ANNUAL WORKFORCE REPORT

Second Quarter

FISCAL YEAR 2005-06

State of Michigan
Department of Civil Service

Civil Service Commissioners:

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

James D. Farrell, State Personnel Director

STATISTICAL HIGHLIGHTS
Second Quarter FY 2004-05

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	45.4
Average Annual Salary [1]	$49,715
Average Years of Service	13.9

WORK FORCE CHARACTERISTICS

Females	51.1%
Males	48.9%
Eligible for Longevity	76.7%
Less than Six Years of Service	21.9%
Six to Ten Years of Service	21.4%
Over Ten Years of Service	56.7%
Exclusively Represented for Collective Bargaining	71.3%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.2%
Black	17.5%
Hispanic	2.7%
White	77.1%
Not Disclosed	0.3%

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

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS i

TABLE OF CONTENTS ii

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Table 1-1 - Active Classified Employees by Employee Status 1-1
Table 1-2 - Full-Time Equated Employee Position Report by Department 1-6
Table 1-3 - Number and Percent of Classified Employees by Department 1-9
Table 1-4 - Average Number of Classified Employees by Department 1-10

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department 2-1
Table 2-4 - Active Classified Employees Enrolled in Insurance Plans by Department 2-2
Table 2-10 - Age Distribution for Classified Employees by Department and Statewide 2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2001-02 through Second Quarter 2006 2-5
Table 2-11 - Active Classified Employees by Work County 2-6

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department 3-1
Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis 3-2
Table 3-2 - Statewide Separations by Reason, Second Quarter 2006 3-24
Table 3-3 - New Hires, Returns and Separations by Type, by Department 3-25

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit 5-1
Table 5-1 - Employee Organization Membership by Bargaining Unit 5-2
Graph 5-2 - Average Years of Service by Bargaining Unit 5-3
Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis 5-4
Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit 5-24

Table 5-4 - Active Classified Employees Enrolled in Insurance Plans by Bargaining Unit..... 5-25
Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented 5-27
Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented 5-28

GLOSSARY

SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN

Table 1-1

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 07 Mar 25, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	491.0	7.0	13.0	39.0	10.0	32.0	592.0	0.5	591.5
AGRICULTURE		**491.0**	**7.0**	**13.0**	**39.0**	**10.0**	**32.0**	**592.0**	**0.5**	**591.5**
ATY GNRL CENTRAL OFFICE	1101	493.0	14.0	0.0	20.0	0.0	0.0	527.0	0.0	527.0
ATTORNEY GENERAL		**493.0**	**14.0**	**0.0**	**20.0**	**0.0**	**0.0**	**527.0**	**0.0**	**527.0**
LEGISLATIVE AUDITOR GENERAL	0301	109.0	0.0	13.0	19.0	0.0	4.0	145.0	0.0	145.0
AUDITOR GENERAL		**109.0**	**0.0**	**13.0**	**19.0**	**0.0**	**4.0**	**145.0**	**0.0**	**145.0**
CIV RGHT CENTRAL OFFICE	1501	115.0	0.0	0.0	12.0	0.0	2.0	129.0	0.0	129.0
CIVIL RIGHTS		**115.0**	**0.0**	**0.0**	**12.0**	**0.0**	**2.0**	**129.0**	**0.0**	**129.0**
CIV SERV CENTRAL OFFICE	1901	198.0	2.0	0.0	9.0	0.0	6.0	215.0	1.0	214.0
CIVIL SERVICE		**198.0**	**2.0**	**0.0**	**9.0**	**0.0**	**6.0**	**215.0**	**1.0**	**214.0**
DCH-CARO CENTER	3902	391.0	1.0	2.0	11.0	0.0	1.0	406.0	0.0	406.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,494.0	7.0	9.0	25.0	0.0	60.0	1,595.0	1.5	1,593.5
DCH-CTR FORENSIC PSYCHIATRY	3920	450.0	2.0	0.0	1.0	0.0	6.0	459.0	0.0	459.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	186.0	3.0	0.0	2.0	0.0	2.0	193.0	0.0	193.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	255.0	3.0	0.0	0.0	0.0	0.0	258.0	0.0	258.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	358.0	11.0	0.0	39.0	0.0	0.0	408.0	0.0	408.0
DCH - MT. PLEASANT CENTER	3912	453.0	0.0	5.0	63.0	0.0	4.0	525.0	0.0	525.0
DCH-NORTHVILLE PSYCH HOSPITAL	3914	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
DCH-OFFICE OF SERVICES TO TH	3970	29.0	0.0	1.0	5.0	0.0	0.0	35.0	0.0	35.0
DCH - SOUTHGATE CENTER	3928	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-WALTER P. REUTHER PSY HOSP	3945	407.0	0.0	0.0	1.0	0.0	0.0	408.0	0.0	408.0
COMMUNITY HEALTH		**4,023.0**	**27.0**	**17.0**	**151.0**	**0.0**	**73.0**	**4,291.0**	**1.5**	**4,289.5**
DOC-ADRIAN/GUS HARRISON FAC	4729	507.0	0.0	0.0	1.0	0.0	0.0	508.0	0.0	508.0
DOC-ALGER MAX SECURITY CORRECT	4735	346.0	1.0	0.0	1.0	0.0	1.0	349.0	0.0	349.0
DOC-BARAGA FACILITY	4740	416.0	2.0	0.0	1.0	0.0	0.0	419.0	0.0	419.0
DOC-BELLAMY CREEK FACILITY	4748	473.0	0.0	0.0	1.0	0.0	0.0	474.0	0.0	474.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	528.0	0.0	0.0	1.0	0.0	0.0	529.0	0.0	529.0
DOC-CARSON CITY FAC/CARSON CIT	4731	535.0	0.0	0.0	1.0	0.0	0.0	536.0	0.5	535.5

MIDB Civil Service HWF04
Universe: HR HUMAN RESOURCES

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.

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 07 Mar 25, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	561.0	0.0	0.0	1.0	0.0	0.0	562.0	0.0	562.0
DOC-COOPER STREET FACILITY	4752	372.0	0.0	0.0	1.0	0.0	0.0	373.0	0.0	373.0
DOC-CORRECTN CENTRAL OFFICE	4702	507.0	0.0	0.0	32.0	0.0	37.0	576.0	0.0	576.0
DOC-COTTON FACILITY	4720	446.0	0.0	1.0	1.0	0.0	0.0	448.0	0.0	448.0
DOC-CRANE FACILITY	4716	372.0	0.0	0.0	0.0	0.0	0.0	372.0	0.0	372.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	202.0	0.0	0.0	1.0	0.0	0.0	203.0	0.0	203.0
DOC-EGELER FACILITY	4727	691.0	0.0	0.0	1.0	0.0	0.0	692.0	0.0	692.0
DOC-FIELD OPERATION REGION III	4763	550.0	13.0	0.0	2.0	0.0	0.0	565.0	0.0	565.0
DOC-FIELD OPERATIONS REGION I	4761	503.0	0.0	0.0	2.0	0.0	0.0	505.0	0.0	505.0
DOC-FIELD OPERATIONS REGION II	4762	571.0	2.0	4.0	4.0	0.0	0.0	581.0	0.0	581.0
DOC-HANDLON MI TRAINING UNT	4705	304.0	0.0	0.0	0.0	0.0	0.0	304.0	0.0	304.0
DOC-HURON VALLEY CORR COMPLEX	4715	749.0	5.0	0.0	1.0	0.0	0.0	755.0	0.0	755.0
DOC-IONIA MAXIMUM FACILITY	4724	332.0	0.0	0.0	1.0	0.0	0.0	333.0	0.0	333.0
DOC-JACKSON CENTRAL REGION	4750	87.0	0.0	0.0	0.0	0.0	0.0	87.0	0.0	87.0
DOC-KINROSS/HIAWATHA FACILITY	4712	573.0	0.0	0.0	1.0	0.0	0.0	574.0	0.5	573.5
DOC-LAKELAND MENS FACILITY	4718	290.0	0.0	0.0	0.0	0.0	0.0	290.0	0.0	290.0
DOC-MACOMB FACILITY	4741	318.0	1.0	0.0	1.0	0.0	0.0	320.0	0.5	319.5
DOC-MARQUETTE BRANCH PRISON	4706	408.0	0.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-MICHIGAN STATE INDUSTRIES	4709	197.0	0.0	0.0	0.0	0.0	3.0	200.0	0.0	200.0
DOC-MID MICHIGAN FACILITY	4733	595.0	0.0	0.0	1.0	0.0	0.0	596.0	0.0	596.0
DOC-MOUND FACILITY	4737	310.0	1.0	0.0	0.0	0.0	0.0	311.0	0.0	311.0
DOC-MUSKEGON FACILITY	4704	277.0	0.0	0.0	1.0	0.0	0.0	278.0	0.0	278.0
DOC-NEWBERRY FACILITY	4743	340.0	0.0	0.0	1.0	0.0	0.0	341.0	0.0	341.0
DOC-OAKS FACILITY	4739	372.0	0.0	0.0	2.0	0.0	0.0	374.0	0.0	374.0
DOC-OJIBWAY FACILITY	4746	281.0	1.0	0.0	1.0	0.0	0.0	283.0	0.0	283.0
DOC-PARNALL FACILITY	4751	272.0	0.0	1.0	1.0	0.0	0.0	274.0	0.5	273.5
DOC-PINE RIVER FACILITY	4744	234.0	0.0	0.0	1.0	0.0	0.0	235.0	0.0	235.0
DOC-PUGSLEY FACILITY	4745	254.0	1.0	0.0	1.0	0.0	0.0	256.0	0.0	256.0
DOC-RIVERSIDE FACILITY	4711	433.0	0.0	0.0	0.0	0.0	0.0	433.0	0.0	433.0

MIDB Civil Service HWF04
Universe: HR HUMAN RESOURCES

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.

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 07 Mar 25, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-RYAN FACILITY	4738	327.0	0.0	0.0	2.0	0.0	0.0	329.0	0.0	329.0
DOC-SAGINAW FACILITY	4742	369.0	2.0	0.0	1.0	0.0	0.0	372.0	0.0	372.0
DOC-SCOTT FACILITY	4721	336.0	0.0	0.0	1.0	0.0	0.0	337.0	0.0	337.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	420.0	0.0	0.0	0.0	0.0	0.0	420.0	0.0	420.0
DOC-STANDISH MAXIMUM FACILITY	4734	423.0	1.0	0.0	2.0	0.0	0.0	426.0	0.0	426.0
DOC-THUMB FACILITY	4725	340.0	0.0	0.0	1.0	0.0	0.0	341.0	0.0	341.0
CORRECTIONS		**16,421.0**	**30.0**	**6.0**	**72.0**	**0.0**	**41.0**	**16,570.0**	**2.0**	**16,568.0**
EDUCATION	3103	259.0	7.0	5.0	27.0	72.0	1.0	371.0	1.5	369.5
EDUCATION		**259.0**	**7.0**	**5.0**	**27.0**	**72.0**	**1.0**	**371.0**	**1.5**	**369.5**
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,375.0	8.0	16.0	42.0	0.0	81.0	1,522.0	4.5	1,517.5
ENVIRONMENTAL QUALITY		**1,375.0**	**8.0**	**16.0**	**42.0**	**0.0**	**81.0**	**1,522.0**	**4.5**	**1,517.5**
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	44.0	0.0	3.0	47.0	0.0	47.0
EXECUTIVE OFFICE		**0.0**	**0.0**	**0.0**	**44.0**	**0.0**	**3.0**	**47.0**	**0.0**	**47.0**
HISTORY ARTS AND LIBRARIES	2501	175.0	2.0	5.0	5.0	9.0	33.0	229.0	2.5	226.5
HISTORY ARTS AND LIBRARIES		**175.0**	**2.0**	**5.0**	**5.0**	**9.0**	**33.0**	**229.0**	**2.5**	**226.5**
DHS-BERRIEN COUNTY	4322	142.0	0.0	0.0	1.0	2.0	0.0	145.0	0.0	145.0
DHS-CALHOUN COUNTY	4323	132.0	0.0	0.0	1.0	0.0	0.0	133.0	0.0	133.0
DHS-COUNTIES	4308	2,047.0	2.0	1.0	85.0	13.0	1.0	2,149.0	1.5	2,147.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,726.0	7.0	23.0	67.0	3.0	16.0	1,842.0	5.5	1,836.5
DHS-GENESEE COUNTY	4302	478.0	0.0	0.0	7.0	0.0	0.0	485.0	0.0	485.0
DHS-INGHAM COUNTY	4312	204.0	0.0	0.0	1.0	0.0	0.0	205.0	0.0	205.0
DHS - INSTITUTIONS	4307	279.0	1.0	25.0	17.0	0.0	1.0	323.0	0.0	323.0
DHS-JACKSON COUNTY	4315	118.0	0.0	0.0	5.0	0.0	0.0	123.0	0.0	123.0
DHS-KALAMAZOO COUNTY	4314	176.0	0.0	0.0	2.0	0.0	0.0	178.0	0.0	178.0
DHS-KENT COUNTY	4303	365.0	0.0	0.0	13.0	6.0	0.0	384.0	0.5	383.5
DHS-MACOMB COUNTY	4304	323.0	0.0	0.0	13.0	0.0	0.0	336.0	0.5	335.5
DHS-MAXEY TRAINING SCHOOL	4311	289.0	0.0	0.0	3.0	0.0	0.0	292.0	0.0	292.0
DHS-MUSKEGON COUNTY	4324	175.0	0.0	0.0	1.0	0.0	0.0	176.0	0.0	176.0

MIDB Civil Service HWF04
Universe: HR HUMAN RESOURCES

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.

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 07 Mar 25, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-OAKLAND COUNTY	4305	407.0	0.0	0.0	4.0	0.0	0.0	411.0	0.0	411.0
DHS-SAGINAW COUNTY	4313	222.0	0.0	0.0	1.0	0.0	0.0	223.0	0.0	223.0
DHS-WASHTENAW	4325	120.0	0.0	0.0	2.0	0.0	0.0	122.0	0.0	122.0
DHS-WAYNE COUNTY DSS	4306	126.0	0.0	0.0	13.0	0.0	0.0	139.0	0.0	139.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	635.0	0.0	0.0	6.0	0.0	0.0	641.0	0.0	641.0
DHS-WAYNE COUNTY ZONE 3	4318	477.0	0.0	0.0	9.0	0.0	0.0	486.0	0.0	486.0
DHS-WAYNE COUNTY ZONE 4	4319	521.0	0.0	0.0	8.0	0.0	0.0	529.0	0.0	529.0
DHS-WAYNE COUNTY ZONE L	4316	380.0	0.0	0.0	10.0	0.0	0.0	390.0	0.0	390.0
HUMAN SERVICES		**9,342.0**	**10.0**	**49.0**	**269.0**	**24.0**	**18.0**	**9,712.0**	**8.0**	**9,704.0**
DEPT OF INFORMATION TECHNOLOGY	0801	1,653.0	6.0	2.0	27.0	0.0	46.0	1,734.0	0.0	1,734.0
INFORMATION TECHNOLOGY		**1,653.0**	**6.0**	**2.0**	**27.0**	**0.0**	**46.0**	**1,734.0**	**0.0**	**1,734.0**
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,774.0	38.0	21.0	79.0	42.0	140.0	4,094.0	7.5	4,086.5
MES BOARD OF REVIEW	6415	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	16.0
STRATEGIC FUND	0740	148.0	3.0	12.0	11.0	0.0	58.0	232.0	1.0	231.0
LABOR & ECONOMIC GROWTH		**3,937.0**	**41.0**	**33.0**	**91.0**	**42.0**	**198.0**	**4,342.0**	**8.5**	**4,333.5**
MGMT BUD CENTRAL OFFICE	0701	915.0	15.0	3.0	47.0	0.0	44.0	1,024.0	7.0	1,017.0
MANAGEMENT & BUDGET		**915.0**	**15.0**	**3.0**	**47.0**	**0.0**	**44.0**	**1,024.0**	**7.0**	**1,017.0**
D.J. JACOBETTI HOME FOR VETERA	5103	145.0	5.0	2.0	0.0	2.0	2.0	156.0	1.0	155.0
GRAND RAPIDS HOME FOR VETERANS	5102	463.0	1.0	11.0	0.0	12.0	13.0	500.0	0.0	500.0
MIL AFFR CENTRAL OFFICE	5101	236.0	1.0	11.0	7.0	17.0	4.0	276.0	0.0	276.0
MILITARY AFFAIRS		**844.0**	**7.0**	**24.0**	**7.0**	**31.0**	**19.0**	**932.0**	**1.0**	**931.0**
DEPARTMENT OF NATURAL RESOURCE	7501	1,351.0	8.0	56.0	18.0	136.0	116.0	1,685.0	1.5	1,683.5
NATURAL RESOURCES		**1,351.0**	**8.0**	**56.0**	**18.0**	**136.0**	**116.0**	**1,685.0**	**1.5**	**1,683.5**
DEPARTMENT OF STATE	2301	1,302.0	0.0	360.0	19.0	0.0	159.0	1,840.0	0.0	1,840.0
STATE		**1,302.0**	**0.0**	**360.0**	**19.0**	**0.0**	**159.0**	**1,840.0**	**0.0**	**1,840.0**
STATE POLICE	5501	2,613.0	37.0	3.0	37.0	0.0	23.0	2,713.0	1.5	2,711.5
STATE POLICE		**2,613.0**	**37.0**	**3.0**	**37.0**	**0.0**	**23.0**	**2,713.0**	**1.5**	**2,711.5**
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	4.0	0.0	8.0	44.0	0.0	44.0

MIDB Civil Service HWF04
Universe: HR HUMAN RESOURCES

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.

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 07 Mar 25, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
BRIDGE AUTHORITIES-MACKINAC	5902	51.0	0.0	27.0	6.0	0.0	2.0	86.0	0.0	86.0
TRANSPORTATION CENTRAL OFFICE	5901	2,632.0	31.0	13.0	60.0	17.0	132.0	2,885.0	7.0	2,878.0
TRANSPORTATION		**2,715.0**	**31.0**	**40.0**	**70.0**	**17.0**	**142.0**	**3,015.0**	**7.0**	**3,008.0**
BUREAU OF STATE LOTTERY	2795	165.0	0.0	0.0	1.0	0.0	5.0	171.0	0.0	171.0
GAMING CONTROL	2707	87.0	1.0	1.0	7.0	0.0	12.0	108.0	0.5	107.5
TREASURY CENTRAL PAYROLL	2701	1,262.0	5.0	12.0	14.0	0.0	48.0	1,341.0	0.5	1,340.5
TREASURY		**1,514.0**	**6.0**	**13.0**	**22.0**	**0.0**	**65.0**	**1,620.0**	**1.0**	**1,619.0**
STATEWIDE TOTAL		**49,845.0**	**258.0**	**658.0**	**1,047.0**	**341.0**	**1,106.0**	**53,255.0**	**49.0**	**53,206.0**

MIDB Civil Service HWF04
Universe: HR HUMAN RESOURCES

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 2006 Appropriated (A)	FTE Positions 03/25/2006 (B)	FTE Positions 12/31/2005 (C)	Difference 03/25/2006 - 12/31/2005 (B - C)	Difference 03/25/2006 - Appropriated (B - A)
AGRICULTURE	Regular	691.0	557.9	578.1	-20.2	-133.1
	Overtime	0.0	1.2	0.7	0.5	1.2
	Total	691.0	559.1	578.8	-19.7	-131.9
ATTORNEY GENERAL	Regular	560.0	523.0	525.1	-2.1	-37.0
	Overtime	0.0	1.0	0.1	0.9	1.0
	Total	560.0	524.0	525.2	-1.3	-36.0
AUDITOR GENERAL	Regular	0.0	139.5	146.8	-7.3	139.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	139.5	146.8	-7.3	139.5
CIVIL RIGHTS	Regular	136.0	126.9	129.8	-2.9	-9.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	126.9	129.8	-2.9	-9.1
CIVIL SERVICE	Regular	240.5	207.7	207.3	0.4	-32.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	207.7	207.3	0.4	-32.8
COMMUNITY HEALTH	Regular	4,668.6	4,214.8	4,250.8	-36.0	-453.8
	Overtime	0.0	106.8	400.9	-294.1	106.8
	Total	4,668.6	4,321.5	4,651.7	-330.2	-347.1
CORRECTIONS	Regular	17,510.2	16,512.4	17,116.5	-604.2	-997.8
	Overtime	0.0	840.0	2,599.6	-1,759.6	840.0
	Total	17,510.2	17,352.4	19,716.2	-2,363.8	-157.8
EDUCATION	Regular	417.5	366.2	367.0	-0.9	-51.3
	Overtime	0.0	2.5	0.7	1.8	2.5
	Total	417.5	368.7	367.8	0.9	-48.8
ENVIRONMENTAL QUALITY	Regular	1,567.2	1,457.3	1,461.1	-3.9	-109.9
	Overtime	0.0	0.9	1.7	-0.8	0.9
	Total	1,567.2	1,458.1	1,462.8	-4.7	-109.1
EXECUTIVE OFFICE	Regular	74.2	44.9	45.8	-0.9	-29.4
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	44.9	45.8	-0.9	-29.4

Report and Script Names: FTESUM06.CLR, FTESUM06.CLS, or FTESUM05_06.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated (A)	FTE Positions 03/25/2006 (B)	FTE Positions 12/31/2005 (C)	Difference 03/25/2006 - 12/31/2005 (B - C)	Difference 03/25/2006 - Appropriated (B - A)
HISTORY ARTS AND LIBRARIES	Regular	232.0	199.1	196.7	2.3	-32.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	232.0	199.1	196.7	2.3	-32.9
HUMAN SERVICES	Regular	10,281.0	9,630.8	9,703.8	-73.1	-650.2
	Overtime	0.0	106.5	175.3	-68.8	106.5
	Total	10,281.0	9,737.3	9,879.1	-141.8	-543.7
INFORMATION TECHNOLOGY	Regular	1,760.4	1,702.3	1,699.8	2.6	-58.1
	Overtime	0.0	22.1	18.9	3.2	22.1
	Total	1,760.4	1,724.5	1,718.7	5.8	-35.9
LABOR & ECONOMIC GROWTH	Regular	4,351.5	4,177.4	4,169.1	8.3	-174.1
	Overtime	0.0	104.9	63.9	41.0	104.9
	Total	4,351.5	4,282.3	4,232.9	49.4	-69.2
MANAGEMENT & BUDGET	Regular	745.0	1,001.4	989.5	11.8	256.4
	Overtime	0.0	10.1	11.2	-1.1	10.1
	Total	745.0	1,011.5	1,000.7	10.7	266.5
MILITARY AFFAIRS	Regular	1,016.0	910.2	916.4	-6.2	-105.8
	Overtime	0.0	20.7	90.5	-69.8	20.7
	Total	1,016.0	930.8	1,006.9	-76.0	-85.2
NATURAL RESOURCES	Regular	2,073.5	1,575.5	1,489.3	86.3	-498.0
	Overtime	0.0	10.4	7.4	3.0	10.4
	Total	2,073.5	1,585.9	1,496.7	89.2	-487.6
STATE	Regular	1,853.8	1,610.4	1,677.2	-66.8	-243.4
	Overtime	0.0	1.3	2.2	-0.9	1.3
	Total	1,853.8	1,611.6	1,679.3	-67.7	-242.2
STATE POLICE	Regular	2,897.0	2,682.2	2,685.5	-3.2	-214.8
	Overtime	0.0	131.6	251.4	-119.7	131.6
	Total	2,897.0	2,813.9	2,936.8	-123.0	-83.1
TRANSPORTATION	Regular	3,022.3	2,920.4	2,890.7	29.7	-101.9
	Overtime	0.0	69.4	85.3	-15.9	69.4
	Total	3,022.3	2,989.8	2,975.9	13.8	-32.5

Report and Script Names: FTESUM06.CLR, FTESUM06.CLS, or FTESUM05_06.cls

Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated (A)	FTE Positions 03/25/2006 (B)	FTE Positions 12/31/2005 (C)	Difference 03/25/2006 - 12/31/2005 (B - C)	Difference 03/25/2006 - Appropriated (B - A)
TREASURY	Regular	1,691.5	1,589.5	1,557.3	32.2	-102.0
	Overtime	0.0	1.2	6.4	-5.2	1.2
	Total	1,691.5	1,590.7	1,563.7	27.0	-100.8
STATEWIDE TOTALS	**Total Regular**	**55,789.2**	**52,149.6**	**52,803.5**	**-653.9**	**-3,639.6**
	Total Overtime	**0**	**1,430.5**	**3,716.1**	**-2,285.7**	**1,430.5**
	Grand Total	**55,789.2**	**53,580.1**	**56,519.6**	**-2,939.5**	**-2,209.1**

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 12/31/2005		Pay Period Ending 3/25/2006	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	611.5	1.1%	591.5	1.1%
Attorney General	528.0	1.0%	527.0	1.0%
Auditor General	152.0	0.3%	145.0	0.3%
Civil Rights	133.0	0.2%	129.0	0.2%
Civil Service	214.0	0.4%	214.0	0.4%
Community Health	4,296.5	8.1%	4,289.5	8.1%
Corrections	16,656.0	31.2%	16,568.0	31.1%
Education	371.0	0.7%	369.5	0.7%
Environmental Quality	1,518.0	2.8%	1,517.5	2.9%
Executive Office	48.0	0.1%	47.0	0.1%
History Arts and Libraries	233.0	0.4%	226.5	0.4%
Human Services	9,788.0	18.3%	9,704.0	18.2%
Information Technology	1,727.0	3.2%	1,734.0	3.3%
Labor and Economic Growth	4,323.0	8.1%	4,333.5	8.1%
Management and Budget	1,016.0	1.9%	1,017.0	1.9%
Military & Veterans Affairs	928.0	1.7%	931.0	1.7%
Natural Resources	1,620.0	3.0%	1,683.5	3.2%
State	1,876.0	3.5%	1,840.0	3.5%
State Police	2,713.0	5.1%	2,711.5	5.1%
Transportation	2,996.0	5.6%	3,008.0	5.7%
Treasury	1,598.0	3.0%	1,619.0	3.0%
TOTAL	53,346.0	100.0%	53,206.0	100.0%

Source: MAIN, MIDB Civil Service HWF03

Comments: Statewide the number of classified employees decreased 3% from December 31, 2005 to March 25, 2006.

Table 1-4

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT

As of Pay End Date: 03/25/2006

Department	Current Period Number of Employees
AGRICULTURE	572.5
ATTORNEY GENERAL	527.0
AUDITOR GENERAL	141.0
CIVIL RIGHTS	127.0
CIVIL SERVICE	213.0
COMMUNITY HEALTH	4,221.5
CORRECTIONS	16,528.0
EDUCATION	368.5
ENVIRONMENTAL QUALITY	1,436.5
EXECUTIVE OFFICE	44.0
HISTORY ARTS AND LIBRARIES	193.5
HUMAN SERVICES	9,700.0
INFORMATION TECHNOLOGY	1,688.0
LABOR & ECONOMIC GROWTH	4,135.5
MANAGEMENT & BUDGET	973.0
MILITARY AFFAIRS	918.0
NATURAL RESOURCES	1,568.5
STATE	1,681.0
STATE POLICE	2,688.5
TRANSPORTATION	2,877.0
TREASURY	1,571.0
Sum:	**52,173.0**

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	13.0	589.8
ATTORNEY GENERAL	13.0	527.8
AUDITOR GENERAL	13.0	144.5
CIVIL RIGHTS	13.0	129.4
CIVIL SERVICE	13.0	210.7
COMMUNITY HEALTH	13.0	4,228.1
CORRECTIONS	13.0	16,533.1
EDUCATION	13.0	367.8
ENVIRONMENTAL QUALITY	13.0	1,428.7
EXECUTIVE OFFICE	13.0	45.4
HISTORY ARTS AND LIBRARIES	13.0	197.0
HUMAN SERVICES	13.0	9,786.9
INFORMATION TECHNOLOGY	13.0	1,682.7
LABOR & ECONOMIC GROWTH	13.0	4,113.0
MANAGEMENT & BUDGET	13.0	966.1
MILITARY AFFAIRS	13.0	920.3
NATURAL RESOURCES	13.0	1,584.4
STATE	13.0	1,682.8
STATE POLICE	13.0	2,694.3
TRANSPORTATION	13.0	2,871.7
TREASURY	13.0	1,558.0
Sum:		**52,262.5**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 94% of all non-career appointments. 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.

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: March 25, 2006

Department Name	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	593	1.1 %	45.0	$25.10	383	65 %
ATTORNEY GENERAL	527	1.0 %	46.9	$33.80	365	69 %
AUDITOR GENERAL	145	0.3 %	39.4	$31.37	114	79 %
CIVIL RIGHTS	129	0.2 %	45.3	$26.57	83	64 %
CIVIL SERVICE	215	0.4 %	47.3	$26.85	167	78 %
COMMUNITY HEALTH	4,333	8.1 %	47.5	$24.37	3,100	72 %
CORRECTIONS	16,646	31.2 %	44.1	$22.66	13,706	82 %
EDUCATION	371	0.7 %	48.9	$27.24	232	63 %
ENVIRONMENTAL QUALITY	1,522	2.8 %	45.0	$26.47	1,138	75 %
EXECUTIVE OFFICE	47	0.1 %	35.2	$23.73	6	13 %
HISTORY ARTS AND LIBRARIES	229	0.4 %	45.4	$22.53	150	66 %
HUMAN SERVICES	9,740	18.2 %	47.3	$23.03	7,872	81 %
INFORMATION TECHNOLOGY	1,735	3.2 %	45.9	$28.32	1,365	79 %
LABOR & ECONOMIC GROWTH	4,344	8.1 %	46.7	$24.54	2,886	66 %
MANAGEMENT & BUDGET	1,024	1.9 %	46.0	$24.55	775	76 %
MILITARY AFFAIRS	934	1.7 %	46.8	$21.18	679	73 %
NATURAL RESOURCES	1,687	3.2 %	44.5	$22.92	1,226	73 %
STATE	1,841	3.4 %	45.5	$20.46	1,303	71 %
STATE POLICE	2,728	5.1 %	41.3	$26.61	2,280	84 %
TRANSPORTATION	3,019	5.7 %	43.8	$24.08	2,082	69 %
TREASURY	1,621	3.0 %	45.9	$24.31	1,070	66 %
STATEWIDE TOTALS:	**53,430**	**100.0 %**	**45.4**	**$23.81**	**40,982**	**77 %**

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.

MIDB Civil Service HWF24
Report Sequence: HRS DEPT_CD_DESC
Universe: Human Resource

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING MARCH 25, 2006

		Health Insurance						Dental Insurance						Vision Insurance	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**561**	305	54%	221	39%	7	1%	522	93%	11	2%	3	1%	538	96%
ATTORNEY GENERAL	**527**	254	48%	229	43%	5	1%	487	92%	10	2%	3	1%	503	95%
AUDITOR GENERAL	**141**	31	22%	88	62%	9	6%	124	88%	2	1%	1	1%	129	91%
CIVIL RIGHTS	**127**	77	61%	44	35%	2	2%	122	96%	3	2%	1	1%	126	99%
CIVIL SERVICE	**209**	82	39%	111	53%	1	0%	192	92%	4	2%	0	0%	195	93%
COMMUNITY HEALTH	**4,260**	2,526	59%	1,425	33%	50	1%	3,914	92%	100	2%	17	0%	4,037	95%
CORRECTIONS	**16,605**	10,002	60%	5,530	33%	120	1%	15,409	93%	316	2%	34	0%	15,768	95%
EDUCATION	**370**	179	48%	149	40%	6	2%	330	89%	5	1%	5	1%	341	92%
ENVIRONMENTAL QUALITY	**1,441**	652	45%	687	48%	22	2%	1,332	92%	30	2%	5	0%	1,371	95%
EXECUTIVE OFFICE	**44**	26	59%	13	30%	0	0%	42	95%	1	2%	0	0%	43	98%
HISTORY ARTS AND LIBRARIES	**196**	89	45%	95	48%	0	0%	181	92%	4	2%	1	1%	185	94%
HUMAN SERVICES	**9,722**	5,527	57%	3,632	37%	89	1%	8,985	92%	314	3%	31	0%	9,332	96%
INFORMATION TECHNOLOGY	**1,689**	648	38%	910	54%	25	1%	1,525	90%	57	3%	6	0%	1,594	94%
LABOR & ECONOMIC GROWTH	**3,972**	1,990	50%	1,683	42%	65	2%	3,589	90%	170	4%	15	0%	3,791	95%
MANAGEMENT & BUDGET	**1,155**	384	33%	680	59%	15	1%	1,059	92%	20	2%	4	0%	1,086	94%
MILITARY AFFAIRS	**915**	377	41%	479	52%	13	1%	870	95%	4	0%	1	0%	878	96%
NATURAL RESOURCES	**1,571**	1,077	69%	380	24%	24	2%	1,471	94%	13	1%	8	1%	1,501	96%
STATE	**1,682**	827	49%	745	44%	25	1%	1,564	93%	42	2%	10	1%	1,619	96%
STATE POLICE	**2,705**	2,038	75%	527	19%	18	1%	2,574	95%	23	1%	5	0%	2,604	96%
TRANSPORTATION	**2,877**	1,581	55%	1,109	39%	37	1%	2,705	94%	32	1%	9	0%	2,754	96%
TREASURY	**1,557**	605	39%	818	53%	31	2%	1,400	90%	62	4%	8	1%	1,471	94%
STATEWIDE TOTALS:	**52,326**	**29,277**	**56%**	**19,555**	**37%**	**564**	**1%**	**48,397**	**92%**	**1,223**	**2%**	**167**	**0%**	**49,866**	**95%**

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING MARCH 25, 2006

		Disability Insurance				Life Insurance				Long Term Care Insurance	
Department	**Total Employees**	**CMI**	**%**	**Reliastar**	**%**	**United of Omaha**	**%**	**United Of Omaha Reduced Life**	**%**	**Met Life**	**%**
AGRICULTURE	**561**	479	85%	0	0%	525	94%	36	6%	79	14%
ATTORNEY GENERAL	**527**	434	82%	0	0%	508	96%	18	3%	94	18%
AUDITOR GENERAL	**141**	127	90%	0	0%	121	86%	20	14%	32	23%
CIVIL RIGHTS	**127**	115	91%	0	0%	114	90%	13	10%	22	17%
CIVIL SERVICE	**209**	197	94%	0	0%	196	94%	13	6%	77	37%
COMMUNITY HEALTH	**4,260**	3,863	91%	0	0%	4,043	95%	217	5%	517	12%
CORRECTIONS	**16,605**	15,750	95%	0	0%	16,105	97%	516	3%	989	6%
EDUCATION	**370**	273	74%	0	0%	340	92%	30	8%	73	20%
ENVIRONMENTAL QUALITY	**1,441**	1,246	86%	0	0%	1,321	92%	119	8%	243	17%
EXECUTIVE OFFICE	**44**	20	45%	0	0%	36	82%	8	18%	1	2%
HISTORY ARTS AND LIBRARIES	**196**	168	86%	0	0%	180	92%	16	8%	53	27%
HUMAN SERVICES	**9,722**	9,184	94%	0	0%	9,209	95%	511	5%	1,353	14%
INFORMATION TECHNOLOGY	**1,689**	1,435	85%	44	3%	1,592	94%	93	6%	267	16%
LABOR & ECONOMIC GROWTH	**3,972**	3,466	87%	4	0%	3,689	93%	276	7%	596	15%
MANAGEMENT & BUDGET	**1,155**	1,025	89%	1	0%	1,088	94%	67	6%	187	16%
MILITARY AFFAIRS	**915**	797	87%	0	0%	878	96%	34	4%	78	9%
NATURAL RESOURCES	**1,571**	1,391	89%	0	0%	1,491	95%	80	5%	186	12%
STATE	**1,682**	1,493	89%	0	0%	1,588	94%	95	6%	242	14%
STATE POLICE	**2,705**	2,439	90%	1,683	62%	2,557	95%	109	4%	218	8%
TRANSPORTATION	**2,877**	2,549	89%	0	0%	2,691	94%	183	6%	306	11%
TREASURY	**1,557**	1,359	87%	0	0%	1,456	94%	98	6%	229	15%
STATEWIDE TOTALS:	**52,326**	**47,810**	**91%**	**1,732**	**3%**	**49,728**	**95%**	**2,552**	**5%**	**5,842**	**11%**

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

Age Distribution for Classified Employees by Department

Pay Period Ending: March 25, 2006

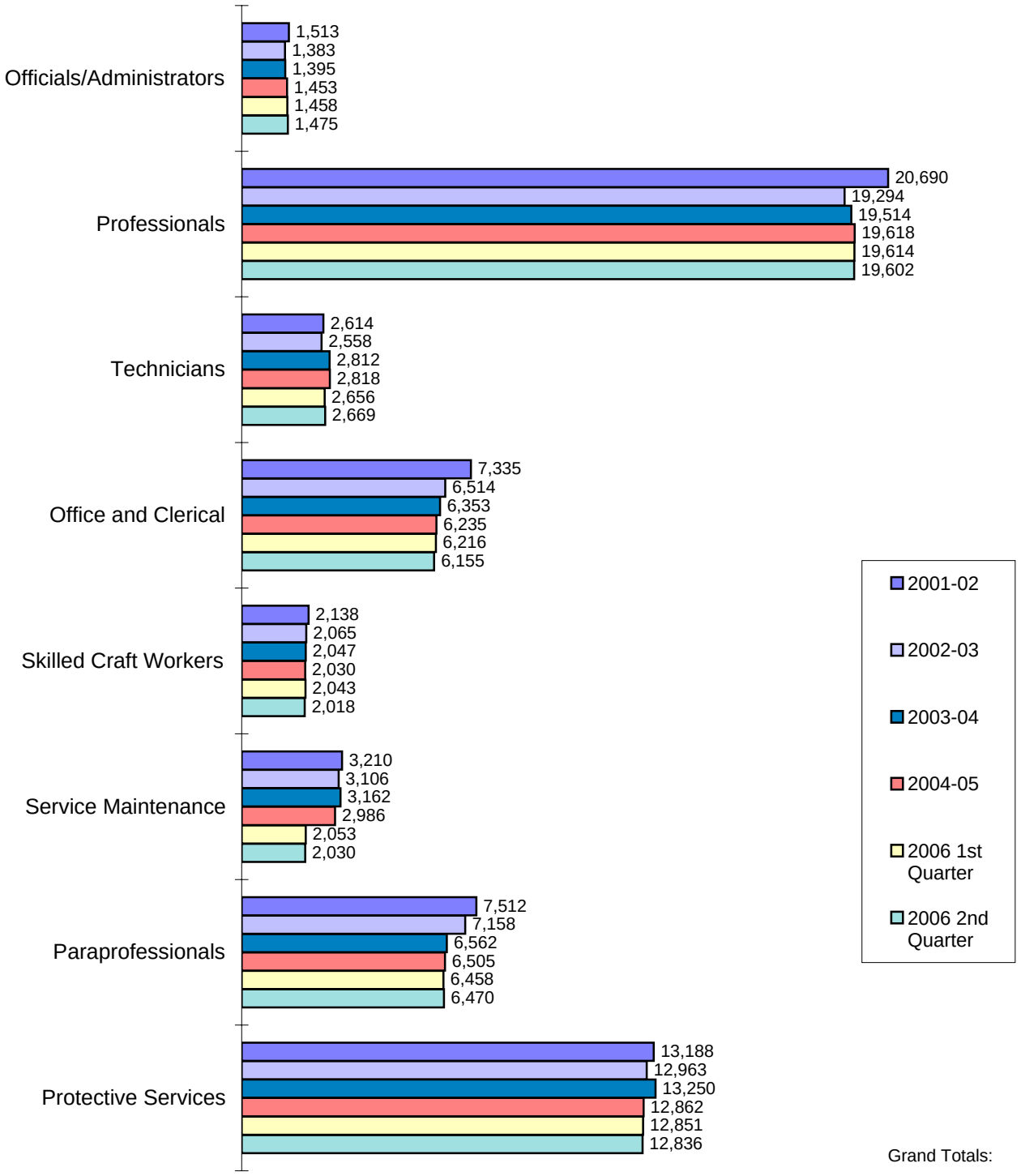
DEPARTMENT	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	1	25	56	52	38	94	85	135	72	25	8	1	592
ATTORNEY GENERAL	0	3	22	54	65	71	89	101	83	36	3	0	527
AUDITOR GENERAL	0	14	18	17	24	27	21	15	7	2	0	0	145
CIVIL RIGHTS	0	2	12	20	11	11	20	23	24	6	0	0	129
CIVIL SERVICE	0	2	12	19	14	29	40	45	40	11	2	1	215
COMMUNITY HEALTH	16	101	218	237	327	454	881	1,127	671	209	45	5	4,291
CORRECTIONS	7	189	832	1,923	2,764	3,059	3,000	2,781	1,573	372	61	9	16,570
EDUCATION	0	3	23	21	27	23	69	95	75	31	3	1	371
ENVIRONMENTAL QUALITY	7	66	113	121	142	215	263	344	192	50	8	1	1,522
EXECUTIVE OFFICE	1	8	10	10	2	7	5	2	1	0	1	0	47
HISTORY ARTS AND LIBRARIES	1	12	11	19	32	29	34	38	35	14	2	2	229
HUMAN SERVICES	1	41	542	890	921	996	1,660	2,549	1,634	393	70	15	9,712
INFORMATION TECHNOLOGY	8	48	73	143	167	286	343	357	243	58	7	1	1,734
LABOR & ECONOMIC GROWTH	20	176	265	311	376	435	757	937	749	240	50	26	4,342
MANAGEMENT & BUDGET	11	34	55	66	94	125	192	276	137	30	4	0	1,024
MILITARY AFFAIRS	1	20	37	66	96	138	185	216	124	35	9	5	932
NATURAL RESOURCES	6	37	127	202	200	224	307	325	179	59	12	7	1,685
STATE	8	88	116	139	148	265	320	418	258	67	8	5	1,840
STATE POLICE	0	35	231	462	525	545	419	312	145	29	8	2	2,713
TRANSPORTATION	17	142	248	276	355	449	543	546	325	93	15	6	3,015
TREASURY	6	44	118	113	151	224	306	344	236	58	16	4	1,620
Statewide Total:	**111**	**1,090**	**3,139**	**5,161**	**6,479**	**7,706**	**9,539**	**10,986**	**6,803**	**1,818**	**332**	**91**	**53,255**
Average Age:	**19.3**	**23.0**	**27.8**	**32.7**	**37.5**	**42.6**	**47.7**	**52.5**	**57.2**	**61.9**	**66.8**	**73.8**	**45.4**

Comment: 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 HWF23
Report Sequence: HRS_DEPT_CD_DESC
Universe: HR HUMAN RESOURCES

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2001-02 through Second Quarter 2005-06



Grand Totals:

2001-02 Year End:	58,200
2002-03 Year End:	55,041
2003-04 Year End:	55,095
2004-05 Year End:	54,507
2005-06 1st Quarter:	53,349
2005-06 2nd Quarter:	53,255

Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: March 25, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	3	16
ALGER	381	5	386
ALLEGAN	196	56	252
ALPENA	120	13	133
ANTRIM	24	1	25
ARENAC	345	13	358
BARAGA	443	8	451
BARRY	82	8	90
BAY	272	35	307
BENZIE	20	7	27
BERRIEN	367	38	405
BRANCH	744	16	760
CALHOUN	317	15	332
CASS	72	5	77
CHARLEVOIX	21	28	49
CHEBOYGAN	82	19	101
CHIPPEWA	1,294	29	1,323
CLARE	43	13	56
CLINTON	117	11	128
CRAWFORD	263	64	327
DELTA	208	28	236
DICKINSON	50	7	57
EATON	3,015	226	3,241
EMMET	76	14	90
GENESEE	794	109	903
GLADWIN	42	6	48
GOGEBIC	280	14	294
GRAND TRAVERSE	554	43	597
GRATIOT	888	17	905
HILLSDALE	58	7	65
HOUGHTON	115	13	128
HURON	36	9	45
INGHAM	9,783	1,193	10,976
IONIA	1,918	31	1,949
IOSCO	47	9	56
IRON	113	8	121
ISABELLA	578	91	669
JACKSON	2,723	50	2,773
KALAMAZOO	986	102	1,088
KALKASKA	51	4	55
KENT	1,629	123	1,752
KEWEENAW	1	2	3
LAKE	46	1	47
LAPEER	428	14	442
LEELANAU	2	3	5

MIDB Civil Service HWF55
Universe: HR Human Resources
Report Sequence: Work_County

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: March 25, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	767	30	797
LIVINGSTON	567	42	609
LUCE	388	7	395
MACKINAC	132	54	186
MACOMB	1,203	75	1,278
MANISTEE	423	16	439
MARQUETTE	877	41	918
MASON	36	2	38
MECOSTA	69	6	75
MENOMINEE	43	7	50
MIDLAND	75	7	82
MISSAUKEE	46	3	49
MONROE	162	31	193
MONTCALM	638	11	649
MONTMORENCY	52	2	54
MUSKEGON	1,109	19	1,128
NEWAYGO	68	9	77
OAKLAND	1,062	85	1,147
OCEANA	54	17	71
OGEMAW	57	8	65
ONTONAGON	26		26
OSCEOLA	56	3	59
OSCODA	30	4	34
OTSEGO	246	14	260
OTTAWA	166	24	190
OUT OF STATE	53	4	57
PRESQUE ISLE	18	3	21
ROSCOMMON	130	24	154
SAGINAW	1,060	50	1,110
SANILAC	51	3	54
SCHOOLCRAFT	83	6	89
SHIAWASSEE	76	11	87
STATEWIDE	856	37	893
ST CLAIR	229	25	254
ST JOSEPH	86	9	95
TUSCOLA	478	35	513
VAN BUREN	230	35	265
WASHTENAW	1,713	57	1,770
WAYNE	6,623	242	6,865
WEXFORD	170	18	188
Grand Total:	**49,845**	**3,587**	**53,432**

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.

MIDB Civil Service HWF55
Universe: HR Human Resources
Report Sequence: Work_County

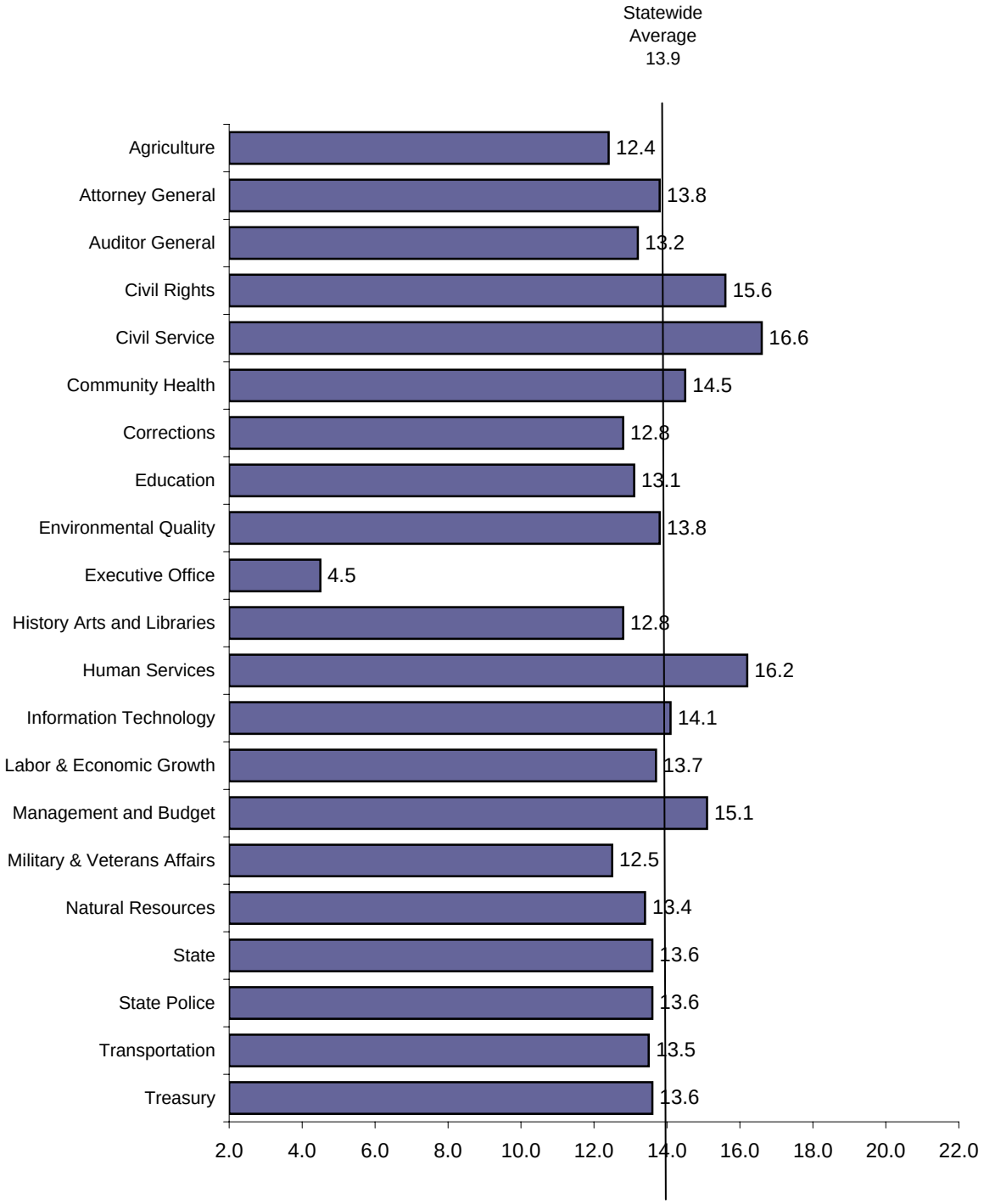
SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period Ending March 25, 2006



Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Comment: MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending March 25, 2006.

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
AGRICULTURE																
00 - 05 YEARS	83	96	4	5	1	0	2	0	1	2	2	1	93	104	1	0
06 - 10 YEARS	53	37	3	4	1	2	0	2	0	2	0	0	57	47	0	1
11 - 15 YEARS	38	32	0	1	0	0	1	2	0	1	0	0	39	36	1	1
16 - 20 YEARS	49	37	0	5	0	1	0	0	1	2	0	0	50	45	3	2
21 - 25 YEARS	8	16	1	3	0	0	0	0	1	0	0	0	10	19	0	0
26 - 30 YEARS	26	25	2	2	0	0	2	0	0	0	0	0	30	27	0	5
31 - 35 YEARS	20	5	0	4	0	0	0	1	0	0	0	0	20	10	3	1
36 - 40 YEARS	0	1	0	0	0	0	0	0	2	0	0	0	2	1	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	**278**	**250**	**10**	**24**	**2**	**3**	**5**	**5**	**5**	**7**	**2**	**1**	**302**	**290**	**8**	**10**
MORE THAN 10 YEARS:	142	117	3	15	0	1	3	3	4	3	0	0	152	139	7	9
AVERAGE YEARS	12.8	11.6	11.1	16.8	4.5	12.0	14.0	14.4	23.0	8.9	2.0	4.0	12.8	12.0	21.4	22.5
DEPARTMENT AVERAGE YEARS		**12.4**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	43	80	13	15	0	0	0	4	0	0	0	0	56	99	0	0
06 - 10 YEARS	34	53	2	9	0	0	1	2	0	2	0	0	37	66	0	0
11 - 15 YEARS	12	20	2	1	0	0	0	1	0	0	0	0	14	22	0	0
16 - 20 YEARS	32	37	0	5	0	0	0	3	1	0	0	0	33	45	1	3
21 - 25 YEARS	19	16	3	4	0	0	0	0	0	0	0	0	22	20	0	0
26 - 30 YEARS	30	32	4	2	0	1	2	2	0	0	0	0	36	37	1	3
31 - 35 YEARS	24	5	0	2	0	0	0	0	0	0	0	0	24	7	2	0
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**201**	**245**	**24**	**38**	**0**	**1**	**3**	**12**	**1**	**2**	**0**	**0**	**229**	**298**	**4**	**6**
MORE THAN 10 YEARS:	124	112	9	14	0	1	2	6	1	0	0	0	136	133	4	6
AVERAGE YEARS	16.9	12.0	9.7	10.6	0.0	27.0	21.7	12.2	18.0	7.0	0.0	0.0	16.2	11.9	28.3	22.8
DEPARTMENT AVERAGE YEARS		**13.8**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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																
00 - 05 YEARS	8	15	0	1	0	0	0	0	0	0	0	0	8	16	0	0
06 - 10 YEARS	18	28	1	1	0	0	0	0	0	1	0	0	19	30	0	0
11 - 15 YEARS	8	8	0	2	0	0	0	0	0	0	0	0	8	10	0	0
16 - 20 YEARS	7	15	2	0	0	0	0	0	0	0	0	0	9	15	0	2
21 - 25 YEARS	5	4	0	0	0	0	0	0	0	0	0	0	5	4	0	1
26 - 30 YEARS	8	3	1	0	0	0	0	0	0	0	0	0	9	3	0	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**63**	**73**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**67**	**78**	**1**	**3**
MORE THAN 10 YEARS:	37	30	3	2	0	0	0	0	0	0	0	0	40	32	1	3
AVERAGE YEARS	16.1	10.6	18.3	9.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0	16.3	10.5	32.0	21.0
DEPARTMENT AVERAGE YEARS		**13.2**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	6	12	7	14	0	0	0	4	0	1	0	0	13	31	0	0
06 - 10 YEARS	2	2	1	6	0	1	0	0	0	1	0	0	3	10	0	0
11 - 15 YEARS	2	3	3	4	0	0	0	1	0	0	0	0	5	8	0	1
16 - 20 YEARS	1	3	1	7	0	0	2	0	0	0	0	0	4	10	0	0
21 - 25 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	0
26 - 30 YEARS	2	5	0	6	0	0	2	0	0	0	0	0	4	11	0	1
31 - 35 YEARS	3	7	5	4	0	0	1	2	1	0	0	0	10	13	0	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**17**	**34**	**18**	**44**	**0**	**1**	**5**	**7**	**1**	**2**	**0**	**0**	**41**	**88**	**0**	**2**
MORE THAN 10 YEARS:	9	20	10	24	0	0	5	3	1	0	0	0	25	47	0	2
AVERAGE YEARS	14.6	16.4	14.9	15.2	0.0	9.0	24.2	12.7	33.0	5.5	0.0	0.0	16.4	15.2	0.0	19.5
DEPARTMENT AVERAGE YEARS		**15.6**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
00 - 05 YEARS	5	28	2	5	0	1	0	1	0	0	0	0	7	35	0	0
06 - 10 YEARS	5	21	1	5	0	0	0	0	0	1	0	0	6	27	0	0
11 - 15 YEARS	4	14	0	0	0	1	0	0	0	2	0	0	4	17	0	1
16 - 20 YEARS	5	21	0	8	0	1	0	2	0	1	0	0	5	33	0	2
21 - 25 YEARS	5	9	0	3	0	1	0	2	0	0	0	0	5	15	1	0
26 - 30 YEARS	8	22	3	5	1	1	0	1	0	0	0	0	12	29	2	4
31 - 35 YEARS	4	11	1	1	1	0	0	0	0	0	0	0	6	12	1	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**37**	**127**	**7**	**27**	**2**	**5**	**0**	**6**	**0**	**4**	**0**	**0**	**46**	**169**	**4**	**7**
MORE THAN 10 YEARS:	27	78	4	17	2	4	0	5	0	3	0	0	33	107	4	7
AVERAGE YEARS	18.6	15.7	17.6	16.5	29.5	16.4	0.0	18.5	0.0	13.3	0.0	0.0	19.0	15.9	27.5	23.9
DEPARTMENT AVERAGE YEARS		**16.5**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
COMMUNITY HEALTH																
00 - 05 YEARS	277	589	66	132	1	1	12	15	13	13	8	12	377	762	1	3
06 - 10 YEARS	175	380	25	103	4	4	5	3	10	18	0	0	219	508	4	4
11 - 15 YEARS	106	197	24	62	2	1	7	5	4	13	0	0	143	278	4	13
16 - 20 YEARS	120	285	28	97	1	4	7	15	10	19	0	0	166	420	15	21
21 - 25 YEARS	106	180	32	67	0	4	6	10	6	10	0	0	150	271	19	23
26 - 30 YEARS	247	327	76	94	2	5	6	10	7	6	0	0	338	442	22	27
31 - 35 YEARS	77	96	7	12	0	0	1	0	2	1	0	0	87	109	10	5
36 - 40 YEARS	9	9	0	2	0	0	0	1	0	0	0	0	9	12	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,117**	**2,063**	**258**	**569**	**10**	**19**	**44**	**59**	**52**	**80**	**8**	**12**	**1,489**	**2,802**	**76**	**97**
MORE THAN 10 YEARS:	665	1,094	167	334	5	14	27	41	29	49	0	0	893	1,532	71	90
AVERAGE YEARS	15.7	13.8	16.3	14.4	12.9	18.5	13.9	16.1	14.1	13.7	1.3	1.8	15.6	14.0	22.8	21.2
DEPARTMENT AVERAGE YEARS		**14.5**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
CORRECTIONS																
00 - 05 YEARS	1,288	833	185	316	31	11	28	31	8	10	11	11	1,551	1,212	7	4
06 - 10 YEARS	2,567	1,033	276	365	58	24	80	36	11	6	0	0	2,992	1,464	8	6
11 - 15 YEARS	1,556	610	167	176	42	9	35	21	9	2	0	0	1,809	818	24	15
16 - 20 YEARS	2,890	831	368	343	83	20	58	20	9	4	0	0	3,408	1,218	168	59
21 - 25 YEARS	598	202	106	100	18	4	17	4	0	1	0	0	739	311	54	18
26 - 30 YEARS	488	233	67	63	8	3	3	7	0	1	0	0	566	307	50	13
31 - 35 YEARS	86	38	12	16	2	0	3	0	0	0	0	0	103	54	14	5
36 - 40 YEARS	9	6	1	1	0	0	0	0	0	0	0	0	10	7	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**9,482**	**3,787**	**1,182**	**1,380**	**242**	**71**	**224**	**119**	**37**	**24**	**11**	**11**	**11,178**	**5,392**	**325**	**120**
MORE THAN 10 YEARS:	5,627	1,921	721	699	153	36	116	52	18	8	0	0	6,635	2,716	310	110
AVERAGE YEARS	13.1	12.0	13.7	12.1	13.4	12.1	12.1	10.6	10.0	8.4	1.5	1.0	13.1	11.9	20.0	18.7
DEPARTMENT AVERAGE YEARS		**12.8**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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																
00 - 05 YEARS	48	73	4	7	0	1	0	3	0	0	0	0	52	84	0	0
06 - 10 YEARS	15	41	1	3	0	0	0	1	0	0	0	0	16	45	0	0
11 - 15 YEARS	4	19	0	0	0	0	0	0	0	0	0	0	4	19	0	0
16 - 20 YEARS	3	32	0	4	0	0	0	2	0	1	0	0	3	39	0	1
21 - 25 YEARS	3	16	2	0	0	1	1	1	0	0	0	0	6	18	0	2
26 - 30 YEARS	12	37	0	2	0	0	0	1	0	0	0	0	12	40	2	1
31 - 35 YEARS	5	21	0	3	0	0	0	0	0	0	0	0	5	24	1	2
36 - 40 YEARS	0	3	0	1	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**90**	**242**	**7**	**20**	**0**	**2**	**1**	**8**	**0**	**1**	**0**	**0**	**98**	**273**	**3**	**6**
MORE THAN 10 YEARS:	27	128	2	10	0	1	1	4	0	1	0	0	30	144	3	6
AVERAGE YEARS	9.6	14.4	8.9	15.0	0.0	13.0	21.0	11.0	0.0	20.0	0.0	0.0	9.7	14.3	28.7	26.3
DEPARTMENT AVERAGE YEARS		**13.1**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	161	188	8	6	2	1	2	4	2	5	0	0	175	204	0	0
06 - 10 YEARS	103	109	4	5	0	0	1	1	2	3	0	0	110	118	0	0
11 - 15 YEARS	136	96	2	7	0	0	3	1	10	5	0	0	151	109	4	4
16 - 20 YEARS	121	118	7	16	1	1	4	3	2	2	0	0	135	140	4	5
21 - 25 YEARS	50	47	7	4	0	2	0	0	5	2	0	0	62	55	2	2
26 - 30 YEARS	113	66	3	7	1	0	1	2	1	1	0	0	119	76	7	4
31 - 35 YEARS	38	15	0	2	0	0	0	0	2	0	0	0	40	17	1	0
36 - 40 YEARS	5	5	0	0	0	0	1	0	0	0	0	0	6	5	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**727**	**644**	**31**	**47**	**4**	**4**	**12**	**11**	**24**	**18**	**0**	**0**	**798**	**724**	**19**	**15**
MORE THAN 10 YEARS:	463	347	19	36	2	3	9	6	20	10	0	0	513	402	19	15
AVERAGE YEARS	14.7	12.6	13.9	16.7	13.0	16.3	16.2	12.0	16.3	10.6	0.0	0.0	14.8	12.8	22.7	20.4
DEPARTMENT AVERAGE YEARS		**13.8**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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																
00 - 05 YEARS	8	21	1	8	0	0	0	2	0	0	0	1	9	32	0	0
06 - 10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	1	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**9**	**25**	**2**	**8**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**1**	**11**	**36**	**0**	**1**
MORE THAN 10 YEARS:	0	3	1	0	0	0	0	0	0	0	0	0	1	3	0	1
AVERAGE YEARS	2.4	5.5	10.5	2.6	0.0	0.0	0.0	3.0	0.0	0.0	0.0	3.0	3.9	4.7	0.0	37.0
DEPARTMENT AVERAGE YEARS		**4.5**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
HISTORY ARTS AND LIBRARIES																
00 - 05 YEARS	23	39	2	2	0	0	1	2	0	1	2	2	28	46	0	0
06 - 10 YEARS	21	27	1	0	0	0	0	0	0	0	0	0	22	27	1	1
11 - 15 YEARS	6	6	1	1	0	0	0	0	0	1	0	0	7	8	0	0
16 - 20 YEARS	9	22	0	0	1	0	0	2	0	0	0	0	10	24	3	1
21 - 25 YEARS	3	6	1	1	0	0	0	0	0	0	0	0	4	7	1	0
26 - 30 YEARS	10	12	0	3	0	0	0	1	0	0	0	0	10	16	1	1
31 - 35 YEARS	7	9	0	0	0	0	1	0	0	0	0	0	8	9	1	0
36 - 40 YEARS	2	0	0	0	1	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**81**	**121**	**5**	**7**	**2**	**0**	**2**	**5**	**0**	**2**	**2**	**2**	**92**	**137**	**7**	**3**
MORE THAN 10 YEARS:	37	55	2	5	2	0	1	3	0	1	0	0	42	64	6	2
AVERAGE YEARS	13.5	12.5	9.2	16.7	27.0	0.0	16.5	12.6	0.0	5.5	0.0	0.0	13.3	12.4	21.1	17.3
DEPARTMENT AVERAGE YEARS		**12.8**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
HUMAN SERVICES																
00 - 05 YEARS	229	866	57	385	3	8	21	52	4	6	0	0	314	1,317	0	4
06 - 10 YEARS	263	824	120	686	0	12	12	71	4	14	0	0	399	1,607	0	15
11 - 15 YEARS	176	608	60	221	2	10	12	43	2	11	0	0	252	893	12	27
16 - 20 YEARS	217	591	82	348	2	12	27	67	5	9	0	0	333	1,027	26	60
21 - 25 YEARS	108	464	41	259	1	5	5	22	3	4	0	0	158	754	19	61
26 - 30 YEARS	368	908	64	493	3	12	10	18	5	3	0	0	450	1,434	35	95
31 - 35 YEARS	157	316	16	191	0	0	1	7	2	1	0	0	176	515	19	27
36 - 40 YEARS	23	34	2	17	1	0	0	2	0	0	0	0	26	53	3	5
MORE THAN 40 YEARS	1	0	1	1	0	0	1	0	0	0	0	0	3	1	0	1
DEPARTMENT TOTAL	**1,542**	**4,611**	**443**	**2,601**	**12**	**59**	**89**	**282**	**25**	**48**	**0**	**0**	**2,111**	**7,601**	**114**	**295**
MORE THAN 10 YEARS:	1,050	2,921	266	1,530	9	39	56	159	17	28	0	0	1,398	4,677	114	276
AVERAGE YEARS	17.8	16.1	15.1	16.0	17.7	15.5	13.7	13.2	16.7	13.0	0.0	0.0	17.1	16.0	24.2	22.6
DEPARTMENT AVERAGE YEARS		**16.2**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
INFORMATION TECHNOLOGY																
00 - 05 YEARS	177	78	10	3	1	0	1	3	15	11	41	9	245	104	0	0
06 - 10 YEARS	286	114	14	16	1	0	7	3	17	4	0	0	325	137	4	2
11 - 15 YEARS	86	50	2	4	0	1	2	2	5	4	0	0	95	61	3	4
16 - 20 YEARS	112	117	20	25	1	1	3	5	5	5	0	0	141	153	9	11
21 - 25 YEARS	36	49	8	12	0	0	2	3	5	6	0	0	51	70	6	3
26 - 30 YEARS	101	94	12	16	0	0	2	5	2	1	0	0	117	116	14	2
31 - 35 YEARS	57	37	3	3	1	0	2	2	0	1	0	0	63	43	3	3
36 - 40 YEARS	6	6	1	0	0	0	0	0	0	0	0	0	7	6	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**861**	**545**	**70**	**79**	**4**	**2**	**19**	**23**	**49**	**32**	**41**	**9**	**1,044**	**690**	**40**	**25**
MORE THAN 10 YEARS:	398	353	46	60	2	2	11	17	17	17	0	0	474	449	36	23
AVERAGE YEARS	13.1	16.2	16.5	18.2	15.0	15.5	15.7	18.1	9.7	12.5	1.8	1.0	12.8	16.1	21.9	18.8
DEPARTMENT AVERAGE YEARS		**14.1**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
LABOR & ECONOMIC GROWTH																
00 - 05 YEARS	347	608	83	319	1	6	16	25	9	13	3	7	459	978	6	7
06 - 10 YEARS	185	274	23	81	2	2	7	16	2	8	0	0	219	381	9	4
11 - 15 YEARS	143	190	25	70	1	3	4	9	2	6	0	0	175	278	13	22
16 - 20 YEARS	159	239	39	95	1	2	10	19	5	8	0	0	214	363	25	32
21 - 25 YEARS	82	135	25	54	2	5	2	5	3	3	0	0	114	202	12	17
26 - 30 YEARS	175	293	38	117	1	3	7	12	1	4	0	0	222	429	39	43
31 - 35 YEARS	72	113	11	59	0	1	1	2	1	0	0	0	85	175	12	23
36 - 40 YEARS	18	17	2	4	0	0	0	1	0	0	0	0	20	22	4	2
MORE THAN 40 YEARS	4	0	2	0	0	0	0	0	0	0	0	0	6	0	0	0
DEPARTMENT TOTAL	**1,185**	**1,869**	**248**	**799**	**8**	**22**	**47**	**89**	**23**	**42**	**3**	**7**	**1,514**	**2,828**	**120**	**150**
MORE THAN 10 YEARS:	653	987	142	399	5	14	24	48	12	21	0	0	836	1,469	105	139
AVERAGE YEARS	14.1	13.7	14.4	13.3	15.3	15.5	12.8	13.4	12.0	11.3	2.7	2.7	14.1	13.5	21.6	22.2
DEPARTMENT AVERAGE YEARS		**13.7**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
00 - 05 YEARS	117	93	1	8	0	1	4	1	1	0	9	9	132	112	0	0
06 - 10 YEARS	93	80	9	5	0	1	0	1	0	1	0	0	102	88	0	0
11 - 15 YEARS	48	45	4	5	0	0	3	2	0	0	0	0	55	52	4	1
16 - 20 YEARS	65	58	9	5	0	0	3	1	6	1	0	0	83	65	5	4
21 - 25 YEARS	23	24	5	2	0	0	0	2	1	0	0	0	29	28	3	2
26 - 30 YEARS	94	63	11	6	0	0	6	1	0	1	0	0	111	71	9	4
31 - 35 YEARS	43	23	3	4	2	1	10	2	0	0	0	0	58	30	3	0
36 - 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**489**	**388**	**42**	**35**	**2**	**3**	**26**	**10**	**8**	**3**	**9**	**9**	**576**	**448**	**26**	**11**
MORE THAN 10 YEARS:	279	215	32	22	2	1	22	8	7	2	0	0	342	248	26	11
AVERAGE YEARS	15.3	14.2	19.2	15.7	32.0	13.0	23.0	18.7	16.4	16.3	2.9	2.6	15.8	14.2	25.1	22.5
DEPARTMENT AVERAGE YEARS		**15.1**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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																
00 - 05 YEARS	94	111	8	43	1	0	5	5	0	0	1	1	109	160	0	1
06 - 10 YEARS	50	74	9	32	0	1	5	3	1	4	0	0	65	114	1	0
11 - 15 YEARS	75	50	1	17	0	1	4	1	0	0	0	0	80	69	2	1
16 - 20 YEARS	44	69	4	13	1	2	1	2	0	1	0	0	50	87	5	2
21 - 25 YEARS	25	42	2	3	3	1	0	0	0	0	0	0	30	46	5	1
26 - 30 YEARS	28	48	2	8	0	0	1	3	0	0	0	0	31	59	3	1
31 - 35 YEARS	12	13	1	0	1	0	0	0	0	0	0	0	14	13	0	2
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**333**	**407**	**27**	**116**	**6**	**5**	**16**	**14**	**1**	**5**	**1**	**1**	**384**	**548**	**17**	**8**
MORE THAN 10 YEARS:	189	222	10	41	5	4	6	6	0	1	0	0	210	274	16	7
AVERAGE YEARS	12.9	13.2	10.8	9.7	20.8	16.4	9.1	11.8	6.0	8.6	4.0	0.0	12.7	12.4	21.1	20.5
DEPARTMENT AVERAGE YEARS		**12.5**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
NATURAL RESOURCES																
00 - 05 YEARS	263	159	3	3	0	0	4	1	4	0	6	0	280	163	4	0
06 - 10 YEARS	229	94	2	3	1	0	0	2	3	0	0	0	235	99	1	1
11 - 15 YEARS	146	66	4	6	1	1	4	0	0	2	0	0	155	75	1	1
16 - 20 YEARS	180	84	6	4	6	1	3	7	0	0	0	0	195	96	8	4
21 - 25 YEARS	68	40	6	4	2	1	0	0	1	0	0	0	77	45	2	3
26 - 30 YEARS	102	45	1	3	4	1	1	2	0	1	0	0	108	52	6	4
31 - 35 YEARS	65	11	0	1	1	0	0	0	0	0	0	0	66	12	4	2
36 - 40 YEARS	25	1	0	0	0	0	1	0	0	0	0	0	26	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,078**	**500**	**22**	**24**	**15**	**4**	**13**	**12**	**8**	**3**	**6**	**0**	**1,142**	**543**	**28**	**15**
MORE THAN 10 YEARS:	586	247	17	18	14	4	9	9	1	3	0	0	627	281	23	14
AVERAGE YEARS	13.9	11.9	15.4	16.3	21.5	19.3	14.5	16.4	8.4	17.7	0.3	0.0	13.9	12.3	21.1	22.6
DEPARTMENT AVERAGE YEARS		**13.4**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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																
00 - 05 YEARS	59	317	12	76	2	2	4	16	0	4	0	3	77	418	0	1
06 - 10 YEARS	48	213	7	68	0	6	2	9	2	2	0	0	59	298	2	5
11 - 15 YEARS	14	108	3	28	0	4	1	10	1	2	0	0	19	152	1	18
16 - 20 YEARS	40	169	5	79	2	1	3	14	3	3	0	0	53	266	4	32
21 - 25 YEARS	8	121	8	40	0	1	0	9	0	4	0	0	16	175	1	14
26 - 30 YEARS	57	112	8	33	0	1	2	7	0	1	0	0	67	154	6	10
31 - 35 YEARS	20	45	0	5	0	0	0	1	0	0	0	0	20	51	5	1
36 - 40 YEARS	1	12	0	1	0	0	0	0	0	0	0	0	1	13	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**247**	**1,098**	**43**	**330**	**4**	**15**	**12**	**66**	**6**	**16**	**0**	**3**	**312**	**1,528**	**19**	**83**
MORE THAN 10 YEARS:	140	568	24	186	2	7	6	41	4	10	0	0	176	812	17	77
AVERAGE YEARS	15.5	13.3	14.3	13.5	10.3	11.7	13.1	14.1	14.3	14.0	0.0	0.7	15.2	13.3	24.1	19.5
DEPARTMENT AVERAGE YEARS		**13.6**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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																
00 - 05 YEARS	178	158	9	6	1	2	5	6	0	1	0	0	193	173	1	0
06 - 10 YEARS	519	125	16	14	5	1	8	1	4	0	0	0	552	141	0	0
11 - 15 YEARS	364	115	31	4	14	0	11	0	1	1	0	0	421	120	4	1
16 - 20 YEARS	351	149	60	17	10	0	23	4	2	2	0	0	446	172	3	4
21 - 25 YEARS	108	35	25	7	1	0	6	3	0	1	0	0	140	46	3	2
26 - 30 YEARS	120	64	17	8	1	4	3	3	0	0	0	0	141	79	1	2
31 - 35 YEARS	44	22	1	1	0	0	2	0	0	0	0	0	47	23	1	0
36 - 40 YEARS	9	6	2	0	0	0	0	0	0	0	0	0	11	6	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**1,695**	**674**	**161**	**57**	**32**	**7**	**58**	**17**	**7**	**5**	**0**	**0**	**1,953**	**760**	**13**	**9**
MORE THAN 10 YEARS:	998	391	136	37	26	4	45	10	3	4	0	0	1,208	446	12	9
AVERAGE YEARS	13.2	13.4	16.8	16.0	13.8	16.6	15.4	14.2	11.7	15.0	0.0	0.0	13.5	13.6	18.2	21.0
DEPARTMENT AVERAGE YEARS		**13.6**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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																
00 - 05 YEARS	533	249	31	32	7	0	4	5	16	10	0	0	591	296	2	0
06 - 10 YEARS	346	112	19	14	4	4	5	2	6	6	0	0	380	138	0	0
11 - 15 YEARS	202	85	15	12	3	2	6	0	2	0	0	0	228	99	3	3
16 - 20 YEARS	336	129	32	19	5	2	13	5	6	2	0	0	392	157	21	12
21 - 25 YEARS	99	64	15	10	5	2	4	2	1	0	0	0	124	78	9	9
26 - 30 YEARS	163	96	23	19	7	1	13	2	4	0	0	0	210	118	21	10
31 - 35 YEARS	84	24	12	7	4	0	7	0	1	0	0	0	108	31	7	5
36 - 40 YEARS	46	8	0	0	0	0	0	0	4	0	0	0	50	8	8	2
MORE THAN 40 YEARS	6	0	0	0	0	0	0	0	1	0	0	0	7	0	3	0
DEPARTMENT TOTAL	**1,815**	**767**	**147**	**113**	**35**	**11**	**52**	**16**	**41**	**18**	**0**	**0**	**2,090**	**925**	**74**	**41**
MORE THAN 10 YEARS:	936	406	97	67	24	7	43	9	19	2	0	0	1,119	491	72	41
AVERAGE YEARS	13.2	13.0	15.9	14.5	17.6	14.4	19.5	13.7	14.0	5.9	0.0	0.0	13.6	13.0	25.3	23.7
DEPARTMENT AVERAGE YEARS		**13.5**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	152	266	19	56	1	2	2	6	10	11	0	1	184	342	0	1
06 - 10 YEARS	75	127	8	16	0	0	3	5	2	3	0	0	88	151	0	3
11 - 15 YEARS	49	70	6	18	0	2	0	4	2	1	0	0	57	95	5	2
16 - 20 YEARS	49	106	23	39	0	0	5	18	5	1	0	0	82	164	6	8
21 - 25 YEARS	10	67	5	20	1	0	2	2	2	0	0	0	20	89	2	3
26 - 30 YEARS	41	137	12	33	0	2	4	7	0	0	0	0	57	179	10	14
31 - 35 YEARS	34	37	5	7	0	0	2	0	1	1	0	0	42	45	4	1
36 - 40 YEARS	12	9	1	0	0	1	0	0	0	0	0	0	13	10	3	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
DEPARTMENT TOTAL	**424**	**819**	**79**	**189**	**2**	**7**	**18**	**42**	**22**	**17**	**0**	**1**	**545**	**1,075**	**31**	**33**
MORE THAN 10 YEARS:	197	426	52	117	1	5	13	31	10	3	0	0	273	582	31	29
AVERAGE YEARS	12.8	13.6	15.9	14.6	13.0	17.0	19.4	15.8	10.6	6.2	0.0	2.0	13.4	13.8	25.5	21.8
DEPARTMENT AVERAGE YEARS		**13.6**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 07 MARCH 25, 2006

	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,099	4,879	525	1,442	52	36	111	186	83	88	83	57	4,953	6,688	22	21
06- 10 YEARS	5,088	3,769	542	1,436	76	58	136	158	64	76	0	0	5,906	5,497	30	42
11- 15 YEARS	3,175	2,392	350	639	65	35	93	102	38	51	0	0	3,721	3,219	81	115
16- 20 YEARS	4,790	3,113	687	1,129	114	48	162	189	60	61	0	0	5,813	4,540	306	265
21- 25 YEARS	1,365	1,538	293	594	33	27	45	65	28	31	0	0	1,764	2,255	139	161
26- 30 YEARS	2,193	2,623	344	920	28	34	65	84	20	19	0	0	2,650	3,680	229	244
31- 36 YEARS	857	848	77	322	12	2	31	17	10	4	0	0	987	1,193	92	77
36- 40 YEARS	188	123	9	28	2	1	2	4	6	0	0	0	207	156	26	13
MORE THAN 40 YEARS	16	4	3	1	0	0	1	0	1	0	0	0	21	5	4	2
STATEWIDE TOTAL	**21,771**	**19,289**	**2,830**	**6,511**	**382**	**241**	**646**	**805**	**310**	**330**	**83**	**57**	**26,022**	**27,233**	**929**	**940**
MORE THAN 10 YEARS	12,584	10,641	1,763	3,633	254	147	399	461	163	166	0	0	15,163	15,048	877	877
AVERAGE YEARS	13.8	13.8	14.7	14.4	14.6	14.6	14.4	13.5	12.9	11.6	1.7	1.7	13.9	13.9	22.1	21.5

STATEWIDE TOTAL AVERAGE YEARS 13.9

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18
Report Sequence: Department Code

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2006

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	21	2.76%
Dismissal	69	9.08%
Expired Appointment	20	2.63%
Total Involuntary Separations	**110**	**14.47%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	171	22.50%
Layoff/Leave of Absence Rights Expired	79	10.39%
Waived Rights Leave of Absence	51	6.71%
Settlement	0	0.00%
Total Voluntary Separations	**301**	**39.61%**
RETIREMENT		
Retirement	255	33.55%
Disability Retirement	39	5.13%
Deferred Retirement	29	3.82%
Total Retirements	**323**	**42.50%**
UNDEFINED SEPARATIONS	26	3.42%
Undefined Separations	**26**	**3.42%**
TOTAL SEPARATIONS	**760**	**100.00%**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent 94% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

Table 3-3

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING JAN-01-2006 TO PAY PERIOD ENDING MAR-25-2006

	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	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	1	1	0	0	2	24	2	0	1	0	27	-25
ATTORNEY GENERAL	2	0	0	0	2	9	0	0	1	0	10	-8
AUDITOR GENERAL	0	0	0	0	0	4	0	0	0	0	4	-4
CIVIL RIGHTS	0	0	0	0	0	4	0	0	0	0	4	-4
CIVIL SERVICE	0	0	0	0	0	3	0	0	0	0	3	-3
COMMUNITY HEALTH	54	9	9	0	72	87	0	8	5	0	100	-28
CORRECTIONS	151	4	4	0	159	235	0	0	6	0	241	-82
EDUCATION	3	0	0	0	3	4	0	0	0	0	4	-1
ENVIRONMENTAL QUALITY	10	1	0	0	11	8	0	0	0	0	8	3
EXECUTIVE OFFICE	0	2	0	0	2	2	0	0	0	0	2	0
HISTORY ARTS AND LIBRARIES	0	2	2	0	4	2	0	0	0	0	2	2
HUMAN SERVICES	15	14	7	0	36	102	0	0	25	1	128	-92
INFORMATION TECHNOLOGY	22	10	0	0	32	16	0	0	3	0	19	13
LABOR & ECONOMIC GROWTH	51	13	4	0	68	55	0	2	6	0	63	5
MANAGEMENT & BUDGET	11	5	0	0	16	14	0	0	0	0	14	2
MILITARY AFFAIRS	8	2	11	0	21	16	2	2	3	0	23	-2
NATURAL RESOURCES	3	34	100	0	137	27	42	0	0	4	73	64
STATE	3	9	1	0	13	29	0	0	0	0	29	-16
STATE POLICE	10	6	1	0	17	15	0	0	0	0	15	2
TRANSPORTATION	18	53	11	0	82	86	6	0	2	0	94	-12
TREASURY	26	18	0	0	44	13	0	0	0	0	13	31
STATEWIDE TOTALS	**388**	**183**	**150**	**0**	**721**	**755**	**52**	**12**	**52**	**5**	**876**	**-155**

NOTE: This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE HWF35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

EQUAL EMPLOYMENT OPPORTUNITY REPORTING

The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce in accordance with the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. EEO reports are provided on a quarterly basis to each department for comparison to the 2000 census data for Michigan.

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

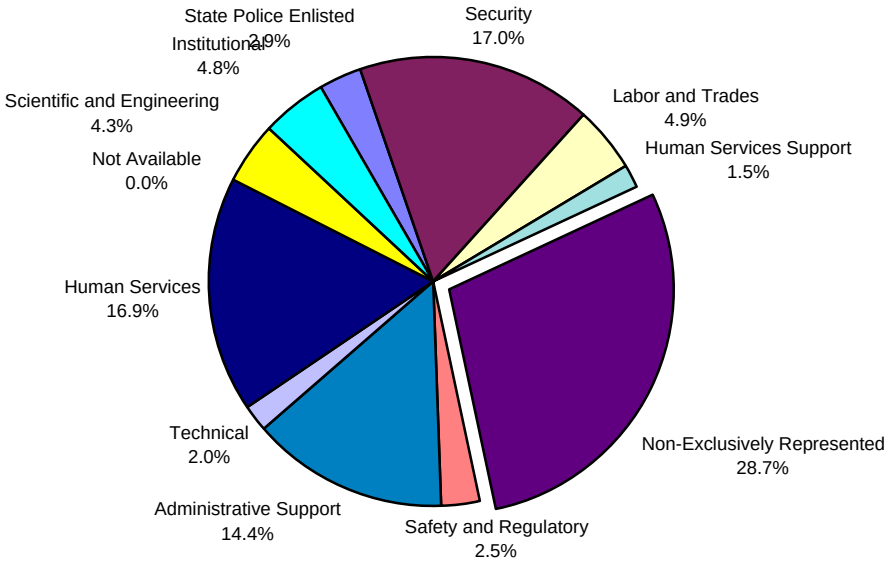
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

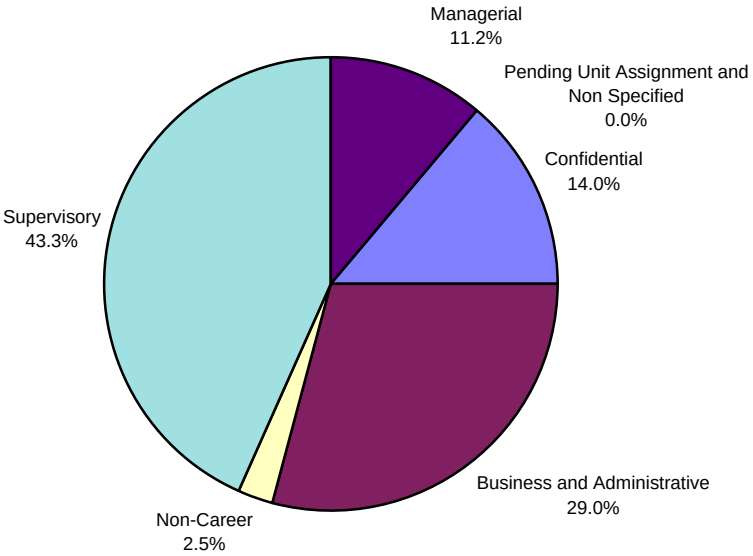
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
As of March 25, 2006

Exclusively Represented
37,955 Employees



Non-Exclusively Represented
15,300 Employees



Source: MAIN MIDB Civil Service HWF 44

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

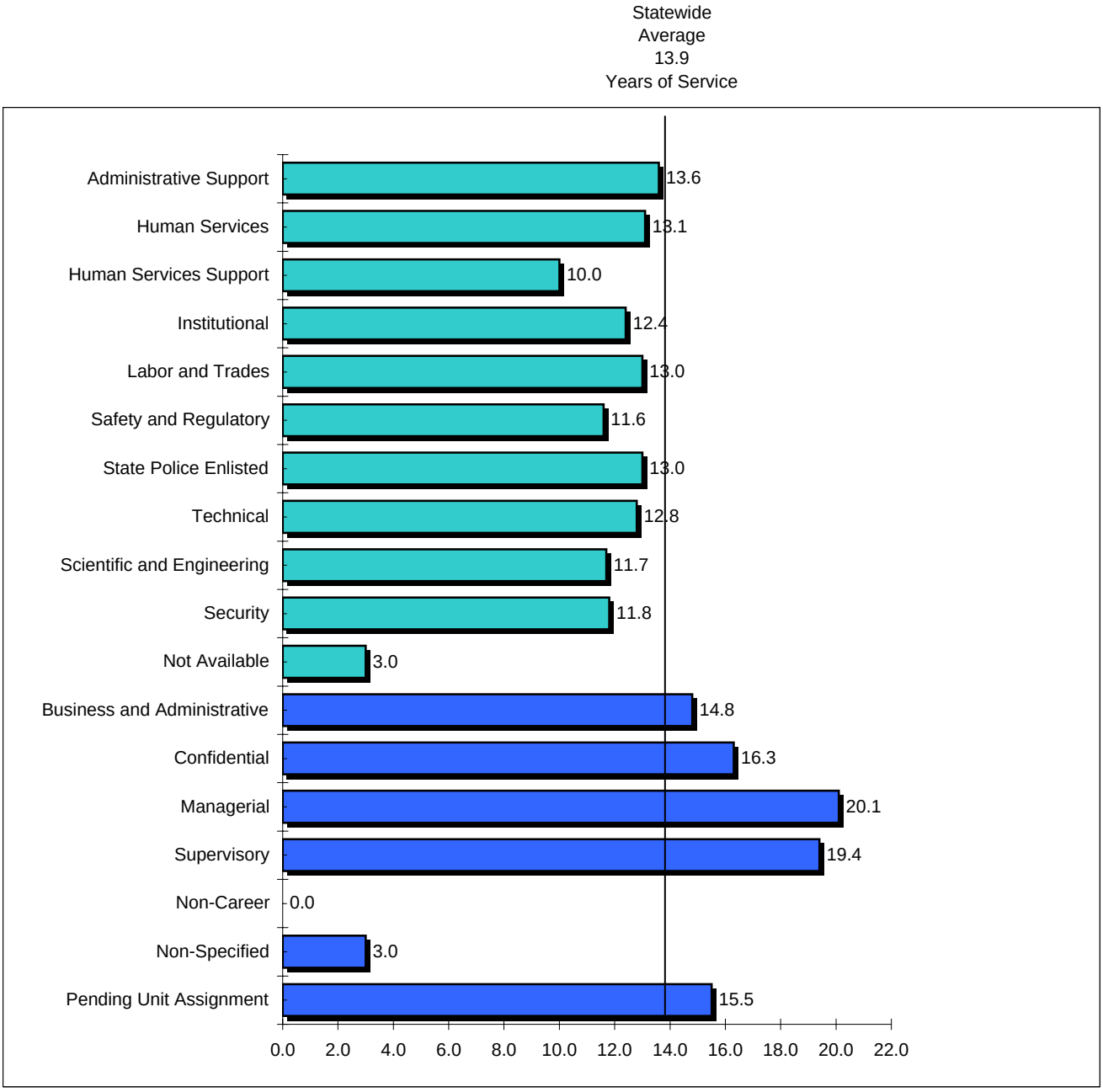
PAY PERIOD ENDING MARCH 25, 2006

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	1,346	1,158	86.0	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	2,629	2,498	95.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	9,046	1	0.0	1	0.0	8,758	96.8	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	818	0	0.0	0	0.0	0	0.0	777	95.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,277	0	0.0	0	0.0	0	0.0	0	0.0	2,205	96.8	2	0.1	0	0.0	0	0.0
L32 TECHNICAL	1,051	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	991	94.3	0	0.0	0	0.0
N/A UNAVAILABLE	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,561	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,557	99.7	0	0.0
U11 INSTITUTIONAL	2,535	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,886	74.4
W22 HUMAN SERVICES	9,025	0	0.0	8,610	95.4	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,665	1	0.0	6,937	90.5	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,431	0	0.0	3	0.1	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,630	0	0.0	5	0.1	3	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	388	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,707	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	2,139	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**37,955**	**3,658**	**9.6**	**15,549**	**41.0**	**8,759**	**23.1**	**778**	**2.0**	**2,205**	**5.8**	**994**	**2.6**	**1,557**	**4.1**	**1,886**	**5.0**
NON-EXCLUSIVELY REPRESENTED TOTAL	**15,300**	**1**	**0.0**	**10**	**0.1**	**3**	**0.0**	**1**	**0.0**	**1**	**0.0**	**1**	**0.0**	**0**	**0.0**	**0**	**0.0**
STATEWIDE TOTALS	**53,255**	**3,659**	**6.9**	**15,559**	**29.2**	**8,762**	**16.5**	**779**	**1.5**	**2,206**	**4.1**	**995**	**1.9**	**1,557**	**2.9**	**1,886**	**3.5**

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

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 March 25, 2006



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 DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	257	77	22	10	1	1	9	2	3	1	4	1	296	92	2	0
06 - 10 YEARS	229	48	11	18	4	3	2	0	3	1	0	0	249	70	1	0
11 - 15 YEARS	147	31	8	11	1	2	4	0	0	0	0	0	160	44	3	1
16 - 20 YEARS	127	37	17	29	3	2	7	2	2	0	0	0	156	70	7	4
21 - 25 YEARS	44	18	7	9	3	0	1	1	0	0	0	0	55	28	3	1
26 - 30 YEARS	53	17	8	15	1	0	2	0	0	0	0	0	64	32	2	2
31 - 35 YEARS	9	8	1	4	1	0	1	0	0	0	0	0	12	12	2	1
36 - 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	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	**872**	**236**	**74**	**96**	**14**	**8**	**26**	**5**	**8**	**2**	**4**	**1**	**998**	**348**	**21**	**9**
MORE THAN 10 YEARS:	386	111	41	68	9	4	15	3	2	0	0	0	453	186	18	9
AVERAGE YEARS	11.0	11.5	12.9	16.3	16.4	10.3	12.9	13.0	9.0	3.5	0.5	0.0	11.2	12.8	19.0	22.1
BARGAINING UNIT AVERAGE YEARS		**11.6**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
A31 - LABOR AND TRADES																
00 - 05 YEARS	552	67	30	3	8	0	10	0	1	0	7	1	608	71	2	0
06 - 10 YEARS	483	46	34	4	6	1	8	1	0	1	0	0	531	53	3	0
11 - 15 YEARS	258	29	19	2	5	0	7	1	0	0	0	0	289	32	10	1
16 - 20 YEARS	370	26	40	6	10	0	10	0	3	0	0	0	433	32	34	0
21 - 25 YEARS	124	16	21	6	4	0	5	2	0	0	0	0	154	24	14	0
26 - 30 YEARS	228	24	17	4	5	0	12	2	0	0	0	0	262	30	25	1
31 - 35 YEARS	70	4	4	2	5	0	10	1	0	0	0	0	89	7	6	3
36 - 40 YEARS	13	0	1	0	0	0	0	0	0	0	0	0	14	0	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**2,098**	**212**	**166**	**27**	**43**	**1**	**62**	**7**	**4**	**1**	**7**	**1**	**2,380**	**249**	**96**	**5**
MORE THAN 10 YEARS:	1,063	99	102	20	29	0	44	6	3	0	0	0	1,241	125	91	5
AVERAGE YEARS	12.8	11.5	14.5	17.4	16.4	10.0	18.0	21.4	13.8	7.0	0.7	0.0	13.1	12.3	21.4	26.6
BARGAINING UNIT AVERAGE YEARS		**13.0**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
C12 - SECURITY																
00 - 05 YEARS	889	269	138	165	28	6	22	18	5	3	9	7	1,091	468	3	2
06 - 10 YEARS	1,925	380	186	176	51	11	66	20	5	1	0	0	2,233	588	3	2
11 - 15 YEARS	991	177	84	62	31	2	30	5	3	0	0	0	1,139	246	10	3
16 - 20 YEARS	1,905	235	202	145	56	8	42	2	5	0	0	0	2,210	390	80	17
21 - 25 YEARS	315	30	53	29	9	1	9	1	0	0	0	0	386	61	22	4
26 - 30 YEARS	158	13	25	7	1	0	1	1	0	0	0	0	185	21	7	0
31 - 35 YEARS	22	1	4	0	0	0	0	0	0	0	0	0	26	1	2	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**6,206**	**1,105**	**692**	**584**	**176**	**28**	**170**	**47**	**18**	**4**	**9**	**7**	**7,271**	**1,775**	**127**	**28**
MORE THAN 10 YEARS:	3,392	456	368	243	97	11	82	9	8	0	0	0	3,947	719	121	24
AVERAGE YEARS	12.2	10.1	12.5	10.4	12.0	10.6	11.1	7.4	9.7	2.0	1.4	1.3	12.2	10.1	18.4	16.4

BARGAINING UNIT AVERAGE YEARS 11.8

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	55	129	41	189	0	2	5	13	2	4	3	4	106	341	4	1
06 - 10 YEARS	13	18	10	13	0	3	1	4	1	2	0	0	25	40	2	0
11 - 15 YEARS	18	35	5	24	0	1	2	8	0	0	0	0	25	68	8	6
16 - 20 YEARS	12	32	6	24	0	1	1	5	0	1	0	0	19	63	6	9
21 - 25 YEARS	4	25	1	9	0	1	0	0	0	0	0	0	5	35	1	3
26 - 30 YEARS	7	21	2	20	1	3	1	1	0	0	0	0	11	45	4	4
31 - 35 YEARS	8	13	1	8	0	0	0	0	0	0	0	0	9	21	3	1
36 - 40 YEARS	1	1	0	2	0	0	0	0	0	0	0	0	1	3	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	**118**	**274**	**67**	**289**	**1**	**11**	**10**	**31**	**3**	**7**	**3**	**4**	**202**	**616**	**28**	**24**
MORE THAN 10 YEARS:	50	127	16	87	1	6	4	14	0	1	0	0	71	235	22	23
AVERAGE YEARS	11.2	11.6	7.9	8.6	29.0	15.1	9.0	9.4	5.7	6.9	2.7	3.5	9.9	10.0	17.1	19.0
BARGAINING UNIT AVERAGE YEARS		**10.0**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	412	254	15	12	2	0	3	2	14	11	0	3	446	282	2	0
06 - 10 YEARS	272	113	6	7	1	0	4	4	10	9	0	0	293	133	0	1
11 - 15 YEARS	227	127	8	7	0	0	6	1	10	7	0	0	251	142	2	2
16 - 20 YEARS	214	100	13	9	2	2	2	1	7	5	0	0	238	117	9	1
21 - 25 YEARS	70	36	9	3	0	2	1	0	5	2	0	0	85	43	2	2
26 - 30 YEARS	129	28	10	2	1	0	3	0	5	0	0	0	148	30	4	2
31 - 35 YEARS	44	5	1	0	0	0	0	0	3	0	0	0	48	5	1	0
36 - 40 YEARS	12	0	0	0	0	0	0	0	1	0	0	0	13	0	1	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	3	0	2	0
BARGAINING UNIT TOTAL	**1,382**	**663**	**62**	**40**	**6**	**4**	**19**	**8**	**56**	**34**		**3**	**1,525**	**752**	**23**	**8**
MORE THAN 10 YEARS:	698	296	41	21	3	4	12	2	32	14	0	0	786	337	21	7
AVERAGE YEARS	12.2	10.0	15.0	11.5	13.0	19.5	13.9	7.5	14.1	8.8	0.0	2.3	12.4	10.0	21.6	19.1
BARGAINING UNIT AVERAGE YEARS		**11.6**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
L32 - TECHNICAL																
00 - 05 YEARS	201	99	7	6	3	0	3	1	4	3	1	0	219	109	2	0
06 - 10 YEARS	133	38	2	1	1	0	2	0	4	1	0	0	142	40	0	0
11 - 15 YEARS	89	36	5	3	0	0	1	0	2	2	0	0	97	41	3	1
16 - 20 YEARS	140	32	11	6	0	1	3	1	2	1	0	0	156	41	7	1
21 - 25 YEARS	32	9	7	5	1	0	0	1	0	0	0	0	40	15	0	1
26 - 30 YEARS	42	12	5	1	0	0	4	1	1	0	0	0	52	14	5	1
31 - 35 YEARS	44	5	1	1	0	0	3	0	0	0	0	0	48	6	3	0
36 - 40 YEARS	21	2	0	0	0	0	1	0	2	0	0	0	24	2	4	0
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
BARGAINING UNIT TOTAL	**706**	**234**	**38**	**23**	**5**	**1**	**17**	**4**	**15**	**7**	**1**	**0**	**782**	**269**	**24**	**4**
MORE THAN 10 YEARS:	372	97	29	16	1	1	12	3	7	3	0	0	421	120	22	4
AVERAGE YEARS	13.3	9.9	16.1	15.0	7.4	20.0	19.5	17.5	13.4	7.3	4.0	0.0	13.6	10.5	23.6	20.5
BARGAINING UNIT AVERAGE YEARS		**12.8**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	67	11	2	1	1	0	1	0	0	0	0	0	71	12	0	0
06 - 10 YEARS	447	35	14	3	4	0	8	0	3	0	0	0	476	38	0	0
11 - 15 YEARS	297	59	30	2	14	0	11	0	1	0	0	0	353	61	2	0
16 - 20 YEARS	236	59	41	4	7	0	18	2	2	1	0	0	304	66	1	0
21 - 25 YEARS	49	8	19	0	1	0	4	0	0	0	0	0	73	8	0	0
26 - 30 YEARS	53	7	11	1	0	0	1	0	0	0	0	0	65	8	0	0
31 - 35 YEARS	17	0	1	0	0	0	2	0	0	0	0	0	20	0	0	0
36 - 40 YEARS	4	0	1	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**1,171**	**179**	**119**	**11**	**27**		**45**	**2**	**6**	**1**		**0**	**1,368**	**193**	**3**	**0**
MORE THAN 10 YEARS:	657	133	103	7	22	0	36	2	3	1	0	0	821	143	3	0
AVERAGE YEARS	12.2	13.6	16.7	14.0	13.0	0.0	15.6	17.0	12.0	16.0	0.0	0.0	12.7	13.7	14.7	0.0
BARGAINING UNIT AVERAGE YEARS		**12.8**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
U11 - INSTITUTIONAL																
00 - 05 YEARS	248	354	64	118	1	1	11	10	2	1	4	2	330	486	0	0
06 - 10 YEARS	156	214	58	85	1	2	8	6	2	5	0	0	225	312	2	0
11 - 15 YEARS	88	75	32	44	1	1	3	2	3	0	0	0	127	122	4	1
16 - 20 YEARS	93	94	34	58	3	0	5	5	1	2	0	0	136	159	5	1
21 - 25 YEARS	57	90	23	38	3	1	1	3	0	0	0	0	84	132	6	6
26 - 30 YEARS	113	144	49	60	2	0	3	5	1	0	0	0	168	209	9	6
31 - 35 YEARS	12	17	4	5	0	0	1	0	0	0	0	0	17	22	4	1
36 - 40 YEARS	2	2	0	2	0	0	0	0	0	0	0	0	2	4	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	**769**	**990**	**264**	**410**	**11**	**5**	**32**	**31**	**9**	**8**	**4**	**2**	**1,089**	**1,446**	**31**	**15**
MORE THAN 10 YEARS:	365	422	142	207	9	2	13	15	5	2	0	0	534	648	29	15
AVERAGE YEARS	12.4	11.8	13.7	13.1	18.1	11.0	10.9	12.8	11.7	9.0	2.3	-0.5	12.7	12.2	22.9	24.4
BARGAINING UNIT AVERAGE YEARS		**12.4**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
W22 - HUMAN SERVICES																
00 - 05 YEARS	373	1,108	72	486	3	10	18	50	12	14	2	7	480	1,675	4	7
06 - 10 YEARS	455	903	102	640	2	11	19	62	10	24	0	0	588	1,640	5	15
11 - 15 YEARS	325	609	75	229	1	9	8	46	1	17	0	0	410	910	13	27
16 - 20 YEARS	287	514	72	265	2	9	16	47	6	10	0	0	383	845	27	49
21 - 25 YEARS	131	300	30	198	2	5	4	16	4	9	0	0	171	528	14	37
26 - 30 YEARS	284	435	41	266	3	6	6	7	3	3	0	0	337	717	30	41
31 - 35 YEARS	79	114	13	96	0	0	1	4	1	0	0	0	94	214	9	12
36 - 40 YEARS	9	12	1	9	0	0	0	1	0	0	0	0	10	22	0	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**1,944**	**3,995**	**406**	**2,189**	**13**	**50**	**72**	**233**	**37**	**77**	**2**	**7**	**2,474**	**6,551**	**102**	**189**
MORE THAN 10 YEARS:	1,116	1,984	232	1,063	8	29	35	121	15	39	0	0	1,406	3,236	93	167
AVERAGE YEARS	14.2	12.5	13.6	13.3	15.2	13.8	12.1	11.8	11.9	11.7	2.5	1.7	14.0	12.7	20.9	20.0
BARGAINING UNIT AVERAGE YEARS		**13.1**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	217	1,454	34	264	2	10	10	64	2	13	10	11	275	1,816	0	8
06 - 10 YEARS	139	1,041	27	272	1	20	4	44	3	11	0	0	174	1,388	3	17
11 - 15 YEARS	56	564	4	98	0	8	3	27	1	2	0	0	64	699	11	51
16 - 20 YEARS	56	764	12	230	2	15	7	55	2	8	0	0	79	1,072	19	91
21 - 25 YEARS	26	406	17	112	0	7	2	24	0	5	0	0	45	554	9	50
26 - 30 YEARS	49	782	9	221	0	14	6	28	0	4	0	0	64	1,049	13	76
31 - 35 YEARS	22	235	3	76	0	0	0	3	0	1	0	0	25	315	4	18
36 - 40 YEARS	2	40	0	4	0	0	0	0	0	0	0	0	2	44	0	3
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**567**	**5,286**	**106**	**1,277**	**5**	**74**	**32**	**245**	**8**	**44**	**10**	**11**	**728**	**6,937**	**59**	**314**
MORE THAN 10 YEARS:	211	2,791	45	741	2	44	18	137	3	20	0	0	279	3,733	56	289
AVERAGE YEARS	10.3	13.6	12.1	15.2	9.2	14.8	13.4	13.2	9.5	11.8	1.5	0.9	10.6	13.9	20.4	20.4
BARGAINING UNIT AVERAGE YEARS		**13.5**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Y00 - NON-SPECIFIED																
00 - 05 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
06 - 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	**1**											**0**	**1**	**0**	**0**	**0**
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS		**3.0**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	406	391	44	75	3	3	7	7	27	25	33	11	520	512	1	0
06 - 10 YEARS	345	346	35	91	0	0	9	10	16	10	0	0	405	457	7	2
11 - 15 YEARS	158	178	21	37	1	3	5	4	8	9	0	0	193	231	6	8
16 - 20 YEARS	222	329	56	91	3	1	15	24	12	13	0	0	308	458	31	29
21 - 25 YEARS	89	163	17	52	1	2	5	4	9	4	0	0	121	225	17	12
26 - 30 YEARS	222	336	48	71	1	3	8	3	3	5	0	0	282	418	29	30
31 - 35 YEARS	106	128	4	18	1	0	2	1	1	1	0	0	114	148	15	12
36 - 40 YEARS	11	22	1	0	0	0	1	1	0	0	0	0	13	23	2	3
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	1	0
BARGAINING UNIT TOTAL	**1,561**	**1,893**	**227**	**435**	**10**	**12**	**52**	**54**	**76**	**67**	**33**	**11**	**1,959**	**2,472**	**109**	**96**
MORE THAN 10 YEARS:	810	1,156	148	269	7	9	36	37	33	32	0	0	1,034	1,503	101	94
AVERAGE YEARS	13.8	15.8	15.7	15.5	15.9	15.9	16.5	15.7	10.5	11.0	2.1	2.0	13.8	15.5	22.5	23.4
BARGAINING UNIT AVERAGE YEARS		**14.8**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**2**	**2**										**0**	**2**	**2**	**2**	**0**
MORE THAN 10 YEARS:	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	23.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	23.0	8.0	23.0	0.0
BARGAINING UNIT AVERAGE YEARS		**15.5**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Y51 - SUPERVISORY																
00 - 05 YEARS	127	146	13	24	0	0	5	1	5	6	2	1	152	178	2	0
06 - 10 YEARS	345	255	42	83	5	4	1	3	6	4	0	0	399	349	2	3
11 - 15 YEARS	429	271	48	89	10	7	12	7	8	9	0	0	507	383	8	8
16 - 20 YEARS	972	500	157	177	24	6	30	21	12	11	0	0	1,195	715	69	37
21 - 25 YEARS	341	275	68	102	7	4	11	4	9	5	0	0	436	390	41	30
26 - 30 YEARS	612	423	79	152	8	4	12	15	5	4	0	0	716	598	69	43
31 - 35 YEARS	273	130	23	60	2	1	6	4	2	1	0	0	306	196	28	11
36 - 40 YEARS	66	20	4	10	1	1	0	2	3	0	0	0	74	33	12	5
MORE THAN 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	1
BARGAINING UNIT TOTAL	**3,166**	**2,021**	**435**	**697**	**57**	**27**	**77**	**57**	**50**	**40**	**2**	**1**	**3,787**	**2,843**	**231**	**138**
MORE THAN 10 YEARS:	2,694	1,620	380	590	52	23	71	53	39	30	0	0	3,236	2,316	227	135
AVERAGE YEARS	19.7	18.7	19.6	19.9	18.7	18.0	19.3	21.2	18.1	15.3	3.0	2.0	19.6	19.0	24.3	23.5

BARGAINING UNIT AVERAGE YEARS 19.3

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Y52 - NONCAREER																
00 - 05 YEARS	133	193	12	27	0	0	4	7	3	3	5	1	157	231	0	0
06 - 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	**133**	**193**	**12**	**27**			**4**	**7**	**3**	**3**	**5**	**1**	**157**	**231**	**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	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.0	-0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS -0.0

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Y98 - MANAGERIAL																
00 - 05 YEARS	92	85	17	19	0	1	2	2	2	2	1	3	114	112	0	1
06 - 10 YEARS	95	60	6	7	0	0	1	1	1	1	0	0	103	69	1	1
11 - 15 YEARS	74	49	6	5	0	0	0	0	0	2	0	0	80	56	1	1
16 - 20 YEARS	114	112	16	24	2	0	3	4	5	3	0	0	140	143	8	6
21 - 25 YEARS	71	59	17	17	2	1	2	0	1	3	0	0	93	80	7	7
26 - 30 YEARS	206	129	33	31	4	3	6	4	1	1	0	0	250	168	27	10
31 - 35 YEARS	139	52	16	25	1	0	4	2	3	1	0	0	163	80	14	7
36 - 40 YEARS	34	11	1	1	1	0	0	0	0	0	0	0	36	12	3	0
MORE THAN 40 YEARS	5	1	0	1	0	0	1	0	0	0	0	0	6	2	1	1
BARGAINING UNIT TOTAL	**830**	**558**	**112**	**130**	**10**	**5**	**19**	**13**	**13**	**13**	**1**	**3**	**985**	**722**	**62**	**34**
MORE THAN 10 YEARS:	643	413	89	104	10	4	16	10	10	10	0	0	768	541	61	32
AVERAGE YEARS	20.9	18.6	20.4	21.0	26.0	22.4	23.7	19.5	19.1	16.6	3.0	2.0	20.9	19.0	27.3	24.9

BARGAINING UNIT AVERAGE YEARS 20.1

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Y99 - CONFIDENTIAL																
00 - 05 YEARS	69	240	14	43	0	2	1	9	1	2	2	5	87	301	0	2
06 - 10 YEARS	51	271	9	36	0	3	3	3	0	6	0	0	63	319	1	1
11 - 15 YEARS	18	151	5	26	1	2	1	1	1	3	0	0	26	183	0	5
16 - 20 YEARS	41	279	10	61	0	3	3	20	1	6	0	0	55	369	2	20
21 - 25 YEARS	12	103	4	14	0	3	0	9	0	3	0	0	16	132	3	8
26 - 30 YEARS	36	252	7	69	1	1	0	17	1	2	0	0	45	341	4	28
31 - 35 YEARS	12	136	1	27	2	1	1	2	0	0	0	0	16	166	1	11
36 - 40 YEARS	6	13	0	0	0	0	0	0	0	0	0	0	6	13	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	**245**	**1,446**	**50**	**276**	**4**	**15**	**9**	**61**	**4**	**22**	**2**	**5**	**314**	**1,825**	**11**	**76**
MORE THAN 10 YEARS:	125	935	27	197	4	10	5	49	3	14	0	0	164	1,205	10	73
AVERAGE YEARS	13.7	16.6	13.4	17.8	25.8	15.4	13.7	19.0	14.5	14.9	2.5	2.6	13.7	16.8	24.1	24.0

BARGAINING UNIT AVERAGE YEARS 16.3

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Z86 - SPECIAL APPOINTEES																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL		**1**										**0**	**0**	**1**	**0**	**0**
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	6.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS		**6.0**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

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
Z88 - SPECIAL PERSONAL SRVCS EMPS																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 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		**1**										**0**	**0**	**1**	**0**	**0**
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS		**0.0**														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP. GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 07 MARCH 25, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,099	4,879	525	1,442	52	36	111	186	83	88	83	57	4,953	6,688	22	21
06- 10 YEARS	5,088	3,769	542	1,436	76	58	136	158	64	76	0	0	5,906	5,497	30	42
11- 15 YEARS	3,175	2,392	350	639	65	35	93	102	38	51	0	0	3,721	3,219	81	115
16- 20 YEARS	4,790	3,113	687	1,129	114	48	162	189	60	61	0	0	5,813	4,540	306	265
21- 25 YEARS	1,365	1,538	293	594	33	27	45	65	28	31	0	0	1,764	2,255	139	161
26- 30 YEARS	2,193	2,623	344	920	28	34	65	84	20	19	0	0	2,650	3,680	229	244
31- 36 YEARS	857	848	77	322	12	2	31	17	10	4	0	0	987	1,193	92	77
36- 40 YEARS	188	123	9	28	2	1	2	4	6	0	0	0	207	156	26	13
MORE THAN 40 YEARS	16	4	3	1	0	0	1	0	1	0	0	0	21	5	4	2
STATEWIDE TOTAL	**21,771**	**19,289**	**2,830**	**6,511**	**382**	**241**	**646**	**805**	**310**	**330**	**83**	**57**	**26,022**	**27,233**	**929**	**940**
MORE THAN 10 YEARS	12,584	10,641	1,763	3,633	254	147	399	461	163	166	0	0	15,163	15,048	877	877
AVERAGE YEARS	13.8	13.8	14.7	14.4	14.6	14.6	14.4	13.5	12.9	11.6	1.7	1.7	13.9	13.9	22.1	21.5

STATEWIDE TOTAL AVERAGE YEARS 13.9

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

HWF20
Report Sequence: Union Code and Description

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

Pay Period Ending: March 25, 2006

Bargaining Unit	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,349	3 %	44.3	$21.90	963	71 %
A31 - LABOR AND TRADES	2,640	5 %	47.2	$19.67	1,943	74 %
C12 - SECURITY	9,121	17 %	42.1	$21.27	7,548	83 %
E42 - HUMAN SERVICES SUPPORT	818	2 %	46.0	$19.91	397	49 %
H21 - SCIENTIFIC & ENGINEERING	2,277	4 %	42.8	$27.98	1,516	67 %
L32 - TECHNICAL	1,051	2 %	43.8	$20.66	709	67 %
T01 - STATE POLICE ENLISTED	1,572	3 %	38.8	$27.44	1,406	89 %
U11 - INSTITUTIONAL	2,578	5 %	45.4	$17.98	1,718	67 %
W22 - HUMAN SERVICES	9,036	17 %	46.1	$24.09	6,601	73 %
W41 - ADMINISTRATIVE SUPPORT	7,670	14 %	46.0	$18.19	5,377	70 %
Y00 - NON-SPECIFIED	1	0 %	29.8	$27.51	0	0 %
Y23 - BUSINESS & ADMINISTRATION	4,434	8 %	46.2	$27.71	3,333	75 %
Y50 - PENDING UNIT ASSIGNMENT	4	0 %	45.7	$20.31	3	75 %
Y51 - SUPERVISORY	6,643	12 %	48.9	$29.38	6,274	94 %
Y52 - NONCAREER	388	1 %	24.5	$12.37	1	0 %
Y98 - MANAGERIAL	1,708	3 %	51.1	$42.83	1,484	87 %
Y99 - CONFIDENTIAL	2,140	4 %	46.6	$24.32	1,709	80 %
	53,430	**100 %**	**45.4**	**$23.81**	**40,982**	**77 %**

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.

MIDB Civil service HWF 25
Report Sequence: Union_CD_Unit_Desc
Universe: Human Resource

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING MARCH 25, 2006

			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	**7,187**	3,323	46%	3,300	46%	91	1%	6,477	90%	258	4%	24	0%	6,776	94%
Y23	BUSINESS & ADMINISTRATION	**4,432**	1,794	40%	2,251	51%	72	2%	4,000	90%	147	3%	18	0%	4,176	94%
Y99	CONFIDENTIAL	**2,133**	829	39%	1,077	50%	32	2%	1,915	90%	51	2%	1	0%	1,965	92%
W22	HUMAN SERVICES	**9,021**	5,287	59%	3,126	35%	108	1%	8,283	92%	280	3%	45	0%	8,622	96%
E42	HUMAN SERVICES SUPPORT	**818**	527	64%	235	29%	9	1%	739	90%	39	5%	2	0%	784	96%
U11	INSTITUTIONAL	**2,557**	1,656	65%	757	30%	12	0%	2,399	94%	35	1%	3	0%	2,440	95%
A31	LABOR AND TRADES	**2,538**	1,456	57%	913	36%	20	1%	2,382	94%	6	0%	8	0%	2,396	94%
Y98	MANAGERIAL	**1,708**	883	52%	717	42%	14	1%	1,611	94%	24	1%	4	0%	1,639	96%
Y52	NONCAREER	**1**	1	100%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100
Y00	NON-SPECIFIED	**1**	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	1	100
Y50	PENDING UNIT ASSIGNMENT	**4**	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	**1,319**	903	68%	304	23%	18	1%	1,218	92%	13	1%	5	0%	1,244	94%
H21	SCIENTIFIC & ENGINEERING	**2,274**	1,215	53%	904	40%	37	2%	2,105	93%	49	2%	15	1%	2,186	96%
C12	SECURITY	**9,121**	5,683	62%	3,009	33%	52	1%	8,597	94%	176	2%	16	0%	8,792	96%
T01	STATE POLICE ENLISTED	**1,572**	1,425	91%	112	7%	4	0%	1,538	98%	3	0%	0	0%	1,541	98%
Y51	SUPERVISORY	**6,641**	3,722	56%	2,476	37%	81	1%	6,190	93%	117	2%	21	0%	6,331	95%
L32	TECHNICAL	**998**	573	57%	369	37%	14	1%	938	94%	24	2%	5	1%	968	97%
	UNAVAILABLE	**1**	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
STATEWIDE TOTALS:		**52,326**	**29,277**	**56%**	**19,555**	**37%**	**564**	**1%**	**48,397**	**92%**	**1,223**	**2%**	**167**	**0%**	**49,866**	**95%**

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING MARCH 25, 2006

			Disability Insurance				Life Insurance				Long Term Care Insurance	
	Bargaining Unit	Total Employees	CMI	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	**7,187**	6,480	90%	137	2%	6,775	94%	397	6%	746	10%
Y23	BUSINESS & ADMINISTRATION	**4,432**	3,844	87%	48	1%	4,098	92%	320	7%	880	20%
Y99	CONFIDENTIAL	**2,133**	1,942	91%	25	1%	2,006	94%	123	6%	423	20%
W22	HUMAN SERVICES	**9,021**	8,355	93%	0	0%	8,487	94%	532	6%	1,118	12%
E42	HUMAN SERVICES SUPPORT	**818**	675	83%	0	0%	761	93%	57	7%	60	7%
U11	INSTITUTIONAL	**2,557**	2,280	89%	2	0%	2,477	97%	80	3%	75	3%
A31	LABOR AND TRADES	**2,538**	2,288	90%	17	1%	2,435	96%	98	4%	133	5%
Y98	MANAGERIAL	**1,708**	1,560	91%	38	2%	1,620	95%	86	5%	476	28%
Y52	NONCAREER	**1**	0	0%	0	0%	1	100%	0	0%	0	0%
Y00	NON-SPECIFIED	**1**	2	200%	0	0%	1	100%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**4**	4	100%	0	0%	4	100%	0	0%	1	25%
A02	SAFETY & REGULATORY	**1,319**	1,156	88%	91	7%	1,239	94%	72	5%	97	7%
H21	SCIENTIFIC & ENGINEERING	**2,274**	1,868	82%	24	1%	2,086	92%	186	8%	287	13%
C12	SECURITY	**9,121**	8,664	95%	0	0%	8,871	97%	269	3%	247	3%
T01	STATE POLICE ENLISTED	**1,572**	1,454	92%	1,115	71%	1,533	98%	32	2%	93	6%
Y51	SUPERVISORY	**6,641**	6,381	96%	215	3%	6,414	97%	223	3%	1,117	17%
L32	TECHNICAL	**998**	856	86%	20	2%	919	92%	77	8%	89	9%
	UNAVAILABLE	**1**	1	100%	0	0%	1	100%	0	0%	0	0%
STATEWIDE TOTALS:		**52,326**	**47,810**	**91%**	**1,732**	**3%**	**49,728**	**95%**	**2,552**	**5%**	**5,842**	**11%**

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

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 07 Ending March 25, 2006

EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	592	26	57	0	0	245	18	0	0	0	85	431
ATTORNEY GENERAL	11	527	32	3	0	0	0	0	0	0	0	111	146
AUDITOR GENERAL	03	145	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	129	0	0	0	0	0	0	0	0	60	17	77
CIVIL SERVICE	19	215	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,291	42	118	194	0	140	47	0	1,133	676	593	2,943
CORRECTIONS	47	16,570	15	846	8,852	0	13	94	0	547	2,044	1,239	13,650
EDUCATION	31	371	2	13	0	1	0	0	0	24	112	83	235
ENVIRONMENTAL QUALITY	76	1,522	33	2	0	0	839	54	0	0	1	218	1,147
EXECUTIVE OFFICE	01	47	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	229	21	23	0	0	7	3	0	0	47	50	151
HUMAN SERVICES	43	9,712	185	65	0	65	4	4	0	336	5,645	1,327	7,631
INFORMATION TECHNOLOGY	08	1,734	0	28	0	0	5	57	0	0	0	274	364
LABOR & ECONOMIC GROWTH	64	4,341	276	78	0	752	89	9	0	22	384	889	2,499
MANAGEMENT & BUDGET	07	1,024	6	292	0	0	35	13	0	0	2	141	489
MILITARY AFFAIRS	51	932	32	147	0	0	19	11	0	455	24	59	747
NATURAL RESOURCES	75	1,685	411	123	0	0	252	188	0	12	24	209	1,219
STATE	23	1,840	27	22	0	0	0	1	0	0	1	1,219	1,270
STATE POLICE	55	2,713	170	25	0	0	80	29	1,561	6	0	317	2,188
TRANSPORTATION	59	3,015	57	776	0	0	546	522	0	0	2	266	2,169
TREASURY	27	1,619	11	9	0	0	3	1	0	0	3	566	593
Grand Total:		**53,253**	**1,346**	**2,629**	**9,046**	**818**	**2,277**	**1,051**	**1,561**	**2,535**	**9,025**	**7,665**	**37,953**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 05
Report Sequence: HRS_DEPT_CD_DESC
Universe: Human Resource

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 07 Ending March 25, 2006

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	592	32	21	22	11	0	75	161
ATTORNEY GENERAL	11	527	25	51	294	0	0	11	381
AUDITOR GENERAL	03	145	0	72	26	4	0	39	141
CIVIL RIGHTS	15	129	2	20	12	2	0	16	52
CIVIL SERVICE	19	215	0	171	22	6	0	16	215
COMMUNITY HEALTH	39	4,291	423	140	172	23	2	588	1,348
CORRECTIONS	47	16,570	151	294	159	5	0	2,311	2,920
EDUCATION	31	371	55	31	20	1	0	29	136
ENVIRONMENTAL QUALITY	76	1,522	61	47	22	60	0	185	375
EXECUTIVE OFFICE	01	47	0	44	0	3	0	0	47
HISTORY ARTS AND LIBRARIES	25	229	19	13	21	4	0	21	78
HUMAN SERVICES	43	9,712	398	381	188	1	0	1,113	2,081
INFORMATION TECHNOLOGY	08	1,734	1,012	66	86	32	0	174	1,370
LABOR & ECONOMIC GROWTH	64	4,341	899	234	234	86	1	388	1,842
MANAGEMENT & BUDGET	07	1,024	164	150	68	33	0	120	535
MILITARY AFFAIRS	51	932	19	26	16	0	0	124	185
NATURAL RESOURCES	75	1,685	76	50	53	15	0	272	466
STATE	23	1,840	146	74	50	10	0	290	570
STATE POLICE	55	2,713	115	53	50	2	1	304	525
TRANSPORTATION	59	3,015	199	131	84	62	1	369	846
TREASURY	27	1,619	635	70	108	28	0	185	1,026
Grand Total:		**53,253**	**4,431**	**2,139**	**1,707**	**388**	**5**	**6,630**	**15,300**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 06
Report Sequence: HRS_DEPT_CD_DESC
Universe: Human Resource

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Disability - Disability means any of the following:

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

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

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

Employee Status Code Descriptions (active employees):

AA: Full-time (Classified)
AB: Part-time (Classified)
AC: Permanent Intermittent (Classified)
AD: Limited Term (Classified)
AE: Seasonal (Classified)
AF: Unclassified
AP: Workers Compensation
AQ: Non Career/Per Diem
AR: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

> **01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.
>
> **02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.
>
> **03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.
>
> **04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

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

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.
Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

A Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM

C Michigan Corrections Organization (MCO)

E Local 31-M, Service Employees International Union, AFL-CIO (SEIU)

H Michigan Public Employees (MPES)

L United Technical Employees Association (UTEA)

T Michigan State Police Troopers Association (MSPTA)

U American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)

W United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)

Y No Exclusive Employee Organization Representation

Z Unclassified - No Exclusive Employee Organization

Unit Code	Unit
01	**State Police Enlisted Unit** This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	**Safety and Regulatory Unit** Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
11	**Institutional Unit** This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
12	**Security Unit** The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
21	**Scientific and Engineering Unit** Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
22	**Human Services Unit** Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
23	**Business and Administrative Unit** Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
31	**Labor and Trades Unit** Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
32	**Technical Unit** Employees in this unit provide support services in the area of science and engineering.
41	**Administrative Support Unit** This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
42	**Human Services Support Unit** This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
50	**Pending Unit Assignment** Employees in positions in classifications that are pending unit assignment.

51 **Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 **Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 **Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 **Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.