Michigan Commission on Spanish-Speaking Affairs

Annual Report 2000

State of Michigan
Governor John Engler

Michigan Commission
on Spanish-Speaking Affairs
Marylou Olivarez-Mason
Executive Director

Michigan Department
of Career Development
Dr. Barbara Bolin
Director

Cesar Chavez Academy Choir with Choir Director Benny Cruz
and State Representative Valde Garcia

Michigan Department of
Career Development
Dr. Barbara Bolin, Director

Michigan Commission on Spanish-Speaking Affairs
201 N. Washington Sq. • 3rd Floor • Lansing, Michigan 48913 • Phone: (517) 373-8339 • Fax: (517) 373-0176

July 1, 2001

The Honorable John Engler
Governor of Michigan
George W. Romney Building
111 South Capitol Avenue
Lansing, Michigan 48933

Dear Governor Engler:

The Commission on Spanish-Speaking Affairs is proud to present the Annual Report for fiscal year 2000.

The 2000 Annual Report will inform you, the Senate, the House of Representatives, and the people of Michigan of the activities and accomplishments of the Commission on Spanish-Speaking Affairs during this past year. This year has been one of transition for the Commission. The transfer to the Michigan Department of Career Development has been an excellent match to the Commission's focus on Hispanic education and related issues. The Michigan Department of Career Development and the Commission on Spanish-Speaking Affairs have begun to develop initiatives to address the high school dropout rate for Hispanics, increase Hispanic enrollment in postsecondary education and training programs, and market the state's career development services to Michigan Hispanics.

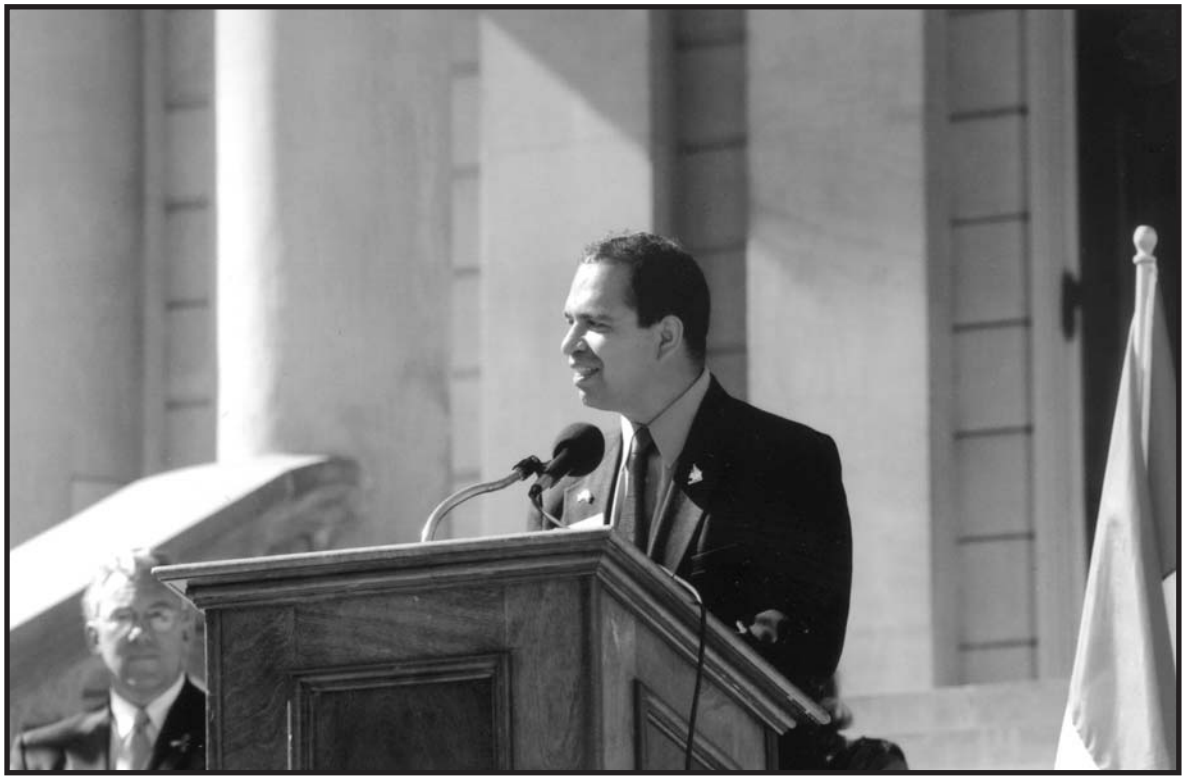
As you will notice, we have continued to work on our mission for the betterment of Michigan's Hispanic population. The Commission on Spanish-Speaking Affairs is certainly committed to upholding and pursuing the goals of Public Act 164 of 1975. We have been diligently networking with your office, state departments, and many other agencies and organizations in the state of Michigan for the purpose of enhancing the lives of Hispanics in Michigan. We appreciate your support and commitment to our mission and our community, and we look forward to our continued work with you in addressing the challenges of the future.

Sincerameente,

Mariano Pallares
Commission Chairperson

Marylou Olivarez-Mason
Executive Director

State Representative Valde Garcia speaks at the State Capitol during Hispanic Heritage Month.



Commissioners

Manuel Alfonso
Auburn Hills

Nelida B. Bravo
White Lake

Randall Fernandez
Port Huron

Jorge Cedeno
Grand Rapids

David Esparza
Detroit

Jeorge E. Fierro
Holland

Emily Martinez
Blissfield

Johnny Morales
Lansing

Carmen Munoz
Northville

Mariano Pallares
Southfield

Sergio Paneque
Laingsburg

Frances Plets
Grand Rapids

Juanita Sylvia Rogers
Northport

Zoraida Sanchez
Grand Rapids

Ricardo J. Verdoni
Saginaw

Commission Staff

Marylou Olivarez-Mason, Executive Director
Victoria Potter, Administrative Assistant

Commission Interns

Alberto Cayetano
June Claire Cook

Background Information on Hispanic Americans

Who are the Hispanic Americans?

The United States Government defines "Hispanics" as people who are of Spanish, Portuguese, or Latin American (Central or South American) descent. The three largest groups are Mexican Americans, Puerto Ricans, and Cubans.

Just as there are many Hispanic groups, there are many terms these groups use to refer to themselves. The term Hispanic is a general term that includes all these groups.

Some prefer the term Latino instead of Hispanic. Other Hispanic Americans refer to themselves by their particular group—that is, Cuban American, Mexican American, Puerto Rican, etc. Some Mexican Americans prefer the term Chicano.

How many Americans are Hispanic?

The 2000 census revealed there were 35.3 million Hispanic Americans in the United States (12.5 percent of the country's total population of 281.4 million). The U.S. Census Bureau estimates there will be 44 million Hispanics by the year 2010 and 55 million by 2020. By next year, Hispanics will become the country's largest minority at 12.4 percent of the total population while African Americans will compose 12.2 percent of the same.

The Hispanic population is increasing quickly. Much of the population increase is due to immigration, mostly from Mexico. A second reason is the high birthrate among Hispanics.

Where do Hispanic Americans live?

Most Hispanic Americans live in the West or in the South; in fact half of all Hispanic Americans live in just two states: California and Texas. In New Mexico, 42.1 percent of the total state population is Hispanic, the highest proportion of any state.

Despite regional concentrations, Hispanic Americans can be found in every state in the U.S. Mexican Americans live primarily in California, Texas, Arizona, Nevada, and Colorado; Puerto Ricans prefer New York, New Jersey, and Pennsylvania; and about two-thirds of all Cubans live in Florida.

In 2000, almost half of all Hispanics lived in a central city within a metropolitan area; nearly 4,000,000 Hispanics lived in New York and Los Angeles alone! Of the 245 places in the United States with 100,000 or more in population, Hispanics are the majority of the population in 19 cities including El Paso, Texas; Pomona, California; Miami, Florida; Corpus Christi, Texas; and Paterson, New Jersey.

Why are so many countries Spanish-speaking?

Spain at one time was a superpower in the world. Spaniards put much energy into exploring and conquering new parts of the world, settling in much of North and South America. The first Spanish settlement in North America was at St. Augustine, Florida, in 1563.

In Mexico the Spaniards conquered the native Indians. Intermarriage over the years produced the Mexican people (mestizo). Thus the heritage of Mexicans is both Indian and Spanish.

The Spaniards conquered Cuba and Puerto Rico as well. The Spaniards forced the native Indians into slavery. They also imported many African slaves. Thus Cubans and Puerto Ricans have a Spanish, Indian, and African heritage.

Why did Mexicans migrate to the United States?

Many Mexicans became United States citizens in the 1800s. In 1821, Mexico declared its independence from Spain. Then in 1848, Mexico lost the Mexican War to the United States. Mexico was forced to give the U.S. the northern half of its holdings, including what are now the states of California, Arizona, Utah, and Nevada. At that time the Mexicans living there were given the choice of becoming U.S. citizens or returning to Mexico. Eighty percent stayed and became U.S. citizens. Later,

additional territory was purchased from Mexico—land that became parts of Arizona and New Mexico. Many Mexican residents of these lands became U.S. citizens as well.

In the late 1800s, many more Mexicans went north, seeking jobs as the Mexican economy weakened. They worked as farm and ranch hands, railroad workers, miners, and factory workers. Today, thousands of Mexicans continue to migrate north each year seeking work. Thus there are always many Mexican immigrants, both legal and illegal.

Why did Cubans migrate to the United States?

Before 1959 there were few Cuban immigrants in the United States, but in 1959 Fidel Castro overthrew the Cuban government and declared Cuba a communist state. He outlawed individual ownership of property and accumulation of wealth. Many middle and upper class Cubans fled Cuba. Castro allowed them to take only the clothes on their backs and $5 in American money. The Cuban government took the rest of their wealth. Most people ended up in Miami, Florida. They were mainly educated professionals who were welcomed into the United States.

A second large group of Cubans was allowed to leave Cuba in 1980. This "boat-lift" of Cubans was controversial because, unlike the first group, most of these people were from the lower class. A number were even criminals or mentally ill individuals that Castro wanted to get rid of. These immigrants were not particularly welcomed by the first group of Cubans or by white Miamians.

The number of Cubans in the U.S. rose from 30,000 in 1959 to 1.2 million in 2000. Cubans are a major force in Florida, especially in Miami.

Why did Puerto Ricans come to the mainland United States?

In 1898, following the Spanish-American War, Puerto Rico became a possession of the United States, and in 1917 Puerto Ricans were granted U.S. citizenship. Since that time, Puerto Ricans have had the unrestricted right to travel between the island and the mainland. After World War II the economy of Puerto Rico began to weaken. Many Puerto Ricans have migrated to the mainland U.S. since then. In 2000, there were about 3.4 million Puerto Ricans living in the mainland U.S. Most of these people live in New York City.

What other countries do Hispanics come from?

Immigrants come from Latin American countries such as Nicaragua, Guatemala, Honduras, Colombia, Dominican Republic, and El Salvador. Most come to escape civil war, poverty, and political repression.

The 1969 border war between Honduras and El Salvador caused economic conditions to deteriorate in all of Central America. Civil wars and unrest in Guatemala, El Salvador, and Nicaragua since 1979 have caused large migrations. The number of Central and South Americans in the United States has been estimated at about 3.1 million.

The Michigan Commission on Spanish-Speaking Affairs Public Act 164 of 1975

The Michigan Commission on Spanish-Speaking Affairs was created in 1975 for the purpose of developing policies and plans of action to serve, be an advocate for, and represent the needs of the Hispanic communities within Michigan.

The Commission, by statute (P.A. 164 of 1975), is directed to:

- Advise the Governor and the Legislature concerning the coordination and administration of state programs serving Hispanics.
- Make recommendations to the Governor and the Legislature regarding changes in state programs, statutes, and policies.
- Advise the Governor and Legislature of the nature, magnitude, and priorities of the problems of Hispanics. Review and advise the Governor and the Legislature on the state's policies concerning Hispanic affairs.
- Review and approve grants to be made from federal, state, or private funds, which are administered by the office.
- Secure appropriate recognition of Hispanic accomplishments and contributions to this state.
- Review and approve the annual report by the Office of Spanish-Speaking Affairs.

The policies of the Michigan Commission on Spanish-Speaking Affairs are carried out by the Office of Spanish-Speaking Affairs, which is directed by statute to:

- Conduct studies and recommend solutions to the problems of Hispanics in the areas of education, employment, civil rights, health, housing, senior citizens, and other related areas.
- Recommend to federal, state, and local governmental departments and agencies the creation of services and facilities as needed.
- Apply for and accept grants and gifts from governmental departments and agencies to assure that Hispanics have access to decision-making bodies, the policies of which affect Hispanics in this state.
- Cooperate with departments and agencies to aid in effectuating the purposes of this act.
- Submit a full written report of its activities and recommendations each year to the Governor, Legislature, and various Hispanic communities throughout the state.
- Serve as a clearinghouse of information about Hispanics.

The Governor, with the advice and consent of the Senate, appoints the members of the Michigan Commission on Spanish-Speaking Affairs for three-year terms. The 15 Commissioners are of Hispanic origin and are representative of the Michigan Hispanic population.

The Michigan Commission on Spanish-Speaking Affairs Public Act 164 of 1975

LA COMISION DE ASUNTOS HISPANOS DE MICHIGAN

La Comision de Asuntos Hispanos fue creada en el ano 1975 con el proposito de desarrollar regulaciones y planes de accion que sirvan, que advoguen por y que representen las necesidades de las comunidades Hispanas de Michigan. El Gobernador, con el consejo y consentimiento del Senado, nombran los miembros de la Comision por terminos de tres anos. Cada comisionado es de origen Hispano y representa a la poblacion Hispana de Michigan.

La ley direge la Comision a:

- Aconseljar al Gobernador, la Legislatura, y la Oficina en relacion a la coordinacion y administracion de los pogramas estatales que sirvin a los Hispanos.
- Hacer recomendaciones al Gobernador y a la Legislatura en relacion a cambios en los programs, estatutos y regulaciones estatales.
- Aconsejar al Gobernador y a la Legislatura sobre la naturaleza, magnitud y prioridades de los problemas que afectan a los Hispanos.
- Reveer y aprobar las donaciones hechas con fondos federales, estatales o privados, las cuales son administradas por la Oficina.
- Asegurar el reconocimieto apropiado de los exitas y las contribuciones de los Hispanos en el estado de Michigan.
- Reveer y aprobar el Reporte Annual preparado por la Oficina de Asuntos Hispanos.

El proposito de la Oficina de Asuntos Hispanos es proveer a la Comision la informacion concerniete a las problemas de los Hispanos e implemetar lasregulaciones de la Comision.

La ley direge la Oficina a:

- Conducir estudios y recomendar soluciones para los problemas de los Hispanos en las areas de educacion, empleo, derechos civiles, salud, vivienda, ancianos, y otras areas relacionadas.
- Recomendar a los departamentos y agencias del gobierno federal, estatal y local, la creacion de servicios y facilidades que sean necesarios.
- Solicitar y aceptar donaciones y regalos de fuentes gubernamentales y privadas.
- Requerir los servicios de todos los departamentos y agencias de gobierno estatal local para aseguras que los Hispanos tengas acceso a los organos legislativos que dictan leyes que afectan a los Hispanos el estado de Michdigan.
- Cooperas conlos departamentos y agencias que ayudan a implementar los propositos de esta Acta.
- Someter un reporte escrito annual de sus actividades y recomendaciones al Gobernador, a la Legislatura, y a las varias comunidades Hispanicas de estado de Michigan.
- Servir como un centro de recopilacion y distribucion y referencia de informacion sobre asuntos Hispanos.

2000 Accomplishments

The following pages will provide a brief synopsis of the accomplishments achieved during the past year. This brief report is not intended to be an exhaustive account of the extensive work and advocacy activities that the Commission and its staff undertake on a daily basis.

Approximately 120 calls and letters requesting intervention from the Commission staff and/or Commissioners are received each month. Constituents often request guidance and/or direct assistance in the areas of employment, job training, discrimination, sexual harassment, on-the-job harassment, promotion problems, and other issues. The Commission either assists on a direct basis or refers the constituent to the appropriate local services or agency.

JAN - APR

The Commission, in partnership with the U.S. Census Bureau, promoted the 2000 Census and assisted in informing the Michigan Hispanic community of the importance of being counted. The Commission attended Census Bureau meetings for the latest updated information and disseminated the information to the Hispanic community, participated in numerous mailings of posters and other marketing items, published newsletter articles in the Commission's newsletter, *El Informe*, and arranged for a Census Bureau representative to be present at every Commission meeting to answer questions and provide information.

FEB

The Commission, in partnership with the U.S. Hispanic Leadership Institute, initiated Hispanic leadership programs in Lansing, Adrian, Grand Rapids, Saginaw, and Holland. The programs helped train Hispanic community leaders on a broad range of public policy issues. The series consisted of nine weekly seminars, three weeks each on municipal, county, and school governments, for a total of 27 hours. These programs were held throughout the year. The Commission will continue to work with other communities with large concentrations of Hispanics.

MAR

The Commission, in partnership with Grand Rapids Community College and Grand Rapids Public Schools, assisted in facilitating the "Latino Youth Congress 2000" Leadership Conference, which was attended by more than 800 Latino high school students. This was the first conference of its kind in the Grand Rapids area. The conference focused on developing and empowering youth leadership in the Latino community and creating meaningful connections between Latino youth and adults that will lead to mentoring relationships.

MAY

Governor John Engler issued Executive Order 2000-5 to move the Commission from the Michigan Department of Civil Rights to the Michigan Department of Career Development through a Type I transfer. The Michigan Department of Career Development and the Commission on Spanish-Speaking Affairs have begun to develop initiatives to address the high school dropout rate for Hispanics, increase Hispanic enrollment in postsecondary education and training programs, and market the state's career development services to Michigan Hispanics.

The Commission assisted in re-establishing the Greater Lansing Hispanic Chamber of Commerce, which encompasses the Lansing tri-county area, to assist Hispanic business owners, specifically small businesses, to promote and enhance business relationships that result in increased economic growth and development.

JUNE

The Commission, in partnership with the Mexican Consul's Office in Detroit, assisted in initiating a Teacher Exchange Program. The program brought 20 teachers from Mexico to work in Michigan communities with large concentrations of Hispanics. A summer program was developed within various school districts to teach students the Hispanic arts, culture, and Spanish language. The program was held in Holland, Saginaw, Lansing, and Detroit. It was expanded to include Windsor, Ontario, Canada, where St. Clair Community College of Applied Arts and Technology also participated in the summer Teacher Exchange Program.

JULY

The Commission, in partnership with the Mexican Consul's Office and Commissioner Zoraida Sanchez, obtained a medical hardship visa to help save a young Mexican man with kidney failure who lived in Grand Rapids. The Commission received a call requesting assistance in obtaining a visa for the kidney transplant donor, who lived in Mexico. Due to the Commission's intervention, a visa was quickly issued and the donor was able to travel to Grand Rapids for the kidney transplant operation.

The Commission, in partnership with the Mexican Consul's Office, disseminated information resulting in a successful art contest for children entitled "Este Es Mi Mexico." This contest was open to students ages 7–13. The artwork was submitted to the Mexican Consul's office and then forwarded to the office of Mexico's President Ernesto Zedillo. The artwork submitted was judged according to grade, age, and creativity. The winning contestants were notified, and the students and their parents were invited to travel to Mexico City to accept the awards. All the artwork submitted was used to create an annual calendar. The calendars were distributed to organizations in Mexico and Michigan.

SEPT

The Commission, in partnership with the U.S. Immigration & Naturalization Service and the Grand Rapids judicial system, hosted a citizenship ceremony at the Lansing Center in which more than 250 individuals were "sworn in" as United States citizens by presiding Judge Robert Bell, U.S. District Court, Grand Rapids. There were more than 700 people in attendance. The event was attended by local dignitaries and received considerable media coverage. Lieutenant Governor Dick Posthumus and Lansing Mayor David Hollister delivered the welcome remarks. This was the first time in Michigan's history that a citizenship ceremony was held in Lansing.

OCT

The Commission, in partnership with the Hispanic Legislative Caucus, cosponsored a reception at the State Capitol in celebration of Hispanic Heritage Month and the great accomplishments of Hispanics in Michigan. There were seven awards presented honoring outstanding service in the areas of arts, business, civic duty, education, youth organization, lifetime achievement, and leadership and achievement. The awardees were:

Arts:	Mary Puente Luevanos, Detroit
Business:	Pedro Lopez, Lopez Bakery, Lansing
Civic Duty:	Tony (Chayo) Cervantes, WKAR Radio Broadcasting, East Lansing
Education:	Dr. Juan Olivarez, President, Grand Rapids Community College, Grand Rapids
Youth Organization:	M.E.C.H.A. (Movimiento Estudiantil Chicano de Astlan), Michigan State University, East Lansing
Lifetime Achievement:	Maria Salazar Medrano Garibay, Women's GI Forum, Pedro Mireles Chapter, Lansing
Leadership & Achievement:	A special presentation was given by the Commission to Efrain Garcia, President, Sociedad Mutualista Mexicana (The Mexican Mutual Society), Pontiac

Hispanic Population in Michigan Increases

Michigan's total Hispanic population increased 60 percent from 201,596 in the 1990 Census to 323,877 in the 2000 Census. Therefore, Hispanics are the fastest growing minority group in the state. However, Hispanics continue to be a diverse group with a variety of cultures and Spanish-Speaking terminology originating from many different countries: 68 percent from Mexico; 9 percent from Puerto Rico; 2 percent from Cuba; and 21 percent from other countries. Michigan's 2000 population was 9,938,444 with resident Hispanics comprising 3.3 percent of the total.

In 31 counties in Michigan, the number of resident Hispanics more than doubled between the 1990 census and the 2000 census. Only two counties had a decrease in their Hispanic populations.

The Hispanic population has a much higher concentration in the larger cities in Michigan. Wayne County has the largest number of Hispanics, with a population of 77,207 in 2000. Oceana County has the largest percentage of Hispanics, with 11.6 percent, but only 3,119 Hispanics live in this county. The top five counties with the largest Hispanic populations in Michigan are Ingham, Kent, Oakland, Ottawa, and Wayne.

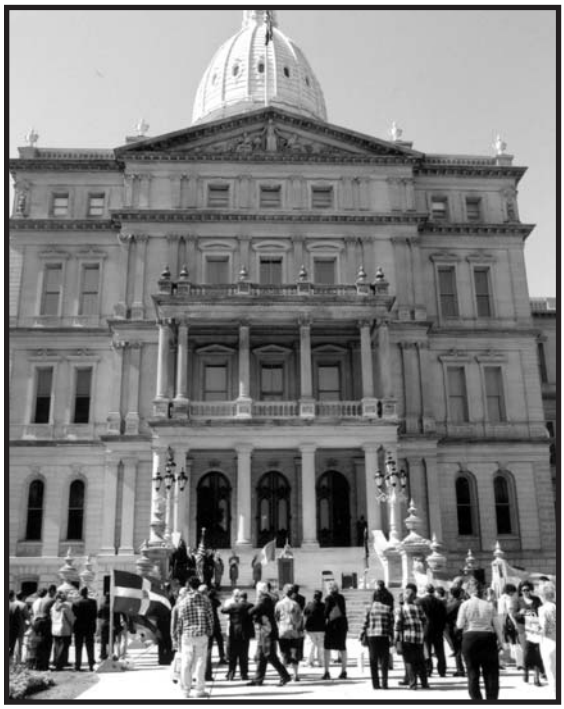
Commission Resolutions of Commendation Presented

- **Latino Youth Congress 2000**

  Executive Director Marylou Olivarez-Mason presented a resolution to the Grand Rapids Public Schools and Grand Rapids Community College honoring their first joint conference for Hispanic youth.

- **Uniboring Company, Inc.**

  Executive Director Marylou Olivarez-Mason presented a resolution to President/CEO Facundo Bravo for manufacturing world-class automobile parts for the Big Three automakers and for their expansion facility in Howell, Michigan.



- **Cesar E. Chavez Day**

  Executive Director Marylou Olivarez-Mason presented a resolution at the annual dinner sponsored by the Cesar Chavez Commission in Lansing, which honors the late Cesar Chavez.

- **20th Annual Hispanic Senior Citizen's Day**

  Executive Director Marylou Olivarez-Mason presented a resolution to Latin American Service for their outstanding work for seniors in the Grand Rapids area.

Available Publications

- **History & Purpose**

  This brochure, written in English and Spanish, describes the Commission and its legislative mandates and functions.

- **Hispanic Media in Michigan**

  This brochure is a compilation of the Hispanic media in Michigan (newspaper, radio, and television).

- **Michigan's Hispanic Community...A Profile**

  This brochure provides an extensive overview with graphs and percentages of Michigan's Hispanic community in regard to population, county concentrations, age groupings and composition, family types, marital status, education, and educational attainment.

- **Have you Heard About Hispanic Heritage Month in Michigan?**

  This brochure describes what Hispanic Heritage Month is and offers suggestions on how to commemorate the contributions of Hispanics in Michigan.

- **El Informe**

  This quarterly newsletter provides up-to-date information on education, employment opportunities, health, discrimination, immigration, legal issues, and other information pertinent to Michigan's Hispanic community.

- **Do It Yourself Personal Protection Order**

  (in Spanish only) This brochure explains what a personal protection order (PPO) is and how it offers protection from harassment, assault, molestation, and stalking. It also explains how to obtain a PPO.

- **Commission on Spanish-Speaking Affairs—Fact Sheet**

  This is a one-page fact sheet that provides information on the Commission's purpose and activities.

- **Hispanic Resource Directory**

  This directory is a compilation of available services and agencies, listed by county.

- **1999 Annual Report**

- **1997-98 Annual Report**

Left to right are: Mariano Pallares, chairperson, Commission on Spanish-Speaking Affairs; Marylou Olivarez-Mason, executive director, Commission on Spanish-Speaking Affairs; Victoria Potter, Administrative Assistant, Commission on Spanish Speaking Affairs; Ricardo Verdoni, vice chairman, Commission on Spanish-Speaking Affairs at the State Capitol during the Hispanic Heritage Month Celebration.

STATE OF MICHIGAN

Executive Office

John Engler
Governor

EXECUTIVE DECLARATION

Governor John Engler
Hereby issues this Executive Declaration
in Observance of

September 2000

as

HISPANIC HERITAGE MONTH

WHEREAS, Spanish-speaking peoples have brought to our nation the gifts of law, religion, agriculture, art, music, education, technology, architecture, cuisine, theatre, and exploration; and

WHEREAS, Michigan is fortunate to count among its population a large concentration of citizens of Spanish and Latin American descent—including those who have lived in Michigan for generations and those who are new to the Great Lakes State—who contribute to Michigan's economy and society through their commitment to professions, commerce, family, and the arts; and

WHEREAS, time and again throughout our nation's history, Hispanic Americans have faithfully defended the principles of freedom and representative government, and have worked for the advancement of human rights and democratic ideals around the world; and

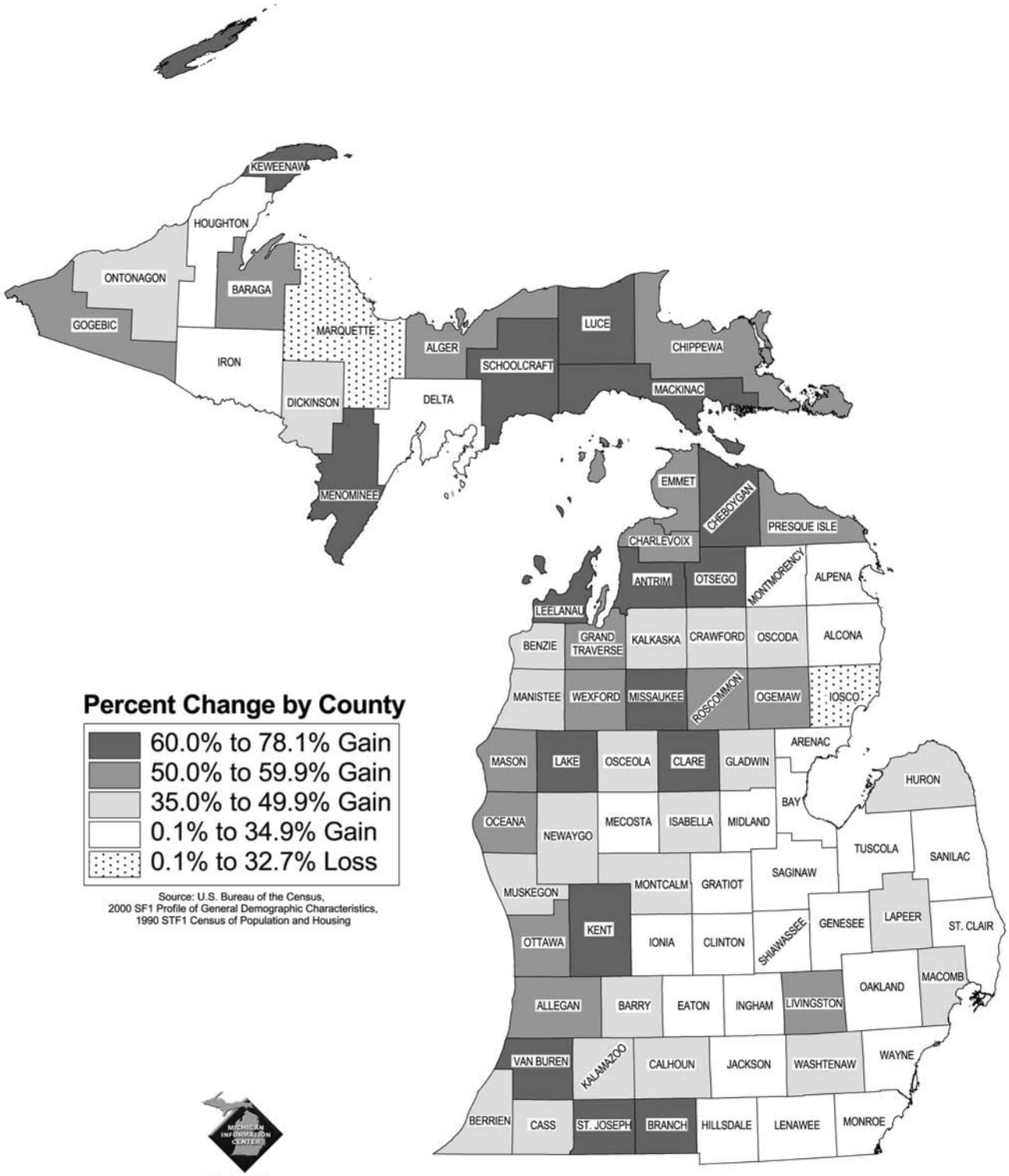
WHEREAS, during September 2000, Michigan's Hispanic-American community will celebrate Hispanic Heritage Month through a series of special programs featuring Hispanic history, food, dance, and art;

NOW, THEREFORE, I, John Engler, Governor of the State of Michigan, do hereby declare September 2000, as HISPANIC HERITAGE MONTH in Michigan, and I encourage all citizens to recognize and applaud the many contributions made by these individuals to enhance the quality of life in this state.

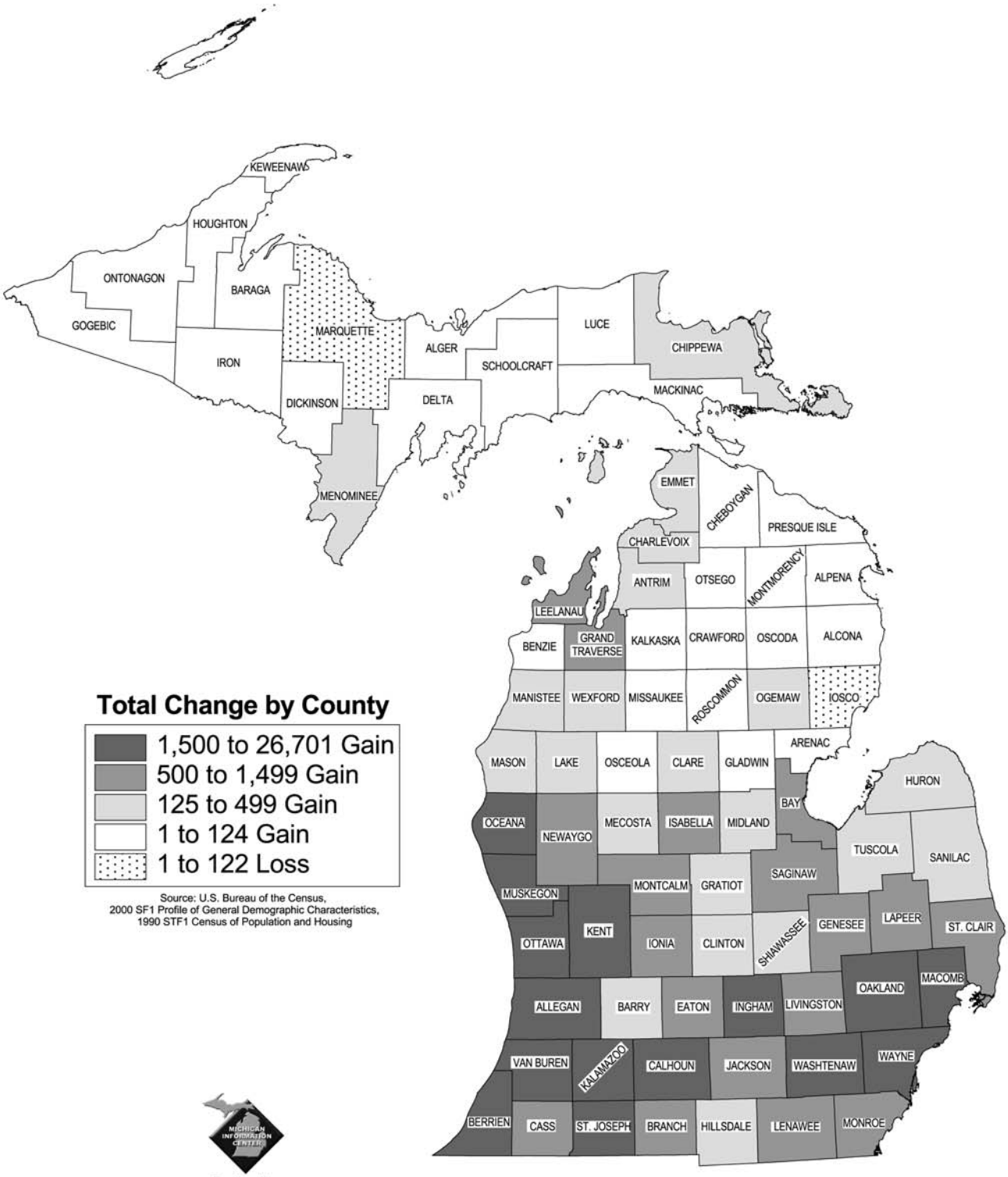
Given under my hand on this twenty-fifth day of August in the year of our Lord two thousand and of the Commonwealth one hundred and sixty-three.

Governor

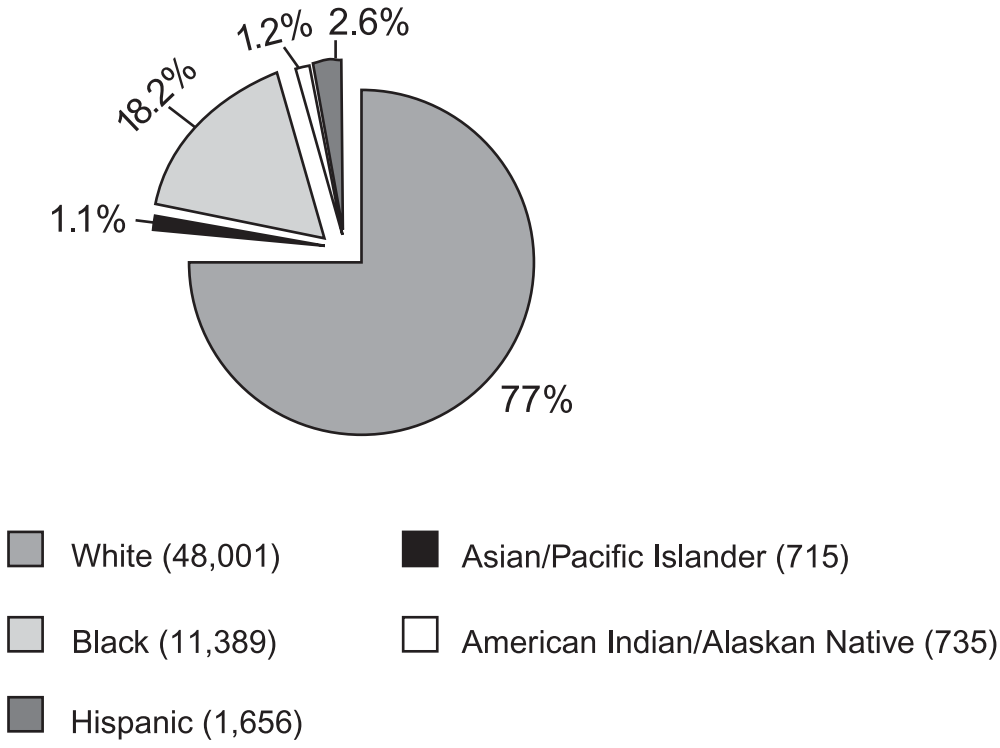
HISPANIC or LATINO POPULATION
Percent Change 1990-2000



HISPANIC or LATINO POPULATION
Total Change 1990-2000



Classified State Employee Race/Ethnic Group Distribution
Total Employees: 62,496
Total Minorities: 14,495



CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT
RACE/ETHNIC GROUP, AND GENDER ANALYSIS
Fiscal Year 1999-00

DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN/ ALASKAN NATIVE				HISPANIC				ASIAN/ PACIFIC ISLANDERS										GRAND
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MINORITY		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
AGRICULTURE	327	47.1	281	40.4	18	2.6	33	4.7	3	0.4	4	0.6	5	0.7	7	1.0	11	1.6	6	0.9	364	52.4	331	47.6	87	12.5	695
ATTORNEY GENERAL	230	40.4	272	47.8	16	2.8	36	6.3	0	0.0	0	0.0	4	0.7	10	1.8	1	0.2	0	0.0	251	44.1	318	55.9	67	11.8	569
C.I.S. - UNEMPLOYMENT AGENCY	217	18.7	464	40.1	68	5.9	354	30.6	2	0.2	7	0.6	14	1.2	13	1.1	9	0.8	10	0.9	310	26.8	848	73.2	477	41.2	1,158
CIVIL RIGHTS	22	13.8	44	27.5	24	15.0	52	32.5	0	0.0	2	1.3	8	5.0	5	3.1	2	1.3	1	0.6	56	35.0	104	65.0	94	58.8	160
CIVIL SERVICE	46	22.8	102	50.5	12	5.9	28	13.9	2	1.0	2	1.0	3	1.5	4	2.0	0	0.0	3	1.5	63	31.2	139	68.8	54	26.7	202
COMMUNITY HEALTH	1,672	28.1	2,413	40.6	469	7.9	1,021	17.2	21	0.4	25	0.4	55	0.9	63	1.1	85	1.4	126	2.1	2,302	38.7	3,648	61.3	1,865	31.3	5,950
CONSUMER AND INDUSTRY SERVICES	899	33.1	1,280	47.1	116	4.3	288	10.6	5	0.2	19	0.7	22	0.8	56	2.1	14	0.5	21	0.8	1,056	38.8	1,664	61.2	541	19.9	2,720
CORRECTIONS	10,42	57.9	4,145	23.0	1,285	7.1	1,401	7.8	240	1.3	84	0.5	238	1.3	126	0.7	42	0.2	22	0.1	12,226	67.9	5,778	32.1	3,438	19.1	18,004
EDUCATION	90	22.3	259	64.1	11	2.7	29	7.2	0	0.0	1	0.2	5	1.2	7	1.7	1	0.2	1	0.2	107	26.5	297	73.5	55	13.6	404
ENVIRONMENTAL QUALITY	808	49.4	658	40.3	37	2.3	52	3.2	3	0.2	6	0.4	15	0.9	10	0.6	30	1.8	15	0.9	893	54.7	741	45.3	168	10.3	1,634
EXECUTIVE OFFICE	21	32.3	42	64.6	0	0.0	1	1.5	0	0.0	0	0.0	0	0.0	1	1.5	0	0.0	0	0.0	21	32.3	44	67.7	2	3.1	65
FAMILY INDEPENDENCE AGENCY	2,425	18.2	6,151	46.1	719	5.4	3,394	25.4	22	0.2	73	0.5	113	0.8	343	2.6	44	0.3	67	0.5	3,323	24.9	10,028	75.1	4,775	35.8	13,351
LEGISLATIVE	85	47.5	84	46.9	4	2.2	3	1.7	0	0.0	0	0.0	1	0.6	1	0.6	0	0.0	1	0.6	90	50.3	89	49.7	10	5.6	179
MANAGEMENT AND BUDGET	872	45.1	791	40.9	83	4.3	76	3.9	5	0.3	4	0.2	41	2.1	25	1.3	20	1.0	17	0.9	1,021	52.8	913	47.2	271	14.0	1,934
MI DEPARTMENT OF CAREER DEVELOPMENT	344	31.6	431	39.6	68	6.3	177	16.3	3	0.3	7	0.6	13	1.2	33	3.0	4	0.4	8	0.7	432	39.7	656	60.3	313	28.8	1,088
MILITARY AND VETERANS AFFAIRS	360	35.5	458	45.1	37	3.6	111	10.9	8	0.8	8	0.8	16	1.6	10	1.0	1	0.1	6	0.6	422	41.6	593	58.4	197	19.4	1,015
NATURAL RESOURCES	1,725	62.6	876	31.8	36	1.3	35	1.3	31	1.1	6	0.2	21	0.8	11	0.4	9	0.3	7	0.3	1,822	66.1	935	33.9	156	5.7	2,757
STATE	379	16.6	1,313	57.3	54	2.4	387	16.9	4	0.2	18	0.8	14	0.6	86	3.8	11	0.5	24	1.0	462	20.2	1,828	79.8	598	26.1	2,290
STATE POLICE	2,103	64.0	745	22.7	217	6.6	63	1.9	37	1.1	8	0.2	78	2.4	19	0.6	9	0.3	6	0.2	2,444	74.4	841	25.6	437	13.3	3,285
TRANSPORTATION	2,010	61.5	747	22.9	189	5.8	111	3.4	44	1.3	18	0.6	67	2.0	31	0.9	38	1.2	14	0.4	2,348	71.8	921	28.2	512	15.7	3,269
TREASURY	466	26.4	923	52.2	84	4.8	190	10.8	2	0.1	11	0.6	21	1.2	41	2.3	19	1.1	10	0.6	592	33.5	1,175	66.5	378	21.4	1,767
TOTALS & PERCENTS	**25,522**	**40.8**	**22,479**	**36.0**	**3,547**	**5.7**	**7,842**	**12.5**	**432**	**0.7**	**303**	**0.5**	**754**	**1.2**	**902**	**1.4**	**350**	**0.6**	**365**	**0.6**	**30,605**	**49.0**	**31,891**	**51.0**	**14,495**	**23.2**	**62,496**

Source: MAIN MIDB Civil Service WF21, pay period ending 9-30-00.

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