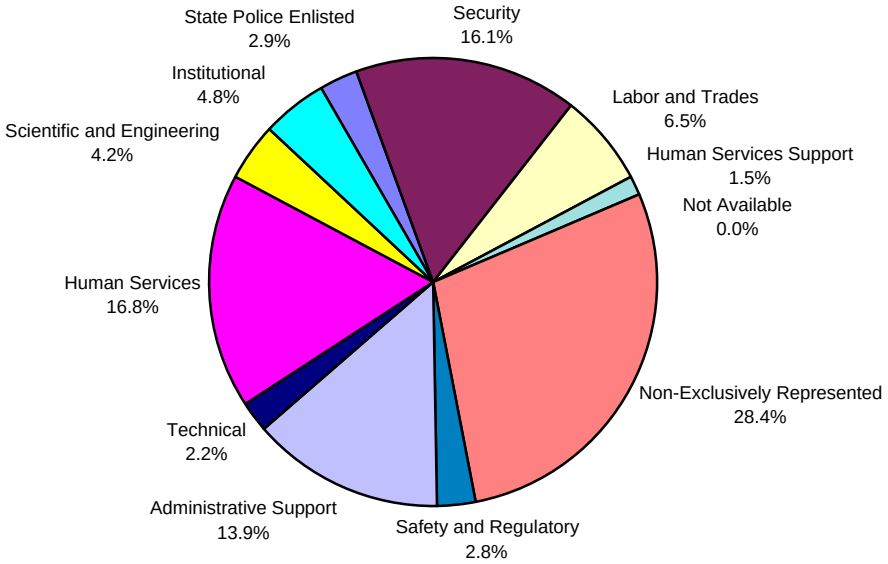
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

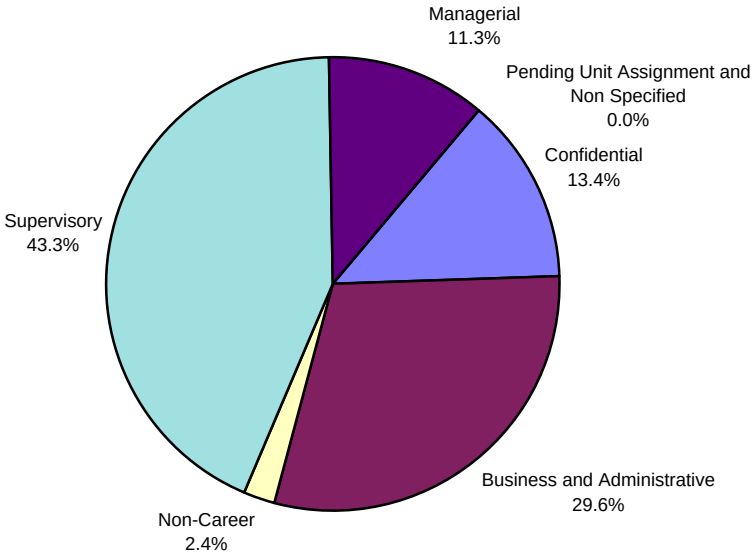
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT 2005-06



(54,347 Employees)

Non-Exclusively Represented 15,408 Employees



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-23-06.
Comment: Of the 54,347 classified employees at fiscal year end, 72 percent were exclusively represented by one of eight employee organizations.

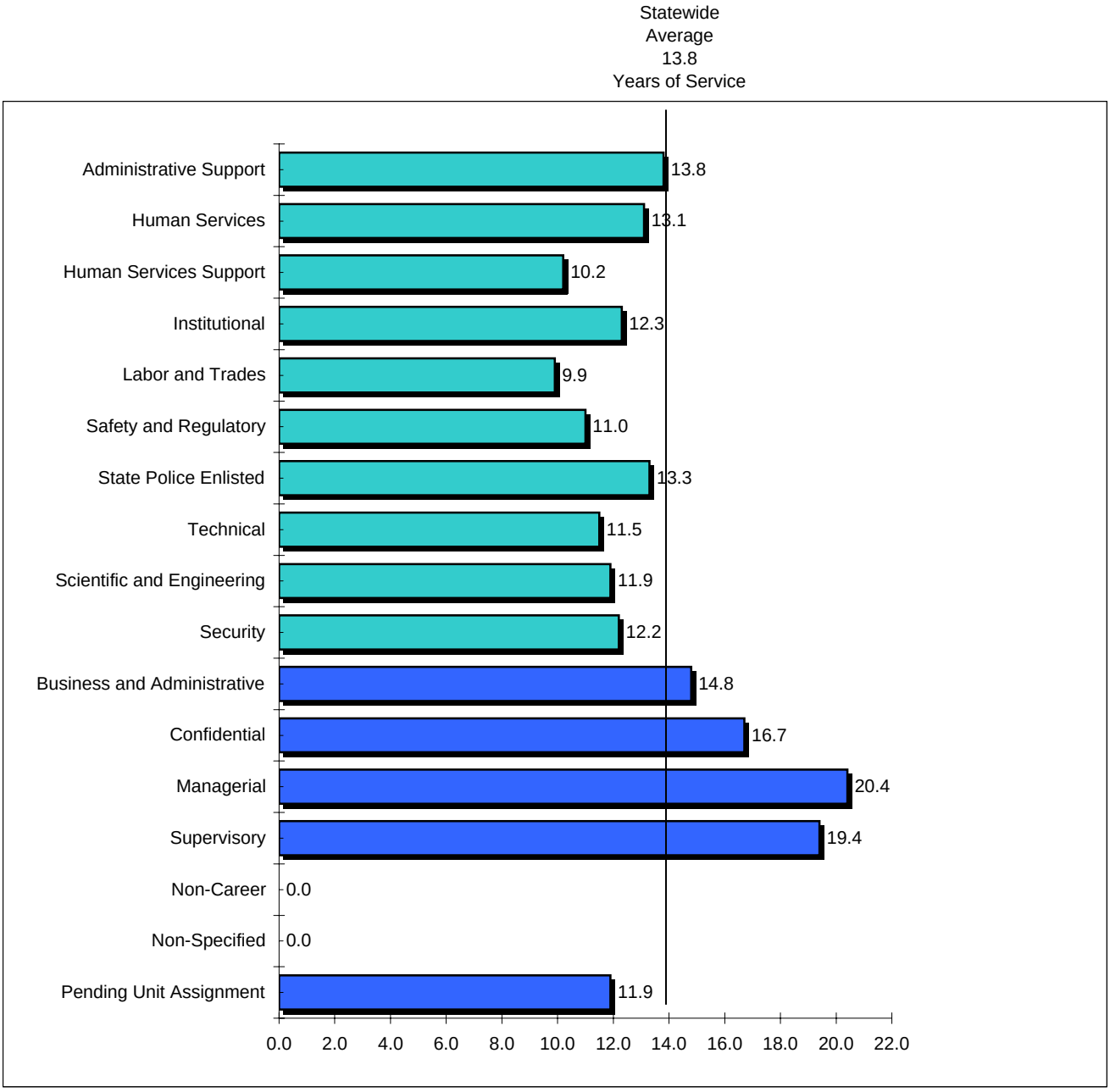
EMPLOYEE ORGANIZATION MEMBERSHIP DUES BY BARGAINING UNIT

PAY PERIOD ENDING SEPTEMBER 23, 2006

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	MSEA EMPLS	MSEA PCT	UAW LOCAL 6000 EMPLS	UAW LOCAL 6000 PCT	MCO, SEIU LOCAL 526M EMPLS	MCO, SEIU LOCAL 526M PCT	HSS, SEIU LOCAL 517M EMPLS	HSS, SEIU LOCAL 517M PCT	S & E, SEIU LOCAL 517M EMPLS	S & E, SEIU LOCAL 517M PCT	TECH, SEIU LOCAL 517M EMPLS	TECH, SEIU LOCAL 517M PCT	MSPTA EMPLS	MSPTA PCT	AFSCME COUNCIL 25 EMPLS	AFSCME COUNCIL 25 PCT
A02 SAFETY & REGULATORY	1,497	1,293	86.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,519	3,120	88.7	2	0.1	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
C12 SECURITY	8,777	0	0.0	1	0.0	8,519	97.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	812	0	0.0	0	0.0	0	0.0	777	95.7	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,282	0	0.0	0	0.0	0	0.0	0	0.0	2,212	96.9	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,194	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,123	94.1	0	0.0	0	0.0
N/A UNAVAILABLE	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
T01 STATE POLICE ENLISTED	1,550	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,540	99.4	0	0.0
U11 INSTITUTIONAL	2,602	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,520	96.8
W22 HUMAN SERVICES	9,131	1	0.0	8,643	94.7	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,574	0	0.0	6,885	90.9	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,556	0	0.0	4	0.1	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	7	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	6,675	0	0.0	12	0.2	6	0.1	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	365	1	0.3	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,734	0	0.0	1	0.1	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,071	1	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	**38,939**	**4,414**	**11.3**	**15,531**	**39.9**	**8,519**	**21.9**	**779**	**2.0**	**2,212**	**5.7**	**1,125**	**2.9**	**1,540**	**4.0**	**2,521**	**6.5**
NON-EXCLUSIVELY REPRESENTED TOTAL	**15,408**	**2**	**0.0**	**20**	**0.1**	**6**	**0.0**	**0**	**0.0**	**5**	**0.0**	**0**	**0.0**	**0**	**0.0**	**0**	**0.0**
STATEWIDE TOTALS	**54,347**	**4,416**	**8.1**	**15,551**	**28.6**	**8,525**	**15.7**	**779**	**1.4**	**2,217**	**4.1**	**1,125**	**2.1**	**1,540**	**2.8**	**2,521**	**4.6**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only paying membership dues to exclusive representative organizations only.

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
Fiscal Year 2005-06



Exclusively Represented Units

Non-Exclusively Represented Units

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

Source: MAIN MIDB Civil Service HWF20, pay period ending 9-23-06.

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	322	121	20	9	2	1	10	1	3	0	6	1	363	133	1	0
6 - 10 YEARS	241	55	13	18	5	3	3	1	3	0	0	0	265	77	1	0
11- 15 YEARS	143	29	9	14	1	2	4	0	1	0	0	0	158	45	1	1
16 - 20 YEARS	136	36	17	27	3	2	7	2	2	0	0	0	165	67	7	3
21 - 25 YEARS	47	17	9	9	4	0	2	1	0	0	0	0	62	27	3	1
26 - 30 YEARS	57	17	8	16	1	0	2	0	0	0	0	0	68	33	2	1
31 - 35 YEARS	10	8	2	5	1	0	1	0	0	0	0	0	14	13	1	2
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	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	**962**	**284**	**78**	**98**	**17**	**8**	**29**	**5**	**9**	**0**	**6**	**1**	**1,101**	**396**	**18**	**8**
MORE THAN 10 YEARS	399	108	45	71	10	4	16	3	3	0	0	0	473	186	16	8
AVERAGE YEARS	10.4	10.0	13.7	16.8	15.8	10.8	12.5	15.2	8.7	0.0	0.7	0.0	10.7	11.8	21.4	23.1

BARGAINING UNIT AVERAGE YEARS **11.0**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	973	445	36	7	10	4	15	2	1	3	14	5	1,049	466	6	1
6 - 10 YEARS	521	56	32	4	7	1	8	0	0	1	0	0	568	62	2	0
11- 15 YEARS	257	28	17	2	7	1	7	1	0	0	0	0	288	32	11	1
16 - 20 YEARS	343	26	39	6	8	0	10	1	3	0	0	0	403	33	29	2
21 - 25 YEARS	157	19	21	4	3	0	6	2	0	0	0	0	187	25	17	0
26 - 30 YEARS	217	25	18	3	5	0	11	2	0	0	0	0	251	30	26	1
31 - 35 YEARS	82	4	5	2	5	0	10	1	0	0	0	0	102	7	6	2
36 - 40 YEARS	12	1	1	0	0	0	0	0	0	0	0	0	13	1	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	**2,564**	**604**	**169**	**28**	**45**	**6**	**67**	**9**	**4**	**4**	**14**	**5**	**2,863**	**656**	**98**	**8**
MORE THAN 10 YEARS	1,070	103	101	17	28	1	44	7	3	0	0	0	1,246	128	90	7
AVERAGE YEARS	10.7	4.3	14.3	14.7	15.0	3.5	16.7	18.0	13.5	1.8	0.5	0.0	11.0	4.9	20.5	21.6
BARGAINING UNIT AVERAGE YEARS			**9.9**													

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	647	210	95	134	21	5	17	13	4	3	6	7	790	372	4	2
6 - 10 YEARS	1,939	381	191	171	48	8	60	20	4	1	0	0	2,242	581	2	2
11- 15 YEARS	1,117	206	108	78	39	5	38	7	3	0	0	0	1,305	296	8	2
16 - 20 YEARS	1,793	224	179	129	51	6	42	3	5	0	0	0	2,070	362	69	15
21 - 25 YEARS	365	39	68	45	11	3	9	1	0	0	0	0	453	88	23	7
26 - 30 YEARS	142	14	24	7	1	0	1	1	0	0	0	0	168	22	5	0
31 - 35 YEARS	22	1	3	0	0	0	0	0	0	0	0	0	25	1	1	0
36 - 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	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	**6,026**	**1,075**	**669**	**564**	**171**	**27**	**167**	**45**	**16**	**4**	**6**	**7**	**7,055**	**1,722**	**112**	**28**
MORE THAN 10 YEARS	3,440	484	383	259	102	14	90	12	8	0	0	0	4,023	769	106	24
AVERAGE YEARS	12.6	10.7	13.0	11.0	12.3	11.4	11.6	8.4	10.6	2.8	2.2	2.0	12.6	10.7	18.5	17.2

BARGAINING UNIT AVERAGE YEARS **12.2**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	54	130	38	192	0	2	7	13	2	4	3	3	104	344	3	2
6 - 10 YEARS	15	16	8	12	0	2	1	6	1	2	0	0	25	38	3	0
11- 15 YEARS	15	33	5	27	0	0	1	6	0	0	0	0	21	66	6	4
16 - 20 YEARS	13	30	7	22	0	1	2	7	0	1	0	0	22	61	7	10
21 - 25 YEARS	4	20	1	10	0	0	0	0	0	0	0	0	5	30	1	1
26 - 30 YEARS	5	25	2	18	1	4	1	0	0	0	0	0	9	47	4	5
31 - 35 YEARS	9	13	1	10	0	0	0	0	0	0	0	0	10	23	3	2
36 - 40 YEARS	2	2	0	2	0	0	0	0	0	0	0	0	2	4	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	**117**	**269**	**63**	**293**	**1**	**9**	**12**	**32**	**3**	**7**	**3**	**3**	**199**	**613**	**27**	**24**
MORE THAN 10 YEARS	48	123	17	89	1	5	4	13	0	1	0	0	70	231	21	22
AVERAGE YEARS	11.4	11.8	8.6	8.9	30.0	16.3	7.9	8.8	6.7	7.3	3.3	3.3	10.2	10.2	17.8	19.3

BARGAINING UNIT AVERAGE YEARS **10.2**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	397	243	13	11	1	0	3	2	13	11	0	3	427	270	2	0
6 - 10 YEARS	286	122	6	8	1	0	4	4	10	8	0	0	307	142	0	1
11- 15 YEARS	195	111	9	8	0	0	4	1	8	6	0	0	216	126	2	1
16 - 20 YEARS	243	113	12	7	1	2	4	1	8	5	0	0	268	128	9	1
21 - 25 YEARS	79	42	9	5	1	2	1	0	6	2	0	0	96	51	2	2
26 - 30 YEARS	119	29	11	2	1	0	3	0	5	0	0	0	139	31	4	2
31 - 35 YEARS	53	5	1	0	0	0	0	0	3	0	0	0	57	5	1	0
36 - 40 YEARS	15	0	0	0	0	0	0	0	1	0	0	0	16	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	**1,389**	**665**	**61**	**41**	**5**	**4**	**19**	**8**	**55**	**32**	**0**	**3**	**1,529**	**753**	**23**	**7**
MORE THAN 10 YEARS	706	300	42	22	3	4	12	2	32	13	0	0	795	341	21	6
AVERAGE YEARS	12.5	10.3	15.6	11.6	15.8	20.0	14.4	8.0	14.6	9.2	0.0	2.7	12.7	10.3	22.0	19.4

BARGAINING UNIT AVERAGE YEARS **11.9**

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	290	119	10	9	3	0	8	1	5	5	1	1	317	135	2	0
6 - 10 YEARS	148	40	2	2	2	0	2	0	3	1	0	0	157	43	0	0
11- 15 YEARS	85	33	4	1	0	0	1	0	2	2	0	0	92	36	3	1
16 - 20 YEARS	141	36	11	6	0	1	3	1	2	1	0	0	157	45	6	1
21 - 25 YEARS	36	9	8	6	0	0	0	1	0	0	0	0	44	16	0	1
26 - 30 YEARS	39	13	5	2	1	0	4	1	1	0	0	0	50	16	3	1
31 - 35 YEARS	45	4	1	1	0	0	3	0	0	0	0	0	49	5	5	0
36 - 40 YEARS	21	3	0	0	0	0	1	0	2	0	0	0	24	3	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	**809**	**258**	**41**	**27**	**6**	**1**	**22**	**4**	**15**	**9**	**1**	**1**	**894**	**300**	**23**	**4**
MORE THAN 10 YEARS	371	99	29	16	1	1	12	3	7	3	0	0	420	122	21	4
AVERAGE YEARS	11.8	9.5	15.4	13.6	7.2	20.0	15.3	18.0	13.3	6.3	4.0	0.0	12.1	9.9	24.3	21.0

BARGAINING UNIT AVERAGE YEARS **11.5**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.0**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	64	8	2	1	0	0	1	0	0	0	0	0	67	9	0	0
6 - 10 YEARS	411	32	11	3	4	0	6	0	2	0	0	0	434	35	0	0
11- 15 YEARS	331	60	32	3	15	0	13	0	2	0	0	0	393	63	2	0
16 - 20 YEARS	201	57	39	3	7	0	15	2	2	1	0	0	264	63	1	0
21 - 25 YEARS	81	12	20	1	1	0	7	0	0	0	0	0	109	13	0	0
26 - 30 YEARS	51	7	14	1	0	0	1	0	0	0	0	0	66	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	**1,161**	**176**	**120**	**12**	**27**	**0**	**45**	**2**	**6**	**1**	**0**	**0**	**1,359**	**191**	**3**	**0**
MORE THAN 10 YEARS	686	136	107	8	23	0	38	2	4	1	0	0	858	147	3	0
AVERAGE YEARS	12.6	14.2	17.2	14.1	13.4	0.0	16.2	18.0	12.5	16.0	0.0	0.0	13.2	14.2	15.0	0.0

BARGAINING UNIT AVERAGE YEARS **13.3**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	269	369	72	125	0	2	10	11	2	2	3	2	356	511	1	0
6 - 10 YEARS	147	215	54	91	1	1	6	5	2	6	0	0	210	318	1	1
11- 15 YEARS	92	86	36	42	1	1	4	4	2	0	0	0	135	133	3	1
16 - 20 YEARS	91	92	32	51	2	0	5	4	2	2	0	0	132	149	6	0
21 - 25 YEARS	54	87	22	44	4	1	1	3	0	0	0	0	81	135	5	8
26 - 30 YEARS	119	141	50	56	1	0	3	4	1	0	0	0	174	201	10	8
31 - 35 YEARS	17	29	4	9	1	0	1	0	0	0	0	0	23	38	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	**791**	**1,021**	**270**	**420**	**10**	**5**	**30**	**31**	**9**	**10**	**3**	**2**	**1,113**	**1,489**	**31**	**19**
MORE THAN 10 YEARS	375	437	144	204	9	2	14	15	5	2	0	0	547	660	29	18
AVERAGE YEARS	12.3	11.9	13.7	12.8	20.0	9.0	11.9	11.8	12.2	7.5	3.3	0.0	12.6	12.1	23.3	24.1

BARGAINING UNIT AVERAGE YEARS **12.3**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	373	1,133	74	496	3	14	17	54	8	15	4	7	479	1,719	5	7
6 - 10 YEARS	446	930	101	635	1	9	18	66	13	24	0	0	579	1,664	5	13
11- 15 YEARS	345	642	75	238	2	9	11	52	1	13	0	0	434	954	12	23
16 - 20 YEARS	268	505	69	264	2	10	16	45	5	13	0	0	360	837	27	45
21 - 25 YEARS	124	267	30	174	2	3	4	15	5	8	0	0	165	467	14	30
26 - 30 YEARS	273	464	41	267	2	7	6	9	2	4	0	0	324	751	27	46
31 - 35 YEARS	98	128	15	109	0	1	1	4	2	0	0	0	116	242	11	13
36 - 40 YEARS	9	13	3	12	0	0	0	1	0	0	0	0	12	26	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	**1,938**	**4,082**	**408**	**2,195**	**12**	**53**	**73**	**246**	**36**	**77**	**4**	**7**	**2,471**	**6,660**	**101**	**178**
MORE THAN 10 YEARS	1,119	2,019	233	1,064	8	30	38	126	15	38	0	0	1,413	3,277	91	158
AVERAGE YEARS	14.3	12.5	13.8	13.4	14.7	13.5	12.4	11.8	12.6	11.9	1.3	2.0	14.1	12.7	20.9	20.5

BARGAINING UNIT AVERAGE YEARS **13.1**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	216	1,337	40	257	1	9	11	63	0	11	11	12	279	1,689	1	7
6 - 10 YEARS	146	1,082	31	253	2	16	4	48	4	12	0	0	187	1,411	3	14
11- 15 YEARS	54	566	4	108	0	13	2	26	1	2	0	0	61	715	8	43
16 - 20 YEARS	57	737	11	219	1	9	6	52	2	8	0	0	77	1,025	19	94
21 - 25 YEARS	27	381	14	107	1	13	3	27	0	4	0	0	45	532	11	44
26 - 30 YEARS	50	772	12	230	0	13	5	27	0	4	0	0	67	1,046	13	76
31 - 35 YEARS	23	266	3	84	0	0	0	7	0	1	0	0	26	358	4	22
36 - 40 YEARS	3	48	0	5	0	0	0	0	0	0	0	0	3	53	0	4
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**576**	**5,189**	**115**	**1,263**	**5**	**73**	**31**	**250**	**7**	**42**	**11**	**12**	**745**	**6,829**	**59**	**304**
MORE THAN 10 YEARS	214	2,770	44	753	2	48	16	139	3	19	0	0	279	3,729	55	283
AVERAGE YEARS	10.3	13.9	11.3	15.5	10.8	15.1	12.9	13.3	11.6	12.1	1.6	1.1	10.5	14.1	20.3	20.9

BARGAINING UNIT AVERAGE YEARS **13.8**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	407	399	38	85	3	5	6	7	29	26	44	23	527	545	1	0
6 - 10 YEARS	363	367	35	88	1	0	8	9	15	13	0	0	422	477	7	1
11- 15 YEARS	160	198	22	36	1	3	5	5	10	8	0	0	198	250	6	9
16 - 20 YEARS	223	321	50	87	3	1	12	21	12	13	0	0	300	443	26	27
21 - 25 YEARS	91	169	23	54	1	2	6	6	8	4	0	0	129	235	21	10
26 - 30 YEARS	209	326	41	72	1	3	6	5	2	7	0	0	259	413	26	33
31 - 35 YEARS	112	157	6	26	1	0	4	1	1	1	0	0	124	185	15	13
36 - 40 YEARS	17	26	1	0	0	0	1	1	0	0	0	0	19	27	3	3
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	1	0
BARGAINING UNIT TOTAL	**1,584**	**1,963**	**217**	**448**	**11**	**14**	**48**	**55**	**77**	**72**	**44**	**23**	**1,981**	**2,575**	**106**	**96**
MORE THAN 10 YEARS	814	1,197	144	275	7	9	34	39	33	33	0	0	1,032	1,553	98	95
AVERAGE YEARS	13.9	15.8	15.9	15.5	15.1	14.0	17.0	16.4	10.3	11.3	2.0	1.4	13.8	15.5	22.9	24.0

BARGAINING UNIT AVERAGE YEARS **14.8**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
6 - 10 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
11- 15 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	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	**3**	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**4**	**3**	**2**	**0**
MORE THAN 10 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	2	0
AVERAGE YEARS	17.0	6.0	12.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.8	6.7	23.5	0.0

BARGAINING UNIT AVERAGE YEARS **11.9**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	129	154	18	30	0	0	3	1	5	4	1	1	156	190	0	1
6 - 10 YEARS	346	259	42	92	4	3	3	5	8	4	0	0	403	363	1	2
11- 15 YEARS	470	290	54	89	12	8	8	9	7	8	0	0	551	404	8	7
16 - 20 YEARS	887	460	140	162	26	6	31	19	11	12	0	0	1,095	659	63	26
21 - 25 YEARS	415	266	75	110	5	4	12	3	10	4	0	0	517	387	40	31
26 - 30 YEARS	575	439	77	153	8	3	13	17	6	4	1	0	680	616	63	49
31 - 35 YEARS	278	141	29	70	2	1	6	4	2	1	0	0	317	217	30	11
36 - 40 YEARS	73	20	4	9	1	1	0	3	2	0	0	0	80	33	13	5
MORE THAN 40 YEARS	4	1	1	0	0	0	0	0	1	0	0	0	6	1	0	1
BARGAINING UNIT TOTAL	**3,177**	**2,030**	**440**	**715**	**58**	**26**	**76**	**61**	**52**	**37**	**2**	**1**	**3,805**	**2,870**	**218**	**133**
MORE THAN 10 YEARS	2,702	1,617	380	593	54	23	70	55	39	29	1	0	3,246	2,317	217	130
AVERAGE YEARS	19.7	18.8	19.5	19.8	18.8	17.9	20.0	21.1	18.0	15.7	15.0	3.0	19.7	19.0	24.9	24.2

BARGAINING UNIT AVERAGE YEARS **19.4**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	121	172	16	28	0	0	4	5	3	4	8	4	152	213	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**121**	**172**	**16**	**28**	**0**	**0**	**4**	**5**	**3**	**4**	**8**	**4**	**152**	**213**	**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	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.0**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	93	77	16	20	0	1	2	1	2	1	2	4	115	104	0	0
6 - 10 YEARS	96	56	10	5	0	0	0	1	1	1	0	0	107	63	2	1
11- 15 YEARS	75	54	5	6	0	0	1	0	0	0	0	0	81	60	2	1
16 - 20 YEARS	110	112	16	22	2	0	2	3	5	3	0	0	135	140	5	6
21 - 25 YEARS	85	56	20	15	2	1	4	0	1	3	0	0	112	75	11	5
26 - 30 YEARS	192	134	34	34	4	3	5	4	1	1	0	0	236	176	25	11
31 - 35 YEARS	153	64	15	25	1	0	4	2	3	1	0	0	176	92	17	7
36 - 40 YEARS	37	13	2	1	1	0	0	0	0	0	0	0	40	14	3	1
MORE THAN 40 YEARS	5	1	0	1	0	0	1	0	0	0	0	0	6	2	1	1
BARGAINING UNIT TOTAL	**846**	**567**	**118**	**129**	**10**	**5**	**19**	**11**	**13**	**10**	**2**	**4**	**1,008**	**726**	**66**	**33**
MORE THAN 10 YEARS	657	434	92	104	10	4	17	9	10	8	0	0	786	559	64	32
AVERAGE YEARS	21.1	19.3	20.6	21.3	26.5	22.8	24.0	21.6	19.5	19.3	1.5	1.5	21.1	19.6	27.2	25.9

BARGAINING UNIT AVERAGE YEARS **20.4**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	70	211	15	39	1	1	1	8	0	3	1	5	88	267	0	2
6 - 10 YEARS	51	273	6	36	0	4	3	3	0	4	0	0	60	320	0	1
11- 15 YEARS	19	147	4	24	1	2	1	1	1	1	0	0	26	175	0	5
16 - 20 YEARS	38	268	11	50	0	2	3	16	0	7	0	0	52	343	2	17
21 - 25 YEARS	11	104	3	16	0	1	0	11	1	3	0	0	15	135	1	11
26 - 30 YEARS	33	239	6	69	1	3	0	18	1	2	0	0	41	331	5	21
31 - 35 YEARS	15	144	2	27	2	1	1	2	0	0	0	0	20	174	1	14
36 - 40 YEARS	7	16	0	0	0	0	0	0	0	0	0	0	7	16	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	**244**	**1,403**	**47**	**261**	**5**	**14**	**9**	**59**	**3**	**20**	**1**	**5**	**309**	**1,762**	**9**	**72**
MORE THAN 10 YEARS	123	919	26	186	4	9	5	48	3	13	0	0	161	1,175	9	69
AVERAGE YEARS	13.8	17.0	13.4	18.2	21.2	16.3	14.2	19.5	19.7	14.5	4.0	2.6	13.9	17.2	26.2	24.0

BARGAINING UNIT AVERAGE YEARS **16.7**

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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	4,426	5,130	503	1,443	45	44	115	182	77	92	104	78	5,270	6,969	26	22
6 - 10 YEARS	5,156	3,885	542	1,419	76	47	126	168	66	77	0	0	5,966	5,596	27	36
11- 15 YEARS	3,358	2,483	385	676	79	44	100	112	38	40	0	0	3,960	3,355	72	99
16 - 20 YEARS	4,544	3,017	633	1,055	106	40	158	177	59	66	0	0	5,500	4,355	276	247
21 - 25 YEARS	1,577	1,488	323	600	35	30	55	70	31	28	0	0	2,021	2,216	150	151
26 - 30 YEARS	2,082	2,645	343	930	27	36	61	88	19	22	1	0	2,533	3,721	214	254
31 - 35 YEARS	934	964	88	368	13	3	33	21	11	4	0	0	1,079	1,360	99	87
36 - 40 YEARS	209	145	13	31	2	1	2	5	5	0	0	0	231	182	27	16
MORE THAN 40 YEARS	22	4	3	1	0	0	1	0	2	0	0	0	28	5	5	2
STATEWIDE TOTAL	**22,308**	**19,761**	**2,833**	**6,523**	**383**	**245**	**651**	**823**	**308**	**329**	**105**	**78**	**26,588**	**27,759**	**896**	**914**
MORE THAN 10 YEARS	12,726	10,746	1,788	3,661	262	154	410	473	165	160	1	0	15,352	15,194	843	856
AVERAGE YEARS	13.7	13.7	14.9	14.5	14.7	14.4	14.5	13.7	13.3	11.6	1.9	1.5	13.8	13.9	22.4	22.0

STATEWIDE AVERAGE YEARS **13.8**

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

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

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

Pay Period Ending: September 23, 2006

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Avgerage Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,498	2.8 %	43.6	$21.51	1,004	67.0 %
A31 - LABOR AND TRADES	3,527	6.5 %	44.8	$16.95	2,004	56.8 %
C12 - SECURITY	8,827	16.2 %	42.5	$21.58	7,610	86.2 %
E42 - HUMAN SERVICES SUPPORT	812	1.5 %	46.2	$20.39	386	47.5 %
H21 - SCIENTIFIC & ENGINEERING	2,282	4.2 %	43.1	$28.44	1,572	68.9 %
L32 - TECHNICAL	1,194	2.2 %	41.8	$20.08	734	61.5 %
T01 - STATE POLICE ENLISTED	1,558	2.9 %	39.2	$27.51	1,485	95.3 %
U11 - INSTITUTIONAL	2,625	4.8 %	45.5	$18.11	1,758	67.0 %
W22 - HUMAN SERVICES	9,139	16.8 %	46.3	$24.21	6,756	73.9 %
W41 - ADMINISTRATIVE SUPPORT	7,577	13.9 %	46.2	$18.38	5,444	71.8 %
Y23 - BUSINESS & ADMINISTRATION	4,557	8.4 %	46.4	$27.99	3,422	75.1 %
Y50 - PENDING UNIT ASSIGNMENT	7	0.0 %	42.5	$21.97	5	71.4 %
Y51 - SUPERVISORY	6,685	12.3 %	49.1	$29.64	6,321	94.6 %
Y52 - NONCAREER	365	0.7 %	24.6	$12.50	1	0.3 %
Y98 - MANAGERIAL	1,735	3.2 %	51.4	$43.34	1,523	87.8 %
Y99 - CONFIDENTIAL	2,071	3.8 %	47.1	$24.55	1,689	81.6 %
STATEWIDE TOTAL	**54,459**	**100.0 %**	**45.4**	**$23.78**	**41,714**	**76.6 %**

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. Since September 24, 2005, the average hourly pay rate has increased by $.59 (2.5%), and the percentage of employees eligible for longevity has increased from 74% to 77%.

MAIN MIDB CIVIL SERVICE HWF25
Universe: HR Human Resources
Report Sequence: Unit

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

PAY PERIOD ENDING SEPTEMBER 23, 2006

			Health Insurance						Dental Insurance						Vision Insurance	
Bargaining Unit Code/Name		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	**7,102**	3,269	46%	3,271	46%	90	1%	6,400	90%	252	4%	25	0%	6,694	94%
Y23	BUSINESS & ADMINISTRATION	**4,554**	1,821	40%	2,329	51%	80	2%	4,092	90%	155	3%	25	1%	4,287	94%
Y99	CONFIDENTIAL	**2,063**	800	39%	1,050	51%	30	1%	1,857	90%	50	2%	1	0%	1,907	92%
W22	HUMAN SERVICES	**9,099**	5,273	58%	3,158	35%	104	1%	8,295	91%	283	3%	43	0%	8,637	95%
E42	HUMAN SERVICES SUPPORT	**812**	528	65%	236	29%	7	1%	744	92%	36	4%	1	0%	784	97%
U11	INSTITUTIONAL	**2,577**	1,667	65%	759	29%	13	1%	2,408	93%	37	1%	3	0%	2,453	95%
A31	LABOR AND TRADES	**2,544**	1,464	58%	908	36%	23	1%	2,386	94%	6	0%	8	0%	2,399	94%
Y98	MANAGERIAL	**1,735**	888	51%	732	42%	14	1%	1,629	94%	25	1%	6	0%	1,660	96%
Y52	NONCAREER	**2**	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%
Y50	PENDING UNIT ASSIGNMENT	**7**	1	14%	5	71%	0	0%	6	86%	0	0%	0	0%	6	86%
A02	SAFETY & REGULATORY	**1,445**	995	69%	328	23%	22	2%	1,324	92%	12	1%	10	1%	1,355	94%
H21	SCIENTIFIC & ENGINEERING	**2,278**	1,216	53%	904	40%	34	1%	2,106	92%	51	2%	14	1%	2,187	96%
C12	SECURITY	**8,827**	5,505	62%	2,906	33%	49	1%	8,322	94%	169	2%	17	0%	8,507	96%
T01	STATE POLICE ENLISTED	**1,558**	1,414	91%	112	7%	4	0%	1,527	98%	4	0%	0	0%	1,532	98%
Y51	SUPERVISORY	**6,684**	3,744	56%	2,484	37%	78	1%	6,220	93%	120	2%	18	0%	6,361	95%
L32	TECHNICAL	**1,040**	602	58%	375	36%	14	1%	975	94%	24	2%	5	0%	1,006	97%
STATEWIDE TOTALS:		**52,327**	**29,188**	**56%**	**19,557**	**37%**	**562**	**1%**	**48,292**	**92%**	**1,224**	**2%**	**176**	**0%**	**49,776**	**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

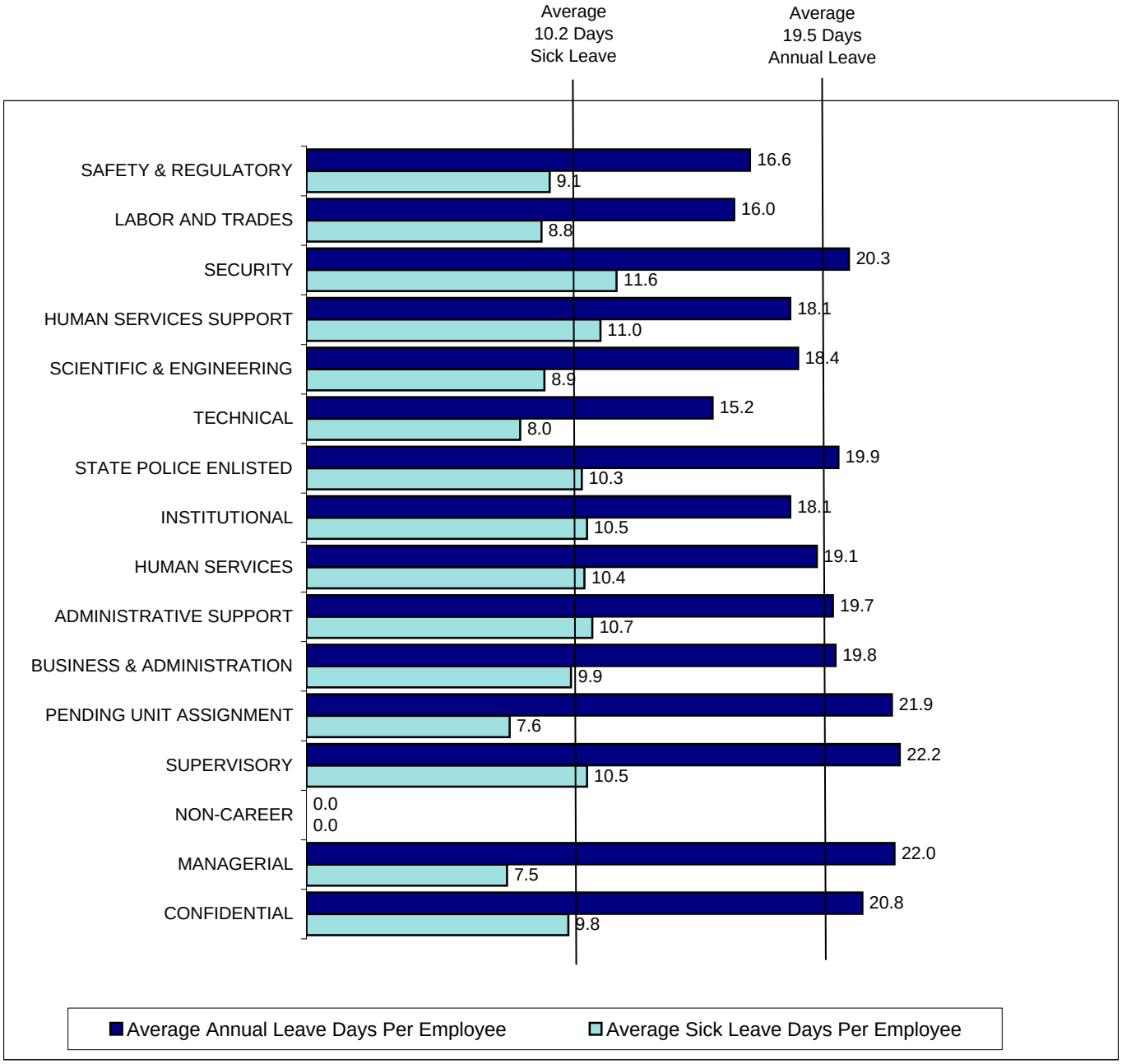
PAY PERIOD ENDING SEPTEMBER 23, 2006

			Disability Insurance				Life Insurance						Long Term Care Insurance	
Bargaining Unit Code/Name		Total Employees	CMI	%	Reliance	%	United of Omaha	%	United Of Omaha Reduced Life	%	Reliastar	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	**7,102**	6,334	89%	160	2%	6,688	94%	392	6%	129	2%	724	10%
Y23	BUSINESS & ADMINISTRATION	**4,554**	3,885	85%	63	1%	4,217	93%	321	7%	50	1%	873	19%
Y99	CONFIDENTIAL	**2,063**	1,872	91%	27	1%	1,942	94%	117	6%	25	1%	400	19%
W22	HUMAN SERVICES	**9,099**	8,316	91%	0	0%	8,566	94%	533	6%	0	0%	1,079	12%
E42	HUMAN SERVICES SUPPORT	**812**	670	83%	0	0%	752	93%	59	7%	0	0%	59	7%
U11	INSTITUTIONAL	**2,577**	2,314	90%	2	0%	2,500	97%	78	3%	1	0%	73	3%
A31	LABOR AND TRADES	**2,544**	2,266	89%	16	1%	2,437	96%	101	4%	16	1%	130	5%
Y98	MANAGERIAL	**1,735**	1,579	91%	35	2%	1,647	95%	86	5%	36	2%	474	27%
Y52	NONCAREER	**2**	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**7**	7	100%	1	14%	6	86%	1	14%	0	0%	1	14%
A02	SAFETY & REGULATORY	**1,445**	1,221	84%	93	6%	1,356	94%	86	6%	88	6%	92	6%
H21	SCIENTIFIC & ENGINEERING	**2,278**	1,858	82%	31	1%	2,086	92%	188	8%	24	1%	280	12%
C12	SECURITY	**8,827**	8,413	95%	0	0%	8,583	97%	255	3%	0	0%	241	3%
T01	STATE POLICE ENLISTED	**1,558**	1,513	97%	1,034	66%	1,517	97%	32	2%	1,100	71%	91	6%
Y51	SUPERVISORY	**6,684**	6,413	96%	209	3%	6,453	97%	225	3%	218	3%	1,087	16%
L32	TECHNICAL	**1,040**	864	83%	28	3%	949	91%	87	8%	19	2%	87	8%
STATEWIDE TOTALS:		**52,327**	**47,525**	**91%**	**1,699**	**3%**	**49,701**	**95%**	**2,561**	**5%**	**1,706**	**3%**	**5,691**	**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.

Graph 5-3

ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2005-06



Source: HWF29 and HWF32, pay period beginning 9-25-05 through pay period ending 9-23-06.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

Fiscal Year Ending: September 23, 2006

Bargaining Unit Code/Name		Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02	SAFETY & REGULATORY	1,575	114,035.8	72.4	9.1
A31	LABOR AND TRADES	3,334	235,250.2	70.6	8.8
C12	SECURITY	9,368	872,528.1	93.1	11.6
E42	HUMAN SERVICES SUPPORT	892	78,325.1	87.8	11.0
H21	SCIENTIFIC & ENGINEERING	2,375	169,789.2	71.5	8.9
L32	TECHNICAL	1,334	85,676.2	64.2	8.0
T01	STATE POLICE ENLISTED	1,579	130,524.8	82.7	10.3
U11	INSTITUTIONAL	2,868	241,437.3	84.2	10.5
W22	HUMAN SERVICES	9,812	813,689.6	82.9	10.4
W41	ADMINISTRATIVE SUPPORT	7,771	662,223.8	85.2	10.7
Y23	BUSINESS & ADMINISTRATION	4,786	378,115.5	79.0	9.9
Y50	PENDING UNIT ASSIGNMENT	7	426.3	60.9	7.6
Y51	SUPERVISORY	7,062	591,678.7	83.8	10.5
Y52	NONCAREER	212	74.0	0.3	0.0
Y98	MANAGERIAL	1,817	109,671.5	60.4	7.5
Y99	CONFIDENTIAL	2,167	169,270.1	78.1	9.8
STATEWIDE		**56,959**	**4,652,716.2**	**81.7**	**10.2**

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

MIDB HWF29 - Sick Leave by Bargaining Unit
Universe: HR HUMAN RESOURCES
Report Sequence: Union_Cd_Unit_Desc

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

Fiscal Year Ending: September 23, 2006

		ANNUAL LEAVE				DEFERRED HOURS			
Bargaining Unit Code/Name		**Number of Employees**	**Fiscal Year Total Hours Used**	**Average Hours Per Employee**	**Average Days Per Employee**	**Number of Employees**	**Fiscal Year Total Hours Used**	**Average Hours Per Employee**	**Average Days Per Employee**
A02	SAFETY & REGULATORY	1,575	208,956.3	132.7	16.6	1,575	31,323.5	19.9	2.5
A31	LABOR AND TRADES	3,334	427,735.6	128.3	16.0	3,334	64,128.2	19.2	2.4
C12	SECURITY	9,368	1,518,225.3	162.1	20.3	9,368	365,478.2	39.0	4.9
E42	HUMAN SERVICES SUPPORT	892	129,093.9	144.7	18.1	892	22,449.7	25.2	3.1
H21	SCIENTIFIC & ENGINEERING	2,375	350,382.3	147.5	18.4	2,375	39,545.0	16.7	2.1
L32	TECHNICAL	1,334	162,681.8	122.0	15.2	1,334	21,638.2	16.2	2.0
T01	STATE POLICE ENLISTED	1,579	250,889.6	158.9	19.9	1,579	30,127.3	19.1	2.4
U11	INSTITUTIONAL	2,868	414,343.0	144.5	18.1	2,868	115,420.7	40.2	5.0
W22	HUMAN SERVICES	9,812	1,495,591.6	152.4	19.1	9,812	239,841.4	24.4	3.1
W41	ADMINISTRATIVE SUPPORT	7,771	1,223,147.7	157.4	19.7	7,771	181,939.2	23.4	2.9
Y23	BUSINESS & ADMINISTRATION	4,786	756,619.4	158.1	19.8	4,786	89,457.2	18.7	2.3
Y50	PENDING UNIT ASSIGNMENT	7	1,227.8	175.4	21.9	7	239.6	34.2	4.3
Y51	SUPERVISORY	7,062	1,253,295.2	177.5	22.2	7,062	142,593.2	20.2	2.5
Y52	NONCAREER	212	53.2	0.3	0.0	212	97.0	0.5	0.1
Y98	MANAGERIAL	1,817	319,283.2	175.7	22.0	1,817	20,734.4	11.4	1.4
Y99	CONFIDENTIAL	2,167	360,688.2	166.4	20.8	2,167	43,642.9	20.1	2.5
STATEWIDE		**56,959**	**8,872,214.1**	**155.8**	**19.5**	**56,959**	**1,408,655.7**	**24.7**	**3.1**

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

HWF32 - Annual Leave and Deferred Hours by Bargaining Unit
Universe: HR Human Resources
Report Sequence: Union_Cd_Unit_Desc

STATE CLASSIFIED EMPLOYEE AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2005-06

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.1	16.6	25.7
A31	LABOR AND TRADES	8.8	16.0	24.8
C12	SECURITY	11.6	20.3	31.9
E42	HUMAN SERVICES SUPPORT	11.0	18.1	29.1
H21	SCIENTIFIC & ENGINEERING	8.9	18.4	27.3
L32	TECHNICAL	8.0	15.2	23.2
T01	STATE POLICE ENLISTED	10.3	19.9	30.2
U11	INSTITUTIONAL	10.5	18.1	28.6
W22	HUMAN SERVICES	10.4	19.1	29.5
W41	ADMINISTRATIVE SUPPORT	10.7	19.7	30.4
Y23	BUSINESS & ADMINISTRATION	9.9	19.8	29.7
Y50	PENDING UNIT ASSIGNMENT	7.6	21.9	29.5
Y51	SUPERVISORY	10.5	22.2	32.7
Y52	NON-CAREER	0.0	0.0	0.0
Y98	MANAGERIAL	7.5	22.0	29.5
Y99	CONFIDENTIAL	9.8	20.8	30.6
	STATEWIDE AVERAGE	10.2	19.5	29.7

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-23-06.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)

Fiscal Years 2001-02 through 2005-06

UNION CODE	BARGAINING UNIT	2001-02	2002-03	2003-04	2004-05	2005-06
A02	SAFETY & REGULATORY	6.3	10.0	8.4	8.7	9.1
A31	LABOR AND TRADES	8.4	11.6	10.0	8.5	8.8
C12	SECURITY	11.2	12.4	12.3	12.2	11.6
E42	HUMAN SERVICES SUPPORT	9.5	9.4	10.1	10.0	11.0
H21	SCIENTIFIC & ENGINEERING	8.8	9.7	7.8	8.5	8.9
L32	TECHNICAL	7.8	9.3	7.4	7.2	8.0
T01	STATE POLICE ENLISTED	12.3	11.0	9.8	10.1	10.3
U11	INSTITUTIONAL	10.8	11.4	10.8	10.4	10.5
W22	HUMAN SERVICES	10.9	10.6	10.1	10.2	10.4
W41	ADMINISTRATIVE SUPPORT	10.6	10.9	10.4	10.5	10.7
Y23	BUSINESS & ADMINISTRATION	10.3	10.1	8.9	9.9	9.9
Y50	PENDING UNIT ASSIGNMENT	4.8	7.0	1.8	8.1	7.6
Y51	SUPERVISORY	11.5	10.7	9.6	10.4	10.5
Y52	NON-CAREER	0.0	6.7	0.9	0.0	0.0
Y98	MANAGERIAL	8.0	8.5	6.5	7.3	7.5
Y99	CONFIDENTIAL	10.4	10.0	8.9	9.6	9.8
	STATEWIDE AVERAGE	10.3	10.9	10.0	10.1	10.2

Source: MAIN, MIDB Civil Service HWF29, for the last full pay period in each fiscal year.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 23, 2006

EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	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	582	35	44	0	0	234	20	0	0	0	92	425
ATTORNEY GENERAL	11	527	31	2	0	0	0	0	0	0	0	111	144
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	122	0	0	0	0	0	0	0	0	57	16	73
CIVIL SERVICE	19	214	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,366	43	116	205	0	146	51	0	1,157	677	604	2,999
CORRECTIONS	47	16,271	10	841	8,572	0	12	106	0	556	2,024	1,218	13,339
EDUCATION	31	370	2	13	0	0	0	0	0	23	107	85	230
ENVIRONMENTAL QUALITY	76	1,498	33	2	0	0	835	57	0	0	1	206	1,134
EXECUTIVE OFFICE	01	48	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	263	27	47	0	0	6	3	0	0	54	46	183
HUMAN SERVICES	43	9,822	194	65	0	62	4	4	0	356	5,754	1,310	7,749
INFORMATION TECHNOLOGY	08	1,764	0	29	0	0	5	56	0	0	0	266	356
LABOR & ECONOMIC GROWTH	64	4,350	279	76	0	750	94	7	0	22	379	887	2,494
MANAGEMENT & BUDGET	07	1,022	5	291	0	0	35	13	0	0	2	135	481
MILITARY AFFAIRS	51	966	32	160	0	0	21	11	0	472	26	59	781
NATURAL RESOURCES	75	2,732	548	981	0	0	253	194	0	11	44	237	2,268
STATE	23	1,798	26	23	0	0	0	1	0	0	1	1,179	1,230
STATE POLICE	55	2,691	163	27	0	0	82	28	1,550	5	0	301	2,156
TRANSPORTATION	59	3,172	58	791	0	0	552	642	0	0	2	270	2,315
TREASURY	27	1,621	11	9	0	0	3	1	0	0	3	550	577
Grand Total:		**54,346**	**1,497**	**3,519**	**8,777**	**812**	**2,282**	**1,194**	**1,550**	**2,602**	**9,131**	**7,574**	**38,938**

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 HWF05
Report Sequence: HRS_DEPT_CD_DESC
Universe: Human Resource

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 23, 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	582	32	19	21	10	0	75	157
ATTORNEY GENERAL	11	527	25	53	292	0	2	11	383
AUDITOR GENERAL	03	147	0	70	29	7	0	37	143
CIVIL RIGHTS	15	122	2	20	12	0	0	15	49
CIVIL SERVICE	19	214	0	169	22	8	0	15	214
COMMUNITY HEALTH	39	4,366	465	127	184	23	2	566	1,367
CORRECTIONS	47	16,271	156	293	158	4	0	2,321	2,932
EDUCATION	31	370	57	32	20	1	0	30	140
ENVIRONMENTAL QUALITY	76	1,498	61	45	20	50	0	188	364
EXECUTIVE OFFICE	01	48	0	41	0	7	0	0	48
HISTORY ARTS AND LIBRARIES	25	263	20	13	21	5	0	21	80
HUMAN SERVICES	43	9,822	392	361	184	2	0	1,134	2,073
INFORMATION TECHNOLOGY	08	1,764	1,041	65	86	34	0	182	1,408
LABOR & ECONOMIC GROWTH	64	4,350	920	219	245	71	2	399	1,856
MANAGEMENT & BUDGET	07	1,022	179	142	72	31	0	117	541
MILITARY AFFAIRS	51	966	23	26	16	2	0	118	185
NATURAL RESOURCES	75	2,732	76	49	50	9	0	280	464
STATE	23	1,798	144	72	52	16	0	284	568
STATE POLICE	55	2,691	116	51	48	3	1	316	535
TRANSPORTATION	59	3,172	203	138	85	51	0	380	857
TREASURY	27	1,621	644	66	117	31	0	186	1,044
Grand Total:		**54,346**	**4,556**	**2,071**	**1,734**	**365**	**7**	**6,675**	**15,408**

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 HWF06
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.