eight employee organizations.

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

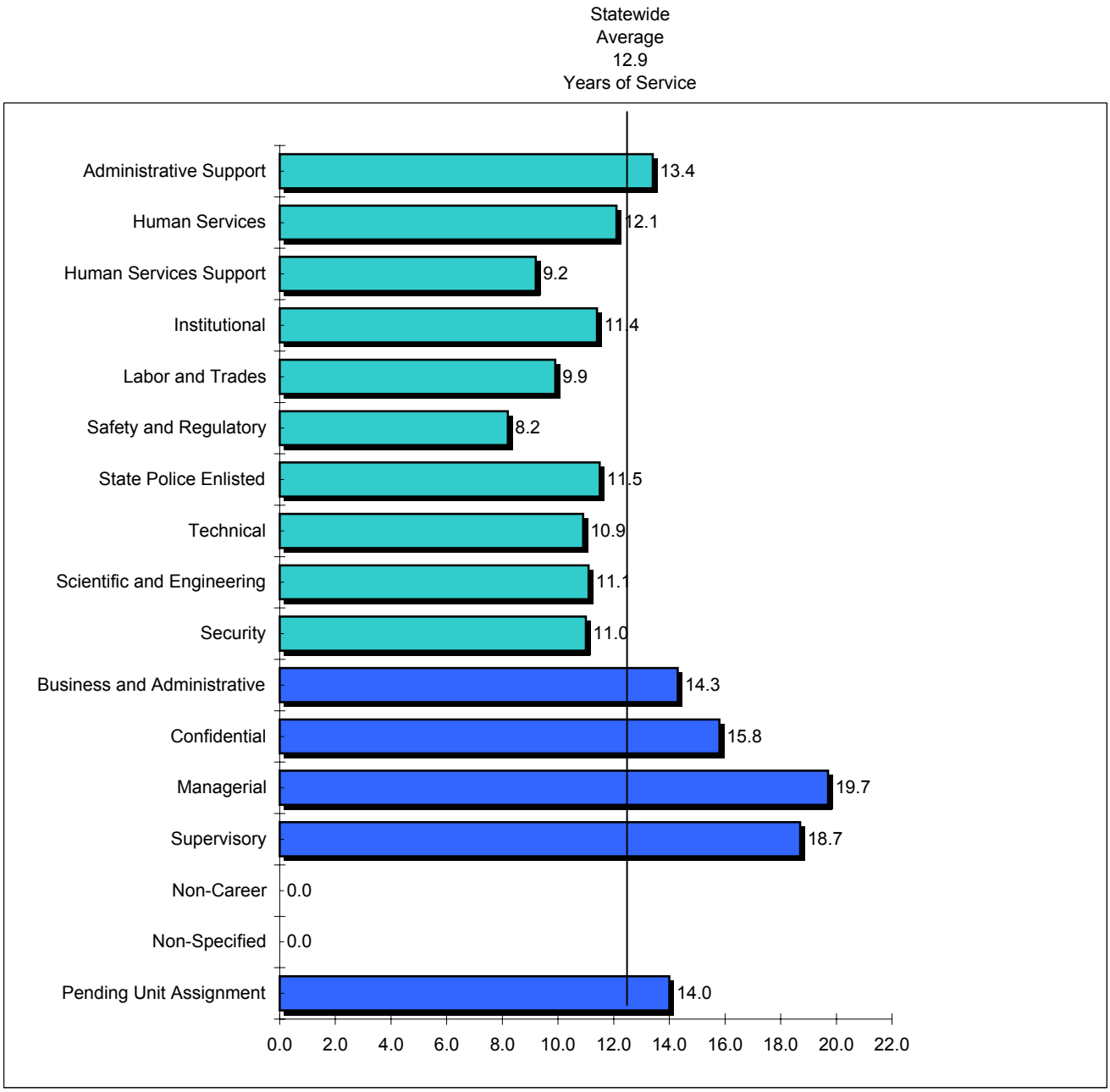
PAY PERIOD ENDING SEPTEMBER 25, 2004

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	1,882	1,461	77.6	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,302	2,944	89.2	1	0.0	0	0.0	0	0.0	0	0.0	2	0.1	0	0.0	2	0.1
C12 SECURITY	9,251	0	0.0	0	0.0	8,953	96.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	878	0	0.0	1	0.1	0	0.0	818	93.2	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,193	3	0.1	0	0.0	0	0.0	0	0.0	2,094	95.5	2	0.1	0	0.0	0	0.0
L32 TECHNICAL	1,174	1	0.1	0	0.0	0	0.0	0	0.0	3	0.3	1,061	90.4	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,635	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,532	93.7	0	0.0
U11 INSTITUTIONAL	2,666	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,987	74.5
W22 HUMAN SERVICES	9,322	0	0.0	8,780	94.2	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,502	2	0.0	6,917	92.2	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,271	0	0.0	10	0.2	1	0.0	0	0.0	0	0.0	0	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	6,702	0	0.0	7	0.1	3	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0
Y52 NONCAREER	609	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0
Y98 MANAGERIAL	1,609	0	0.0	1	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,094	0	0.0	5	0.2	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**39,805**	**4,413**	**11.1**	**15,702**	**39.4**	**8,954**	**22.5**	**818**	**2.1**	**2,097**	**5.3**	**1,066**	**2.7**	**1,532**	**3.8**	**1,989**	**5.0**
NON-EXCLUSIVELY REPRESENTED TOTAL	**15,290**	**0**	**0.0**	**24**	**0.2**	**4**	**0.0**	**2**	**0.0**	**0**	**0.0**	**1**	**0.0**	**1**	**0.0**	**0**	**0.0**
STATEWIDE TOTALS	**55,095**	**4,413**	**8.0**	**15,726**	**28.5**	**8,958**	**16.3**	**820**	**1.5**	**2,097**	**3.8**	**1,067**	**1.9**	**1,533**	**2.8**	**1,989**	**3.6**

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 2003-04



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 9-25-04.

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

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	570	279	28	17	3	3	12	4	3	2	3	6	619	311	5	1
6 - 10 YEARS	253	40	13	15	5	2	3	0	2	0	0	0	276	57	2	0
11- 15 YEARS	142	33	13	22	2	2	6	0	1	0	0	0	164	57	6	2
16 - 20 YEARS	112	38	23	16	5	2	5	2	1	0	0	0	146	58	5	2
21 - 25 YEARS	36	20	7	16	1	0	4	1	0	0	0	0	48	37	3	1
26 - 30 YEARS	46	18	7	12	2	0	1	0	0	0	0	0	56	30	2	2
31 - 35 YEARS	13	4	0	2	0	0	1	0	0	0	0	0	14	6	1	1
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
BARGAINING UNIT TOTAL	**1,175**	**432**	**91**	**100**	**18**	**9**	**32**	**7**	**7**	**2**	**3**	**6**	**1,326**	**556**	**25**	**9**
MORE THAN 10 YEARS	352	113	50	68	10	4	17	3	2	0	0	0	431	188	18	8
AVERAGE YEARS	8.0	6.3	12.2	15.1	13.7	8.8	11.2	8.4	8.9	2.5	0.0	0.0	8.4	7.9	15.4	19.2

BARGAINING UNIT AVERAGE YEARS **8.2**

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 25, 2004

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	1,043	333	56	10	10	2	12	1	3	3	8	8	1,132	357	2	0
6 - 10 YEARS	391	45	27	2	13	1	10	2	0	0	0	0	441	50	7	1
11- 15 YEARS	274	28	29	4	5	0	10	0	1	0	0	0	319	32	17	0
16 - 20 YEARS	350	27	38	7	7	0	11	2	2	0	0	0	408	36	41	2
21 - 25 YEARS	139	16	19	4	4	0	7	3	0	0	0	0	169	23	16	1
26 - 30 YEARS	212	19	12	5	7	0	12	1	0	0	0	0	243	25	19	2
31 - 35 YEARS	40	4	3	1	2	0	5	1	0	0	0	0	50	6	6	2
36 - 40 YEARS	11	0	0	0	0	0	0	0	0	0	0	0	11	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	**2,460**	**472**	**184**	**33**	**48**	**3**	**67**	**10**	**6**	**3**	**8**	**8**	**2,773**	**529**	**109**	**8**
MORE THAN 10 YEARS	1,026	94	101	21	25	0	45	7	3	0	0	0	1,200	122	100	7
AVERAGE YEARS	10.4	5.1	12.4	14.4	14.2	3.3	16.4	17.7	8.2	1.7	0.5	0.0	10.7	5.8	19.8	23.9

BARGAINING UNIT AVERAGE YEARS **9.9**

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 25, 2004

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	1,538	350	207	182	29	7	36	26	7	0	21	6	1,838	571	3	1
6 - 10 YEARS	1,624	365	183	180	58	11	65	12	4	1	0	0	1,934	569	4	3
11- 15 YEARS	1,116	191	78	59	24	6	25	5	4	0	0	0	1,247	261	35	5
16 - 20 YEARS	1,642	195	205	152	51	5	37	5	2	1	0	0	1,937	358	88	19
21 - 25 YEARS	240	23	41	14	5	0	3	0	0	0	0	0	289	37	13	2
26 - 30 YEARS	159	12	15	6	2	0	2	0	0	0	0	0	178	18	9	0
31 - 35 YEARS	11	1	2	0	0	0	0	0	0	0	0	0	13	1	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	**6,330**	**1,137**	**731**	**593**	**169**	**29**	**168**	**48**	**17**	**2**	**21**	**6**	**7,436**	**1,815**	**152**	**30**
MORE THAN 10 YEARS	3,168	422	341	231	82	11	67	10	6	1	0	0	3,664	675	145	26
AVERAGE YEARS	11.5	9.5	11.4	10.0	11.4	9.6	10.5	7.1	8.4	12.0	2.3	2.2	11.4	9.6	17.3	15.9

BARGAINING UNIT AVERAGE YEARS **11.0**

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 25, 2004

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	54	133	46	196	0	3	6	17	2	7	3	5	111	361	5	2
6 - 10 YEARS	13	28	10	16	0	2	0	1	1	1	0	0	24	48	2	2
11- 15 YEARS	26	41	3	36	0	2	3	10	0	0	0	0	32	89	9	10
16 - 20 YEARS	12	34	7	22	0	1	2	3	0	1	0	0	21	61	8	4
21 - 25 YEARS	4	27	4	15	0	3	1	2	0	0	0	0	9	47	3	5
26 - 30 YEARS	11	23	0	23	1	1	0	0	0	0	0	0	12	47	3	6
31 - 35 YEARS	4	8	1	1	0	0	0	0	0	0	0	0	5	9	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	**124**	**294**	**72**	**310**	**1**	**12**	**12**	**33**	**3**	**9**	**3**	**5**	**215**	**663**	**32**	**29**
MORE THAN 10 YEARS	57	133	16	98	1	7	6	15	0	1	0	0	80	254	25	25
AVERAGE YEARS	10.2	10.7	6.9	7.9	28.0	13.8	9.3	8.8	4.7	4.6	1.3	1.8	9.0	9.2	15.3	17.3

BARGAINING UNIT AVERAGE YEARS **9.2**

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 25, 2004

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	470	250	12	6	2	1	3	1	16	9	1	3	504	270	2	0
6 - 10 YEARS	225	93	8	10	1	0	3	3	8	10	0	0	245	116	2	1
11- 15 YEARS	270	140	9	9	0	1	6	2	11	6	0	0	296	158	3	2
16 - 20 YEARS	171	91	17	7	2	3	3	0	6	4	0	0	199	105	8	2
21 - 25 YEARS	75	28	6	2	0	0	1	0	5	1	0	0	87	31	2	3
26 - 30 YEARS	103	17	7	1	0	0	2	0	2	0	0	0	114	18	2	0
31 - 35 YEARS	32	2	0	0	0	0	0	0	4	0	0	0	36	2	1	0
36 - 40 YEARS	9	0	0	0	0	0	0	0	1	0	0	0	10	0	2	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	**1,357**	**621**	**59**	**35**	**5**	**5**	**18**	**6**	**53**	**30**	**1**	**3**	**1,493**	**700**	**23**	**8**
MORE THAN 10 YEARS	662	278	39	19	2	4	12	2	29	11	0	0	744	314	19	7
AVERAGE YEARS	11.6	9.6	14.4	12.3	8.6	14.6	13.1	8.2	13.3	9.0	3.0	1.0	11.7	9.7	19.7	17.4

BARGAINING UNIT AVERAGE YEARS **11.1**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

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	315	126	10	11	1	0	3	1	9	2	1	2	339	142	2	0
6 - 10 YEARS	114	25	2	1	0	0	2	0	4	3	0	0	122	29	1	0
11- 15 YEARS	131	45	5	5	1	0	1	0	4	0	0	0	142	50	6	1
16 - 20 YEARS	106	33	16	6	0	1	2	2	0	1	0	0	124	43	3	2
21 - 25 YEARS	29	11	3	5	2	0	1	0	1	0	0	0	36	16	1	1
26 - 30 YEARS	44	5	3	0	1	0	5	1	0	0	0	0	53	6	6	0
31 - 35 YEARS	41	6	1	1	0	0	2	0	2	0	0	0	46	7	4	0
36 - 40 YEARS	16	1	0	0	0	0	0	0	0	0	0	0	16	1	3	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
BARGAINING UNIT TOTAL	**797**	**253**	**40**	**29**	**5**	**1**	**16**	**4**	**20**	**6**	**1**	**2**	**879**	**295**	**26**	**4**
MORE THAN 10 YEARS	368	102	28	17	4	1	11	3	7	1	0	0	418	124	23	4
AVERAGE YEARS	11.2	8.9	14.0	12.1	17.0	18.0	19.1	16.0	9.8	7.3	2.0	1.0	11.5	9.3	22.7	19.0

BARGAINING UNIT AVERAGE YEARS **10.9**

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 25, 2004

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	286	22	5	1	1	0	4	0	0	0	1	0	297	23	0	0
6 - 10 YEARS	491	74	35	3	15	0	15	0	4	0	0	0	560	77	1	0
11- 15 YEARS	197	31	21	4	6	0	9	1	1	1	0	0	234	37	1	0
16 - 20 YEARS	145	50	35	2	5	0	15	1	1	0	0	0	201	53	1	0
21 - 25 YEARS	49	6	14	0	0	0	2	0	0	0	0	0	65	6	1	0
26 - 30 YEARS	47	4	9	2	0	0	2	0	0	0	0	0	58	6	0	0
31 - 35 YEARS	10	0	1	0	0	0	2	0	0	0	0	0	13	0	0	0
36 - 40 YEARS	4	0	1	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	**1,229**	**187**	**121**	**12**	**27**	**0**	**49**	**2**	**6**	**1**	**1**	**0**	**1,433**	**202**	**4**	**0**
MORE THAN 10 YEARS	452	91	81	8	11	0	30	2	2	1	0	0	576	102	3	0
AVERAGE YEARS	10.8	11.9	15.7	13.8	11.4	0.0	14.6	16.0	10.5	15.0	0.0	0.0	11.4	12.1	16.0	0.0

BARGAINING UNIT AVERAGE YEARS **11.5**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

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	306	420	96	176	2	0	13	10	3	5	4	2	424	613	0	0
6 - 10 YEARS	144	183	54	63	1	3	7	6	3	1	0	0	209	256	2	0
11- 15 YEARS	92	76	32	47	2	1	5	3	1	0	0	0	132	127	7	1
16 - 20 YEARS	84	105	34	52	2	1	1	7	1	2	0	0	122	167	5	3
21 - 25 YEARS	84	113	47	63	3	0	1	1	0	0	0	0	135	177	8	9
26 - 30 YEARS	90	117	29	40	1	0	4	4	1	0	0	0	125	161	10	7
31 - 35 YEARS	3	8	1	1	0	0	1	0	0	0	0	0	5	9	1	0
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	4	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	**803**	**1,024**	**293**	**444**	**11**	**5**	**32**	**31**	**9**	**8**	**4**	**2**	**1,152**	**1,514**	**33**	**20**
MORE THAN 10 YEARS	353	421	143	205	8	2	12	15	3	2	0	0	519	645	31	20
AVERAGE YEARS	11.3	11.2	12.3	11.8	16.5	11.2	10.3	12.0	10.2	7.5	1.5	0.5	11.5	11.3	21.6	23.3

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 25, 2004

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	510	1,434	104	740	5	13	21	69	14	27	6	5	660	2,288	5	7
6 - 10 YEARS	471	840	127	478	2	15	20	60	9	19	0	0	629	1,412	6	21
11- 15 YEARS	284	601	61	248	2	13	12	55	5	16	0	0	364	933	23	50
16 - 20 YEARS	258	444	63	198	3	4	12	35	2	10	0	0	338	691	26	37
21 - 25 YEARS	171	416	37	253	1	8	5	16	5	7	0	0	219	700	17	58
26 - 30 YEARS	266	347	29	227	2	3	4	5	3	1	0	0	304	583	28	32
31 - 35 YEARS	40	70	12	52	0	0	0	3	0	0	0	0	52	125	5	7
36 - 40 YEARS	9	8	1	4	0	1	0	0	0	0	0	0	10	13	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	**2,010**	**4,160**	**434**	**2,200**	**15**	**57**	**74**	**243**	**38**	**80**	**6**	**5**	**2,577**	**6,745**	**110**	**212**
MORE THAN 10 YEARS	1,029	1,886	203	982	8	29	33	114	15	34	0	0	1,288	3,045	99	184
AVERAGE YEARS	13.3	11.6	12.2	12.2	12.9	12.4	11.1	10.8	10.9	10.1	1.8	1.8	13.0	11.8	19.7	18.8

BARGAINING UNIT AVERAGE YEARS **12.1**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 25, 2004

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	198	1,510	37	279	2	10	9	72	5	17	11	39	262	1,927	1	11
6 - 10 YEARS	131	903	17	229	1	19	6	32	1	8	0	0	156	1,191	8	23
11- 15 YEARS	60	613	6	128	2	10	2	47	1	6	0	0	71	804	18	88
16 - 20 YEARS	42	697	15	221	0	16	7	48	2	7	0	0	66	989	15	84
21 - 25 YEARS	37	599	20	163	0	10	4	28	0	5	0	0	61	805	11	64
26 - 30 YEARS	50	679	3	170	0	9	2	19	0	1	0	0	55	878	12	68
31 - 35 YEARS	12	145	3	53	0	0	0	1	0	0	0	0	15	199	2	8
36 - 40 YEARS	1	21	0	1	0	0	0	0	0	0	0	0	1	22	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	**531**	**5,167**	**101**	**1,244**	**5**	**74**	**30**	**247**	**9**	**44**	**11**	**39**	**687**	**6,815**	**67**	**347**
MORE THAN 10 YEARS	202	2,754	47	736	2	45	15	143	3	19	0	0	269	3,697	58	313
AVERAGE YEARS	10.8	13.5	12.0	14.8	8.2	14.6	12.7	12.6	7.9	10.2	0.6	0.3	10.9	13.6	18.5	19.0

BARGAINING UNIT AVERAGE YEARS **13.4**

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 25, 2004

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	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	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	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**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	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 25, 2004

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	407	422	44	80	4	3	9	10	19	21	56	17	539	553	5	1
6 - 10 YEARS	294	301	38	79	0	1	6	5	17	12	0	0	355	398	4	5
11- 15 YEARS	168	215	22	40	2	2	5	12	4	9	1	0	202	278	11	17
16 - 20 YEARS	205	285	58	94	2	3	13	15	18	11	0	0	296	408	38	23
21 - 25 YEARS	114	195	21	66	2	1	7	5	2	3	0	0	146	270	19	20
26 - 30 YEARS	215	302	37	59	0	2	4	2	3	3	0	0	259	368	28	28
31 - 35 YEARS	72	87	3	9	1	0	2	1	0	1	0	0	78	98	9	7
36 - 40 YEARS	10	12	0	0	0	0	0	1	0	0	0	0	10	13	1	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**1,485**	**1,819**	**223**	**427**	**11**	**12**	**46**	**51**	**63**	**60**	**57**	**17**	**1,885**	**2,386**	**115**	**103**
MORE THAN 10 YEARS	784	1,096	141	268	7	8	31	36	27	27	1	0	991	1,435	106	97
AVERAGE YEARS	13.8	15.2	15.0	15.2	13.5	14.6	15.7	14.4	10.7	10.9	1.0	1.0	13.5	15.0	21.4	21.8

BARGAINING UNIT AVERAGE YEARS **14.3**

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 25, 2004

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	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	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	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**2**	**2**	**0**
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	21.5	6.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	21.5	6.5	21.5	0.0

BARGAINING UNIT AVERAGE YEARS **14.0**

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 25, 2004

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	175	160	16	41	1	1	2	1	7	3	2	1	203	207	2	0
6 - 10 YEARS	353	288	43	94	6	7	4	5	7	7	0	0	413	401	2	4
11- 15 YEARS	474	313	72	95	9	5	16	9	11	11	0	0	582	433	18	17
16 - 20 YEARS	921	447	166	189	26	6	29	17	15	10	0	0	1,157	669	88	33
21 - 25 YEARS	406	369	70	119	5	4	8	11	4	5	0	0	493	508	52	54
26 - 30 YEARS	611	324	68	130	10	3	14	11	5	3	0	0	708	471	71	29
31 - 35 YEARS	223	99	19	39	1	0	2	4	1	0	0	0	246	142	23	7
36 - 40 YEARS	35	13	4	8	0	1	0	1	3	0	0	0	42	23	6	5
MORE THAN 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	1
BARGAINING UNIT TOTAL	**3,199**	**2,014**	**459**	**716**	**58**	**27**	**75**	**59**	**53**	**39**	**2**	**1**	**3,846**	**2,856**	**262**	**150**
MORE THAN 10 YEARS	2,671	1,566	400	581	51	19	69	53	39	29	0	0	3,230	2,248	258	146
AVERAGE YEARS	19.2	18.0	18.9	18.9	18.3	16.6	18.8	20.4	16.6	15.4	1.0	0.0	19.1	18.3	23.0	22.5

BARGAINING UNIT AVERAGE YEARS **18.7**

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 25, 2004

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	194	278	18	48	1	3	5	17	6	7	16	16	240	369	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	**194**	**278**	**18**	**48**	**1**	**3**	**5**	**17**	**6**	**7**	**16**	**16**	**240**	**369**	**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	0.1	0.0	0.0	0.0	0.0	0.0	0.0	-0.1	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 25, 2004

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	92	71	11	20	0	0	2	3	1	2	1	1	107	97	0	1
6 - 10 YEARS	84	61	4	1	0	0	1	0	1	2	0	0	90	64	0	2
11- 15 YEARS	80	50	11	12	0	0	4	1	1	3	0	0	96	66	5	1
16 - 20 YEARS	113	103	16	20	4	0	3	2	6	1	0	0	142	126	8	7
21 - 25 YEARS	96	66	20	21	2	2	3	2	1	2	0	0	122	93	12	6
26 - 30 YEARS	207	119	25	34	3	2	3	2	1	2	0	0	239	159	23	11
31 - 35 YEARS	114	30	11	13	0	0	4	0	2	1	0	0	131	44	13	3
36 - 40 YEARS	16	8	0	1	1	0	1	0	0	0	0	0	18	9	4	0
MORE THAN 40 YEARS	4	0	1	1	0	0	0	0	0	0	0	0	5	1	1	1
BARGAINING UNIT TOTAL	**806**	**508**	**99**	**123**	**10**	**4**	**21**	**10**	**13**	**13**	**1**	**1**	**950**	**659**	**66**	**32**
MORE THAN 10 YEARS	630	376	84	102	10	4	18	7	11	9	0	0	753	498	66	29
AVERAGE YEARS	20.5	18.2	20.7	20.5	24.5	26.0	21.3	16.2	18.5	16.7	1.0	2.0	20.5	18.6	26.8	23.3

BARGAINING UNIT AVERAGE YEARS **19.7**

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 25, 2004

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	72	287	14	49	0	2	1	10	0	5	0	5	87	358	0	1
6 - 10 YEARS	40	217	12	39	0	2	3	2	0	6	0	0	55	266	1	3
11- 15 YEARS	21	191	5	30	1	3	1	4	0	4	0	0	28	232	2	7
16 - 20 YEARS	36	211	8	53	0	4	2	24	1	5	0	0	47	297	3	19
21 - 25 YEARS	11	173	4	30	0	1	0	11	2	2	0	0	17	217	3	18
26 - 30 YEARS	30	232	4	69	3	2	1	13	0	2	0	0	38	318	5	24
31 - 35 YEARS	15	90	1	13	0	0	1	1	0	0	0	0	17	104	0	9
36 - 40 YEARS	3	10	0	0	0	0	0	0	0	0	0	0	3	10	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**228**	**1,411**	**48**	**283**	**4**	**14**	**9**	**65**	**3**	**24**	**0**	**5**	**292**	**1,802**	**14**	**82**
MORE THAN 10 YEARS	116	907	22	195	4	10	5	53	3	13	0	0	150	1,178	13	78
AVERAGE YEARS	13.6	15.9	12.0	17.1	24.5	15.5	14.3	18.2	23.0	12.8	0.0	1.2	13.6	16.1	21.1	22.9

BARGAINING UNIT AVERAGE YEARS **15.8**

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 25, 2004

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	6,230	6,077	704	1,856	61	48	138	242	95	110	134	116	7,362	8,449	32	25
6 - 10 YEARS	4,628	3,463	573	1,210	102	63	145	128	61	70	0	0	5,509	4,934	42	65
11- 15 YEARS	3,335	2,569	367	739	56	45	105	149	45	56	1	0	3,909	3,558	161	201
16 - 20 YEARS	4,198	2,760	701	1,039	107	46	142	163	57	53	0	0	5,205	4,061	338	237
21 - 25 YEARS	1,492	2,062	313	771	25	29	47	80	20	25	0	0	1,897	2,967	162	242
26 - 30 YEARS	2,091	2,218	248	778	32	22	56	58	15	12	0	0	2,442	3,088	218	209
31 - 35 YEARS	630	554	58	185	4	0	20	11	9	2	0	0	721	752	67	44
36 - 40 YEARS	117	75	6	17	1	2	1	2	4	0	0	0	129	96	18	9
MORE THAN 40 YEARS	9	2	3	2	0	0	0	0	0	0	0	0	12	4	2	2
STATEWIDE TOTAL	**22,730**	**19,780**	**2,973**	**6,597**	**388**	**255**	**654**	**833**	**306**	**328**	**135**	**116**	**27,186**	**27,909**	**1,040**	**1,034**
MORE THAN 10 YEARS	11,872	10,240	1,696	3,531	225	144	371	463	150	148	1	0	14,315	14,526	966	944
AVERAGE YEARS	12.7	12.9	13.6	13.5	13.6	13.4	13.5	12.5	12.0	10.7	1.1	0.6	12.8	13.0	20.7	20.2

STATEWIDE AVERAGE YEARS **12.9**

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 25, 2004

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	1,886	3%	41.6	$17.58	973	52%
A31	LABOR AND TRADES	3,318	6%	44.2	$16.75	1,840	55%
C12	SECURITY	9,320	17%	41.3	$20.22	7,275	78%
E42	HUMAN SERVICES SUPPORT	879	2%	45.6	$18.14	432	49%
H21	SCIENTIFIC & ENGINEERING	2,193	4%	42.3	$26.42	1,386	63%
L32	TECHNICAL	1,174	2%	41.2	$18.68	696	59%
T01	STATE POLICE ENLISTED	1,641	3%	37.4	$25.50	1,374	84%
U11	INSTITUTIONAL	2,690	5%	44.3	$16.76	1,653	61%
W22	HUMAN SERVICES	9,339	17%	45.1	$22.49	6,199	66%
W41	ADMINISTRATIVE SUPPORT	7,506	14%	45.8	$17.44	5,149	69%
Y00	NON-SPECIFIED	1	0%	53.0	$12.91	0	0%
Y23	BUSINESS & ADMINISTRATION	4,275	8%	45.7	$26.17	3,106	73%
Y50	PENDING UNIT ASSIGNMENT	4	0%	44.3	$19.06	3	75%
Y51	SUPERVISORY	6,715	12%	48.4	$27.77	6,282	94%
Y52	NONCAREER	609	1%	23.8	$11.66	0	0%
Y98	MANAGERIAL	1,609	3%	50.4	$40.16	1,410	88%
Y99	CONFIDENTIAL	2,094	4%	45.9	$22.89	1,614	77%
STATEWIDE TOTALS		**55,253**	**100%**	**44.3**	**$22.06**	**39,392**	**71%**

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 25, 2004

			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	**7,506**	3,435	46%	3,140	42%	131	2%	6,461	86%	292	4%	32	0%	6,802	91%
Y23	BUSINESS & ADMINISTRATION	**4,275**	1,822	43%	2,087	49%	86	2%	3,840	90%	165	4%	21	0%	4,040	95%
Y99	CONFIDENTIAL	**2,094**	862	41%	989	47%	39	2%	1,867	89%	54	3%	3	0%	1,919	92%
W22	HUMAN SERVICES	**9,339**	5,428	58%	3,160	34%	153	2%	8,439	90%	332	4%	46	0%	8,832	95%
E42	HUMAN SERVICES SUPPORT	**879**	536	61%	273	31%	12	1%	779	89%	46	5%	2	0%	827	94%
U11	INSTITUTIONAL	**2,690**	1,690	63%	798	30%	16	1%	2,473	92%	45	2%	3	0%	2,526	94%
A31	LABOR AND TRADES	**3,318**	1,546	47%	917	28%	32	1%	2,492	75%	2	0%	7	0%	2,501	75%
Y98	MANAGERIAL	**1,609**	867	54%	648	40%	19	1%	1,516	94%	26	2%	6	0%	1,551	96%
Y52	NONCAREER	**609**	2	0%	2	0%	0	0%	3	0%	1	0%	0	0%	4	1%
Y00	NON-SPECIFIED	**1**	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**4**	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	**1,886**	966	51%	312	17%	36	2%	1,273	67%	10	1%	14	1%	1,301	69%
H21	SCIENTIFIC & ENGINEERING	**2,193**	1,206	55%	824	38%	42	2%	2,016	92%	54	2%	15	1%	2,100	96%
C12	SECURITY	**9,320**	5,747	62%	3,114	33%	64	1%	8,728	94%	226	2%	14	0%	8,971	96%
T01	STATE POLICE ENLISTED	**1,641**	1,494	91%	110	7%	6	0%	1,603	98%	6	0%	1	0%	1,608	98%
Y51	SUPERVISORY	**6,715**	3,845	57%	2,404	36%	84	1%	6,236	93%	132	2%	17	0%	6,388	95%
L32	TECHNICAL	**1,174**	604	51%	359	31%	14	1%	949	81%	27	2%	6	1%	982	84%
STATEWIDE TOTALS:		**55,253**	**30,050**	**54%**	**19,141**	**35%**	**734**	**1%**	**48,678**	**88%**	**1,419**	**3%**	**187**	**0%**	**50,356**	**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.

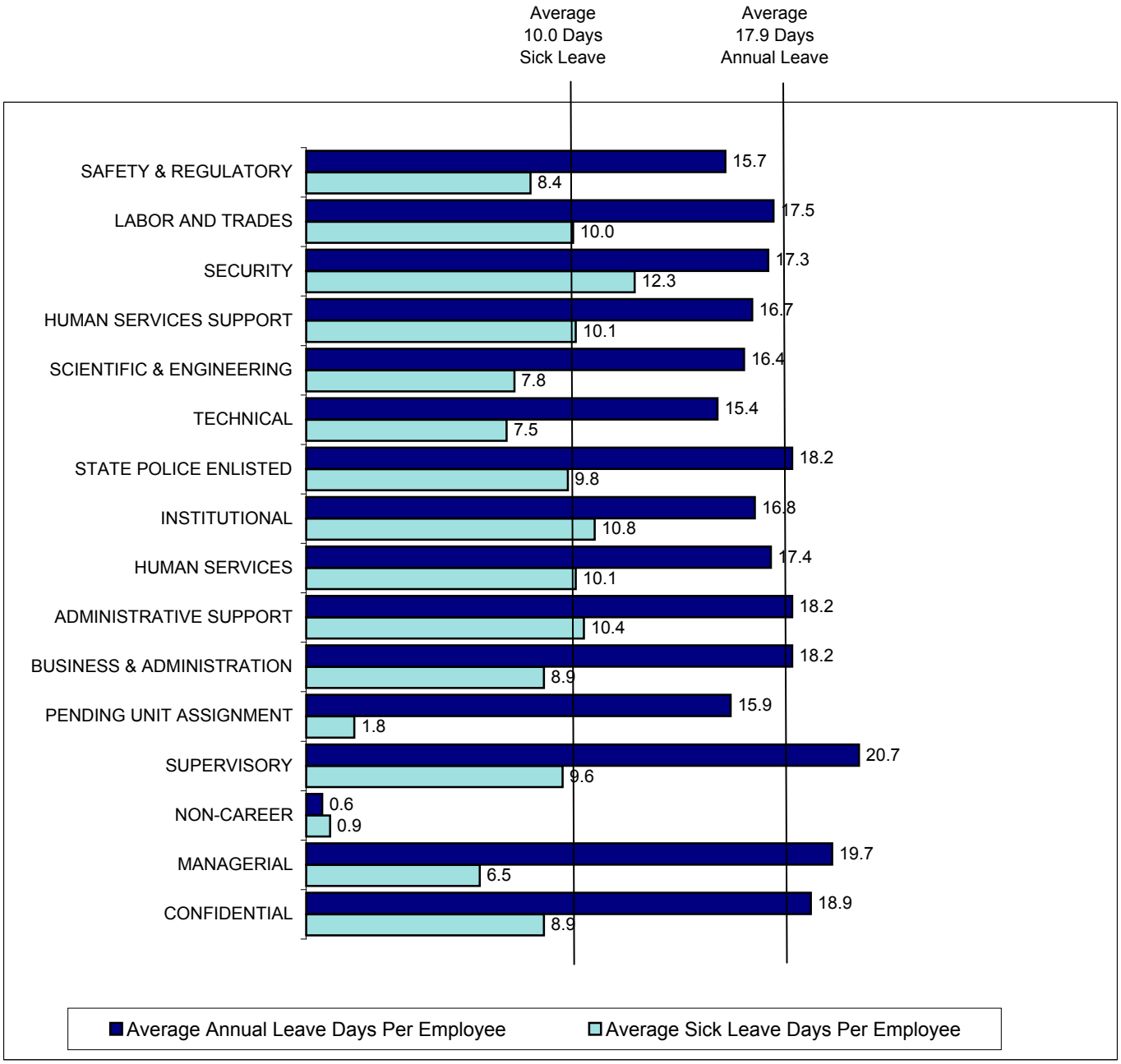
ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING SEPTEMBER 25, 2004

			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	**7,506**	6,467	86%	147	2%	6,525	87%	438	6%	805	11%
Y23	BUSINESS & ADMINISTRATION	**4,275**	3,730	87%	44	1%	3,826	89%	329	8%	910	21%
Y99	CONFIDENTIAL	**2,094**	1,893	90%	26	1%	1,905	91%	132	6%	442	21%
W22	HUMAN SERVICES	**9,339**	8,516	91%	0	0%	8,701	93%	589	6%	1,246	13%
E42	HUMAN SERVICES SUPPORT	**879**	644	73%	0	0%	809	92%	69	8%	69	8%
U11	INSTITUTIONAL	**2,690**	2,357	88%	2	0%	2,553	95%	97	4%	90	3%
A31	LABOR AND TRADES	**3,318**	2,349	71%	18	1%	2,510	76%	112	3%	135	4%
Y98	MANAGERIAL	**1,609**	1,480	92%	32	2%	1,480	92%	86	5%	471	29%
Y52	NONCAREER	**609**	0	0%	0	0%	3	0%	2	0%	0	0%
Y00	NON-SPECIFIED	**1**	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	**1,886**	1,196	63%	81	4%	1,198	64%	90	5%	111	6%
H21	SCIENTIFIC & ENGINEERING	**2,193**	1,783	81%	20	1%	1,927	88%	203	9%	302	14%
C12	SECURITY	**9,320**	8,959	96%	0	0%	9,079	97%	239	3%	261	3%
T01	STATE POLICE ENLISTED	**1,641**	1,556	95%	1,167	71%	0	0%	34	2%	101	6%
Y51	SUPERVISORY	**6,715**	6,522	97%	199	3%	6,173	92%	244	4%	1,204	18%
L32	TECHNICAL	**1,174**	848	72%	21	2%	864	74%	92	8%	94	8%
STATEWIDE TOTALS:		**55,253**	**48,304**	**87%**	**1,757**	**3%**	**47,557**	**86%**	**2,756**	**5%**	**6,242**	**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 2003-04



Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period beginning 9-28-03 through pay period ending 9-25-04.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

Pay Period Ending September 25, 2004

BARGAINING UNIT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
SAFETY & REGULATORY	1,502	101,390	67.5	8.4
LABOR AND TRADES	2,797	223,527	79.9	10.0
SECURITY	9,799	960,346	98.0	12.3
HUMAN SERVICES SUPPORT	926	75,182	81.2	10.1
SCIENTIFIC & ENGINEERING	2,263	140,709	62.2	7.8
TECHNICAL	1,167	69,336	59.4	7.4
STATE POLICE ENLISTED	1,697	133,359	78.6	9.8
INSTITUTIONAL	2,938	253,312	86.2	10.8
HUMAN SERVICES	9,955	803,274	80.7	10.1
ADMINISTRATIVE SUPPORT	7,629	634,122	83.1	10.4
BUSINESS & ADMINISTRATION	4,427	314,805	71.1	8.9
PENDING UNIT ASSIGNMENT	4	56	14.0	1.8
SUPERVISORY	7,069	540,763	76.5	9.6
NONCAREER	4	28	7.0	0.9
MANAGERIAL	1,705	88,908	52.1	6.5
CONFIDENTIAL	2,164	153,784	71.1	8.9
STATEWIDE	**56,046**	**4,492,899**	**80.2**	**10.0**

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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 BARGAINING UNIT

Fiscal Year 2003-04

	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	1,502	188,943.3	125.8	15.7	1,502	29,602.7	19.7	2.5
LABOR AND TRADES	2,797	390,860.3	139.7	17.5	2,797	94,623.8	33.8	4.2
SECURITY	9,799	1,354,894.5	138.3	17.3	9,799	341,236.4	34.8	4.4
HUMAN SERVICES SUPPORT	926	123,783.4	133.7	16.7	926	15,018.4	16.2	2.0
SCIENTIFIC & ENGINEERING	2,263	296,391.0	131.0	16.4	2,263	42,825.3	18.9	2.4
TECHNICAL	1,167	143,508.9	123.0	15.4	1,167	22,307.9	19.1	2.4
STATE POLICE ENLISTED	1,697	246,961.7	145.5	18.2	1,697	1,461.8	0.9	0.1
INSTITUTIONAL	2,938	395,288.4	134.5	16.8	2,938	47,718.4	16.2	2.0
HUMAN SERVICES	9,955	1,383,837.0	139.0	17.4	9,955	328,768.2	33.0	4.1
ADMINISTRATIVE SUPPORT	7,629	1,108,156.7	145.3	18.2	7,629	297,565.5	39.0	4.9
BUSINESS & ADMINISTRATION	4,427	644,758.1	145.6	18.2	4,427	122,247.1	27.6	3.5
PENDING UNIT ASSIGNMENT	4	510.0	127.5	15.9	4	8.0	2.0	0.3
SUPERVISORY	7,069	1,171,534.8	165.7	20.7	7,069	182,600.4	25.8	3.2
NONCAREER	4	20.0	5.0	0.6	4	26.9	6.7	0.8
MANAGERIAL	1,705	268,464.1	157.5	19.7	1,705	21,691.6	12.7	1.6
CONFIDENTIAL	2,164	328,024.3	151.6	18.9	2,164	68,243.3	31.5	3.9
STATEWIDE	**56,046**	**8,045,936.6**	**143.6**	**17.9**	**56,046**	**1,615,945.6**	**28.8**	**3.6**

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off 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 BY BARGAINING UNIT
Fiscal Year 2003-04

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	8.4	15.7	24.1
A31	LABOR AND TRADES	10.0	17.5	27.5
C12	SECURITY	12.3	17.3	29.6
E42	HUMAN SERVICES SUPPORT	10.1	16.7	26.8
H21	SCIENTIFIC & ENGINEERING	7.8	16.4	24.2
L32	TECHNICAL	7.4	15.4	22.8
T01	STATE POLICE ENLISTED	9.8	18.1	27.9
U11	INSTITUTIONAL	10.8	16.8	27.6
W22	HUMAN SERVICES	10.1	17.4	27.5
W41	ADMINISTRATIVE SUPPORT	10.4	18.2	28.6
Y23	BUSINESS & ADMINISTRATION	8.9	18.2	27.1
Y50	PENDING UNIT ASSIGNMENT	1.8	15.9	17.7
Y51	SUPERVISORY	9.6	20.7	30.3
Y52	NON-CAREER	0.9	0.6	1.5
Y98	MANAGERIAL	6.5	19.7	26.2
Y99	CONFIDENTIAL	8.9	18.9	27.8
	STATEWIDE AVERAGE	10.0	17.9	27.9

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-25-04.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Table 5-8

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

Fiscal Years 1999-00 through 2003-04

UNION CODE	BARGAINING UNIT	1999-00	2000-01	2001-02	2002-03	2003-04
A02	SAFETY & REGULATORY	10.5	4.7	6.3	10.0	8.4
A31	LABOR AND TRADES	10.3	8.9	8.4	11.6	10.0
C12	SECURITY	11.3	10.0	11.2	12.4	12.3
E42	HUMAN SERVICES SUPPORT	11.6	10.0	9.5	9.4	10.1
H21	SCIENTIFIC & ENGINEERING	9.0	7.9	8.8	9.7	7.8
L32	TECHNICAL	8.5	7.2	7.8	9.3	7.4
T01	STATE POLICE ENLISTED	9.7	8.8	12.3	11.0	9.8
U11	INSTITUTIONAL	11.0	10.9	10.8	11.4	10.8
W22	HUMAN SERVICES	10.5	10.1	10.9	10.6	10.1
W41	ADMINISTRATIVE SUPPORT	10.4	10.0	10.6	10.9	10.4
Y23	BUSINESS & ADMINISTRATION	9.6	9.1	10.3	10.1	8.9
Y50	PENDING UNIT ASSIGNMENT	5.6	4.2	4.8	7.0	1.8
Y51	SUPERVISORY	10.6	9.6	11.5	10.7	9.6
Y52	NON-CAREER	0.0	0.0	0.0	6.7	0.9
Y98	MANAGERIAL	8.5	6.7	8.0	8.5	6.5
Y99	CONFIDENTIAL	9.8	9.6	10.4	10.0	8.9
	STATEWIDE AVERAGE	10.4	9.3	10.3	10.9	10.0

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

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

Pay Period Number: 20 Ending September 25, 2004

EXCLUSIVELY REPRESENTED EMPLOYEES

HRS Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	697	34	124	0	0	246	22	0	0	0	96	522
ATTORNEY GENERAL	11	508	31	3	0	0	0	0	0	0	0	111	145
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CAREER DEVELOPMENT	80	908	5	9	0	144	0	2	0	17	326	129	632
CIVIL RIGHTS	15	134	0	0	0	0	0	0	0	0	62	17	79
CIVIL SERVICE	19	213	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,805	48	146	453	0	144	54	0	1,275	683	553	3,356
CONSUMER & INDUSTRY SERVICES	63	2,848	256	35	0	657	78	5	0	0	2	541	1,574
CORRECTIONS	47	16,527	16	822	8,798	0	11	86	0	510	2,102	1,198	13,543
EDUCATION	31	345	2	7	0	1	0	0	0	21	108	77	216
ENVIRONMENTAL QUALITY	76	1,496	35	2	0	0	820	51	0	0	1	206	1,115
EXECUTIVE OFFICE	01	44	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	10,031	194	66	0	76	4	4	0	361	5,850	1,346	7,901
HISTORY ARTS AND LIBRARIES	25	305	27	60	0	0	7	3	0	0	49	48	194
INFORMATION TECHNOLOGY	08	1,741	0	29	0	0	5	59	0	0	1	302	396
LABOR & ECONOMIC GROWTH	64	102	0	1	0	0	0	0	0	5	52	15	73
MANAGEMENT & BUDGET	07	1,288	6	326	0	0	30	12	0	0	2	218	594
MILITARY AFFAIRS	51	949	32	162	0	0	20	10	0	460	25	55	764
NATURAL RESOURCES	75	2,850	947	672	0	0	245	225	0	11	55	227	2,382
STATE	23	1,857	29	23	0	0	0	0	0	0	0	1,255	1,307
STATE POLICE	55	2,698	151	28	0	0	72	26	1,635	6	0	303	2,221
TRANSPORTATION	59	3,041	57	775	0	0	508	614	0	0	2	255	2,211
TREASURY	27	1,561	12	10	0	0	3	1	0	0	2	548	576
Grand Total:		**55,095**	**1,882**	**3,302**	**9,251**	**878**	**2,193**	**1,174**	**1,635**	**2,666**	**9,322**	**7,502**	**39,805**

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 05
Report Sequence: HRS_DEPT_CD_DESC
Universe: Human Resource

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-10

Pay Period Number: 20 Ending September 25, 2004

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

HRS Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	697	38	21	23	18	0	75	175
ATTORNEY GENERAL	11	508	22	53	278	0	0	10	363
AUDITOR GENERAL	03	147	0	69	26	7	0	41	143
CAREER DEVELOPMENT	80	908	119	20	37	14	0	86	276
CIVIL RIGHTS	15	134	2	24	10	3	0	16	55
CIVIL SERVICE	19	213	4	173	15	5	0	16	213
COMMUNITY HEALTH	39	4,805	409	148	166	75	2	649	1,449
CONSUMER & INDUSTRY SERVICES	63	2,848	572	164	165	123	1	249	1,274
CORRECTIONS	47	16,527	175	294	158	33	0	2,324	2,984
EDUCATION	31	345	52	31	17	0	0	29	129
ENVIRONMENTAL QUALITY	76	1,496	64	47	19	76	0	175	381
EXECUTIVE OFFICE	01	44	0	39	1	4	0	0	44
FAMILY INDEPENDENCE AGENCY	43	10,031	431	369	168	5	0	1,157	2,130
HISTORY ARTS AND LIBRARIES	25	305	21	13	20	35	0	22	111
INFORMATION TECHNOLOGY	08	1,741	953	70	71	62	0	189	1,345
LABOR & ECONOMIC GROWTH	64	102	7	7	8	0	0	7	29
MANAGEMENT & BUDGET	07	1,288	279	149	81	40	0	145	694
MILITARY AFFAIRS	51	949	19	27	14	3	0	122	185
NATURAL RESOURCES	75	2,850	81	49	53	12	0	273	468
STATE	23	1,857	130	73	44	12	0	291	550
STATE POLICE	55	2,698	101	52	41	2	0	281	477
TRANSPORTATION	59	3,041	188	131	88	55	2	366	830
TREASURY	27	1,561	604	71	106	25	0	179	985
Grand Total:		**55,095**	**4,271**	**2,094**	**1,609**	**609**	**5**	**6,702**	**15,290**

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 06
Report Sequence: HRS_DEPT_CD_DESC

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.

Disability - Disability means any of the following:

(1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:

   (A) Substantially limits one or more of the major life activities of the person, and
   (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.

(2) A history of a determinable physical or mental characteristic.
(3) Being regarded as having a determinable physical or mental characteristic.

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.

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.

Primary Position - The level one position in HRMN which determines the employee's status and benefits eligibility.

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

C Michigan Corrections Organization (MCO)

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.