ANNUAL WORKFORCE REPORT

First Quarter Update

FISCAL YEAR 2002-03

State of Michigan
Department of Civil Service

Civil Service Commissioners:

Susan Grimes Munsell, Chairperson
Robert P. Hunter
Sherry L. McMillan
James P. Pitz

John F. Lopez, State Personnel Director

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 01, ENDING DEC 21, 2002

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	440.0	8.0	10.0	95.0	3.0	67.0	623.0	0.5	**622.5**
AGRICULTURE TOTAL		**440.0**	**8.0**	**10.0**	**95.0**	**3.0**	**67.0**	**623.0**	**0.5**	**622.5**
ATY GNRL CENTRAL OFFICE	11/01	453.0	13.0	0.0	13.0	0.0	0.0	479.0	0.0	**479.0**
ATTORNEY GENERAL TOTAL		**453.0**	**13.0**	**0.0**	**13.0**	**0.0**	**0.0**	**479.0**	**0.0**	**479.0**
LEGISLATIVE AUDITOR GENERAL	03/01	138.0	0.0	11.0	15.0	0.0	3.0	167.0	0.0	**167.0**
AUDITOR GENERAL TOTAL		**138.0**	**0.0**	**11.0**	**15.0**	**0.0**	**3.0**	**167.0**	**0.0**	**167.0**
MDCD EMPLOYMENT SERVICE AGENCY	80/02	200.0	0.0	0.0	36.0	0.0	8.0	244.0	0.0	**244.0**
MI DEPT. OF CAREER DEV.	80/01	582.0	5.0	2.0	23.0	30.0	5.0	647.0	2.0	**645.0**
CAREER DEVELOPMENT TOTAL		**782.0**	**5.0**	**2.0**	**59.0**	**30.0**	**13.0**	**891.0**	**2.0**	**889.0**
CIV RGHT CENTRAL OFFICE	15/01	134.0	0.0	0.0	5.0	0.0	2.0	141.0	0.0	**141.0**
CIVIL RIGHTS TOTAL		**134.0**	**0.0**	**0.0**	**5.0**	**0.0**	**2.0**	**141.0**	**0.0**	**141.0**
CIV SERV CENTRAL OFFICE	19/01	142.0	2.0	0.0	10.0	0.0	9.0	163.0	1.0	**162.0**
CIVIL SERVICE TOTAL		**142.0**	**2.0**	**0.0**	**10.0**	**0.0**	**9.0**	**163.0**	**1.0**	**162.0**
DCH - MT. PLEASANT CENTER	39/12	356.0	0.0	3.0	77.0	0.0	0.0	436.0	0.0	**436.0**
DCH - SOUTHGATE CENTER	39/28	0.0	0.0	0.0	2.0	0.0	0.0	2.0	0.0	**2.0**
DCH-CARO CENTER	39/02	362.0	2.0	0.0	41.0	0.0	0.0	405.0	0.0	**405.0**
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	0.0	0.0	0.0	6.0	0.0	0.0	6.0	0.0	**6.0**
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,066.0	6.0	10.0	23.0	0.0	45.0	1,150.0	1.5	**1,148.5**
DCH-CTR FORENSIC PSYCHIATRY	39/20	473.0	1.0	0.0	1.0	0.0	0.0	475.0	0.0	**475.0**
DCH-HAWTHORN CENTER NORTHVILLE	39/06	221.0	4.0	1.0	0.0	0.0	0.0	226.0	0.0	**226.0**
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	663.0	4.0	2.0	0.0	0.0	0.0	669.0	0.0	**669.0**
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	234.0	10.0	0.0	34.0	0.0	0.0	278.0	0.0	**278.0**
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	492.0	2.0	1.0	18.0	0.0	0.0	513.0	0.0	**513.0**
DCH-OFFICE OF SERVICES TO TH	39/70	25.0	0.0	1.0	0.0	0.0	0.0	26.0	0.0	**26.0**
DCH-WALTER P. REUTHER PSY HOSP	39/45	318.0	0.0	0.0	0.0	0.0	0.0	318.0	0.0	**318.0**
COMMUNITY HEALTH TOTAL		**4,210.0**	**29.0**	**18.0**	**202.0**	**0.0**	**45.0**	**4,504.0**	**1.5**	**4,502.5**

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 01, ENDING DEC 21, 2002

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	2,421.0	32.0	224.0	53.0	1.0	59.0	2,790.0	4.0	**2,786.0**
MES BOARD OF REVIEW	63/15	15.0	0.0	0.0	2.0	0.0	0.0	17.0	0.0	**17.0**
MSHDA	63/05	181.0	9.0	7.0	16.0	0.0	13.0	226.0	2.5	**223.5**
CONSUMERS & INDUSTRY SERVICES TOTAL		**2,617.0**	**41.0**	**231.0**	**71.0**	**1.0**	**72.0**	**3,033.0**	**6.5**	**3,026.5**
DOC-ADRIAN/GUS HARRISON FAC	47/29	567.0	0.0	0.0	1.0	0.0	0.0	568.0	0.0	**568.0**
DOC-ALGER MAX SECURITY CORRECT	47/35	382.0	0.0	0.0	1.0	0.0	0.0	383.0	0.0	**383.0**
DOC-BARAGA FACILITY	47/40	457.0	2.0	0.0	1.0	0.0	0.0	460.0	0.0	**460.0**
DOC-BELLAMY CREEK FACILITY	47/48	527.0	0.0	0.0	3.0	0.0	0.0	530.0	0.0	**530.0**
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	549.0	0.0	0.0	1.0	0.0	0.0	550.0	0.0	**550.0**
DOC-CARSON CITY FAC/CARSON CIT	47/31	566.0	0.0	0.0	4.0	0.0	0.0	570.0	0.0	**570.0**
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	605.0	1.0	0.0	1.0	0.0	0.0	607.0	0.0	**607.0**
DOC-COOPER STREET FACILITY	47/52	281.0	1.0	0.0	0.0	0.0	0.0	282.0	0.0	**282.0**
DOC-CORRECTN CENTRAL OFFICE	47/02	341.0	0.0	0.0	39.0	0.0	28.0	408.0	0.0	**408.0**
DOC-COTTON FACILITY	47/20	447.0	0.0	1.0	2.0	0.0	0.0	450.0	0.0	**450.0**
DOC-CRANE FACILITY	47/16	373.0	0.0	0.0	7.0	0.0	0.0	380.0	0.0	**380.0**
DOC-EGELER FACILITY	47/27	732.0	0.0	2.0	1.0	0.0	0.0	735.0	0.0	**735.0**
DOC-FIELD OPERATION REGION III	47/63	588.0	12.0	0.0	4.0	0.0	0.0	604.0	0.0	**604.0**
DOC-FIELD OPERATIONS REGION I	47/61	564.0	0.0	0.0	2.0	0.0	0.0	566.0	0.0	**566.0**
DOC-FIELD OPERATIONS REGION II	47/62	760.0	2.0	5.0	2.0	0.0	0.0	769.0	0.0	**769.0**
DOC-HANDLON MI TRAINING UNT	47/05	313.0	0.0	0.0	3.0	0.0	0.0	316.0	0.0	**316.0**
DOC-HURON VALLEY MENS FACILITY	47/15	303.0	4.0	0.0	1.0	0.0	0.0	308.0	0.0	**308.0**
DOC-IONIA MAXIMUM FACILITY	47/24	373.0	0.0	0.0	2.0	0.0	0.0	375.0	0.0	**375.0**
DOC-IONIA TEMP FACILITY	47/19	217.0	1.0	0.0	1.0	0.0	0.0	219.0	0.0	**219.0**
DOC-JACKSON CENTRAL REGION	47/50	102.0	0.0	0.0	10.0	0.0	0.0	112.0	0.0	**112.0**
DOC-KINROSS/HIAWATHA FACILITY	47/12	574.0	0.0	0.0	1.0	0.0	1.0	576.0	0.5	**575.5**
DOC-LAKELAND MEN'S FACILITY	47/18	304.0	0.0	0.0	0.0	0.0	0.0	304.0	0.0	**304.0**
DOC-MACOMB FACILITY	47/41	342.0	1.0	0.0	0.0	0.0	0.0	343.0	0.0	**343.0**
DOC-MARQUETTE BRANCH PRISON	47/06	454.0	0.0	0.0	2.0	0.0	0.0	456.0	0.0	**456.0**
DOC-MICHIGAN STATE INDUSTRIES	47/09	207.0	0.0	0.0	1.0	0.0	3.0	211.0	0.0	**211.0**
DOC-MID MICHIGAN FACILITY	47/33	640.0	0.0	0.0	0.0	0.0	0.0	640.0	0.0	**640.0**
DOC-MOUND FACILITY	47/37	334.0	1.0	0.0	3.0	0.0	0.0	338.0	0.0	**338.0**
DOC-MUSKEGON FACILITY	47/04	293.0	0.0	0.0	3.0	0.0	0.0	296.0	0.0	**296.0**
DOC-NEWBERRY FACILITY	47/43	371.0	1.0	0.0	1.0	0.0	0.0	373.0	0.0	**373.0**
DOC-OAKS FACILITY	47/39	390.0	0.0	0.0	2.0	0.0	0.0	392.0	0.0	**392.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

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		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-OJIBWAY FACILITY	47/46	311.0	0.0	1.0	2.0	0.0	0.0	314.0	0.0	**314.0**
DOC-PARNALL FACILITY	47/51	277.0	0.0	0.0	1.0	0.0	0.0	278.0	0.5	**277.5**
DOC-PINE RIVER FACILITY	47/44	235.0	0.0	0.0	1.0	0.0	0.0	236.0	0.0	**236.0**
DOC-PUGSLEY FACILITY	47/45	233.0	1.0	0.0	1.0	0.0	0.0	235.0	0.0	**235.0**
DOC-RIVERSIDE FACILITY	47/11	464.0	0.0	0.0	2.0	0.0	1.0	467.0	0.0	**467.0**
DOC-RYAN FACILITY	47/38	342.0	0.0	0.0	1.0	0.0	0.0	343.0	0.0	**343.0**
DOC-SAGINAW FACILITY	47/42	389.0	2.0	0.0	1.0	0.0	1.0	393.0	0.0	**393.0**
DOC-SCOTT FACILITY	47/21	403.0	1.0	0.0	0.0	0.0	2.0	406.0	0.0	**406.0**
DOC-SOUTHERN MICHIGAN FACILITY	47/53	517.0	0.0	0.0	0.0	0.0	0.0	517.0	0.0	**517.0**
DOC-STANDISH MAXIMUM FACILITY	47/34	433.0	1.0	0.0	4.0	0.0	0.0	438.0	0.0	**438.0**
DOC-THUMB FACILITY	47/25	390.0	0.0	0.0	1.0	0.0	1.0	392.0	0.0	**392.0**
DOC-WESTERN WAYNE FACILITY	47/17	277.0	0.0	0.0	1.0	0.0	0.0	278.0	0.0	**278.0**
CORRECTIONS TOTAL		**17,227.0**	**31.0**	**9.0**	**114.0**	**0.0**	**37.0**	**17,418.0**	**1.0**	**17,417.0**
EDUCATION	31/03	206.0	10.0	4.0	24.0	47.0	2.0	293.0	6.5	**286.5**
EDUCATION TOTAL		**206.0**	**10.0**	**4.0**	**24.0**	**47.0**	**2.0**	**293.0**	**6.5**	**286.5**
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,250.0	9.0	24.0	45.0	0.0	23.0	1,351.0	7.0	**1,344.0**
ENVIRONMENTAL QUALITY TOTAL		**1,250.0**	**9.0**	**24.0**	**45.0**	**0.0**	**23.0**	**1,351.0**	**7.0**	**1,344.0**
OFFICE OF THE GOVERNOR	01/01	1.0	0.0	0.0	35.0	0.0	0.0	36.0	0.0	**36.0**
EXECUTIVE OFFICE TOTAL		**1.0**	**0.0**	**0.0**	**35.0**	**0.0**	**0.0**	**36.0**	**0.0**	**36.0**
FIA - INSTITUTIONS	43/07	286.0	1.0	25.0	15.0	0.0	1.0	328.0	0.0	**328.0**
FIA-BERRIEN COUNTY	43/22	148.0	0.0	0.0	7.0	2.0	0.0	157.0	0.0	**157.0**
FIA-CALHOUN COUNTY	43/23	129.0	0.0	0.0	5.0	0.0	0.0	134.0	0.0	**134.0**
FIA-COUNTIES	43/08	2,142.0	8.0	1.0	91.0	6.0	0.0	2,248.0	3.5	**2,244.5**
FIA-FMLY IND CENTRAL OFFICE	43/01	1,387.0	16.0	17.0	191.0	0.0	8.0	1,619.0	10.0	**1,609.0**
FIA-GENESEE COUNTY	43/02	520.0	0.0	0.0	19.0	0.0	0.0	539.0	0.0	**539.0**
FIA-INGHAM COUNTY	43/12	251.0	0.0	0.0	16.0	0.0	0.0	267.0	0.0	**267.0**
FIA-JACKSON COUNTY	43/15	114.0	1.0	0.0	2.0	0.0	0.0	117.0	0.5	**116.5**
FIA-KALAMAZOO COUNTY	43/14	190.0	0.0	0.0	2.0	0.0	0.0	192.0	0.0	**192.0**
FIA-KENT COUNTY	43/03	359.0	5.0	1.0	18.0	0.0	0.0	383.0	2.0	**381.0**
FIA-MACOMB COUNTY	43/04	313.0	3.0	0.0	11.0	0.0	0.0	327.0	2.5	**324.5**
FIA-MAXEY TRAINING SCHOOL	43/11	276.0	0.0	7.0	46.0	0.0	0.0	329.0	0.0	**329.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

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FIA-MUSKEGON COUNTY	43/24	179.0	5.0	0.0	1.0	0.0	0.0	185.0	2.0	**183.0**
FIA-OAKLAND COUNTY	43/05	421.0	0.0	0.0	21.0	0.0	0.0	442.0	1.5	**440.5**
FIA-SAGINAW COUNTY	43/13	222.0	0.0	0.0	24.0	0.0	0.0	246.0	0.0	**246.0**
FIA-WASHTENAW	43/25	139.0	0.0	0.0	4.0	0.0	0.0	143.0	0.0	**143.0**
FIA-WAYNE COUNTY DSS	43/06	97.0	0.0	0.0	48.0	0.0	0.0	145.0	0.0	**145.0**
FIA-WAYNE COUNTY O.C.Y.S.	43/20	668.0	0.0	0.0	26.0	0.0	0.0	694.0	0.0	**694.0**
FIA-WAYNE COUNTY ZONE 3	43/18	560.0	1.0	0.0	10.0	0.0	0.0	571.0	0.0	**571.0**
FIA-WAYNE COUNTY ZONE 4	43/19	482.0	0.0	0.0	8.0	0.0	0.0	490.0	0.0	**490.0**
FIA-WAYNE COUNTY ZONE L	43/16	532.0	0.0	1.0	11.0	0.0	0.0	544.0	0.0	**544.0**
FAMILY INDEPENDENCE AGENCY TOTAL		**9,415.0**	**40.0**	**52.0**	**576.0**	**8.0**	**9.0**	**10,100.0**	**22.0**	**10,078.0**
HISTORY ARTS AND LIBRARIES	25/01	177.0	1.0	4.0	5.0	3.0	80.0	270.0	1.0	**269.0**
HISTORY ARTS AND LIBRARIES TOTAL		**177.0**	**1.0**	**4.0**	**5.0**	**3.0**	**80.0**	**270.0**	**1.0**	**269.0**
DEPT OF INFORMATION TECHNOLOGY	08/01	1,470.0	4.0	7.0	172.0	0.0	60.0	1,713.0	0.0	**1,713.0**
INFORMATION & TECHNOLOGY TOTAL		**1,470.0**	**4.0**	**7.0**	**172.0**	**0.0**	**60.0**	**1,713.0**	**0.0**	**1,713.0**
MGMT BUD CENTRAL OFFICE	07/01	934.0	24.0	3.0	42.0	0.0	41.0	1,044.0	3.5	**1,040.5**
STRATEGIC FUND	07/40	206.0	5.0	14.0	11.0	0.0	52.0	288.0	1.5	**286.5**
MANAGEMENT & BUDGET TOTAL		**1,140.0**	**29.0**	**17.0**	**53.0**	**0.0**	**93.0**	**1,332.0**	**5.0**	**1,327.0**
D.J. JACOBETTI HOME FOR VETERA	51/03	141.0	5.0	4.0	1.0	0.0	0.0	151.0	1.0	**150.0**
GRAND RAPIDS HOME FOR VETERANS	51/02	461.0	2.0	11.0	8.0	0.0	0.0	482.0	0.0	**482.0**
MIL AFFR CENTRAL OFFICE	51/01	228.0	1.0	14.0	9.0	0.0	7.0	259.0	0.0	**259.0**
MILITARY AFFAIRS TOTAL		**830.0**	**8.0**	**29.0**	**18.0**	**0.0**	**7.0**	**892.0**	**1.0**	**891.0**
DEPARTMENT OF NATURAL RESOURCE	75/01	1,263.0	7.0	66.0	36.0	114.0	193.0	1,679.0	1.0	**1,678.0**
DEPT OF NATURAL RESOURCES-EXEC	75/04	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	**3.0**
NATURAL RESOURCES TOTAL		**1,263.0**	**7.0**	**66.0**	**39.0**	**114.0**	**193.0**	**1,682.0**	**1.0**	**1,681.0**
DEPARTMENT OF STATE	23/01	1,190.0	0.0	393.0	91.0	0.0	142.0	1,816.0	0.5	**1,815.5**
STATE TOTAL		**1,190.0**	**0.0**	**393.0**	**91.0**	**0.0**	**142.0**	**1,816.0**	**0.5**	**1,815.5**
STATE POLICE	55/01	2,786.0	4.0	10.0	40.0	0.0	7.0	2,847.0	1.5	**2,845.5**

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TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 01, ENDING DEC 21, 2002

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
STATE POLICE TOTAL		**2,786.0**	**4.0**	**10.0**	**40.0**	**0.0**	**7.0**	**2,847.0**	**1.5**	**2,845.5**
BRIDGE AUTHORITIES-INTERNATION	59/03	31.0	0.0	4.0	0.0	0.0	2.0	37.0	0.0	**37.0**
BRIDGE AUTHORITIES-MACKINAC	59/02	51.0	0.0	16.0	1.0	0.0	7.0	75.0	0.0	**75.0**
TRANSPORTATION CENTRAL OFFICE	59/01	2,296.0	35.0	13.0	147.0	22.0	103.0	2,616.0	13.0	**2,603.0**
TRANSPORTATION TOTAL		**2,378.0**	**35.0**	**33.0**	**148.0**	**22.0**	**112.0**	**2,728.0**	**13.0**	**2,715.0**
BUREAU OF STATE LOTTERY	27/95	143.0	0.0	0.0	2.0	0.0	0.0	145.0	0.0	**145.0**
GAMING CONTROL	27/07	73.0	2.0	0.0	8.0	0.0	4.0	87.0	1.0	**86.0**
TREASURY CENTRAL PAYROLL	27/01	1,004.0	4.0	14.0	130.0	0.0	42.0	1,194.0	1.5	**1,192.5**
TREASURY TOTAL		**1,220.0**	**6.0**	**14.0**	**140.0**	**0.0**	**46.0**	**1,426.0**	**2.5**	**1,423.5**
STATEWIDE TOTAL:		**49,469.0**	**282.0**	**934.0**	**1,970.0**	**228.0**	**1,022.0**	**53,905.0**	**73.5**	**53,831.5**

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

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.

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 12/21/2002 (B)	FTE Positions 09/28/2002 (C)	Difference 12/21/2002 - 09/28/2002 (B - C)	Difference 12/21/2002 - Appropriated (B - A)
AGRICULTURE	Regular	629.5	552.0	603.7	-51.7	-77.5
	Overtime	0.0	0.5	3.1	-2.6	0.5
	Total	629.5	552.5	606.8	-54.3	-77.0
ATTORNEY GENERAL	Regular	586.5	468.3	502.1	-33.8	-118.2
	Overtime	0.0	1.3	0.8	0.5	1.3
	Total	586.5	469.6	502.8	-33.3	-116.9
AUDITOR GENERAL	Regular	0.0	161.4	160.7	0.6	161.4
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	161.4	160.7	0.6	161.4
CAREER DEVELOPMENT	Regular	1,089.0	880.5	1,047.3	-166.7	-208.5
	Overtime	0.0	2.1	3.4	-1.2	2.1
	Total	1,089.0	882.6	1,050.6	-168.0	-206.4
CIVIL RIGHTS	Regular	158.5	138.5	159.5	-21.0	-20.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	158.5	138.5	159.5	-21.0	-20.0
CIVIL SERVICE	Regular	201.5	155.0	189.7	-34.7	-46.5
	Overtime	0.0	0.0	0.9	-0.9	0.0
	Total	201.5	155.0	190.6	-35.6	-46.5
COMMUNITY HEALTH	Regular	5,666.3	4,443.8	5,019.9	-576.2	-1,222.5
	Overtime	0.0	126.3	146.2	-19.9	126.3
	Total	5,666.3	4,570.1	5,166.1	-596.0	-1,096.2
CONSUMERS & INDUSTRY SERVICES	Regular	3,948.9	2,973.5	3,502.0	-528.4	-975.4
	Overtime	0.0	138.9	47.3	91.6	138.9
	Total	3,948.9	3,112.4	3,549.3	-436.8	-836.5
CORRECTIONS	Regular	18,827.9	17,310.6	17,352.3	-41.6	-1,517.3
	Overtime	0.0	612.1	682.4	-70.4	612.1
	Total	18,827.9	17,922.7	18,034.7	-112.0	-905.2
EDUCATION	Regular	436.1	283.9	369.2	-85.2	-152.2
	Overtime	0.0	2.8	2.3	0.5	2.8
	Total	436.1	286.8	371.5	-84.8	-149.3

Report and Script Names: FTESUM03.CLR, FTESUM03.CLS, or FTESUM02_03.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 12/21/2002 (B)	FTE Positions 09/28/2002 (C)	Difference 12/21/2002 - 09/28/2002 (B - C)	Difference 12/21/2002 - Appropriated (B - A)
ENVIRONMENTAL QUALITY	Regular	1,590.7	1,316.5	1,475.5	-159.0	-274.2
	Overtime	0.0	1.6	2.2	-0.6	1.6
	Total	1,590.7	1,318.1	1,477.7	-159.6	-272.6
EXECUTIVE OFFICE	Regular	74.2	33.4	46.8	-13.4	-40.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	33.4	46.8	-13.4	-40.8
FAMILY INDEPENDENCE AGENCY	Regular	12,495.1	9,983.9	11,903.2	-1,919.3	-2,511.2
	Overtime	0.0	109.4	169.3	-59.9	109.4
	Total	12,495.1	10,093.3	12,072.5	-1,979.2	-2,401.8
HISTORY ARTS AND LIBRARIES	Regular	241.5	209.4	249.4	-40.0	-32.1
	Overtime	0.0	0.0	0.5	-0.5	0.0
	Total	241.5	209.4	249.8	-40.4	-32.1
INFORMATION & TECHNOLOGY	Regular	1,765.4	1,682.0	0.0	1,682.0	-83.4
	Overtime	0.0	23.9	0.0	23.9	23.9
	Total	1,765.4	1,705.9	0.0	1,705.9	-59.5
MANAGEMENT & BUDGET	Regular	1,080.0	1,250.5	1,667.5	-417.0	170.5
	Overtime	0.0	13.4	25.1	-11.7	13.4
	Total	1,080.0	1,263.8	1,692.6	-428.7	183.8
MILITARY AFFAIRS	Regular	1,072.0	872.4	932.8	-60.4	-199.6
	Overtime	0.0	32.3	27.6	4.7	32.3
	Total	1,072.0	904.7	960.4	-55.7	-167.3
NATURAL RESOURCES	Regular	2,075.5	1,488.1	2,211.2	-723.0	-587.4
	Overtime	0.0	6.8	39.4	-32.6	6.8
	Total	2,075.5	1,495.0	2,250.6	-755.6	-580.5
STATE	Regular	1,847.8	1,583.0	1,837.2	-254.2	-264.8
	Overtime	0.0	30.8	34.1	-3.3	30.8
	Total	1,847.8	1,613.7	1,871.2	-257.5	-234.1
STATE POLICE	Regular	3,445.5	2,811.1	3,031.0	-219.9	-634.4
	Overtime	0.0	107.5	147.8	-40.3	107.5
	Total	3,445.5	2,918.6	3,178.8	-260.2	-526.9

Report and Script Names: FTESUM03.CLR, FTESUM03.CLS, or FTESUM02_03.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 12/21/2002 (B)	FTE Positions 09/28/2002 (C)	Difference 12/21/2002 - 09/28/2002 (B - C)	Difference 12/21/2002 - Appropriated (B - A)
TRANSPORTATION	Regular	3,069.3	2,630.3	3,024.7	-394.3	-439.0
	Overtime	0.0	45.5	165.5	-120.0	45.5
	Total	3,069.3	2,675.8	3,190.2	-514.4	-393.5
TREASURY	Regular	1,852.5	1,379.5	1,626.5	-247.0	-473.0
	Overtime	0.0	2.6	6.4	-3.9	2.6
	Total	1,852.5	1,382.1	1,633.0	-250.9	-470.4
STATEWIDE TOTALS	**Total Regular**	**62,153.7**	**52,607.5**	**56,912.1**	**-4,304.6**	**-9,546.2**
	Total Overtime	**0.0**	**1,257.7**	**1,504.2**	**-246.5**	**1,257.7**
	Grand Total	**62,153.7**	**53,865.3**	**58,416.3**	**-4,551.1**	**-8,288.4**

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

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

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	PAY PERIOD ENDING 9/29/02		PAY PERIOD ENDING 12/21/02	
	NUMBER	PERCENT OF CLASSIFIED EMPLOYEES	NUMBER	PERCENT OF CLASSIFIED EMPLOYEES
Agriculture	662.5	1.1%	622.5	1.2%
Attorney General	514.0	0.9%	479.0	0.9%
Auditor General	172.0	0.3%	167.0	0.3%
Career Development	1,056.0	1.8%	889.0	1.7%
Civil Rights	162.0	0.3%	141.0	0.3%
Civil Service	194.0	0.3%	162.0	0.3%
Community Health	5,069.0	8.7%	4,502.5	8.4%
Consumer and Industry Services	3,574.0	6.2%	3,026.5	5.6%
Corrections	17,450.0	30.0%	17,417.0	32.4%
Education	372.0	0.6%	286.5	0.5%
Environmental Quality	1,492.0	2.6%	1,344.0	2.5%
Executive Office	49.0	0.1%	36.0	0.1%
Family Independence Agency	11,864.5	20.4%	10,078.0	18.7%
History Arts and Libraries	317.0	0.5%	269.0	0.5%
Information and Technology	--	--	1,713.0	3.2%
Management and Budget	1,709.0	2.9%	1,327.0	2.5%
Military & Veterans Affairs	956.0	1.6%	891.0	1.7%
Natural Resources	2,676.5	4.6%	1,681.0	3.1%
State	2,013.5	3.5%	1,815.5	3.4%
State Police	3,062.0	5.3%	2,845.5	5.3%
Transportation	3,089.0	5.3%	2,715.0	5.0%
Treasury	1,658.5	2.9%	1,423.5	2.6%
TOTAL	58,112.5	100.0%	53,831.5	100.0%

Source: MAIN, MIDB Civil Service HWF03, pay period ending 12-21-02.

Table 1-4

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY HRS DEPARTMENT

PAY PERIOD NUMBER 01 , ENDING DEC 21, 2002

HRS DEPARTMENT	DEPT CODE	CURRENT PAY TOTAL EMPLOYEES	NUMBER OF PAY PERIODS	FYTD AVERAGE NO. OF EMPLOYEES
AGRICULTURE	79	622.5	6	621.2
ATTORNEY GENERAL	11	479.0	6	483.3
AUDITOR GENERAL	03	167.0	6	169.8
CAREER DEVELOPMENT	80	889.0	6	918.0
CIVIL RIGHTS	15	141.0	6	145.0
CIVIL SERVICE	19	162.0	6	162.3
COMMUNITY HEALTH	39	4,502.5	6	4,598.0
CONSUMERS & INDUSTRY SERVICES	63	3,026.5	6	3,102.5
CORRECTIONS	47	17,417.0	6	17,387.4
EDUCATION	31	286.5	6	304.0
ENVIRONMENTAL QUALITY	76	1,344.0	6	1,369.7
EXECUTIVE OFFICE	01	36.0	6	43.0
FAMILY INDEPENDENCE AGENCY	43	10,078.0	6	10,540.2
HISTORY ARTS AND LIBRARIES	25	269.0	6	287.3
INFORMATION TECHNOLOGY	08	1,713.0	6	1,743.8
MANAGEMENT & BUDGET	07	1,327.0	6	1,321.9
MILITARY AFFAIRS	51	891.0	6	905.8
NATURAL RESOURCES	75	1,681.0	6	1,914.3
STATE	23	1,815.5	6	1,849.9
STATE POLICE	55	2,845.5	6	2,862.3
TRANSPORTATION	59	2,715.0	6	2,801.7
TREASURY	27	1,423.5	6	1,454.7
GRAND TOTAL:		**53,831.5**	**6**	**54,986.2**

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, the number of employees who Job Share are dividied in half. 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.

MAIN MIDB CIVIL SERVICE WORKFORCE 09
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRS_APPOINTMENTS, HRM_APPT_DEPART, PROFILE_HRS_DEPT_AGENCY, VTS_PROFILE_HRS_PAY_PERIOD

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1

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

PAY PERIOD ENDING DECEMBER 21, 2002

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	623	1%	44.0	$22.52	363	58%
ATTORNEY GENERAL	479	1%	47.0	$32.45	360	75%
AUDITOR GENERAL	167	0%	39.1	$29.15	103	62%
CAREER DEVELOPMENT	891	2%	47.4	$22.99	634	71%
CIVIL RIGHTS	141	0%	43.2	$22.81	83	59%
CIVIL SERVICE	163	0%	45.4	$25.03	122	75%
COMMUNITY HEALTH	4,545	8%	45.9	$21.87	3,260	72%
CONSUMERS & INDUSTRY SERVICES	3,039	6%	46.0	$22.48	2,142	70%
CORRECTIONS	17,537	32%	42.1	$20.46	12,575	72%
EDUCATION	293	1%	48.6	$24.55	205	70%
ENVIRONMENTAL QUALITY	1,351	2%	44.1	$25.04	1,032	76%
EXECUTIVE OFFICE	36	0%	37.5	$20.64	13	36%
FAMILY INDEPENDENCE AGENCY	10,118	19%	45.1	$20.51	7,119	70%
HISTORY ARTS AND LIBRARIES	270	0%	40.0	$18.81	121	45%
INFORMATION & TECHNOLOGY	1,715	3%	43.9	$25.12	1,170	68%
MANAGEMENT & BUDGET	1,332	2%	44.4	$22.19	902	68%
MILITARY AFFAIRS	898	2%	44.9	$19.04	612	68%
NATURAL RESOURCES	1,683	3%	42.7	$20.13	1,105	66%
STATE	1,818	3%	43.9	$18.60	1,182	65%
STATE POLICE	2,857	5%	39.9	$24.34	2,190	77%
TRANSPORTATION	2,733	5%	42.6	$21.73	1,844	67%
TREASURY	1,428	3%	45.5	$22.41	1,008	71%
STATEWIDE TOTALS	**54,117**	**100%**	**43.7**	**$21.46**	**38,145**	**70%**

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 24
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED HRM_APPT_DEPART

Table 2-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING DECEMBER 21, 2002

		Health						Dental						Vision	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**623**	279	45%	227	36%	10	2%	496	80%	17	3%	3	0%	521	84%
ATTORNEY GENERAL	**479**	229	48%	203	42%	9	2%	430	90%	15	3%	2	0%	449	94%
AUDITOR GENERAL	**167**	44	26%	95	57%	9	5%	144	86%	2	1%	1	1%	148	89%
CAREER DEVELOPMENT	**891**	499	56%	299	34%	31	3%	785	88%	43	5%	7	1%	835	94%
CIVIL RIGHTS	**141**	78	55%	53	38%	3	2%	128	91%	7	5%	1	1%	136	96%
CIVIL SERVICE	**163**	58	36%	82	50%	1	1%	144	88%	1	1%	0	0%	146	90%
COMMUNITY HEALTH	**4,545**	2,580	57%	1,569	35%	62	1%	4,055	89%	167	4%	11	0%	4,241	93%
CONSUMERS & INDUSTRY SERVICES	**3,039**	1,418	47%	1,270	42%	60	2%	2,626	86%	129	4%	15	0%	2,768	91%
CORRECTIONS	**17,537**	10,517	60%	5,755	33%	179	1%	16,074	92%	438	2%	42	0%	16,572	94%
EDUCATION	**293**	128	44%	123	42%	7	2%	251	86%	7	2%	4	1%	263	90%
ENVIRONMENTAL QUALITY	**1,351**	573	42%	656	49%	23	2%	1,221	90%	34	3%	5	0%	1,264	94%
EXECUTIVE OFFICE	**36**	9	25%	24	67%	0	0%	32	89%	3	8%	0	0%	34	94%
FAMILY INDEPENDENCE AGENCY	**10,118**	5,636	56%	3,798	38%	142	1%	9,235	91%	392	4%	42	0%	9,669	96%
HISTORY ARTS AND LIBRARIES	**270**	77	29%	101	37%	0	0%	175	65%	6	2%	0	0%	181	67%
INFORMATION & TECHNOLOGY	**1,715**	611	36%	920	54%	32	2%	1,491	87%	67	4%	5	0%	1,565	91%
MANAGEMENT & BUDGET	**1,332**	422	32%	697	52%	21	2%	1,119	84%	27	2%	6	0%	1,152	86%
MILITARY AFFAIRS	**898**	357	40%	471	52%	15	2%	839	93%	7	1%	0	0%	847	94%
NATURAL RESOURCES	**1,683**	1,056	63%	317	19%	27	2%	1,386	82%	14	1%	5	0%	1,408	84%
STATE	**1,818**	835	46%	700	39%	28	2%	1,514	83%	67	4%	11	1%	1,598	88%
STATE POLICE	**2,857**	2,191	77%	513	18%	24	1%	2,695	94%	33	1%	6	0%	2,735	96%
TRANSPORTATION	**2,733**	1,400	51%	1,040	38%	47	2%	2,442	89%	48	2%	10	0%	2,499	91%
TREASURY	**1,428**	542	38%	706	49%	37	3%	1,225	86%	61	4%	11	1%	1,300	91%
STATEWIDE TOTALS:	**54,117**	**29,539**	**55%**	**19,619**	**36%**	**767**	**1%**	**48,507**	**90%**	**1,585**	**3%**	**187**	**0%**	**50,331**	**93%**

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 DECEMBER 21, 2002

		Disability Insurance				Life Insurance				Long Term Care Insurance	
Department	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	**623**	469	75%	0	0%	517	83%	39	6%	97	16%
ATTORNEY GENERAL	**479**	436	91%	0	0%	453	95%	21	4%	105	22%
AUDITOR GENERAL	**167**	145	87%	0	0%	139	83%	25	15%	40	24%
CAREER DEVELOPMENT	**891**	802	90%	0	0%	799	90%	78	9%	158	18%
CIVIL RIGHTS	**141**	118	84%	0	0%	124	88%	15	11%	24	17%
CIVIL SERVICE	**163**	143	88%	0	0%	141	87%	11	7%	60	37%
COMMUNITY HEALTH	**4,545**	4,213	93%	0	0%	4,311	95%	183	4%	527	12%
CONSUMERS & INDUSTRY SERVICES	**3,039**	2,545	84%	0	0%	2,769	91%	198	7%	534	18%
CORRECTIONS	**17,537**	16,742	95%	0	0%	16,991	97%	496	3%	1,045	6%
EDUCATION	**293**	257	88%	0	0%	266	91%	25	9%	77	26%
ENVIRONMENTAL QUALITY	**1,351**	1,188	88%	0	0%	1,225	91%	102	8%	237	18%
EXECUTIVE OFFICE	**36**	17	47%	0	0%	33	92%	3	8%	3	8%
FAMILY INDEPENDENCE AGENCY	**10,118**	9,541	94%	0	0%	9,565	95%	534	5%	1,423	14%
HISTORY ARTS AND LIBRARIES	**270**	167	62%	0	0%	173	64%	18	7%	57	21%
INFORMATION & TECHNOLOGY	**1,715**	1,439	84%	51	3%	1,422	83%	106	6%	286	17%
MANAGEMENT & BUDGET	**1,332**	1,086	82%	0	0%	1,167	88%	70	5%	205	15%
MILITARY AFFAIRS	**898**	761	85%	0	0%	853	95%	32	4%	62	7%
NATURAL RESOURCES	**1,683**	1,345	80%	0	0%	1,412	84%	78	5%	202	12%
STATE	**1,818**	1,483	82%	0	0%	1,574	87%	99	5%	266	15%
STATE POLICE	**2,857**	2,596	91%	1,860	65%	2	0%	96	3%	227	8%
TRANSPORTATION	**2,733**	2,368	87%	0	0%	2,449	90%	171	6%	299	11%
TREASURY	**1,428**	1,258	88%	0	0%	1,287	90%	92	6%	213	15%
STATEWIDE TOTALS:	**54,117**	**49,119**	**91%**	**1,911**	**4%**	**47,672**	**88%**	**2,492**	**5%**	**6,147**	**11%**

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

Table 2-10

AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

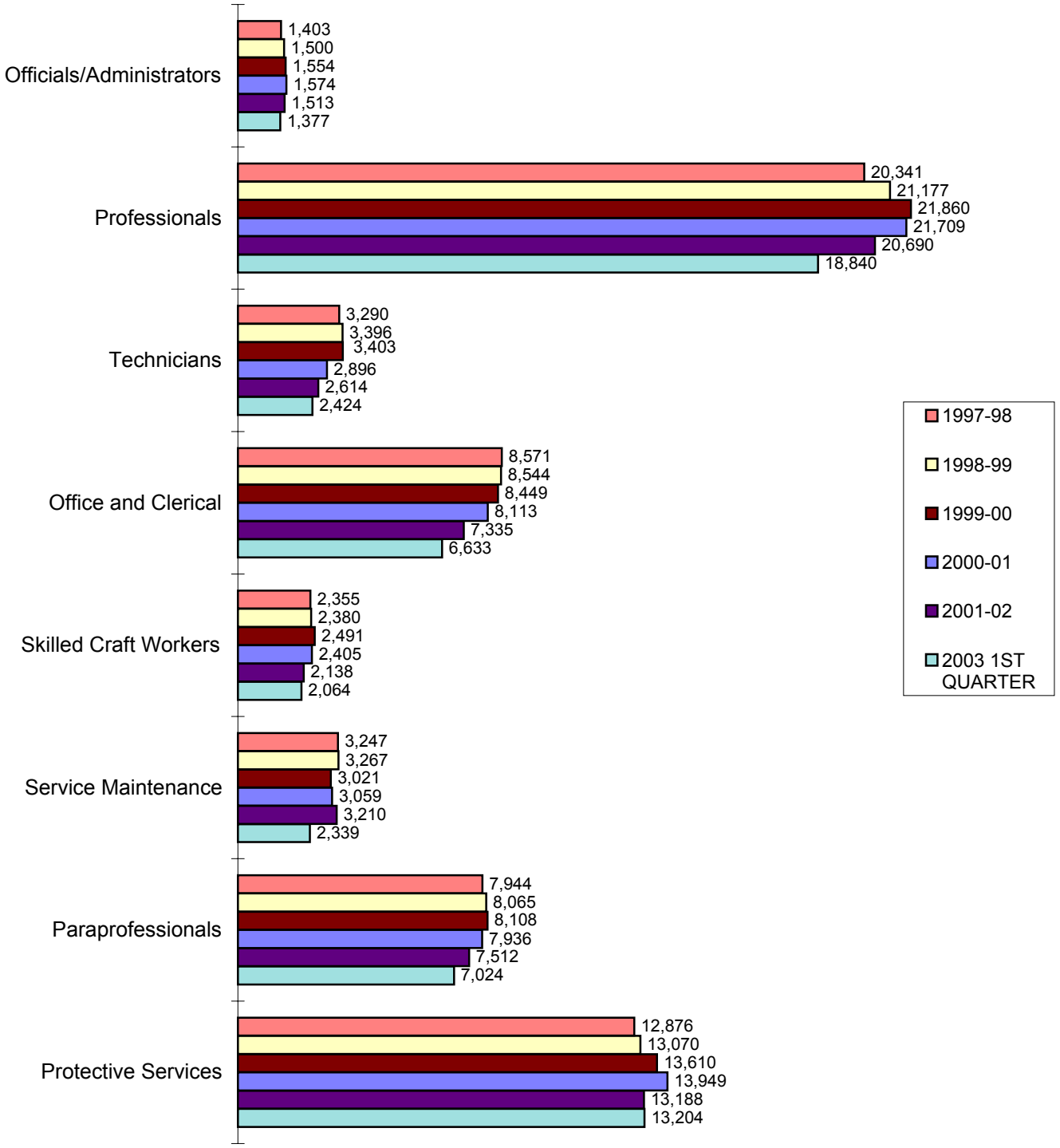
PAY PERIOD ENDING DEC 21, 2002

HRS DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	3	39	46	38	68	101	137	107	54	20	9	1	623
ATTORNEY GENERAL	0	0	19	38	54	61	107	106	70	22	2	0	479
AUDITOR GENERAL	1	9	29	24	29	24	19	22	10	0	0	0	167
CAREER DEVELOPMENT	0	18	28	56	68	124	194	248	110	39	2	4	891
CIVIL RIGHTS	0	5	18	15	15	17	22	34	13	2	0	0	141
CIVIL SERVICE	1	6	11	8	12	27	40	40	14	2	2	0	163
COMMUNITY HEALTH	13	108	168	323	370	740	1,241	956	443	116	22	4	4,504
CONSUMER & INDUSTRY SERVICES	17	96	146	203	272	447	670	670	380	99	23	10	3,033
CORRECTIONS	11	376	1,397	2,553	2,939	3,111	3,185	2,505	1,061	246	29	5	17,418
EDUCATION	0	7	8	9	14	46	76	67	48	15	1	2	293
ENVIRONMENTAL QUALITY	0	23	85	128	172	237	334	255	94	17	5	1	1,351
EXECUTIVE OFFICE	0	3	13	4	3	3	3	1	4	2	0	0	36
FAMILY INDEPENDENCE AGENCY	0	167	706	955	973	1,348	2,431	2,314	956	206	32	12	10,100
HISTORY ARTS AND LIBRARIES	14	43	16	33	27	27	34	42	24	7	1	2	270
INFORMATION TECHNOLOGY	5	76	100	127	208	315	392	319	130	38	2	1	1,713
MANAGEMENT & BUDGET	8	64	74	94	141	193	356	267	95	29	7	4	1,332
MILITARY AFFAIRS	4	14	46	77	111	159	192	185	73	23	4	4	892
NATURAL RESOURCES	10	83	148	188	198	276	353	252	123	29	12	10	1,682
STATE	16	98	110	134	198	286	414	361	159	29	7	4	1,816
STATE POLICE	0	72	327	558	547	416	542	269	91	20	3	2	2,847
TRANSPORTATION	10	163	180	274	364	478	572	432	203	43	7	2	2,728
TREASURY	3	38	54	81	166	267	344	289	131	44	8	1	1,426
STATEWIDE TOTAL	**116**	**1,508**	**3,729**	**5,920**	**6,949**	**8,703**	**11,658**	**9,741**	**4,286**	**1,048**	**178**	**69**	**53,905**
AVERAGE AGE	**18.96**	**23.17**	**27.74**	**32.52**	**37.61**	**42.58**	**47.54**	**52.27**	**56.96**	**61.67**	**66.87**	**73.86**	**43.62**

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

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1997-98 through First Quarter 2002-03



2002-03 First Quarter Grand Total: 53,905

Source: MAIN MIDB Civil Service HWF27, pay period ending 12-21-02.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: DEC 21, 2002

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	16	3	19
ALGER	418	6	424
ALLEGAN	208	50	258
ALPENA	134	20	154
ANTRIM	29	1	30
ARENAC	378	22	400
BARAGA	484	18	502
BARRY	77	8	85
BAY	280	42	322
BENZIE	22	9	31
BERRIEN	366	55	421
BRANCH	766	17	783
CALHOUN	325	22	347
CASS	67	11	78
CHARLEVOIX	25	20	45
CHEBOYGAN	89	19	108
CHIPPEWA	1,333	37	1,370
CLARE	48	19	67
CLINTON	138	16	154
CRAWFORD	237	50	287
DELTA	208	34	242
DICKINSON	59	8	67
EATON	1,896	167	2,063
EMMET	65	18	83
GENESEE	855	108	963
GLADWIN	53	12	65
GOGEBIC	307	10	317
GRAND TRAVERSE	518	37	555
GRATIOT	936	16	952
HILLSDALE	63	8	71
HOUGHTON	109	12	121
HURON	43	5	48
INGHAM	9,787	1,667	11,454
IONIA	2,052	62	2,114
IOSCO	53	7	60
IRON	129	3	132
ISABELLA	494	93	587
JACKSON	2,858	62	2,920
KALAMAZOO	896	96	992
KALKASKA	57	9	66
KENT	1,483	153	1,636
KEWEENAW	2	5	7
LAKE	50	2	52
LAPEER	419	12	431

MAIN MIDB CIVIL SERVICE WORKFORCE 55
REPORT SEQUENCE: WORK_COUNTY_CD_DESC
TABLE USED: HRM_APPT_DEPART

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: DEC 21, 2002

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	20	5	25
LENAWEE	850	34	884
LIVINGSTON	517	85	602
LUCE	460	11	471
MACKINAC	136	41	177
MACOMB	1,042	82	1,124
MANISTEE	406	21	427
MARQUETTE	876	42	918
MASON	79	5	84
MECOSTA	60	5	65
MENOMINEE	47	9	56
MIDLAND	81	8	89
MISSAUKEE	50	4	54
MONROE	175	26	201
MONTCALM	674	19	693
MONTMORENCY	49	29	78
MUSKEGON	1,148	43	1,191
NEWAYGO	79	6	85
OAKLAND	1,117	128	1,245
OCEANA	61	8	69
OGEMAW	66	9	75
ONTONAGON	25	12	37
OSCEOLA	82	10	92
OSCODA	36	12	48
OTSEGO	234	28	262
OTTAWA	182	25	207
OUT OF STATE	53	2	55
PRESQUE ISLE	19	5	24
ROSCOMMON	140	26	166
SAGINAW	1,027	71	1,098
SANILAC	58	11	69
SCHOOLCRAFT	42	8	50
SHIAWASSEE	147	13	160
ST CLAIR	217	47	264
ST JOSEPH	107	9	116
STATEWIDE	1	2	3
TUSCOLA	525	58	583
VAN BUREN	262	31	293
WASHTENAW	1,820	65	1,885
WAYNE	7,511	533	8,044
WEXFORD	162	17	179
GRAND TOTAL:	**49,475**	**4,656**	**54,131**

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 55
REPORT SEQUENCE: WORK_COUNTY_CD_DESC
TABLE USED: HRM_APPT_DEPART

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period Ending December 21, 2002

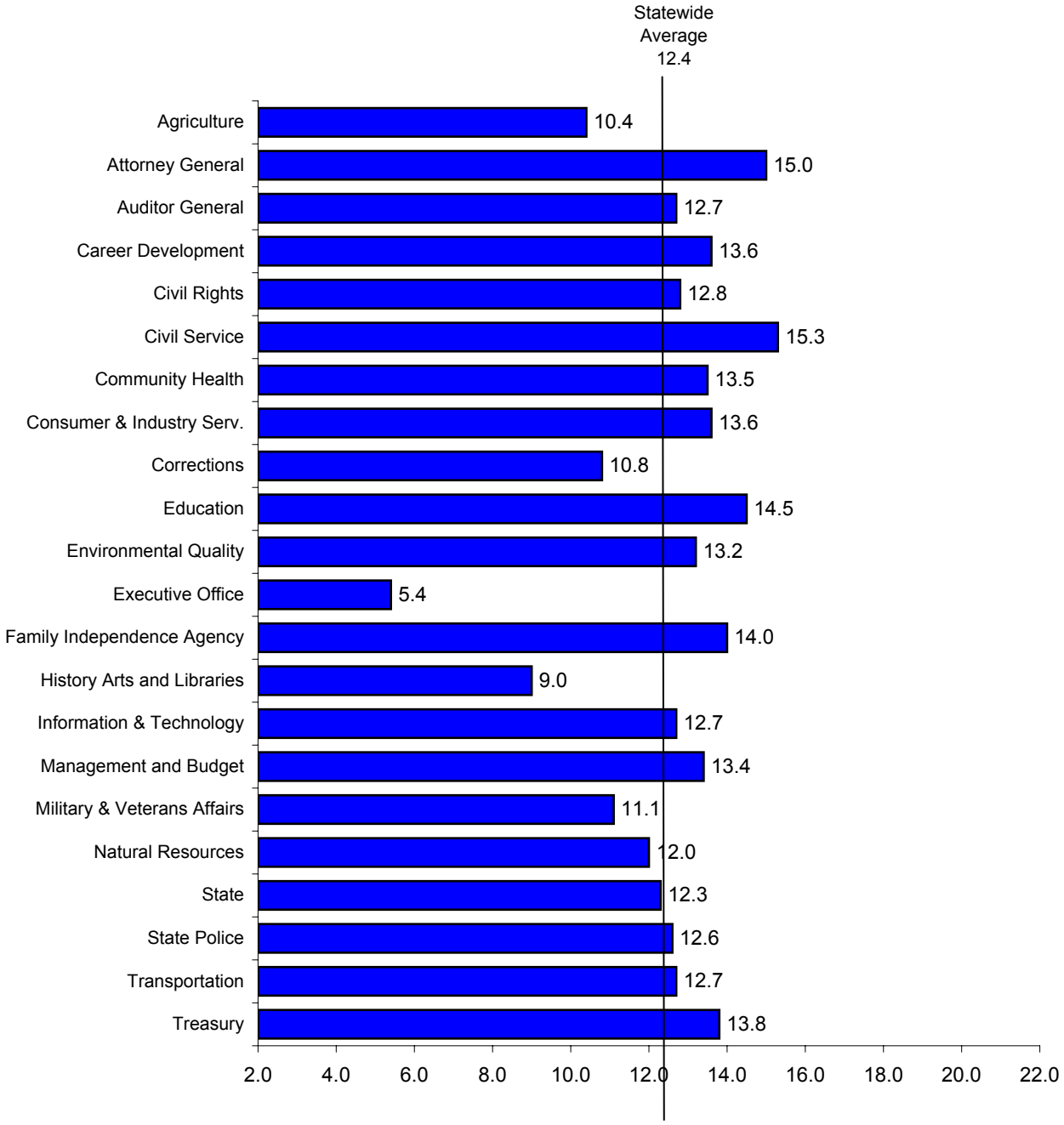


Table 3-1

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS

PAY PERIOD ENDING DEC 21, 2002

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	118	123	2	8	1	0	0	3	0	4	2	1	123	139	0	1
6 - 10 YEARS	43	34	3	6	1	3	1	1	0	2	0	0	48	46	1	1
11- 15 YEARS	55	45	0	3	0	1	0	1	1	2	0	0	56	52	2	0
16 - 20 YEARS	16	19	1	5	0	0	0	0	1	0	0	0	18	24	2	2
21 - 25 YEARS	21	26	2	4	0	0	2	0	1	0	0	0	26	30	0	4
26 - 30 YEARS	31	13	1	3	0	0	0	1	0	0	0	0	32	17	2	2
31 - 35 YEARS	4	3	0	1	0	0	0	0	2	0	0	0	6	4	0	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	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	**289**	**264**	**9**	**30**	**2**	**4**	**3**	**6**	**5**	**8**	**2**	**1**	**310**	**313**	**7**	**10**
MORE THAN 10 YEARS	128	107	4	16	0	1	2	2	5	2	0	0	139	128	6	8
AVERAGE YEARS	10.8	9.6	12.7	13.1	6.5	8.8	19.0	10.0	23.8	6.1	0.0	0.0	11.1	9.8	18.0	19.3

DEPARTMENT AVERAGE YEARS **10.4**

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

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	31	57	4	10	0	0	1	2	0	1	0	0	36	70	0	0
6 - 10 YEARS	30	32	2	5	0	0	1	1	0	0	0	0	33	38	0	0
11- 15 YEARS	28	42	2	4	0	0	0	2	1	0	0	0	31	48	0	1
16 - 20 YEARS	26	29	3	7	0	0	0	2	0	0	0	0	29	38	1	3
21 - 25 YEARS	32	42	4	1	0	0	2	1	0	0	0	0	38	44	1	1
26 - 30 YEARS	35	13	0	4	0	0	0	0	0	0	0	0	35	17	2	1
31 - 35 YEARS	11	6	0	0	0	0	0	0	0	0	0	0	11	6	0	1
36 - 40 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**195**	**223**	**15**	**32**	**0**	**0**	**4**	**8**	**1**	**1**	**0**	**0**	**215**	**264**	**4**	**7**
MORE THAN 10 YEARS	134	134	9	17	0	0	2	5	1	0	0	0	146	156	4	7
AVERAGE YEARS	16.9	13.9	13.4	13.2	0.0	0.0	14.8	12.4	14.0	3.0	0.0	0.0	16.6	13.7	25.0	20.7

DEPARTMENT AVERAGE YEARS **15.0**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	22	38	1	0	0	0	0	0	0	1	0	0	23	39	0	0
6 - 10 YEARS	10	13	0	3	0	0	0	0	0	0	0	0	10	16	0	0
11- 15 YEARS	3	14	0	0	0	0	0	0	0	0	0	0	3	14	0	0
16 - 20 YEARS	12	9	2	0	0	0	0	0	0	0	0	0	14	9	0	3
21 - 25 YEARS	8	5	1	0	0	0	1	0	0	0	0	0	10	5	0	0
26 - 30 YEARS	15	0	0	0	0	0	0	0	0	0	0	0	15	0	2	0
31 - 35 YEARS	9	0	0	0	0	0	0	0	0	0	0	0	9	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
DEPARTMENT TOTAL	**79**	**79**	**4**	**3**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**84**	**83**	**2**	**3**
MORE THAN 10 YEARS	47	28	3	0	0	0	1	0	0	0	0	0	51	28	2	3
AVERAGE YEARS	16.7	8.8	15.3	8.3	0.0	0.0	25.0	0.0	0.0	2.0	0.0	0.0	16.8	8.7	29.0	17.7

DEPARTMENT AVERAGE YEARS **12.7**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	75	113	22	43	0	2	5	10	0	6	0	0	102	174	5	2
6 - 10 YEARS	37	40	8	25	1	0	1	4	1	4	0	0	48	73	8	4
11- 15 YEARS	41	51	11	27	0	0	2	6	0	0	0	0	54	84	14	11
16 - 20 YEARS	25	32	3	17	1	1	1	3	0	1	0	0	30	54	3	2
21 - 25 YEARS	37	61	11	23	0	2	1	5	0	0	0	0	49	91	12	7
26 - 30 YEARS	24	36	9	22	1	0	2	0	0	0	0	0	36	58	6	9
31 - 35 YEARS	14	11	1	6	0	0	0	1	0	0	0	0	15	18	5	2
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**256**	**345**	**66**	**163**	**3**	**5**	**12**	**29**	**1**	**11**	**0**	**0**	**338**	**553**	**54**	**37**
MORE THAN 10 YEARS	144	192	36	95	2	3	6	15	0	1	0	0	188	306	41	31
AVERAGE YEARS	13.9	13.5	13.8	14.0	17.0	13.0	11.7	11.5	6.0	5.7	0.0	0.0	13.8	13.4	18.1	19.1

DEPARTMENT AVERAGE YEARS **13.6**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	8	18	10	15	0	1	0	4	0	1	0	0	18	39	1	0
6 - 10 YEARS	2	3	4	4	0	0	0	1	0	1	0	0	6	9	0	0
11- 15 YEARS	1	4	3	6	0	0	2	0	0	1	0	0	6	11	0	0
16 - 20 YEARS	0	1	1	3	0	0	0	0	0	0	0	0	1	4	0	0
21 - 25 YEARS	3	6	0	7	0	0	1	0	0	0	0	0	4	13	0	1
26 - 30 YEARS	3	6	5	6	0	0	1	2	1	0	0	0	10	14	0	0
31 - 35 YEARS	1	2	0	2	0	0	0	0	0	0	0	0	1	4	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	**18**	**41**	**23**	**43**	**0**	**1**	**4**	**7**	**1**	**3**	**0**	**0**	**46**	**95**	**1**	**1**
MORE THAN 10 YEARS	8	20	9	24	0	0	4	2	1	1	0	0	22	47	0	1
AVERAGE YEARS	13.1	13.2	10.7	13.8	0.0	5.0	19.3	9.6	30.0	6.0	0.0	0.0	12.8	12.9	3.0	23.0

DEPARTMENT AVERAGE YEARS **12.8**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	3	22	2	8	0	0	1	1	0	1	1	2	7	34	0	0
6 - 10 YEARS	4	13	0	0	0	0	0	0	0	0	0	0	4	13	0	1
11- 15 YEARS	4	14	0	0	0	1	0	1	0	3	0	0	4	19	0	0
16 - 20 YEARS	4	6	0	6	0	1	0	1	0	0	0	0	4	14	0	2
21 - 25 YEARS	6	15	2	7	1	0	0	1	0	0	0	0	9	23	1	2
26 - 30 YEARS	7	15	2	2	1	0	1	0	0	0	0	0	11	17	2	2
31 - 35 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**29**	**88**	**6**	**23**	**2**	**2**	**2**	**4**	**0**	**4**	**1**	**2**	**40**	**123**	**3**	**7**
MORE THAN 10 YEARS	22	53	4	15	2	2	1	3	0	3	0	0	29	76	3	6
AVERAGE YEARS	18.8	14.7	18.8	14.2	26.0	15.5	13.0	14.5	0.0	9.8	1.0	0.5	18.4	14.2	26.3	20.7

DEPARTMENT AVERAGE YEARS **15.3**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	311	599	77	195	4	7	12	12	19	22	6	7	429	842	5	2
6 - 10 YEARS	210	261	57	121	4	3	12	4	8	19	0	0	291	408	6	13
11- 15 YEARS	104	247	51	126	0	3	8	9	11	19	0	0	174	404	9	24
16 - 20 YEARS	132	231	43	104	2	2	6	14	6	13	0	0	189	364	27	26
21 - 25 YEARS	272	335	116	157	3	6	7	12	7	8	0	0	405	518	32	40
26 - 30 YEARS	158	189	20	34	0	1	1	3	3	3	0	0	182	230	19	13
31 - 35 YEARS	22	31	2	4	0	0	1	0	0	0	0	0	25	35	1	1
36 - 40 YEARS	3	2	0	1	0	0	0	0	1	0	0	0	4	3	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**1,212**	**1,895**	**366**	**743**	**13**	**22**	**47**	**54**	**55**	**84**	**6**	**7**	**1,699**	**2,805**	**99**	**119**
MORE THAN 10 YEARS	691	1,035	232	427	5	12	23	38	28	43	0	0	979	1,555	88	104
AVERAGE YEARS	14.5	13.2	14.6	13.2	11.1	12.9	12.0	14.4	11.7	11.4	0.2	0.0	14.3	13.1	19.9	18.7

DEPARTMENT AVERAGE YEARS **13.5**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
CONSUMERS & INDUSTRY SERVICES																
LESS THAN 6 YEARS	207	388	36	210	1	3	8	16	5	10	0	8	257	635	0	4
6 - 10 YEARS	122	177	17	64	1	1	2	4	2	5	0	0	144	251	2	11
11- 15 YEARS	131	222	34	76	1	1	6	13	2	9	0	0	174	321	9	34
16 - 20 YEARS	87	142	23	63	1	5	6	10	5	1	0	0	122	221	11	18
21 - 25 YEARS	113	217	31	88	0	5	5	8	0	3	0	0	149	321	20	30
26 - 30 YEARS	99	152	14	65	1	2	0	2	2	2	0	0	116	223	14	21
31 - 35 YEARS	30	34	2	14	0	0	0	2	0	0	0	0	32	50	2	4
36 - 40 YEARS	5	4	0	4	0	0	0	1	0	0	0	0	5	9	1	2
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	**795**	**1,336**	**158**	**585**	**5**	**17**	**27**	**56**	**16**	**30**	**0**	**8**	**1,001**	**2,032**	**59**	**124**
MORE THAN 10 YEARS	466	771	105	311	3	13	17	36	9	15	0	0	600	1,146	57	109
AVERAGE YEARS	14.3	13.6	14.1	12.6	14.8	16.6	12.3	13.2	11.8	10.9	0.0	1.0	14.2	13.2	21.8	18.9

DEPARTMENT AVERAGE YEARS **13.6**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	2,899	1,388	348	450	53	18	64	46	15	9	31	10	3,410	1,921	9	5
6 - 10 YEARS	2,036	942	249	271	60	22	66	34	10	3	0	0	2,421	1,272	31	19
11- 15 YEARS	2,391	790	257	252	83	15	55	21	10	3	0	0	2,796	1,081	121	49
16 - 20 YEARS	1,609	457	280	267	27	14	29	12	1	3	0	0	1,946	753	139	55
21 - 25 YEARS	733	267	77	78	12	3	8	9	2	2	0	0	832	359	89	25
26 - 30 YEARS	351	124	44	39	3	0	3	0	0	0	0	0	401	163	45	9
31 - 35 YEARS	34	12	5	5	0	0	2	0	0	0	0	0	41	17	2	0
36 - 40 YEARS	3	1	1	0	0	0	0	0	0	0	0	0	4	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	**10,056**	**3,981**	**1,261**	**1,362**	**238**	**72**	**227**	**122**	**38**	**20**	**31**	**10**	**11,851**	**5,567**	**437**	**162**
MORE THAN 10 YEARS	5,121	1,651	664	641	125	32	97	42	13	8	0	0	6,020	2,374	397	138
AVERAGE YEARS	11.2	9.9	11.3	10.5	11.0	10.3	10.1	8.8	8.4	9.3	0.3	0.4	11.2	10.0	17.8	16.1

DEPARTMENT AVERAGE YEARS **10.8**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	22	59	3	3	0	0	0	1	0	0	0	0	25	63	0	0
6 - 10 YEARS	4	30	0	2	0	0	0	0	0	0	0	0	4	32	0	0
11- 15 YEARS	5	29	0	3	0	0	0	2	0	0	0	0	5	34	0	2
16 - 20 YEARS	3	20	1	0	0	0	1	1	0	1	0	0	5	22	0	1
21 - 25 YEARS	5	31	3	3	0	1	0	2	0	0	0	0	8	37	2	3
26 - 30 YEARS	10	35	0	2	0	0	0	0	0	0	0	0	10	37	1	3
31 - 35 YEARS	2	5	0	2	0	0	0	0	0	0	0	0	2	7	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**52**	**210**	**7**	**15**	**0**	**1**	**1**	**6**	**0**	**1**	**0**	**0**	**60**	**233**	**3**	**9**
MORE THAN 10 YEARS	26	121	4	10	0	1	1	5	0	1	0	0	31	138	3	9
AVERAGE YEARS	13.4	14.5	13.7	17.1	0.0	22.0	17.0	15.5	0.0	16.0	0.0	0.0	13.5	14.7	25.0	22.3

DEPARTMENT AVERAGE YEARS **14.5**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	160	150	7	7	0	0	2	3	4	5	0	0	173	165	0	0
6 - 10 YEARS	108	79	3	6	0	0	1	1	9	4	0	0	121	90	4	2
11- 15 YEARS	157	135	3	14	0	2	6	3	3	2	0	0	169	156	3	5
16 - 20 YEARS	61	71	8	10	1	3	1	1	5	2	0	0	76	87	1	1
21 - 25 YEARS	104	66	5	9	1	0	0	2	2	1	0	0	112	78	9	4
26 - 30 YEARS	61	28	0	2	0	0	1	0	2	0	0	0	64	30	4	2
31 - 35 YEARS	19	8	0	1	0	0	1	0	0	0	0	0	20	9	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**670**	**538**	**26**	**49**	**2**	**5**	**12**	**10**	**25**	**14**	**0**	**0**	**735**	**616**	**22**	**14**
MORE THAN 10 YEARS	402	309	16	36	2	5	9	6	12	5	0	0	441	361	18	12
AVERAGE YEARS	13.6	12.5	12.8	14.9	21.0	15.6	14.3	11.8	12.9	9.9	0.0	0.0	13.6	12.6	20.4	17.0

DEPARTMENT AVERAGE YEARS **13.2**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	6	14	0	0	0	0	1	0	0	0	0	0	7	14	0	0
6 - 10 YEARS	2	6	0	1	0	0	0	0	0	0	0	0	2	7	0	0
11- 15 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	1	5	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
DEPARTMENT TOTAL	**9**	**25**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**10**	**26**	**0**	**0**
MORE THAN 10 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	1	5	0	0
AVERAGE YEARS	4.4	5.8	0.0	8.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	4.2	5.9	0.0	0.0

DEPARTMENT AVERAGE YEARS **5.4**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	373	1,380	140	937	4	10	21	79	4	19	1	6	543	2,431	1	14
6 - 10 YEARS	230	747	103	309	4	10	12	50	4	6	0	0	353	1,122	8	31
11- 15 YEARS	190	598	71	364	1	17	28	65	5	14	0	0	295	1,058	33	72
16 - 20 YEARS	119	367	48	215	2	3	10	36	4	4	0	0	183	625	15	40
21 - 25 YEARS	316	983	84	529	2	16	9	28	5	7	0	0	416	1,563	40	135
26 - 30 YEARS	276	586	29	341	1	2	3	11	2	1	0	0	311	941	28	64
31 - 35 YEARS	77	102	9	50	1	1	0	2	0	0	0	0	87	155	9	9
36 - 40 YEARS	7	4	0	4	0	0	1	0	0	0	0	0	8	8	1	3
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**1,588**	**4,767**	**485**	**2,749**	**15**	**59**	**84**	**271**	**24**	**51**	**1**	**6**	**2,197**	**7,903**	**135**	**368**
MORE THAN 10 YEARS	985	2,640	242	1,503	7	39	51	142	16	26	0	0	1,301	4,350	126	323
AVERAGE YEARS	15.9	13.9	12.5	13.6	12.8	14.3	12.2	11.7	15.0	10.7	1.0	0.3	15.0	13.7	20.8	19.7

DEPARTMENT AVERAGE YEARS **14.0**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	43	61	3	5	0	0	1	2	1	1	9	20	57	89	1	1
6 - 10 YEARS	9	14	0	1	0	0	0	0	0	1	0	0	9	16	0	0
11- 15 YEARS	9	20	1	0	1	0	0	1	0	0	0	0	11	21	2	1
16 - 20 YEARS	3	9	1	2	0	1	0	1	0	0	0	0	4	13	1	0
21 - 25 YEARS	9	11	0	3	0	0	0	1	0	0	0	0	9	15	1	1
26 - 30 YEARS	9	9	0	0	0	0	0	0	0	0	0	0	9	9	0	0
31 - 35 YEARS	4	2	0	0	1	0	0	0	0	0	0	0	5	2	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**87**	**126**	**5**	**11**	**2**	**1**	**1**	**5**	**1**	**2**	**9**	**20**	**105**	**165**	**6**	**3**
MORE THAN 10 YEARS	35	51	2	5	2	1	0	3	0	0	0	0	39	60	5	2
AVERAGE YEARS	10.8	9.7	6.8	10.7	24.0	17.0	0.0	10.6	0.0	4.0	0.1	0.1	9.7	8.6	16.8	14.0

DEPARTMENT AVERAGE YEARS **9.0**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
INFORMATION & TECHNOLOGY																
LESS THAN 6 YEARS	344	169	19	19	0	0	6	4	17	6	4	3	390	201	2	0
6 - 10 YEARS	138	63	9	5	0	1	3	3	6	5	0	0	156	77	2	4
11- 15 YEARS	110	111	18	14	1	1	3	5	6	4	0	0	138	135	11	12
16 - 20 YEARS	57	71	12	21	0	0	3	1	5	6	0	0	77	99	8	4
21 - 25 YEARS	90	91	13	24	1	0	4	6	2	5	0	0	110	126	13	2
26 - 30 YEARS	80	62	5	7	2	0	2	4	0	1	0	0	89	74	4	3
31 - 35 YEARS	21	15	2	0	0	0	0	0	0	0	0	0	23	15	4	1
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**843**	**582**	**78**	**90**	**4**	**2**	**21**	**23**	**36**	**27**	**4**	**3**	**986**	**727**	**44**	**26**
MORE THAN 10 YEARS	361	350	50	66	4	1	12	16	13	16	0	0	440	449	40	22
AVERAGE YEARS	11.6	13.8	13.9	15.5	23.5	12.0	14.0	16.1	9.1	13.3	0.0	0.0	11.7	14.0	19.6	16.4

DEPARTMENT AVERAGE YEARS **12.7**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	175	208	13	17	0	1	2	4	3	4	5	5	198	239	2	1
6 - 10 YEARS	69	83	6	7	0	2	1	1	0	0	0	0	76	93	3	1
11- 15 YEARS	74	71	9	7	1	0	6	3	5	0	0	0	95	81	5	5
16 - 20 YEARS	48	52	5	7	0	0	1	5	3	1	0	0	57	65	7	8
21 - 25 YEARS	99	92	12	14	0	0	6	3	0	1	0	0	117	110	15	10
26 - 30 YEARS	79	48	9	8	2	1	9	2	1	0	0	0	100	59	7	3
31 - 35 YEARS	17	16	2	0	0	0	3	1	0	0	0	0	22	17	2	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**564**	**570**	**56**	**60**	**3**	**4**	**28**	**19**	**12**	**6**	**5**	**5**	**668**	**664**	**42**	**28**
MORE THAN 10 YEARS	320	279	37	36	3	1	25	14	9	2	0	0	394	332	37	26
AVERAGE YEARS	14.1	12.1	15.6	14.6	24.0	11.8	21.5	16.0	13.4	9.2	0.0	0.2	14.5	12.3	20.7	19.1

DEPARTMENT AVERAGE YEARS **13.4**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	96	120	21	59	0	0	6	5	2	5	1	0	126	189	0	0
6 - 10 YEARS	58	72	2	22	0	1	3	1	0	0	0	0	63	96	2	0
11- 15 YEARS	62	60	7	15	0	2	3	2	0	1	0	0	72	80	4	1
16 - 20 YEARS	34	54	6	9	2	2	0	1	0	0	0	0	42	66	8	4
21 - 25 YEARS	32	51	2	3	2	0	1	3	0	0	0	0	37	57	2	2
26 - 30 YEARS	20	27	1	5	2	0	0	0	0	0	0	0	23	32	1	2
31 - 35 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	1	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	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	**308**	**387**	**39**	**113**	**6**	**5**	**13**	**12**	**2**	**6**	**1**	**0**	**369**	**523**	**18**	**9**
MORE THAN 10 YEARS	154	195	16	32	6	4	4	6	0	1	0	0	180	238	16	9
AVERAGE YEARS	11.7	12.0	8.9	7.2	22.3	13.4	8.3	10.7	1.5	5.2	1.0	0.0	11.4	10.9	17.9	19.9

DEPARTMENT AVERAGE YEARS **11.1**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	362	184	1	5	1	0	3	1	2	2	1	0	370	192	1	1
6 - 10 YEARS	188	71	4	4	1	1	2	1	1	0	0	0	196	77	1	0
11- 15 YEARS	153	85	8	7	3	1	4	7	0	1	0	0	168	101	5	3
16 - 20 YEARS	120	65	6	3	6	1	1	1	0	0	0	0	133	70	5	4
21 - 25 YEARS	105	49	4	3	3	0	2	2	1	1	0	0	115	55	7	0
26 - 30 YEARS	122	22	0	3	3	1	1	1	0	0	0	0	126	27	3	5
31 - 35 YEARS	42	1	0	0	0	0	1	0	0	0	0	0	43	1	6	0
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**1,099**	**478**	**23**	**25**	**17**	**4**	**14**	**13**	**4**	**4**	**1**	**0**	**1,158**	**524**	**29**	**13**
MORE THAN 10 YEARS	549	223	18	16	15	3	9	11	1	2	0	0	592	255	27	12
AVERAGE YEARS	12.5	10.2	15.0	13.4	18.2	16.5	13.7	15.7	8.8	9.8	0.0	0.0	12.6	10.6	22.3	19.6

DEPARTMENT AVERAGE YEARS **12.0**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATE																
LESS THAN 6 YEARS	67	391	12	89	1	3	5	24	2	3	3	9	90	519	1	2
6 - 10 YEARS	20	126	8	42	0	10	0	8	1	4	0	0	29	190	1	8
11- 15 YEARS	33	175	5	75	1	1	3	18	3	1	0	0	45	270	5	33
16 - 20 YEARS	20	144	9	58	1	2	3	4	1	6	0	0	34	214	2	26
21 - 25 YEARS	46	145	7	43	0	2	0	12	0	2	0	0	53	204	7	14
26 - 30 YEARS	35	79	3	16	0	0	2	3	0	0	0	0	40	98	6	6
31 - 35 YEARS	6	14	0	1	0	0	0	0	0	0	0	0	6	15	0	0
36 - 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**227**	**1,082**	**44**	**325**	**3**	**18**	**13**	**69**	**7**	**16**	**3**	**9**	**297**	**1,519**	**22**	**91**
MORE THAN 10 YEARS	140	565	24	194	2	5	8	37	4	9	0	0	178	810	20	81
AVERAGE YEARS	14.9	11.9	12.5	12.5	10.7	9.5	11.5	11.1	9.6	12.3	0.3	0.1	14.1	11.9	20.5	16.8

DEPARTMENT AVERAGE YEARS **12.3**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATE POLICE																
LESS THAN 6 YEARS	491	188	13	19	1	2	6	3	1	1	0	0	512	213	0	0
6 - 10 YEARS	474	128	39	6	17	0	16	0	4	1	0	0	550	135	3	0
11- 15 YEARS	255	112	41	9	7	1	15	5	3	2	0	0	321	129	1	3
16 - 20 YEARS	190	88	39	14	3	0	13	1	0	0	0	0	245	103	4	3
21 - 25 YEARS	271	60	59	11	2	5	19	7	0	1	0	0	351	84	3	2
26 - 30 YEARS	80	52	7	3	1	0	4	0	0	0	0	0	92	55	1	3
31 - 35 YEARS	32	9	2	1	0	0	1	0	0	0	0	0	35	10	2	1
36 - 40 YEARS	11	1	0	0	0	0	0	0	0	0	0	0	11	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	**1,804**	**638**	**200**	**63**	**31**	**8**	**74**	**16**	**8**	**5**	**0**	**0**	**2,117**	**730**	**16**	**12**
MORE THAN 10 YEARS	839	322	148	38	13	6	52	13	3	3	0	0	1,055	382	13	12
AVERAGE YEARS	12.2	12.2	16.1	13.5	11.6	17.6	15.9	15.9	9.0	12.2	0.0	0.0	12.7	12.4	21.6	20.8

DEPARTMENT AVERAGE YEARS **12.6**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	572	205	33	24	1	4	12	5	12	7	11	7	641	252	1	0
6 - 10 YEARS	190	74	12	8	7	2	4	0	2	2	0	0	215	86	2	3
11- 15 YEARS	366	138	36	19	2	3	10	3	5	3	0	0	419	166	22	10
16 - 20 YEARS	173	79	26	15	6	2	10	3	4	0	0	0	219	99	13	13
21 - 25 YEARS	137	101	22	14	8	2	11	3	3	0	0	0	181	120	15	11
26 - 30 YEARS	126	47	16	12	5	0	12	1	1	0	0	0	160	60	18	5
31 - 35 YEARS	59	12	0	2	0	0	1	0	4	0	0	0	64	14	10	2
36 - 40 YEARS	26	0	0	0	0	0	0	0	2	0	0	0	28	0	4	0
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
DEPARTMENT TOTAL	**1,653**	**656**	**145**	**94**	**29**	**13**	**60**	**15**	**33**	**12**	**11**	**7**	**1,931**	**797**	**87**	**44**
MORE THAN 10 YEARS	891	377	100	62	21	7	44	10	19	3	0	0	1,075	459	84	41
AVERAGE YEARS	12.4	12.6	14.4	14.6	17.7	11.8	16.2	13.1	14.6	6.3	0.6	0.3	12.7	12.7	22.3	19.8

DEPARTMENT AVERAGE YEARS **12.7**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	128	214	14	36	0	3	4	5	6	6	1	0	153	264	2	2
6 - 10 YEARS	61	96	8	23	0	3	2	4	2	2	0	0	73	128	5	1
11- 15 YEARS	44	84	17	33	0	0	5	14	5	1	0	0	71	132	6	8
16 - 20 YEARS	20	85	14	34	0	0	3	7	3	0	0	0	40	126	7	3
21 - 25 YEARS	33	148	11	40	1	1	2	6	0	0	0	0	47	195	5	16
26 - 30 YEARS	57	70	6	12	0	1	3	1	1	0	0	0	67	84	8	4
31 - 35 YEARS	16	19	3	0	0	1	1	0	0	0	0	0	20	20	5	0
36 - 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**363**	**718**	**73**	**178**	**1**	**9**	**20**	**37**	**17**	**9**	**1**	**0**	**475**	**951**	**40**	**35**
MORE THAN 10 YEARS	174	408	51	119	1	3	14	28	9	1	0	0	249	559	33	32
AVERAGE YEARS	13.3	13.9	15.1	14.4	21.0	12.9	15.6	14.2	10.9	5.8	1.0	0.0	13.6	13.9	21.1	19.8

DEPARTMENT AVERAGE YEARS **13.8**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,513	6,089	781	2,159	67	54	160	230	93	114	76	78	7,690	8,724	31	35
6 - 10 YEARS	4,045	3,104	534	935	96	59	127	118	50	59	0	0	4,852	4,275	79	99
11- 15 YEARS	4,217	3,052	574	1,054	101	49	156	181	60	66	0	0	5,108	4,402	252	274
16 - 20 YEARS	2,759	2,031	531	860	52	37	88	104	38	38	0	0	3,468	3,070	254	218
21 - 25 YEARS	2,472	2,802	466	1,061	36	43	81	111	23	31	0	0	3,078	4,048	274	310
26 - 30 YEARS	1,678	1,613	171	586	22	8	45	31	13	7	0	0	1,929	2,245	173	157
31 - 35 YEARS	426	307	28	89	2	2	11	6	6	0	0	0	473	404	51	21
36 - 40 YEARS	79	30	1	11	0	0	1	1	3	0	0	0	84	42	14	7
MORE THAN 40 YEARS	7	1	3	2	0	0	0	0	0	0	0	0	10	3	2	1
STATEWIDE TOTAL	**22,196**	**19,029**	**3,089**	**6,757**	**376**	**252**	**669**	**782**	**286**	**315**	**76**	**78**	**26,692**	**27,213**	**1,130**	**1,122**
MORE THAN 10 YEARS	11,638	9,836	1,774	3,663	213	139	382	434	143	142	0	0	14,150	14,214	1,020	988
AVERAGE YEARS	12.4	12.4	12.8	12.7	12.7	12.7	12.9	12.0	11.7	10.2	0.3	0.3	12.4	12.4	19.5	18.6

STATEWIDE AVERAGE YEARS **12.4**

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

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2003

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	20	0.4%
Dismissal	70	1.3%
Expired Appointment	273	5.0%
Total Involuntary Separations	**363**	**6.7%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	231	4.3%
Layoff/Leave of Absence Rights Expired	28	0.5%
Waived Rights Leave of Absence	94	1.7%
Settlement	1	0.0%
Total Voluntary Separations	**354**	**6.5%**
RETIREMENT		
Retirement	55	1.0%
Early Retirement	4,611	84.9%
Disability Retirement	24	0.4%
Deferred Retirement	26	0.5%
Total Retirements	**4,716**	**86.8%**
TOTAL SEPARATIONS	**5,433**	**100.0%**

Table 3-3

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-29-2002 TO PAY PERIOD ENDING DEC-21-2002

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
DEPARTMENT NAME	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	21	4	0	0	25	41	0	0	0	41	-16
ATTORNEY GENERAL	7	0	0	0	7	23	0	0	0	23	-16
CAREER DEVELOPMENT	12	0	1	0	13	53	0	0	10	63	-50
CIVIL RIGHTS	7	1	0	0	8	31	0	0	5	36	-28
CIVIL SERVICE	4	0	0	0	4	15	0	0	0	15	-11
COMMUNITY HEALTH	146	3	11	0	161	849	0	0	56	905	-744
CONSUMERS & INDUSTRY SERVICES	136	13	6	0	159	347	0	16	21	384	-225
CORRECTIONS	475	10	16	4	510	1,035	0	0	33	1,068	-558
EDUCATION	10	0	0	0	10	52	0	0	0	52	-42
ENVIRONMENTAL QUALITY	9	0	0	0	9	71	0	0	0	71	-62
EXECUTIVE OFFICE	0	0	0	0	0	10	0	0	0	10	-10
FAMILY INDEPENDENCE AGENCY	249	1	29	0	287	1,755	14	84	96	1,949	-1,662
HISTORY ARTS AND LIBRARIES	4	8	0	0	12	35	51	0	0	86	-74
INFORMATION & TECHNOLOGY	13	10	0	0	23	89	0	0	5	94	-71
MANAGEMENT & BUDGET	38	10	2	0	51	110	0	0	0	110	-59
MILITARY AFFAIRS	33	0	2	0	36	93	53	0	27	173	-137
NATURAL RESOURCES	37	70	25	0	134	2,485	707	0	6	3,198	-3,064
STATE	2	14	1	0	17	221	0	0	19	240	-223
STATE POLICE	25	0	0	0	25	178	0	0	5	183	-158
TRANSPORTATION	71	7	1	0	79	468	98	0	0	566	-487
TREASURY	13	8	2	0	23	190	0	0	10	200	-177
STATEWIDE TOTALS	**1,312**	**159**	**96**	**4**	**1,571**	**8,151**	**923**	**100**	**293**	**9,467**	**-7,896**

NOTE: 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 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

SECTION FOUR

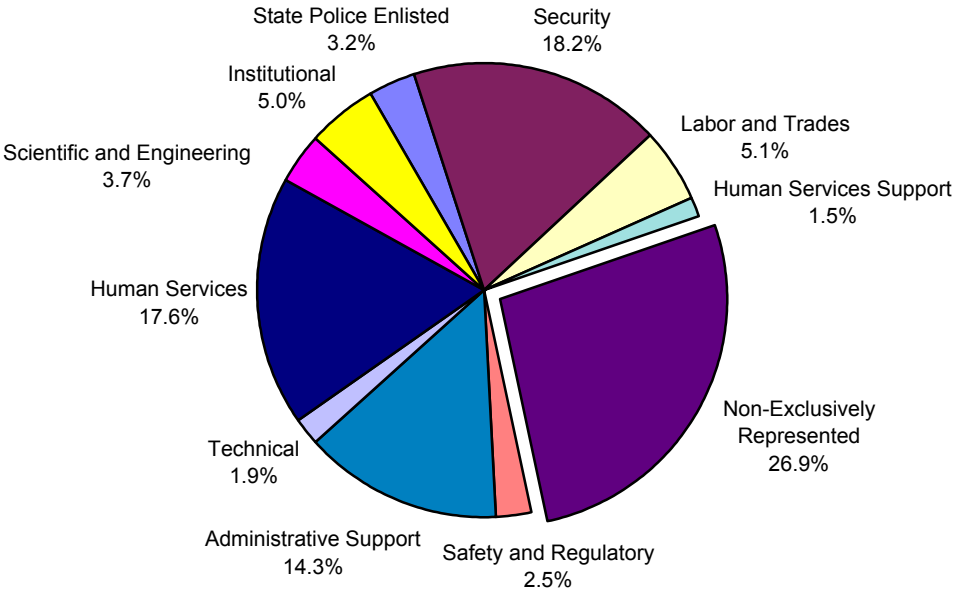
EQUAL EMPLOYMENT OPPORTUNITY REPORT

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

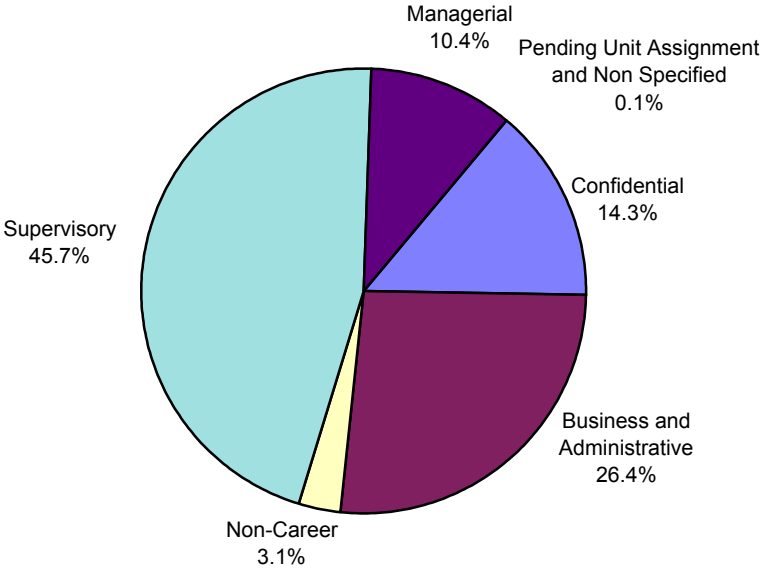
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT
As of December 21, 2002



(53,905 Employees)

Non-Exclusively Represented
14,523 Employees



Source: MAIN MIDB Civil Service HWF 44, pay period ending 12-21-02.
Comment: Of the 53,905 classified employees at fiscal year end, 73 percent were exclusively represented by one of eight employee organizations.

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

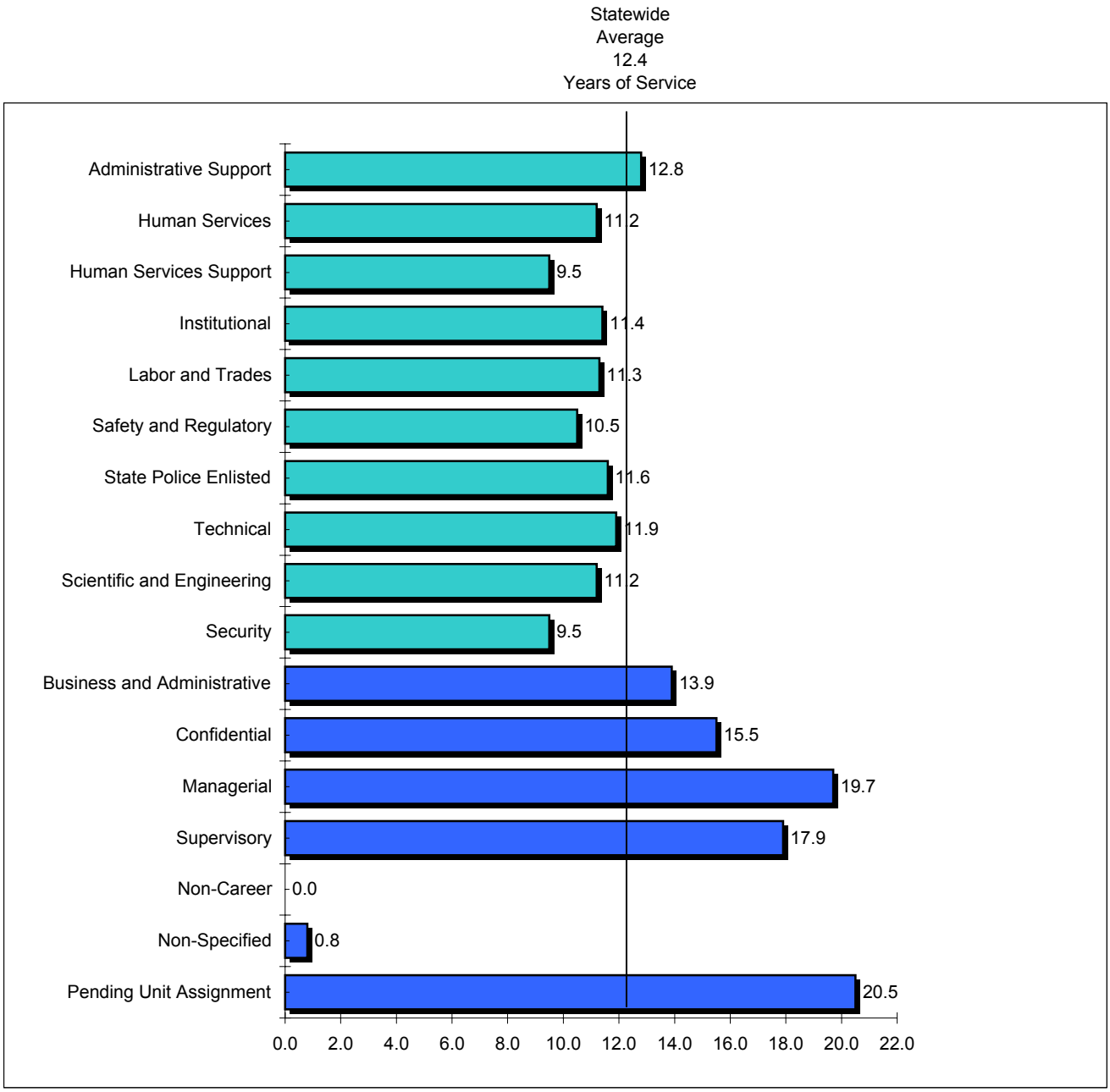
PAY PERIOD ENDING DECEMBER 21, 2002

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	1,354	985	72.7	7	0.5	3	0.2	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,751	2,494	90.7	2	0.1	0	0.0	0	0.0	0	0.0	3	0.1	0	0.0	1	0.0
C12 SECURITY	9,818	3	0.0	5	0.1	9,623	98.0	0	0.0	0	0.0	0	0.0	0	0.0	3	0.0
E42 HUMAN SERVICES SUPPORT	803	0	0.0	16	2.0	0	0.0	639	79.6	0	0.0	0	0.0	0	0.0	1	0.1
H21 SCIENTIFIC & ENGINEERING	1,972	0	0.0	2	0.1	0	0.0	0	0.0	1,893	96.0	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,036	2	0.2	1	0.1	0	0.0	1	0.1	0	0.0	970	93.6	0	0.0	0	0.0
N/A UNAVAILABLE	7	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,744	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,737	99.6	0	0.0
U11 INSTITUTIONAL	2,711	5	0.2	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	1,984	73.2
W22 HUMAN SERVICES	9,492	5	0.1	8,741	92.1	13	0.1	10	0.1	0	0.0	0	0.0	0	0.0	12	0.1
W41 ADMINISTRATIVE SUPPORT	7,694	0	0.0	7,007	91.1	3	0.0	5	0.1	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	10	0	0.0	1	10.0	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	3,830	1	0.0	12	0.3	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	12	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	6,639	8	0.1	39	0.6	14	0.2	1	0.0	10	0.2	0	0.0	8	0.1	0	0.0
Y52 NONCAREER	445	0	0.0	3	0.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,513	0	0.0	1	0.1	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,074	0	0.0	29	1.4	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**39,382**	**3,495**	**8.9**	**15,781**	**40.1**	**9,642**	**24.5**	**655**	**1.7**	**1,894**	**4.8**	**979**	**2.5**	**1,737**	**4.4**	**2,001**	**5.1**
NON-EXCLUSIVELY REPRESENTED TOTAL	**14,523**	**9**	**0.1**	**85**	**0.6**	**16**	**0.1**	**2**	**0.0**	**12**	**0.1**	**1**	**0.0**	**8**	**0.1**	**0**	**0.0**
STATEWIDE TOTALS	**53,905**	**3,504**	**6.5**	**15,866**	**29.4**	**9,658**	**17.9**	**657**	**1.2**	**1,906**	**3.5**	**980**	**1.8**	**1,745**	**3.2**	**2,001**	**3.7**

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
As of Pay Period Ending December 21, 2002



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 12-21-02.

Table 5-2

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS

PAY PERIOD ENDING DEC 21, 2002

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
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	345	72	20	15	1	3	7	2	2	3	6	15	381	110	1	0
6 - 10 YEARS	186	40	8	13	5	2	2	0	1	0	0	0	202	55	3	1
11- 15 YEARS	153	39	22	18	2	4	7	2	2	0	0	0	186	63	8	5
16 - 20 YEARS	86	31	19	15	6	0	5	0	1	0	0	0	117	46	3	0
21 - 25 YEARS	58	27	12	15	1	1	3	1	0	0	0	0	74	44	3	2
26 - 30 YEARS	30	10	3	12	2	0	1	0	0	0	0	0	36	22	2	3
31 - 35 YEARS	12	5	0	0	0	0	0	0	0	0	0	0	12	5	3	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	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**871**	**224**	**84**	**88**	**17**	**10**	**25**	**5**	**6**	**3**	**6**	**15**	**1,009**	**345**	**23**	**11**
MORE THAN 10 YEARS	340	112	56	60	11	5	16	3	3	0	0	0	426	180	19	10
AVERAGE YEARS	9.6	11.6	12.9	15.2	14.8	10.7	12.2	10.4	8.7	2.3	0.0	0.0	10.0	11.9	17.8	18.7

BARGAINING UNIT AVERAGE YEARS **10.5**

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

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	780	140	50	10	5	1	13	1	1	1	4	2	853	155	2	0
6 - 10 YEARS	332	35	17	3	8	0	7	1	0	0	0	0	364	39	10	1
11- 15 YEARS	382	35	45	6	7	0	14	2	3	0	0	0	451	43	34	2
16 - 20 YEARS	237	21	32	6	6	0	9	2	0	0	0	0	284	29	32	1
21 - 25 YEARS	229	27	26	5	7	0	13	3	0	0	0	0	275	35	32	1
26 - 30 YEARS	147	12	8	3	7	0	13	1	0	0	0	0	175	16	13	3
31 - 35 YEARS	23	1	1	0	0	0	2	0	0	0	0	0	26	1	3	1
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	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	**2,135**	**271**	**179**	**33**	**40**	**1**	**71**	**10**	**4**	**1**	**4**	**2**	**2,433**	**318**	**127**	**9**
MORE THAN 10 YEARS	1,023	96	112	20	27	0	51	8	3	0	0	0	1,216	124	115	8
AVERAGE YEARS	11.3	8.4	12.7	13.6	15.9	0.0	16.5	17.9	11.3	3.0	0.3	0.0	11.6	9.1	18.4	21.0

BARGAINING UNIT AVERAGE YEARS **11.3**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	2,263	513	270	257	47	13	58	30	9	1	25	6	2,672	820	4	3
6 - 10 YEARS	1,429	348	171	136	49	10	56	16	3	0	0	0	1,708	510	11	2
11- 15 YEARS	1,614	241	134	104	58	6	41	5	3	0	0	0	1,850	356	68	13
16 - 20 YEARS	946	110	156	116	16	4	17	3	1	1	0	0	1,136	234	62	14
21 - 25 YEARS	311	25	35	13	4	0	3	1	0	0	0	0	353	39	17	1
26 - 30 YEARS	118	4	11	1	0	0	0	0	0	0	0	0	129	5	5	0
31 - 35 YEARS	3	0	2	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
BARGAINING UNIT TOTAL	**6,685**	**1,241**	**779**	**627**	**174**	**33**	**175**	**55**	**16**	**2**	**25**	**6**	**7,854**	**1,964**	**167**	**33**
MORE THAN 10 YEARS	2,993	380	338	234	78	10	61	9	4	1	0	0	3,474	634	152	28
AVERAGE YEARS	10.0	7.9	9.7	8.7	9.7	8.2	8.9	6.1	6.6	10.0	0.4	0.3	9.9	8.1	15.9	14.1

BARGAINING UNIT AVERAGE YEARS **9.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	41	97	35	152	0	3	3	9	3	4	0	8	82	273	1	1
6 - 10 YEARS	25	46	8	29	1	1	1	3	1	0	0	0	36	79	5	6
11- 15 YEARS	22	50	8	46	0	3	3	9	0	0	0	0	33	108	9	11
16 - 20 YEARS	6	31	1	17	0	0	1	3	0	1	0	0	8	52	2	3
21 - 25 YEARS	7	36	5	17	0	3	0	2	0	0	0	0	12	58	4	8
26 - 30 YEARS	10	20	1	17	1	0	0	0	0	0	0	0	12	37	5	2
31 - 35 YEARS	5	5	0	1	0	0	0	0	0	0	0	0	5	6	2	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**116**	**285**	**59**	**280**	**2**	**10**	**8**	**26**	**4**	**5**	**0**	**8**	**189**	**614**	**28**	**31**
MORE THAN 10 YEARS	50	142	16	99	1	6	4	14	0	1	0	0	71	262	22	24
AVERAGE YEARS	10.7	11.4	7.2	7.8	16.5	13.1	8.6	9.6	2.3	4.4	0.0	1.0	9.4	9.5	17.4	15.8

BARGAINING UNIT AVERAGE YEARS **9.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	382	194	8	8	0	0	4	4	16	15	5	2	415	223	1	1
6 - 10 YEARS	216	115	10	12	0	0	3	1	10	8	0	0	239	136	3	1
11- 15 YEARS	279	134	13	8	1	1	8	1	8	6	0	0	309	150	7	1
16 - 20 YEARS	106	64	12	7	1	3	3	0	7	1	0	0	129	75	3	3
21 - 25 YEARS	115	34	12	3	0	0	2	0	6	1	0	0	135	38	4	2
26 - 30 YEARS	82	7	3	0	0	0	1	0	2	0	0	0	88	7	2	0
31 - 35 YEARS	19	0	0	0	0	0	0	0	2	0	0	0	21	0	1	0
36 - 40 YEARS	5	0	0	0	0	0	0	0	1	0	0	0	6	0	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
BARGAINING UNIT TOTAL	**1,205**	**548**	**58**	**38**	**2**	**4**	**21**	**6**	**52**	**31**	**5**	**2**	**1,343**	**629**	**23**	**8**
MORE THAN 10 YEARS	607	239	40	18	2	4	14	1	26	8	0	0	689	270	19	6
AVERAGE YEARS	11.7	9.7	14.7	10.9	15.5	16.3	12.7	6.7	12.7	7.3	1.2	1.0	11.9	9.7	19.3	16.0

BARGAINING UNIT AVERAGE YEARS **11.2**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	214	88	8	14	1	0	7	0	5	2	5	3	240	107	0	0
6 - 10 YEARS	117	37	4	1	1	0	2	0	2	2	0	0	126	40	2	0
11- 15 YEARS	153	47	11	7	0	0	1	1	3	1	0	0	168	56	7	1
16 - 20 YEARS	58	22	11	5	0	1	2	1	0	0	0	0	71	29	1	2
21 - 25 YEARS	36	14	5	5	4	0	3	1	1	0	0	0	49	20	1	1
26 - 30 YEARS	66	4	2	1	0	0	3	0	0	0	0	0	71	5	8	0
31 - 35 YEARS	29	4	0	0	0	0	2	0	2	0	0	0	33	4	5	0
36 - 40 YEARS	15	1	0	0	0	0	0	0	0	0	0	0	15	1	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**689**	**217**	**41**	**33**	**6**	**1**	**20**	**3**	**13**	**5**	**5**	**3**	**774**	**262**	**26**	**4**
MORE THAN 10 YEARS	358	92	29	18	4	1	11	3	6	1	0	0	408	115	24	4
AVERAGE YEARS	12.6	9.6	13.6	10.5	17.7	17.0	14.4	19.0	12.4	7.2	0.2	0.3	12.7	9.7	23.4	17.5

BARGAINING UNIT AVERAGE YEARS **11.9**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
6 - 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
11- 15 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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	**7**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**7**	**0**	**0**	**0**
MORE THAN 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.9	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **2.9**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	363	30	7	2	1	0	6	0	1	0	0	0	378	32	0	0
6 - 10 YEARS	418	71	36	4	17	0	16	0	3	0	0	0	490	75	2	0
11- 15 YEARS	194	48	32	3	5	0	11	2	2	1	0	0	244	54	0	0
16 - 20 YEARS	108	32	27	2	2	0	11	0	0	0	0	0	148	34	1	0
21 - 25 YEARS	157	15	36	2	2	0	13	0	0	0	0	0	208	17	1	0
26 - 30 YEARS	33	1	3	0	0	0	3	0	0	0	0	0	39	1	0	0
31 - 35 YEARS	15	1	1	0	0	0	1	0	0	0	0	0	17	1	0	0
36 - 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	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	**1,294**	**198**	**142**	**13**	**27**	**0**	**61**	**2**	**6**	**1**	**0**	**0**	**1,530**	**214**	**4**	**0**
MORE THAN 10 YEARS	513	97	99	7	9	0	39	2	2	1	0	0	662	107	2	0
AVERAGE YEARS	11.1	11.7	15.3	12.8	10.7	0.0	15.0	14.0	8.7	13.0	0.0	0.0	11.6	11.8	14.5	0.0

BARGAINING UNIT AVERAGE YEARS **11.6**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	290	425	86	185	2	3	9	13	3	6	4	0	394	632	1	0
6 - 10 YEARS	125	137	60	81	1	1	6	3	3	0	0	0	195	222	4	2
11- 15 YEARS	99	89	47	77	2	1	7	4	2	3	0	0	157	174	6	4
16 - 20 YEARS	75	97	35	67	3	1	0	5	0	0	0	0	113	170	9	8
21 - 25 YEARS	119	163	86	101	3	0	4	4	1	0	0	0	213	268	9	10
26 - 30 YEARS	55	69	11	23	1	0	1	0	0	0	0	0	68	92	8	2
31 - 35 YEARS	3	4	1	2	0	0	1	0	0	0	0	0	5	6	1	0
36 - 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	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	**767**	**984**	**326**	**537**	**12**	**6**	**28**	**29**	**9**	**9**	**4**	**0**	**1,146**	**1,565**	**38**	**26**
MORE THAN 10 YEARS	352	422	180	271	9	2	13	13	3	3	0	0	557	711	33	24
AVERAGE YEARS	11.3	10.9	12.9	11.8	15.6	7.7	11.4	9.9	8.4	6.7	0.5	0.0	11.7	11.2	19.1	19.3

BARGAINING UNIT AVERAGE YEARS **11.4**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	618	1,628	157	917	4	15	23	72	19	31	8	9	829	2,672	10	14
6 - 10 YEARS	451	845	112	325	3	10	15	53	6	19	0	0	587	1,252	12	29
11- 15 YEARS	293	580	67	290	2	11	18	49	6	15	0	0	386	945	27	67
16 - 20 YEARS	181	339	46	186	3	3	6	28	4	12	0	0	240	568	16	33
21 - 25 YEARS	293	522	52	324	1	10	5	15	5	7	0	0	356	878	39	67
26 - 30 YEARS	196	259	28	181	2	1	3	5	2	0	0	0	231	446	19	29
31 - 35 YEARS	23	37	5	27	0	1	0	2	0	0	0	0	28	67	2	3
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	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	**2,061**	**4,211**	**467**	**2,250**	**15**	**51**	**70**	**224**	**42**	**84**	**8**	**9**	**2,663**	**6,829**	**125**	**242**
MORE THAN 10 YEARS	992	1,738	198	1,008	8	26	32	99	17	34	0	0	1,247	2,905	103	199
AVERAGE YEARS	12.4	10.6	11.1	11.3	12.4	11.6	10.2	10.3	9.8	9.5	0.4	0.4	12.0	10.8	18.3	17.3

BARGAINING UNIT AVERAGE YEARS **11.2**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	250	1,726	44	381	1	11	10	73	7	15	3	12	315	2,218	2	13
6 - 10 YEARS	82	743	11	156	0	21	3	25	0	5	0	0	96	950	12	42
11- 15 YEARS	60	811	17	215	1	14	6	68	2	8	0	0	86	1,116	20	108
16 - 20 YEARS	33	553	15	171	0	12	5	33	1	6	0	0	54	775	16	77
21 - 25 YEARS	58	859	20	251	0	17	5	39	0	6	0	0	83	1,172	18	93
26 - 30 YEARS	31	532	1	130	0	2	2	9	0	1	0	0	34	674	5	51
31 - 35 YEARS	7	77	3	25	0	0	0	0	0	0	0	0	10	102	1	5
36 - 40 YEARS	0	9	0	0	0	0	0	0	0	0	0	0	0	9	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	**521**	**5,310**	**111**	**1,329**	**2**	**77**	**31**	**247**	**10**	**41**	**3**	**12**	**678**	**7,016**	**74**	**390**
MORE THAN 10 YEARS	189	2,841	56	792	1	45	18	149	3	21	0	0	267	3,848	60	335
AVERAGE YEARS	9.9	12.9	11.4	13.9	9.0	13.4	12.3	12.1	5.6	10.9	0.3	0.1	10.2	13.0	16.7	17.8

BARGAINING UNIT AVERAGE YEARS **12.8**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y00 NON-SPECIFIED																
LESS THAN 6 YEARS	4	3	0	0	0	0	0	0	0	0	0	2	4	5	0	0
6 - 10 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**4**	**6**	**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	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.8**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	454	405	43	66	3	1	9	9	19	18	7	6	535	505	5	0
6 - 10 YEARS	207	225	26	40	0	3	4	4	10	14	0	0	247	286	6	6
11- 15 YEARS	218	268	48	72	1	1	11	14	11	12	0	0	289	367	24	22
16 - 20 YEARS	138	205	37	65	1	2	11	5	9	7	0	0	196	284	23	14
21 - 25 YEARS	196	285	41	67	2	2	7	5	3	5	0	0	249	364	25	33
26 - 30 YEARS	166	182	17	29	1	1	2	3	1	2	0	0	187	217	22	12
31 - 35 YEARS	39	49	0	4	0	0	1	0	0	0	0	0	40	53	5	3
36 - 40 YEARS	4	5	0	0	0	0	0	1	0	0	0	0	4	6	1	2
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**1,422**	**1,624**	**213**	**343**	**8**	**10**	**45**	**41**	**53**	**58**	**7**	**6**	**1,748**	**2,082**	**111**	**92**
MORE THAN 10 YEARS	761	994	144	237	5	6	32	28	24	26	0	0	966	1,291	100	86
AVERAGE YEARS	13.4	14.5	14.6	14.9	14.0	15.2	14.2	13.9	10.6	10.7	0.0	0.0	13.4	14.4	19.9	20.3

BARGAINING UNIT AVERAGE YEARS **13.9**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
6 - 10 YEARS	0	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	1	0	0	0	0	0	0	0	0	0	0	1	1	1	0
21 - 25 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	3	0
26 - 30 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	1	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	**9**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**9**	**3**	**5**	**0**
MORE THAN 10 YEARS	8	3	0	0	0	0	0	0	0	0	0	0	8	3	5	0
AVERAGE YEARS	20.8	19.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.8	19.7	22.0	0.0

BARGAINING UNIT AVERAGE YEARS **20.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	204	172	21	52	2	1	2	1	5	7	0	1	234	234	3	1
6 - 10 YEARS	343	254	56	98	9	9	9	7	8	10	0	0	425	378	9	5
11- 15 YEARS	640	376	108	150	22	3	23	13	13	11	0	0	806	553	37	25
16 - 20 YEARS	677	337	121	145	11	8	16	10	12	6	0	0	837	506	76	42
21 - 25 YEARS	694	447	95	159	9	4	20	18	4	8	0	0	822	636	89	58
26 - 30 YEARS	503	228	62	98	4	1	13	6	5	2	0	0	587	335	57	17
31 - 35 YEARS	152	58	11	17	1	1	0	4	2	0	0	0	166	80	19	5
36 - 40 YEARS	20	7	0	6	0	0	0	0	2	0	0	0	22	13	4	2
MORE THAN 40 YEARS	1	1	1	2	0	0	0	0	0	0	0	0	2	3	0	1
BARGAINING UNIT TOTAL	**3,234**	**1,880**	**475**	**727**	**58**	**27**	**83**	**59**	**51**	**44**	**0**	**1**	**3,901**	**2,738**	**294**	**156**
MORE THAN 10 YEARS	2,687	1,454	398	577	47	17	72	51	38	27	0	0	3,242	2,126	282	150
AVERAGE YEARS	18.5	17.2	17.8	17.5	16.4	15.3	18.3	19.0	16.6	13.4	0.0	0.0	18.4	17.2	21.6	20.7

BARGAINING UNIT AVERAGE YEARS **17.9**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	143	218	11	39	0	1	4	10	3	3	7	6	168	277	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	**143**	**218**	**11**	**39**	**0**	**1**	**4**	**10**	**3**	**3**	**7**	**6**	**168**	**277**	**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	0.3	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.0**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	87	67	11	10	0	0	1	2	0	2	1	2	100	83	0	1
6 - 10 YEARS	76	35	5	1	0	0	2	1	3	0	0	0	86	37	0	0
11- 15 YEARS	82	78	13	10	0	0	2	1	5	4	0	0	102	93	3	3
16 - 20 YEARS	86	59	16	17	3	0	2	2	1	2	0	0	108	80	7	5
21 - 25 YEARS	161	97	31	27	2	2	3	1	1	1	0	0	198	128	22	6
26 - 30 YEARS	208	80	18	29	2	2	3	0	3	2	0	0	234	113	24	10
31 - 35 YEARS	85	24	3	11	1	0	3	0	0	0	0	0	92	35	9	3
36 - 40 YEARS	16	3	1	1	0	0	1	0	0	0	0	0	18	4	5	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	**803**	**443**	**98**	**106**	**8**	**4**	**17**	**7**	**13**	**11**	**1**	**2**	**940**	**573**	**71**	**29**
MORE THAN 10 YEARS	640	341	82	95	8	4	14	4	10	9	0	0	754	453	71	28
AVERAGE YEARS	20.6	17.9	19.0	21.7	23.4	24.3	21.2	12.1	17.3	16.3	0.0	0.0	20.4	18.5	26.4	23.4

BARGAINING UNIT AVERAGE YEARS **19.7**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	69	311	10	51	0	2	4	4	0	6	1	4	84	378	1	1
6 - 10 YEARS	37	173	10	35	2	2	1	4	0	1	0	0	50	215	0	4
11- 15 YEARS	27	255	9	48	0	5	4	10	0	5	0	0	40	323	2	12
16 - 20 YEARS	21	129	3	41	0	3	0	12	2	2	0	0	26	187	2	16
21 - 25 YEARS	33	251	10	72	1	4	0	21	2	3	0	0	46	351	7	28
26 - 30 YEARS	31	204	3	62	2	1	0	7	0	0	0	0	36	274	2	28
31 - 35 YEARS	11	42	1	2	0	0	1	0	0	0	0	0	13	44	0	1
36 - 40 YEARS	1	4	0	2	0	0	0	0	0	0	0	0	1	6	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	**230**	**1,369**	**46**	**313**	**5**	**17**	**10**	**58**	**4**	**17**	**1**	**4**	**296**	**1,778**	**14**	**91**
MORE THAN 10 YEARS	124	885	26	227	3	13	5	50	4	10	0	0	162	1,185	13	86
AVERAGE YEARS	14.2	15.3	13.9	17.1	19.8	15.7	10.1	18.5	20.0	11.6	1.0	0.5	14.1	15.7	20.6	21.5

BARGAINING UNIT AVERAGE YEARS **15.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,513	6,089	781	2,159	67	54	160	230	93	114	76	78	7,690	8,724	31	35
6 - 10 YEARS	4,045	3,104	534	935	96	59	127	118	50	59	0	0	4,852	4,275	79	99
11- 15 YEARS	4,217	3,052	574	1,054	101	49	156	181	60	66	0	0	5,108	4,402	252	274
16 - 20 YEARS	2,759	2,031	531	860	52	37	88	104	38	38	0	0	3,468	3,070	254	218
21 - 25 YEARS	2,472	2,802	466	1,061	36	43	81	111	23	31	0	0	3,078	4,048	274	310
26 - 30 YEARS	1,678	1,613	171	586	22	8	45	31	13	7	0	0	1,929	2,245	173	157
31 - 35 YEARS	426	307	28	89	2	2	11	6	6	0	0	0	473	404	51	21
36 - 40 YEARS	79	30	1	11	0	0	1	1	3	0	0	0	84	42	14	7
MORE THAN 40 YEARS	7	1	3	2	0	0	0	0	0	0	0	0	10	3	2	1
STATEWIDE TOTAL	**22,196**	**19,029**	**3,089**	**6,757**	**376**	**252**	**669**	**782**	**286**	**315**	**76**	**78**	**26,692**	**27,213**	**1,130**	**1,122**
MORE THAN 10 YEARS	11,638	9,836	1,774	3,663	213	139	382	434	143	142	0	0	14,150	14,214	1,020	988
AVERAGE YEARS	12.4	12.4	12.8	12.7	12.7	12.7	12.9	12.0	11.7	10.2	0.3	0.3	12.4	12.4	19.5	18.6
STATEWIDE AVERAGE YEARS			**12.4**													

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

Table 5-3

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

PAY PERIOD ENDING DECEMBER 21, 2002

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	1,357	3%	42.8	$19.62	888	65%
A31	LABOR AND TRADES	2,767	5%	45.2	$17.73	1,797	65%
C12	SECURITY	9,917	18%	39.9	$19.10	6,770	68%
E42	HUMAN SERVICES SUPPORT	804	1%	45.6	$17.01	465	58%
H21	SCIENTIFIC & ENGINEERING	1,972	4%	42.4	$26.08	1,351	69%
L32	TECHNICAL	1,036	2%	41.9	$18.87	700	68%
N/A	UNAVAILABLE	7	0%	34.4	$31.55	3	43%
T01	STATE POLICE ENLISTED	1,750	3%	37.4	$24.83	1,372	78%
U11	INSTITUTIONAL	2,753	5%	43.9	$16.32	1,723	63%
W22	HUMAN SERVICES	9,508	18%	44.1	$21.55	5,975	63%
W41	ADMINISTRATIVE SUPPORT	7,703	14%	44.9	$16.88	5,141	67%
Y00	NON-SPECIFIED	10	0%	29.5	$12.35	1	10%
Y23	BUSINESS & ADMINISTRATION	3,832	7%	45.1	$25.64	2,812	73%
Y50	PENDING UNIT ASSIGNMENT	12	0%	50.5	$22.31	11	92%
Y51	SUPERVISORY	6,655	12%	47.5	$26.68	6,197	93%
Y52	NONCAREER	445	1%	24.0	$11.47	0	0%
Y98	MANAGERIAL	1,514	3%	50.0	$40.33	1,332	88%
Y99	CONFIDENTIAL	2,075	4%	44.8	$22.04	1,607	77%
STATEWIDE TOTALS		**54,117**	**100%**	**43.7**	**$21.46**	**38,145**	**70%**

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 DECEMBER 21, 2002

			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	**7,703**	3,475	45%	3,269	42%	138	2%	6,578	85%	354	5%	37	0%	6,981	91%
Y23	BUSINESS & ADMINISTRATION	**3,832**	1,515	40%	1,957	51%	85	2%	3,432	90%	136	4%	21	1%	3,593	94%
Y99	CONFIDENTIAL	**2,075**	832	40%	1,003	48%	42	2%	1,828	88%	58	3%	11	1%	1,897	91%
W22	HUMAN SERVICES	**9,508**	5,388	57%	3,351	35%	179	2%	8,592	90%	364	4%	46	0%	9,013	95%
E42	HUMAN SERVICES SUPPORT	**804**	508	63%	227	28%	9	1%	705	88%	43	5%	2	0%	743	92%
U11	INSTITUTIONAL	**2,753**	1,660	60%	898	33%	16	1%	2,514	91%	62	2%	2	0%	2,586	94%
A31	LABOR AND TRADES	**2,767**	1,433	52%	968	35%	32	1%	2,417	87%	0	0%	9	0%	2,428	88%
Y98	MANAGERIAL	**1,514**	808	53%	617	41%	17	1%	1,425	94%	18	1%	4	0%	1,451	96%
Y52	NONCAREER	**445**	2	0%	4	1%	0	0%	6	1%	0	0%	0	0%	7	2%
Y00	NON-SPECIFIED	**10**	1	10%	0	0%	0	0%	1	10%	0	0%	0	0%	1	10%
Y50	PENDING UNIT ASSIGNMENT	**12**	4	33%	7	58%	0	0%	10	83%	1	8%	0	0%	11	92%
A02	SAFETY & REGULATORY	**1,357**	865	64%	300	22%	22	2%	1,172	86%	8	1%	6	0%	1,191	88%
H21	SCIENTIFIC & ENGINEERING	**1,972**	1,008	51%	825	42%	44	2%	1,821	92%	59	3%	10	1%	1,898	96%
C12	SECURITY	**9,917**	6,082	61%	3,313	33%	78	1%	9,209	93%	295	3%	18	0%	9,527	96%
T01	STATE POLICE ENLISTED	**1,750**	1,588	91%	123	7%	5	0%	1,701	97%	10	1%	1	0%	1,713	98%
Y51	SUPERVISORY	**6,655**	3,821	57%	2,383	36%	85	1%	6,184	93%	144	2%	17	0%	6,344	95%
L32	TECHNICAL	**1,036**	547	53%	370	36%	15	1%	907	88%	32	3%	3	0%	941	91%
	UNAVAILABLE	**7**	2	29%	4	57%	0	0%	5	71%	1	14%	0	0%	6	86%
STATEWIDE TOTALS:		**54,117**	**29,539**	**55%**	**19,619**	**36%**	**767**	**1%**	**48,507**	**90%**	**1,585**	**3%**	**187**	**0%**	**50,331**	**93%**

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 48
REPORT SEQUENCE: UNION_CD_DESC
TABLES USED: HRM_BENEFITS_UNION; HRM_EMP_COMMON; HRM_DEDUCTIONS_UNION

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 21, 2002

			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	**7,703**	6,815	88%	138	2%	6,769	88%	407	5%	864	11%
Y23	BUSINESS & ADMINISTRATION	**3,832**	3,469	91%	36	1%	3,445	90%	283	7%	878	23%
Y99	CONFIDENTIAL	**2,075**	1,937	93%	25	1%	1,914	92%	108	5%	449	22%
W22	HUMAN SERVICES	**9,508**	8,786	92%	0	0%	8,918	94%	562	6%	1,240	13%
E42	HUMAN SERVICES SUPPORT	**804**	554	69%	0	0%	748	93%	59	7%	47	6%
U11	INSTITUTIONAL	**2,753**	2,483	90%	2	0%	2,672	97%	61	2%	79	3%
A31	LABOR AND TRADES	**2,767**	2,347	85%	20	1%	2,447	88%	104	4%	131	5%
Y98	MANAGERIAL	**1,514**	1,425	94%	38	3%	1,381	91%	81	5%	466	31%
Y52	NONCAREER	**445**	5	1%	1	0%	9	2%	1	0%	0	0%
Y00	NON-SPECIFIED	**10**	1	10%	0	0%	1	10%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**12**	11	92%	0	0%	11	92%	0	0%	5	42%
A02	SAFETY & REGULATORY	**1,357**	1,126	83%	91	7%	1,055	78%	65	5%	115	8%
H21	SCIENTIFIC & ENGINEERING	**1,972**	1,674	85%	19	1%	1,738	88%	168	9%	302	15%
C12	SECURITY	**9,917**	9,514	96%	0	0%	9,665	97%	247	2%	255	3%
T01	STATE POLICE ENLISTED	**1,750**	1,638	94%	1,281	73%	0	0%	23	1%	103	6%
Y51	SUPERVISORY	**6,655**	6,487	97%	238	4%	6,066	91%	246	4%	1,117	17%
L32	TECHNICAL	**1,036**	844	81%	22	2%	828	80%	76	7%	95	9%
	UNAVAILABLE	**7**	3	43%	0	0%	5	71%	1	14%	1	14%
STATEWIDE TOTALS:		**54,117**	**49,119**	**91%**	**1,911**	**4%**	**47,672**	**88%**	**2,492**	**5%**	**6,147**	**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 48
REPORT SEQUENCE: UNION_CD_DESC
TABLES USED: HRM_BENEFITS_UNION; HRM_EMP_COMMON; HRM_DEDUCTIONS_UNION

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 01, ENDING DEC 21, 2002

EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO. OF EMPLOYEES	SAFETY & REGULATION	LABOR AND TRADES	SECURITY	HUMAN SERVICES SUPPORT	SCIENTIFIC & ENGINEERING	TECHNICAL	STATE POLICE ENLISTED	INSTITUTIONAL	HUMAN SERVICES	ADMINISTRATIVE SUPPORT	TOTAL EXCLUSIVELY REPRESENTED
AGRICULTURE	79	623	47	41	0	0	239	23	0	0	0	94	444
ATTORNEY GENERAL	11	479	20	3	0	0	0	0	0	0	0	106	129
AUDITOR GENERAL	03	167	0	2	0	0	0	0	0	0	0	3	5
CAREER DEVELOPMENT	80	890	4	11	0	138	0	1	0	14	317	136	621
CIVIL RIGHTS	15	141	0	0	0	0	0	0	0	0	61	20	81
CIVIL SERVICE	19	163	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,503	37	136	472	0	95	52	0	1,320	612	474	3,198
CONSUMERS & INDUSTRY SERVICES	63	3,032	259	40	0	567	113	6	0	0	233	624	1,842
CORRECTIONS	47	17,418	11	882	9,346	0	11	84	0	525	2,146	1,290	14,295
EDUCATION	31	293	1	6	0	2	0	0	0	23	81	80	193
ENVIRONMENTAL QUALITY	76	1,350	34	2	0	0	749	47	0	0	1	213	1,046
EXECUTIVE OFFICE	01	36	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	10,100	183	71	0	96	3	3	0	366	5,928	1,452	8,102
HISTORY ARTS AND LIBRARIES	25	270	34	16	0	0	6	2	0	0	53	47	158
INFORMATION & TECHNOLOGY	08	1,713	0	33	0	0	6	60	0	0	1	347	447
MANAGEMENT & BUDGET	07	1,330	7	331	0	0	31	13	0	0	2	229	613
MILITARY AFFAIRS	51	892	29	123	0	0	18	10	0	449	23	55	707
NATURAL RESOURCES	75	1,682	426	245	0	0	172	186	0	7	26	190	1,252
STATE	23	1,816	31	20	0	0	0	0	0	0	0	1,234	1,285
STATE POLICE	55	2,847	162	30	0	0	74	24	1,744	6	0	306	2,346
TRANSPORTATION	59	2,727	58	724	0	0	453	524	0	0	1	248	2,008
TREASURY	27	1,426	11	35	0	0	2	1	0	1	7	546	603
GRAND TOTAL:		**53,898**	**1,354**	**2,751**	**9,818**	**803**	**1,972**	**1,036**	**1,744**	**2,711**	**9,492**	**7,694**	**39,375**

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 01, ENDING DEC 21, 2002

NON-EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO OF EMPLOYEES	BUSINESS AND ADMINISTRATIVE	CONFIDENTIAL	MANAGERIAL	NON-CAREER	PENDING UNIT ASSIGNMENT	SUPERVISORY	TOTAL NERE'S
AGRICULTURE	79	623	34	20	24	29	1	71	179
ATTORNEY GENERAL	11	479	17	54	271	0	0	8	350
AUDITOR GENERAL	03	167	5	80	30	3	0	44	162
CAREER DEVELOPMENT	80	890	113	31	39	13	0	73	269
CIVIL RIGHTS	15	141	12	23	8	2	0	15	60
CIVIL SERVICE	19	163	2	133	15	5	0	8	163
COMMUNITY HEALTH	39	4,503	334	116	152	42	6	655	1,305
CONSUMERS & INDUSTRY SERVICES	63	3,032	558	152	128	70	9	273	1,190
CORRECTIONS	47	17,418	188	301	158	37	0	2,439	3,123
EDUCATION	31	293	40	27	16	2	0	15	100
ENVIRONMENTAL QUALITY	76	1,350	52	33	20	23	0	176	304
EXECUTIVE OFFICE	01	36	0	36	0	0	0	0	36
FAMILY INDEPENDENCE AGENCY	43	10,100	288	466	154	8	1	1,081	1,998
HISTORY ARTS AND LIBRARIES	25	270	18	10	21	42	0	21	112
INFORMATION & TECHNOLOGY	08	1,713	903	60	60	60	0	183	1,266
MANAGEMENT & BUDGET	07	1,330	286	174	84	44	0	129	717
MILITARY AFFAIRS	51	892	19	27	14	1	0	124	185
NATURAL RESOURCES	75	1,682	72	51	50	9	0	248	430
STATE	23	1,816	130	68	43	11	0	279	531
STATE POLICE	55	2,847	83	45	46	8	0	319	501
TRANSPORTATION	59	2,727	174	109	78	28	5	325	719
TREASURY	27	1,426	502	58	102	8	0	153	823
GRAND TOTAL:		**53,898**	**3,830**	**2,074**	**1,513**	**445**	**22**	**6,639**	**14,523**

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

Table 5-11

EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT

PAY PERIOD ENDING DECEMBER 21, 2002

Department	Total Employees	Assoc. Of State Executives	Michigan Assoc Of Gov't Employees	Police Officer Assoc. of Michigan	Michigan Inst. Supv. Union	Michigan Nurses Assoc.	Michigan State Employees Assoc.	Michigan State Police Command Officers Assoc.	UAW	Michigan State Employees Assoc.	Total
AGRICULTURE	179	0	6	0	0	0	0	0	0	0	6
ATTORNEY GENERAL	350	0	0	0	0	0	0	0	2	0	2
AUDITOR GENERAL	162	0	3	0	0	0	0	0	0	0	3
CAREER DEVELOPMENT	269	4	8	0	1	0	0	0	3	0	16
CIVIL RIGHTS	60	0	2	0	0	0	0	0	0	0	2
CIVIL SERVICE	163	0	1	0	0	0	0	0	0	0	1
COMMUNITY HEALTH	1,310	0	173	0	26	28	0	0	3	0	230
CONSUMERS & INDUSTRY SERVICES	1,191	15	31	0	1	0	1	0	8	0	56
CORRECTIONS	3,132	3	300	0	494	1	5	0	23	1	827
EDUCATION	100	1	0	0	0	0	0	0	1	0	2
ENVIRONMENTAL QUALITY	304	1	6	0	0	0	0	0	1	0	8
EXECUTIVE OFFICE	36	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	2,000	4	251	0	33	0	0	0	34	0	322
HISTORY ARTS AND LIBRARIES	112	0	1	0	0	0	0	0	0	0	1
INFORMATION & TECHNOLOGY	1,267	1	10	0	0	0	0	0	1	0	12
MANAGEMENT & BUDGET	717	3	7	0	4	0	0	0	1	0	15
MILITARY AFFAIRS	185	2	15	0	37	0	0	0	2	0	56
NATURAL RESOURCES	430	1	38	0	0	0	1	0	0	0	40
STATE	531	1	35	0	11	0	0	0	1	0	48
STATE POLICE	502	0	19	0	1	0	0	178	0	0	198
TRANSPORTATION	719	1	24	0	1	0	2	0	4	0	32
TREASURY	824	1	20	0	2	0	0	0	1	0	24
STATEWIDE TOTALS:	**14,543**	**38**	**950**	**0**	**611**	**29**	**9**	**178**	**85**	**1**	**1,901**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 43
REPORT SEQUENCE: DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART, HRM_GRP1-5_DEDUCTIONS