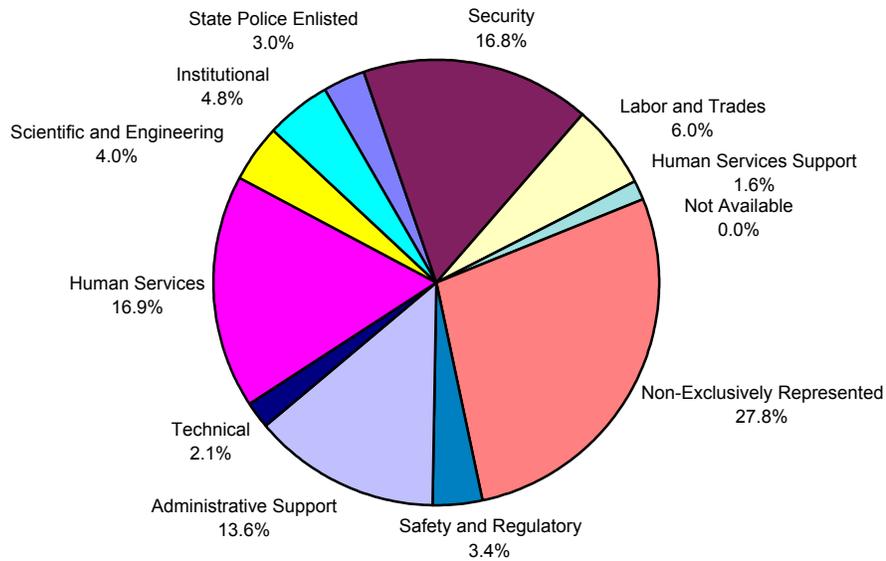


SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

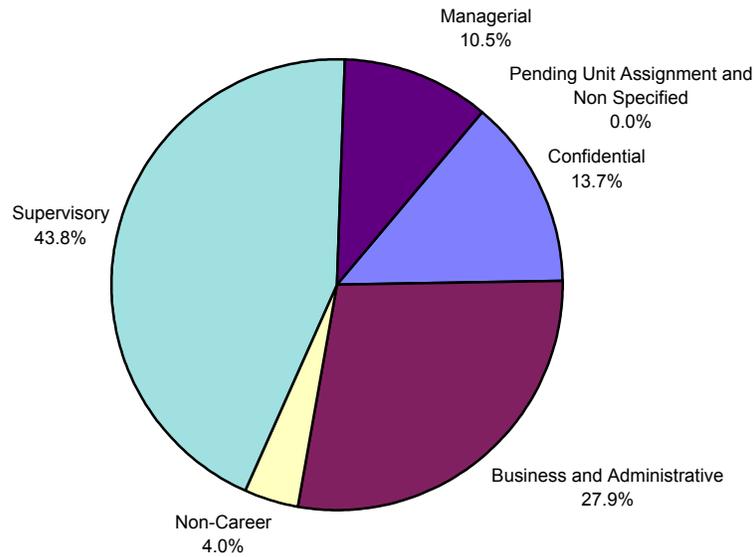
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
2003-04**

Graph 5-1



(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.

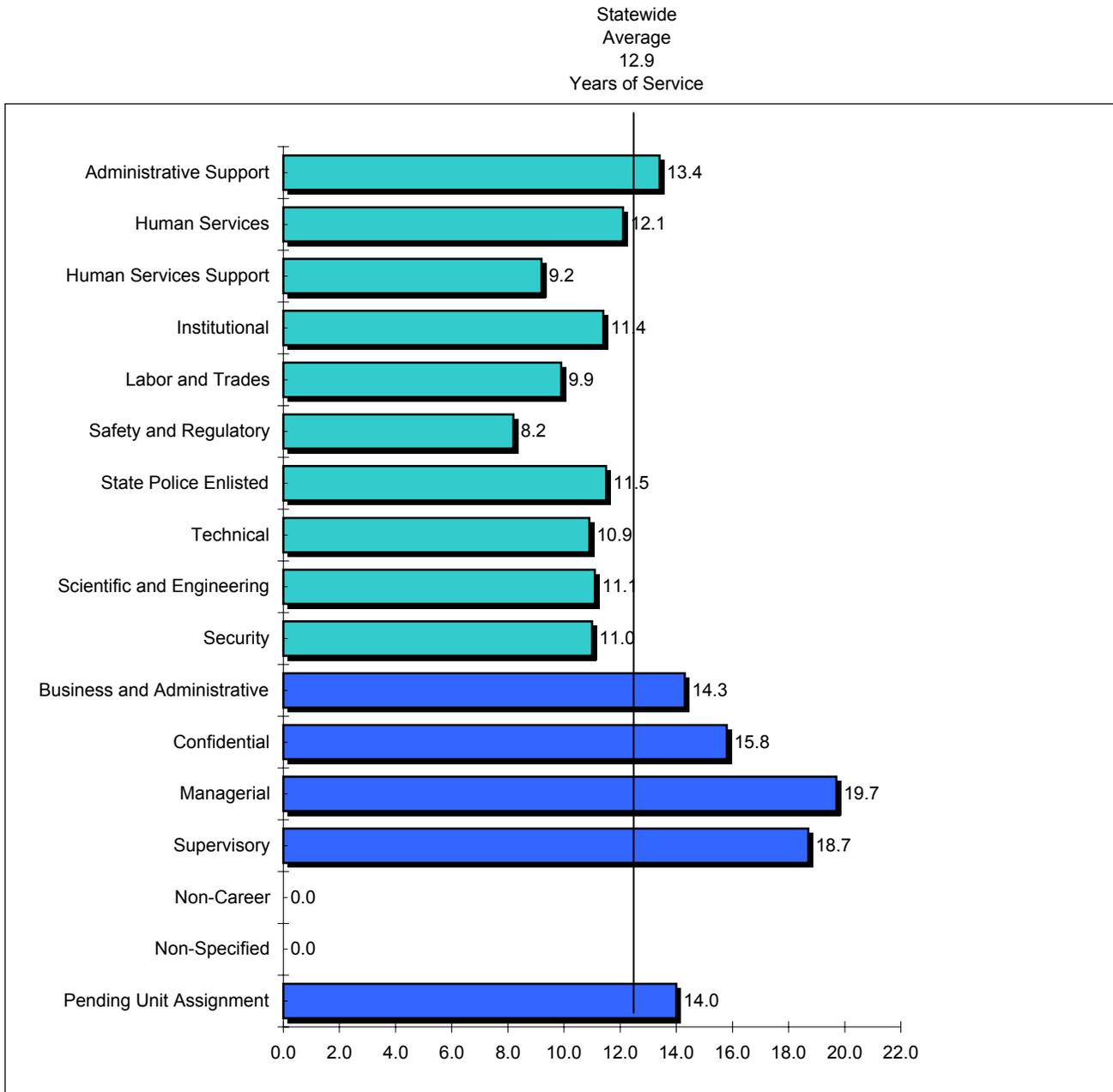
EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

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.

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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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													

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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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													

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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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 CODE / NAME	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
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
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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 CODE / NAME	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.

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

Table 5-3

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

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

Bargaining Unit	Health Insurance						Dental Insurance						Vision Insurance		
	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%

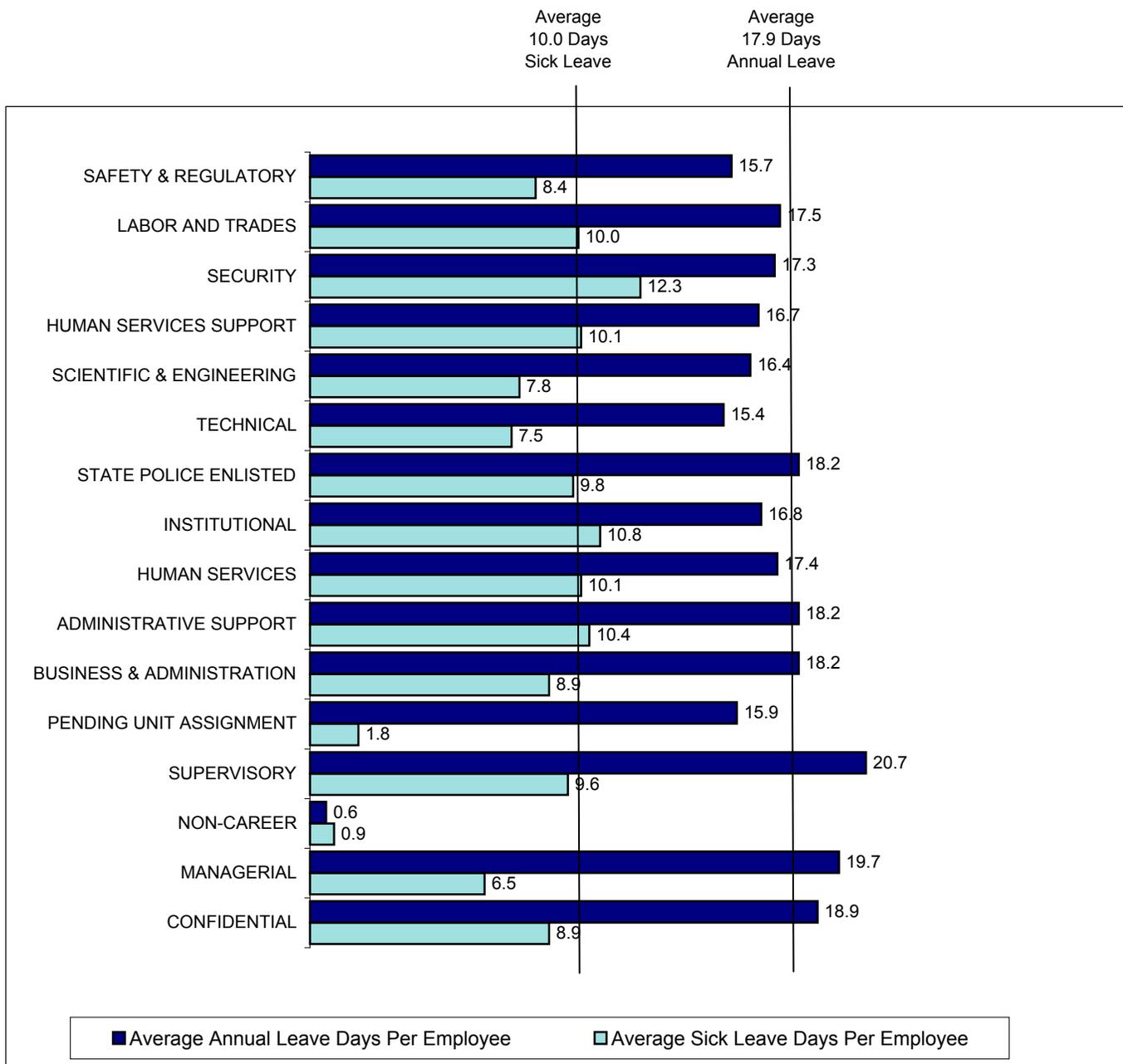
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

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

Bargaining Unit	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		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.

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

BARGAINING UNIT NAME	A N N U A L L E A V E				D E F E R R E D H O U R S			
	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.

**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.

**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.

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.