ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2003-04

State of Michigan
Department of Civil Service

Civil Service Commissioners:

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

Janet McClelland, Acting State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2003-04

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	44.1
Average Annual Salary	$46,134
Average Years of Service	12.8

WORK FORCE CHARACTERISTICS

Females	50.9%
Males	49.1%
Eligible for Longevity	70.9%
Less than Six Years of Service	28.9%
Six to Ten Years of Service	17.1%
Over Ten Years of Service	54.0%
Exclusively Represented for Collective Bargaining	71.8%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.1%
Black	18.0%
Hispanic	2.7%
White	76.7%
Not Disclosed	0.3%

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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 27, ENDING DEC 20, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION: FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	79/01	501.0	13.0	9.0	75.0	15.0	38.0	651.0	0.5	**650.5**
AGRICULTURE TOTAL		**501.0**	**13.0**	**9.0**	**75.0**	**15.0**	**38.0**	**651.0**	**0.5**	**650.5**
ATY GNRL CENTRAL OFFICE	11/01	420.0	15.0	0.0	43.0	0.0	0.0	478.0	0.0	**478.0**
ATTORNEY GENERAL TOTAL		**420.0**	**15.0**	**0.0**	**43.0**	**0.0**	**0.0**	**478.0**	**0.0**	**478.0**
LEGISLATIVE AUDITOR GENERAL	03/01	117.0	0.0	12.0	17.0	0.0	4.0	150.0	0.0	**150.0**
AUDITOR GENERAL TOTAL		**117.0**	**0.0**	**12.0**	**17.0**	**0.0**	**4.0**	**150.0**	**0.0**	**150.0**
MDCD EMPLOYMENT SERVICE AGENCY	80/02	215.0	0.0	0.0	32.0	0.0	6.0	253.0	0.0	**253.0**
MI DEPT. OF CAREER DEV.	80/01	583.0	5.0	3.0	16.0	36.0	8.0	651.0	2.0	**649.0**
CAREER DEVELOPMENT TOTAL		**798.0**	**5.0**	**3.0**	**48.0**	**36.0**	**14.0**	**904.0**	**2.0**	**902.0**
CIV RGHT CENTRAL OFFICE	15/01	117.0	0.0	1.0	15.0	0.0	1.0	134.0	0.0	**134.0**
CIVIL RIGHTS TOTAL		**117.0**	**0.0**	**1.0**	**15.0**	**0.0**	**1.0**	**134.0**	**0.0**	**134.0**
CIV SERV CENTRAL OFFICE	19/01	169.0	2.0	0.0	6.0	0.0	6.0	183.0	1.0	**182.0**
CIVIL SERVICE TOTAL		**169.0**	**2.0**	**0.0**	**6.0**	**0.0**	**6.0**	**183.0**	**1.0**	**182.0**
DCH - MT. PLEASANT CENTER	39/12	366.0	0.0	15.0	156.0	0.0	0.0	537.0	0.0	**537.0**
DCH - SOUTHGATE CENTER	39/28	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	**3.0**
DCH-CARO CENTER	39/02	419.0	2.0	0.0	57.0	0.0	0.0	478.0	0.0	**478.0**
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	1.0	0.0	0.0	4.0	0.0	0.0	5.0	0.0	**5.0**
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,105.0	6.0	10.0	29.0	0.0	59.0	1,209.0	1.0	**1,208.0**
DCH-CTR FORENSIC PSYCHIATRY	39/20	493.0	1.0	0.0	17.0	0.0	0.0	511.0	0.0	**511.0**
DCH-HAWTHORN CENTER NORTHVILLE	39/06	199.0	3.0	1.0	12.0	0.0	0.0	215.0	0.0	**215.0**
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	656.0	5.0	0.0	0.0	0.0	0.0	661.0	0.0	**661.0**
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	380.0	7.0	0.0	39.0	0.0	2.0	428.0	0.0	**428.0**
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	2.0	0.0	0.0	21.0	0.0	0.0	23.0	0.0	**23.0**
DCH-OFFICE OF SERVICES TO TH	39/70	25.0	0.0	1.0	1.0	0.0	0.0	27.0	0.0	**27.0**
DCH-WALTER P. REUTHER PSY HOSP	39/45	430.0	0.0	0.0	0.0	0.0	0.0	430.0	0.0	**430.0**
COMMUNITY HEALTH TOTAL		**4,076.0**	**24.0**	**27.0**	**339.0**	**0.0**	**61.0**	**4,527.0**	**1.0**	**4,526.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 27, ENDING DEC 20, 2003

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	2,704.0	32.0	137.0	24.0	1.0	97.0	2,995.0	3.5	**2,991.5**
MES BOARD OF REVIEW	63/15	14.0	0.0	0.0	1.0	0.0	0.0	15.0	0.0	**15.0**
MSHDA	63/05	195.0	7.0	7.0	3.0	0.0	20.0	232.0	2.5	**229.5**
CONSUMER & INDUSTRY SERVICES TOTAL		**2,913.0**	**39.0**	**144.0**	**28.0**	**1.0**	**117.0**	**3,242.0**	**6.0**	**3,236.0**
DOC-ADRIAN/GUS HARRISON FAC	47/29	539.0	0.0	0.0	1.0	0.0	0.0	540.0	0.0	**540.0**
DOC-ALGER MAX SECURITY CORRECT	47/35	360.0	0.0	0.0	1.0	0.0	0.0	361.0	0.0	**361.0**
DOC-BARAGA FACILITY	47/40	430.0	2.0	0.0	1.0	0.0	0.0	433.0	0.0	**433.0**
DOC-BELLAMY CREEK FACILITY	47/48	492.0	0.0	0.0	2.0	0.0	0.0	494.0	0.0	**494.0**
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	522.0	0.0	0.0	1.0	0.0	0.0	523.0	0.0	**523.0**
DOC-CARSON CITY FAC/CARSON CIT	47/31	555.0	0.0	0.0	2.0	0.0	0.0	557.0	0.5	**556.5**
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	581.0	0.0	0.0	1.0	0.0	0.0	582.0	0.0	**582.0**
DOC-COOPER STREET FACILITY	47/52	278.0	0.0	0.0	0.0	0.0	0.0	278.0	0.0	**278.0**
DOC-CORRECTN CENTRAL OFFICE	47/02	514.0	0.0	0.0	21.0	0.0	29.0	564.0	0.0	**564.0**
DOC-COTTON FACILITY	47/20	438.0	0.0	1.0	1.0	0.0	0.0	440.0	0.0	**440.0**
DOC-CRANE FACILITY	47/16	377.0	0.0	0.0	0.0	0.0	0.0	377.0	0.0	**377.0**
DOC-EGELER FACILITY	47/27	765.0	0.0	1.0	1.0	0.0	0.0	767.0	0.0	**767.0**
DOC-FIELD OPERATION REGION III	47/63	589.0	15.0	0.0	3.0	0.0	0.0	607.0	0.0	**607.0**
DOC-FIELD OPERATIONS REGION I	47/61	547.0	0.0	0.0	2.0	0.0	0.0	549.0	0.0	**549.0**
DOC-FIELD OPERATIONS REGION II	47/62	749.0	2.0	5.0	2.0	0.0	0.0	758.0	0.0	**758.0**
DOC-HANDLON MI TRAINING UNT	47/05	302.0	0.0	0.0	3.0	0.0	0.0	305.0	0.0	**305.0**
DOC-HURON VALLEY MENS FACILITY	47/15	286.0	4.0	0.0	1.0	0.0	0.0	291.0	0.0	**291.0**
DOC-IONIA MAXIMUM FACILITY	47/24	352.0	0.0	0.0	2.0	0.0	0.0	354.0	0.0	**354.0**
DOC-IONIA TEMP FACILITY	47/19	205.0	0.0	0.0	1.0	0.0	0.0	206.0	0.0	**206.0**
DOC-JACKSON CENTRAL REGION	47/50	99.0	0.0	0.0	8.0	0.0	0.0	107.0	0.0	**107.0**
DOC-KINROSS/HIAWATHA FACILITY	47/12	576.0	0.0	0.0	1.0	0.0	0.0	577.0	0.5	**576.5**
DOC-LAKELAND MEN'S FACILITY	47/18	287.0	0.0	0.0	0.0	0.0	0.0	287.0	0.0	**287.0**
DOC-MACOMB FACILITY	47/41	326.0	1.0	0.0	1.0	0.0	0.0	328.0	0.5	**327.5**
DOC-MARQUETTE BRANCH PRISON	47/06	426.0	0.0	0.0	2.0	0.0	0.0	428.0	0.0	**428.0**
DOC-MICHIGAN STATE INDUSTRIES	47/09	200.0	0.0	0.0	0.0	0.0	3.0	203.0	0.0	**203.0**
DOC-MID MICHIGAN FACILITY	47/33	616.0	0.0	0.0	1.0	0.0	0.0	617.0	0.0	**617.0**
DOC-MOUND FACILITY	47/37	323.0	1.0	0.0	1.0	0.0	0.0	325.0	0.0	**325.0**
DOC-MUSKEGON FACILITY	47/04	287.0	0.0	0.0	2.0	0.0	0.0	289.0	0.0	**289.0**
DOC-NEWBERRY FACILITY	47/43	356.0	1.0	0.0	1.0	0.0	0.0	358.0	0.0	**358.0**
DOC-OAKS FACILITY	47/39	364.0	0.0	0.0	2.0	0.0	0.0	366.0	0.0	**366.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 27, ENDING DEC 20, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-OJIBWAY FACILITY	47/46	296.0	1.0	0.0	1.0	0.0	0.0	298.0	0.0	**298.0**
DOC-PARNALL FACILITY	47/51	276.0	0.0	0.0	1.0	0.0	0.0	277.0	0.5	**276.5**
DOC-PINE RIVER FACILITY	47/44	232.0	0.0	0.0	1.0	0.0	0.0	233.0	0.0	**233.0**
DOC-PUGSLEY FACILITY	47/45	220.0	2.0	0.0	1.0	0.0	0.0	223.0	0.0	**223.0**
DOC-RIVERSIDE FACILITY	47/11	461.0	0.0	0.0	1.0	0.0	0.0	462.0	0.0	**462.0**
DOC-RYAN FACILITY	47/38	318.0	0.0	0.0	1.0	0.0	0.0	319.0	0.0	**319.0**
DOC-SAGINAW FACILITY	47/42	380.0	2.0	0.0	1.0	0.0	0.0	383.0	0.0	**383.0**
DOC-SCOTT FACILITY	47/21	411.0	1.0	0.0	1.0	0.0	0.0	413.0	0.0	**413.0**
DOC-SOUTHERN MICHIGAN FACILITY	47/53	424.0	0.0	0.0	0.0	0.0	0.0	424.0	0.0	**424.0**
DOC-STANDISH MAXIMUM FACILITY	47/34	430.0	1.0	0.0	1.0	0.0	0.0	432.0	0.0	**432.0**
DOC-THUMB FACILITY	47/25	373.0	0.0	0.0	1.0	0.0	1.0	375.0	0.0	**375.0**
DOC-WESTERN WAYNE FACILITY	47/17	271.0	0.0	0.0	1.0	0.0	0.0	272.0	0.0	**272.0**
CORRECTIONS TOTAL		**16,833.0**	**33.0**	**7.0**	**76.0**	**0.0**	**33.0**	**16,982.0**	**2.0**	**16,980.0**
EDUCATION	31/03	221.0	13.0	5.0	22.0	56.0	2.0	319.0	3.0	**316.0**
EDUCATION TOTAL		**221.0**	**13.0**	**5.0**	**22.0**	**56.0**	**2.0**	**319.0**	**3.0**	**316.0**
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,298.0	7.0	24.0	39.0	0.0	57.0	1,425.0	4.0	**1,421.0**
ENVIRONMENTAL QUALITY TOTAL		**1,298.0**	**7.0**	**24.0**	**39.0**	**0.0**	**57.0**	**1,425.0**	**4.0**	**1,421.0**
OFFICE OF THE GOVERNOR	01/01	0.0	0.0	0.0	54.0	0.0	0.0	54.0	0.0	**54.0**
EXECUTIVE OFFICE TOTAL		**0.0**	**0.0**	**0.0**	**54.0**	**0.0**	**0.0**	**54.0**	**0.0**	**54.0**
FIA - INSTITUTIONS	43/07	285.0	1.0	21.0	27.0	0.0	0.0	334.0	0.0	**334.0**
FIA-BERRIEN COUNTY	43/22	160.0	0.0	0.0	0.0	2.0	0.0	162.0	0.0	**162.0**
FIA-CALHOUN COUNTY	43/23	142.0	0.0	0.0	6.0	0.0	0.0	148.0	0.0	**148.0**
FIA-COUNTIES	43/08	2,200.0	0.0	1.0	79.0	6.0	0.0	2,286.0	2.5	**2,283.5**
FIA-FMLY IND CENTRAL OFFICE	43/01	1,616.0	11.0	18.0	49.0	0.0	7.0	1,701.0	6.0	**1,695.0**
FIA-GENESEE COUNTY	43/02	525.0	0.0	0.0	9.0	0.0	0.0	534.0	0.0	**534.0**
FIA-INGHAM COUNTY	43/12	242.0	0.0	0.0	9.0	0.0	0.0	251.0	0.0	**251.0**
FIA-JACKSON COUNTY	43/15	125.0	0.0	0.0	1.0	0.0	0.0	126.0	0.0	**126.0**
FIA-KALAMAZOO COUNTY	43/14	193.0	0.0	0.0	6.0	0.0	0.0	199.0	0.0	**199.0**
FIA-KENT COUNTY	43/03	364.0	0.0	0.0	22.0	0.0	0.0	386.0	0.5	**385.5**
FIA-MACOMB COUNTY	43/04	322.0	0.0	0.0	18.0	0.0	0.0	340.0	0.5	**339.5**
FIA-MAXEY TRAINING SCHOOL	43/11	320.0	0.0	6.0	7.0	0.0	0.0	333.0	0.0	**333.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

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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			
FIA-MUSKEGON COUNTY	43/24	184.0	0.0	0.0	3.0	0.0	0.0	187.0	0.0	**187.0**
FIA-OAKLAND COUNTY	43/05	424.0	0.0	0.0	18.0	0.0	0.0	442.0	0.5	**441.5**
FIA-SAGINAW COUNTY	43/13	241.0	0.0	0.0	4.0	0.0	0.0	245.0	0.0	**245.0**
FIA-WASHTENAW	43/25	131.0	0.0	0.0	3.0	0.0	0.0	134.0	0.0	**134.0**
FIA-WAYNE COUNTY DSS	43/06	127.0	0.0	0.0	12.0	0.0	0.0	139.0	0.0	**139.0**
FIA-WAYNE COUNTY O.C.Y.S.	43/20	713.0	0.0	0.0	12.0	0.0	0.0	725.0	0.0	**725.0**
FIA-WAYNE COUNTY ZONE 3	43/18	489.0	0.0	0.0	5.0	0.0	0.0	494.0	0.0	**494.0**
FIA-WAYNE COUNTY ZONE 4	43/19	576.0	0.0	0.0	8.0	0.0	0.0	584.0	0.0	**584.0**
FIA-WAYNE COUNTY ZONE L	43/16	422.0	0.0	0.0	10.0	0.0	0.0	432.0	0.0	**432.0**
FAMILY INDEPENDENCE AGENCY TOTAL		**9,801.0**	**12.0**	**46.0**	**308.0**	**8.0**	**7.0**	**10,182.0**	**10.0**	**10,172.0**
HISTORY ARTS AND LIBRARIES	25/01	179.0	2.0	4.0	4.0	5.0	62.0	256.0	2.0	**254.0**
HISTORY ARTS AND LIBRARIES TOTAL		**179.0**	**2.0**	**4.0**	**4.0**	**5.0**	**62.0**	**256.0**	**2.0**	**254.0**
DEPT OF INFORMATION TECHNOLOGY	08/01	1,592.0	5.0	4.0	45.0	0.0	59.0	1,705.0	0.0	**1,705.0**
INFORMATION TECHNOLOGY TOTAL		**1,592.0**	**5.0**	**4.0**	**45.0**	**0.0**	**59.0**	**1,705.0**	**0.0**	**1,705.0**
MGMT BUD CENTRAL OFFICE	07/01	895.0	23.0	2.0	39.0	0.0	36.0	995.0	4.5	**990.5**
STRATEGIC FUND	07/40	204.0	3.0	13.0	7.0	0.0	51.0	278.0	1.0	**277.0**
MANAGEMENT & BUDGET TOTAL		**1,099.0**	**26.0**	**15.0**	**46.0**	**0.0**	**87.0**	**1,273.0**	**5.5**	**1,267.5**
D.J. JACOBETTI HOME FOR VETERA	51/03	149.0	5.0	5.0	0.0	0.0	0.0	159.0	1.0	**158.0**
GRAND RAPIDS HOME FOR VETERANS	51/02	470.0	2.0	11.0	7.0	4.0	0.0	494.0	0.0	**494.0**
MIL AFFR CENTRAL OFFICE	51/01	237.0	1.0	13.0	14.0	3.0	5.0	273.0	0.0	**273.0**
MILITARY AFFAIRS TOTAL		**856.0**	**8.0**	**29.0**	**21.0**	**7.0**	**5.0**	**926.0**	**1.0**	**925.0**
DEPARTMENT OF NATURAL RESOURCE	75/01	1,348.0	8.0	59.0	25.0	138.0	131.0	1,709.0	1.5	**1,707.5**
DEPT OF NATURAL RESOURCES-EXEC	75/04	1.0	0.0	0.0	2.0	0.0	0.0	3.0	0.0	**3.0**
NATURAL RESOURCES TOTAL		**1,349.0**	**8.0**	**59.0**	**27.0**	**138.0**	**131.0**	**1,712.0**	**1.5**	**1,710.5**
DEPARTMENT OF STATE	23/01	1,258.0	0.0	430.0	17.0	0.0	145.0	1,850.0	0.5	**1,849.5**
STATE TOTAL		**1,258.0**	**0.0**	**430.0**	**17.0**	**0.0**	**145.0**	**1,850.0**	**0.5**	**1,849.5**
STATE POLICE	55/01	2,603.0	41.0	5.0	18.0	0.0	8.0	2,675.0	1.5	**2,673.5**

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 27, ENDING DEC 20, 2003

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		**2,603.0**	**41.0**	**5.0**	**18.0**	**0.0**	**8.0**	**2,675.0**	**1.5**	**2,673.5**
BRIDGE AUTHORITIES-INTERNATION	59/03	29.0	0.0	3.0	0.0	0.0	9.0	41.0	0.0	**41.0**
BRIDGE AUTHORITIES-MACKINAC	59/02	51.0	0.0	17.0	0.0	12.0	6.0	86.0	0.0	**86.0**
TRANSPORTATION CENTRAL OFFICE	59/01	2,494.0	31.0	12.0	69.0	22.0	82.0	2,710.0	9.5	**2,700.5**
TRANSPORTATION TOTAL		**2,574.0**	**31.0**	**32.0**	**69.0**	**34.0**	**97.0**	**2,837.0**	**9.5**	**2,827.5**
BUREAU OF STATE LOTTERY	27/95	153.0	0.0	0.0	1.0	0.0	5.0	159.0	0.0	**159.0**
GAMING CONTROL	27/07	83.0	2.0	0.0	6.0	0.0	4.0	95.0	1.0	**94.0**
TREASURY CENTRAL PAYROLL	27/01	1,170.0	6.0	12.0	26.0	0.0	17.0	1,231.0	2.5	**1,228.5**
TREASURY TOTAL		**1,406.0**	**8.0**	**12.0**	**33.0**	**0.0**	**26.0**	**1,485.0**	**3.5**	**1,481.5**
STATEWIDE TOTAL:		**50,180.0**	**292.0**	**868.0**	**1,350.0**	**300.0**	**960.0**	**53,950.0**	**54.5**	**53,895.5**

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 2004 Appropriated (A)	FTE Positions 12/20/2003 (B)	FTE Positions 09/27/2003 (C)	Difference 12/20/2003 - 09/27/2003 (B - C)	Difference 12/20/2003 - Appropriated (B - A)
AGRICULTURE	Regular	563.0	603.0	622.4	-19.4	40.0
	Overtime	0.0	1.2	2.9	-1.6	1.2
	Total	563.0	604.2	625.3	-21.1	41.2
ATTORNEY GENERAL	Regular	562.0	461.1	460.6	0.5	-100.9
	Overtime	0.0	0.1	0.8	-0.7	0.1
	Total	562.0	461.2	461.4	-0.2	-100.8
AUDITOR GENERAL	Regular	0.0	144.0	142.8	1.2	144.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	144.0	142.8	1.2	144.0
CAREER DEVELOPMENT	Regular	989.5	884.6	889.9	-5.3	-104.9
	Overtime	0.0	1.1	0.9	0.2	1.1
	Total	989.5	885.7	890.8	-5.1	-103.8
CIVIL RIGHTS	Regular	137.0	128.9	125.0	3.9	-8.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	137.0	128.9	125.0	3.9	-8.1
CIVIL SERVICE	Regular	211.5	172.3	175.4	-3.1	-39.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	211.5	172.3	175.4	-3.1	-39.2
COMMUNITY HEALTH	Regular	4,382.3	4,412.6	4,366.5	46.1	30.3
	Overtime	0.0	129.0	174.0	-45.1	129.0
	Total	4,382.3	4,541.5	4,540.5	1.0	159.2
CONSUMER & INDUSTRY SERVICES	Regular	3,470.0	3,121.0	3,124.5	-3.5	-349.0
	Overtime	0.0	109.4	117.4	-8.0	109.4
	Total	3,470.0	3,230.4	3,241.9	-11.5	-239.6
CORRECTIONS	Regular	18,296.7	16,728.7	16,893.2	-164.6	-1,568.0
	Overtime	0.0	491.5	608.1	-116.6	491.5
	Total	18,296.7	17,220.2	17,501.4	-281.2	-1,076.5
EDUCATION	Regular	427.1	305.0	290.5	14.5	-122.1
	Overtime	0.0	0.7	2.5	-1.8	0.7
	Total	427.1	305.7	293.0	12.7	-121.4

Report and Script Names: FTESUM04.CLR, FTESUM04.CLS, or FTESUM03_04.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2004 Appropriated (A)	FTE Positions 12/20/2003 (B)	FTE Positions 09/27/2003 (C)	Difference 12/20/2003 - 09/27/2003 (B - C)	Difference 12/20/2003 - Appropriated (B - A)
ENVIRONMENTAL QUALITY	Regular	1,605.7	1,366.1	1,350.0	16.1	-239.6
	Overtime	0.0	1.3	2.0	-0.6	1.3
	Total	1,605.7	1,367.5	1,352.0	15.5	-238.2
EXECUTIVE OFFICE	Regular	74.2	51.5	56.0	-4.5	-22.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	51.5	56.0	-4.5	-22.7
FAMILY INDEPENDENCE AGENCY	Regular	10,774.6	10,028.1	10,152.9	-124.7	-746.5
	Overtime	0.0	99.7	464.2	-364.4	99.7
	Total	10,774.6	10,127.9	10,617.0	-489.2	-646.7
HISTORY ARTS AND LIBRARIES	Regular	248.5	203.8	237.1	-33.3	-44.7
	Overtime	0.0	0.0	0.8	-0.8	0.0
	Total	248.5	203.8	237.9	-34.1	-44.7
INFORMATION TECHNOLOGY	Regular	1,749.4	1,645.1	1,683.1	-38.1	-104.3
	Overtime	0.0	10.9	13.9	-3.0	10.9
	Total	1,749.4	1,656.0	1,697.0	-41.0	-93.4
MANAGEMENT & BUDGET	Regular	916.0	1,173.8	1,210.9	-37.1	257.8
	Overtime	0.0	4.8	8.9	-4.1	4.8
	Total	916.0	1,178.6	1,219.8	-41.2	262.6
MILITARY AFFAIRS	Regular	1,072.0	897.4	916.0	-18.7	-174.6
	Overtime	0.0	25.2	31.1	-5.9	25.2
	Total	1,072.0	922.6	947.1	-24.6	-149.5
NATURAL RESOURCES	Regular	2,088.5	1,536.3	2,190.9	-654.6	-552.2
	Overtime	0.0	14.1	69.6	-55.6	14.1
	Total	2,088.5	1,550.4	2,260.5	-710.1	-538.1
STATE	Regular	1,849.8	1,590.4	1,712.2	-121.8	-259.4
	Overtime	0.0	2.0	23.5	-21.5	2.0
	Total	1,849.8	1,592.4	1,735.7	-143.3	-257.4
STATE POLICE	Regular	2,987.0	2,629.8	2,676.0	-46.2	-357.2
	Overtime	0.0	76.8	125.7	-49.0	76.8
	Total	2,987.0	2,706.6	2,801.8	-95.2	-280.4

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2004 Appropriated (A)	FTE Positions 12/20/2003 (B)	FTE Positions 09/27/2003 (C)	Difference 12/20/2003 - 09/27/2003 (B - C)	Difference 12/20/2003 - Appropriated (B - A)
TRANSPORTATION	Regular	3,050.3	2,721.4	2,805.9	-84.5	-328.9
	Overtime	0.0	78.6	140.9	-62.3	78.6
	Total	3,050.3	2,800.0	2,946.8	-146.8	-250.3
TREASURY	Regular	1,526.0	1,426.8	1,447.3	-20.5	-99.2
	Overtime	0.0	0.1	6.2	-6.2	0.1
	Total	1,526.0	1,426.9	1,453.5	-26.7	-99.1
STATEWIDE TOTALS	**Total Regular**	**56,981.1**	**52,231.8**	**53,529.2**	**-1,297.4**	**-4,749.3**
	Total Overtime	**0.0**	**1,046.3**	**1,793.5**	**-747.2**	**1,046.3**
	Grand Total	**56,981.1**	**53,278.1**	**55,322.7**	**-2,044.6**	**-3,703.0**

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 9/28/03 NUMBER	Pay Period Ending 9/28/03 PERCENT OF CLASSIFIED EMPLOYEES	Pay Period Ending 12/20/03 NUMBER	Pay Period Ending 12/20/03 PERCENT OF CLASSIFIED EMPLOYEES
Agriculture	692.5	1.3%	650.5	1.2%
Attorney General	473.0	0.9%	478.0	0.9%
Auditor General	151.0	0.3%	150.0	0.3%
Career Development	899.0	1.6%	902.0	1.7%
Civil Rights	129.0	0.2%	134.0	0.2%
Civil Service	182.0	0.3%	182.0	0.3%
Community Health	4,444.5	8.1%	4,526.0	8.4%
Consumer and Industry Services	3,227.0	5.9%	3,236.0	6.0%
Corrections	17,049.0	31.0%	16,980.0	31.5%
Education	300.0	0.5%	316.0	0.6%
Environmental Quality	1,397.0	2.5%	1,421.0	2.6%
Executive Office	56.0	0.1%	54.0	0.1%
Family Independence Agency	10,247.0	18.6%	10,172.0	18.9%
History Arts and Libraries	288.0	0.5%	254.0	0.5%
Information Technology	1,725.0	3.1%	1,705.0	3.2%
Management and Budget	1,283.5	2.3%	1,267.5	2.4%
Military & Veterans Affairs	951.0	1.7%	925.0	1.7%
Natural Resources	2,590.5	4.7%	1,710.5	3.2%
State	1,850.5	3.4%	1,849.5	3.4%
State Police	2,687.5	4.9%	2,673.5	5.0%
Transportation	2,888.5	5.3%	2,827.5	5.2%
Treasury	1,472.5	2.7%	1,481.5	2.7%
TOTAL	54,984.0	100.0%	53,895.5	100.0%

Source: MAIN, MIDB Civil Service HWF03, pay periods ending 9-27-03 and 12-20-03.

Table 1-4

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

PAY PERIOD NUMBER 27 , ENDING DEC 20, 2003

HRS DEPARTMENT	DEPT CODE	CURRENT PAY TOTAL EMPLOYEES	NUMBER OF PAY PERIODS	FYTD AVERAGE NO. OF EMPLOYEES
AGRICULTURE	79	650.5	6	663.8
ATTORNEY GENERAL	11	478.0	6	483.2
AUDITOR GENERAL	03	150.0	6	150.3
CAREER DEVELOPMENT	80	902.0	6	900.5
CIVIL RIGHTS	15	134.0	6	133.0
CIVIL SERVICE	19	182.0	6	182.3
COMMUNITY HEALTH	39	4,526.0	6	4,511.9
CONSUMER & INDUSTRY SERVICES	63	3,236.0	6	3,229.6
CORRECTIONS	47	16,980.0	6	17,010.8
EDUCATION	31	316.0	6	311.7
ENVIRONMENTAL QUALITY	76	1,421.0	6	1,407.8
EXECUTIVE OFFICE	01	54.0	6	55.2
FAMILY INDEPENDENCE AGENCY	43	10,172.0	6	10,215.3
HISTORY ARTS AND LIBRARIES	25	254.0	6	264.8
INFORMATION TECHNOLOGY	08	1,705.0	6	1,716.0
MANAGEMENT & BUDGET	07	1,267.5	6	1,270.0
MILITARY AFFAIRS	51	925.0	6	934.8
NATURAL RESOURCES	75	1,710.5	6	1,958.3
STATE	23	1,849.5	6	1,847.3
STATE POLICE	55	2,673.5	6	2,674.0
TRANSPORTATION	59	2,827.5	6	2,863.3
TREASURY	27	1,481.5	6	1,470.7
GRAND TOTAL:		**53,895.5**	**6**	**54,254.8**

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 20, 2003

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	651	1%	43.3	$22.76	361	55%
ATTORNEY GENERAL	478	1%	47.3	$33.02	365	76%
AUDITOR GENERAL	150	0%	38.2	$29.76	91	61%
CAREER DEVELOPMENT	904	2%	48.0	$23.80	644	71%
CIVIL RIGHTS	134	0%	43.9	$24.32	88	66%
CIVIL SERVICE	183	0%	46.7	$25.81	143	78%
COMMUNITY HEALTH	4,561	8%	45.6	$22.27	3,079	68%
CONSUMER & INDUSTRY SERVICES	3,244	6%	45.8	$22.86	2,153	66%
CORRECTIONS	17,067	32%	42.7	$21.32	12,865	75%
EDUCATION	319	1%	48.7	$25.66	206	65%
ENVIRONMENTAL QUALITY	1,425	3%	44.2	$25.40	1,037	73%
EXECUTIVE OFFICE	54	0%	36.4	$21.79	2	4%
FAMILY INDEPENDENCE AGENCY	10,190	19%	45.5	$21.33	7,202	71%
HISTORY ARTS AND LIBRARIES	256	0%	42.6	$19.99	132	52%
INFORMATION TECHNOLOGY	1,706	3%	44.6	$26.14	1,205	71%
MANAGEMENT & BUDGET	1,274	2%	45.0	$23.13	877	69%
MILITARY AFFAIRS	927	2%	45.4	$19.57	615	66%
NATURAL RESOURCES	1,713	3%	42.8	$21.12	1,146	67%
STATE	1,851	3%	44.2	$19.12	1,204	65%
STATE POLICE	2,683	5%	40.0	$24.55	2,066	77%
TRANSPORTATION	2,843	5%	43.0	$22.55	1,867	66%
TREASURY	1,485	3%	45.4	$23.04	1,020	69%
STATEWIDE TOTALS	**54,098**	**100%**	**44.1**	**$22.18**	**38,368**	**71%**

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

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 20, 2003

		Health						Dental						Vision	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**651**	328	50%	238	37%	9	1%	562	86%	14	2%	3	0%	585	90%
ATTORNEY GENERAL	**478**	246	51%	185	39%	7	1%	434	91%	13	3%	2	0%	451	94%
AUDITOR GENERAL	**150**	38	25%	86	57%	9	6%	129	86%	1	1%	1	1%	132	88%
CAREER DEVELOPMENT	**904**	522	58%	290	32%	34	4%	799	88%	41	5%	9	1%	850	94%
CIVIL RIGHTS	**134**	79	59%	46	34%	4	3%	123	92%	6	4%	1	1%	131	98%
CIVIL SERVICE	**183**	74	40%	86	47%	1	1%	161	88%	4	2%	0	0%	165	90%
COMMUNITY HEALTH	**4,561**	2,730	60%	1,435	31%	52	1%	4,100	90%	144	3%	8	0%	4,253	93%
CONSUMER & INDUSTRY SERVICES	**3,244**	1,515	47%	1,343	41%	68	2%	2,798	86%	135	4%	14	0%	2,960	91%
CORRECTIONS	**17,067**	10,279	60%	5,597	33%	165	1%	15,734	92%	383	2%	41	0%	16,165	95%
EDUCATION	**319**	147	46%	127	40%	9	3%	273	86%	7	2%	4	1%	288	90%
ENVIRONMENTAL QUALITY	**1,425**	632	44%	632	44%	18	1%	1,260	88%	33	2%	5	0%	1,299	91%
EXECUTIVE OFFICE	**54**	33	61%	11	20%	0	0%	47	87%	1	2%	0	0%	48	89%
FAMILY INDEPENDENCE AGENCY	**10,190**	5,799	57%	3,738	37%	132	1%	9,362	92%	369	4%	42	0%	9,770	96%
HISTORY ARTS AND LIBRARIES	**256**	88	34%	96	38%	0	0%	180	70%	4	2%	1	0%	184	72%
INFORMATION TECHNOLOGY	**1,706**	648	38%	888	52%	27	2%	1,494	88%	65	4%	5	0%	1,572	92%
MANAGEMENT & BUDGET	**1,274**	408	32%	676	53%	20	2%	1,091	86%	21	2%	4	0%	1,115	88%
MILITARY AFFAIRS	**927**	381	41%	469	51%	17	2%	867	94%	4	0%	0	0%	874	94%
NATURAL RESOURCES	**1,713**	1,114	65%	342	20%	35	2%	1,471	86%	11	1%	9	1%	1,498	87%
STATE	**1,851**	864	47%	717	39%	27	1%	1,568	85%	56	3%	9	0%	1,635	88%
STATE POLICE	**2,683**	2,042	76%	490	18%	25	1%	2,535	94%	31	1%	8	0%	2,572	96%
TRANSPORTATION	**2,843**	1,522	54%	1,032	36%	40	1%	2,564	90%	39	1%	9	0%	2,610	92%
TREASURY	**1,485**	599	40%	729	49%	36	2%	1,309	88%	60	4%	11	1%	1,384	93%
STATEWIDE TOTALS:	**54,098**	**30,088**	**56%**	**19,253**	**36%**	**735**	**1%**	**48,861**	**90%**	**1,442**	**3%**	**186**	**0%**	**50,541**	**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.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING DECEMBER 20, 2003

		Disability Insurance				Life Insurance				Long Term Care Insurance	
Department	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	**651**	498	76%	0	0%	570	88%	43	7%	94	14%
ATTORNEY GENERAL	**478**	435	91%	0	0%	458	96%	19	4%	99	21%
AUDITOR GENERAL	**150**	125	83%	0	0%	125	83%	21	14%	33	22%
CAREER DEVELOPMENT	**904**	803	89%	0	0%	812	90%	76	8%	143	16%
CIVIL RIGHTS	**134**	113	84%	0	0%	120	90%	13	10%	25	19%
CIVIL SERVICE	**183**	161	88%	0	0%	160	87%	16	9%	66	36%
COMMUNITY HEALTH	**4,561**	4,177	92%	0	0%	4,288	94%	208	5%	482	11%
CONSUMER & INDUSTRY SERVICES	**3,244**	2,702	83%	0	0%	2,903	89%	219	7%	504	16%
CORRECTIONS	**17,067**	16,354	96%	0	0%	16,534	97%	493	3%	966	6%
EDUCATION	**319**	264	83%	0	0%	293	92%	24	8%	74	23%
ENVIRONMENTAL QUALITY	**1,425**	1,214	85%	0	0%	1,256	88%	111	8%	235	16%
EXECUTIVE OFFICE	**54**	19	35%	0	0%	38	70%	15	28%	1	2%
FAMILY INDEPENDENCE AGENCY	**10,190**	9,597	94%	0	0%	9,638	95%	541	5%	1,348	13%
HISTORY ARTS AND LIBRARIES	**256**	170	66%	0	0%	178	70%	16	6%	56	22%
INFORMATION TECHNOLOGY	**1,706**	1,441	84%	52	3%	1,427	84%	105	6%	272	16%
MANAGEMENT & BUDGET	**1,274**	1,051	82%	0	0%	1,117	88%	70	5%	181	14%
MILITARY AFFAIRS	**927**	798	86%	0	0%	880	95%	36	4%	61	7%
NATURAL RESOURCES	**1,713**	1,412	82%	0	0%	1,494	87%	88	5%	188	11%
STATE	**1,851**	1,468	79%	0	0%	1,592	86%	116	6%	244	13%
STATE POLICE	**2,683**	2,447	91%	1,704	64%	3	0%	104	4%	209	8%
TRANSPORTATION	**2,843**	2,440	86%	0	0%	2,556	90%	188	7%	291	10%
TREASURY	**1,485**	1,291	87%	0	0%	1,360	92%	96	6%	216	15%
STATEWIDE TOTALS:	**54,098**	**48,980**	**91%**	**1,756**	**3%**	**47,802**	**88%**	**2,618**	**5%**	**5,788**	**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

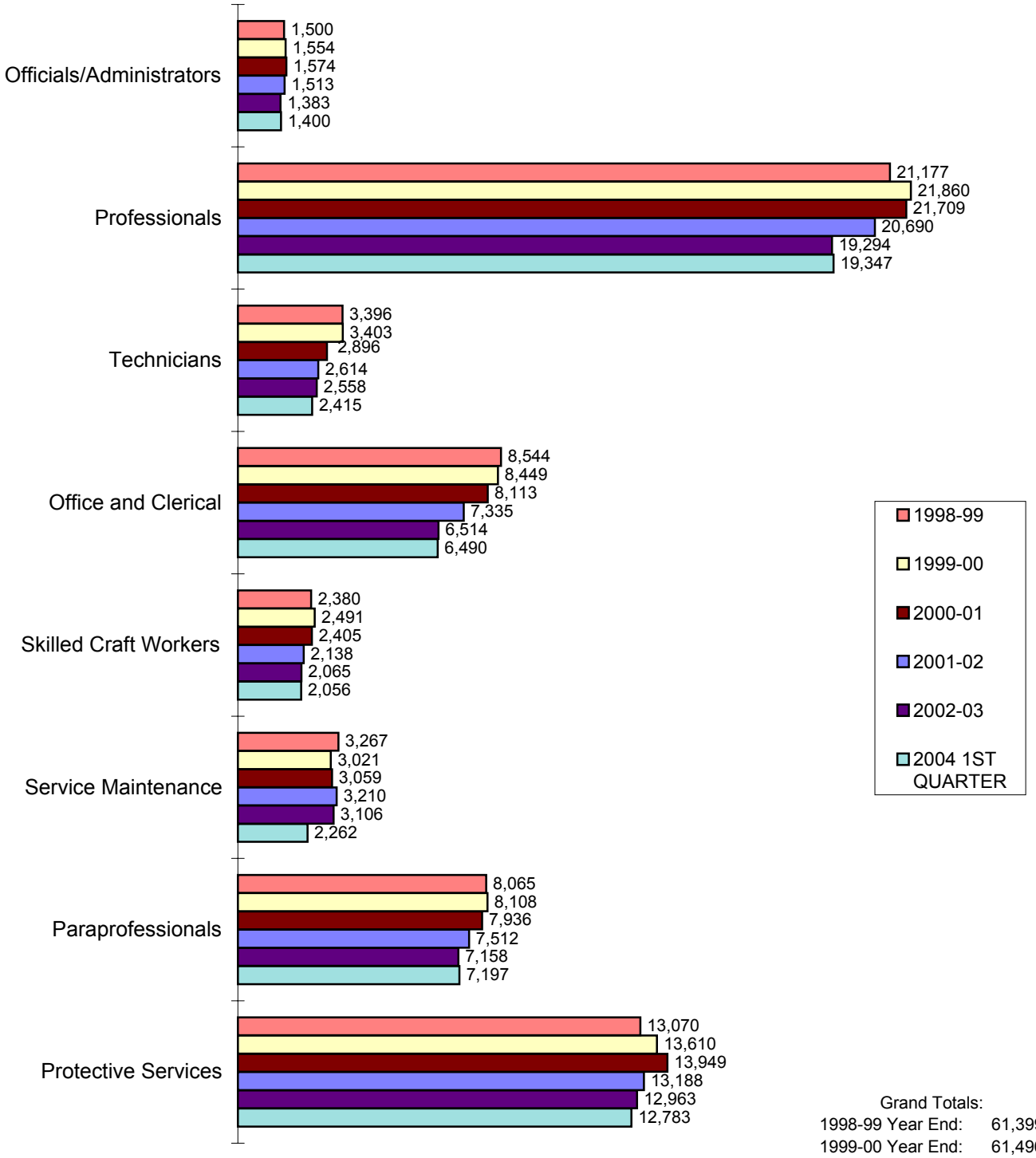
PAY PERIOD ENDING DEC 20, 2003

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	0	40	68	52	61	108	135	102	62	17	5	1	651
ATTORNEY GENERAL	0	0	10	43	59	60	102	99	78	23	4	0	478
AUDITOR GENERAL	1	8	29	22	28	24	18	12	6	2	0	0	150
CAREER DEVELOPMENT	2	14	30	59	64	109	194	236	136	54	2	4	904
CIVIL RIGHTS	0	5	14	15	16	13	19	31	18	3	0	0	134
CIVIL SERVICE	0	6	9	9	13	29	42	43	27	3	2	0	183
COMMUNITY HEALTH	22	142	221	341	384	610	1,174	985	476	147	20	5	4,527
CONSUMER & INDUSTRY SERVICES	20	136	177	236	291	406	679	695	437	125	31	9	3,242
CORRECTIONS	6	260	1,262	2,340	2,818	3,048	3,110	2,611	1,194	296	32	5	16,982
EDUCATION	0	8	10	16	15	37	73	77	55	26	0	2	319
ENVIRONMENTAL QUALITY	9	50	89	131	141	242	313	296	116	32	5	1	1,425
EXECUTIVE OFFICE	0	8	12	10	3	12	1	3	4	1	0	0	54
FAMILY INDEPENDENCE AGENCY	0	150	748	952	981	1,175	2,223	2,485	1,152	263	38	15	10,182
HISTORY ARTS AND LIBRARIES	6	32	14	26	31	20	38	49	27	9	1	3	256
INFORMATION TECHNOLOGY	5	54	96	135	193	295	378	345	149	50	4	1	1,705
MANAGEMENT & BUDGET	6	62	66	93	121	179	297	294	101	43	5	6	1,273
MILITARY AFFAIRS	2	24	44	76	99	168	184	203	84	33	6	3	926
NATURAL RESOURCES	2	82	152	220	182	268	346	275	133	42	5	5	1,712
STATE	15	110	104	135	196	286	391	382	176	46	5	4	1,850
STATE POLICE	0	38	283	547	526	473	440	246	99	18	3	2	2,675
TRANSPORTATION	7	146	213	286	378	471	560	478	233	51	13	1	2,837
TREASURY	6	49	72	106	151	244	326	310	158	53	7	3	1,485
STATEWIDE TOTAL	**109**	**1,424**	**3,723**	**5,850**	**6,751**	**8,277**	**11,043**	**10,257**	**4,921**	**1,337**	**188**	**70**	**53,950**
AVERAGE AGE	**19.28**	**23.14**	**27.77**	**32.63**	**37.59**	**42.54**	**47.59**	**52.32**	**56.97**	**61.74**	**66.88**	**74.08**	**44.02**

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 1998-99 through First Quarter 2003-04



Grand Totals:

1998-99 Year End:	61,399
1999-00 Year End:	61,496
2000-01 Year End:	61,641
2001-02 Year End:	58,200
2002-03 Year End:	55,041
2003-04 1st Quarter:	53,950

Source: MAIN MIDB Civil Service HWF27, pay period ending 12-20-03.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: DEC 20, 2003

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	12	2	14
ALGER	398	6	404
ALLEGAN	194	54	248
ALPENA	128	19	147
ANTRIM	27	1	28
ARENAC	377	10	387
BARAGA	458	23	481
BARRY	74	9	83
BAY	270	33	303
BENZIE	23	6	29
BERRIEN	381	24	405
BRANCH	755	12	767
CALHOUN	335	30	365
CASS	70	4	74
CHARLEVOIX	31	22	53
CHEBOYGAN	84	18	102
CHIPPEWA	1,317	33	1,350
CLARE	45	17	62
CLINTON	114	20	134
CRAWFORD	237	49	286
DELTA	200	26	226
DICKINSON	50	5	55
EATON	2,464	164	2,628
EMMET	71	17	88
GENESEE	852	95	947
GLADWIN	46	7	53
GOGEBIC	295	10	305
GRAND TRAVERSE	493	27	520
GRATIOT	914	7	921
HILLSDALE	62	9	71
HOUGHTON	103	16	119
HURON	40	6	46
INGHAM	9,941	1,204	11,145
IONIA	1,987	48	2,035
IOSCO	54	11	65
IRON	121	6	127
ISABELLA	497	182	679
JACKSON	2,811	51	2,862
KALAMAZOO	1,024	99	1,123
KALKASKA	56	5	61
KENT	1,522	111	1,633
KEWEENAW	1	4	5
LAKE	50	1	51
LAPEER	421	25	446
LEELANAU	12	3	15

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: DEC 20, 2003

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	815	53	868
LIVINGSTON	577	65	642
LUCE	449	9	458
MACKINAC	129	56	185
MACOMB	1,047	77	1,124
MANISTEE	386	20	406
MARQUETTE	868	42	910
MASON	67	4	71
MECOSTA	53	3	56
MENOMINEE	44	9	53
MIDLAND	72	10	82
MISSAUKEE	45	5	50
MONROE	172	23	195
MONTCALM	663	13	676
MONTMORENCY	51	9	60
MUSKEGON	1,121	35	1,156
NEWAYGO	73	6	79
OAKLAND	1,047	126	1,173
OCEANA	56	10	66
OGEMAW	62	8	70
ONTONAGON	26	1	27
OSCEOLA	72	6	78
OSCODA	36	4	40
OTSEGO	232	12	244
OTTAWA	166	26	192
OUT OF STATE	52	5	57
PRESQUE ISLE	17	5	22
ROSCOMMON	145	25	170
SAGINAW	1,022	39	1,061
SANILAC	53	7	60
SCHOOLCRAFT	46	7	53
SHIAWASSEE	81	8	89
ST CLAIR	215	37	252
ST JOSEPH	98	7	105
STATEWIDE	820	43	863
TUSCOLA	553	80	633
VAN BUREN	255	19	274
WASHTENAW	1,795	73	1,868
WAYNE	7,113	384	7,497
WEXFORD	169	16	185
GRAND TOTAL:	**50,180**	**3,918**	**54,098**

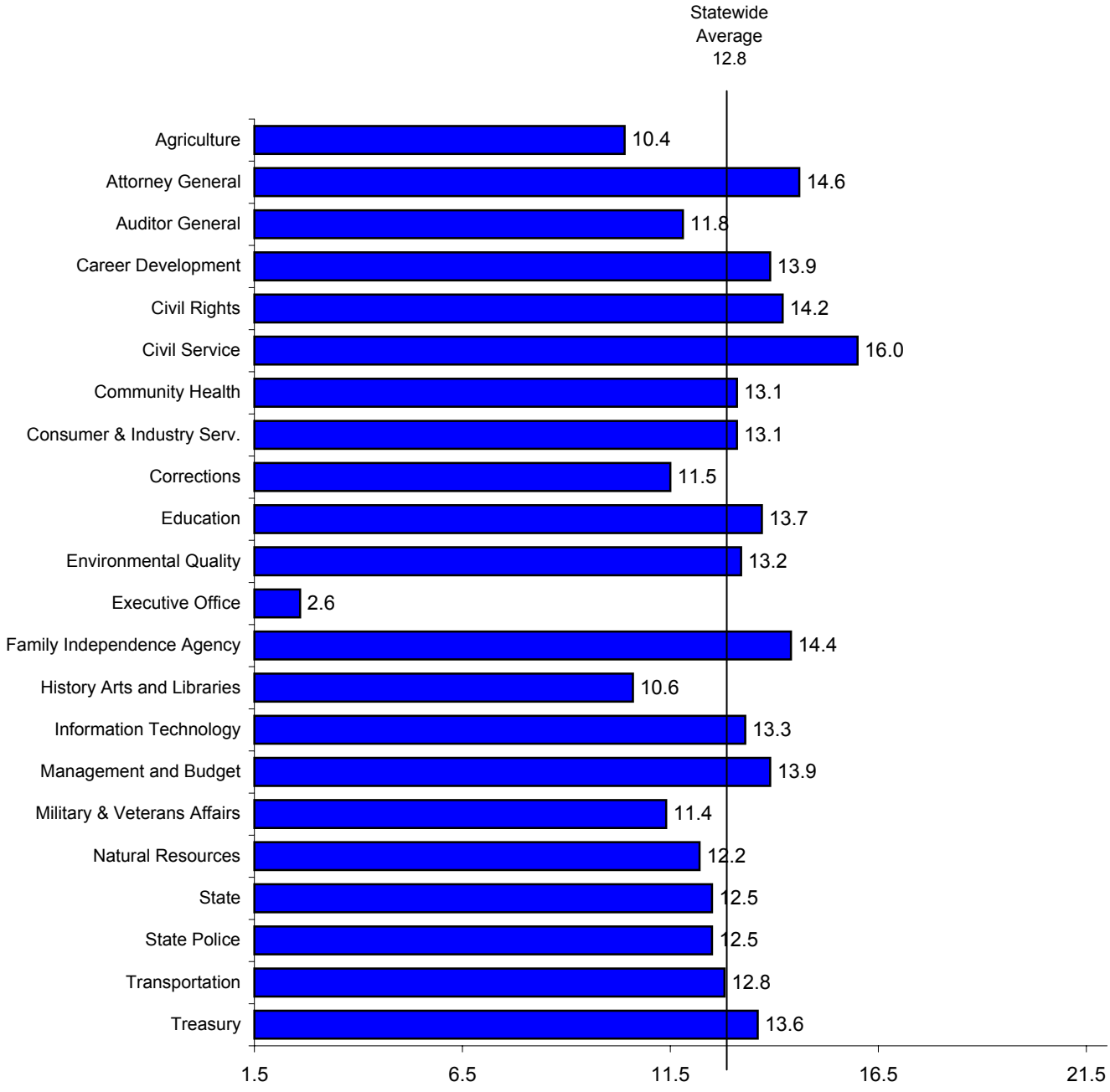
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT
Pay Period Ending December 20, 2003



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 HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
AGRICULTURE																
LESS THAN 6 YEARS	130	129	5	7	3	0	0	3	0	4	2	1	140	144	2	1
6 - 10 YEARS	38	32	3	7	0	2	1	1	0	1	0	0	42	43	1	1
11- 15 YEARS	51	44	0	2	0	1	0	1	1	3	0	0	52	51	1	0
16 - 20 YEARS	29	27	1	4	0	0	0	0	1	0	0	0	31	31	3	2
21 - 25 YEARS	16	23	2	4	0	0	1	0	1	0	0	0	20	27	0	4
26 - 30 YEARS	27	16	1	1	0	0	1	1	0	0	0	0	29	18	2	2
31 - 35 YEARS	12	4	0	3	0	0	0	0	2	0	0	0	14	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	**304**	**276**	**12**	**28**	**3**	**3**	**3**	**6**	**5**	**8**	**2**	**1**	**329**	**322**	**9**	**10**
MORE THAN 10 YEARS	136	115	4	14	0	1	2	2	5	3	0	0	147	135	6	8
AVERAGE YEARS	10.6	9.6	10.3	13.8	1.3	10.3	20.0	10.8	24.8	6.3	0.5	1.0	10.8	9.9	14.8	20.3

DEPARTMENT AVERAGE YEARS **10.4**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
ATTORNEY GENERAL																
LESS THAN 6 YEARS	39	52	5	13	0	0	1	3	0	1	0	0	45	69	0	0
6 - 10 YEARS	31	42	2	7	0	0	1	0	0	0	0	0	34	49	0	0
11- 15 YEARS	24	30	0	2	0	0	0	3	1	0	0	0	25	35	0	1
16 - 20 YEARS	30	36	4	8	0	0	0	2	0	0	0	0	34	46	1	2
21 - 25 YEARS	21	26	3	2	0	1	1	1	0	0	0	0	25	30	0	1
26 - 30 YEARS	39	21	1	2	0	0	1	0	0	0	0	0	41	23	2	1
31 - 35 YEARS	12	4	0	1	0	0	0	0	0	0	0	0	12	5	1	0
36 - 40 YEARS	3	1	0	1	0	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**199**	**212**	**15**	**36**	**0**	**1**	**4**	**9**	**1**	**1**	**0**	**0**	**219**	**259**	**4**	**5**
MORE THAN 10 YEARS	129	118	8	16	0	1	2	6	1	0	0	0	140	141	4	5
AVERAGE YEARS	16.4	13.4	13.5	11.9	0.0	25.0	14.5	11.9	15.0	4.0	0.0	0.0	16.2	13.2	26.0	20.0

DEPARTMENT AVERAGE YEARS **14.6**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	18	26	1	1	0	0	0	0	0	1	0	0	19	28	0	0
6 - 10 YEARS	12	26	0	2	0	0	0	0	0	0	0	0	12	28	0	0
11- 15 YEARS	1	11	0	1	0	0	0	0	0	0	0	0	1	12	0	0
16 - 20 YEARS	10	11	2	0	0	0	0	0	0	0	0	0	12	11	0	2
21 - 25 YEARS	8	5	1	0	0	0	0	0	0	0	0	0	9	5	0	1
26 - 30 YEARS	7	0	0	0	0	0	0	0	0	0	0	0	7	0	1	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**62**	**79**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**66**	**84**	**1**	**3**
MORE THAN 10 YEARS	32	27	3	1	0	0	0	0	0	0	0	0	35	28	1	3
AVERAGE YEARS	15.4	9.2	16.3	7.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	15.5	9.0	30.0	18.7

DEPARTMENT AVERAGE YEARS **11.8**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	73	103	21	45	0	3	5	7	0	6	3	0	102	164	5	1
6 - 10 YEARS	34	55	12	21	1	0	1	5	1	3	0	0	49	84	7	3
11- 15 YEARS	44	47	11	24	0	0	2	5	0	0	0	0	57	76	14	8
16 - 20 YEARS	30	38	5	19	1	1	1	4	0	1	0	0	37	63	7	4
21 - 25 YEARS	28	42	10	20	0	1	1	5	0	0	0	0	39	68	11	4
26 - 30 YEARS	35	53	9	21	1	0	2	0	0	0	0	0	47	74	7	9
31 - 35 YEARS	12	11	3	9	0	0	0	1	0	0	0	0	15	21	4	2
36 - 40 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	2	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**261**	**351**	**72**	**159**	**3**	**5**	**12**	**27**	**1**	**10**	**3**	**0**	**352**	**552**	**57**	**31**
MORE THAN 10 YEARS	154	193	39	93	2	2	6	15	0	1	0	0	201	304	45	27
AVERAGE YEARS	14.4	13.9	13.6	14.4	18.0	9.8	12.7	12.8	7.0	6.0	1.0	0.0	14.1	13.8	18.2	19.9

DEPARTMENT AVERAGE YEARS **13.9**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CIVIL RIGHTS																
LESS THAN 6 YEARS	8	10	8	14	0	0	0	4	0	2	0	0	16	30	0	0
6 - 10 YEARS	2	4	3	8	0	1	0	1	0	1	0	0	5	15	0	0
11- 15 YEARS	0	2	2	5	0	0	2	0	0	1	0	0	4	8	0	0
16 - 20 YEARS	1	2	1	4	0	0	0	0	0	0	0	0	2	6	0	0
21 - 25 YEARS	2	4	0	5	0	0	1	0	0	0	0	0	3	9	0	1
26 - 30 YEARS	4	6	1	7	0	0	2	2	0	0	0	0	7	15	0	0
31 - 35 YEARS	1	4	4	3	0	0	0	0	1	0	0	0	6	7	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**18**	**33**	**19**	**46**	**0**	**1**	**5**	**7**	**1**	**4**	**0**	**0**	**43**	**91**	**0**	**1**
MORE THAN 10 YEARS	8	19	8	24	0	0	5	2	1	1	0	0	22	46	0	1
AVERAGE YEARS	13.9	16.3	12.6	13.8	0.0	6.0	22.0	10.4	31.0	5.0	0.0	0.0	14.7	14.0	0.0	24.0

DEPARTMENT AVERAGE YEARS **14.2**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CIVIL SERVICE																
LESS THAN 6 YEARS	6	23	0	6	0	0	1	0	0	1	0	0	7	30	0	0
6 - 10 YEARS	3	19	1	1	0	1	0	0	0	0	0	0	4	21	0	1
11- 15 YEARS	5	16	0	1	0	1	0	0	0	3	0	0	5	21	0	0
16 - 20 YEARS	5	13	0	6	0	1	0	3	0	0	0	0	5	23	1	2
21 - 25 YEARS	4	13	2	6	1	0	0	0	0	0	0	0	7	19	1	1
26 - 30 YEARS	6	22	0	3	1	0	1	0	0	0	0	0	8	25	2	3
31 - 35 YEARS	4	3	1	0	0	0	0	0	0	0	0	0	5	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	**33**	**109**	**4**	**23**	**2**	**3**	**2**	**3**	**0**	**4**	**0**	**0**	**41**	**142**	**4**	**7**
MORE THAN 10 YEARS	24	67	3	16	2	2	1	3	0	3	0	0	30	91	4	6
AVERAGE YEARS	18.0	15.3	21.5	16.0	27.0	14.0	13.5	17.3	0.0	10.8	0.0	0.0	18.6	15.3	25.3	21.7

DEPARTMENT AVERAGE YEARS **16.0**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
COMMUNITY HEALTH																
LESS THAN 6 YEARS	387	667	100	201	5	6	18	15	19	23	3	6	532	918	3	1
6 - 10 YEARS	241	290	43	75	4	4	8	5	8	18	0	0	304	392	5	7
11- 15 YEARS	90	222	37	81	0	3	10	5	7	16	0	0	144	327	9	21
16 - 20 YEARS	138	257	38	99	1	3	6	15	9	12	0	0	192	386	26	22
21 - 25 YEARS	202	261	85	106	2	4	8	10	3	9	0	0	300	390	20	31
26 - 30 YEARS	191	257	23	46	1	3	1	6	7	2	0	0	223	314	23	21
31 - 35 YEARS	36	44	5	7	0	0	1	0	0	1	0	0	42	52	4	2
36 - 40 YEARS	4	5	0	1	0	0	0	0	0	0	0	0	4	6	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**1,289**	**2,003**	**331**	**617**	**13**	**23**	**52**	**56**	**53**	**81**	**3**	**6**	**1,741**	**2,786**	**90**	**105**
MORE THAN 10 YEARS	661	1,046	188	341	4	13	26	36	26	40	0	0	905	1,476	82	97
AVERAGE YEARS	13.8	12.9	13.8	12.9	11.1	14.0	11.3	14.3	11.7	11.6	0.3	0.3	13.6	12.9	21.0	20.1

DEPARTMENT AVERAGE YEARS **13.1**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CONSUMER & INDUSTRY SERVICES																
LESS THAN 6 YEARS	225	453	60	269	1	3	12	23	7	13	0	4	305	765	1	3
6 - 10 YEARS	136	188	15	55	0	0	2	3	2	6	0	0	155	252	0	3
11- 15 YEARS	123	204	26	69	1	2	3	10	2	7	0	0	155	292	11	33
16 - 20 YEARS	102	174	31	74	2	5	9	13	5	3	0	0	149	269	11	20
21 - 25 YEARS	81	178	26	72	0	4	5	6	0	2	0	0	112	262	18	28
26 - 30 YEARS	119	182	19	81	1	3	1	4	2	3	0	0	142	273	12	21
31 - 35 YEARS	33	45	1	12	0	0	0	2	0	0	0	0	34	59	5	8
36 - 40 YEARS	6	4	1	4	0	0	0	1	0	0	0	0	7	9	1	2
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**826**	**1,428**	**180**	**636**	**5**	**17**	**32**	**62**	**18**	**34**	**0**	**4**	**1,061**	**2,181**	**59**	**118**
MORE THAN 10 YEARS	465	787	105	312	4	14	18	36	9	15	0	0	601	1,164	58	112
AVERAGE YEARS	14.0	13.3	13.2	11.9	15.8	17.5	11.8	12.5	11.3	10.5	0.0	1.8	13.7	12.8	21.8	20.2

DEPARTMENT AVERAGE YEARS **13.1**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CORRECTIONS																
LESS THAN 6 YEARS	2,369	1,161	306	400	39	16	47	44	15	6	28	13	2,804	1,640	8	2
6 - 10 YEARS	2,147	956	276	317	69	24	72	33	10	4	0	0	2,574	1,334	20	12
11- 15 YEARS	2,218	701	196	173	71	16	53	17	8	2	0	0	2,546	909	93	42
16 - 20 YEARS	2,017	600	324	329	41	12	37	16	4	4	0	0	2,423	961	154	58
21 - 25 YEARS	554	233	73	71	11	4	4	8	0	1	0	0	642	317	64	28
26 - 30 YEARS	465	163	49	54	6	1	7	2	1	0	0	0	528	220	56	10
31 - 35 YEARS	43	20	10	5	0	0	2	0	0	0	0	0	55	25	4	0
36 - 40 YEARS	1	2	1	0	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**9,814**	**3,836**	**1,235**	**1,349**	**237**	**73**	**222**	**120**	**38**	**17**	**28**	**13**	**11,574**	**5,408**	**399**	**152**
MORE THAN 10 YEARS	5,298	1,719	653	632	129	33	103	43	13	7	0	0	6,196	2,434	371	138
AVERAGE YEARS	11.9	10.8	12.0	11.0	11.8	10.7	11.0	9.6	8.9	9.8	1.3	1.0	11.9	10.8	18.4	17.2

DEPARTMENT AVERAGE YEARS **11.5**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	30	75	2	4	0	0	0	1	0	0	0	0	32	80	0	0
6 - 10 YEARS	8	29	0	2	0	0	0	0	0	0	0	0	8	31	0	0
11- 15 YEARS	5	27	0	1	0	0	0	2	0	0	0	0	5	30	0	2
16 - 20 YEARS	4	24	0	2	0	0	1	1	0	1	0	0	5	28	0	1
21 - 25 YEARS	4	23	1	2	0	1	0	2	0	0	0	0	5	28	2	3
26 - 30 YEARS	11	37	1	3	0	0	0	0	0	0	0	0	12	40	1	2
31 - 35 YEARS	2	8	0	2	0	0	0	0	0	0	0	0	2	10	0	1
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**65**	**225**	**4**	**16**	**0**	**1**	**1**	**6**	**0**	**1**	**0**	**0**	**70**	**249**	**3**	**9**
MORE THAN 10 YEARS	27	121	2	10	0	1	1	5	0	1	0	0	30	138	3	9
AVERAGE YEARS	11.9	13.9	13.8	16.8	0.0	23.0	18.0	16.5	0.0	17.0	0.0	0.0	12.1	14.2	26.0	23.6

DEPARTMENT AVERAGE YEARS **13.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	177	172	9	7	0	1	2	3	4	3	0	2	192	188	0	0
6 - 10 YEARS	95	82	1	4	0	1	0	2	5	5	0	0	101	94	1	2
11- 15 YEARS	166	129	6	11	0	0	5	3	6	3	0	0	183	146	6	4
16 - 20 YEARS	77	89	8	12	1	3	3	1	6	2	0	0	95	107	1	3
21 - 25 YEARS	86	60	5	8	0	0	0	2	2	1	0	0	93	71	7	4
26 - 30 YEARS	74	35	0	4	1	0	1	0	1	0	0	0	77	39	5	2
31 - 35 YEARS	23	11	0	1	0	0	1	0	1	0	0	0	25	12	0	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	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	**699**	**579**	**29**	**47**	**2**	**5**	**12**	**11**	**25**	**14**	**0**	**2**	**767**	**658**	**21**	**15**
MORE THAN 10 YEARS	427	325	19	36	2	3	10	6	16	6	0	0	474	376	20	13
AVERAGE YEARS	13.9	12.3	12.8	15.9	22.0	13.2	15.3	11.5	14.1	11.3	0.0	0.0	13.9	12.5	21.1	18.1

DEPARTMENT AVERAGE YEARS **13.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	10	24	6	7	0	0	1	3	0	1	0	0	17	35	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**10**	**26**	**6**	**7**	**0**	**0**	**1**	**3**	**0**	**1**	**0**	**0**	**17**	**37**	**0**	**1**
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	1.7	3.5	1.3	2.0	0.0	0.0	2.0	1.7	0.0	1.0	0.0	0.0	1.6	3.0	0.0	35.0

DEPARTMENT AVERAGE YEARS **2.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	335	1,334	128	851	4	8	22	79	4	15	0	1	493	2,288	0	12
6 - 10 YEARS	252	729	110	413	4	16	13	54	5	10	0	0	384	1,222	2	24
11- 15 YEARS	203	682	69	341	1	16	23	60	5	13	0	0	301	1,112	31	64
16 - 20 YEARS	141	372	59	216	2	4	12	46	2	4	0	0	216	642	20	38
21 - 25 YEARS	242	837	68	461	2	14	9	27	6	7	0	0	327	1,346	35	123
26 - 30 YEARS	326	707	35	379	1	4	4	12	2	2	0	0	368	1,104	31	69
31 - 35 YEARS	91	152	12	88	1	1	0	3	1	0	0	0	105	244	11	14
36 - 40 YEARS	9	11	1	5	0	0	1	0	0	0	0	0	11	16	2	2
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
DEPARTMENT TOTAL	**1,600**	**4,824**	**483**	**2,755**	**15**	**63**	**84**	**281**	**25**	**51**	**0**	**1**	**2,207**	**7,975**	**132**	**347**
MORE THAN 10 YEARS	1,013	2,761	245	1,491	7	39	49	148	16	26	0	0	1,330	4,465	130	311
AVERAGE YEARS	16.4	14.4	12.8	14.0	13.3	14.3	12.7	11.9	15.4	11.6	0.0	2.0	15.4	14.1	22.0	20.5

DEPARTMENT AVERAGE YEARS **14.4**

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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	32	49	2	0	0	0	0	1	1	1	9	20	44	71	0	1
6 - 10 YEARS	14	17	0	0	0	0	0	0	0	1	0	0	14	18	1	0
11- 15 YEARS	9	14	1	1	0	0	0	1	0	0	0	0	10	16	2	1
16 - 20 YEARS	5	17	1	2	1	1	0	1	0	0	0	0	7	21	2	0
21 - 25 YEARS	9	10	0	3	0	0	0	1	0	0	0	0	9	14	2	1
26 - 30 YEARS	12	13	0	0	0	0	1	0	0	0	0	0	13	13	0	0
31 - 35 YEARS	3	2	0	0	1	0	0	0	0	0	0	0	4	2	1	0
36 - 40 YEARS	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	**84**	**122**	**4**	**6**	**2**	**1**	**1**	**4**	**1**	**2**	**9**	**20**	**101**	**155**	**8**	**3**
MORE THAN 10 YEARS	38	56	2	6	2	1	1	3	0	0	0	0	43	66	7	2
AVERAGE YEARS	12.3	11.2	9.3	20.5	25.0	18.0	30.0	14.0	0.0	4.5	0.2	0.1	11.4	10.1	18.8	15.0

DEPARTMENT AVERAGE YEARS **10.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	275	130	12	15	1	0	3	5	19	10	13	5	323	165	2	0
6 - 10 YEARS	208	79	12	9	0	1	7	4	7	4	0	0	234	97	1	3
11- 15 YEARS	94	95	15	12	1	0	2	4	4	3	1	0	117	114	10	11
16 - 20 YEARS	76	88	15	24	0	1	3	2	8	6	0	0	102	121	10	4
21 - 25 YEARS	66	71	9	19	1	0	3	4	1	4	0	0	80	98	10	1
26 - 30 YEARS	90	82	8	9	0	0	0	5	1	1	0	0	99	97	5	3
31 - 35 YEARS	28	18	3	1	1	0	2	1	0	0	0	0	34	20	4	1
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**840**	**564**	**74**	**89**	**4**	**2**	**20**	**25**	**40**	**28**	**14**	**5**	**992**	**713**	**42**	**23**
MORE THAN 10 YEARS	357	355	50	65	3	1	10	16	14	14	1	0	435	451	39	20
AVERAGE YEARS	12.1	15.0	15.2	16.2	17.0	13.0	13.7	15.6	9.2	11.8	1.3	0.2	12.1	14.9	20.1	17.4

DEPARTMENT AVERAGE YEARS **13.3**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	155	171	5	13	0	2	4	3	2	3	12	25	178	217	2	1
6 - 10 YEARS	78	90	9	9	0	1	0	1	1	1	0	0	88	102	1	1
11- 15 YEARS	64	48	8	6	1	0	5	3	3	1	0	0	81	58	5	3
16 - 20 YEARS	50	65	6	6	0	0	3	4	5	1	0	0	64	76	5	7
21 - 25 YEARS	69	74	10	10	0	0	3	1	0	1	0	0	82	86	11	8
26 - 30 YEARS	91	57	9	10	1	1	10	2	1	0	0	0	112	70	6	5
31 - 35 YEARS	27	16	3	2	1	0	3	3	0	0	0	0	34	21	5	1
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	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	**538**	**521**	**50**	**56**	**3**	**4**	**28**	**17**	**12**	**7**	**12**	**25**	**643**	**630**	**36**	**26**
MORE THAN 10 YEARS	305	260	36	34	3	1	24	13	9	3	0	0	377	311	33	24
AVERAGE YEARS	14.9	12.9	17.8	15.3	25.0	11.3	20.8	17.6	14.4	10.9	0.5	0.3	15.1	12.7	22.3	20.2

DEPARTMENT AVERAGE YEARS **13.9**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	106	134	15	58	0	0	5	5	2	5	1	0	129	202	0	1
6 - 10 YEARS	61	73	4	25	0	1	3	2	0	0	0	0	68	101	2	0
11- 15 YEARS	56	51	4	13	0	2	4	1	0	0	0	0	64	67	3	1
16 - 20 YEARS	40	67	8	10	1	2	0	2	0	1	0	0	49	82	7	4
21 - 25 YEARS	29	43	2	4	3	0	1	2	0	0	0	0	35	49	3	1
26 - 30 YEARS	26	35	1	5	2	0	0	0	0	0	0	0	29	40	2	2
31 - 35 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	1	0
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**325**	**407**	**34**	**115**	**6**	**5**	**13**	**12**	**2**	**6**	**1**	**0**	**381**	**545**	**18**	**9**
MORE THAN 10 YEARS	158	200	15	32	6	4	5	5	0	1	0	0	184	242	16	8
AVERAGE YEARS	11.8	12.1	10.2	7.9	23.3	14.4	8.8	10.4	2.5	6.2	2.0	0.0	11.7	11.1	18.9	18.2

DEPARTMENT AVERAGE YEARS **11.4**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
NATURAL RESOURCES																
LESS THAN 6 YEARS	337	197	0	3	0	2	4	3	4	2	0	0	345	207	2	0
6 - 10 YEARS	204	81	7	6	2	1	1	0	2	1	0	0	216	89	1	1
11- 15 YEARS	153	78	6	5	4	1	3	4	0	1	0	0	166	89	2	3
16 - 20 YEARS	133	72	7	3	6	1	2	6	0	0	0	0	148	82	8	3
21 - 25 YEARS	89	48	4	4	1	0	1	1	1	1	0	0	96	54	4	1
26 - 30 YEARS	106	28	0	2	4	1	1	1	0	0	0	0	111	32	3	3
31 - 35 YEARS	58	7	0	1	0	0	1	0	0	0	0	0	59	8	5	2
36 - 40 YEARS	8	1	0	0	0	0	0	0	0	0	0	0	8	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	**1,089**	**512**	**24**	**24**	**17**	**6**	**13**	**15**	**7**	**5**	**0**	**0**	**1,150**	**562**	**26**	**13**
MORE THAN 10 YEARS	548	234	17	15	15	3	8	12	1	2	0	0	589	266	23	12
AVERAGE YEARS	12.8	10.5	14.9	14.4	18.1	11.5	13.1	14.5	5.7	10.2	0.0	0.0	12.9	10.8	21.5	20.6

DEPARTMENT AVERAGE YEARS **12.2**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
STATE																
LESS THAN 6 YEARS	74	383	15	99	1	3	4	26	1	4	2	9	97	524	1	2
6 - 10 YEARS	23	143	7	43	0	11	0	6	2	4	0	0	32	207	1	6
11- 15 YEARS	25	151	3	60	1	1	3	17	2	1	0	0	34	230	3	29
16 - 20 YEARS	26	158	10	68	1	2	3	6	2	5	0	0	42	239	4	24
21 - 25 YEARS	30	131	7	47	0	2	0	12	0	3	0	0	37	195	2	14
26 - 30 YEARS	46	91	3	18	0	0	2	4	0	0	0	0	51	113	9	6
31 - 35 YEARS	11	25	0	2	0	0	0	0	0	0	0	0	11	27	2	1
36 - 40 YEARS	1	8	0	1	0	0	0	0	0	0	0	0	1	9	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**236**	**1,091**	**45**	**338**	**3**	**19**	**12**	**71**	**7**	**17**	**2**	**9**	**305**	**1,545**	**22**	**84**
MORE THAN 10 YEARS	139	565	23	196	2	5	8	39	4	9	0	0	176	814	20	76
AVERAGE YEARS	14.9	12.3	12.1	12.4	11.7	9.7	13.4	11.7	10.6	11.9	0.5	0.0	14.2	12.2	21.5	17.5

DEPARTMENT AVERAGE YEARS **12.5**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	409	181	11	11	0	1	5	3	1	1	0	1	426	198	0	0
6 - 10 YEARS	498	120	36	10	15	0	15	0	4	1	0	0	568	131	2	0
11- 15 YEARS	269	99	38	8	7	1	11	1	3	1	0	0	328	110	2	2
16 - 20 YEARS	245	123	44	16	7	0	19	3	0	1	0	0	315	143	5	4
21 - 25 YEARS	143	40	31	6	0	3	8	5	0	1	0	0	182	55	2	2
26 - 30 YEARS	79	58	8	7	1	2	3	1	0	0	0	0	91	68	1	2
31 - 35 YEARS	34	13	4	1	0	0	1	0	0	0	0	0	39	14	1	2
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,683**	**635**	**172**	**59**	**30**	**7**	**62**	**13**	**8**	**5**	**0**	**1**	**1,955**	**720**	**13**	**12**
MORE THAN 10 YEARS	776	334	125	38	15	6	42	10	3	3	0	0	961	391	11	12
AVERAGE YEARS	12.0	12.5	15.9	14.4	11.9	20.7	15.0	16.6	10.0	13.2	0.0	0.0	12.4	12.8	18.5	21.7

DEPARTMENT AVERAGE YEARS **12.5**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	591	237	33	27	4	2	7	7	13	8	1	2	649	283	1	0
6 - 10 YEARS	232	81	13	9	7	4	4	0	2	3	0	0	258	97	1	2
11- 15 YEARS	323	124	26	14	3	3	7	1	5	2	0	0	364	144	15	7
16 - 20 YEARS	231	96	30	17	6	1	13	5	4	1	0	0	284	120	19	12
21 - 25 YEARS	114	98	19	14	6	2	9	3	2	0	0	0	150	117	9	15
26 - 30 YEARS	131	55	18	13	7	0	10	1	2	0	0	0	168	69	17	7
31 - 35 YEARS	70	16	1	6	0	0	2	0	2	0	0	0	75	22	9	3
36 - 40 YEARS	27	2	0	0	0	0	0	0	4	0	0	0	31	2	5	0
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
DEPARTMENT TOTAL	**1,723**	**709**	**140**	**100**	**33**	**12**	**52**	**17**	**34**	**14**	**1**	**2**	**1,983**	**854**	**78**	**46**
MORE THAN 10 YEARS	900	391	94	64	22	6	41	10	19	3	0	0	1,076	474	76	44
AVERAGE YEARS	12.4	12.5	14.6	15.0	16.8	11.7	18.2	12.3	15.0	6.2	0.0	0.0	12.8	12.7	23.2	21.1

DEPARTMENT AVERAGE YEARS **12.8**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	143	223	15	34	0	1	3	3	9	8	2	2	172	271	0	4
6 - 10 YEARS	75	117	10	24	0	2	3	2	1	2	0	0	89	147	1	0
11- 15 YEARS	38	72	9	30	0	1	3	9	4	0	0	0	54	112	7	9
16 - 20 YEARS	36	91	24	33	0	0	2	14	4	1	0	0	66	139	8	4
21 - 25 YEARS	22	108	9	40	1	1	4	6	0	0	0	0	36	155	1	11
26 - 30 YEARS	54	101	7	11	0	1	2	1	0	0	0	0	63	114	10	8
31 - 35 YEARS	26	24	4	1	0	1	2	0	1	0	0	0	33	26	6	0
36 - 40 YEARS	4	3	0	0	0	0	0	0	0	0	0	0	4	3	2	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**399**	**739**	**78**	**173**	**1**	**7**	**19**	**35**	**19**	**11**	**2**	**2**	**518**	**967**	**35**	**37**
MORE THAN 10 YEARS	181	399	53	115	1	4	13	30	9	1	0	0	257	549	34	33
AVERAGE YEARS	12.6	13.8	15.1	14.8	22.0	17.1	16.9	15.9	10.2	4.5	1.0	0.0	13.0	13.9	22.9	19.5

DEPARTMENT AVERAGE YEARS **13.6**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	5,929	5,934	759	2,085	58	48	144	241	101	118	76	91	7,067	8,517	27	29
6 - 10 YEARS	4,392	3,253	564	1,047	102	70	131	119	50	65	0	0	5,239	4,554	47	66
11- 15 YEARS	3,961	2,847	457	860	90	48	136	147	51	57	1	0	4,696	3,959	214	241
16 - 20 YEARS	3,426	2,420	618	952	70	37	114	144	50	43	0	0	4,278	3,596	292	216
21 - 25 YEARS	1,819	2,329	367	904	28	37	59	96	16	30	0	0	2,289	3,396	202	283
26 - 30 YEARS	1,939	2,019	193	676	27	16	50	42	17	8	0	0	2,226	2,761	195	176
31 - 35 YEARS	536	431	51	145	4	2	15	10	8	1	0	0	614	589	63	38
36 - 40 YEARS	85	47	3	12	0	0	1	1	4	0	0	0	93	60	15	6
MORE THAN 40 YEARS	10	1	3	2	0	0	0	0	0	0	0	0	13	3	2	2
STATEWIDE TOTAL	**22,097**	**19,281**	**3,015**	**6,683**	**379**	**258**	**650**	**800**	**297**	**322**	**77**	**91**	**26,515**	**27,435**	**1,057**	**1,057**
MORE THAN 10 YEARS	11,776	10,094	1,692	3,551	219	140	375	440	146	139	1	0	14,209	14,364	983	962
AVERAGE YEARS	12.8	12.8	13.1	13.0	13.1	13.0	13.2	12.3	11.9	10.3	0.9	0.4	12.8	12.7	20.2	19.6

STATEWIDE AVERAGE YEARS **12.8**

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

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

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2004

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	17	1.15%
Dismissal	64	4.32%
Expired Appointment	622	42.03%
Total Involuntary Separations	**703**	**47.50%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	369	24.93%
Layoff/Leave of Absence Rights Expired	54	3.65%
Waived Rights Leave of Absence	67	4.53%
Settlement	0	0.00%
Total Voluntary Separations	**490**	**33.11%**
RETIREMENT		
Retirement	130	8.78%
Early Retirement	14	0.95%
Disability Retirement	38	2.57%
Deferred Retirement	44	2.97%
Undefined Separations	61	4.12%
Total Retirements	**287**	**19.39%**
TOTAL SEPARATIONS	**1,480**	**100.00%**

Source: MAIN MIDB Civil Service HWF10

Table 3-3

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-28-2003 TO PAY PERIOD ENDING DEC-20-2003

	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	2	2	0	0	4	35	0	0	0	35	-31
ATTORNEY GENERAL	12	0	0	0	12	4	0	5	0	9	3
AUDITOR GENERAL	0	0	0	0	0	1	0	0	0	1	-1
CAREER DEVELOPMENT	13	1	0	0	14	12	0	0	1	13	1
CIVIL RIGHTS	5	0	0	0	5	2	0	0	0	2	3
CIVIL SERVICE	0	0	0	0	0	2	0	0	0	2	-2
COMMUNITY HEALTH	133	3	6	2	144	138	0	1	7	146	-2
CONSUMER & INDUSTRY SERVICES	18	23	1	0	43	28	0	6	2	36	7
CORRECTIONS	51	0	11	1	65	198	0	6	14	218	-153
EDUCATION	13	0	0	0	13	5	0	0	0	5	8
ENVIRONMENTAL QUALITY	10	13	0	0	23	3	0	0	3	6	17
EXECUTIVE OFFICE	2	0	0	0	2	3	0	0	0	3	-1
FAMILY INDEPENDENCE AGENCY	34	0	14	0	49	100	0	1	32	133	-84
HISTORY ARTS AND LIBRARIES	0	2	1	0	3	20	12	0	0	32	-29
INFORMATION TECHNOLOGY	7	3	0	0	10	21	0	0	1	22	-12
MANAGEMENT & BUDGET	4	3	0	0	7	20	0	0	1	21	-14
MILITARY AFFAIRS	13	0	0	0	13	23	9	0	2	34	-21
NATURAL RESOURCES	19	29	9	0	57	516	149	0	2	667	-610
STATE	3	5	1	0	9	26	0	0	1	27	-18
STATE POLICE	4	0	1	0	5	51	0	0	0	51	-46
TRANSPORTATION	44	9	1	0	55	91	1	0	3	95	-40
TREASURY	33	6	1	0	41	43	0	1	4	48	-7
STATEWIDE TOTALS	**420**	**99**	**46**	**3**	**568**	**1,342**	**171**	**20**	**73**	**1,606**	**-1,038**

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.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

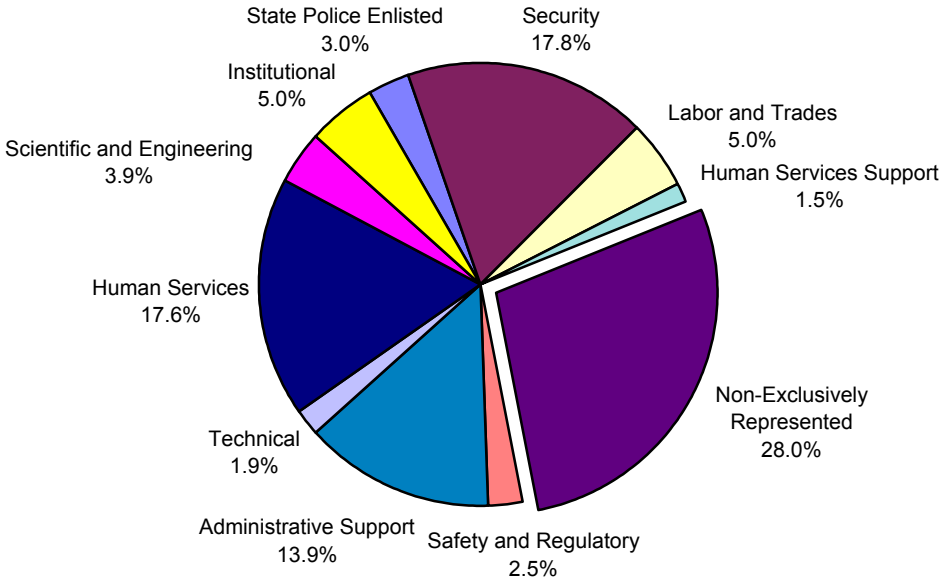
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

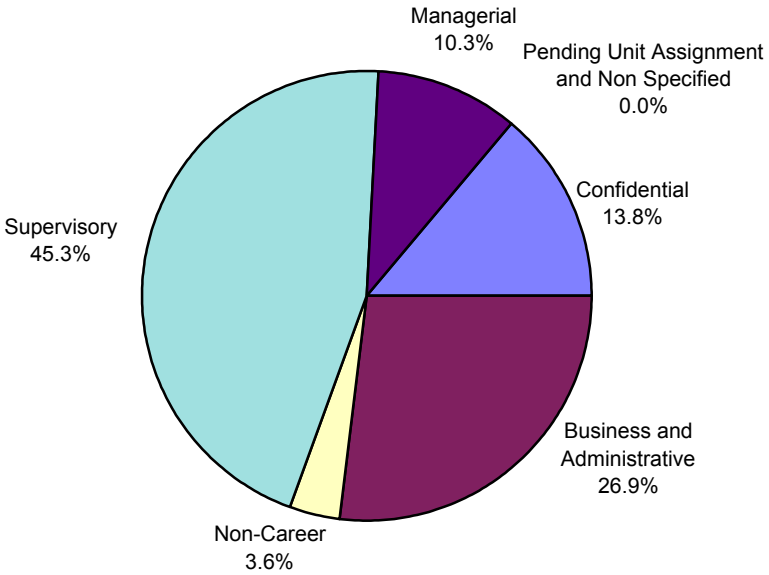
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT
As of December 20, 2003



(53,950 Employees)

Non-Exclusively Represented
15,109 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, 72 percent were exclusively represented by one of eight employee organizations.

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

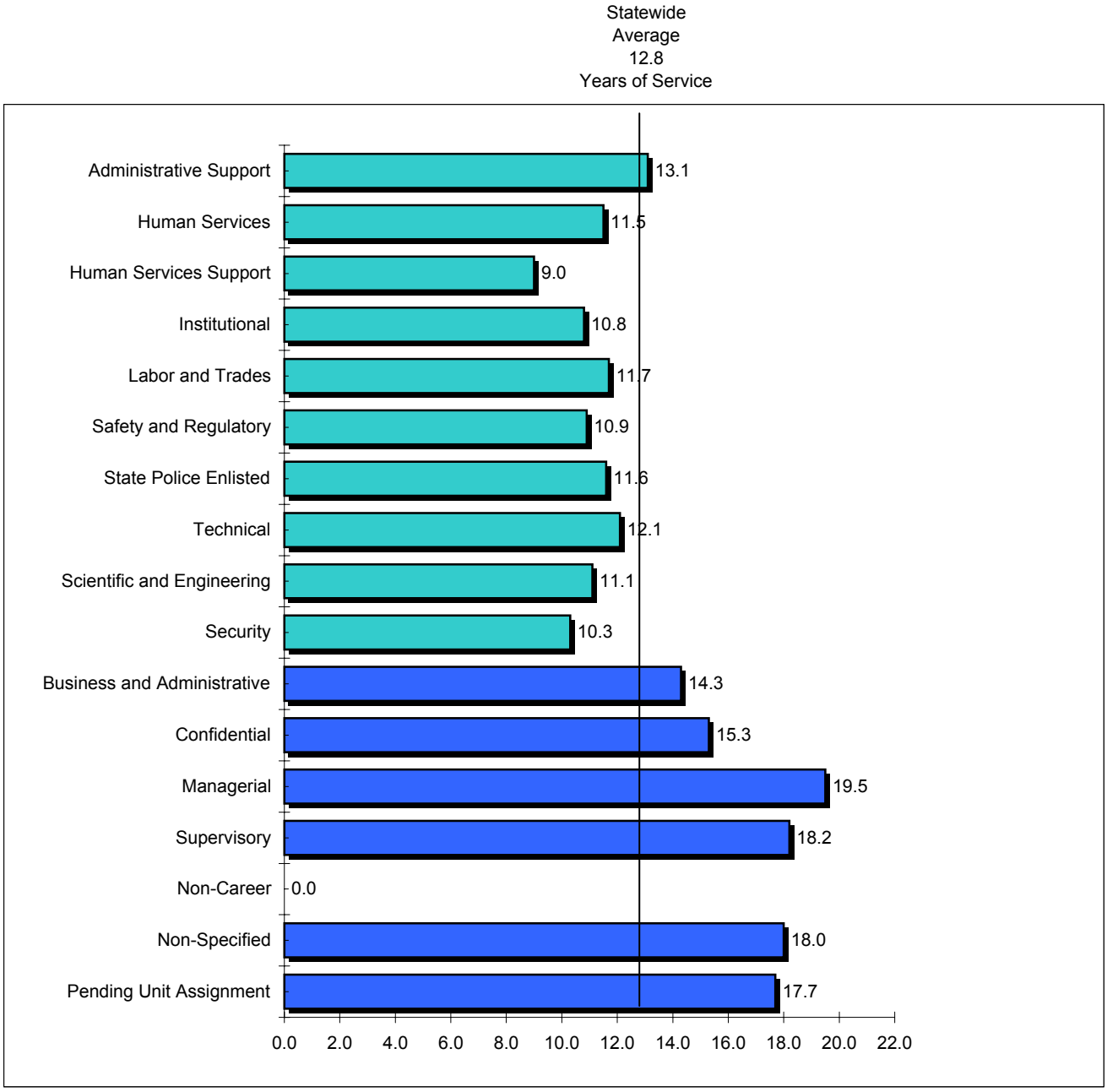
PAY PERIOD ENDING DECEMBER 20, 2003

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	1,334	1,072	80.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,701	2,531	93.7	0	0.0	0	0.0	0	0.0	1	0.0	1	0.0	0	0.0	1	0.0
C12 SECURITY	9,582	0	0.0	0	0.0	9,322	97.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	835	0	0.0	1	0.1	0	0.0	771	92.3	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,083	0	0.0	0	0.0	0	0.0	0	0.0	1,983	95.2	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,004	0	0.0	0	0.0	0	0.0	0	0.0	3	0.3	946	94.2	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,597	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,584	99.2	0	0.0
U11 INSTITUTIONAL	2,700	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,005	74.3
W22 HUMAN SERVICES	9,487	0	0.0	8,994	94.8	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,518	0	0.0	6,947	92.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,070	0	0.0	4	0.1	1	0.0	2	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	3	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	6,848	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.0	0	0.0
Y52 NONCAREER	548	0	0.0	1	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,558	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,081	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**38,841**	**3,603**	**9.3**	**15,942**	**41.0**	**9,323**	**24.0**	**771**	**2.0**	**1,987**	**5.1**	**948**	**2.4**	**1,584**	**4.1**	**2,007**	**5.2**
NON-EXCLUSIVELY REPRESENTED TOTAL	**15,109**	**1**	**0.0**	**10**	**0.1**	**1**	**0.0**	**2**	**0.0**	**1**	**0.0**	**0**	**0.0**	**2**	**0.0**	**0**	**0.0**
STATEWIDE TOTALS	**53,950**	**3,604**	**6.7**	**15,952**	**29.6**	**9,324**	**17.3**	**773**	**1.4**	**1,988**	**3.7**	**948**	**1.8**	**1,586**	**2.9**	**2,007**	**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 20, 2003



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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	300	73	24	18	1	1	9	2	2	2	3	9	339	105	1	0
6 - 10 YEARS	213	36	10	16	4	3	2	0	1	0	0	0	230	55	2	0
11- 15 YEARS	152	39	18	17	3	5	5	1	1	0	0	0	179	62	4	3
16 - 20 YEARS	93	33	17	17	6	0	6	1	1	0	0	0	123	51	5	2
21 - 25 YEARS	45	23	9	16	0	1	3	1	0	0	0	0	57	41	3	1
26 - 30 YEARS	34	14	6	12	2	0	2	0	0	0	0	0	44	26	1	2
31 - 35 YEARS	13	5	0	1	0	0	0	0	0	0	0	0	13	6	2	1
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	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	**853**	**223**	**84**	**97**	**16**	**10**	**27**	**5**	**5**	**2**	**3**	**9**	**988**	**346**	**18**	**9**
MORE THAN 10 YEARS	340	114	50	63	11	6	16	3	2	0	0	0	419	186	15	9
AVERAGE YEARS	10.0	11.7	12.7	14.9	14.9	11.7	11.8	11.2	9.2	2.5	0.0	0.0	10.4	12.2	18.1	19.9

BARGAINING UNIT AVERAGE YEARS **10.9**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	738	108	49	8	10	1	12	1	0	1	8	6	817	125	2	0
6 - 10 YEARS	358	33	23	1	10	0	7	1	0	0	0	0	398	35	5	1
11- 15 YEARS	347	34	32	6	5	0	12	0	1	0	0	0	397	40	26	0
16 - 20 YEARS	282	26	34	4	6	0	10	3	2	0	0	0	334	33	36	2
21 - 25 YEARS	171	19	23	5	5	0	7	2	0	0	0	0	206	26	24	1
26 - 30 YEARS	190	18	11	4	7	0	13	1	0	0	0	0	221	23	12	3
31 - 35 YEARS	29	2	1	1	1	0	3	1	0	0	0	0	34	4	5	1
36 - 40 YEARS	8	0	0	0	0	0	0	0	0	0	0	0	8	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	**2,123**	**240**	**173**	**29**	**44**	**1**	**64**	**9**	**3**	**1**	**8**	**6**	**2,415**	**286**	**111**	**8**
MORE THAN 10 YEARS	1,027	99	101	20	24	0	45	7	3	0	0	0	1,200	126	104	7
AVERAGE YEARS	11.7	9.7	12.8	14.9	14.3	0.0	16.8	19.2	15.3	4.0	0.4	0.0	11.9	10.2	19.2	23.1

BARGAINING UNIT AVERAGE YEARS **11.7**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	1,815	426	247	225	35	10	42	27	9	1	21	7	2,169	696	3	1
6 - 10 YEARS	1,569	347	175	162	59	10	63	11	4	0	0	0	1,870	530	7	4
11- 15 YEARS	1,495	221	106	71	51	7	40	3	4	0	0	0	1,696	302	51	9
16 - 20 YEARS	1,243	157	182	140	26	3	23	5	1	1	0	0	1,475	306	74	16
21 - 25 YEARS	269	23	40	17	4	0	3	0	0	0	0	0	316	40	15	2
26 - 30 YEARS	145	9	13	4	1	0	1	1	0	0	0	0	160	14	7	0
31 - 35 YEARS	5	0	3	0	0	0	0	0	0	0	0	0	8	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	**6,541**	**1,183**	**766**	**619**	**176**	**30**	**172**	**47**	**18**	**2**	**21**	**7**	**7,694**	**1,888**	**157**	**32**
MORE THAN 10 YEARS	3,157	410	344	232	82	10	67	9	5	1	0	0	3,655	662	147	27
AVERAGE YEARS	10.8	8.7	10.6	9.2	10.5	8.6	9.7	6.7	7.4	11.0	1.3	1.0	10.7	8.8	16.6	14.8

BARGAINING UNIT AVERAGE YEARS **10.3**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	48	118	47	190	0	2	3	13	3	6	2	4	103	333	2	2
6 - 10 YEARS	15	32	8	13	0	2	1	2	1	0	0	0	25	49	3	2
11- 15 YEARS	28	43	6	41	0	3	2	8	0	0	0	0	36	95	8	15
16 - 20 YEARS	8	29	4	18	0	0	2	4	0	1	0	0	14	52	6	3
21 - 25 YEARS	5	29	4	14	0	3	1	2	0	0	0	0	10	48	4	5
26 - 30 YEARS	12	22	1	20	1	1	0	0	0	0	0	0	14	43	4	5
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	**121**	**278**	**71**	**298**	**1**	**11**	**9**	**29**	**4**	**7**	**2**	**4**	**208**	**627**	**29**	**32**
MORE THAN 10 YEARS	58	128	16	95	1	7	5	14	0	1	0	0	80	245	24	28
AVERAGE YEARS	10.7	10.7	6.4	7.4	27.0	14.3	11.1	9.1	3.3	3.9	1.0	1.8	9.1	9.0	17.4	16.4

BARGAINING UNIT AVERAGE YEARS **9.0**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	451	223	13	6	0	0	6	3	18	12	0	0	488	244	1	1
6 - 10 YEARS	219	96	8	10	0	0	2	2	7	8	0	0	236	116	3	0
11- 15 YEARS	272	145	12	9	1	1	7	1	10	6	0	0	302	162	5	2
16 - 20 YEARS	135	73	13	6	1	3	2	0	8	2	0	0	159	84	5	2
21 - 25 YEARS	96	34	9	2	0	0	1	0	4	1	0	0	110	37	3	3
26 - 30 YEARS	84	9	4	1	0	0	2	0	3	0	0	0	93	10	2	0
31 - 35 YEARS	27	2	0	0	0	0	0	0	3	0	0	0	30	2	0	0
36 - 40 YEARS	7	0	0	0	0	0	0	0	1	0	0	0	8	0	2	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	**1,293**	**582**	**59**	**34**	**2**	**4**	**20**	**6**	**54**	**29**	**0**	**0**	**1,428**	**655**	**22**	**8**
MORE THAN 10 YEARS	623	263	38	18	2	4	12	1	29	9	0	0	704	295	18	7
AVERAGE YEARS	11.5	9.7	13.9	11.9	16.5	17.3	12.0	7.7	13.1	8.4	0.0	0.0	11.7	9.7	19.9	16.9

BARGAINING UNIT AVERAGE YEARS **11.1**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	213	96	5	11	0	0	3	1	5	2	1	2	227	112	1	0
6 - 10 YEARS	105	29	3	2	0	0	2	0	3	3	0	0	113	34	1	0
11- 15 YEARS	141	39	7	6	1	0	1	0	3	1	0	0	153	46	6	1
16 - 20 YEARS	87	32	13	5	0	1	2	2	0	0	0	0	102	40	3	2
21 - 25 YEARS	31	11	5	4	2	0	3	1	1	0	0	0	42	16	1	1
26 - 30 YEARS	50	3	2	1	1	0	3	0	0	0	0	0	56	4	6	0
31 - 35 YEARS	32	6	0	0	0	0	2	0	2	0	0	0	36	6	5	0
36 - 40 YEARS	14	2	0	0	0	0	0	0	0	0	0	0	14	2	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	**674**	**218**	**35**	**29**	**4**	**1**	**16**	**4**	**14**	**6**	**1**	**2**	**744**	**260**	**25**	**4**
MORE THAN 10 YEARS	356	93	27	16	4	1	11	3	6	1	0	0	404	114	23	4
AVERAGE YEARS	12.6	9.7	15.3	11.3	20.5	18.0	18.9	15.0	12.1	6.7	1.0	1.0	12.8	9.9	22.8	18.5

BARGAINING UNIT AVERAGE YEARS **12.1**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	290	21	6	2	0	0	5	0	1	0	0	0	302	23	0	0
6 - 10 YEARS	430	66	33	2	15	0	15	0	3	0	0	0	496	68	1	0
11- 15 YEARS	210	36	31	5	6	0	9	1	2	1	0	0	258	43	1	0
16 - 20 YEARS	135	47	29	2	5	0	15	1	0	0	0	0	184	50	1	0
21 - 25 YEARS	66	6	22	1	0	0	4	0	0	0	0	0	92	7	1	0
26 - 30 YEARS	41	3	6	1	0	0	3	0	0	0	0	0	50	4	0	0
31 - 35 YEARS	12	0	2	0	0	0	1	0	0	0	0	0	15	0	0	0
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**1,189**	**179**	**129**	**13**	**26**	**0**	**52**	**2**	**6**	**1**	**0**	**0**	**1,402**	**195**	**4**	**0**
MORE THAN 10 YEARS	469	92	90	9	11	0	32	2	2	1	0	0	604	104	3	0
AVERAGE YEARS	11.0	12.1	15.7	13.8	10.9	0.0	14.2	15.0	9.7	14.0	0.0	0.0	11.5	12.2	15.5	0.0

BARGAINING UNIT AVERAGE YEARS **11.6**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	320	450	95	187	2	3	13	12	4	6	4	2	438	660	0	0
6 - 10 YEARS	148	175	52	61	1	2	6	7	3	0	0	0	210	245	2	0
11- 15 YEARS	100	85	32	52	1	1	5	2	2	1	0	0	140	141	7	2
16 - 20 YEARS	73	99	32	57	2	1	1	6	0	1	0	0	108	164	7	5
21 - 25 YEARS	94	130	56	64	3	0	4	2	0	0	0	0	157	196	6	10
26 - 30 YEARS	81	99	13	30	1	0	1	1	1	0	0	0	97	130	11	3
31 - 35 YEARS	3	4	1	2	0	0	1	0	0	0	0	0	5	6	1	0
36 - 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	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	**820**	**1,043**	**281**	**454**	**10**	**7**	**31**	**30**	**10**	**8**	**4**	**2**	**1,156**	**1,544**	**34**	**20**
MORE THAN 10 YEARS	352	418	134	206	7	2	12	11	3	2	0	0	508	639	32	20
AVERAGE YEARS	10.8	10.6	11.8	11.1	16.0	7.6	10.1	9.8	8.6	6.9	0.8	0.0	11.0	10.7	20.9	22.1

BARGAINING UNIT AVERAGE YEARS **10.8**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	554	1,561	129	881	5	13	24	72	17	30	7	4	736	2,561	7	9
6 - 10 YEARS	478	830	135	406	3	17	13	57	9	21	0	0	638	1,331	9	22
11- 15 YEARS	295	625	59	259	1	11	16	48	4	16	0	0	375	959	25	54
16 - 20 YEARS	216	369	55	194	3	4	7	33	3	10	0	0	284	610	18	36
21 - 25 YEARS	215	450	38	284	2	8	6	15	4	7	0	0	265	764	29	64
26 - 30 YEARS	242	315	29	201	2	3	3	5	4	0	0	0	280	524	22	30
31 - 35 YEARS	32	59	8	42	0	1	0	3	0	0	0	0	40	105	5	5
36 - 40 YEARS	7	5	1	1	0	0	0	0	0	0	0	0	8	6	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	**2,040**	**4,214**	**454**	**2,268**	**16**	**57**	**69**	**233**	**41**	**84**	**7**	**4**	**2,627**	**6,860**	**115**	**220**
MORE THAN 10 YEARS	1,008	1,823	190	981	8	27	32	104	15	33	0	0	1,253	2,968	99	189
AVERAGE YEARS	12.8	11.0	11.3	11.5	12.9	11.9	10.7	10.6	10.3	9.5	1.4	1.5	12.4	11.2	19.3	18.4

BARGAINING UNIT AVERAGE YEARS **11.5**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	226	1,598	40	325	1	9	7	72	6	14	4	28	284	2,046	2	13
6 - 10 YEARS	95	815	14	188	1	23	6	26	0	8	0	0	116	1,060	6	26
11- 15 YEARS	67	718	11	177	1	12	4	52	2	7	0	0	85	966	21	102
16 - 20 YEARS	37	610	11	182	0	13	7	41	1	6	0	0	56	852	16	71
21 - 25 YEARS	46	695	21	211	0	14	4	39	0	6	0	0	71	965	15	82
26 - 30 YEARS	42	631	1	145	0	5	2	12	0	1	0	0	45	794	7	51
31 - 35 YEARS	12	108	3	40	0	0	0	0	0	0	0	0	15	148	2	8
36 - 40 YEARS	0	14	0	1	0	0	0	0	0	0	0	0	0	15	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	**525**	**5,189**	**101**	**1,269**	**3**	**76**	**30**	**242**	**9**	**42**	**4**	**28**	**672**	**6,846**	**69**	**354**
MORE THAN 10 YEARS	204	2,776	47	756	1	44	17	144	3	20	0	0	272	3,740	61	315
AVERAGE YEARS	10.5	13.2	11.5	14.3	7.7	14.1	13.0	12.7	7.2	10.9	0.3	0.1	10.7	13.3	17.8	18.4

BARGAINING UNIT AVERAGE YEARS **13.1**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 NON-SPECIFIED																
LESS THAN 6 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
MORE THAN 10 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.0	0.0	18.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	18.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **18.0**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	430	430	45	78	3	3	8	11	25	23	14	6	525	551	4	1
6 - 10 YEARS	261	253	33	59	2	2	6	5	11	10	0	0	313	329	4	4
11- 15 YEARS	174	233	34	51	2	1	8	11	7	7	1	0	226	303	22	20
16 - 20 YEARS	174	260	50	84	1	3	11	13	15	10	0	0	251	370	30	15
21 - 25 YEARS	152	229	31	72	2	2	8	5	1	4	0	0	194	312	24	25
26 - 30 YEARS	199	264	26	46	0	1	3	1	3	3	0	0	231	315	24	28
31 - 35 YEARS	54	67	2	6	1	0	1	1	0	0	0	0	58	74	9	5
36 - 40 YEARS	9	7	0	0	0	0	0	1	0	0	0	0	9	8	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	**1,453**	**1,743**	**222**	**396**	**11**	**12**	**45**	**48**	**62**	**57**	**15**	**6**	**1,808**	**2,262**	**118**	**100**
MORE THAN 10 YEARS	762	1,060	144	259	6	7	31	32	26	24	1	0	970	1,382	110	95
AVERAGE YEARS	13.6	14.9	14.8	15.3	13.3	14.0	15.1	13.8	10.2	10.5	1.5	0.8	13.6	14.8	20.8	21.8

BARGAINING UNIT AVERAGE YEARS **14.3**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**1**	**2**	**0**
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	20.5	12.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.5	12.0	20.5	0.0

BARGAINING UNIT AVERAGE YEARS **17.7**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	208	184	18	47	1	1	1	0	6	6	1	0	235	238	4	0
6 - 10 YEARS	374	294	55	93	6	8	5	6	6	10	0	0	446	411	3	4
11- 15 YEARS	588	346	92	121	17	4	21	11	12	9	0	0	730	491	30	22
16 - 20 YEARS	810	418	150	174	17	6	26	14	15	7	0	0	1,018	619	81	37
21 - 25 YEARS	497	405	82	142	7	5	11	14	3	8	0	0	600	574	61	59
26 - 30 YEARS	586	297	59	116	7	3	14	10	5	2	0	0	671	428	72	27
31 - 35 YEARS	202	81	21	32	1	1	2	4	1	0	0	0	227	118	20	7
36 - 40 YEARS	21	7	1	6	0	0	0	0	3	0	0	0	25	13	6	2
MORE THAN 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	1
BARGAINING UNIT TOTAL	**3,287**	**2,033**	**479**	**732**	**56**	**28**	**80**	**59**	**51**	**42**	**1**	**0**	**3,954**	**2,894**	**277**	**159**
MORE THAN 10 YEARS	2,705	1,555	406	592	49	19	74	53	39	26	0	0	3,273	2,245	270	155
AVERAGE YEARS	18.7	17.5	18.3	18.4	17.4	16.5	18.7	20.0	16.6	14.1	2.0	0.0	18.6	17.7	22.2	21.7

BARGAINING UNIT AVERAGE YEARS **18.2**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	170	260	19	40	0	2	6	15	4	5	10	17	209	339	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	**170**	**260**	**19**	**40**	**0**	**2**	**6**	**15**	**4**	**5**	**10**	**17**	**209**	**339**	**0**	**0**
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.1	0.0	0.0	0.0	0.0	-0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.0**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	92	66	8	13	0	0	1	2	1	3	1	1	103	85	0	1
6 - 10 YEARS	95	51	4	2	0	0	2	0	2	1	0	0	103	54	0	1
11- 15 YEARS	70	73	12	12	0	0	3	2	3	3	0	0	88	90	5	2
16 - 20 YEARS	105	75	20	20	3	0	2	2	3	2	0	0	133	99	8	5
21 - 25 YEARS	114	76	24	29	2	2	4	2	1	2	0	0	145	111	12	9
26 - 30 YEARS	201	110	18	35	3	2	3	1	1	1	0	0	226	149	22	9
31 - 35 YEARS	98	24	9	11	1	0	4	0	2	1	0	0	114	36	12	2
36 - 40 YEARS	9	6	1	0	0	0	1	0	0	0	0	0	11	6	3	0
MORE THAN 40 YEARS	4	0	0	1	0	0	0	0	0	0	0	0	4	1	1	1
BARGAINING UNIT TOTAL	**788**	**481**	**96**	**123**	**9**	**4**	**20**	**9**	**13**	**13**	**1**	**1**	**927**	**631**	**63**	**30**
MORE THAN 10 YEARS	601	364	84	108	9	4	17	7	10	9	0	0	721	492	63	28
AVERAGE YEARS	20.0	18.1	20.3	21.4	24.3	25.3	22.2	15.9	17.5	15.4	1.0	1.0	20.1	18.7	26.1	23.4

BARGAINING UNIT AVERAGE YEARS **19.5**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	74	320	14	54	0	3	4	10	0	7	0	5	92	399	0	1
6 - 10 YEARS	32	196	11	32	1	3	1	2	0	4	0	0	45	237	1	2
11- 15 YEARS	22	209	5	33	1	3	3	7	0	6	0	0	31	258	3	9
16 - 20 YEARS	27	192	7	49	0	3	0	19	1	3	0	0	35	266	1	20
21 - 25 YEARS	17	199	3	43	1	2	0	13	2	2	0	0	23	259	3	21
26 - 30 YEARS	32	225	4	60	2	1	0	10	0	1	0	0	38	297	5	18
31 - 35 YEARS	12	68	1	9	0	0	1	1	0	0	0	0	14	78	0	9
36 - 40 YEARS	2	5	0	2	0	0	0	0	0	0	0	0	2	7	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	**218**	**1,414**	**45**	**282**	**5**	**15**	**9**	**62**	**3**	**23**	**0**	**5**	**280**	**1,801**	**13**	**81**
MORE THAN 10 YEARS	112	898	20	196	4	9	4	50	3	12	0	0	143	1,165	12	78
AVERAGE YEARS	13.7	15.4	11.3	17.0	20.8	13.9	10.9	17.4	22.0	11.3	0.0	0.8	13.4	15.6	20.6	22.3

BARGAINING UNIT AVERAGE YEARS **15.3**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 20, 2003

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	5,929	5,934	759	2,085	58	48	144	241	101	118	76	91	7,067	8,517	27	29
6 - 10 YEARS	4,392	3,253	564	1,047	102	70	131	119	50	65	0	0	5,239	4,554	47	66
11- 15 YEARS	3,961	2,847	457	860	90	48	136	147	51	57	1	0	4,696	3,959	214	241
16 - 20 YEARS	3,426	2,420	618	952	70	37	114	144	50	43	0	0	4,278	3,596	292	216
21 - 25 YEARS	1,819	2,329	367	904	28	37	59	96	16	30	0	0	2,289	3,396	202	283
26 - 30 YEARS	1,939	2,019	193	676	27	16	50	42	17	8	0	0	2,226	2,761	195	176
31 - 35 YEARS	536	431	51	145	4	2	15	10	8	1	0	0	614	589	63	38
36 - 40 YEARS	85	47	3	12	0	0	1	1	4	0	0	0	93	60	15	6
MORE THAN 40 YEARS	10	1	3	2	0	0	0	0	0	0	0	0	13	3	2	2
STATEWIDE TOTAL	**22,097**	**19,281**	**3,015**	**6,683**	**379**	**258**	**650**	**800**	**297**	**322**	**77**	**91**	**26,515**	**27,435**	**1,057**	**1,057**
MORE THAN 10 YEARS	11,776	10,094	1,692	3,551	219	140	375	440	146	139	1	0	14,209	14,364	983	962
AVERAGE YEARS	12.8	12.8	13.1	13.0	13.1	13.0	13.2	12.3	11.9	10.3	0.9	0.4	12.8	12.7	20.2	19.6

STATEWIDE AVERAGE YEARS **12.8**

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

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

Table 5-3

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

PAY PERIOD ENDING DECEMBER 20, 2003

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	1,339	2%	43.3	$20.52	901	67%
A31	LABOR AND TRADES	2,712	5%	45.6	$18.39	1,775	65%
C12	SECURITY	9,657	18%	40.6	$19.95	7,095	73%
E42	HUMAN SERVICES SUPPORT	835	2%	45.4	$17.55	418	50%
H21	SCIENTIFIC & ENGINEERING	2,083	4%	42.4	$26.48	1,347	65%
L32	TECHNICAL	1,004	2%	42.5	$19.65	663	66%
T01	STATE POLICE ENLISTED	1,603	3%	37.4	$25.07	1,291	81%
U11	INSTITUTIONAL	2,720	5%	43.6	$16.65	1,616	59%
W22	HUMAN SERVICES	9,503	18%	44.4	$22.27	6,001	63%
W41	ADMINISTRATIVE SUPPORT	7,520	14%	45.4	$17.40	5,027	67%
Y00	NON-SPECIFIED	1	0%	46.0	$22.96	1	100%
Y23	BUSINESS & ADMINISTRATION	4,071	8%	45.5	$26.10	2,949	72%
Y50	PENDING UNIT ASSIGNMENT	3	0%	43.3	$18.94	3	100%
Y51	SUPERVISORY	6,860	13%	47.8	$27.58	6,356	93%
Y52	NONCAREER	548	1%	23.9	$11.61	0	0%
Y98	MANAGERIAL	1,558	3%	50.2	$40.67	1,372	88%
Y99	CONFIDENTIAL	2,081	4%	45.2	$22.70	1,553	75%
STATEWIDE TOTALS		**54,098**	**100%**	**44.1**	**$22.18**	**38,368**	**71%**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 25
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING DECEMBER 20, 2003

			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	**7,520**	3,475	46%	3,160	42%	132	2%	6,516	87%	301	4%	35	0%	6,863	91%
Y23	BUSINESS & ADMINISTRATION	**4,071**	1,713	42%	2,023	50%	81	2%	3,679	90%	147	4%	22	1%	3,857	95%
Y99	CONFIDENTIAL	**2,081**	850	41%	984	47%	40	2%	1,850	89%	50	2%	5	0%	1,904	91%
W22	HUMAN SERVICES	**9,503**	5,557	58%	3,243	34%	165	2%	8,668	91%	345	4%	48	1%	9,069	95%
E42	HUMAN SERVICES SUPPORT	**835**	528	63%	241	29%	12	1%	743	89%	45	5%	1	0%	792	95%
U11	INSTITUTIONAL	**2,720**	1,745	64%	782	29%	16	1%	2,509	92%	46	2%	3	0%	2,565	94%
A31	LABOR AND TRADES	**2,712**	1,477	54%	925	34%	26	1%	2,427	89%	1	0%	8	0%	2,434	90%
Y98	MANAGERIAL	**1,558**	856	55%	618	40%	19	1%	1,473	95%	26	2%	5	0%	1,505	97%
Y52	NONCAREER	**548**	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Y00	NON-SPECIFIED	**1**	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	1	100
Y50	PENDING UNIT ASSIGNMENT	**3**	0	0%	3	100%	0	0%	2	67%	1	33%	0	0%	3	100
A02	SAFETY & REGULATORY	**1,339**	874	65%	301	22%	26	2%	1,181	88%	11	1%	8	1%	1,207	90%
H21	SCIENTIFIC & ENGINEERING	**2,083**	1,129	54%	810	39%	37	2%	1,929	93%	54	3%	11	1%	2,006	96%
C12	SECURITY	**9,657**	5,935	61%	3,227	33%	75	1%	9,026	93%	251	3%	16	0%	9,289	96%
T01	STATE POLICE ENLISTED	**1,603**	1,460	91%	108	7%	6	0%	1,566	98%	7	0%	1	0%	1,573	98%
Y51	SUPERVISORY	**6,860**	3,924	57%	2,472	36%	85	1%	6,383	93%	132	2%	18	0%	6,533	95%
L32	TECHNICAL	**1,004**	565	56%	355	35%	15	1%	908	90%	25	2%	5	0%	940	94%
STATEWIDE TOTALS:		**54,098**	**30,088**	**56%**	**19,253**	**36%**	**735**	**1%**	**48,861**	**90%**	**1,442**	**3%**	**186**	**0%**	**50,541**	**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.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 20, 2003

			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	**7,520**	6,627	88%	144	2%	6,608	88%	425	6%	771	10%
Y23	BUSINESS & ADMINISTRATION	**4,071**	3,647	90%	43	1%	3,647	90%	307	8%	837	21%
Y99	CONFIDENTIAL	**2,081**	1,890	91%	24	1%	1,900	91%	128	6%	414	20%
W22	HUMAN SERVICES	**9,503**	8,762	92%	0	0%	8,912	94%	569	6%	1,146	12%
E42	HUMAN SERVICES SUPPORT	**835**	604	72%	0	0%	773	93%	63	8%	43	5%
U11	INSTITUTIONAL	**2,720**	2,449	90%	1	0%	2,622	96%	82	3%	70	3%
A31	LABOR AND TRADES	**2,712**	2,331	86%	20	1%	2,443	90%	106	4%	119	4%
Y98	MANAGERIAL	**1,558**	1,463	94%	33	2%	1,436	92%	81	5%	438	28%
Y52	NONCAREER	**548**	0	0%	0	0%	3	1%	0	0%	0	0%
Y00	NON-SPECIFIED	**1**	1	100%	0	0%	1	100%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**3**	3	100%	0	0%	3	100%	0	0%	0	0%
A02	SAFETY & REGULATORY	**1,339**	1,138	85%	88	7%	1,076	80%	72	5%	98	7%
H21	SCIENTIFIC & ENGINEERING	**2,083**	1,754	84%	21	1%	1,834	88%	185	9%	288	14%
C12	SECURITY	**9,657**	9,302	96%	0	0%	9,407	97%	248	3%	233	2%
T01	STATE POLICE ENLISTED	**1,603**	1,505	94%	1,161	72%	0	0%	23	1%	87	5%
Y51	SUPERVISORY	**6,860**	6,662	97%	200	3%	6,305	92%	252	4%	1,157	17%
L32	TECHNICAL	**1,004**	842	84%	21	2%	832	83%	77	8%	87	9%
STATEWIDE TOTALS:		**54,098**	**48,980**	**91%**	**1,756**	**3%**	**47,802**	**88%**	**2,618**	**5%**	**5,788**	**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.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 27, ENDING DEC 20, 2003

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	651	27	80	0	0	249	23	0	0	0	101	480
ATTORNEY GENERAL	11	478	30	3	0	0	0	0	0	0	0	100	133
AUDITOR GENERAL	03	150	0	2	0	0	0	0	0	0	0	2	4
CAREER DEVELOPMENT	80	904	5	11	0	145	0	2	0	13	316	124	616
CIVIL RIGHTS	15	134	0	0	0	0	0	0	0	0	64	16	80
CIVIL SERVICE	19	183	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,527	38	143	476	0	111	54	0	1,301	598	476	3,197
CONSUMER & INDUSTRY SERVICES	63	3,242	268	35	0	612	116	4	0	0	232	634	1,901
CORRECTIONS	47	16,982	7	842	9,106	0	10	83	0	508	2,113	1,229	13,898
EDUCATION	31	319	2	7	0	2	0	0	0	22	96	76	205
ENVIRONMENTAL QUALITY	76	1,425	36	2	0	0	769	49	0	0	1	214	1,071
EXECUTIVE OFFICE	01	54	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	10,182	191	70	0	76	4	4	0	375	5,958	1,371	8,049
HISTORY ARTS AND LIBRARIES	25	256	24	21	0	0	6	3	0	0	47	48	149
INFORMATION TECHNOLOGY	08	1,705	0	31	0	0	5	60	0	0	1	316	413
MANAGEMENT & BUDGET	07	1,273	6	321	0	0	30	12	0	0	2	216	587
MILITARY AFFAIRS	51	926	32	136	0	0	22	10	0	468	25	53	746
NATURAL RESOURCES	75	1,712	413	181	0	0	219	174	0	8	27	214	1,236
STATE	23	1,850	29	22	0	0	0	0	0	0	0	1,246	1,297
STATE POLICE	55	2,675	156	29	0	0	72	25	1,597	5	0	304	2,188
TRANSPORTATION	59	2,837	57	749	0	0	469	500	0	0	2	250	2,027
TREASURY	27	1,485	13	16	0	0	1	1	0	0	5	528	564
GRAND TOTAL:		**53,950**	**1,334**	**2,701**	**9,582**	**835**	**2,083**	**1,004**	**1,597**	**2,700**	**9,487**	**7,518**	**38,841**

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 27, ENDING DEC 20, 2003

NON-EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO OF EMPLOYEES	BUSINESS AND ADMINISTRATIVE	CONFIDENTIAL	MANAGERIAL	NON-CAREER	PENDING UNIT ASSIGNMENT	SUPERVISORY	TOTAL NERE'S
AGRICULTURE	79	651	36	20	24	18	0	73	171
ATTORNEY GENERAL	11	478	23	49	265	0	0	8	345
AUDITOR GENERAL	03	150	5	72	25	4	0	40	146
CAREER DEVELOPMENT	80	904	118	29	39	14	0	88	288
CIVIL RIGHTS	15	134	2	24	11	1	0	16	54
CIVIL SERVICE	19	183	3	143	14	6	0	17	183
COMMUNITY HEALTH	39	4,527	350	134	154	61	2	629	1,330
CONSUMER & INDUSTRY SERVICES	63	3,242	594	167	160	117	0	303	1,341
CORRECTIONS	47	16,982	178	310	159	33	1	2,403	3,084
EDUCATION	31	319	43	30	16	2	0	23	114
ENVIRONMENTAL QUALITY	76	1,425	58	45	20	57	0	174	354
EXECUTIVE OFFICE	01	54	0	53	1	0	0	0	54
FAMILY INDEPENDENCE AGENCY	43	10,182	414	370	172	7	0	1,170	2,133
HISTORY ARTS AND LIBRARIES	25	256	21	12	20	32	0	22	107
INFORMATION TECHNOLOGY	08	1,705	884	65	62	59	0	222	1,292
MANAGEMENT & BUDGET	07	1,273	276	149	87	38	0	136	686
MILITARY AFFAIRS	51	926	17	28	13	1	0	121	180
NATURAL RESOURCES	75	1,712	87	47	55	7	0	280	476
STATE	23	1,850	127	78	41	8	0	299	553
STATE POLICE	55	2,675	106	52	40	8	0	281	487
TRANSPORTATION	59	2,837	186	130	80	52	1	361	810
TREASURY	27	1,485	542	74	100	23	0	182	921
GRAND TOTAL:		**53,950**	**4,070**	**2,081**	**1,558**	**548**	**4**	**6,848**	**15,109**

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

EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT

PAY PERIOD ENDING DECEMBER 20, 2003

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	171	1	6	0	0	0	0	0	0	0	7
ATTORNEY GENERAL	345	0	1	0	0	0	0	0	0	0	1
AUDITOR GENERAL	146	0	2	0	0	0	0	0	0	0	2
CAREER DEVELOPMENT	288	6	8	0	2	0	0	0	0	0	16
CIVIL RIGHTS	54	0	2	0	0	0	0	0	0	0	2
CIVIL SERVICE	183	0	1	0	0	0	0	0	0	0	1
COMMUNITY HEALTH	1,334	1	188	0	14	18	0	0	2	0	223
CONSUMER & INDUSTRY SERVICES	1,341	35	34	0	3	0	0	0	0	0	72
CORRECTIONS	3,092	6	304	0	453	1	0	0	2	0	766
EDUCATION	114	1	0	0	0	0	0	0	0	0	1
ENVIRONMENTAL QUALITY	354	1	6	0	0	0	0	0	2	0	9
EXECUTIVE OFFICE	54	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	2,133	5	287	0	44	0	0	0	0	0	336
HISTORY ARTS AND LIBRARIES	107	0	1	0	0	0	0	0	0	0	1
INFORMATION TECHNOLOGY	1,293	1	14	0	1	0	0	0	0	0	16
MANAGEMENT & BUDGET	686	2	8	0	4	0	0	0	0	0	14
MILITARY AFFAIRS	180	1	11	0	40	0	0	0	0	0	52
NATURAL RESOURCES	476	1	39	0	0	0	0	0	0	0	40
STATE	553	0	38	0	11	0	0	0	1	0	50
STATE POLICE	487	0	21	0	1	0	1	156	0	0	179
TRANSPORTATION	810	7	27	0	2	0	0	0	2	0	38
TREASURY	921	1	23	0	3	0	0	0	1	0	28
STATEWIDE TOTALS:	**15,122**	**69**	**1,021**	**0**	**578**	**19**	**1**	**156**	**10**	**0**	**1,854**

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